



THE NATIONAL DEVELOPMENT PLAN 2030 PERSONS WITH DISABILITIES AS EQUAL CITIZENS

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**THE NATIONAL DEVELOPMENT PLAN 2030
PERSONS WITH DISABILITIES AS EQUAL CITIZENS**

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A. MINISTER'S FOREWORD

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

The NDP seeks to consolidate the achievements of our democratic government, under which people's lives, particularly persons with disabilities, have vastly improved. At the heart of the NDP lies a plan to tackle the triple challenges of poverty, inequality and unemployment by drawing on the collective energies of our country's people, growing an inclusive economy, enhancing the capacity of the State, and promoting

leadership and partnerships throughout society. One such partnership, with the United Nations (UN) Country Team in South Africa, focused specifically on promoting the rights of persons with disabilities in South Africa.

The initiative, which culminated in the development of this publication, was aimed at strengthening monitoring and evaluation capacity for effective oversight and advocacy, establishing a UN Convention on the Rights of Persons with Disabilities-compliant legal and policy framework, and reducing the economic vulnerabilities of persons with disabilities in South Africa.

The Disability-Disaggregated National Development Plan provides a roadmap for an inclusive society envisioned by 2030, in line with the provisions of the Constitution. The publication of this document represents government's commitment and continued national effort to promote the equal and active participation of all persons with disabilities in key sectors of society.

The Disability-Disaggregated National Development Plan has been developed with extensive inputs from key sectors of society, including organisations representing persons with disabilities, thus living up to the motto: 'Nothing about us without us'. On behalf of the government, I thank them for their outstanding contribution to this process.

We want to build a caring society for all and I strongly believe that this document reflects the aspirations of many persons with disabilities in our country. The Department of Social Development, working jointly with other departments and key sectors, including the disability sector, will take the lead in contributing towards the achievement of the goals of Vision 2030.

A handwritten signature in black ink, appearing to read 'BO Dlamini', written in a cursive style.

Ms BO Dlamini, MP
Minister of Social Development
Republic of South Africa



B. OVERVIEW BY DEPUTY MINISTER

The interrelatedness of disability and poverty is articulated in South Africa's National Development Plan (NDP), approved in 2012, which states that: "Disability and poverty operate in a vicious circle. Disability often leads to poverty and poverty, in turn, often results in disability."

The NDP recognises that many persons with disabilities are not able to develop to their full potential due to a number of barriers that have to be addressed, namely; physical barriers, information barriers, communication barriers and attitudinal barriers.

The NDP therefore directs that "persons with disabilities must have enhanced access to quality education and employment. Efforts to ensure relevant and accessible skills development programmes for people with disabilities, coupled with equal opportunities for their productive and gainful

employment, must be prioritised."

The NDP calls for accelerated efforts to ensure the mainstreaming of disability considerations into all facets of planning, service delivery and development interventions aimed at fighting unemployment, inequality and poverty, and recognises that there is no one-size fits- all approach.

This call in the NDP resonates with the obligations contained in the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD), ratified by South Africa in 2007.

Recognising the pivotal role that the NDP plays in providing direction for a better coordinated state machinery, it was a natural progression to analyse the NDP through a disability rights lens.

This in-depth analysis and disability disaggregation of NDP targets aim to contribute to the vision of reducing inequality, fighting poverty and creating employment, also for persons with disabilities. The analysis determines that disability equity targets be set at 7% by 2020 and 10 % by 2030 if we are to redress past marginalisation and ensure equitable participation and beneficiation by persons with disabilities.

The publication of the disability disaggregated analysis of the NDP begins the systemic rethinking and disability rights mainstreaming that needs to happen if we are to experience the change we want to see.

It is envisaged that this publication will be used as a key resource to guide the country's inclusive development planning and service delivery in both the public and private sectors, with persons with disabilities as equal participants and beneficiaries.

I would like to extend our sincere gratitude to the United Nations and its Agencies, and in particular the Partnership to Promote the Rights of Persons with Disabilities Multi-Party Fund for the generous technical and financial support we received in developing the Disability-disaggregated Analysis of the National Development Plan. Similarly, we wish to thank the National Disability Rights Machinery stakeholders who commented on the initial drafts, and in particular the role representative organisations of persons with disabilities played during the development of the National Development Plan and this disability disaggregated analysis.

The vision of the Freedom Charter – a South Africa that belongs to all who live within it – will only be realised if we take individual and collective responsibility to ensure that persons with disabilities contribute equally to and benefit equally from our efforts to reduce inequality, eradicate poverty and create decent work.

There must always be concerted awareness, effort and accountability in how we do our work inclusively.

Hon Hendrietta Bogopane-Zulu, MP
Deputy Minister
Republic Of South Africa

C. EXECUTIVE SUMMARY

Persons with disabilities can and must contribute to the growth of South Africa's economy and benefit from this growth on an equal basis with others. This does require political will, accountability and commitment of resources by all stakeholders in order to remove the attitudinal, physical, information, communication and cultural barriers currently experienced by persons with disabilities.

While the core elements, themes and objectives of the NDP include the aspirations of persons with disabilities, there is an urgent need to explicitly formulate targets that will ensure that current inequalities and exclusion experienced by the majority of persons with disabilities are redressed.

Equity is an essential principle for the transformation of the economy broadly, and education and training are particularly important if persons with disabilities are to contribute to economic growth and benefit from the results of such growth.

Policy and planning for disability and its consequences is essential. It is generally acknowledged that an overwhelming majority of persons with disabilities in South Africa's rural and urban areas are extremely poor. The dependence on disability grants and remittances is particularly strong in township and rural areas, where nearly half of the poor depend on these as their primary source of income.

The extremely high prevalence of unemployment among persons with disabilities is due to factors such as inadequate educational provision, an inaccessible built and ICT environment, ineffective legislation, discriminatory attitudes by employers and inadequate provision of disability services.

The effectiveness of inclusion strategies should be measured by the extent to which persons with disabilities enjoy human rights, including the benefits of economic growth. In addition to well-being, persons with disabilities should have access to service delivery on an equal basis with other population groups.

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

This report examines the major issues addressed in the NDP through a disability lens and highlights ways to ensure that all objectives and strategies apply to persons with disabilities without discrimination. It should be used in planning, budgeting, monitoring and evaluating progress in disability rights mainstreaming, is a crucial advocacy tool in ensuring that persons with disabilities are fully included in every aspect of the NDP's 2030 vision.

The report was developed in consultation with government departments and disability organisations, inclusive of disabled people organisations, and other key stakeholders.

D. LIST OF ACRONYMS

ABET	Adult Basic Education and Training
AU	African Union
BBBEE	Broad-Based Black Economic Empowerment
CDG	Care Dependency Grant
CEE	Commission for Employment Equity
CIDB	Construction Industry Development Board
CPPP	Community Private Public Partnership
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities (UN)
CSO	Civil Society Organisations
DBSA	Development Bank of Southern Africa
DFID	Department for International Development (UK)
DICAG	Disabled Children's Action Group
DPO	Disabled People's Organisations
ECD	Early Childhood Development
EEA	Employment Equity Act
EPWP	Expanded Public Works Programme
HPCSA	Health Professions Council of South Africa
IDP	Integrated Development Plan
ILO	International Labour Organisation
IPAP	Industrial Policy Action Plan
LEISA	Low External Input Sustainable Agriculture
LRA	Labour Relations Act
MDGs	Millennium Development Goals
NCDP	National Contractor Development Programme
NCOP	National Council of Provinces
NDP	National Development Plan
NGO	Non-Governmental Organisation
NHA	National Health Act
NPC	National Planning Commission
NSDS	National Skills Development Strategy
PICC	Presidential Infrastructure Coordinating Commission
PPPFA	Preferential Procurement Policy Framework Act
SETAs	Sector Education Training Authorities
SIPs	Strategic Integrated Projects
SMME	Small, Medium and Micro-sized Enterprises
SOE	State-Owned Enterprises
SSA	Statistics South Africa
TFTA	Tripartite Free Trade Area
UN	United Nations
UNCRC	United Nations Convention on the Rights of the Child
VET	Vocational Education and Training
WHO	World Health Organisation

E. INTRODUCTION AND SUMMARY OF THE NDP

1. Introduction to the NDP

Since 2010, the South African government has introduced various policy initiatives that have formed the basis of industrial policy in the country. In February 2010, the Department of Trade and Industry released the 2010/2011–2012/13 Industrial Policy Action Plan (IPAP) 2, which modified and updated the initial IPAP (2007) strategy. It made strategic efforts to diversify, intensify and enhance the domestic and international competitiveness of the country's industrial sector (Zarenda, 2013).

The National Planning Commission Diagnostic Report 2011 provided a basis for the development of the NDP – a 444-page strategic document that proposes to invigorate and expand economic opportunity through investment in infrastructure, innovation, private investment and entrepreneurship.

The NDP addresses the need to reduce poverty and notes that millions of South Africans, most of who are young, are unemployed. It calls for a 'virtuous cycle' of growth and development.

2. Summary of the NDP

The NDP proposes high-level objectives, by stating that:

- South Africa has the capacity to eliminate poverty and reduce inequality over the next two decades. Regarding poverty reduction, the NDP proposes a reduction from 39% to zero in the proportion of the population living below ZAR418¹ per person per month. The NDP proposes a reduction in inequality by aiming to achieve a reduction in the Gini coefficient from 0.7 to 0.6 (where 0=full equality and 1=maximum inequality).
- South Africa should move towards becoming a socially and economically inclusive state.

Key aims of the NDP are to:

- Increase employment from 13 million in 2010 to 24 million in 2030.
- Raise per capita income from ZAR50 000 in 2010 to ZAR120 000 by 2030.
- Increase the share of national income of the bottom 40% from 6% to 10%.
- Provide a competitive base of infrastructure, human resources and regulatory frameworks.
- Ensure that skilled, technical, professional and managerial posts better reflect the country's racial, gender and disability makeup.
- Broaden ownership of assets by historically disadvantaged groups.
- Increase the quality of education, with a strong emphasis on all tiers of education.
- Ensure affordable access to quality health care while promoting health and wellbeing.
- Provide effective, safe and affordable public transport.
- Provide sufficient energy to support industry at competitive prices and ensure access for poor households, while reducing carbon emissions per unit of power by about one-third.
- Ensure that all South Africans have access to clean running water in their homes.
- Make high-speed broadband Internet universally available at competitive prices.
- Create a food trade surplus, with one-third produced by small-scale farmers or households.
- Ensure household food and nutrition security.
- Entrench a social security system covering all working people, and social protection for the poor and other groups in need, such as children and persons with disabilities.
- Realise a developmental, capable and ethical State that treats citizens with dignity.
- Ensure that all people live safely, with an independent and fair criminal justice system.
- Broaden social cohesion and unity while redressing the inequities of the past.
- Play a leading role in continental development, economic integration and human rights.

¹ At 2009 prices.

The NDP stipulates critical actions that should be implemented to achieve the above outcomes. Equality of outcomes for persons with disabilities must be prioritised. The NDP also outlines elements of a decent standard of living, stating that, while income through employment or social security is critical to defining living standards, human beings need more than income; they need adequate nutrition, transport, safe communities and clean neighbourhoods. The NDP makes a firm commitment to achieving a minimum standard of living that can be progressively realised through a multi-pronged strategy.

3. Definition of disability

South Africa's baseline *Country Report to the United Nations on the Implementation of the Convention on the Rights of Persons with Disabilities (CRPD) in South Africa* (2013) provides the following definitions:

- South Africa aligns itself with the definition of disability as articulated in the CRPD, which refers to disability as 'an evolving concept resulting from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others'.
- In the South African context, it is agreed that disability is defined by the limitations hindering the full and effective participation of persons with disabilities in society on an equal basis with others, which is expected to last for longer than a year, and which exists after maximum correction or control of the impairment. The standardisation of the definition of disability is therefore a complex matter as the definition is to a large degree context as well as purpose linked.
- For the purposes of social security benefits, the country has adopted the following definition of disability:

'Disability' is the loss or elimination of opportunities to take part in the life of the community, equitably with others, that is encountered by persons having physical, sensory, psychological, developmental, learning, neurological or other impairments, which may be permanent, temporary or episodic in nature, thereby causing activity limitations and participation restriction with the mainstream society. These barriers may be due to economic, physical, social, attitudinal and/or cultural factors.'
- For the purposes of employment equity benefits, the Employment Equity Act (EEA), Act 55 of 1998, notes that the scope of protection for persons with disabilities in employment focuses on the effect of a disability on the person in relation to the working environment, and not on the diagnosis of the impairment. The Act therefore defines 'disability' as 'people who have a long-term or recurring physical or mental impairment which substantially limits their prospects of entry into, or advancement in, employment'.

4. Summary of key policy instruments

The Constitution of South Africa, Act 106 of 1996, ensures an environment conducive to the full and equal participation of men, women and children with disabilities in society, including equal access to opportunities, accessibility and the protection of the inherent dignity of the person.

The Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA), Act 4 of 2000, gives effect to the Bill of Rights, which prohibits unfair discrimination.

The EEA defines 'reasonable accommodation' as 'any medication or adjustment to a job or to the working environment that will enable a person from a designated group to have access to or participate or advance in employment'. A Code of Good Practice on the Employment of Persons with Disabilities was subsequently released to set standards for the employment of persons with disabilities in the work place, with an accompanying Technical Assistance Guidelines on the Employment of Persons with Disabilities providing more guidance for employers (RSA CRPD Report, 2012).

The Preferential Procurement Policy Framework Act, Act 5 of 2000, recognises the economic rights of persons with disabilities to engage in entrepreneurial activities that promote self-reliance and independent living. Measures include access to opportunities within public sector procurement systems, whereby the supply

chain management process aims to empower historically disadvantaged communities, and a target of 5% access of all preferential procurement has been set aside for entrepreneurs with disabilities.

Persons with disabilities should contribute to the growth of South Africa's economy and benefit from economic growth on an equal basis with others.

Disability is not specifically addressed in the NDP, although it is referred to in some of its chapters. Persons with disabilities are not always mentioned, whereas women and youth are specifically mentioned.

Disability statistics produced by Statistics South Africa (SSA) in 2011 had the following limitations:

- Persons with disabilities in institutions and other residential facilities were excluded.
- Children under the age of five were excluded due to misreporting on general health and functioning questions.
- The questions on limitations did not address all disabilities.

SSA undertook a series of testing procedures for various question schedules for Census 2011. Data from a population older than 15 years indicated that: 'Over two-thirds (67.42%) of the South African population were reported by their household respondent as having no difficulties with any of the activities covered in the 8 questions asked in part 1 of the revised set. A further 20.24% had "some difficulty" doing one or more of the activities. This percentage included people who indicated some difficulty participating in community activities, but this was probably for reasons other than a health condition. Nearly 10% of the population (9.86%) had a lot of difficulty doing at least one of the activities and 2.48% were unable to do at least one of the activities'²

It is not clear what percentage of the 20.24% who had 'some difficulty' were receiving disability grants.

SSA also reported that: 'These results indicate a much higher population estimate for disability than previously obtained in South Africa ... This would imply that, if a more severe notion of disability is used ("A lot of difficulty" or "Unable to do"), an estimated 12.34% of the South African population have a severe enough activity limitation (or disability) that probably warrants services of some form or another and/or provision of assistive devices. These people would most definitely need some form of environmental facilitators, such as accessible buildings, information in an accessible format and be affected by environmental barriers such as stigma and negative attitudes on disability.'³

The first *World Report on Disability*, produced jointly by the World Health Organisation (WHO) and the World Bank in 2011, suggests that more than a billion people in the world today experience disability. About 15% of the world's population lives with some form of disability, of whom 2–4% experience significant difficulties in functioning. The global disability prevalence is higher than previous WHO estimates, which date from the 1970s and suggested a figure of around 10%. This global estimate for disability is on the rise due to population ageing and the rapid spread of chronic diseases, as well as improvements in the methodologies used to measure disability.

The SSA finding of 12.34% is slightly lower than the WHO/World Bank finding of 15%. However, given the huge percentage (20.24%) of respondents who had 'some difficulty', the actual percentage of persons with disabilities in South Africa is likely to be higher than 12.34%.

Against this background, 12.34% is widely used in the formulation of indicators in this policy document. This is due to the fact that this percentage is based on a census conducted in South Africa using a set of questions designed by the Washington Group.

The WHO/World Bank report also states that persons with disabilities have generally poorer health, lower education achievements, fewer economic opportunities and higher rates of poverty than persons without disabilities. This is largely due to the lack of services available to them and the many obstacles they face in

² Report on Census Content Research Study Disability Schedule (November 2006).

³ Ibid.

their everyday lives. The report provides the best available evidence on what works to overcome barriers to health care, rehabilitation, education, employment and support services, and to create the environments that will enable persons with disabilities to flourish.

South African policy and legislation already has disability targets that have not been achieved (e.g. 2% employment of persons with disabilities in the public sector, 4% skills development target, 5% of procurement opportunities). These targets were set with very low levels of ambition and prior to the targets set in the NDP.

Research (e.g. Dube, 2005) has been conducted to shed some light on the failure to achieve the 2% employment target. Some of the findings of this research point to:

- Low priority given to disability at senior management levels within government.
- Poor championing of disability in government departments.
- Poor education and low levels of skills among persons with disabilities.
- Poor recruitment strategies.
- Inaccessible public transport.

In this policy document, and in line with ambitions set in the NDP, the following targets were set for purposes of mainstreaming disability in NDP objectives, outcomes and outputs:

Table 1: Disability targets

NDP result area	By 2020	By 2030	Rationale
Employment of persons with disabilities	7%	10%	This assumes that 7% and 10% of the population of persons with disabilities will constitute an active labour force.
Skills development	4%	7%	This is in line with the National Skills Development Strategy (NSDS) with an increased percentage in line with the level of employment targets set in the NDP.
Procurement opportunities	5%	5%	This is in line with the Preferential Procurement Act.
Percentage of disability for any other targeted population	12.34%	12.34%	This is in line with SSA findings. No other comprehensive census data exists.

The increased employment target is supported by evidence of an upward trend in the employment of persons with disabilities in the public sector as reported by the Commission for Employment Equity (CEE) in 2012. The target of 2% set for the employment of persons with disabilities in the public sector was generally not met. However, there are some government departments and companies that have exceeded this target as a result of the high productivity demonstrated by persons with disabilities recruited as part of this policy. One example is Old Mutual, which made 'significant strides in increasing the representation of persons with disabilities in their organisation from 1.6% in 2009 to 2.9% in 2012'.⁴

Often not reported, however, are the numbers of persons with disabilities who lose their jobs or who are employed in short-term jobs.

According to the *CEE Annual Report 2012–2013*, there was an upward trend in the employment of persons with disabilities, as reflected in Table 2.

⁴ Commission for Employment Equity Report, 2012

Table 2: Trends for aggregated workforce profile of persons with disabilities from 2002 to 2012 for all employers

2002	2004	2006	2008	2010	2012
1.0%	0.6%	0.7%	0.7%	0.8%	1.4%

Persons with disabilities accounted for 86 481 or 1.4% (total disability/total workforce) of the total number of employees (6 153 334) reported by all employers in 2012. The race and gender representation of persons with disabilities at every level almost mirrors the race and gender profile of the general workforce. The *CEE Annual Report 2012–2013* notes that ‘the minuscule increase of 0.4% from 1% in 2002 to 1.4% in 2012 of the workforce must be measured against the target set for this group of 2% representation of persons with disabilities in the Public Service by 2015.’

Despite this small increase over a period of 10 years, it is hoped that new (disability) policies/legislation, improved recruitment and retention strategies, increased employment in a broad range of sectors, increased education/training strategies aimed at children/youth with disabilities, improved championing/prioritisation of disability, and increased realisation of the economic benefits of employing persons with disabilities, will increase the percentage from 1.4% in 2012 to 7% in 2020 and 10% in 2030.

Sector Education and Training Authorities (SETAs) were established in terms of the Skills Development Act, Act 97 of 1998. The 21 SETAs are expected to direct and facilitate the delivery of sector-specific skills interventions that help achieve the goals of NSDS and address employer demand for skilled labour.

NSDS III, released in 2012, acknowledges that previous programmes have failed to achieve equal access for persons with disabilities, despite the 4% target, and re-commits to ‘significantly open up opportunities for skills training for people experiencing barriers to employment caused by various forms of physical and intellectual disability’.

According to the RSA CRPD Report (2012), a total of 5 133 out of 9 541 enrolled learners with disabilities registered in learning programmes across 15 SETAs for the reporting period successfully completed their learnerships, with 2 339 successfully gaining employment after completion.

In 2012, the CEE reported that only 1.6% of the total professionally qualified and 2.3% of the skilled workforce were persons with disabilities. Inequalities in terms of race also affect persons with disabilities as reflected in Table 3.

Table 3: Workforce profile and movement at the professionally qualified level in terms of race, gender and disability⁵

Race	Men with disabilities as a percentage of total number of professionally qualified personnel	Women with disabilities as a percentage of total number of professionally qualified personnel	Percentage of skilled workforce	
			Men with disabilities	Women with disabilities
African	16.8%	10.9%	28.9%	17.1%
Coloured	5.3%	3.6%	6.7%	5.0%
Indian	5.8%	3.0%	3.9%	2.4%
White	36.0%	17.4%	21.3%	13.5%

It is worth noting that the high percentage of skilled African men and women does not translate to a high percentage of employment at all levels in most sectors, except in government.

⁵ Balance in percentage represents foreign nationals.

F. DISABILITY AND THE NDP

1. Disability and the goal of poverty eradication

This policy paper will not analyse all the arguments for and against the 'omission' of disability in the NDP. However, it is worth noting that the task of mainstreaming disability becomes substantially difficult if there are no adequate strategies and resources for disability inclusion. For instance, many persons with disabilities argue that the exclusion of disability in the Millennium Development Goals (MDGs) meant that these objectives were destined for failure as they could not be achieved with the exclusion of a significant percentage of the population.

Many activists, leaders and experts in the field of disability agree that disability considerations must be mainstreamed and included in all sectors of society, socio-economics and government. The effectiveness of mainstreaming and inclusion strategies should be measured by the extent to which persons with disabilities enjoy human rights, including the benefits of economic growth. They should have good well-being and have access to service delivery on an equal basis with other population groups. Policy and planning for disability and its consequences is essential, as the fallout as a result of inaction on this count is evident.

Inclusion is about being appreciated, valued and respected in the social, economic, political and cultural life of the community; being recognised for the abilities and talents one does have; being given the same opportunities and encouragement to develop and grow into the kind of person one chooses; and, developing trusted relationships and friendships to develop to the best of one's ability and create the kind of life that one values (CACL, 2003).

In practical terms, inclusion is:

- targeted at the ways in which communities, systems and societies are organised
- about transforming communities, systems and societies to be diversity-sensitive, and
- a sustainable vehicle for achieving human rights.

While the core elements, themes and objectives of the NDP include aspirations of persons with disabilities, there is a need to explicitly formulate and mainstream targets that will ensure that persons with disabilities are not excluded from benefiting from the outcomes of the NDP. There is also a need to address disability-specific obligations as set out in the UN CRPD to which South Africa is a signatory.

The NDP addresses the issue of poverty eradication as a key outcome of the plan. Persons with disabilities are among the world's most disadvantaged people and are over-represented among the poorest of the poor. The relationship between disability and poverty has often been referred to as a vicious cycle, with disability causing poverty and vice versa.

Poverty is not simply a matter of incomes that are too low to meet basic subsistence needs. It is, above all, a symptom of imbedded structural imbalances, which manifest themselves in all domains of human existence. As such, poverty is highly correlated with social exclusion, marginalisation, vulnerability, powerlessness, isolation and other economic, political, social and cultural dimensions of deprivation (Yeo, 2005:21).

Poverty results from limited or no access to basic infrastructure and services, and is further compounded by people's lack of access to land, credit, technology, supportive institutions, and productive assets or resources needed to ensure sustainable livelihoods. All these attributes also relate to disability. Thus, by prioritising eradication of poverty, the NDP provides an opportunity to ensure that persons with disabilities benefit from economic growth on an equitable basis with other population groups.

2. Disability and the goal of reducing inequality

Historically, society has tended to isolate and segregate persons with disabilities. Discrimination persists in such critical areas as employment, housing, public accommodations, education, transportation, communication, recreation, institutionalisation, health services, voting and access to public services.

The continuing existence of discrimination and prejudice denies persons with disabilities the opportunity to compete on an equal basis with others, and to pursue opportunities such as those identified in the NDP. Costs to the country are high when one takes into account expenses related to dependency and non-productivity.

3. Disability and the specific objectives of the NDP

According to the NDP, success will be measured by the degree to which the lives and opportunities of the poorest South Africans are transformed in a sustainable manner. The key pillars of success are stated as:

- Participation of all South Africans in the process of achieving their own development
- Redressing past injustices effectively
- Faster economic growth and achieving higher levels of investment and employment
- Rising standards of education, healthy population and effective social security
- Strengthened link between economic and social strategies
- An effective, capable government
- Collaboration between the private and public sectors
- Leadership from all sectors of society.

The key chapters of the NDP (chapters 3–15) were analysed and matched to the needs and aspirations of persons with disabilities in South Africa. The key objectives of each chapter were briefly analysed, with a summary of approaches and strategies that would ensure that persons with disabilities are not left out as the NDP is implemented.

This report analyses the key targets set in each chapter and presents proposals for mainstreaming disability in key indicators of the NDP.

G. ANALYSIS OF DISABILITY AND NDP CHAPTERS

1. Introduction and Rationale

The NDP states:

Disability must be integrated into all facets of planning, recognising that there is no one-size-fits-all approach. In line with the priorities of the plan, people [sic] with disabilities must have enhanced access to quality education and employment. Efforts to ensure relevant and accessible skills development programmes for people [sic] with disabilities, coupled with equal opportunities for their productive and gainful employment, must be prioritised.

Each chapter of the NDP was analysed and outcomes/results related to disability were set. The targets are broadly in the areas of employment opportunities, access to service delivery, skills development, and procurement opportunities. The targets set out in this policy paper aim to address issues identified in several reports (see, for example: SSA, 2011) which found:

Highest level of education

Most persons with difficulties among the population have little education. People with Matric (Grade 12) have the lowest rate of difficulties. The reason for the slight increase in difficulties for the group with tertiary education is not clear, but could be associated with these people being older than others in the sample. The high number of people with difficulties in the group with no or less than primary school education can be attributed to two main reasons. The first is about low education levels being an outcome of disability, while the second sees disability as an outcome of low education. In terms of the former, persons with disabilities tend to have lower educational achievement and more severe disability is associated with low education levels. In terms of the latter, low education levels are associated with higher levels of poverty, poor access to services and lower levels of health. These, in turn, can lead to disability (e.g. untreated injury can lead to permanent disability; lack of treatment for a chronic condition can lead to disability).

Population group

Black Africans have the highest prevalence of 'A lot of difficulty' (10.95%) and 'Unable to do' (2.64%). Indian/Asians have the lowest rate of 'Some difficulty' (12.27%).

Employment status

Employment status was calculated using employed versus unemployed and/or economically inactive. This is the broader definition of unemployment, including people who are no longer looking for work. The results show that among unemployed or economically inactive persons with disabilities there was a higher proportion of persons with disabilities who were experiencing 'A lot of difficulty' or 'Unable to do'. This reflects the relatively low level of employment among persons with more severe disabilities. This finding is consistent with other findings on employment levels for persons with disabilities.

Equity is an essential principle for the transformation of the economy broadly, and education/training is important if persons with disabilities are to contribute to economic growth and benefit from the results of such growth.

The *CEE Annual Report 2012–2013* also provides useful insights into gaps and inequality in the South African labour force. For instance, of the 86 481 or 1.4% (total disability/total workforce) of the total number of employees (6 153 334) reported that only 1.8% were persons with disabilities in top management positions and 1.6% were in senior management.

Table 4: Male workforce profile at top and senior management levels in terms of race and disability⁶

Race	Men as a percentage of total number of employed persons with disabilities in top management	Workforce profile for men with disabilities only in senior management
African	10.0%	11.1%
Coloured	3.4%	5.2%
Indian	9.2%	12.0%
White	54.7%	41.3%

The race and gender population distribution of persons with disabilities represented at this level is very similar to that of the total workforce at this level, with White and male representation (54.7%) dominating by a huge margin. 10% were African male, while 9.2% were Indian male and 3.4% coloured male employees.

Disparities and inequality along gender lines are also evident in the distribution of female employees with disabilities as reflected in Table 5. The *CEE Annual Report 2012* concludes that ‘The existing patterns only indicate that inequities in the representation in terms of race, gender and disability at this level will remain for a number of decades to come’.

Table 5: Workforce profiles-population distribution at top and senior management levels in terms of gender and disability⁷

Race	Women as a percentage of total number of employed persons with disabilities in top management	Workforce profile for women with disabilities only in senior management
African	4.0%	5.3%
Coloured	2.4%	2.4%
Indian	2.4%	2.9%
White	12.1%	17.6%

Evidence in the *CEE Annual Report* also highlights inequality and disparities in the different provinces, and across all industrial sectors (at top and senior management levels, and among the skilled workforce). The general trend is male, white persons with disabilities being represented more than other groups. African persons with disabilities feature prominently at the skilled level of most sectors, with noticeable representation in the Community, Social and Personal Services and the Agricultural sectors. White persons with disabilities are still prominent in the Manufacturing, Electricity, Gas and Water Supply and the Wholesale Trade Sectors. Men with disabilities are more favoured than their female counterparts at the skilled level as they are more represented at this level than women.

In its concluding remarks, the *CEE Annual Report* notes that, even for disability, ‘The gridlock into a racialised-male-dominated path has stubbornly reared its head to characterise the country’s approach to disability’ and ‘Unless the recruitment, selection, promotion, skills development patterns change and become pro-equity and pro-transformation, it is folly for us to expect to see different results.’

Thus, in order to address the inequality and disparities that exist, there is a need to increase the level of ambition and targets related to the NDP for the benefit of all racial groups – women, men, youth and children with disabilities – while ensuring equality among the different/diversified population of persons with disabilities.

Previous CEE reports and other research evidence highlight the fact that discrimination exists; employers ‘employ those easier to employ’ and avoid employing people from certain disability groups or those who require personal assistance/reasonable accommodation measures.

Key proposals and indicators are integral to the targets set in the NDP and should address these new forms

⁶ Balance in percentage represents foreign nationals.

⁷ Balance in percentage represents foreign nationals.

of discrimination, marginalisation and inequality. The proposals aim to progressively achieve development and human rights of persons with disabilities based on, among other variables, gender balance also including equality generally and within the population of persons with disabilities which is inclusive of equal access to and utilisation of opportunities in all sectors of the economy in all provinces of South Africa.

Key proposals outlined in the NDP include:

Increasing exports: Ensuring that persons with disabilities are actively participating in key NDP economic sectors such as mining, construction, mid-skill manufacturing, agriculture and agro-processing, higher education, tourism and business services.

A more efficient and competitive infrastructure: Persons with disabilities benefit from infrastructure projects that contribute to growth and job creation. There is a need for inclusive planning that guarantees equal business opportunities and access to key services such as commercial transport, energy, telecommunications and water, while ensuring their long-term affordability and sustainability.

Persons with disabilities are part of all strategies to reduce the cost of living for low-income and working-class households. Such strategies should take into account the diversified needs of different segments within the population of persons with disabilities.

Reduced cost of regulatory compliance should be extended to businesses that are owned and managed by persons with disabilities and their families.

A larger, more **effective innovation system** should ensure that skills development and businesses owned by persons with disabilities are included and supported.

Support for small businesses that are owned and managed by persons with disabilities.

An expanded skills base that achieves the current target of 4% set in the NSDS and progressively increase this to 15% by 2030 in line with the increasing number of persons with disabilities.

Strengthened financial services to bring down their cost and improve access for small- and medium-sized businesses. Such services should be available to persons with disabilities and their business enterprises on an equitable basis.

There must be a commitment to public and private procurement that fosters the growth of disability-empowered business and businesses owned/managed by persons with disabilities.

A higher rate of investment should create employment and business opportunities for persons with disabilities.

A labour market that is more responsive to economic opportunity should take into account the need to ensure that persons with disabilities are included without discrimination on the basis of disability, race, geographical location or gender. Labour market strategies should embed disability at each level of the value chain, particularly with regards to ensuring that persons with disabilities benefit from reviewed regulations and standards for small and medium enterprises; addressing public sector labour relations; strengthening the application of minimum standards on the employment of persons with disabilities among employers; ensuring that innovative recruitment processes target persons with disabilities; and strengthening compliance with disability components of active labour market policies.

Enhanced commercial diplomatic services should position disability as an integral component of investment and foreign policy.

In summary, the targets set in each chapter take into account the need to ensure quality and are based on known disability data and targets within South Africa's policy environment.

Chapter 3: Economy and employment

This chapter deals with:

- The elimination of poverty and reduction in inequality, and the importance of raising levels of employment through productivity growth and the earnings of working people.
- The need for faster and more inclusive growth, which is supported by exports, improving skills development, lowered costs of living for the poor, investment in competitive infrastructure, reduced regulatory burden on small businesses, private investment and improvements in the performance of the labour market.
- A capable developmental State able to act to redress historical inequities and a vibrant and thriving private sector able to inject investment, employ people and penetrate global markets.

The chapter outlines specific objectives *inter alia* related to these objectives:

- The unemployment rate should decrease from 24.9% in June 2012 to 14% by 2020 and to 6% by 2030. This requires an additional 11 million jobs. Total employment should rise from 13 million to 24 million.
- The proportion of adults working should increase from 41% to 61%, and the proportion of adults in rural areas working should rise from 29% to 40%.
- The labour force participation rate should rise from 54% to 65%.
- The proportion of national income earned by the bottom 40% should rise from about 6% to 10% in 2030, alongside broadened ownership of assets to historically disadvantaged groups.
- Increase benefits from mineral resources and offer a tax incentive to employers to reduce the initial cost of hiring young labour market entrants, and subsidise the placement sector to identify, prepare and place matric graduates into jobs.

The most significant labour laws that provide protection to persons with disabilities are the EEA and the Labour Relations (LRA), Act 66 of 1995, and the codes that have been published in terms of these laws.

The EEA requires designated employers (i.e. employers employing more than 50 employees) to develop and submit annual employment equity plans and reports to the Department of Labour. These plans should include self-determined targets for the employment of persons with disabilities, as well as reasonable accommodation measures that will be undertaken.

Poverty and unemployment are closely linked. Unemployment continues to be an unequal experience in South Africa. Historically, persons with disabilities have been subjected to attitudinal and institutional barriers that created a cycle of dependency, segregation, isolation and exclusion. Attitudinal barriers are characterised by beliefs held by persons without disabilities about persons with disabilities. Institutional barriers are embedded in policies, practices and procedures adopted by entities such as employers, businesses and public institutions (DBSA, 2005).

A new paradigm of disability is emerging that considers disability as a normal part of the human experience. This paradigm focuses on taking effective and meaningful actions to modify the natural, constructed, cultural and social environment. That is, the focus is on the elimination of attitudinal and institutional barriers that preclude persons with disabilities from participating in mainstream society.

Historically, the Jobs Summit provided a framework and opportunity for developing inter-sectoral strategies for the economic empowerment of persons with disabilities in South Africa. Guideline targets included the following:

- 5% of economic development investments by the public sector
- Small, Medium and Micro-sized Enterprises (SMME) promotion, training, and micro- and industrial credit resources should be targeted at persons with disabilities
- 2% of the public sector workforce should consist of persons with disabilities
- 5% of public sector procurement should go to businesses owned or controlled by persons with disabilities, or to private sector enterprises with at least 5% of persons with disabilities in their workforce
- Employment equity regulations should be reviewed to ensure the reduction of discrimination and remedy victims' losses.

Most persons with disabilities are unemployed because of prejudice, inadequate training and inaccessibility to transport or buildings. A comparison between the distribution of persons with disabilities and others by income and level of education showed the impact a disability has on earning potential. It was noted in studies commissioned by the Development Bank of Southern Africa (DBSA) that someone with a degree has only a 7% likelihood of being in the lower income category if they have no disability. However, this likelihood increases to 22% if that person has a disability. A person with disabilities without education has a 60% likelihood of being in the lowest income category, versus 44% likelihood if one has no disability (DBSA, 2005).

It is generally acknowledged that an overwhelming majority of persons with disabilities (in rural and urban areas) are considered ultra-poor. The dependence on disability grants and remittances is particularly strong in rural and township areas, where nearly half of the poor depend on these as their primary source of income.

The extremely high prevalence of unemployment among persons with disabilities is due to a number of factors, including inadequate educational provision, ineffective legislation, discriminatory attitudes by employers and inadequate provision for vocational rehabilitation.

Many persons with disabilities are employed in various income-generating projects. The nature and focus of these projects vary considerably, but all of these initiatives rely heavily on subsidisation and fundraising. Despite the mushrooming of self-help projects and business development initiatives by persons with disabilities and their organisations, this sector has had virtually no access to financial assistance or technical support from the state, the NGO community or the private SMME sector. Vocational Education and Training (VET), Adult Basic Education and Training (ABET) and vocational rehabilitation are key elements in the successful engagement of persons with disabilities in the SMME sector.

The government launched its Expanded Public Works Programme (EPWP) in 2004. The EPWP, seen from the perspective of persons with disabilities, is the first national opportunity to highlight the importance of disability on the social agenda. It is thus a leveraging tool that should be utilised to advocate for the achievement of the stated 2% employment equity target of persons with disabilities. However, the EPWP has not met the set disability target.

The purpose of the NDP is to facilitate and create employment opportunities for the poor, vulnerable and alienated groups through integrated and co-ordinated labour-intensive approaches to government infrastructure delivery and services provision. Thus, the objectives articulated in this chapter are relevant to the needs of persons with disabilities. The high-level targets set below apply to all sectors of the economy.

High-level indicators on economy and employment

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. The unemployment rate should fall from 24.9% in June 2012 to 14% by 2020 and to 6% by 2030. This requires an additional 11 million jobs. Total employment should rise from 13 million to 24 million.	<ul style="list-style-type: none"> At least 7% of the 5.8 million additional jobs targeted in the NDP are for persons with disabilities from all race groups employed across all sectors of the economy and in all provinces. The distribution of the employed population of persons with disabilities is based on gender, rural-urban balance and strategies to correct imbalances based on race, disability and geographical location. All government departments at national and provincial levels and the private sector achieve and/or surpass 7% employment target, based on gender balance, equitable distribution across disability, race and all levels of employment for persons with disabilities. 	<ul style="list-style-type: none"> At least 10% of the 5.2 million additional jobs are for persons with disabilities from all race groups employed across sectors of the economy and in all provinces. The distribution of the employed population of persons with disabilities is based on gender, rural-urban balance and strategies to correct imbalances based on race, disability and geographical location. All government departments at national and provincial levels and the private sector achieve and/or surpass 10% employment target, based on gender balance, equitable distribution across disability, race and all levels of employment for persons with disabilities. 	<p>There is a need to initiate massive absorption into economic activity of youth, women and men with disabilities across all provinces and economic sectors.</p> <p>The 7% to 10% target percentage of employed persons with disabilities is justified by the need to address current backlogs and anticipated increases in the number of educated and skilled persons with disabilities who will have access to a more accessible transport system to take them to and from work.</p> <p>The 2012 CEE report highlighted inequality and new patterns of marginalisation that need to be rectified through mainstreaming disability at all levels of employment and in all sectors of the economy, without discrimination on the basis of race, gender, disability and geographical location.</p>
2. The proportion of adults working should increase from 41% percent (or 14 391 000), to 52% (or 18 980 000) by 2020 and 61% (or 23 668 000) by 2030.	<ul style="list-style-type: none"> By 2020, 7% of 18 980 000 employed adults between the age of 15 and 65 will be persons with disabilities distributed across all race groups, diversified range of disabilities and in all provinces, thus contributing to the overall national target. 	<ul style="list-style-type: none"> By 2030, 10% of 23 668 000 employed adults between the age of 15 and 65 will be persons with disabilities distributed across all race groups, diversified range of disabilities and in all provinces thus contributing to the overall national target. 	<p>The 7% and 10% targets are in line with the plan to fill the jobs that will be created or available to persons with disabilities.</p>
3. The proportion of adults in rural areas working should rise from 29% percent to 40%.	<ul style="list-style-type: none"> The proportion of adults with disabilities in rural areas distributed across all race groups, diversified range of disabilities and in all provinces working should rise 6%. 	<ul style="list-style-type: none"> The proportion of adults with disabilities in rural areas distributed across all race groups, diversified range of disabilities and in all provinces working should rise 11%. 	<p>The increase is equal to that envisaged for this targeted population. This growth will contribute to the national target.</p>

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
4. The labour force participation rate should rise from 54% to 65%.	<ul style="list-style-type: none"> The labour force participation rate for persons with disabilities distributed across all race groups mutually inclusive of a range of diversified range of disabilities and in all provinces should rise by 11% by 2020. 	<ul style="list-style-type: none"> The labour force participation rate for persons with disabilities distributed across all race groups mutually inclusive of a range of diversified disabilities and in all provinces should rise by 11% by 2030. 	This growth will contribute to the national target. The NDP targets 11% increase in labour participation rate by 2030. This target increase is set for persons with disabilities in 2020 and 2030 in order remedy the low labour participation rate for persons with disabilities.
5. GDP per capita should increase from about ZAR50 000 per person in 2010 to ZAR110 000 per person in 2030 in constant prices.	<ul style="list-style-type: none"> GDP per capita for persons with disabilities distributed across all race groups, diversified range of disabilities and in all provinces ascertained and increased by 60% by 2020 in constant prices 	<ul style="list-style-type: none"> GDP per capita for persons with disabilities distributed across all race groups, diversified range of disabilities and in all provinces ascertained and increased by 120% by 2030 in constant prices. 	The anticipated growth in GDP per capita from ZAR50 000 to ZAR110 000 represents a 120% increase by 2030, which should apply to persons with disabilities on an equal basis with the rest of population. The NDP target cannot be achieved if persons with disabilities are excluded.
6. The proportion of the population with income below the poverty measure of ZAR418 per day (in 2009) falls from 39% in 2009 to zero in 2030. The level of inequality will fall from 0.7 in 2010 to 0.6 by 2030. The share of income going to the bottom 40% of income earners rises from 6% to 10%.	<ul style="list-style-type: none"> The proportion of the population of persons with disabilities with income below the poverty measure of ZAR418 per day (in 2009) falls by 39% distributed across all race groups, diversified range of disabilities and in all provinces (being contribution towards the targeted 39%). The level of inequality in relation to persons with disabilities distributed across all race groups, diversified range of disabilities and in all provinces will fall by 0.5%. The share of income going to the bottom 20% of income earners with disabilities distributed across all race groups mutually inclusive of a range of diversified range of disabilities had increased in all provinces rises increase by 4% with 2010 as the base year. 	<ul style="list-style-type: none"> The proportion of the population of persons with disabilities with income below the poverty measure of ZAR418 per day (in 2009) distributed across all race groups, diversified range of disabilities and in all provinces falls to zero. The level of inequality in relation to persons with disabilities will fall by 0.1 points. The share of income going to the bottom 40% of income earners with disabilities as at 2020 distributed across all race groups, diversified range of disabilities and in all provinces rises by 4%. 	<ul style="list-style-type: none"> There are no statistics on the number and percentage of persons with disabilities living below the poverty measure. No statistics are available on current levels of inequality among persons with disabilities and in relation to the general population. However, the proposed drop to zero in the proportion of the population of persons with income below the poverty measure and reduction of 0.1 points in inequality and increase of 4% in the share of income going to the bottom 40% percent of income earners apply equally to persons with disabilities. The distribution across all race groups diversified range of disabilities and in all provinces is justified by the need to correct current and future imbalances.

7. On average, the dependency ratio (the number of people depending on one wage earner) will fall from 4.0 to 2.5. For low-income households, this ratio will fall from an average of 5.0 to 6.0 down to 4.0 to 5.0.	<ul style="list-style-type: none"> On average, the dependency ratio (the number of people depending on one wage/grant earner with disability) will fall by 37.5% in line with NDP targets. For low-income households, this ratio will fall by an average of 20% (from 5 to 4) and 17% (from 6-1). 	<ul style="list-style-type: none"> On average, the dependency ratio (the number of people depending on one wage/grant earner with disability from 2020) will fall by 37.5% in line with NDP targets. For low-income households, this ratio will fall by an average of 20% (from 5 to 4) and 17% (from 6-1). 	There is a high dependency ratio for persons with disabilities who are wage or grant income earners. The set targets are in line with the NDP target.
NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
8. Exports (as measured in volume terms) should grow by 6% a year to 2030 with non-traditional exports growing by 10% a year	<ul style="list-style-type: none"> Through 7% employment target and participation in businesses/SMMEs in export oriented industries, persons with disabilities able to contribute to exports growth of 6% a year to 2030 and 10% a year in non-traditional exports growth. 	<ul style="list-style-type: none"> Through 10% employment target and participation in businesses/SMMEs in export oriented industries, persons with disabilities able to contribute to exports growth of 6% a year to 2030 and 10% a year in non-traditional exports growth. 	Economically empowered and productive population of persons with disabilities contributes to economic growth. Targets will be met in line with disability targets set in NDP-related strategies and in the EEA, Preferential Procurement Act and Broad-based Black Economic Empowerment Act (BBBEE)
9. Increase national savings from 16% to 25% of GDP.	<ul style="list-style-type: none"> Persons with disabilities able to contribute to the proposed 9% increase in national savings. 	<ul style="list-style-type: none"> Persons with disabilities able to contribute to the proposed 9% increase in national savings 	Statistics related to the contribution of persons with disabilities to national savings presently do not exist. Assuming that persons with disabilities have equal access to opportunities, reasonable accommodation and supportive measures, their contribution will be on an equal basis with other population groups.
10. Public employment programmes should reach 1 million by 2015 and 2 million people by 2030.	<ul style="list-style-type: none"> Public employment programmes should reach 7% disability target for those employed as at 2020. 	<ul style="list-style-type: none"> Public employment programmes should reach 10% disability target for the 2 million employed as at 2030. 	This is the contribution to national targets set for 2020 and 2030.

Chapter 4: Economic infrastructure

This chapter specifies the need to maintain and expand electricity, water, transport and telecommunications infrastructure to support economic growth and social development goals. In addition, the role and effectiveness of sector regulators needs to be reviewed.

The Chapter outlines NDP objectives that include:

- The proportion of people with access to the electricity grid should rise to at least 90% by 2030, with non-grid options available for the rest.
- All people should have access to clean, potable water, with enough water for agriculture and industry, recognising the trade-offs in the use of water.
- Reduce water demand in urban areas to 15% below the business-as-usual scenario by 2030.
- Significant expansion of the proportion of people who use public transport for regular commutes.
- User-friendly, less environmentally damaging, cheaper and integrated or seamless public transport by 2030.
- Competitively priced and widely available broadband.

The planned availability of electricity, water and public transport should also benefit persons with disabilities as consumers (e.g. users of electric stoves, electric wheelchairs, life-saving apparatus, mobility as a means for inclusion, water and electricity as components for nutrition which is a preventative measure for certain types of disabilities) and/or contractors (e.g. as electrical contractors, transport providers) in line with the objectives of this chapter.

For persons with disabilities, a key policy platform to foster the economic transformation discourse is the procurement framework that aims to maximise the developmental impact of government expenditure on new infrastructure as well as ongoing expenditure on infrastructure maintenance. This is closely linked to strategic procurement from SMMEs, and aligned to support programmes in terms of supply chain development with the aim of transforming the economy.

Such a linkage between supply chain and SMME development can be taken within the legal framework of the Preferential Procurement Policy Framework Act (PPPFA), Act 5 of 2000. The Act gives effect to Section 217(3) of the Constitution. Section 2(1)(d) of the PPPFA provides that any organ of state may contract with persons, categories of persons, historically disadvantaged by unfair discrimination on the basis of race, gender or disability.

SMME policy frameworks that place special emphasis on combining preferential procurement, enterprise development (SMMEs and cooperatives) and localisation to enable meaningful participation of persons with disabilities within government supply chains and industrial growth trajectories, would facilitate the achievement of objectives of this chapter.

The construction sector, which consists of different disciplines with a proliferated client and supplier base, has greatly varied levels of sophistication, high labour intensity and perceived low barriers to entry to basic contracting. While opportunities for persons with disabilities have been rapidly expanded in the general building contracting category, specialist contracting sectors have largely not been penetrated. Without deliberate and effective intervention, emerging contractors with disabilities would not readily graduate to commercially sustainable and technically proficient players in the construction industry.

Development of the emerging sector continues to grapple with a range of supply-side constraints, including access to finance, surety, credit, entrepreneurial skills and cash-flow management, which is a critical factor for success in the contracting sector. Emerging contractors with disabilities feel that banks are reluctant to deal with them without exorbitant interest rates and compulsory business management services.

A key factor for success in the transformation of large-scale construction enterprises will be the potential of the industry to attract and fast-track the development of persons with disabilities as built-environment professionals and managers.

Since small-scale construction companies owned by persons with disabilities generally evolve as one-person or family enterprises, their ability to grow and consolidate beyond a certain threshold depends, to a large extent, on the availability of professional capability. Because of the high levels of capital investment in the materials manufacturing and, to some extent, specialist contracting sectors, empowerment will depend on innovative financing and transformation models that open up increasing opportunities to historically disadvantaged persons with disabilities.

Persons with disabilities could also benefit from the Construction Industry Development Board (CIDB) Practice Note 29, which focuses on regulatory issues impacting on the allocation of construction works contracts for development objectives. Government institutions could, among others, identify projects with the ability to assist in the development of a contractor, and allocate a portion of their budget for developmental projects for the exclusive benefit of contractors within their pre-determined development programmes.

Cabinet, through the Presidential Infrastructure Coordinating Commission (PICC), recently adopted an infrastructure plan intended to transform the economic landscape of South Africa, create a significant number of new jobs, and strengthen the delivery of basic services. The government, through the infrastructure plan, has developed and approved 17 Strategic Integrated Projects (SIPs) to support economic transformation and address service delivery in the poorest provinces.

It is proposed that persons with disabilities should specifically be targeted and included in SIPs on an equal basis with other population groups. The SIPs are:

- SIP 1: Unlocking the Northern Mineral Belt
- SIP 2: Durban-Free State-Gauteng Logistics and Industrial Corridor
- SIP 6: Integrated Municipal Infrastructure Project
- SIP 7: Integrated Urban Space and Public Transport Programme
- SIP 12: Revitalisation of Public Hospitals and Other Health Facilities
- SIP 13: National School Build Programme
- SIP 14: Higher Education Infrastructure

There is a compelling need to unlock growth constraints and to develop sustainable contracting capacity, as well as elevate the businesses and development of persons with disabilities as entrepreneurs and enterprises.

Some recommendations for chapters 3 and 4 are worth noting. They include:

- A multi-disciplinary unit should be mandated to gather all relevant disability data and the economics of disability data with regards to the EPWP. The unit should also assist in the development of policies specific to each category of EPWP initiatives, thus ensuring a high profile of disability on all projects. The unit should also facilitate the training of project holders and the launching of pilot projects related to the EPWP.
- As part of rolling out the NDP, a comprehensive strategy (including targeted recruitment through Disabled People's Organisations (DPOs), provision of reasonable accommodation, set-aside employment quotas) should be adopted and funded to ensure utilisation of policies related to employment (e.g. EPWP, Community Private Public Partnership (CPPP), Cooperatives and Local Economic Development Initiatives).
- Organisations actively involved in assisting persons with disabilities to access work should be strengthened, supported, subsidised and decentralised to ensure that sector-wide strategies reach as many persons with disabilities as possible.
- A partnership and development cooperation strategy on employment of persons with disabilities, including contractor development strategies, should be negotiated between the government of South Africa, development banks and other bilateral agencies.
- A disability sensitisation and awareness campaign should be launched through national coordinating bodies such as Chambers of Commerce, various SETAs and employer bodies.
- Reasonable accommodation should be provided, communicated, highlighted and promoted through a dedicated programme of provision/awareness targeted at the relevant bodies, such as departments, companies, and business chambers.

High-level indicators on economic infrastructure

Key crosscutting impact indicators for all economic infrastructure projects

1. At least 7% in 2020 and 10% in 2030 of current and new jobs created in all sectors associated with the development, management and utilisation of economic infrastructure, including but not limited to mining, gas exploration, electricity, fuels, water resources, transport, and information/communication technology, are allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces.
2. All new and non-compliant infrastructures adhere to the National Building Regulations Part S: Facilities for persons with disabilities and Building Standards Amendment Act, Act 103 of 1977, as well as the National Guidelines for Accessibility by 2030.
3. Provisions of the PPPFA and the BBBEE achieve ownership, employment and procurement opportunities associated with the development, management and utilisation of economic infrastructure, including but not limited to mining, gas exploration, electricity, fuels, water resources, transport, and information/communication technology, benefit persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by year 2030.
4. All persons with disabilities in South Africa benefit from and receive services emanating from the development, management and utilisation of economic infrastructure by 2030.
5. At least 7% (in line with employment targets) and the 4% target already set in the NSDS of existing and any additional skills additional skills and other human resource capacity development programmes for economic infrastructure, including but not limited to mining, gas exploration, electricity, fuels, water resources, transport, and information/communication technology are persons with disabilities by 2030.

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. The proportion of people with access to electricity should rise from 70% in 2010 to 95% by 2030, with non-grid options available for the rest.	<ul style="list-style-type: none"> • 12.34% (percentage of persons with disabilities as per SSA) of the increase in population with access to electricity by 2020 are persons with disabilities. 	<ul style="list-style-type: none"> • 12.34% (percentage of persons with disabilities as per SSA) of the increase in population with access to electricity by 2030 are persons with disabilities. 	The increased percentage for persons with disabilities is consistent and calculated on the basis on anticipated increase in the percentage of people with access to electricity.
2. An additional 29 000 MW of electricity by 2030 and about 10 900 MW of existing capacity would need to be retired, implying new building of about 40 000 MW. About 20 000 MW of this capacity should come from renewable sources.	<ul style="list-style-type: none"> • At least 7% of the labour force working on the additional electricity capacity must be persons with disabilities in line with set employment targets by 2020. • 5% of procurement opportunities awarded to persons with disabilities or their businesses in line with provisions of the PPPFA and BBBEE. • Persons with disabilities have their fair share of energy supplies by 2020. 	<ul style="list-style-type: none"> • At least 10% of jobs in the energy sector are allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030. • 5% of procurement opportunities awarded to persons with disabilities or their businesses in line with provisions of the PPPFA and BBBEE. • Persons with disabilities have their fair share of energy supplies by 2030. 	<p>There is a need for this sector to contribute to the job creation target set in Chapter 3 of the NDP.</p> <p>The 7% to 10% target of employed persons with disabilities is justified by the need to address current backlogs and anticipated increases in the number of educated and skilled persons with disabilities who will have access to a more accessible transport system to take them to and from work.</p>

<p>3. Wider access to reduced tariffs for low-income families. Free basic electricity and cross-subsidised tariffs are already available for many low-income households. Pro-poor electricity tariffs will be better targeted to include all qualifying electricity customers.</p>	<ul style="list-style-type: none"> All persons with disabilities who are poor or are low-income earners or in low-income households and who qualify for pro-poor tariffs have access to reduced electricity tariffs by 2020. 	<ul style="list-style-type: none"> All persons with disabilities who are poor or are low-income earners or in low-income households and who qualify for pro-poor tariffs have access to reduced electricity tariffs by 2030. 	<p>This is in line with the NDP objective of reducing tariffs and ensuring that 'these need to be applied more consistently and comprehensively to shield poor consumers from high price increases'.</p>
<p>4. Electrification coverage will reach at least 85% by 2020 and 90% by 2030. Integrated household energy supply strategies will offer affordable access to complementary energy sources that include solar water and space heating.</p>	<ul style="list-style-type: none"> All persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces are included in the planned 85% access to electricity coverage and/or complementary energy sources that include solar water and space heating. 	<ul style="list-style-type: none"> All persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces are included in the planned 90% access to electricity coverage and/or complementary energy sources that include solar water and space heating. 	<p>According to the NDP, 'between a fifth and a quarter of South Africans still have no access to the grid'. At least 90% of South Africans will have access to grid electricity, with the remainder meeting their energy needs from off-grid sources by 2030.</p>
<p>5. Before 2030, all South Africans will have affordable access to sufficient safe water and hygienic sanitation to live healthy and dignified lives. Standards of service provision will vary across the country, however, with differentiation between densely built-up urban areas and scattered rural settlements.</p>	<ul style="list-style-type: none"> Existing backlogs in the provision of clean potable water to persons with disabilities cleared by 2020. Provisions of the PPPFA and BBBE implemented, and enhanced ownership, employment and procurement opportunities for persons with disabilities by year 2020. 	<ul style="list-style-type: none"> All persons with disabilities will have access to sufficient safe water and hygienic sanitation to live healthy and dignified lives by 2030. Provisions of the PPPFA and BBBE implemented, and enhanced ownership, employment and procurement opportunities for persons with disabilities by year 2030. 	<p>The NDP targets all South Africans hence persons with disabilities are included in set targets.</p>
<p>6. Establish a national water-resources infrastructure agency. This agency would build on the foundation provided by the Trans-Caledon Tunnel Authority.</p>	<ul style="list-style-type: none"> Disability is mainstreamed into the structure, leadership/ staff composition and core business of the proposed national water-resources infrastructure agency, the Trans-Caledon Tunnel Authority and other catchment management agencies. 	<ul style="list-style-type: none"> Disability is mainstreamed into the structure, leadership/ staff composition and core business of the proposed national water-resources infrastructure agency, the Trans-Caledon Tunnel Authority and other catchment management agencies. 	<p>This is in line with the objective of 'equal opportunities for their productive and gainful employment' as outlined in the NDP.</p>

<p>7. The Commission proposes a dedicated national programme to provide support to local and sectoral efforts to reduce water demand and improve water-use efficiency. A comprehensive investment programme for water-resource development, bulk-water supply and wastewater management.</p>	<ul style="list-style-type: none"> • Persons with disabilities included, as users and contractors, in the national programme to provide support to local and sectoral efforts to reduce water demand, improve water-use efficiency and in the comprehensive investment programme. 	<ul style="list-style-type: none"> • Persons with disabilities included, as users and contractors, in the national programme to provide support to local and sectoral efforts to reduce water demand, improve water-use efficiency and in the comprehensive investment programme. 	<p>This will contribute to NDP objectives.</p>
<p>8. Bridge geographic distances affordably, reliably and safely so that all South Africans can access previously inaccessible economic opportunities, social spaces and services (Objectives: Create workable urban transit solutions; Provide incentives for public-transport use.)</p>	<ul style="list-style-type: none"> • By 2020, public transport will be universally designed, accessible and/or affordable to persons with disabilities in urban and rural areas. • Persons with disabilities benefit from workable urban transit solutions and incentives for public-transport. • Integrated Transport System provides universal accessibility on municipal bus services. 	<ul style="list-style-type: none"> • Inclusion and universal design principles applied in the expansion and consolidation of the transport and logistics sector resulting in increased utilisation by persons with disabilities in urban and rural areas by 2030. • Persons with disabilities benefit from workable urban transit solutions, incentives for public-transport, and an accessible public-transport system that has the capacity, frequency, coverage and safety performance required by persons with disabilities • Integrated Transport System, provide universal accessibility on municipal bus services. 	<ul style="list-style-type: none"> • Lack of accessible transport is a major concern among persons with disabilities. Inclusion and universal design principles will ensure equitable access to transport and other services in this sector. • Providing suitable means for the safe, efficient and cost-effective transport of people and goods is crucial. Such mobility broadens social and economic access, alleviating poverty.

<p>9. Support economic development by allowing the transport of goods from points of production to where they are consumed. This will also facilitate regional and international trade.</p>	<ul style="list-style-type: none"> • At least 7% of current and new jobs created in the transport and logistics infrastructure sector are allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2020. 	<ul style="list-style-type: none"> • At least 10% of jobs in the transport and logistics infrastructure sector are allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030. 	<ul style="list-style-type: none"> • There is a need for this sector to contribute to the job-creation target set in chapter 3 of the NDP.
<p>10. Consolidate and selectively expand transport and logistics infrastructure, with key focus areas being: Upgrading the Durban-Gauteng freight corridor, including a new port at the old Durban airport site; expanding capacity of the coal, iron ore and manganese lines, with consideration given to giving concessions to parts of this network; and building the N2 road through the Eastern Cape. Objectives:</p> <ul style="list-style-type: none"> • Renew the commuter train fleet. • Expand capacity for mineral exports, targeting metal ores and coal. • Optimal utilisation of assets. 	<ul style="list-style-type: none"> • Provisions of the preferential procurement act and the BBBEE that relate to inclusion of persons with disabilities implemented during procurement processes. 	<ul style="list-style-type: none"> • Provisions of the PPPFA and BBBEE that relate to inclusion of persons with disabilities implemented during procurement processes. 	<ul style="list-style-type: none"> • The 7% to 10% target growth in the percentage of employed persons with disabilities is justified by the need to address current backlogs and anticipated increases in the number of educated and skilled persons with disabilities who will have access to a more accessible transport system to take them to and from work.

<p>11. By 2030, ICT will underpin the development of a dynamic information society and knowledge economy that is more inclusive and prosperous. A seamless information infrastructure will meet the needs of citizens, business and the public sector, providing access to the wide range of services required for effective economic and social participation — at a cost and quality at least equal to South Africa’s competitors. Objectives:</p> <ul style="list-style-type: none"> • A national e-strategy that cuts across government departments and sectors. • Stimulating sector growth and innovation by driving public and private ICT investment, especially in network upgrades and expansion. • At least applying open-access policies to encourage sharing of certain elements of the backbone fibre network. • Focusing on stimulating demand by promoting e-literacy, instituting ICT rebates and incentives and developing ICT applications in sectors. 	<ul style="list-style-type: none"> • By 2030, the number of persons with disabilities with access to ICT increased, alongside benefit from information society and knowledge economy on an equal basis with other population segments of South Africa. • The needs of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces mainstreamed in: <ul style="list-style-type: none"> • a national e-strategy • public and private ICT investment • open-access policies • literacy, ICT rebates and incentives when developing ICT applications • regional integration and harmonisation. • plans to extend broadband penetration • strategies for benchmarking South Africa’s performance against other countries. 	<ul style="list-style-type: none"> • By 2030, the number of persons with disabilities with access to ICT increased, alongside benefit from information society and knowledge economy on an equal basis with other population segments of South Africa. • The needs of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces mainstreamed in: <ul style="list-style-type: none"> • a national e-strategy • public and private ICT investment • open-access policies • literacy, ICT rebates and incentives when developing ICT applications • regional integration and harmonisation. • plans to extend broadband penetration • strategies for benchmarking South Africa’s performance against other countries. 	<p>This is as per the NDP target to ensure that persons with disabilities have ‘equal opportunities for their productive and gainful employment’.</p> <p>Improving equitable access to ICT services will require action to stimulate demand and mainstream disability. At the most fundamental level, e-literacy needs to be improved among persons with disabilities as this might be essential for achieving the objectives of the NDP.</p>
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<p>12. Constructing and maintaining communications networks will generate both unskilled job opportunities in the short to medium term (such as digging trenches or spanning cables for expanding networks) and skilled work over the longer term (as networks need to be maintained, upgraded and refurbished).</p>	<ul style="list-style-type: none"> • At least 7% of both unskilled and skilled job opportunities in the ICT sector are persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces in line with set employment targets by 2020. • Provisions of the PPPFA and BBBEE that relate to inclusion of persons with disabilities implemented during procurement processes. 	<ul style="list-style-type: none"> • At least 10% of both unskilled and skilled job opportunities in the ICT sector are persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces in line with set employment targets by 2030. • Provisions of the PPPFA and BBBEE that relate to inclusion of persons with disabilities implemented during procurement processes. 	<p>This will contribute to set national employment targets.</p>
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Chapter 5: Environmental sustainability and resilience

This chapter notes that South Africa has a rich endowment of natural resources and mineral deposits, which, if responsibly used, can fund the transition to a low-carbon future and a more diverse and inclusive economy. Developmental challenges must be addressed in a way that ensures environmental sustainability and builds resilience to the effects of climate change, particularly in poorer communities. Investment in skills, technology and institutional capacity is critical to support the development of a more sustainable society and the transition to a low-carbon economy. Focused, institutionalised capacity building and management structures are needed.

Among the NDP's objectives in this chapter a specific focus was put on the increased investment in new agricultural technologies, research and development of adaptation strategies for the protection of rural livelihoods and expansion of commercial agriculture.

Economic growth is crucial in combating poverty, but this growth needs to be sustainable. That means taking into account factors such as environmental impact, climate change, disaster risk and the loss of biodiversity.

For persons with disabilities, and all population groups, sustainable development includes a range of issues related to the environment, such as low-carbon emissions, clean air, water, land, climate, natural resources, and social, political and economic factors.

It is worth noting that persons with disabilities are already actively involved in waste management and recycling projects. These initiatives lack resources and need to be improved to commercial levels.

In South Africa, the urban poor, including persons with disabilities, tend to live in neglected neighbourhoods, enduring pollution, waste dumping and ill health, but lacking the political influence to effect improvements. Consumption and waste generation in South Africa are rising steeply – approaching, and in some cases overtaking, per capita consumption levels in industrialised countries. Analyses need to include persons disabled by mining as an occupation or as residents near mining sites.

Recycling refers to the collection and use of materials that would otherwise have been disposed of as waste matter or used as raw materials in the manufacture of new products (Fishbein & Gelb, 1992).

Persons with disabilities have the opportunity to contribute to the objectives outlined in the chapter by expanding their recycling operations and participating in the related value chain that includes the collection, transportation, processing and re-manufacturing into new materials or products. This method or value chain includes seven stages: separation (preferable at the point of generation); collection of materials; delivery to sorting/cleaning/processing centres; sorting to quality that makes the material re-usable; delivery of the clean reclaimed material to the manufacturer; processing of the recovered material to produce a new product; and purchasing of the recycled product.

An important economic benefit of recycling is that it may reduce the costs of waste disposal for urban areas that have fewer cheap landfill opportunities (Gandy, 1994).

High-level indicators on ensuring environmental sustainability and an equitable transition to a low-carbon economy

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
<p>1. The roles and institutional arrangements indicated by the Climate Change Response White Paper have been reviewed and implemented, as appropriate, and processes and systems have been developed to enable their mandate to be delivered.</p>	<ul style="list-style-type: none"> Disability is mainstreamed and considered as a priority during review and implementation of the Climate Change Response White Paper, in various incentive frameworks and a suite of comprehensive carbon-pricing policies. At least 7% of people employed as a result of the implementation of the Climate Change Response White Paper, various incentive frameworks and the suite of comprehensive carbon-pricing policies are persons with disabilities from drawn from their diversified population groups and in all provinces. Persons with disabilities drawn from their diversified population groups and in all provinces benefit from procurement opportunities related to the Climate Change Response White Paper, various incentive frameworks and the suite of comprehensive carbon-pricing policies. 	<ul style="list-style-type: none"> Persons with disabilities benefit from disability mainstreamed Climate Change Response White Paper, various incentive frameworks and a suite of comprehensive carbon-pricing policies. At least 10% of people employed as a result of the implementation of the Climate Change Response White Paper, various incentive frameworks and the suite of comprehensive carbon-pricing policies are persons with disabilities from drawn from their diversified population groups and in all provinces. Persons with disabilities drawn from their diversified population groups and in all provinces benefit from procurement opportunities related to the Climate Change Response White Paper, various incentive frameworks and the suite of comprehensive carbon-pricing policies. 	<ul style="list-style-type: none"> Disability should be mainstreamed in the Climate Change Response White Paper, various incentive frameworks and a suite of comprehensive carbon-pricing policies in line with government policy. This will contribute to the national employment targets. An economically empowered and productive population of persons with disabilities contributes to economic growth. Targets will be met in line with disability targets set in NDP-related strategies, EEA, PPPFA and BBBEE. Disability mainstreaming strategies are an integral policy of government as espoused in the UN CRPD to which South Africa is a signatory.

<p>2. There is a comprehensive, trusted and expanding evidence base in relation to South Africa's emissions profile to inform climate-change policy making.</p>	<ul style="list-style-type: none"> The comprehensive, trusted and expanding evidence base is disability inclusive. 		<p>There is presently no comprehensive, trusted and expanded evidence that analyses the impact of climate change on the quality of life of the diversified population of persons with disabilities.</p>
<p>3. South Africa's mitigation commitment is defined and actions are being taken to achieve it.</p>	<ul style="list-style-type: none"> South Africa's mitigation commitment and actions are implemented to achieve inclusion and respond to the diverse needs of different population groups of persons with disabilities. 	<p>Implementation of climate-change policy is informed by a disability-inclusive, comprehensive, trusted and expanding evidence base.</p>	<p>South Africa's diverse population of persons with disabilities has needs related to climate change, some of which are disability-specific. For instance, persons with Albinism need protection from the sun, while distances to water points are of concern to people living in areas where water levels are decreasing.</p>
<p>4. A regulatory framework for land use is in place to assess the environmental and social costs of new developments and ensure the conservation and restoration of protected areas</p>	<ul style="list-style-type: none"> Disability is mainstreamed and considered as a component of the regulatory framework for land use and during assessment of the environmental and social costs of new developments. 	<ul style="list-style-type: none"> Disability is mainstreamed and considered as a component of the regulatory framework for land use and during assessment of the environmental and social costs of new developments. 	<p>Implementation will ensure that persons with disabilities benefit from disability-mainstreamed regulatory framework for land use and strategies that address environmental and social costs of new developments.</p>
<p>5. Significant investment and international assistance programmes are in place for climate-related research and development, and the roll-out of mitigation and adaptation projects, especially for key vulnerable sectors.</p>	<ul style="list-style-type: none"> Disability is mainstreamed and considered as a component envisaged investment and international assistance programmes. 	<ul style="list-style-type: none"> Disability is mainstreamed and considered as a component envisaged investment and international assistance programmes. 	<p>Disability mainstreaming strategies are an integral policy of government as espoused in the UN CRPD to which South Africa is a signatory.</p>

<p>6. There has been substantial development of technical skills and policy capacity to facilitate the transition to a low-carbon economy, and for adaptation research and implementation in particular.</p>	<ul style="list-style-type: none"> At least 4% (as outlined in the NSDS) of skilled and capacitated personnel are persons with disabilities. 	<ul style="list-style-type: none"> At least 4% (as outlined in the NSDS) of any additional skilled and capacitated personnel are persons with disabilities. 	<p>This will contribute to the achievement of NSDS target for the training of persons with disabilities. Specific training targets are not defined in the NDP.</p>
<p>7. The national recycling strategy is delivering absolute reductions in the total volume of waste disposed to landfill each year.</p>	<ul style="list-style-type: none"> All persons with disabilities with capacity (including funding, trained human resources and viable business models) to own and manage a broad range of environmental projects that include, but are not limited to, waste management, renewable energy, recycling and awareness raising. 	<ul style="list-style-type: none"> All persons with disabilities with capacity (including funding, trained human resources and viable business models) to own and manage a broad range of environmental projects that include, but are not limited to, waste management, renewable energy, recycling and awareness raising. 	<p>This will contribute to the achievement of NSDS target for the training of persons with disabilities. Specific training targets are not defined in the NDP.</p>
<p>8. Land, agriculture and water development strategies have provided the basis for programmes of environmentally sustainable rural regeneration.</p>	<ul style="list-style-type: none"> Land, agriculture and water development strategies include the needs of the diverse population of persons with disabilities in all the provinces of South Africa. 	<ul style="list-style-type: none"> Land, agriculture and water development strategies include the needs of the diverse population of persons with disabilities in all the provinces of South Africa. 	<p>This will enhance service delivery to persons with disabilities in land, agriculture and water development strategies, thus addressing current backlogs in these sectors.</p>
<p>9. Public investment is being channelled into new agricultural technologies for commercial farming, as well as for the development of adaptation strategies and support services for small-scale and rural farmers.</p>	<ul style="list-style-type: none"> Persons with disabilities are supported through public investment in new agricultural technologies for commercial farming, as well as for the development of adaptation strategies and support services for small-scale and rural farmers. 	<ul style="list-style-type: none"> Persons with disabilities are targeted through public investment in new agricultural technologies for commercial farming, as well as for the development of adaptation strategies and support services for small-scale and rural farmers. 	<p>This will contribute to the national employment targets.</p>
<p>10. The development and marketing of niche products and services is encouraging the domestic manufacture of green technologies.</p>	<ul style="list-style-type: none"> Persons with disabilities are supported to benefit from the development and marketing of niche products and services that encourage the domestic manufacture of green technologies. 	<ul style="list-style-type: none"> Persons with disabilities are supported to benefit from the development and marketing of niche products and services that encourage the domestic manufacture of green technologies. 	<p>Disability mainstreaming strategies are an integral policy of government.</p>
<p>11. Medium-term adaptation strategies are being piloted and implemented.</p>	<ul style="list-style-type: none"> Disability-inclusive medium-term adaptation strategies piloted and implemented for the benefit of a diverse population of persons with disabilities. 	<ul style="list-style-type: none"> Disability-inclusive adaptation strategies are implemented using evidence from 2020 pilots for the benefit of a diverse population of persons with disabilities. 	<p>Adaptation strategies are crucial to the survival and productivity of persons with disabilities.</p>

<p>12. Investment in low-carbon and climate-resilient infrastructure has enabled South Africa to export and profit from its technologies and skills, and benefit sectors that deliver enhanced energy, food and water security, new high-quality job opportunities, and improved quality of life.</p>	<ul style="list-style-type: none"> • Opportunities and needs of persons with disabilities are mainstreamed in investment in low-carbon and climate-resilient infrastructure. • At least 7% of people employed in sectors that deliver enhanced energy, food and water security are persons with disabilities. 	<ul style="list-style-type: none"> • Opportunities and needs of persons with disabilities are mainstreamed in investment in low-carbon and climate-resilient infrastructure. • At least 10% of people employed in sectors that deliver enhanced energy, food and water security are persons with disabilities. 	<p>This will contribute to the national employment targets.</p>
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Chapter 6: Inclusive rural economy

According to the NDP:

- rural communities require greater social, economic and political opportunities to overcome poverty
 - agricultural development should introduce a land-reform and job-creation/livelihood strategy that ensures rural communities have jobs
 - there is a need to ensure quality access to basic services, health care, education and food security
 - plans for rural towns should be tailor-made according to the varying opportunities in each area
- intergovernmental relations should be addressed to improve rural governance.

The main objectives are that an additional 643 000 direct jobs and 326 000 indirect jobs in the agriculture, agro-processing and related sectors should be created by 2030. There should be a positive trade balance for primary and processed agricultural products.

The chapter is useful for persons with disabilities as it addresses the situation of those living in rural areas and small towns. The majority of persons with disabilities in rural and other marginalised areas are predominantly employed or self-employed in the informal sector or in agriculture. Livelihood analysis is essential in order to understand living conditions and the sources of food, income and other systems of support. SSA should include disability in livelihood studies.

It is inconceivable, for the foreseeable future, that cities or commercial agriculture could offer employment to the vast number of persons with disabilities and other poor people in the countryside. For this reason alone, due attention to small-scale agriculture is essential for progress towards the development targets of poverty reduction and sustainability (Oxfam (UK)/DFID).

This analysis leads to the definition of three long-term objectives in relation to rural poverty reduction for the benefit of persons with disabilities:

- to improve the livelihoods of persons with disabilities who remain in agriculture, particularly women and youth, by increasing their capacity to feed themselves
- to improve the capacity of the sector as whole and persons with disabilities to generate sustainable employment
- to ease the transition of those who will inevitably leave for the towns.⁸

As small towns are home to large numbers of persons with disabilities and increasing numbers of displaced farmworkers, strategies to deal with poverty in small towns are essential. Given the higher levels of poverty than in larger centres, the need for targeted support is self-evident, particularly in the former homeland centres where productive economic activity has slowed down or ceased. Some 75% of the country's poor and 81% of the ultra-poor live in the hinterlands of small centres or within the settlements themselves.

This reality calls for targeted strategies that take cognisance of the resources, skills, and economic and social base in small centres. Apart from initiating or supporting development strategies, there is also a clear need for social-enterprise-type support for persons with disabilities.

The implementation of strategies outlined in this chapter should facilitate sustainable livelihoods for persons with disabilities. In addition to supporting current livelihood streams, economic drivers that will bring financial resources into the community should be identified. Entrepreneurial business and financing opportunities should be planned and implemented after relevant training. This will not only generate incomes for food security, but will also build the capacity of persons with disabilities to move from survival mode towards sustainable livelihoods.

The sustainability of rural livelihoods also depends on the conservation of the natural resource base, which can be threatened by the short-term survival strategies of the poor themselves, by the actions of commercial concerns, or by the more impersonal forces of mass consumption patterns and climate change.

Technological alternatives to capital- and chemical-intensive agriculture, spreading under the broad names of

⁸ Obviously, society is not divided neatly into rural and urban worlds. Many farmers live on the edge of towns, or combine waged work with agriculture; many rural families depend on income from seasonal labour in the cities or remittances from urbanised relatives.

sustainable agriculture, organic farming, or low-external-input-sustainable-agriculture (LEISA), are particularly relevant to farmers with disabilities and poorer farmers. Apart from environmental benefits, these approaches offer both high productivity per hectare and relatively intensive use of labour – an ideal combination for South Africa.

The implementation of strategies in this chapter needs to ensure:

- **Greater access to agricultural working premises, water and natural resources.**
- **Greater access to micro-finance.** Agricultural credit is essential for growth and competitiveness. Other financial services, such as saving schemes and crop insurance, are also essential. There are both equity and economic arguments for subsidies for farmers and enterprises owned and managed by persons with disabilities, as service provision cannot be left to the private sector alone.
- **Improved infrastructure.** Small-scale agriculture and related rural industries, such as food processing, cannot grow and compete unless there is public investment in economic infrastructure in rural areas (roads, electricity, water supply, irrigation, telephones, etc.).
- **Greater access to and control of knowledge.** Small producers with disabilities and their associations need appropriate technical assistance and training, based on research relevant to their needs. This should cover the development of processing activities and the challenging task of producing export-quality goods.
- **Achieving scale and value-added.** Small producers with disabilities can only survive in more open markets if they acquire ‘critical economic mass’, which means developing associative forms of economic activity, covering for instance joint purchasing of inputs, warehousing, refrigeration, processing and marketing. Although marketing and agro-industrial co-operatives and their variants have a chequered history, they remain a key condition for development of the sector.⁹ The State’s role is to actively stimulate these associations through education and advice, and by providing a favourable legislative and fiscal framework.
- **Finding a niche.** The combination of State assistance with know-how, capital, infrastructure, information, etc. strengthens the chances of small producers with disabilities and related rural industries finding more profitable niches in both domestic and overseas markets.
- **Fair and stable prices.** Interventions, while sometimes legitimately aimed at securing stable, low prices for urban consumers, must give due weight to the interests of small-scale rural producers. If they are aimed at supporting agriculture, they should favour the poorer producers. Price fluctuations in international commodity markets are a major deterrent to exporting by smaller farmers with disabilities. A combination of risk management and insurance schemes, as well as use of buffer stocks, could help stabilise farm gate prices, thereby extending to smaller producers the security routinely enjoyed by big companies and traders. These initiatives would, however, require a substantial injection of ideas and finance.
- **Strengthening social capital.** An intangible but essential ingredient of successful rural economic development and competition in markets is ‘social capital’, which can be augmented or diminished by the actions of government.¹⁰ The development and spread of sustainable agriculture technology, for example, is particularly successful in farmer-to-farmer extension systems. The promotion of associative forms of economic activity both requires and builds solidarity and trust.

⁹ These are the enterprises through which Oxfam Fair Trade and similar schemes work. They offer the volumes needed for mail order or supermarket retailing in northern markets, and they provide the institutional means for Oxfam and others to provide technical assistance in product development, marketing, quality control, etc.

¹⁰ A recent review by John Rowley of Oxfam’s work in food security states that all successful programmes involved support for people working together in local organisations and networks.

High-level indicators on inclusive rural economy

Key crosscutting impact indicators for all economic infrastructure projects

The vision includes better integration of the country's rural areas, achieved through successful land reform, infrastructure development, job creation and poverty alleviation

1. At least 7% in 2020 and 10% in 2030 of current and new jobs created in all sectors associated with integrated and inclusive rural economy are allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces.
2. Provisions of the PPPFA and BBEE achieve ownership, employment and procurement opportunities associated with integrated and inclusive rural economy benefit persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by year 2030.
3. All persons with disabilities in South Africa benefit from and receive services emanating from an integrated and inclusive rural economy by 2030.
4. At least 7% (in line with employment targets) and the 4% target already set in the NSDS of existing and any additional skills and other human resource capacity development programmes for integrated and inclusive rural economy are persons with disabilities by 2030.

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. An additional 643 000 jobs direct jobs and 326 000 indirect jobs in the agriculture, agro-processing and related sectors by 2030. Support job creation in the upstream and downstream industries.	<ul style="list-style-type: none"> • Of the proposed 643 000 direct jobs and 326 000 indirect jobs in agriculture, agro-processing and related sectors, 7% should be allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2020. 	<ul style="list-style-type: none"> • Of the proposed 643 000 direct jobs and 326 000 indirect jobs in agriculture, agro-processing and related sectors, 10% should be allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030. 	The 7% and 10% job target is the agreed target for employment of persons with disabilities by 2030 in all targeted groups.
2. Maintain a positive trade balance for primary and processed agricultural products.	<ul style="list-style-type: none"> • Persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, with capacity and resources to contribute to a positive trade balance for primary and processed agricultural projects by 2020. • Improved infrastructure, including irrigation, and service delivery to benefit persons with disabilities by 2020. 	<ul style="list-style-type: none"> • Persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces with capacity and resources to contribute to a positive trade balance for primary and processed agricultural projects by 2030. • Improved infrastructure, including irrigation, and service delivery to benefit persons with disabilities by 2030. 	This is the target set by the NDP for all primary and processed agricultural products.

<p>3. Agricultural development based on successful land reform, employment creation and strong environmental safeguards.</p>	<ul style="list-style-type: none"> The needs of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, mainstreamed in agricultural development based on successful land reform, employment creation and strong environmental safeguards. 	<ul style="list-style-type: none"> The needs of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, mainstreamed in agricultural development based on successful land reform, employment creation and strong environmental safeguards. 	<p>This is the NDP target to ensure that persons with disabilities have 'equal opportunities for their productive and gainful employment'.</p>
<p>4. In areas with low economic potential, quality education, health care, basic services and social security will support the development of human capital.</p>	<ul style="list-style-type: none"> In areas with low economic potential, quality education, health care, basic services and social security satisfy the needs of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces. 	<ul style="list-style-type: none"> In areas with low economic potential, quality education, health care, basic services and social security satisfy the needs of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces. 	<p>Well-functioning and supported communities enable persons with disabilities to seek economic opportunities.</p>
<p>5. In areas with some economic potential, non-agricultural activities (such as agro-industry, tourism, small enterprises and fisheries) will boost development.</p>	<ul style="list-style-type: none"> In areas with some economic potential, allocate economically viable non-agricultural activities (such as agro-industry, tourism, small enterprises and fisheries' rights) to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces. 	<ul style="list-style-type: none"> In areas with some economic potential, allocate economically viable non-agricultural activities (such as agro-industry, tourism, small enterprises and fisheries' rights) to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces. 	<p>This allows them to develop their communities further through remittances and the transfer of skills, which will contribute to the local economy.</p>
<p>6. Develop strategies that give new entrants access to product value chains and support from better-resourced players.</p>	<ul style="list-style-type: none"> Develop strategies that give new entrants with disabilities access to product value chains and support from better-resourced players. 	<ul style="list-style-type: none"> Develop strategies that give new entrants with disabilities access to product value chains and support from better-resourced players. 	<p>Product value chains maximise employment opportunities. The combination of State assistance with know-how, capital, infrastructure, information, etc. strengthens the chances of small producers with disabilities and related rural industries finding more profitable niches in both domestic and overseas markets.</p> <p>Support (e.g. mentorship) from better-resourced players is crucial for success.</p>

<p>7. Provide innovative market linkages. Make provisions to link small-scale farmers in communal and land-reform areas to markets in South Africa and further afield on the subcontinent.</p>	<ul style="list-style-type: none"> Persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, secure innovative market linkages such as organising smaller and poorer producers to adopt cooperative strategies that give them greater collective market power in accessing value chains and minimum supply volumes. 	<ul style="list-style-type: none"> Persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, secure innovative market linkages such as organising smaller and poorer producers to adopt cooperative strategies that give them greater collective market power in accessing value chains and minimum supply volumes. 	<p>This will improve the feasibility and viability of projects.</p> <p>This will contribute to set national employment targets.</p> <p>Small producers with disabilities can only survive in more open markets if they acquire 'critical economic mass', which means developing associative forms of economic activity, covering for instance joint purchasing of inputs, warehousing, refrigeration, processing and marketing.</p>
<p>8. Preferential procurement mechanisms should be put in place to ensure that new entrants in agriculture can access these markets while still supporting existing farmers.</p>	<ul style="list-style-type: none"> Provisions of the PPPFA and BBBEE enhance ownership, employment and procurement opportunities for persons with disabilities by year 2020. 	<ul style="list-style-type: none"> Provisions of the PPPFA and BBBEE enhance ownership, employment and procurement opportunities for persons with disabilities by year 2030. 	<p>This will contribute to set national employment targets.</p>
<p>9. Create tenure security for communal farmers.</p>	<ul style="list-style-type: none"> Create tenure security for communal farmers with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces. 	<ul style="list-style-type: none"> Create tenure security for communal farmers with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces. 	<p>Tenure security is vital to secure an income for communal farmers with disabilities and new entrants.</p>
<p>10. Investigate different forms of financing.</p>	<ul style="list-style-type: none"> Persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, secure different forms of financing including agricultural credit, and other financial services such as saving schemes, crop insurance, equity and subsidies. 	<ul style="list-style-type: none"> Persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, secure different forms of financing including agricultural credit, and other financial services such as saving schemes, crop insurance, equity and subsidies. 	<p>Agricultural credit is essential for growth and competitiveness. Other financial services such as saving schemes and crop insurance are also essential. There are standing arguments for equity and economic arguments for subsidies for farmers and enterprises owned and managed by persons with disabilities as service provision cannot be left to the private sector alone.</p>

<p>11. There should be greater support for innovative public-private partnerships.</p> <p>Investigate whether extension and other agricultural services are appropriately located at provincial level.</p>	<ul style="list-style-type: none"> Greater support for innovative public-private partnerships and extension and other agricultural services benefit persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces. 	<ul style="list-style-type: none"> Greater support for innovative public-private partnerships and extension and other agricultural services benefit persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces. 	<p>The development and spread of sustainable agriculture for persons with disabilities is particularly successful where there is greater support for innovative public-private partnerships, including farmer-to-farmer extension systems. The promotion of associative forms of economic activity both requires and builds relations of solidarity and trust.</p>
<p>12. Improve and extend skills development in the agricultural sector, including entrepreneurship training.</p>	<p>At least 7% of existing and any additional skills and other human resource capacity development programmes in the agricultural sector, including entrepreneurship training.</p>	<p>At least 7% of existing and any additional skills and other human resource capacity development programmes in the agricultural sector, including entrepreneurship training.</p>	<p>This contributes to the skills target for persons with disabilities.</p>
<p>13. Household food security is determined by the ability to access food rather than its availability.</p>	<p>The food security needs of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, is mainstreamed and addressed through:</p> <ul style="list-style-type: none"> Increased agricultural employment and rural incomes that translate into improved nutrition. Helping poor households cope with food price increases, using and expanding existing public works programmes for rural infrastructure development. Ensuring that all eligible households have access to social grants. Special nutritional services. Provision for nutritional services during natural disasters. 	<p>The food security needs of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, is mainstreamed and addressed through:</p> <ul style="list-style-type: none"> Increased agricultural employment and rural incomes that translate into improved nutrition. Helping poor households cope with food price increases, using and expanding existing public works programmes for rural infrastructure development. Ensuring that all eligible households have access to social grants. Effective nutrition education for health workers, mothers and other caregivers. Food fortification that includes foods for young children with disabilities. Provision for nutritional services during natural disasters. 	<p>In South Africa, many infants and one-in-five young children experience stunted growth.</p>

<p>14. Given the differentiated characteristic of rural towns, specifically in former homelands, plans should be developed for each area based on their economic potential.</p>	<p>Integrated, disability-mainstreamed plans for rural towns developed for each area based on their economic potential for the benefit of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces.</p>	<p>Integrated, disability-mainstreamed plans for rural towns developed for each area based on their economic potential for the benefit of persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces.</p>	<p>Unique small town strategies to deal with poverty among persons with disabilities are essential. Reasons for this assertion include the fact that small towns are homes to large numbers of persons with disabilities.</p> <p>75% of the country's poor and 81% of the ultra-poor live in the hinterlands of small centres or within the settlements themselves.</p> <p>Subsidised transport will increase disposable income for persons with disabilities in rural small towns.</p>
<p>15. Provide subsidised scheduled public transport services to provide easy access to basic needs and State support (for example, service points for public health care and grant support),</p>	<p>Subsidised scheduled public transport services to provide easy access to basic needs and State support to rural-based persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces.</p>	<p>Subsidised scheduled public transport services to provide easy access to basic needs and State support to rural-based persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces.</p>	

Chapter 7: South Africa in the region and the world

This chapter addresses South Africa's foreign policy, particularly the relationship between diplomatic, political, security, environmental, economic and regional co-operative dynamics. It highlights the need to ensure that South Africa's foreign policy-making remains cognisant of global shifts, the stratification of regional groupings, threats to human and State security, internal/external sovereignty, and natural resources.

On the continent, South Africa should improve collaboration and co-operation through deeper integration and increased trade with its regional trade partners in Africa and the global south in general, with particular emphasis on the role that South Africa can play in mediating the role and influence of the BRICS group (Brazil, Russia, India, China and South Africa) and African countries. The impending Tripartite Free Trade Area (TFTA) is a significant step towards improved African integration and should be a priority in South Africa's foreign policies.

It is worth noting that South Africa plays a key leadership role internationally in the field of disability. This leadership role manifests itself in various ways, including:

- hosting continental organisations
- deployment of South African citizens in key international positions
- representation and participation in key political structures such as the UN, African Union (AU) and ministerial delegations/sessions.

As a signatory to the UN CRPD, South Africa has reporting obligations to the UN and to the AU Commission for Human and Peoples' Rights.

South African citizens with disabilities, civil society organisations (CSOs) and the private sector play a broad range of roles internationally in the field of disability, including leadership/technical support, sports and recreation, provision of assistive devices to African markets, business and market development, and cultural exchanges.

High-level indicators on South Africa in the region and the world

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. Intra-regional trade in southern Africa should increase from 7% of trade to 25% of trade by 2030.	<ul style="list-style-type: none"> Persons with disabilities, as individual entrepreneurs, SMMEs or established businesses, with capacity and resources to increase their contribution to intra-regional trade in southern Africa (through ownership, employment and procurement opportunities) by 10% over 2010 levels by 2020. This increase contributes to the ultimate target of 18% by 2030. Ownership, employment and procurement opportunities benefit persons with disabilities by 2020. 	<ul style="list-style-type: none"> Persons with disabilities, as individual entrepreneurs, SMMEs or established businesses, with capacity and resources to increase their intra-regional trade (through ownership, employment and procurement opportunities) in southern Africa by 18% over 2010 levels by 2030. 	<ul style="list-style-type: none"> The NDP anticipates an 18% increase in intra-regional trade. This will contribute to the achievement of national targets. Opportunities will arise mainly from: <ul style="list-style-type: none"> South Africa's penetration of fast-growing markets. Regional integration strategy that emphasises rail, road/port infrastructure, utilisation of financial institutions and cooperation in food/energy/water management markets.
2. South Africa's trade with regional neighbours should increase from 15% to 30%.	<ul style="list-style-type: none"> Persons with disabilities, as individual entrepreneurs or in established businesses, cooperatives or partnerships, double their trade or business cooperation with neighbouring countries by 2020. 	<ul style="list-style-type: none"> Persons with disabilities, as individual entrepreneurs or in established businesses, cooperatives or partnerships, double their trade or business cooperation with neighbouring countries by 2030. 	
3. A high-level, high-impact task team to investigate South Africa's foreign relations to produce definitive studies on: <ul style="list-style-type: none"> South Africa's national interest, and in the context of African geopolitics. South Africa's role in the world, especially in BRICS and in multilateral relations. 	<ul style="list-style-type: none"> The terms of reference, final report and composition of the high-level, high-impact task team to investigate South Africa's foreign relations is disability inclusive and includes analysis of AU and SADC disability policy instruments. 	<ul style="list-style-type: none"> Recommendations of the task team related to disability are implemented as part of South Africa's foreign policy. 	There is a need for South Africa to play a leadership role in the formulation of the Africa Disability Protocol.
4. South Africa urgently needs a two-pronged decision on migration: a qualitative and quantitative research project on migration into the country.	<ul style="list-style-type: none"> Comprehensive, cross-disability, multinational, segregated disability data included as a component in the qualitative and quantitative research project on migration of different population groups of persons with disabilities. 	<ul style="list-style-type: none"> Findings of the qualitative and quantitative research project on migration of different population groups of persons with disabilities implemented. 	Evidence and knowledge of migration patterns among the different population groups of persons with disabilities will provide data that is needed for planning at national and regional levels.

Chapter 8: Transforming human settlements

The NDP notes that the State will review its housing policies to better realise constitutional housing rights, ensure that the delivery of housing is used to restructure towns and cities, and strengthen the livelihood prospects of households. Active citizenship in the field of spatial development will be supported and incentivised through a range of interventions including properly funded, citizen-led neighbourhood vision and planning processes, and the introduction of social compacts from neighbourhood to city level.

South Africa will develop a national spatial framework, resolve current deficiencies in the local system of integrated development planning, and progressively develop the governance and administrative capability to undertake planning at all scales. The key targets include an increase in the level of employment, greater incentives to save and effective containment of the rate of inflation.

The objectives and strategies outlined in this chapter should apply to persons with disabilities without discrimination. For example, the objectives in the field of human settlements include:

- the upgrading of all informal settlements on suitable, well-located land by 2030
- more people living closer to their places of work
- better quality public transport
- more jobs in or close to dense, urban townships.

Historically, the needs of persons with disabilities were accommodated in the policy on 'Special Needs Housing'. State housing policies and subsidy programmes reflect awareness of and provision for the special needs of persons with disabilities. To this end, special attention is paid to the possible modification of the subsidy programme to give effect to this approach. In order to maintain financial equity, subsidy levels may be varied for geotechnical, topographical or locational reasons, in the various provinces (on an area rather than project basis) within these guidelines. It is also proposed to allow for the application of variation in cases where special needs apply, as in the case of persons with disabilities.

High-level indicators on transforming human settlements

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
<p>1. Develop a national spatial framework.</p> <p>Our spatial vision for rural South Africa is the development of vibrant, productive rural communities that create and keep wealth in their areas and provide benefit to the nation.</p>	<ul style="list-style-type: none"> Disability mainstreaming and universal design adopted as top priorities in the development and implementation of a strong and efficient spatial planning system for urban and rural areas by 2020. The aesthetic and functional features of housing and the built environment is improved to create liveable, vibrant, mainstreamed and valued places that allow for access and inclusion of the diverse population segments of persons with disabilities. 	<ul style="list-style-type: none"> Disability mainstreaming and universal design adopted as top priorities in the development and implementation of a strong and efficient spatial planning system for urban and rural areas by 2030. The aesthetic and functional features of housing and the built environment is improved to create liveable, vibrant, mainstreamed and valued places that allow for access and inclusion of the diverse population segments of persons with disabilities. 	<ul style="list-style-type: none"> The development of a disability-inclusive national spatial framework is in line with NDP objectives. Disability-inclusive spatial policies can make a difference when they are integrated with plans for tangible public and private investment that are sustained over time, and carefully adapted to the needs and opportunities required by the diverse population segments of persons with disabilities.
<p>2. Provide support for economic development hubs, nodes and linkages to be developed in historically black townships.</p>	<ul style="list-style-type: none"> Persons with disabilities secure at least 7% of jobs to be created in or close to dense, urban township by 2020. 10% of all business ownership and procurement opportunities that emanate from the transformation of human settlements benefit persons with disabilities by 2020. 	<ul style="list-style-type: none"> Persons with disabilities secure at least 10% of jobs to be created in or close to dense, urban township by 2030. 10% of all business ownership and procurement opportunities that emanate from the transformation of human settlements benefit persons with disabilities by 2030. 	<p>This will contribute to the achievement of national targets.</p>
<p>3. Spatial compacts can happen at various scales, from local neighbourhoods to cities or regions.</p>	<ul style="list-style-type: none"> National, provincial and local organisations of the diverse population segments of persons with disabilities capacitated and integrated into social compacts to deal with matters of direct concern to their constituencies by 2020. 	<ul style="list-style-type: none"> National, provincial and local organisations of the diverse population segments of persons with disabilities have enhanced capacity to provide leadership and skills on spatial issues of concern to their constituencies, such as the development of new public transport systems, the upgrading of informal settlements, the management of informal trading, inner-city regeneration, neighbourhood safety, measuring environmental sustainability and infrastructure maintenance. 	<p>This approach will build consensus over spatial futures and mediate spatial conflicts related to the different segments of the population of persons with disabilities.</p>

<p>4. Urgently review the existing grant and subsidy regime for housing.</p>	<ul style="list-style-type: none"> • Provision for disability housing subsidy reviewed and adjusted to ensure diversity in product and finance options that would allow for more household choice and greater spatial mix and flexibility by 2020. • At least 20 000 persons with disabilities per year until 2020 benefit and receive a housing subsidy and an additional amount to cover reasonable accommodation measures. 	<ul style="list-style-type: none"> • Disability housing subsidy ensures diversity in product and finance options, allows for more household choice, and greater spatial mix and flexibility in line with prioritisation of development in inner cities and other areas of economic opportunity, such as transport hubs and corridors, ensuring that housing provision for persons with disabilities supports livelihood production and job creation. • At least 40 000 persons with disabilities per year until 2030 benefit and receive a housing subsidy and an additional amount to cover reasonable accommodation measures. 	<ul style="list-style-type: none"> • Diversity in product and finance options allows for more household choice and greater spatial mix and flexibility, without creating disability ghettos. • A total of 25 361 beneficiaries with disabilities applied and qualified for access to a housing subsidy between 2008 and 2012. The set targets for 2020 and 2030 are in line with the NDP level of ambition and the need to address backlogs in the provision of accessible housing to persons with disabilities.
<p>5. Supporting the growth of housing delivery in the gap market.</p>	<ul style="list-style-type: none"> • Persons with disabilities in the gap market supported through appropriately and universally designed housing delivery schemes. 	<ul style="list-style-type: none"> • Increased population of persons with disabilities in the gap market supported through appropriately and universally designed housing delivery schemes. 	<p>An increasing number of persons with disabilities will join the gap market as a result of achievement of national targets. The strategies for this sector will address affordability constraints and reducing the cost of products so that they are made more affordable.</p>
<p>6. Introduce mechanisms that would make land markets work more effectively for the poor.</p>	<ul style="list-style-type: none"> • Mechanisms that would make land markets work more effectively for poor persons with disabilities introduced. 	<ul style="list-style-type: none"> • Mechanisms that would make land markets work more effectively for poor persons with disabilities expanded and evaluated. 	<p>This will ensure that municipalities improve their understanding of local sub-markets by examining how poor persons with disabilities access land, accommodation and business opportunities.</p>
<p>7. Integrate the flow of funding for spatial restructuring into a consolidated national spatial restructuring fund.</p>	<ul style="list-style-type: none"> • The integrated national spatial restructuring fund with measures and provisions (such as channelling funding for disability catalytic projects into regions and localities according to the framework; support for economic development hubs, nodes and linkages to be developed in historically black townships) that benefit persons with disabilities by 2020. 	<ul style="list-style-type: none"> • The integrated national spatial restructuring fund with measures and provisions (such as channelling funding for disability catalytic projects into regions and localities according to the framework; and economic development hubs, nodes and linkages to be developed in historically black townships) that benefit persons with disabilities by 2030. 	<p>Such integration and support will be aimed at transforming spatial arrangements, providing practical content to the new vision at regional and local level, and will incentivise innovations in terms of spatial development.</p> <p>Such measures and provisions should be guided by the anticipated increase in the number of persons with disabilities in employment and/or participating in the economy, or who require housing delivery.</p>

<p>8. Recognise the role played by informal settlements and enhance the existing national programme for upgrading informal settlements by developing a range of tailored responses.</p>	<ul style="list-style-type: none"> • Persons with disabilities benefit, on an equal basis with others, from all work associated with the upgrading of all informal settlements in suitable well-located land by 2020. 	<ul style="list-style-type: none"> • Persons with disabilities benefit, on an equal basis with others, from all work associated with the upgrading of all informal settlements in suitable well-located land by 2030. 	<p>This is in line with the objectives of inclusion and mainstreaming of disability outlined in the NDP.</p>
<p>9. The creation of a national observatory for spatial data assembly and analysis.</p>	<ul style="list-style-type: none"> • The national observatory for spatial data and analysis includes disaggregated disability data by 2020. 	<ul style="list-style-type: none"> • The national observatory for spatial data and analysis includes disaggregated disability data by 2030. 	<p>This will ensure that the observatory collects, continually updates and analyses disability data and other information relevant to spatial planning that benefits persons with disabilities.</p>
<p>10. Develop a capability framework for spatial governance together with professional bodies, educational institutions and relevant government agencies.</p>	<ul style="list-style-type: none"> • At least 7% of the population of students enrolled and who successfully complete education and training programmes for planners and other spatial professionals are persons with disabilities from diverse population segments. • Planned research and effective regulation of the professions are made disability inclusive. 	<ul style="list-style-type: none"> • At least 7% of the population of additional students enrolled and who successfully complete education and training programmes for planners and other spatial professionals are persons with disabilities from diverse population segments. • Additional research and effective regulation of the professions are made disability inclusive. 	<p>This will contribute to the achievement of the 7% target for training persons with disabilities as outlined in the NSDS.</p>

Chapter 9: Improving education, training and innovation

Chapter 9 addresses the education system, with an emphasis on quality early childhood development (ECD), basic education, further and higher education.

All policies published in terms of the National Education Policy Act, Act 27 of 1996, aim at redressing inequalities created under apartheid and ensuring societal transformation through education which values diversity and aims at developing the full potential of each learner, irrespective of his or her social and cultural background. These policies include the National Curriculum Statement Grades R to 12 (2011), which makes inclusivity a core principle, the White Paper on Early Childhood Education (2001) and the White Paper on Inclusive Education (2001). The South African Schools Act, Act 84 of 1996, embodies the obligations of the Bill of Rights by stating that public schools must admit learners and serve their educational requirements without unfairly discriminating in any way (RSA CRPD Report 2012). The RSA CRPD Report (2012) also notes that:

- Education White Paper 6 on Special Needs Education: Building an Inclusive Education and Training System (2001) outlines government's strategy to transform the current education system to make it more efficient, more equitable and more just, recognising the right of all learners to attend their local neighbourhood school and to receive the necessary support. The policy embodies the principles of Article 24 of the CRPD. Of the initial USD250 000 000 allocated by the National Treasury for the expansion of inclusive education in 2008, more than 50% went into other priority areas at provincial level. Furthermore, only five of the nine provinces have utilised the funding made available for the expansion of inclusive education. The implementation of the policy was furthermore significantly impeded by the fact that it has not been seen as a central driving force of educational change as intended.
- Approximately 1 393 236 (27.5%) of the total population (5 063 500) of children between the ages of 0 and 4 years are children with disabilities. However only 665 247 children attend ECD facilities.¹¹
- Approximately 85% of 5-year-old children with disabilities attended an educational institution.¹²
- There is as yet no reliable system to track learners with disabilities who are out of school and/or have been denied admission to school. The estimated number of children with disabilities of school-going age who are out of school could be as high as 480 036. This indicates an increase of 220 036 from the 260 000 learners estimated to be out of school in 2001.
- There are no accurate statistics available on the percentage of schools that comply with norms for environmental accessibility. The National Education Infrastructure Management System that was established in 2007 did not conduct a formal audit on accessibility features, but only looked at basic optimal functioning of school sites, for example, in terms of availability of running water, electricity and sanitation, and how many schools are still mud structures. A survey of 25 156 ordinary schools conducted by the Department of Education across all nine provinces in 2006 revealed that 97.1% had no accessible toilets and 97.8% had no ramps.
- Between 2002 and 2011 the number of public special schools in the country increased from 375 to 423. The enrolment into public special schools increased from 77 700 learners in 2002 to 104 633 in 2010. The number of learners with disabilities in ordinary schools increased from 100 618 in 2008 to 118 490 in 2010.
- Approximately 94% of 7 to 15 year old children with disabilities attended an educational institution.

¹¹ SSA General Household Survey Interactive dataset, 2009-2010, DBE calculations.

¹² Ibid.

This figure increased significantly from 73% in 2002 to 94% in 2010, reflecting the positive effects of the Education White Paper 6. However, learners with disabilities are still at a disadvantage in relation to learners who do not have a disability with respect to physical access to schooling.¹³ This gap needs to be closed.

- The same cannot be said of children with disabilities in the 16 to 18 year old age group. In 2010, 68% of 16 to 18 year old children with disabilities attended an educational institution, compared to the overall figure of 83% for all children in this age group. The disparity suggests that disability remains a barrier to education access. The participation of this category of children in educational institutions increased significantly from 51% in 2002 to 68% in 2010.¹⁴
- In 2010, approximately 6% of children in the educational schooling system had a disability. The percentage of learners with disabilities as a percentage of all learners attending school has increased from at least 1% in 2002 to approximately 7% in 2010. The huge increase happened in 2009 when the data shows that close to 4% of all learners in schools had a disability.¹⁵

There is concern that children with disabilities and other marginalised children are at risk of being excluded from early childhood investments based on assumptions about healthy child development that use normative developmental milestones such as age appropriate motor and language skills as the benchmark. These assumptions are highly detrimental to the equality of children with disabilities and other marginalised children who have witnessed first-hand the exclusion and negative treatment that results.

The NDP roll-out process should address the needs of children with disabilities by:

- Promoting and adopting an alternative approach to healthy child development that respects the inherent value of all children and recognises their unique developmental paths and contributions.
- Developing and promoting guidelines for inclusive early learning and development that reject discrimination in access on the basis of disability.
- Designing and evaluating curricula and early learning and care environments that ensure each child's physical, emotional, intellectual, spiritual and social well-being; promotes diversity; reduces disparity; develops capacity; and enhances learning.
- Ensuring that ECD policies, practices and programmes are geared to meeting the unique needs of every child and family, and provide the support necessary to make early learning and care inclusive, flexible and responsive;
- Developing and distributing practical tools and approaches to inclusive policy and programme development and delivery.
- Ensuring that investment plans by government and communities for ECD include specific measures of inclusion, with investments in resources and leadership that can create a culture that celebrates all children.

Very few early intervention services are available to children with disabilities, especially those living in rural areas. The few programmes that are available tend to be either institution-based within specialised schools, or facilities started by parents of children with disabilities, with little or no support from either the government or the educare sector (DICAG, 2004). Lack of capacity within government and the CSO sector in general has, however, resulted in limited progress in the mainstreaming and inclusion of children with disabilities, in particular those presently outside any intervention system.

Parent empowerment and the development and education of their children with disabilities are intricately linked. If parents remain disempowered and have a low self-image, they will believe that their children cannot develop, learn and be educated.

In 1991, the World Summit for Children culminated in the ratification of the United Nations Convention on the

¹³ Ibid.

¹⁴ Ibid.

¹⁵ Ibid.

Rights of the Child (UNCRC). This Convention serves as an international human rights treaty that calls for the development of national policies and programmes to ensure that all young people (defined as less than 18 years of age) get the chance to grow up in a protective, nurturing and stimulating environment, right from the beginning (CACL, 2003).

Since initial national plans of action were developed and implemented, experience has shown that the rights of children with disabilities are all too often forgotten or ignored. Supporting children with disabilities and their families is generally viewed as a separate consideration altogether, and the processes for incorporating their needs and rights is not viewed in tangent with the needs and rights of children more generally.

Overcoming exclusion requires the elimination of physical, social, cultural and economic barriers that discriminate against children with intellectual disabilities. Some of the factors contributing to higher instances of poverty for children and youth with disabilities and their families include:

- Decreased exposure to educational and vocational training, coupled with undervaluing the abilities of persons with disabilities, result in fewer opportunities for self-sustaining employment.
- Caregiving responsibilities result in lost income for family members caring for a person with a disability.
- Increased medical costs associated with disability, including travel and access costs.
- Overall increased vulnerability to ill-health and economic poverty.
- Increased social vulnerability to abuse and exploitation.
- Social isolation of persons with disabilities and their family members caused by negative social attitudes.

Some of the strategies that could be addressed through the implementation of the NDP include:

- Supporting families to support their family members with disabilities at home, in the community.
- Investing in inclusive education to ensure that children with disabilities gain a good quality education in an equal learning environment among their peers.
- Creating family forums or parental networks where the voices of families are recognised, heard and implemented.
- Raising awareness about issues affecting persons with disabilities and their families in the media and through other mechanisms.
- Supporting the development of a family policy agenda.
- Providing adequate financial support to families with children with disabilities to cover additional associated costs associated.
- Developing mechanisms to provide labour market access and vocational training for persons with disabilities.

Exclusion from mainstream, high-quality education means fewer opportunities for employment, higher vulnerability to abuse, and isolation from relationships that teach one how to value and be valued by others. The roll-out of the NDP could help address this by:

- Providing teachers with the necessary education, training, information and knowledge about how to include children with disabilities and provide them with education.
- Designing the curriculum to be diversity conscious and disability-sensitive to help create an inclusive culture for both students with disabilities and their peers.
- Designing and evaluating the curricula in a way that accounts for different learning styles and for students' unique developmental paths.
- Designing classrooms in a way that ensures students have access to the support they need to be able to take advantage of inclusive educational services.
- Ensuring that the eligibility process for determining access to funding values children and youth, and enables identification of needs without further stereotyping and minimising the potential of the child.
- Ensuring that departments of health, education, social development and other related departments work in a coordinated, collaborative, integrated, flexible and holistic way to accommodate the needs of all children.
- Focusing, wherever relevant, on individual assessments, planning and placement processes for individuals and families in order to value and recognise the knowledge of families.

- Ensuring the full recognition of different learning styles and developmental paths of children in curriculum, resourcing, pedagogical practice and technical support.

It is recommended that existing and new mainstream tertiary institutions and adult training centres be made accessible to accommodate the specific physical, intellectual, communication and learning needs of persons with disabilities.

High-level indicators on improving education, training and innovation

Key crosscutting impact indicators

1. At least 7% in 2020 and 10% in 2030 of current and new jobs created in improving education, training and innovation are allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces.
2. The new National School Infrastructure Norms enforced to ensure compliance with specifications for universal design for all new schools by 2030.
3. Provisions of the PPPFA and BBBEE implemented and achieve ownership, employment and procurement opportunities associated with improving education whilst taking into account that training and innovation benefit persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030.
4. All children with disabilities in South Africa benefit from NDP and policy measures aimed at improving education, training and innovation by 2030.
5. At least 7% (in line with employment targets) and the 4% target already set in the NSDS of existing and any additional skills and other human resource/capacity development programmes in the sector for improving education, training and innovation are persons with disabilities by 2030.

This in line with the NDP commitment: ‘The education system will play a greater role in building an inclusive society, providing equal opportunities and helping all South Africans to realise their full potential, in particular those previously disadvantaged by apartheid policies, namely black people, women and persons with disabilities’ (NDP, Chapter 9).

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. By 2030, South Africans should have access to education and training of the highest quality, leading to significantly improved learning outcomes.	<ul style="list-style-type: none"> • Using a rights-based-multi-sectoral, coordinated, integrated, adequately resourced, pro-vulnerable child targeted ECD strategy will certify that all children with disabilities are guaranteed access to the full complement of ECD rights by 2020. • An inclusive education system at all levels of education, including early childhood education, ensures children are not excluded and that they receive support from the general education system on the basis of their disability by 2020. 	<ul style="list-style-type: none"> • Using a rights-based-multi-sectoral, coordinated, integrated, adequately resourced, pro-vulnerable child targeted ECD strategy, the balance of children with disabilities and those born after 2020 are guaranteed access to the full complement of ECD rights. • An inclusive education system at all levels of education, including early childhood education, ensures children are not excluded and that they receive support from the general education system on the basis of their disability by 2030. 	This is in line with the Children’s Act, White Paper 6 on inclusive education and the UN CRPD.

<p>2. Access to education and training of the highest quality, leading to significantly improved learning outcomes.</p>	<ul style="list-style-type: none"> Accelerated implementation of essential tools such as the <i>Guidelines for Inclusive Teaching and Learning</i> (2009), the <i>National Strategy on Screening, Identification, Assessment and Support</i> (2008), the <i>Guidelines to Ensure Quality Education and Support in Special Schools and Special School Resource Centres</i> (2007), the <i>Guidelines for Full-Service/Inclusive Schools</i> (2010), and the <i>Guidelines for Responding to Diversity through the National Curriculum Statement</i> (2011) by 2020. 	<ul style="list-style-type: none"> Accelerated implementation of essential tools such as the <i>Guidelines for Inclusive Teaching and Learning</i> (2009), the <i>National Strategy on Screening, Identification, Assessment and Support</i> (2008), the <i>Guidelines to Ensure Quality Education and Support in Special Schools and Special School Resource Centres</i> (2007), the <i>Guidelines for Full-Service/Inclusive Schools</i> (2010), and the <i>Guidelines for Responding to Diversity through the National Curriculum Statement</i> (2011) by 2030. 	<p>This will ensure access to education for all children with disabilities.</p> <p>Although the policy framework is in place, significant challenges remain with implementation, with the result that a large percentage of children with disabilities are currently either completely excluded from compulsory education or unable to effectively access the curriculum in either special school or ordinary school settings (RSA CRPD Report).</p>
<p>3. Access to education and training of the highest quality, leading to significantly improved learning outcomes.</p>	<ul style="list-style-type: none"> More than 80 000 educators and 14 000 officials to have received in-service training (including the use of assistive technology and alternative and augmentative communication for learners with hearing, visual and physical disabilities) on the key policy implementation guidelines by 2020. 	<ul style="list-style-type: none"> More than 80 000 educators and 14 000 officials to have received in-service training on the key policy implementation guidelines by 2030. All trained and trainee educators are provided with and are able to use assistive technology and alternative and augmentative communication for learners with hearing, visual and physical disabilities by 2030. 	<p>By 2012, more than 39 515 educators and 7 148 officials had received in-service training on the key policy implementation guidelines. Set targets are in line with this trend and the NDP objectives, and the need to achieve quality of teaching and learning and introduction of support measures in schools. Measures should include access to Braille and large print textbooks and learning and teaching materials; fitted wheelchairs that ensure mobility and provide postural support; and devices for learners with visual or hearing disabilities and communication diversity, including Sign Language interpretation services.</p>
<p>4. Eradicate micronutrient deficiency in children less than 18 months. Nationally, stunting affects almost one in five children (18%), with higher levels of stunting in rural areas (24.5%), and urban informal areas (18.5%). About one in 10 children (9.3%) are underweight.</p>	<ul style="list-style-type: none"> All children with disabilities below the age of 18 months from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, with micronutrient deficiency as at 2010 will be free of the deficiency by 2020. 	<ul style="list-style-type: none"> The balance and newborn children with disabilities below the age of 18 months from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, with micronutrient deficiency in 2020 will be free of the deficiency by 2030. 	<p>This is the target set by the NDP for all children. Improving early nutrition has been shown to increase school attainment by up to one grade and adult earnings by up to 40%. It is imperative to try to prevent disabilities in children brought about by adverse exposure in pregnancy, during delivery and the first few years of life.</p>

<p>5. All children should have at least two years of pre-school education. This implies about 2 000 000 places.</p>	<ul style="list-style-type: none"> • All children with disabilities from all race groups, with gender balance and distributed across all different segments of disability and in all provinces, will have two years of pre-school education by 2020. 	<ul style="list-style-type: none"> • All children with disabilities will have two years of pre-school education and access to new places by 2030. 	<ul style="list-style-type: none"> • Employment targets can only be met if an ambitious education and training programme is undertaken for children with disabilities. • Improvement in the employment rate has direct correlation to investment in improving education.
<p>6. 80% of schools and learners achieve 50% and above in Literacy, Mathematics and Science in grades 3, 6 and 9</p>	<ul style="list-style-type: none"> • At least 80% of the targeted schools are made fully accessible to learners with disabilities from all race groups based on gender balance. • The population of learners with disabilities who achieve 50% and above in Literacy, Mathematics and Science in grades 3, 6 and 9 is distributed with reasonable accommodations across all different segments of disability and in all provinces by 2020. • Increased access to quality education and support for out-of-school children with disabilities in ordinary and in special schools, and in particular children in rural and poor communities, will be targeted by 2020. 	<ul style="list-style-type: none"> • At least 80% of schools and learners with disabilities achieve 50% and above in Literacy, Mathematics and Science in grades 3, 6 and 9. • The targeted population of learners with disabilities who achieve 50% and above is distributed with reasonable accommodations across all different segments of disability and in all provinces by 2030. • Increased access to quality education and support for out-of-school children with disabilities in ordinary and in special schools, and in particular children in rural and poor communities, will be targeted by 2030. 	<p>This is the target set by the NDP, thus it should apply to all children, including those with disabilities and in rural areas.</p>

<p>7. At least 80% of students should complete 12 years of schooling. Learner retention rate increased to 90%, of whom 80% successfully pass the exit exam.</p>	<ul style="list-style-type: none"> At least 80% of students with disabilities already in the education system or new enrolments complete 12 years of schooling with a 90% learner retention rate and 80% successfully passing the exit examinations by 2020. The distribution of the population of students with disabilities should be based on gender, rural-urban balance and strategies to correct imbalances based on race, disability and geographical location by 2020. 	<ul style="list-style-type: none"> At least 80% of students with disabilities already in the education system or new enrolments complete 12 years of schooling with a 90% learner retention rate and 80% successfully passing the exit examinations by 2030. The distribution of the population of students with disabilities should be based on gender, rural-urban balance and strategies to correct imbalances based on race, disability and geographical location by 2030. 	<p>It is essential to ensure that the 80% target for students include children with disabilities, in line with government policies. The 90% retention and 80% exit exam rate are essential in achieving employment targets, thus contributing to the achievement of the NDP objectives.</p>
<p>8. Significantly expand the further education and training sector, reaching a participation rate of 25% by 2030 (i.e. expanding from the current 300 000 to 1 250 000 by 2030).</p>	<ul style="list-style-type: none"> Half of 12.34% (SSA) of 1 250 000 students (i.e. 77 125 additional persons with disabilities distributed across all disabilities in line with demographic trends within this population) in the further education and training sector by 2020. 	<ul style="list-style-type: none"> Half of 12.34% (SSA) of 1 250 000 students (i.e. 77 125 additional persons with disabilities distributed across all disabilities in line with demographic trends within this population) in the further education and training sector by 2030. 	<p>12.34% of any population has a severe enough activity limitation (or disability). This will contribute to the achievement of set employment and skills development targets.</p>
<p>9. Improve the further education and training graduation rate to 75% by 2030.</p>	<ul style="list-style-type: none"> Improve the further education and training graduation rate of learners with disabilities distributed across all disabilities in line with demographic trends within this population to 75% by 2020. 	<ul style="list-style-type: none"> Improve the further education and training graduation rate of learners with disabilities distributed across all disabilities in line with demographic trends within this population to 75% by 2030. 	<p>The 75% rate of improvement by 2030 is set by the NDP and should also therefore apply to the population of persons with disabilities which is estimated at 12.34% of the general population.</p>
<p>10. Produce 20 000 artisans a year.</p>	<ul style="list-style-type: none"> Produce 2 468 artisans (i.e. 12.34% of 20 000) with disabilities per year. 	<ul style="list-style-type: none"> Produce 2 468 artisans (i.e. 12.34% of 20 000) with disabilities per year. 	<p>The same argument that disability is estimated to constitute 12.34% of the general population is used.</p>
<p>11. Provide additional 1 000 000 learning opportunities a year for post-school workers and the unemployed.</p>	<ul style="list-style-type: none"> Provide additional 123 400 learning opportunities per year for post-school workers and unemployed with disabilities. 	<ul style="list-style-type: none"> Provide additional 123 400 learning opportunities per year for post-school workers and unemployed with disabilities. 	

<p>12. Increase the higher education participation rate from 17 % to 30%. Enrolments will need to increase to 1 620 000 from 950 000 in 2010.</p>	<ul style="list-style-type: none"> • Increase the higher education participation rate learners with disabilities by 99 994 (i.e. half of 12.34% of 1 620 000) by 2020. 	<ul style="list-style-type: none"> • Increase the higher education participation rate learners with disabilities by 99 994 (i.e. half of 12.34% of 1 620 000) by 2030. 	<p>The target is half of 12.34% of 1 620 000 in 2020 and in 2030. Total target is 199 908 by 2030) as set by the NDP.</p>
<p>13. Increase university Science and Mathematics entrants to 450 000 by 2030.</p>	<ul style="list-style-type: none"> • Increase university Science and Mathematics entrants with disabilities distributed across all disabilities in line with demographic trends within this population by half of 12.34% of the targeted population of 450 000 (i.e. 27 765) by 2020. 	<ul style="list-style-type: none"> • Increase university Science and Mathematics entrants with disabilities distributed across all disabilities in line with demographic trends within this population by half of 12.34% of the targeted population of 450 000 (i.e. 27 765) by 2030. 	<p>Total number of persons with disabilities is 55 530, being 12.34% of the set 450 000.</p>
<p>14. Produce 100 Doctoral graduates per 1 000 000 per year (i.e. an increase from 1 420 a year in 2010 to 5 000 a year in 2030).</p>	<ul style="list-style-type: none"> • Produce 308 Doctoral graduates with disabilities a year by 2020. 	<ul style="list-style-type: none"> • Produce 308 doctoral graduates with disabilities per year by 2030. 	<p>This target is about half (in both 2020 and 2030) of 12.34% of the targeted 5 000 Doctorates per year in 2030.</p>

Chapter 10: Health care for all

Accessible health care services are essential for the good health of persons with disabilities in both urban and rural areas. Health care services, (community-based) rehabilitation and assistive devices increase opportunities for persons with disabilities and, therefore, contribute towards a better quality of life.

Among the plans set out in Chapter 10 of the NDP are:

- Dealing with social determinants of health.
- Development of human capacity: managers, doctors, nurses and community health workers need to be appropriately trained and managed, produced in adequate numbers, and deployed where they are most needed.
- A national health system that is strengthened by improving governance and eliminating infrastructure backlogs.

Objectives include significant reduction in the prevalence of non-communicable chronic diseases; the reduction of injury, accidents and violence by 50% from 2010 levels; and the deployment of primary health care teams to provide care to families and communities.

Section 27 of the Constitution, the National Health Act (NHA) (Act 61 of 2003), the National Rehabilitation Policy (2006), and related policies and protocols, secure the right of all persons, including persons with disabilities, to have equal access to health care, which includes mental health and rehabilitation services.

The National Health Act (Act 61 of 2003) stipulates that all persons, including those with disabilities, have a right to reproductive health services, including family planning.

The Health for All approach asserts that attaining health for all as part of overall development starts with primary health care based on 'acceptable methods and technology made universally accessible to individuals and families in the community through their full participation and at a cost that the community and the country can afford' (Alma-Ata Declaration, 1978).

A core value of 'Health for All' is equity, and a concern for equity has direct implications for how decision makers choose their priorities in health policy, in particular how decision makers select which public health issues and population groups merit the most attention. Health systems based on equity contribute to social inclusion.

Public health has been slow to respond to the health needs of persons with disabilities for several reasons. First, the conventional public health emphasis on reducing mortality, morbidity and disability has led to a mind-set that equates disability with a failure of the public health system – specifically, to prevent conditions associate with disability (Lollar & Crews, 2003:198). The consequence of this has been that public health has found it difficult to frame a public health role toward persons with disabilities. In addition, the lack of a standard classification and coding scheme that allows public health practitioners and researchers to gather data and assess the multidimensional nature of disability has been problematic. Lollar and Crews are critical of the lack of public health research on health issues related to disabilities, such as the natural course of 'secondary conditions', or studies of the efficacy of interventions to prevent them.

While the conceptual confusion between disability and mortality is perhaps waning, this insight is not, in itself, new and for more than a decade researchers have stated that morbidity is only one factor in a plethora of causes of disability. Furthermore, while morbidity or injury may be risk factors for disability, the possibility of ameliorating their consequences, using interventions that prevent them developing into disability, is only now being recognised (MacLachlan, et al., 2007). Increasingly, it is acknowledged that disability and health are not mutually exclusive, but often co-exist with the same person and/or community and must therefore be equitably addressed within the same health service (MacLachlan & Gallagher, 2004). A note must be made that the role for public health is integral in contributing to the enhanced quality of life for persons with disabilities, just as for anyone else.

The idea that public health interventions could contribute to the prevention of secondary health conditions and so lead to greater efficiencies in the health system, is also gathering greater traction. As Lollar and Crews (2003:204) conclude: 'Public health is now moving into a new era of emphasis – one in which persons with disabilities are included as an integral part of the public, a population group that needs attention in order to eliminate disparities.'

Poor nutrition, dangerous working and living conditions, limited access to vaccination programmes, and to health and maternity care, poor hygiene, bad sanitation, inadequate information about the causes of impairments, war and conflict, and natural disasters all cause disability.

The causes and aggravating factors associated with disability are many and varied and thus public health care needs to respond to these in a cohesive systems-based manner, rather than attempting to increment piecemeal initiatives. This is especially true if one considers that persons with disabilities are often given the lowest priority for any limited resources and this may be especially so in the case of access to health services in resource poor settings (European Commission, 2004).

Health care services enhance the prospects of employment, education and participation. Simultaneously, (community-based) rehabilitation and assistive devices reduce the cost of care and dependency. They reduce the extent of hospitalisation, as well as the demand for hospitalisation, and therefore liberate scarce resources for other uses. The general availability of assistive devices has been proven to promote the dignity of persons with disabilities and transform attitudes towards them.

Health is increasingly understood as more than an absence of disease or illness, and that health promotion focuses on providing persons with disabilities with the tools to exercise greater control over the resources and strategies necessary to achieve their health and well-being.

All health services at the primary level of care are free. No payment is made for health care or rehabilitation if such services are provided at a home-based or community level. Persons with disabilities that meet the nationally pre-determined criteria for eligibility based on their household income are able to access free health care and rehabilitation services at a hospital level in the public sector.

The NDP should address the issues described above by:

- Providing timely access to appropriate, user-friendly and high-quality, diverse and flexible health-care services that accommodate all unique needs, which are coordinated to respond to particular health and support needs as defined by the affected persons with disabilities.
- Addressing the discrepancies in health services availability, access and adequacy for adults, children with and without disabilities, and being child friendly and partnering with parents and the community.
- Creating models of inter-departmental/governmental collaboration that include persons with disabilities.
- Ensuring that diagnosis, developmental screening, readiness tests, and performance assessments identify needs for (early) intervention and family support, to prevent the streaming of individuals into special programmes and congregated settings.
- Basing needs assessments on a comprehensive view of the person rather than a functional evaluation or medical diagnosis.
- Using a health promotion approach.
- Researching and implementing supported health planning.
- Redrawing the network of support to families, adults, youth and children in health planning to encompass inclusive health care, child and family services, schools, community organisations and other generic resources.

Health is also categorised in terms of recreation. Recreation plays an important role in fostering active citizenship, social inclusion, improving physical and mental health, increasing self-esteem and encouraging better academic performance. Barriers faced by adults, children and youth with disabilities must be acknowledged and eliminated to enable all to belong to their community and participate in physical activities and recreation.

A physically and mentally healthy population of persons with disabilities is an important requirement for economic self-sustainability and social well-being. Promotional health care is more effective and resource-efficient than caring for the sick. It is therefore a priority to enable community understanding of issues affecting their health and to support activities that build healthier communities and more attractive, healthier living environments.

High-level indicators on health care for all

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. Average male and female life expectancy at birth increases to 70 years.	<ul style="list-style-type: none"> Average male and female life expectancy of persons with disabilities at birth increases to 70 years as at 2020. 	<ul style="list-style-type: none"> Average male and female life expectancy of persons with disabilities at birth increases to 70 years as at 2030. 	The 70 years is set by the NDP for the general population and, therefore, should also apply to persons with disabilities.
2. Progressively improve TB prevention and cure.	<ul style="list-style-type: none"> Progressive improvement in TB prevention and cure among persons with disabilities. 	<ul style="list-style-type: none"> Progressive improvement in TB prevention and cure among persons with disabilities. 	
3. Reduce maternal mortality from 500 to less than 100 per 1 000; infant mortality from 43 to less than 20 per 1 000; and under-five child mortality from 104 to less than 30 per 1 000.	<ul style="list-style-type: none"> 80% reduction in maternal mortality among 1 000 women with disability; 53% per 1 000 infants with disability; and 71% among 1 000 under-five children with disability. 	<ul style="list-style-type: none"> 80% reduction in maternal mortality among 1 000 women with disability; 53% per 1 000 infants with disability; and 71% among 1 000 under-five children with disability. 	The NDP targets represent 80% reduction in maternal mortality, 53% reduction in infant mortality and 71% in under-five child mortality within a population of 1 000 in each case.
4. Reduce prevalence of non-communicable chronic diseases by 28%.	<ul style="list-style-type: none"> Prevalence of non-communicable chronic diseases in persons with disabilities is reduced by at least 14% 	<ul style="list-style-type: none"> Prevalence of non-communicable chronic diseases in persons with disabilities is reduced by 28% 	The same NPA target of 28% should also apply to persons with disabilities
5. Reduce injury, accidents and violence by 50% from 2010 levels.	<ul style="list-style-type: none"> At least 25% reduction of injury, accidents and violence that affect persons with disabilities by 2020. 	<ul style="list-style-type: none"> 50% reduction of injury, accidents and violence that affect persons with disabilities by 2030. 	This is in line with NDP set targets.

6. Complete health systems reforms	<ul style="list-style-type: none"> Clinical processes use systematic data disaggregated by disability types and ICT usage considerate of different types of disability. Training (at basic training/undergraduate levels and using persons with disabilities as a resource) of nurses, doctors, rehabilitation personnel, management and administrative personnel is based on the rights of persons with disabilities as articulated in the CRPD and national policies/legislation. The Sterilisation Act (Act 44 of 1998) reviewed and aligned to relevant articles of the CRPD by 2020. 	<ul style="list-style-type: none"> Clinical processes use systematic data disaggregated by disability types and ICT usage considerate of different types of disability. Increased and enhanced training (at basic training/undergraduate levels and using persons with disabilities as a resource) of nurses, doctors, rehabilitation personnel, management and administrative personnel is based on the rights of persons with disabilities as articulated in the CRPD and national policies/legislation. A reviewed Sterilisation Act (Act 44 of 1998) is in line with relevant articles of the CRPD and implemented by 2030. 	This will ensure that persons with disabilities have equitable access to health services and removal of any discriminatory provisions in current legislation in line with the CRPD.
7. Primary health-care teams provide care to families and communities.	<ul style="list-style-type: none"> All persons with disabilities in families and communities that receive primary health care from teams are cared for on an equal basis with others, taking due consideration for their specific needs. 	<ul style="list-style-type: none"> All persons with disabilities in families and communities that receive primary health care from teams are cared for on an equal basis with others taking due consideration for their specific needs. 	The health services also benefit persons with disabilities.
8. Universal health care coverage.	<ul style="list-style-type: none"> All persons with disabilities have access to equal standard of health care as other citizens. Training materials are accessible. The National Rehabilitation Policy (2006) and Standardisation of Assistive Devices in the Public Sector, facilitate access and provide for funding for assistive devices for all needy persons with disabilities. In line with the Constitution, the choice of persons with disabilities to participate in habilitation and rehabilitation services is fully protected alongside inclusive measures such as participation of persons with disabilities, their families and caregivers. 	<ul style="list-style-type: none"> All persons with disabilities have access to equal standard of health care as other citizens. Training materials accessible. The National Rehabilitation Policy (2006) and Standardisation of Assistive Devices in the Public Sector, facilitate access and provide for funding for assistive devices for all needy persons with disabilities. In line with the Constitution, the choice of persons with disabilities to participate in habilitation and rehabilitation services is fully protected alongside inclusive measures such as participation of persons with disabilities, their families and caregivers. 	<p>Universal health care coverage means everybody is included.</p> <p>This will give effect to the right of persons with disabilities to move freely and with independence.</p>

<p>9. Fill posts with skilled, committed and competent individuals.</p>	<ul style="list-style-type: none"> • At least 12.34% of trained health professionals as at 2020 are committed and competent persons with disabilities. • At least a 50% increase in the number of qualified rehabilitation practitioners registered with the HPCSA by 2020. 	<ul style="list-style-type: none"> • At least 12.34% of trained health professionals as at 2030 are committed and competent persons with disabilities. • At least a 100% increase in the number of qualified rehabilitation practitioners registered with the HPCSA by 2030. 	<p>The principle of 12.34% still applies. The projected increase is over March 2012 figures (with those working in the public service in parentheses):</p> <ul style="list-style-type: none"> • Occupational Therapists: 3 816 (794) • Occupational Therapy Assistants: 344 • Occupational Therapy Technicians: 354 • Physiotherapists: 6 162 (1 040) • Physiotherapy Assistants: 270 • Audiologists/ Speech Therapists: 2 267 (403) • Community Speech and Hearing Workers: 22 • Medical Orthotists and Prosthetists: 419 • Orthopaedic Footwear Technicians: 57 • Psychologists: 369
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Chapter 11: Social protection

Chapter 11 defines a social floor alongside a multi-pronged strategy to ensure that no household lives below this floor. Problems such as poverty-induced hunger, malnutrition and micronutrient deficiencies will be addressed. The chapter proposes that an inclusive social protection system should be created to address all areas of vulnerability and to be responsive to the needs, realities, conditions and livelihoods of those who are most at risk. Additional proposals include:

- Provision of support that builds and utilises the capabilities of individuals, households, communities and NGOs to promote self-reliant sustainable development.
- Encouraging a culture of individual saving for risks associated with loss of income due to unemployment, old age and illness, by providing appropriate frameworks and incentives.
- Enhancing services and programmes for labour market activation for the unemployed and creating opportunities in public employment.

The chapter has objectives that address the needs of persons with disabilities. These include:

- Ensuring progressively and through multiple avenues that no one lives below a defined minimum social floor.
- All children should enjoy services and benefits aimed at facilitating access to nutrition, health care, education, social care and safety.
- Addressing problems such as hunger, malnutrition and micronutrient deficiencies that affect physical growth and cognitive development, especially among children.
- Addressing the skills deficit in the social welfare sector.
- Providing income support to the unemployed through various active labour market initiatives such as public works programmes, training and skills development, and other labour market-related incentives.
- All working individuals should make adequate provision for retirement through mandated savings. The State should provide measures to make pensions safe and sustainable.
- Social protection systems must respond to the growth of temporary and part-time contracts, and the increasing importance of self-employment, and establish mechanisms to cover associated risks.
- Creating an effective social welfare system that delivers better results for vulnerable groups, with the State playing a larger role.
- Civil society should complement government initiatives.

Under Section 27 of the South African Constitution, social security is recognised as a basic right: all South Africans 'have the right ... to social security, including, if they are unable to support themselves and their dependants, appropriate social assistance'. Section 27(2) goes further to state that the State must take reasonable legislative and other measures, within its available resources, to achieve the progressive realisation of the right of access to social security and social assistance. Section 28(1)(c) provides for the right of children to social services.

Persons with disabilities, those who are elderly, children and migrants are at greater risk and more vulnerable. They require measures that include removing obstacles to accessing social protection, and measures to provide assistance. These groups bear the brunt of poverty and inequality. Special attention also needs to be given to the needs of women due to their socio-economic and cultural status and the high concentration of poverty among them.

The Social Security Act, Act 13 of 2004, provides for, among others, access to a care dependency grant for

parents (including foster parents) and/or caregivers of children with permanent, severe disabilities between the ages of 0 and 18 years, on condition that these children are not permanently cared for in a State Institution. Persons with disabilities who are indigent qualify for a range of social assistance grants, including disability grants (USD150 per month, 2012); child support grants (children aged 0-14 years, USD35 per month, 2012), care dependency grants (children with disabilities requiring 24-hour care, USD150 per month, 2012), grant-in-aid (persons who require regular attendance by other persons, USD35 per month, 2012), foster care grant (USD96.25 per month, 2012), war veterans grant (USD152.50 per month, 2012) and older persons grants (USD150 per month plus USD2 500 per annum for those over 75 years, 2012). Workers are protected through unemployment insurance benefits as well as compensation for injury on duty.

Governments and development agencies are increasingly talking about social protection as an important component of poverty reduction and development. The AU has pledged its support for social protection through ministerial declarations; DFID (UK) has named social protection as one of the 'four essential public services', alongside education, health, and water and sanitation; and national social protection policies are being developed in several developing countries (Gooding, 2013).

Within the social protection agenda, social assistance in the form of cash transfers has received particular attention. This often takes the form of a small monthly allowance for a defined group, such as those considered poorest, children, older people, or persons with disabilities. There is considerable evidence from programmes in Latin America, Africa and Asia that such cash transfers can improve nutrition, health and access to education for recipients and their households. Moreover, contrary to assumptions that social assistance promotes dependency and discourages work, several studies have found that cash transfers promote economic activity through investments in micro-enterprises and the maintenance of productive assets (Gooding, 2013). Social assistance specifically for persons with disabilities has been part of recent calls around social protection, including the International Labour Organisation's 'Social Security for All' campaign and the African Ministers' Livingstone Declaration. Persons with disabilities have an equal right to social protection, enshrined in the Universal Declaration of Human Rights, and reconfirmed in the UN Standard rules on the equalisation of opportunities for persons with disabilities (Rule 8) and the UN CRPD (Article 28).

Social grants in South Africa play a critical role in reducing poverty and promoting social development. South Africa's system of social security successfully reduces poverty, regardless of which methodology is used to quantify the impact measure or identify the poverty line (Samson, et al., 2004).

South Africa's social grants reduce the poverty headcount measure by 4.3%, as measured against the Committee of Inquiry's expenditure poverty line (Ibid.). The household impacts of South Africa's social grants are developmental in nature. The empirical evidence demonstrates that people in households receiving social grants have increased both their labour force participation and employment rates faster than those who live in households that do not receive social grants. At the macro-economic level, South Africa's system of social development grants tends to increase domestic employment, while promoting a more equal distribution of income (Ibid.).

Persons with disabilities in South Africa face several barriers to disability grants. These include high transport costs, inaccessible information/infrastructure, inappropriate eligibility criteria and assessments, and corruption. Other barriers include complex and hostile administrative systems, poor governance, and a lack of accessible service points as a result of long distances, topographical barriers, lack of awareness of entitlements, and problems associated with assessment of eligibility/means testing.

Possible remedial strategies include effective dissemination of information about social assistance schemes, capacity-building of DPOs to facilitate and monitor persons with disabilities' access to benefits, events such as 'One stop social assistance fairs', and sensitising and training officials and service providers on disability legislation and awareness.

Studies in South Africa (De Koker, et al., 2006) give an indication of the extent and size of additional disability-related costs:

- 31% of disability grant beneficiaries indicated that medical expenses were incurred as a result of impairment, and the mean amount spent on medical expenses was R156 a month.
- 16% indicated that they had to pay someone to assist or take care of them, and the mean amount spent on this was R99 a month.
- 32% of disability grant recipients indicated that they regularly spent money on therapy or treatment, with a mean monthly amount of R68.
- 16% indicated that they regularly spent money on other expenses, such as nappies or special food, as a result of the beneficiary's disability, averaging R152 a month (Gooding, 2013).

According to Gooding, quoting De Koker, et al. (2006), research in South Africa suggested that the disability grant had positive impacts on household well-being, particularly through improved household health. Nearly all (93%) beneficiaries indicated that the grant had improved the general health of the household, primarily by enabling the purchase of better quality food. Over three-quarters of beneficiaries said the first item their grant money is spent on is food, indicating the importance of the grant for basic poverty alleviation.

There is a need to improve South Africa's social protection policies in order to ensure that all persons with disabilities have access to assistance that provides income support, and access to mainstream health care, education, housing and empowerment, given reduced employment opportunities and the extra costs associated with disabilities. Some recommendations for improvement of the social security system are:

- Allocate reliable long-term adequate resources to social protection programmes, including increased investment in institutional and human resource capacity and accountability systems.
- Institute disability measurable indicators or indexes for social protection.
- Create better coordination between different departments, institutions and actors as this is a means of making better use of available resources.
- Ensure full participation of persons with disabilities in the design, delivery and monitoring of national social protection systems.
- Invest in action research on social protection.
- Recognise and develop linkages with traditional social protection practices.
- Link social protection programmes with other development programmes targeting persons with disabilities.

South Africa has a widely respected framework of legislation to support persons with disabilities. However, failures of implementation mean that potential links between social assistance and other components of this framework have not been realised. Thus, Dube (2005:34) notes that the disability legislative and policy environment offers unique opportunities for an integrated and progressive approach to address issues such as poverty, unemployment, access to education, assistive devices, public health services and transport. However it was detected that with the 'notable exception of the Social Assistance Act, the implementation of other policies has been minimal'. Dube (2005:34) argues that, in practice, there is 'no integrated approach between social security, social welfare services and the human resource development of people with disabilities'.

Thus, the focus on social protection will assist in alleviating poverty among persons with disabilities. It is essential that barriers to access be removed and that linkages should be made with strategies outlined in all the chapters of the NDP.

High-level indicators on social protection

Key crosscutting impact indicators

1. A target of 7% by 2020 and 10% by 2030 of the target set for all current and new jobs created in the comprehensive system of social protection to be allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030.
2. Provisions of the PPPFA and BBBEE implemented and achieve ownership, employment and procurement opportunities associated with a comprehensive system of social protection benefits for persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030.
3. All persons with disabilities in South Africa benefit from the NDP and policy measures in the comprehensive system of social protection that is implemented using a rights-based, multi-sectoral, coordinated, integrated and adequately resourced strategy by 2030.
4. At least 7% (in line with employment targets) and the 4% target already set in the NSDS of existing and any additional skills and other human resource/capacity development programmes in the comprehensive system of social protection are persons with disabilities by 2030.

This in line with the NDP commitment. Section 27 of the Constitution, South Africa recognises social security as a basic right: all South Africans ‘have the right ... to social security, including, if they are unable to support themselves and their dependents, appropriate social assistance’.

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. By 2030, develop a consolidated institutional framework that supports coherent policy implementation, integrated social security administration, and effective regulation and oversight of the system.	<ul style="list-style-type: none"> • Using a rights-based, multi-sectoral, coordinated, integrated, adequately resourced, pro-disability approach, the social security system provides guaranteed access to services to persons with disabilities through a consolidated institutional framework, coherent policy implementation, integrated social security administration, and effective regulation/oversight by 2020. 	<ul style="list-style-type: none"> • Using a rights-based, multi-sectoral, coordinated, integrated, adequately resourced, pro-vulnerable child targeted ECD strategy, the balance of children with disabilities and those born after 2020 are guaranteed access to the full complement of ECD rights. • An inclusive education system at all levels of education, including early childhood education, ensures that children are not excluded and that they receive support from the general education system on the basis of their disability by 2030. 	This will correct current and future backlogs in the delivery of social security benefits. For instance, less than half of children with disabilities access the Care Dependency Grant (CDG). In Mpumalanga, only 43% and in Gauteng less than half of children with disabilities access the CDG. While 1% of children aged 0–6 are understood to be children born with disabilities, only 0.2% of children in this age group access the CDG (SSA, 2010).

<p>2. Together with social partners, determine a social floor that can be progressively realised through rising employment, higher earnings and social grants and other aspects of the social wage.</p>	<ul style="list-style-type: none"> Progressively and through multiple avenues, no persons with disabilities live below a defined minimum social floor by 2020. 	<ul style="list-style-type: none"> Progressively and through multiple avenues, additional population of persons with disabilities do not live below a defined minimum social floor by 2030. 	<p>This is in line with the NDP objective of ensure progressively and through multiple avenues that no one lives below a defined minimum social floor, with an acceptable minimum standard of living that enable people to develop their capabilities.</p> <p>Empirical evidence demonstrates that people in households receiving social grants have increased both their labour force participation and employment rates faster than those who live in households that do not receive social grants.</p>
<p>3. All children should enjoy services and benefits aimed at facilitating access to nutrition, health care, education, social care and safety.</p>	<ul style="list-style-type: none"> All children with disabilities enjoy services and benefits aimed at facilitating access to nutrition, health care, education, social care and safety by 2020. The main elements of a comprehensive food security and nutrition strategy and campaign that benefits children with disabilities is implemented in all provinces by 2020. 	<ul style="list-style-type: none"> All children with disabilities enjoy services and benefits aimed at facilitating access to nutrition, health care, education, social care and safety by 2030. The main elements of a comprehensive food security and nutrition strategy and campaign that benefits children with disabilities is implemented in all provinces by 2030. 	<p>This will ensure the legal enforcement of the obligation on the State to take special measures to ensure children with disabilities enjoy equal access to their rights.</p>
<p>4. Address problems such as hunger, malnutrition and micronutrient deficiencies that affect physical growth and cognitive development, especially among children.</p>	<ul style="list-style-type: none"> All children with disabilities below the age of 18 months from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, with micronutrient deficiency as at 2010 will be free of the deficiency by 2020. 	<ul style="list-style-type: none"> The balance and new-born children with disabilities below the age of 18 months from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, with micronutrient deficiency in 2020 will be free of the deficiency by 2030. 	<p>This is the target set by the NDP for all children. Improving early nutrition has been shown to increase school attainment by up to one grade and adult earnings by up to 40%. It is imperative to try to prevent disabilities in children brought about by adverse exposures in pregnancy, during delivery and the first few years of life.</p>

<p>5. Increase the supply of four categories of social service professionals to 55 000, to respond to the demand for appropriate basic social welfare services, i.e. social workers, auxiliary or assistant social workers, community development workers, and child and youth care workers.</p>	<ul style="list-style-type: none"> • At least 50% of 6 787 (being 12.34% of the increase in the supply of four categories of social service professionals to 55 000), are persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, trained as social workers, auxiliary or assistant social workers, community development workers, and child and youth care workers by 2020. 	<ul style="list-style-type: none"> • An additional 50% of 6 787 (being 12.34% of the increase in the supply of four categories of social service professionals to 55 000), are persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces, trained as social workers, auxiliary or assistant social workers, community development workers, and child and youth care workers by 2030. 	<p>This will achieve skills development and employment targets for persons with disabilities, while addressing the skills deficit in the social welfare sector.</p>
<p>6. All working individuals should make adequate provision for retirement through mandated savings. The State should provide measures to make pensions safe and sustainable.</p> <p>The retirement savings and risk-benefit gap should be closed through reforms, including mandatory contributions, with consideration given to subsidising these contributions for low-income or periodic workers.</p>	<ul style="list-style-type: none"> • All working persons with disabilities make adequate provision for retirement through mandated savings by 2020. • Incentives that encourage a culture of individual saving by persons with disabilities for risks and loss of income due to old age, illness, injury or loss of work for workers in both the formal and informal sectors created by 2020. • Designs of a mixture of financing and institutional frameworks that enable persons with disabilities in the informal economy to participate in contributory social insurance schemes explored and implemented by 2020. 	<ul style="list-style-type: none"> • All working persons with disabilities make adequate provision for retirement through mandated savings by 2030. • Incentives that encourage a culture of individual saving by persons with disabilities for risks and loss of income due to old age, illness, injury or loss of work for workers in both the formal and informal sectors created by 2030 • Designs of a mixture of financing and institutional frameworks that enable persons with disabilities in the informal economy to participate in contributory social insurance schemes explored and implemented by 2030. 	<p>This will increase income security.</p>
<p>7. An effective social welfare system that delivers better results for vulnerable groups, with the State playing a larger role compared to now.</p>	<ul style="list-style-type: none"> • An effective social welfare system that delivers better results for persons with disabilities, with the State playing a larger role alongside funded and capacitated CSOs, particularly DPOs, by 2020. 	<ul style="list-style-type: none"> • An effective social welfare system that delivers better results for persons with disabilities, with the State playing a larger role alongside funded and capacitated CSOs, particularly DPOs, by 2030. 	<p>This is in line with NDP objectives, particularly those related to expansion of social welfare services, with more education and training for social work practitioners and an allocation of increased funding for NPOs.</p>

<p>8. Provide income support to the unemployed through various active labour market initiatives such as public works programmes, training and skills development, and other labour market-related incentives.</p> <p>Public employment should expand, with a focus on youth and women. It is expected that public employment will provide the equivalent of 2 000 000 full-time jobs by 2020.</p>	<ul style="list-style-type: none"> • Income support provided to unemployed persons with disabilities through various active labour market initiatives, such as public works programmes, training and skills development, and other labour market-related incentives by 2020. • Secured growth in the number of persons with disabilities with temporary and part-time employment contracts, and in self-employment by 2020. • Pilot mechanisms and incentives to assist unemployed persons with disabilities to access the labour market. • Expand existing public employment initiatives to create at least 123 000 full-time jobs for persons with disabilities (being half of 12.34% of 2 000 000 full-time jobs opportunities). 	<ul style="list-style-type: none"> • Income support provided to unemployed persons with disabilities through various active labour market initiatives such as public works programmes, training and skills development, and other labour market-related incentives by 2030. • Secured growth in the number of persons with disabilities with temporary and part-time employment contracts, and in self-employment by 2030. • Pilot mechanisms and incentives to assist unemployed persons with disabilities to access the labour market. • Expand existing public employment initiatives to create at least 123 000 full-time jobs for persons with disabilities (being half of 12.34% of 2 000 000 full-time jobs opportunities). 	<p>This will contribute to the achievement of NDP targets.</p>
<p>9. Social protection systems must respond to the growth of temporary and part-time contracts, and the increasing importance of self-employment, and establish mechanisms to cover the associated risks.</p>	<ul style="list-style-type: none"> • The social protection systems must respond to the growth of temporary and part-time contracts awarded to persons with disabilities, and support their self-employment, with established mechanisms to cover the associated risks by 2020. 	<ul style="list-style-type: none"> • The social protection systems must respond to the growth of temporary and part-time contracts awarded to persons with disabilities, and support their self-employment, with established mechanisms to cover the associated risks by 2030. 	<p>This is important in light of the need to achieve employment equity targets and BBBEE provisions for persons with disabilities.</p>
<p>10. A commitment to household food and nutrition security involving public- and private-sector action.</p>	<ul style="list-style-type: none"> • All persons (particularly children) with disabilities enjoy services and benefits aimed at facilitating access to nutrition, health care, education, social care and safety by 2020. 	<ul style="list-style-type: none"> • All persons (particularly children) with disabilities enjoy services and benefits aimed at facilitating access to nutrition, health care, education, social care and safety by 2030. 	<p>This will address problems such as hunger, malnutrition and micronutrient deficiencies that affect physical growth and cognitive development, so that they are eradicated among persons/children with disabilities by 2030.</p>

Chapter 12: Building safer communities

Children and youth with disabilities are more likely than other children to be physically and sexually abused; violence against persons with disabilities is recognised as a serious and pervasive problem. The Children's Act, Act 38 of 2005, recognises the special needs of children with disabilities as one of its main objectives. According to section 6 of the Act calls for all proceedings, actions or decisions in a matter concerning a child, to protect the child from unfair discrimination on the grounds of the disability of the child or a family member of the child, and calls for an enabling environment to respond to the special needs of children with disabilities.

Chapter 12 of the NDP states that the criminal justice system is to have a single set of objectives, priorities and performance-measurement targets. All vulnerable groups, including women, children and rural communities, should enjoy equal protection, and their fear of crime should be eradicated through the effective, coordinated responses of the police, business, community and civil society.

Objectives include that, by 2030, people living in South Africa should have no fear of crime at home, school and work, and should enjoy an active community life free of fear. The police service should be a well-resourced, professional institution staffed by highly skilled officers who value their work, serve the community, safeguard lives and property without discrimination, protect the peaceful against violence, and respect the rights of all to equality and justice.

Measures that could benefit adults, the elderly, women, youth and children with disabilities include:

- **Measures to fight organised crime that affect persons with disabilities or their interests:** To combat organised crime, focusing on crimes relating to drugs, firearms trafficking, human trafficking, vehicle theft and hijacking, corrupt public officials, and organised commercial crime.
- **Serious and violent crime:** To reduce and eradicate unacceptably high levels of serious and violent crime, including rape (removing the myths surrounding raping of women/children with disabilities to cure HIV/AIDS), murder, trafficking in human parts and assaults.

There is a need to develop strategies to:

- Improve safety and security.
- Combat specific crime generators such as gang violence and faction fighting.
- Maintain security at major public events.
- Intensify data gathering and evidence related to disability and safety/security matters.
- Enhance and support victims of crime.
- Inform and educate persons with disabilities about safety and security (handbook, information pamphlets, electronic and other information dissemination/intelligence sharing tools – all through accessible media including Braille, audio devices and cell phone technology).
- Active participation of DPOs and persons with disabilities in matters related to policing, safety and security matters.
- Policy advisory group supported by dedicated support services could be introduced.

High-level indicators on building safer communities

Key crosscutting impact indicators

1. A target of 7% by 2020 and 10% by 2030 is set for all current and new jobs created in building safer communities to be allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030.
2. Provisions of the PPPFA and BBBEE implemented and achieve ownership, employment and procurement opportunities associated with building safer communities benefit persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030.
3. All persons with disabilities in South Africa benefit from the NDP and policy measures in building safer communities that are implemented using a rights-based, multi-sectoral, coordinated, integrated, adequately resourced, strategy by 2030.
4. At least 7% (in line with employment targets) and the 4% target already set in the NSDS of existing and any additional skills and other human resource/capacity development programmes in the sector of building safer communities are persons with disabilities by 2030.

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. Safety audits done in all communities focusing on crime and safety conditions of the most vulnerable in the community.	<ul style="list-style-type: none"> • Safety audits done in all communities focusing on disability crime and safety conditions of different segments of persons with disabilities in the community by 2020. 	<ul style="list-style-type: none"> • Safety audits done in all communities focusing on disability crime and safety conditions of different segments of persons with disabilities in the community by 2030. 	This will gather knowledge and evidence the crime and safety conditions of different demographic segments of the population of persons with disabilities.
2. All schools should have learner safety plans.	<ul style="list-style-type: none"> • All schools have learner safety plans that include/mainstream disability-specific measures to protect the safety of learners with disabilities by 2020. 	<ul style="list-style-type: none"> • All schools have learner safety plans that include/mainstream disability-sensitive measures to protect the safety of learners with disabilities by 2030. 	This will ensure that learners with disabilities are catered for through inclusive safety plans.
3. Demilitarise the police force and train all police personnel in professional police ethics and practice.	<ul style="list-style-type: none"> • Train at least 30 000 police personnel with and without disabilities in professional police ethics and practice, and where necessary provide them with appropriate reasonable accommodation measures, by 2020. • At least 20 000 participate in disability-related calendar events by 2020. • At least 50% of police stations place community Sign Language interpreters on an on-call basis by 2020. 	<ul style="list-style-type: none"> • Train at least 50 000 police personnel with and without disabilities in professional police ethics and practice, and where necessary provide them with appropriate reasonable accommodation measures, by 2030. • At least 20 000 participate in disability-related calendar events by 2030. • The remaining 50% of police stations place community Sign Language interpreters on an on-call basis by 2030. 	This will contribute to the achievement of training and employment targets for persons with disabilities. The targets set for 2020 and 2030 are in line with past trends: a total of 9 555 staff members attended 527 workshops between 2010 and 2011, and an additional 196 SAPS managers participated in 10 workshops during the same period. Over 17 571 participants participated in a total of 249 disability-related calendar events. Sign Language interpretation services are essential as they facilitate communication with deaf people.

<p>4. Increase community participation in crime prevention and safety initiatives.</p>	<ul style="list-style-type: none"> • Increase the participation of persons with disabilities in crime prevention and safety initiatives by developing tailor-made strategies based on their individual needs, that are sensitive and responsive to gender and the differentiated needs of all different segments of disability and in all provinces by 2020. • At least 60 police stations are made accessible each year until 2020. 	<ul style="list-style-type: none"> • Increase the participation of persons with disabilities in crime prevention and safety initiatives by developing tailor-made strategies based on their individual needs, that are sensitive and responsive to gender and the differentiated needs of all different segments of disability and in all provinces by 2030. • All police stations are made accessible by 2030. 	<p>Some persons with disabilities are so worried about being victims of violence that they do whatever they can to avoid it. But this means they do not get the same freedoms and opportunities as other people. Participation will reduce vulnerability to crime.</p> <p>129 police stations underwent renovations to improve accessibility between the period April 2010 and April 2012, with an additional 30 police stations in 2012/13 financial year. The target of 60 in 2020 and all by 2030 is in line with fulfilling the set legal precedent in the 2005 Willem Hendrik Bosch court case.</p>
<p>5. The National Rural Safety Strategy Plan must be implemented in high-risk areas involving all role players and stakeholders.</p>	<ul style="list-style-type: none"> • The National Rural Safety Strategy Plan must be implemented in high-risk areas for the benefit of persons with disabilities, involving them as role players and stakeholders by 2020. 	<ul style="list-style-type: none"> • The National Rural Safety Strategy Plan must be implemented in high-risk areas for the benefit of persons with disabilities, involving them as role players and stakeholders by 2030. 	<p>This is in line with the goal of active participation and consultation of persons with disabilities.</p>
<p>6. Mobilise youth for inner-city safety to secure safe places and spaces for young people.</p>	<ul style="list-style-type: none"> • Mobilise youth with disabilities and provide them with appropriate, reasonable accommodation measures that enable them to contribute to inner-city safety, and to secure safe places and spaces for young people, including youth with disabilities, by 2020. 	<ul style="list-style-type: none"> • Mobilise youth with disabilities and provide them with appropriate, reasonable accommodation measures that enable them to contribute to inner-city safety, and to secure safe places and spaces for young people, including youth with disabilities, by 2030. 	<p>Youth with disabilities can be useful in achieving inner-city safety and in extending benefits to youth with disabilities.</p>
<p>7. A judiciary-led independent court administration must be developed.</p>	<ul style="list-style-type: none"> • A judiciary-led independent court administration capable of a rights-based, coordinated, integrated, adequately resourced approach that is sensitive and responsive to gender and the differentiated needs of all different segments of disability and in all provinces by 2020. 	<ul style="list-style-type: none"> • A judiciary-led independent court administration capable of a rights-based, coordinated, integrated, adequately resourced approach that is sensitive and responsive to gender and the differentiated needs of all different segments of disability and in all provinces by 2030. 	<p>This will ensure a fair and equitable justice system that benefits all persons with disabilities.</p>

<p>8. Compulsory community service must be extended to all law graduates to enhance access to justice and provide work opportunities for graduate lawyers.</p>	<p>Compulsory community service must be extended to all law graduates with disabilities, with appropriate, reasonable accommodation measures, in order to enhance access to justice and provide work opportunities for graduate lawyers.</p>	<p>Compulsory community service must be extended to all law graduates with disabilities, with appropriate, reasonable accommodation measures, in order to enhance access to justice and provide work opportunities for graduate lawyers.</p>	<p>This will contribute to the achievement of training and employment targets for persons with disabilities.</p>
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Chapter 13: Building a capable and developmental State

Chapter 13 of the NDP states that South Africa needs to build a State that is capable of playing a developmental and transformative role. The public service needs to be immersed in the development agenda, but insulated from undue political interference. Staff at all levels must have the authority, experience and support they need to do their jobs. This will require a more long-term approach to skills development. The governance structures for State-Owned Enterprises (SOEs) should be simplified to ensure clear lines of accountability and stable leadership.

The objectives of this chapter include:

- A public service immersed in the development agenda, but insulated from undue political interference.
- Staff at all levels have the authority, experience, competence and support they need to do their jobs.
- Clear governance structures and stable leadership enable SOEs to achieve their developmental potential.

The targets for a developmental State addressed in this chapter include the role of parliament and Chapter 9 institutions in exercising oversight, holding government to account and enabling public participation. The NDP states that while a credible foundation has been built, there are 'weaknesses in how these structures function', thus constraining the State's ability to pursue developmental objectives.

Persons with disabilities have been affected by these challenges, often at greater levels than other sections of the population.

The NDP notes that 'deficit[s] in skills and professionalism affects all elements of the public service', and other research (Dube, 2005, and others) confirms this. While support for the formulation and adoption of policy has been excellent, policy implementation remains a challenge. Of particular note are the following findings:

- There are capacity constraints at a programmatic level that limit the effective implementation of policy.
- Disability strategies are not addressed consistently for various reasons at different levels. These include limited conceptual understanding, poor championing, inadequate or inappropriate institutional arrangements, and a general lack of capacity in disability programming.
- The definition and nature of persons with disabilities' organisations' participation has not been adequately reviewed and articulated.
- The policy requirements for disability mainstreaming are not adequately linked to performance management, thereby undermining commitment to implementation.
- An overarching policy for assistive technology and support in the workplace is required. The Code of Good Practice in respect of the Employment of Disabled Persons needs to be implemented and enforced.
- Policies are not implemented due to a lack of capacity and a lack of commitment. A pertinent example is the Policy on Inclusive Education; the White Paper was released in 2001 yet implementation remains fragmented.

The NDP's planned transformation for civil servants should address key areas of interest to persons with disabilities, such as:

- a. The need for inter-departmental collaboration and coordination in implementing all disability policies and legislation.
- b. There is a need for the forum of Director Generals to take responsibility and provide leadership in a manner that ensures disability policy is implemented.
- c. The usefulness and effectiveness of strategies, such as the establishment of disability focal points in government departments and at local government level, should be reviewed and relevant recommendations made for the periods to 2020 and to 2030.

High-level indicators on building a capable and developmental State

Key crosscutting impact indicators

1. A target of 7% by 2020 and 10% by 2030 is set for all current and new jobs created to be allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030.
2. Provisions of the PPPFA and BBBEE implemented so to achieve ownership, employment and procurement opportunities associated with building a capable and developmental State that benefit persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by year 2030.
3. All persons with disabilities in South Africa benefit from the NDP and policy measures in the building of a capable and developmental State that are implemented using a rights-based, multi-sectoral, coordinated, integrated, adequately resourced, strategy by 2030.
4. At least 7% (in line with employment targets) and the 4% target already set in the NSDS of existing and any additional skills and other human resource/capacity are persons with disabilities by 2030.

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
Stabilise the political-administrative interface			
1. Create an administrative head of the public service with the responsibility for managing the career progression of Heads of Departments.	<ul style="list-style-type: none"> • A disability-inclusive performance management system underpins career progression of Heads of Departments by 2020. 	<ul style="list-style-type: none"> • A disability-inclusive performance management system underpins career progression of Heads of Departments by 2030. 	This is in line with strategies to address weak championing of disability mainstreaming in government.
2. Enhance the role of the Public Service Commission to champion and monitor norms and standards to ensure that only competent and suitably experienced people are appointed to senior positions.	<ul style="list-style-type: none"> • The Public Service Commission is able to champion and monitor norms and standards related to disability mainstreaming in government, ensuring that only competent and suitably experienced people who are knowledgeable about disability are appointed to senior positions by 2020. 	<ul style="list-style-type: none"> • The Public Service Commission is able to champion and monitor norms and standards related to disability mainstreaming in government, ensuring that only competent and suitably experienced people who are knowledgeable about disability are appointed to senior positions by 2030. 	This will enhance government performance in the employment of and service delivery to persons with disabilities.
3. Amend the Public Service Act to locate responsibility for human-resources management with the Heads of Departments.	<ul style="list-style-type: none"> • The needs of persons with disabilities (e.g. reasonable accommodation, improved recruitment/retention practice, skills development) included in the amended Public Service Act and the job description/evaluation for the Heads of Departments. 	<ul style="list-style-type: none"> • The needs of persons with disabilities (e.g. reasonable accommodation, improved recruitment/retention practice, skills development) included in the amended Public Service Act and the job description/evaluation for the Heads of Departments. 	This is in line with strategies to improve championing of disability mainstreaming in government.

Make the public service and local government careers of choice			
4. Establish a formal graduate recruitment scheme for the public service, with provision for mentoring, training and reflection.	<ul style="list-style-type: none"> A formal graduate recruitment scheme targets persons with disabilities for employment in the public service, with provision for mentoring, training, reflection and reasonable accommodation by 2020. 	<ul style="list-style-type: none"> A formal graduate recruitment scheme targets persons with disabilities for employment in the public service, with provision for mentoring, training, reflection and reasonable accommodation by 2030. 	This will contribute to the set employment target of 7% in 2020 and 10% in 2030.
5. Formulate long-term skills-development strategies for senior managers, technical professionals and local government staff.	Long-term skills-development strategies mainstream disability in the training curriculum and include senior managers, technical professionals and local government staff with disabilities by 2030.		This will contribute to the skills development target of 7% for persons with disabilities.
6. Use assessment mechanisms such as exams, group exercises and competency tests to build confidence in recruitment systems.	<ul style="list-style-type: none"> Disability-inclusive assessment mechanisms included in exams, group exercises and competency tests to build confidence in recruitment systems that relate to and include the needs of the diverse population of persons with disabilities by 2020. 	<ul style="list-style-type: none"> Disability-inclusive assessment mechanisms are extended to local and provincial government, and continue to be included in exams, group exercises and competency tests to build confidence in recruitment systems that relate to and include the needs of the diverse population of persons with disabilities by 2030. 	<p>This will enhance government performance in the employment of and service delivery to persons with disabilities.</p> <p>This is in line with strategies to improve championing of disability mainstreaming in government.</p>
7. Use placements and secondments to enable staff to develop experience of working in other spheres of government.	<ul style="list-style-type: none"> Placements and secondments enable staff with disabilities to develop experience of working in other spheres of government. 	<ul style="list-style-type: none"> Placements and secondments enable staff with disabilities to develop experience of working in other spheres of government. 	This will broaden the experience, prospects for career mobility and job retention among persons with disabilities employed in government.
Improve relations between national, provincial and local government			
8. Use differentiation to ensure a better fit between the capacity and responsibilities of provinces and municipalities. Take a more proactive approach to resolving coordination problems and a more long-term approach to building capacity.	<ul style="list-style-type: none"> The differentiation approach mainstreams disability and builds the capacity of provinces and municipalities to manage disability as a priority issue. Improved coordination of disability mainstreaming strategies between, among and within provinces and municipalities by 2020. 	<ul style="list-style-type: none"> The differentiation approach mainstreams disability and builds the capacity of provinces and municipalities to manage disability as a priority issue. Improved coordination of disability mainstreaming strategies between, among and within provinces and municipalities by 2030. 	<p>This will enhance government performance in the coordination and management of disability mainstreaming, partly using strategies already in place.</p> <p>This is in line with strategies to improve the function of the disability machinery and provincial/local government coordination structures.</p>

<p>9. Develop regional utilities to deliver some local government services on an agency basis where municipalities or districts lack capacity.</p>	<ul style="list-style-type: none"> DPOs and CSOs capacitated and funded to deliver some local government services on an agency basis where municipalities or districts lack capacity by 2020. 	<ul style="list-style-type: none"> DPOs and CSOs capacitated and funded to deliver some local government services on an agency basis, where municipalities or districts lack capacity by 2030. 	<p>This will enhance service delivery while strengthening the capacity and sustainability of DPOs and CSOs.</p> <p>This is in line with the goal of equitable resource distribution to correct past imbalances.</p>
<p>10. Use the cluster system to focus on strategic cross-cutting issues and the presidency to bring different parties together when coordination breaks down.</p>	<ul style="list-style-type: none"> The cluster system is utilised to prioritise and focus on strategic cross-cutting issues related to disability. The presidency enforces disability mainstreaming across all sectors of government. 	<ul style="list-style-type: none"> The cluster system is utilised to prioritise and focus on strategic cross-cutting issues related to disability. The presidency enforces disability mainstreaming across all sectors of government. 	<p>This will improve and enhance inter-departmental collaboration and coordination on matters that affect the lives of persons with disabilities.</p>
<p>Achieve the developmental potential of SOEs</p>			
<p>11. Clear governance structures and stable leadership enable SOEs to achieve their developmental potential.</p> <p>Develop public interest mandates for SOEs.</p> <p>Improve coordination between policy and shareholder ministries.</p>	<ul style="list-style-type: none"> Governance structures and stable leadership of SOEs include competent persons with disabilities. Public interest mandates mainstream disability in core business, operations and personnel of SOEs, and target disability as a priority within set-aside procurement strategies by 2020. 	<ul style="list-style-type: none"> Governance structures and stable leadership of SOEs include competent persons with disabilities. Public interest mandates mainstream disability in core business, operations and personnel of SOEs, and target disability as a priority within set-aside procurement strategies by 2030. 	<p>This will enhance the self-representation of persons with disabilities in line with the CRPD and government policy.</p> <p>This will ensure that disability is given priority, thus contributing to the economic empowerment of persons with disabilities and the achievement of NDP objectives.</p>

Chapter 14: Fighting corruption

Chapter 14 of the NDP states that South Africa needs an anti-corruption system that makes public servants accountable, protects whistle-blowers and closely monitors procurement. Efforts to eradicate corruption need to include the private sector and individuals by increasing public awareness and improving access to information.

Objectives outlined in the chapter include:

- A corruption-free society, a high adherence to ethics throughout society, and a government that is accountable to its people.
- The capacity of corruption-fighting agencies should be enhanced and public education should be part of the mandate of anti-corruption agencies.

Persons with disabilities are particularly vulnerable to and affected by corruption. The objectives outlined in this chapter should include disability-related corruption in areas such as:

- The administration and management of the social security system.
- Recruitment and other employment strategies.
- The procurement system.
- South African Police Services.

Agencies established to fight corruption should include persons with disabilities in their employment and leadership structures.

High-level indicators on fighting corruption

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. The capacity of corruption-fighting agencies should be enhanced and public education should be part of the mandate of the anti-corruption agencies.	<ul style="list-style-type: none"> • Persons with disabilities benefit from a corruption-free society, a high adherence to ethics throughout society, and a government that is accountable to its people by 2020. 	<ul style="list-style-type: none"> • The capacity to root out corruption that affects or is targeted at persons with disabilities is enhanced by 2030. 	<p>Persons with disabilities are vulnerable to and affected by corruption.</p> <p>The objectives outlined in this chapter and these indicators will assist in dealing with disability-related corruption.</p>
2. The National Anti-Corruption Forum should be strengthened and resourced.	<ul style="list-style-type: none"> • The National Anti-Corruption Forum is made disability inclusive, strengthened and resourced to deal with corruption that affects persons with disabilities by 2020. 		
3. Strengthen measures to ensure the security of whistle-blowers.	<ul style="list-style-type: none"> • An expanded, disability-inclusive whistle-blower protection system that takes into account the needs, vulnerability, barriers and limitations faced by persons with disabilities by 2020. 	<ul style="list-style-type: none"> • Persons with disabilities benefit from an expanded disability-inclusive whistle-blower protection system that takes into account the needs, vulnerability, barriers and limitations faced by persons with disabilities by 2030. 	<p>These indicators will strengthen measures to protect whistle-blowers with disabilities.</p>

Chapter 15: Nation building and social cohesion

Chapter 15 of the NDP addresses South Africa's vision of a society where opportunity is not determined by race or birth right; where citizens accept that they have both rights and responsibilities. The country should be united, prosperous, non-racial, non-sexist and democratic. The chapter calls for all South Africans to be active citizens and exercise leadership throughout society through a social contract to help propel South Africa to a higher developmental trajectory, so to build a more cohesive and equitable society for a more equitable society where opportunity is not defined by race, gender, class or religion. This would mean building people's capabilities through access to quality education, health care and basic services, and employment, and transforming ownership patterns of the economy.

Key strategies outlined in the plan include:

- Sustained campaigns against racism, sexism, homophobia and xenophobia.
- The Commission of Gender Equality and Employment Equity to continue and new models of BBBEE to be explored to improve the efficacy of the programme. Clear targets should be set for broadening economic participation, enhancing predictability for economic actors.
- Improving public services and spaces, and building integrated housing and sport facilities in communities to ensure sharing of common spaces across race and class.
- Promoting citizen participation in forums such as Integrated Development Plans, Ward Committees, School Governing Boards and Community Policing Forums.
- Working towards a social compact for growth, employment and equity.

It is recommended that all the strategies outlined in this section should be disability-inclusive.

The self-representation strategies that resulted in persons with disabilities being elected or appointed to public positions in Parliament, the National Council of Provinces (NCOP), provincial legislatures, local government, transformation commissions and boards, should be increased/broadened to all levels of governance, and the capacity of such representatives should be improved. The basis for election or appointment should be the representative's ability to represent the needs of the very poor and persons with disabilities.

The participation of persons with disabilities in democratic, political and economic processes should be enhanced and made effective through a number of measures:

- Inclusion in all electoral processes.
- Providing resources that enable persons with disabilities to use existing structures such as the judicial system and human right enforcement mechanisms to enforce their rights.
- Inclusion in provincial and local government structures.
- Mainstreaming of disability in core business entities.
- Aggressive/targeted recruitment strategies for skilled persons with disabilities should be implemented across all levels of employment and in all sectors of government, SOEs and the private sector.
- At local government levels, disability strategy for the local government sector should be made integral components of IDPs, infrastructure development plans, and general service delivery.

It is important to note that this chapter address all the provisions of the CRPD and AU Charter on Human and People's Rights, including the AU Continental Plan of Action on the African Decade of Persons with Disabilities and the proposed African Disability Protocol.

These policy tools should be implemented and aligned to all the chapters of the NDP. Priority areas for implementation of the CRPD for the period 2009–2014 have been aligned with the national priorities of government – education, employment, health, safety and security, rural development – and, in particular, putting in place measures to ensure equal access for persons with disabilities to opportunities and services in these sectors (RSA CRPD, 2012).

Additional CRPD articles that have been prioritised include equality, awareness raising, accessibility, access

to information, statistics and data collection, developing and implementing a capacity-building and support programme for structures and individuals responsible for mainstreaming disability across all three spheres of government, reviewing all legislation and policy to determine extent of alignment with the CRPD, ensuring the development of an effective monitoring and evaluation framework, and adequate capacity to track CRPD implementation progress.

The chapters of the NDP represent the priorities of government around which all stakeholders will be mobilised. The chapters can be aligned to the articles in the UN CRPD as outlined in Table 6.

Table 6: CRPD articles aligned to NDP chapters

NDP chapter	Related CRPD articles
Economy and employment	Article 5: Equality and non-discrimination; Article 6: Women with disabilities; Article 9: Accessibility; Article 13: Access to justice; Article 20: Personal mobility; Article 27: Work and employment; Article 31: Statistics and data collection; Article 35: Reports by States Parties
Economic infrastructure	Article 5: Equality and non-discrimination; Article 6: Women with disabilities; Article 9: Accessibility; Article 27: Work and employment; Article 35: Reports by States Parties
Environmental sustainability and resilience	Article 27: Work and employment; Article 35: Reports by States Parties
Inclusive rural economy	Article 5: Equality and non-discrimination; Article 6: Women with disabilities; Article 7: Children with disabilities; Article 9: Accessibility; Article 20: Personal mobility; Article 24: Education; Article 27: Work and employment; Article 31: Statistics and data collection; Article 35: Reports by States Parties
South Africa in the region and the world	Article 5: Equality and non-discrimination; Article 29: Participation in political and public life; Article 32: International cooperation; Article 35: Reports by States Parties; Article 40: Conference of States Parties
Transforming human settlements	Article 5: Equality and non-discrimination; Article 6: Women with disabilities; Article 9: Accessibility; Article 19: Living independently and being included in the community; Article 27: Work and employment; Article 31: Statistics and data collection; Article 35: Reports by States Parties
Improving education, training and innovation	Article 5: Equality and non-discrimination; Article 6: Women with disabilities; Article 7: Children with disabilities; Article 9: Accessibility; Article 20: Personal mobility; Article 24: Education; Article 27: Work and employment; Article 31: Statistics and data collection; Article 35: Reports by States Parties
Health care for all	Article 5: Equality and non-discrimination; Article 6: Women with disabilities; Article 7: Children with disabilities; Article 9: Accessibility; Article 20: Personal mobility; Article 25: Health; Article 26: Habilitation and rehabilitation; Article 27: Work and employment; Article 31: Statistics and data collection; Article 35: Reports by States Parties
Social protection	Article 5: Equality and non-discrimination; Article 6: Women with disabilities; Article 7: Children with disabilities; Article 9: Accessibility; Article 20: Personal mobility; Article 28: Adequate standard of living and social protection; Article 31: Statistics and data collection; Article 35: Reports by States Parties
Building safer communities	Article 6: Women with disabilities; Article 7: Children with disabilities; Article 16: Freedom from exploitation, violence and abuse; Article 19: Living independently and being included in the community; Article 35: Reports by States Parties
Building a capable and developmental State	Article 6: Women with disabilities; Article 27: Work and employment; Article 33: National implementation and monitoring; Article 35: Reports by States Parties
Fighting corruption	Article 3: General principles; Article 4: General obligations; Article 8: Awareness raising; Article 13: Access to justice; Article 35: Reports by States Parties
Nation building and social cohesion	Article 3: General principles; Article 4: General obligations; Article 5: Equality and non-discrimination; Article 6: Women with disabilities; Article 7: Children with disabilities; Article 8: Awareness raising; Article 9: Accessibility; Article 12: Equal recognition before the law; Article 13: Access to justice; Article 14: Liberty and security of person; Article 16: Freedom from exploitation, violence and abuse; Article 21: Freedom of expression and opinion, and access to information; Article 29: Participation in political and public life; Article 30: Participation in cultural life, recreation, leisure and sport; Article 35: Reports by States Parties

High-level indicators on nation building and social cohesion

Key crosscutting impact indicators

1. A target of 7% by 2020 and 10% by 2030 set for all current and new jobs created to be allocated to persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by 2030.
2. Provisions of the preferential procurement act and the BBBEE implemented and achieve ownership, employment and procurement opportunities benefit persons with disabilities from all race groups, with gender balance and distribution across all different segments of disability and in all provinces by year 2030.
3. All persons with disabilities in South Africa benefit from the NDP and policy measures related to nation building and social cohesion by 2030.
4. At least 7% (in line with employment targets) and the 4% target already set in the NSDS of existing and any additional skills and other human resource/capacity are persons with disabilities by 2030.

NDP objectives	Targets for the disability sector		Rationale
	By 2020	By 2030	
1. At school assembly the Preamble of the Constitution to be read in language of choice.	<ul style="list-style-type: none"> • At school assembly the Preamble of the Constitution to be read in Sign Language and other language of choice. 	<ul style="list-style-type: none"> • At school assembly the Preamble of the Constitution to be read in Sign Language and other language of choice. 	This will assist in addressing prejudice against disability at an early age.
2. Bill of Responsibilities to be used at schools and prominently displayed in each work place.	<ul style="list-style-type: none"> • The Bill of Responsibilities includes disability clauses and is used at schools and prominently displayed in each work place. 	<ul style="list-style-type: none"> • The Bill of Responsibilities includes disability clauses and is used at schools and prominently displayed in each work place. 	This will assist in addressing prejudice against disability at an early age.
3. Sustained campaigns against racism, sexism, homophobia and xenophobia.	<ul style="list-style-type: none"> • Sustained campaigns against discrimination on the basis of disability racism, sexism, homophobia and xenophobia launched in all provinces by 2020. • Persons with disabilities protected from racism, sexism, homophobia and xenophobia by 2020. 	<ul style="list-style-type: none"> • Sustained campaigns against discrimination on the basis of disability racism, sexism, homophobia and xenophobia launched in all provinces by 2030. • Persons with disabilities protected from racism, sexism, homophobia and xenophobia by 2030. 	This is in line with the objectives of the Constitution and legislation.

<p>4. The Commission of Gender Equality and the ministry should audit and deal with gaps in legislation, and develop joint targets, indicators and timelines for monitoring and evaluating progress towards gender equality</p>	<ul style="list-style-type: none"> A disability-inclusive Commission of Gender Equality supported by relevant ministries to audit and deal with gaps in legislation, and develop joint targets, indicators and timelines for monitoring and evaluating progress towards disability-inclusive gender equality by 2020. 	<ul style="list-style-type: none"> A disability-inclusive Commission of Gender Equality supported by relevant ministries to audit and deal with gaps in legislation, and develop joint targets, indicators and timelines for monitoring and evaluating progress towards disability-inclusive gender equality by 2030. 	<p>This will enhance government performance in the employment of and service delivery to persons with disabilities.</p> <p>This is in line with strategies to improve championing of disability mainstreaming in government.</p>
<p>5. Employment equity to continue and new models of BBBEE to be explored to improve the efficacy of the programme. Clear targets should be set for broadening economic participation, enhancing predictability for economic actors.</p>	<ul style="list-style-type: none"> Employment equity and new/existing models of BBBEE made to benefit persons with disabilities by setting clear disability targets within broadened economic participation by 2020. 	<ul style="list-style-type: none"> Employment Equity and new/existing models of BBBEE made to benefit persons with disabilities by setting clear disability targets within broadened economic participation by 2030. 	<p>This will ensure the mainstreaming of gender issues of concern to persons with disabilities.</p>
<p>6. Improving public services and spaces, and building integrated housing and sport facilities in communities to ensure sharing of common spaces across race and class.</p>	<ul style="list-style-type: none"> Improved public services and spaces, and universally designed housing and sport facilities that benefit persons with disabilities within their communities by 2020. 	<ul style="list-style-type: none"> Improved public services and spaces, and universally designed housing and sport facilities that benefit persons with disabilities within their communities by 2030. 	<p>This will enhance mainstreaming of disability in public services and spaces, and universally designed housing and sport facilities.</p> <p>This will enhance government performance in the employment of and service delivery to persons with disabilities.</p>
<p>7. Incentivising the production and distribution of all art forms that facilitate healing, nation building and dialogue.</p>	<ul style="list-style-type: none"> Persons with disabilities participate, on an equal basis, in forums such as IDPs, Ward Committees, School Governing Boards and Community Policing Forums by 2020. 	<ul style="list-style-type: none"> Persons with disabilities participate, on an equal basis, in forums such as IDPs, Ward Committees, School Governing Boards and Community Policing Forums by 2030. 	<p>This is in line with strategies to improve championing of disability mainstreaming in government.</p>
<p>8. All South Africans to learn at least one indigenous language, and business to encourage and reward employees who do so.</p>	<ul style="list-style-type: none"> All South Africans to learn at least one indigenous language and Sign Language, and business to encourage and reward employees who do so. 	<ul style="list-style-type: none"> All South Africans to learn at least one indigenous language and Sign Language, and business to encourage and reward employees who do so. 	<p>This will contribute to increased tolerance of disability.</p>

<p>9. Promote citizen participation in forums such as IDPs, Ward Committees, School Governing Boards and Community Policing Forums.</p>	<ul style="list-style-type: none"> • Article 29 of the CRPD on participation in political and public life and provisions of South Africa's Constitution, legislation, policies and strategies utilised to cause self-representation of persons with disabilities at all levels and in all structures by 2020. • The numbers of voters with disabilities who participate in elections increased by at least 50% over the 2014 population figure by 2020. • An increase of 50% of 2012 figures for self-representation of persons with disabilities as public representatives by 2020. • Financial support from different sectors of government to organisations for and of persons with disabilities at national and provincial level increased by a percentage necessary to correct current imbalances and to achieve enhanced capacity within the disability sector by 2020. 	<ul style="list-style-type: none"> • Article 29 of the CRPD on participation in political and public life and provisions of South Africa's Constitution, legislation, policies and strategies utilised to cause self-representation of persons with disabilities at all levels and in all structures by 2030. • The numbers of voters with disabilities who participate in elections increased by at least 100% over the 2020 population figure by 2030. • An increase of 100% of 2020 figures for self-representation of persons with disabilities as public representatives by 2030. • Financial support from different sectors of government to organisations for and of persons with disabilities at national and provincial level increased by a percentage necessary to correct current imbalances and to achieve enhanced capacity within the disability sector by 2030 	<p>This is in line with provisions of the CRPD.</p> <p>2012 figures for self-representation of persons with disabilities as public representatives are:</p> <ul style="list-style-type: none"> • Parliament (National Assembly and NCOP): 16 • National Cabinet: 1 (Deputy Minister for Women, Children and Persons with Disabilities); • Nine Provincial Legislatures: 8 • Provincial Executive Councils: 3 • Municipalities (8 metropolitan, 226 local and 44 district councils): 72 <p>Organisations of and for persons with disabilities play a crucial role in the achievement of the objectives of the NDP and the CRPD.</p>
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<p>10. Work towards a social compact for growth, employment and equity.</p>	<ul style="list-style-type: none"> • Key articles of the CRPD, South Africa's Constitution, legislation, policies and strategies implemented by the relevant national/provincial/local government departments and SOEs by 2020. • Where necessary, or if not already done, all national government departments, provincial administrations, and district and local municipalities appoint/designate a disability focal person/unit to coordinate the mainstreaming of disability considerations within each of these institutions. • The national disability machinery strengthened with improved capacity and budget allocations by 2020. 	<ul style="list-style-type: none"> • Key articles of the CRPD, South Africa's Constitution, legislation, policies and strategies implemented by the relevant national/provincial/local government departments and SOEs by 2030. • Where necessary, or if not already done, all national government departments, provincial administrations, and district and local municipalities appoint/designate a disability focal person/unit to coordinate the mainstreaming of disability considerations within each of these institutions. • The national disability machinery strengthened with improved capacity and budget allocations by 2030. 	<ul style="list-style-type: none"> • This will enhance South Africa's service delivery to persons with disabilities beyond compliance with the CRPD, Constitution and existing legislation. • These measures will enhance inter-and intra-governmental cooperation, collaboration and coordination with the civil society sector.
<p>11. Statistical data</p>	<ul style="list-style-type: none"> • SSA implements its significantly remodelled approach towards mainstreaming disability considerations into all its operations by 2020. 	<ul style="list-style-type: none"> • SSA continues to implement and improve its significantly remodelled approach towards mainstreaming disability considerations into all its operations by 2030. 	<p>This will provide useful data for planning, monitoring and evaluation of the NDP and other government policies.</p>

H. CONCLUDING THE ANALYSIS

The key issues and considerations applicable to the employment of persons with disabilities have proven to be complex and demanding in that they require a high level of commitment to transformation. In some respects, the decision to employ persons with disabilities demands decisiveness by key role players to ensure the inclusion of persons with disabilities across industries and staff levels. These considerations are not limited to those who are in formal employment but also extend to those who elect to engage in their own enterprises. (Gooding, 2013)

The current policy environment seeks to create the appropriate context to foster the development of skills, and engender sustainable development in moving persons with disabilities away from a dependence on social grants to effective employment.

Significant challenges have been experienced in terms of efficacy and sustainability. These include those related to historical factors on marginalisation, access to educational opportunities, access to mainstream economic and social activity, and the changing landscape of government policies and strategies. The state of readiness of persons with disabilities themselves and the organisations that represent them also remains a challenge. While the challenges continue to be addressed in a fragmented fashion, the status quo will prevail.

It is clear that policy, strategies and interventions continue to be reviewed and implemented in respect of the many aspects that impact on the employment of persons with disabilities. The main thrust is towards the inclusion of persons with disabilities in mainstream social and economic activities. Full participation of persons with disabilities appears to require a redefinition of what can be classified as a 'disability' and what forms of employment will be consistent with the long-term goals of sustainable human development.

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