



# **Winnie Madikizela-Mandela Local Municipality**

**PWD Policy  
2021-2026**

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# **WINNIE MADIKIZELA MANDELA LOCAL MUNICIPALITY**

## **Policy for People With DISABILITIES**

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### **Abbreviations and Acronyms**

ADDP	The African Decade of Disabled Persons
ASGISA	Accelerated and Shared Growth Initiative
ANDM	Alfred Nzo District Municipality

CBO	Community Based Organisations
CDW	Community Development Workers
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CLRA	The Communal Land Rights Act
DPO	Disabled Peoples Organisation
ECPGDS	Eastern Cape Province Growth and Development Strategy
IDP	Integrated Development Plans
ILO	International Labour Organization
ISRDP	Integrated Sustainable Rural Development Programme
JIPSA	Joint Initiative on Skills Acquisition
KPA	Key Performance Areas
LED	Local Economic Development
WMMLM	Winnie Madikizela Mandela Local Municipality
MM	Municipal Manager
MSA	Municipal Systems Act
NSDP	The National Spatial Development Perspective
PMS	Performance Management System
RDP	Reconstruction and Development Programme
SAHRC	South African Human Rights Commission
SALGA	South African Local Government Association
UN	United Nations
UNMDG	United Nations (UN) Millennium Development Goals

## **EXECUTIVE SUMMARY**

The Preamble of the Constitution indicates our commitment to the attainment of social justice and the improvement of the quality of life everyone. The Constitution declares the founding values of our society to be 'human dignity, the achievement of equality and the advancement of human rights and freedoms.' The Bill of Rights (Chapter 2 of the Constitution) highlights equality of all persons. It specifically mentions the right to equality

and non-discrimination against persons on the grounds of disability, gender, race, age and religion. These rights and values provide a solid rationale and basis for Local Government to prioritise marginalised groups for action within their core mandate. Barriers such as fear and stereotypes have resulted in the marginalised groups (People with Disabilities; Women and Youth) being unfairly discriminated against in society and in employment.

One of the challenges that the democratic government inherited from the apartheid government were disparities in terms of recognition of Women, Youth and People with Disabilities, (PWDs). There were no policies addressing needs of these 'special groups' put in place and as such there has been a vacuum in terms of initiatives specifically addressing issues pertaining to the above-mentioned groups. In line with the developmental agenda of the South African government, municipalities have a responsibility to develop and implement policies and strategies that are appropriate to the specific needs of the entire society. Municipalities play a critical role in ensuring an effective and well co-ordinated response to the challenges faced by our societies.

The Disability Policy herein is developed with the **primary objective** of enabling the WMMLM to facilitate the mainstreaming of issues of People with Disabilities into all policies, plans, programmes and activities of local government, as a way of enhancing the quality of life and foster them in all spheres of life to ensure:

- ✓ transformation of existing institutional values, norms and cultures which hinder social balance and equality;
- ✓ the enactment of laws that consider the needs and aspirations of 'special groups' as well as the development of strategic objectives for implementing such laws and policies;
- ✓ the adoption of effective management information systems to ensure that those who implement this policy receive adequate, appropriate and relevant training and development;
- ✓ development of clear performance indicators in line with priority areas to ensure effective monitoring and evaluation of progress;
- ✓ Allocation of resources for the benefit of Women, Youth and; People with Disabilities in and mechanisms ensuring that these resources reach them.

This draft disability policy framework has seven sections, enlisted as follows:

1. **Section1 - Background and Introduction.** This section gives a historical perspective and outlines the problem statement, where South Africa as a newly democratic country

comes from; the imbalances inherited from apartheid; how, South Africa took action to remedy the historical legacies by defining new terms of reference for interacting with and considering each other in both the private and public spheres. It also outlines the policy objectives and expected outcomes and these are:

- ✓ That issues affecting PWDs are put in the forefront of the planning and implementation cycle of WMMLM programmes.
- ✓ Empowerment and creation of preferential avenues are created for PWDs in all facets, opportunities and services from the municipality;
- ✓ Resources (financial, human and otherwise) are set aside and allocated specifically for projects and programmes addressing the needs of PWDs in the Mbizana municipal area
- ✓ Inclusive participation of PWDs in all decision- making platforms is maximised.

**Section 2 - Legislative and Policy Framework.** The general principles underlying this disability policy framework emanate from international, regional as well as national policy frameworks. Different policy frameworks informing the existence, recognition and integration of People living with Disabilities are discussed at length herein.

**Section 3 - Situational Analysis** gives an outline of the situational analysis, the status quo as it is in the WMMLM with specific reference to consideration of issues of the disabled; the Disability Policy for Alfred Nzo District Municipality; the Vision and Guiding principles as well as identified gaps and institutional practices.

**Section 4 - Key Strategic Focus Areas** of this framework, using the Key Performance Areas of the municipality as the guiding principles. The municipal KPAs are:

- ✓ Municipal Transformation and organizational development;
- ✓ Basic service delivery and infrastructure;
- ✓ Local Economic Development;
- ✓ Municipal Financial Viability; and
- ✓ Public Participation and good governance

**Sections 5 - Approaches towards mainstreaming PWDs issues:** section five (5) of the document outlines the approaches for the mainstreaming of PWDs issues and needs in both internal and external programmes and processes of the municipality. The document outlines the goals, objectives, tasks and indicators for success as well as the responsible person for the implementation and guiding the implementation of the strategy. The strategy is located within the broad strategic focus **Key Priority Areas** KPAs of developmental local government.

**Section 6** - proposes **Monitoring and Evaluation processes** and mechanisms to be followed in ensuring the implementation of this policy moving forward.

**Section 7 - Structural Framework and Coordination mechanisms.** This section also has a subsection with illustrated framework highlighting **Key Priority Areas with Key Structures** necessary to ensure maximum implementation of this policy

## **Conclusion**

To achieve the maximum transformation of our society, attention has to be paid to those sections and sectors of our society that are marginalized. Municipalities have to put more resources and attention to the upliftment of the disadvantaged sections. It will take a joint effort and cooperation from all parties to succeed in implementing this policy and strategy.

The implementation of the Disability Policy will assist the municipalities to enhance and fast track service delivery whilst also impacting the quality of lives of all the PWDs of WMMLM. This process will require continued support and commitment by the political leadership of the Municipality of Mbizana

## **SECTION 1. BACKGROUND AND INTRODUCTION**

After decades of Apartheid rule that was characterised by discrimination and segregation based on colour, race, gender and all other reasons, When South Africa instituted a democratic government in 1994, after decades of apartheid rule, the new government was faced with a number of challenges that ranged from institutional transformation to creation of

new and inclusive policies to guide and ensure the development of a united and democratic state. In this regard, the new government adopted the Reconstruction and Development Programme (RDP) as a policy framework to guide the transformation process. The RDP as a government policy is regarded a holistic policy framework that addresses the political, social, economical, infrastructural and human capacity development issues of our country. At the same time the focus of government was on building the national and provincial spheres of government, which would be efficient and effective in the implementation of the Reconstruction and Development Programme (RDP).

From 1999 to date the focus on governance expanded to building strong and viable local government spheres; strengthening of municipal structures as well as building capacity at local municipality level. Building of viable local government as the sphere of government that is closer to the people is one of the cornerstones of the transformation of our society. Central to the creation of a local government is the strengthening of the institutional capacity to ensure effective service delivery based on the community needs.

The South African constitution and the subsequent legislations obliges local government to provide leadership, mobilise resources and ensure improvement of the living conditions of our communities as well as to create opportunities for all sectors of our society. The municipal Intervention should be developmental, holistic and focus on political, social, economic, cultural, and human rights challenges faced by our communities.

Of utmost importance in the South African transformation process is the integration and participation of communities in the development of policies, strategies and programmes that seek to improve the quality of their lives. Central to the participation of the communities is creation of opportunities and fora for the community voices to be heard especially those of the marginalised and special groups (People with Disabilities).

The new government has given attention to the implementation of programmes and projects that have a strong developmental context focusing on alignment to the UN Millennium Development Goals of 2014; the Integrated Sustainable Rural Development Strategy (ISRDS); the Provincial Growth and Development Plans of the different provinces of South Africa. Of utmost importance in this whole process has been the integration of community participation strategies that ensure the voices of communities are heard and their input noted in the broader development of their development plans. The Integrated Development Plans (IDPs) of municipalities characterized by community and public participation through the establishment SMME strategies and Local Economic Development strategies have been the vehicle and tool used to recognise and input community needs.



One of the challenges that the democratic government inherited from the apartheid government were disparities in terms of recognition of People with Disabilities. There were no policies addressing needs of this 'special group' put in place and as such there has been a vacuum in terms of initiatives specifically addressing issues pertaining to the above-mentioned group. In line with the developmental agenda of the South African government, municipalities have a responsibility to develop and implement policies and strategies that are appropriate to the specific needs of the entire society. Municipalities play a critical role in ensuring an effective and well co-ordinated response to the challenges faced by our societies.

The South African constitution and the subsequent legislations obliges local government to provide leadership, mobilise resources and ensuring that all sectors of our society play a critical role in alleviating the conditions as well creating opportunities for all sectors of our society. The municipal intervention is required by law to be holistic and focus on political, social, economic, cultural, and developmental and human rights challenges faced by our communities. In their endeavours to improve the conditions of all citizens in our communities, municipalities are expected to develop and implement policies and strategies that are, specifically focusing on vulnerable groups. Central to addressing the plight and conditions of PWDs, is the creation of an environment that is conducive for their active involvement in the political, socio-economic and cultural development of our society.

The essence of the development of this policy is to enable the municipality and its society at large to steer and facilitate recognition of issues and needs of People with Disabilities`

### **1.1. Problem Statement**

During the time of the Apartheid rule issues of Special Groups were never put in the fore front neither were they treated as of any significance. No policies were designed specifically to address issues of People Living with Disabilities. Instead, this special group of people was only looked into from the clinical, medical and welfare perspective thus creating dependency on clinical services of the government only. Nowhere during this government were People with Disabilities given a platform to articulate their views and needs, for themselves and by themselves. It was only through the medical assessments that the disabled were classified only according to the nature and status of their disabilities, very little political, human or economic well being of the disabled was taken into consideration and as such this encapsulated segregation and their isolation.

South Africa's definition of and goals towards mainstreaming special groups are guided by a vision of human rights which incorporates acceptance of equal and inalienable rights of all women and men. This ideal is a fundamental tenet under the Bill of Rights of The Constitution of the Republic of South Africa, 1996 (Act 108 of 1996). It emerged from a long period of struggle for a democratic society that respects and promotes the rights of all its citizens irrespective of race, gender, class, age, disability, etc. (Bill of Rights, Sections 9.1 to 9.4). The conception of such an ideal emerged from people whose history is steeped in institutional racism where rights, life chances and the distribution of goods and services were predicated along racial lines. More importantly, respect for the dignity of individuals was determined by the colour of their skin and, further within the various racial groupings, by their gender designation.

This Disability Policy Framework establishes guidelines for WMMLM as part of the nation of South Africa to act to remedy the historical legacy by defining new terms of reference for interacting with and considering each other in both the private and public spheres, and by proposing and recommending and institutionalising framework that facilitates equal access to goods and services for PWDs. The Disability Policy proposes attempts to ensure that the process of achieving **equality for all** is at the very centre of the transformation process in Mbizana within all the structures, institutions, policies, procedures, practices and programmes of this municipality, its civil society and the private sector.

## **1.2. The Rationale**

The implementation of the Disability Policy will assist WMMLM to enhance and fast track service delivery whilst also impacting the quality of lives of all the PWDs of WMMLM. This Policy Framework is aimed at creating an enabling environment to facilitate full development of individual potential as well as to work towards the achievement of equality of opportunities in terms of access to and share of employment opportunities, services and resources, so that people with disabilities can fully partake of all opportunities and services of government.

The rationale behind the development of this policy framework is for the municipality to:

- ✓ Comply with the requirements of the Municipal Systems Act but also to
- ✓ Have a policy framework that will guide and ensure mainstreaming of issues of PWDs in all programmes, projects and initiatives of WMMLM.

## **1.3. Policy objectives with expected outcomes**

This policy review seeks to remove barriers that are contributing to continuous marginalisation of the vulnerable groups through an organic process of involving and placing the disabled in the fore front of the implementation of municipal programmes.

Such processes will ensure that no municipal programme will take off the ground unless it has gone through the test, of how it places and addresses the issue of PWDs. This is to ensure that the vulnerable groups are not the afterthought of the planning and implementation processes. Therefore, the expected outcomes are outlined herein under.

- ✓ Issues of PWDs are put in the forefront of the planning cycle of WMMLM
- ✓ Empowerment and preferential avenues are created for PWDs in all facets, opportunities and services from the municipality;
- ✓ Resources (financial, human and otherwise) are set aside ad allocated specifically for projects and programmes addressing the needs of PWDs in the WMMLM
- ✓ Inclusive participation of PWDs in all decision-making platforms is maximised.

## **SECTION 2. LEGISLATIVE AND POLICY FRAMEWORK**

The general principles underlying this disability policy framework emanate from international and regional policy frameworks and their objectives which South Africa is a signatory of and subscriber to. These policies are, namely;

- ✓ the United Nations (UN) Convention on the Rights of Persons with Disabilities;
- ✓ the International Labour Organisation (ILO) Convention 159 and Recommendation 178;
- ✓ the Standard Rules for the equalisation of opportunities for persons with Disabilities; and
- ✓ United Nations Millennium Development Goals.

Besides the international Instruments outlined above the Constitution (1996) of the Republic of South Africa outlaws any form of discrimination on the basis of, amongst others, disability. Chapters 3 and 7 of the Constitution provide the overarching framework within which national, provincial and local government planning must be understood. It mandates Local Government to:

- ✓ Provide democratic and accountable Government for all communities;
- ✓ Ensure the provision of service to communities in a sustainable manner;
- ✓ Promote social and economic development;
- ✓ Promote a safe and healthy environment; and
- ✓ Encourage the involvement of communities and community organisations in the matters of local government.

In line with the Millennium Development Goals (MDG), the South African Government has set a target of halving the rate of poverty by 2014. This includes

- ✓ creation of employment opportunities,
- ✓ improving the living standards and
- ✓ Increasing access to basic services.

The Integrated National Disability Strategy (INDS), 1997, which is the government's official policy framework for disability equity which adopted a socio-political approach to disability, whereby disability is located in the social environment. Its policy objective with regard to transport is, 'to develop an accessible, affordable multi-modal public transport system that

will meet the needs of the largest number of people at the lowest cost, while at the same time planning for those higher cost features which are essential to disabled people with greater mobility needs.”

In the same manner, the Promotion of Equality and Prevention of Unfair Discrimination Act No.4 of 2000 defines unfair discrimination on the grounds of disability, as i) denying or removing from any person who has a disability, any supporting or enabling facility necessary for their functioning in society; ii) Contravening the code of practice or regulations of the South African Bureau of Standards that govern environmental accessibility.

The White Paper on Local Government enshrines mechanisms, processes and procedures to ensure equal access to services by all citizens regardless of their race, creed, gender or sexual orientation. The Municipal Systems Act, (MSA), of 2000, mandates municipalities to adopt a developmental approach in addressing issues of special groups; allocate necessary human and financial resources for the implementation of programmes for special groups in line with the municipal KPAs. In support of the Municipal Systems Act is the Local Government Municipal Finance Management Act, (2003), which regulates municipalities to compile Integrated Development Plans (IDPs) that enable municipalities to:

- o link, integrate and coordinate plans and consider proposals for the development of the municipality;
- o Align resources and capacity of the municipality with the implementation of the plan;
- o form the policy framework and general basis on which annual budget must be based;

The Disability Framework for Local Government gives a universal definition of disability and outlines the manner in which municipalities should mainstream issues of the disabled into core activities, projects and programmes of the municipality.

In addition, the Department of Social Development’s (DSD), Disability Policy also seeks to facilitate the transformation shifts in line with current policy frameworks to promote inclusion of People with Disabilities; it encompasses an integrated system that supports a broader effort by PWDs themselves and a comprehensive system of social services; it was developed to promote social development, social justice and the social functioning of PWDs so as to bring about sustainable improvements in their well being and that of their families and communities.

Section 34 of the MSA, 32 of 2000 states that a Municipal Council “must review its Integrated Development Plan annually in accordance with an assessment of its performance measurements”. Other national policies that have played an integral part of the development of this framework are the following:

- ✓ Employment Equity Act, (1998)
- ✓ Skills Development Act, (1998)
- ✓ Basic Conditions of Employment Act, (1997)
- ✓ The Labour Relations Act, (1995)

### **Conclusion**

South Africa is one of the countries in the world with the best policies, it remains the responsibility of government institutions to uphold them and enforce them to ensure that those intended to benefit out of them, do benefit. Likewise, political buy in and the will to drive policy implementation processes will produce excellent results and increase the speed for delivering services.

## **SECTION 3. THE SITUATIONAL ANALYSIS**

This section outlines the information that we found when reviewing data on the state of the local municipality of Mbizana in relation to PWDs; the situation as it is, (the *Status Quo*) in relation to addressing issues pertaining to People with Disabilities; *Gaps identified* as well as *Institutional Practices*. The analysis resumed with reviewing the international, regional as well as national legislative framework and policy provisions governing the service delivery processes in the municipalities under review. These are thoroughly reported on under the section 2 on Legislative and Policy Framework above.

### **3.1 CHALLENGES**

The following general challenges that need to be addressed in order for the needs of the communities to be achieved sustainably.

- ✓ Backlogs on delivery of Basic Services
- ✓ Limited access to social and health facilities
- ✓ Lack of general moral regeneration particularly, amongst young people
- ✓ Land and Housing
- ✓ High rate of unemployment and poor skills base

Challenges pertaining specifically to special programs include amongst others;

- ✓ the absence of People Living with Disability in the Employ of the Municipality at some levels;
- ✓ Lack of skills in People living with Disability;
- ✓ Unfriendly access to buildings
- ✓ Poor access to basic services
- ✓ Non-existence of disability focal person

#### **SECTION 4. KEY STRATEGIC FOCUS AREAS FOR THIS POLICY FRAMEWORK**

In order to have consistency and a common vision in the planning process it is important that there be alignment between this guiding strategic framework and the resulting objectives and programmes. Consistent with the national policy proposal that Disability, Women and, Youth issues be mainstreamed, this framework proposes that the starting point for internal mainstreaming should focus on the Key Performance Areas (KPA's) of local government as set out in the Five-Year Local Government Strategic Agenda. The municipal KPA's are:

- ✓ Municipal Transformation and organizational development;
- ✓ Basic service delivery and infrastructure;
- ✓ Local Economic Development;
- ✓ Municipal Financial Viability; and
- ✓ Public Participation and good governance

The integration of issues and interests of people with disabilities ought to take place on two fronts which are:

*Internally:* Municipalities need to respond to PWD's issues in their capacity as the employer by creating conducive environment for employment and functioning for people with disabilities.

*Externally:* Municipalities ought to consider mechanisms and approaches in which issues and challenges of PWDs relate to their core mandate and business; they ought to develop and implement strategies that seek to reduce the discrimination and segregation of people living with disabilities.

This Policy Framework is aimed at creating an enabling environment to facilitate full

development of individual potential as well as to work towards the achievement of equality of opportunities in terms of access to and share of employment opportunities, services and resources.

## **SECTION 5. APPROACHES FOR MAINSTREAMING ISSUES OF PWDs**

In line with the Municipal Systems Act of 1998 as well as the Alfred Nzo District Municipality's Disability policy, WMMLM has taken a stance to:

- ✓ integrate components of disabilities into the municipality's budget, programmes, policies, legislation and or strategies;
- ✓ implement programmes of benefit to PWDs so as to address their and
- ✓ to provide development opportunities

In 2021 the ANDM which is the district municipality for Mbizana WMMLM reviewed and adopted its Disability Policy as a way of addressing and ensuring incorporation of issues of PWDs into all municipal projects, programmes, budgets. The policy identified the PWDs issues as;

- ✓ part of the broader transformation management;
- ✓ context-specific and cross-cutting;
- ✓ Creating an environment for the voices of the disabled to be heard in municipal planning, review, programming and budgeting.

This policy outlined critical actions to be considered for the successful implementation of disability issues in the broader District Municipal area of Alfred Nzo including its local municipalities. Some of the actions highlighted in the district policy are;

- ✓ To ensure that all local PWDs structures are socially, politically and economically equipped to participate in all planning and decision-making platforms;
- ✓ To ensure that municipality, government and societal programmes mainstream and effectively address the needs and challenges of PWDs by June 2026;
- ✓ ensure that PWDs are trained and skilled and that they are absorbed and actively participate in economic activities within the ANDM jurisdiction with the workplaces being accessible.





## 5.1. ACTION PLAN FOR MAINSTREAMING OF PEOPLE WITH DISABILITIES ISSUES

### 5.1.1 Public Participation and Good Governance

#### Broad Goal

To ensure an increased level of participation of People with Disabilities in all planning and decision-making processes of the municipality through creation of an inclusive environment in which PWDs are free to participate and contribute decision making processes on matters affecting them, their families and the community in general.

#### Strategic Objectives

- To ensure that all local PWDs structures are socially, politically and economically equipped to participate in all planning and decision-making platforms;
- To ensure that municipality, government and societal programmes mainstream and effectively address the needs and challenges of PWDs by the June 2026.

TASKS	INDICATORS	RESOURCES	RESPONSIBILITY	OUTCOMES	TIMEFRAMES
Constantly mobilise PWDs to participate in political, cultural and social platforms	PWDs are given platforms in political, social and cultural gatherings	Funding, Transport	Political, Cultural and Religious parties; SPU Manager	PWDs fully conversant with political, social and cultural issues happening around them/their communities	2014
Empower and fast track capacitating of PWDs to fully participate in Municipal Planning	PWDs capacitated and fully represented and participating in municipal planning and decision-making	Political support from government departments as well as the ANDM;	WMMMLM SPU Manager/SPU Coordinator SPU, Municipal Manager; IDP unit, Local Municipality, District	Structures capacitated, Increased participation by people with disability	2021/2026

processes	platforms including IGR, CPF and IDP forums.	Disability Forum,	in these planning meetings	2021/2026
Integrate allocation and designing of resources on issues of PWDS with various government departments	A number of awareness sessions on disability legislations organised for PWDS	Disability Coordinator	Views of PWDS reflected in all planning and development documents.	
	Transport made available		Transport made available	
	Maximised service delivery encompassing allocations from all government sector departments and municipality	Integrated efforts/funding: joint planning of projects, increased inter-departmental communication	SPU Manager, Heads of municipal departments and sector departments	Projects jointly implemented from various municipal departments and government departments.

5.1.2 Local Economic Development

**Broad Goal:**

To ensure that PWDs are trained and skilled and that they are absorbed and actively participate in economic activities within the ANDM Jurisdiction with the workplaces being accessible.

**Strategic Objectives:**

- To ensure skills development and creation of work opportunities for PWDs in all areas work within the public and private sector.
- To ensure that the working environment within the jurisdiction of WMMLM is conducive for PWDs to actively participate in the economic activities of the area.
- To ensure that all areas of employment public and private are suitable a relevant the needs and demands of the PWDs with suitable machinery and equipment;
- to ensure that 7% qualifying PWDs are
- employed in management positions both in the public and private sector;
- To ensure that 5% procurement opportunities are created for PWDs within the municipality by 2026.

TASKS	INDICATORS	RESOURCES	RESPONSIBILITY	OUTCOMES	TIMEFRAMES
Collate database and skills of PWDs in the municipal area	A report on the comprehensive database of PWDs within the municipality with a Skills Audit	Researchers, Funding, dedicated time, local structures	SPU Manager and Disability Coordinator	Up to date database of PWDs indicating types of disabilities and a comprehensive skills audit	2021/2026
	Skills development plan developed				

Recruit PWDs into Learnership on required skills that will promote economic development including in-service training opportunities	10 % of PWDs absorbed into learnership opportunities and on-going in-service training provided	Funding; training courses; PWDs, learnership opportunities	SETAs, HR department of the municipality and sector departments,	10% of PWDs are participating in Learnership and fully trained on marketable skills enabling them to participate in the economic development of WMMMLM	2021/2026 ongoing
Create long-term job opportunities/contract for people with disabilities	2 % of people with disabilities are employed	Skilled PWDs	LED Government agencies HR department of Municipality	2% of people with disabilities are given job opportunities within the municipality	2021/2026
Establish conducive and accessible working environment for PWDs	Workplace accessible and machinery usable	Funding and reconstruction of structures that allows free movement and accessibility for PWDs	Infrastructure department and Public Works	Workplaces accessible and favourable for PWDs to access and use	2021/2026
Ensure the creation of preferential procurement opportunities for the disabled	5% of procurement /gender opportunities created and PWDs fully absorbed into them	Usable resources/machinery; funding	LED, Procurement departments	PWDs benefiting from preferential procurement opportunities	2021/2026

5.1.3. Basic Service Delivery

Broad goal

Ensuring that all PWDs within the jurisdiction of WMMLM have access to quality and sustainable services and that they are actively involved in determining the form and content of the services targeting their sectors.

Strategic Objective

- To ensure that all public and private facilities and building are accessible to all PWDs.
- To ensure that the transport all forms of transport within the jurisdiction of WMMLM cater for the needs of PWDs

TASKS	INDICATORS	RESOURCES	RESPONSIBILITY	OUTCOMES	TIMEFRAMES
Establish disability friendly schools and other public places	Public facilities/buildings accessible with ramp ways, lifts etc	Funding Special equipments,	LED, SPU, Department of Public Works	30% of infrastructure is accessible to people with disability	2021/2026
Establish maintenance Unit equipment for disabled people in all health facilities	Working and appropriate equipment for disabled person is available and in good conditions	Funding & Human resources	Municipality and Department of Health	80% of equipment is in working order	2021/2026
Ensure disability friendly transport facilities within the municipality	Disability friendly public transport made available	Funding,	Public Works, Social Development, DSRAC and the municipality	Disability friendly transport available and accessible to people with disabilities	2021/2026

Promote access to recreation and sports for people with disabilities	People with disabilities actively participating in sports, arts, cultural activities within a barrier free environment Amateur and professional groups of PWDS formed, capacitated and funded through inter-departmental cooperation	Arts, Culture and sporting facilities conducive for PWDS	Public Works, DSD, DSRAC and the municipality	Disability friendly sports codes and sporting facilities available	2021/2026
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## **SECTION 6. MONITORING AND EVALUATION**

The implementation of any programme requires constant monitoring and evaluation based on the understanding of the situation as has been to determine desired impact and goals, likewise the recommended implementation plan outlined in section 7 requires constant monitoring and evaluation with the municipality dedicating specific resources, (financial and human), to the successful attainment of the desired outcomes. It is for this reason that the department of Performance Management and Monitoring was established in the Presidency in 2009 to set up quality assurance systems as well as performance indicators that all government departments and local government will utilise in tracing progress in their respective constituencies.

In addition, the government has identified and adopted five key strategic priorities that should guide the development of strategies and setting up of performance indicators for the development and upliftment of our communities. These strategic objectives are:

- ✓ Build and enhance the governance systems in order to enable sustainable development and service delivery;
- ✓ Oversee the implementation of the inter-governmental programme of support to the institution of Traditional leadership to perform its constitutional mandate;
- ✓ Build and strengthen the accountability and capability of provinces and municipalities to implement their constitutional mandate;
- ✓ Monitor, evaluate and communicate the impact of government programmes in municipal areas in order to enhance performance, accountability and public confidence; and
- ✓ Strengthen government departments' organisational performance and capability to deliver.

The interventions and programmes outlined in this disability policy are tailored along the five strategic objectives as well as the five key performance areas of the municipalities outlined earlier in this document.

The table below outlines the proposed monitoring plan to be considered by WMMLM:



**Figure 2: Monitoring and Evaluation approach**

ACTIVITIES	MEANS OF VERIFICATION	TIMEFRAME	RESPONSIBLE DEPARTMENT
<b>Collate existing database of PWDs and update database to enable monitoring of delivery of services</b>	Comprehensive database of PWDs	July 2021/2026	MM
<b>Develop Indicators for monitoring and evaluating the implementation of policy recommendations</b>	Measurable Indicators Periodic progress reports on implementation	July 2021/2026	MM
<b>Monitor efficient allocation and utilization of budget allocated for disability initiatives/projects</b>	Budget reports together with periodic progress reports	At the end of every financial year	Finance department, SPU & MM
<b>Annually evaluate implementation of Disability Policy</b>	Evaluation report, with assessment of impact and recommendations	At end of financial year	MM
<b>Ensure participation of stakeholders in monitoring and evaluation processes</b>	Monitoring and Evaluation reports approved by various stakeholders	Annually	SPU Manager / Disability Officer

## **SECTION 7. STRUCTURAL FRAMEWORK AND COORDINATION**

This Policy Framework highlights these unique features in detailing not only the mandate as contained in the functions of the individual structures but proposes indicators that enable parallel and transversal progression towards social equality. The mechanisms and processes contained in the national, provincial and local machinery must not only aim but also show progression towards the:

- ✓ achievement of social justice and social equality for People with Disabilities as active citizens, decision makers and beneficiaries in the political, economic, social and cultural spheres of life. Sectors most in need of social upliftment, like the Disabled, must be given priority;
- ✓ implementation of mechanisms through which South Africa can meet its constitutional, sub-regional, regional and international commitments towards gender equality, human rights and social justice;

There are key processes and mechanisms that must be adopted to affirm a vibrant implementation of the disability policy in Mbizana. These are contained in the various structures of the municipality with the principal structures being the Office of the Municipal Manager, the SPU Manager, the Disability Coordinator and various organs of civil society representing the disability sector groups.

With regards to WMMLM the following **points ought to be taken into consideration** during the implementation of this policy framework:

- ✓ Human capacity is limited within the Special Programmes Unit;
- ✓ No established structures at ward level;
- ✓ No coordinated & comprehensive database of PWDs in Mbizana;
- ✓ Co-ordination between the municipality and stakeholders needs to be strengthened;
- ✓ Resourcing of SPU programmes still a big challenge;
- ✓ No clear monitoring & evaluation mechanisms in place;
- ✓ Existence of SPUs not as units but single officers – covering broad area of work;
- ✓ Lack of evident translation of policy into practice;
- ✓ No clear plan on capacity building of stakeholders and officers.

## **SECTION 7.1. KEY PRIORITY AREAS REQUIRED FOR MAXIMUM IMPLEMENTATION**

To enable the municipality to advance the mainstreaming of issues of PWDs, the key priority areas of intervention outlined in the table below are recommended as a starting point. These are enlisted with the key structures required to ensure maximum implementation.

**Table II: Key Priority Areas with Key Structures required to ensure maximum implementation of the Disability strategy:**

Key Institutional Processes	Key Role Players	Key Partners
<ul style="list-style-type: none"> <li>✓ Institutionalize the mainstreaming of the Disabled.</li> <li>✓ Adopt departmental policy documents and develop mainstreaming action plans</li> </ul>	<p>Municipal Manager and Mayor; Council and Political Heads and Departmental heads</p>	<p>SPUs and SPU structures in the Municipal Manager, offices of the respective government departments</p>
<ul style="list-style-type: none"> <li>✓ Development of Disability Policy Framework for the municipality resourcing of SPU officials, Disability Coordinators in the municipality and line departments to implement the policy</li> <li>✓ Mainstreaming of issues of special groups into municipal and sector department projects, plans and initiatives</li> </ul>	<p>Municipal Manager SPU Coordination unit Political Heads responsible each of the sectors</p>	<p>SPU officers/s, Managers in sector departments, Civil society structures of People living with Disabilities</p>
<ul style="list-style-type: none"> <li>✓ Presentation of Framework and Strategy to Council for adoption thereof and receipt of mayoral commitment</li> <li>✓ Application of mainstreaming eye to all municipal implementation processes</li> </ul>	<p>Mayor and Exco, Municipal Manager, Departmental Heads</p>	<p>SPUs, Disability structures</p>

## **CONCLUSION**

To achieve the maximum transformation of our society, attention has to be paid to those sections and sectors of our society that are marginalized. Municipalities have to put more resources and attention to the upliftment of the disadvantaged sections. It will take a joint effort and cooperation from all parties to succeed in implementing this policy and strategy.

The effective implementation of any organisation's vision/policy remains an integral part of the commitment of the organisation's senior management; likewise, the successful implementation of this policy depends on the support and commitment of the municipality's management together with the political leadership. The South African government has developed the best policies and legislations however; their implementation remains the responsibility of the local government.

Bearing in mind also that the full implementation and its turnaround will be a lengthy process which, in some instances, will require alignment with and according to the stipulations of the MFMA as well as alignment to MTEF process, it is not an overnight process and will require utmost patience.

Of utmost importance this process will require continued support and commitment by the political leadership of the Mbizana municipal area. Without these the mainstreaming process will fail and thus failing PWDs.

By commissioning the development of the disability policy, the WMMLM demonstrated its utmost commitment to recognising the interests of people with disabilities but also the upholding of their basic human rights as enshrined in the Constitution.

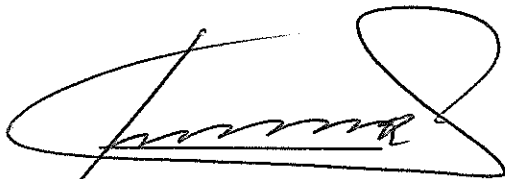
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**Approval of the Winnie Madikizela Mandela Local Municipality PWD' Policy**

A handwritten signature in black ink, appearing to read 'L. Mahlaka', is written over a horizontal line. The signature is stylized with a large loop at the end.

**Mr. L. Mahlaka**

**Municipal Manager**