

COMMUNITIES OF PRACTICE IN DISABILITY ADVOCACY FOR MAINSTREAMING (COPDAM) PROGRAM: LESOTHO



LESOTHO COPDAM BASELINE STUDY 2013



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Mrs Bongive Buzi

Chairperson - Lesotho National Federation of Organisations of the Disabled

ABBREVIATIONS

LNFO	Lesotho National Federation of Organisations of the Disabled
COPDAM	Communities of Practice in Disability Advocacy for Mainstreaming
SADPD	The Secretariat of the African Decade for Persons with Disabilities
CBM	Christian Blind Mission
EU	European Union
NAD	Norwegian Association of the Disabled
UNDP	United Nations Development Program
NADL	National Association of the Deaf Lesotho
LNLVIP	Lesotho National League of Visually Impaired Persons
IDAL	Intellectual Disability Association of Lesotho
LNAPD	Lesotho National Association of the Physically Disabled
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disability
NRPD	National Disability and Rehabilitation Policy
MOET	Ministry of Education and Training
GoL	Government of Lesotho
NSDP	National Strategic Development Plan
MOSD	Ministry of Social Development
MOET	Ministry of Education and Training
PWD's	Persons with Disabilities
CEF	Campaign for Education Forum
DPO's	Disabled People's Organisations

EXECUTIVE SUMMARY

The Lesotho National Federation of Organisations of the Disabled (LNFOD) in conjunction with the Secretariat on the African Decade of Persons with Disabilities (SADPD) and other stakeholders in different countries are implementing the Communities of Practice for Disability Advocacy Mainstreaming in Southern Africa (COPDAM)¹ project.

The objective of the (COPDAM) project is to enable LESOTHO NATIONAL FEDERATION OF THE ORGANISATIONS OF THE DISABLED to effectively participate in the policy formulation, implementation processes, campaigns and dialogues with the government of Lesotho and other development processes in Africa.² COPDAM project is an initiative funded by CBM and the EU, in partnership with The Secretariat of the African Decade of Persons with Disabilities. The objective of this three year project is to enable Southern African nations to effectively participate in policy formulation, implementation processes, campaigns and dialogues with the Regional Economic Commissions (RECS), governments and other development processes in Southern Africa. One key envisaged result of COPDAM is the development of national disability mainstreaming plans for government ministries.

To support the development of the National Disability Mainstreaming Plan in a country, a baseline study is carried out within each participating country. This Baseline Study is a part of our information gathering phase of COPDAM. The study is describing the existing inclusion of disability into policies and programmes. The results of the study will be utilised to serve as a baseline and a basis for drafting the National Disability Mainstreaming Plan. The study is carried out in countries where this has not previously been conducted and in a participatory manner. The results will be widely disseminated to in-and-out-of-country audiences.

Lesotho National Federation of Organisations of the Disabled (LNFOD) is the peak disability body in Lesotho which has been chosen to host and implement the COPDAM project in Lesotho. To gather information for the baseline LNFOD contacted different organisations (government and non-governmental) to fill in a questionnaire to establish the extend of disability mainstreaming in different policy and programme. Different existing reports were also used to complement the information.

Some of the findings of the report reflect deficits among DPO'S and government. There is a significant deficit in government ministries technical know-how in the field of disability mainstreaming in the visualisation, design and implementation of what disability mainstreaming looks like and how to do it. Other Significant issues include lack of statistical data. It has been observed that, disability data is not captured by the ministries during the course of the discharge of their functions. The Community Based Rehabilitation (CBR) project is stalling and the failure of CBR in Lesotho can be traced to significant absence of appointed coordinators and regulators with the ability to trace implementation and monitor, evaluate and adjust the program as required – it is with this historical program failure that indicates an essential need for coordination and clear strategy and work plan monitoring through this mechanism.

¹ MOU between SAPD and LNFOD signed in March 2013

² COPTAM proposal doc of 2012

Extracted from presentation on the start-up workshop held in Pretoria in April by Judith Vand DER Merwe

In terms of data collection and statistical data gaps, it is also highly recommended that, government services take into account disability in data collection, in the areas of welfare, employment, health services and education. This initiative would assist the government as well as the private sector to identify service gaps in regard to disability and emerging disability issues or opportunities for service improvement. From an advocacy perspective this will also assist LNFOD and its DPO's to better service their membership and wider community with better data, more relevant programs could be targeted and implemented.

With regard to DPO's, It has been revealed that, DPO's lack capacity in terms of understanding concepts of mainstreaming and what disability mainstream looks like in practice. There is an evident large gap in the language of inclusion and mainstreaming and the visualisation or cognitive process around designing and implementing practical mainstreaming assisting projects(for their own organisations, public and private sector). A gap also appears in the monitoring and evaluation and how to correct or redesign projects around the mainstreaming process. It is also observed that, DPO's lack sufficient number and qualified staff to pursue their advocacy toward the government and other service providers. In this respect, it is suggested that, DPO's be equipped with coordination and project management skills and practical varied examples of mainstreaming in practice, that enable them to focus on the National Disability Mainstreaming Action Plan and any other national strategic development plans in Lesotho.

It is also noticed that, civil society organisation such as (CEF) are interested in disability mainstreaming. As a result, it would be significant to include them in the disability mainstreaming technical support which may be available for the disabled peoples' organisations. It could also be used as a case study that encourage and promote disability mainstreaming in other civil society organisations in Lesotho.

It has been found with our UNICEF example that key UN agencies in Lesotho are not deeply engaged in disability issues and some work needs to be done to address the placement of disability issues on the UN agenda in Lesotho – particularly with UNICEF, WHO and UNDP.

INTRODUCTION

BACKGROUND OF LESOTHO

Lesotho is a small mountainous country located at 29° 30' S and 28 ° 30' E south of the equator. It is completely surrounded by South Africa and is thus extremely vulnerable to political and economic changes in South Africa. More than 80% of the country is found at altitude exceeding 1,800 meters above sea level. Lesotho has a land area of 30 355km², of which 9% is suitable for crop farming. 91% of the total land area comprises of mountain ranges and foothills suitable for livestock farming. Lesotho is one of the least developed economies in the SADC region and is extremely dependent on South Africa. The economy is dependent on agriculture though there has been a decline in productivity over the past few years due to prolonged periods of drought. Other sectors contributing towards the economy of Lesotho include diamond exports, sale of water to South Africa, remittances and export of wool, mohair and garments. Lesotho is one of the countries hard hit by HIV and AIDS and the pandemic was declared a national disaster by His Majesty King Letsie III in 2003. HIV prevalence is currently estimated at 23.6% of the total population (National AIDS Commission, 2010).³

DISABILITY BACKGROUND IN THE CONTEXT OF LESOTHO

For a long time Lesotho did not have any data on disability. Several institutions such as the Ministry of Education and Training and Ministry of Development Planning have undertaken studies in the early 2000s to estimate the population of people with disabilities in Lesotho. The two ministries estimated the population of people with disabilities at 5.2% (Ministry of Health and Social Welfare, 2008) and 4.2% (Bureau of Statistics, 2002) respectively. For the first time in census history the Bureau of Statistics included questions on disabilities during the 2006 Population and Housing Census. The results of this census indicate that 3.7% of 1.8 million total population of Lesotho has some form of disability of which 2.1% constitute males and 1.6% females. Most recent study has been on living condition of persons with disabilities by (SINTEF and LNFOD 2010).

Basotho have historically imposed barriers that subject people with disabilities to isolation and exclusion from the society and extreme dependency on their families and the society at large. The barriers are two-fold; attitudinal and institutional. Attitudinal barriers are those imposed by the non-disabled which are often characterized by beliefs and sentiments held by the non-disabled. People with disabilities are often called mockery names and are often viewed as objects of charity and passive recipients of rehabilitation services. The institutional barriers include physical barriers such as those caused by infrastructure, policies, practices and procedures adopted by various entities that constitute the society. ⁴

³ Living Conditions Among Persons with Disabilities 2010 p3
National Aids Commission Report 2010

⁴ Article of (UNCRPD)
National Disability and Rehabilitation Policy of 2011 p3
Living Conditions Among Persons with Disabilities Study 2010 p4

The Constitution of Lesotho is the supreme law of Lesotho, and as such any law which is inconsistent with the provisions of the Constitution, is null and void. Paraphrasing section 33 the Constitution of Lesotho provides that, PWD's shall be rehabilitated and, trained for the social change. In an effort to rehabilitate people with disabilities, Lesotho shall adopt and promote policies which call for rehabilitation and employment of PWD's in the private and public sector.

Section 19 of the Building Controls Act 1995 provides for physical access for PWD's, in all public buildings. The Minister may publish a notice in the Government Gazette which directs any person making a plan or specification of any proposed building to provide physical access for persons with physical disabilities. The challenge with this Act is that the Minister may publish that notice only if s/he shall so wish; this is not a mandatory process. The provisions of this act are not complied with in regard to some key public buildings. One clear example of this non-compliance is the Maseru based Government Buildings Complex. The recommendation we make is that the Ministry of Transport and Public Works should ensure that the law is translated into the building and design contracts when engaging with developers.

Lesotho acceded to the UN Convention on the Rights of Persons with Disabilities (CRPD), on 2ND December 2008. The purpose of the CRPD is to promote, protect and ensure equal enjoyment of the human rights of persons with disabilities.⁵ Prior to the adoption of the CRPD, the Parliament of Lesotho enacted the Sexual Offences Act of 2003, (section 15) the Act makes two provisions for PWD's. These provisions are: anyone who engages into sexual intercourse with a person with disability who does not have the capacity to consent to such an act commits an offence. It further provides that, anyone who engages into sexual intercourse in the presence of a person with disability commits an offence.

Lesotho also enacted the Youth Council Act of 2008. This Act of the Parliament establishes the Youth Council as the appointed youth structure which will administer youth development in Lesotho. Section 5 of this Act provides that, youth with disabilities shall be nominated by the disability federation into the council for the representation of the youth with disabilities. As a result, Lesotho National Federation of Organisations of the Disabled accessed their appointed privilege to nominate in the year 2010 a youth who represents the needs of all youth with disabilities in the council.⁶

Section 30 of the National Assembly Electoral Amendment Act of 2011 provides that all political parties registered under the electoral commission must facilitate the participation of persons with disabilities in all aspects of political participation. Political parties must ensure that, persons with disabilities have access to the political venues and the communication rights of PWD's are respected in the political domain.⁷

Specific protections for children come under the Children's Protection and Welfare Act 2011. This Act promotes the protection and promotion of children's rights of children living in Lesotho, including the rights of children with disabilities. The discrimination clause of the Act (Principle II clause 6) states that, children with disabilities shall not be discriminated against on the basis of their disabilities. It further stipulates in Section 13, a child with disability has a right to dignity, special care, medical treatment,

National Strategic Development Plan of 2012 p172

⁵ Article 1 of the (CRPD)

⁶ Section 5 of the Youth Council Act 2008

⁷ Section 30 of the National Assembly Electoral Amendment Act of 2011

rehabilitation, family and personal integrity, sports and recreation. Education and training specifically references, “to help him enjoy a full and decent life and achieve the highest degree of a self-reliance and social integration”.⁸ Although the Act directs how children with disabilities must be protected, the Children’s Unit under the Ministry of Social Development does not have in place allowances and protections for children with disabilities within their existing work. An example of the lack of integration of children with disabilities is the absence of support around Children’s with disabilities entering the Child Protection and Women’s Refuge within the unit – this means that women with children with disabilities will be unable to access women refuge and gender based violence protections under the Ministry of Social Development in the Department. The recommendation for this issue is that the Woman and children’s protection unit must include and make provisions for children with disabilities within this service to access their protections, instead of the current practice which is to refer to the Disability Unit.

A point of contention exists between the Child Protection and Welfare Act of 2011, with the amendment to the Penal Code Act with reference to illegal abortion. The Parliament of the Lesotho codified the Abortion Law within the Penal Code Act in 2011, which makes it an defence to abort a foetus on determination of disability in utero. The abortion provision provides for defence to the act, if medical specialist determines that, the unborn child has serious physical and or intellectual disability. Subject to medical assessment and provision, an abortion under the aforementioned conditions may be legally performed. In this regard it was brought to the attention of the Ministry of Law, Constitutional Affairs and Human Rights that the exception to the abortion provision contravenes article 5 and paragraph P of the (CRPD)⁹ Our recommendation is that the Penal Code relevant section be amended so as to fall in line with the CRPD guidelines.

Disability has been adopted as a cross cutting issue in the National Strategic Development Plan of Lesotho 2005/15. The strategic objectives under disability are among others laid down as follows; the government shall ensure that people with disabilities access quality health services and causes leading to disability are also prevented through provision of quality health services. With regard to education, the number of teachers who are equipped in the education of children with disabilities will be increased in the schools. Access in the formal and non-formal education institutions will be facilitated for people with disabilities. People with disabilities will be recruited in the positions in which they can successfully perform and the standards for accessibility of people with disabilities in the public buildings, roads and other social services will be developed and enforced. The disability grant policy will be reviewed for the purposes of enhancing the lives of the beneficiaries.¹⁰

However, the monitoring and evaluation framework of the Strategic Development Plan does not monitor and evaluate the implementation of all actions of the ministries in realising this strategic plan in terms of

⁸ Section 13 of the Children’s protection and welfare ct of 2011

⁹ Section 45 (2) of the Penal code act of 2012
Paragraph P and article 4, 5 of the (crpd)

¹⁰ National strategic development plan of 2012
section 6.3 p172

disability. The only priority which includes disability in the monitoring and evaluation framework is employment sector.¹¹

The Social Development Policy in its draft form states that, PWD's have been discriminated against and marginalised through attitudinal and institutional barriers which have been imposed on them by the society from the time immemorial. The Social Development Policy is intended to transform the social welfare approach to social development. With reference to PWD's it is hoped in which PWD's will be promoted and protected through disability specific programmes and policies that will correct the underrepresentation of people with disabilities in leadership positions envisaged by this policy. It is planned to recognise that, disability is part of human diversity which must be addressed by law and policies. As a result, the policy shall promote the social inclusion of PWD's in raising awareness among the service providers and the public at large. People with disabilities shall be integrated into the mainstreamed society through lobbying and advocacy in all aspects that require change. The policy indicates that, PWD's shall receive social services on an equal footing with others.¹²

In 2011, Lesotho government adopted the national disability and rehabilitation policy as the policy that will guide the government in designing the disability specific programs and intervention. The purpose of this policy is to create an environment in which pwd's can realise their full potential. In addition, the objective of the policy is to ensure meaningful inclusion of pwd's in the mainstreamed society. It is intended to guide all the government ministries in designing inclusive and disability specific programs. The policy promotes inclusion of people with disabilities in education, health, accessibility employment, and social services to mention but a few. It calls up every ministry of the government to implement the policy while the disability focal ministry coordinates the implementation of the policy.

However, as with all disability related policy and law relating to disability in Lesotho, there is an absence of process with underlies these policies. The lack of process and directives translates to lack of clear and effective implementation in regard to responses to disability in Lesotho. A clear example of this is the National Disability and Rehabilitation Policy and the lack of implementation given the absence of guidelines which direct how the various departments will share the responsibilities and execute implementation.- consequently PWD's are not currently accessing their rights in correlation with this policy¹³

Another fault of the policy is that it has not been distributed throughout all government ministries, and most of government officers are not aware of the policy. The recommendation is that the government must develop the regulations of the policy so to ensure the full participation and implementation of all government ministries. The regulations would be able to guide the ministries on how to include pwd's in their activities and services.

¹¹ NSDP M-and E framework 2012

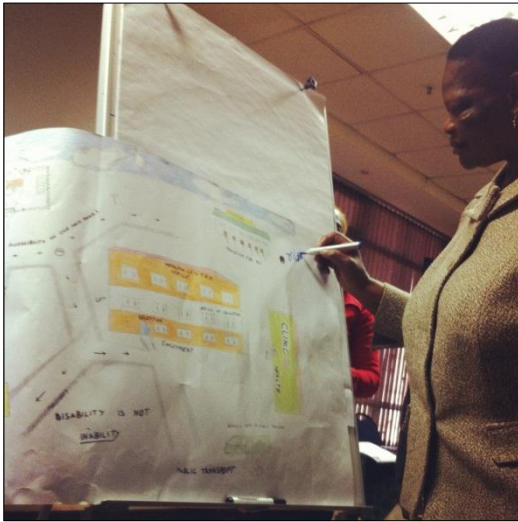
COPDAM report of the disability mainstreaming workshop held in Maseru on the 11-12 June 2013

¹² Social development policy (revised draft) in March 2013

¹³ National disability and rehabilitation policy p3 of 2011

Social development/LNFOD monthly meeting minutes May 2013

THE WORK OF LNFOD AND ITS DPO'S IN PRACTICE: A Visual Journey



A collection of pictures taken at the UNICEF State of the World's Children Report 2013 – Children with Disabilities. Top Left: Minister of Social Development the Honorable Mme Doti signs a mural to mark her ministries commitment to honour the rights of children with disabilities. Top Right: A Child from St Angela's tells his story about growing up as a student with a disability. Bottom Left: The UNICEF Representative to Lesotho joins, LNFOD, Honorable Minister Doti and youth student representatives for the disabled community. Bottom Right: Honorable Minister Doti addresses the media and associated press on the commitment of the Ministry to the Community Based Rehabilitation Program and the push for mainstreaming disabilities across government ministries and the private sector.



LNFOOD assist PWD's from Itjareng training centre to attend the World Health Organisation Blood Drive to give back to the community. Pictured top is Itjareng Program Officer Pascalina Letsau interpreting the process for hearing impaired participants. Bottom Left: Happy donors! Bottom Right: Nkhasi Sefuthi donating with members of NADL. This marks the third occasion LNFOOD has been involved with the World Health Organisation Blood Drive in an effort to give back to the community and show that people with disabilities can contribute meaningfully to community.



Strategic planning with Lesotho National Federation of Disabled (LNAPD), facilitated by LNFOOD to strengthen LNAPD's advocacy and organisational strategic planning. Here LNFOOD is teaching facilitation and planning skills as well as assisting LNAPD to think through and design long term advocacy strategy in line with the organisation's mandate



Above: Human Rights Officer for LNFOD Mr Nkhasi Sefuthi addresses the community of Kopanang. Kopanang Primary Special Education Resource teachers and Principals from local primary schools called this pitso (community gathering) to address the need for assistance in inclusive education. The Ministry of Education and Training was addressed by teachers (pictured bottom left) to plead for assistive materials and teacher training to support disabled learners in mainstream schooling. Kopanang primary school and their Resource Teachers continue to hold a strong advocacy partnership between LNFOD and its DPO's.

For Links to more of LNFOD's capacity building and collaboration with DPO's please visit www.lnfod.org.ls For membership stories see <http://www.lnfod.org.ls/real-life-stories.html>

1. OBJECTIVES OF THE SITUATIONAL ANALYSIS

The overall objective of the baseline survey is compiling and comprehensively summarizes information from a selection of existing studies and documents on the situation of people with disabilities in Lesotho. Specifically, the objectives are to

- Establish the existing legislative and policy framework for disability (Determine the availability and level of access to existing social services;
- Find out the different stakeholders and their existing programmes and interventions; and
- Based on the findings, identify main gaps and make recommendations on priority intervention areas for the governments and its development partners in the remaining years of the African Decade (until 2019).

2. METHODOLOGY

- Conduct a desk review of relevant research and studies done in the country.
- Conduct review of policy and legislative documents prepared by the government and other stakeholders.
- Conduct depth interview with at least six key government Ministries or departments.

The survey is divided into three chapters. Chapter one is the introduction and the existing disability legal framework in Lesotho. Chapter two rolls into the actual findings of the reports and analysis while chapter three primarily focuses on the gaps and recommendations of this report.

STAKEHOLDER ANALYSIS

DISABLED PEOPLE'S ORGANISATIONS (DPO's)

LNFOOD is the umbrella organisation of the Disabled People's Organisations (DPO's) in Lesotho. It was established in 1991 with the object of advocating for the human rights of all PWD's in Lesotho. LNFOOD represents on key issues the following DPO bodies: National Association of the Deaf Lesotho (NADL), Lesotho National Association of the Physically Disabled (LNAPD), Intellectual Disability Association of Lesotho (IDAL), Lesotho National League of Visually Impaired Persons (LNLVIP). The DPO's focus on disability rights advocacy, education and training, depending on the type of disability their organisation is formed for.¹⁴

To demonstrate some of the key challenges for LNFOOD's DPO's, the LNFOOD Advocacy Team has triangulated raw data, feedback and observation from the LNFOOD conducted DPO Stakeholder Analysis (2012), 2012 /2013 program reporting, and current feedback from the COPDAM Questionnaire. DPO's have communicated the below key challenges and potential improvement areas. Below is provided a brief summary of the mandate of each organisation, their mandate and structure. Given the key challenges for each DPO are shared, these will be summarised under the DPO individual summaries.



LNFOOD partners with DPO's and AusAID to launch the T-shirts for Equal Education Campaign at Morija Festival. Funds raised from t-shirt sales funded the purchase of inclusive learning tools for DPO's partner schools.

¹⁴ <http://www.lnfod.org.ls> retrieved on the 28 June 2013 Article 3 of LNFO constitution

DPO INDIVIDUAL SUMMARIES

National Association of the Deaf Lesotho (NADL)

NADL mandate is to assist access to rights for the Deaf community in Lesotho. NADL aims to fulfil this mandate by primarily focusing on the promotion of sign language in the public and private sector so that the Deaf community can receive quality services on an equal basis with others. The organisation has worked to establish sign language classes teachers, parents, the Deaf community and the broader community at large. NADL is also charged with training Sign Language Interpreters. NADL promotes knowledge of Lesotho Sign Language among their members and to the service providers and has done so by producing learning materials such as the Lesotho Sign Language Dictionary, and the Lesotho Sign Language DVD for beginners. These materials help new learners and persons who have contact through services with the Deaf community, to familiarise themselves with the basics of the language. Program Officer at NADL, Bongiwe Buzi, advocates, "Government, private and civil society should mainstream disability into the programs". Ms Buzi states that the role of NADL in this process is, "to advocate and lobby public and private services for the inclusion of Deaf persons in services and programs, with aim to enrich the general community"

NADL is of the view that, mainstreaming the Deaf in the programmes of the stakeholders can be assisted in facilitation by NADL. Ms Buzi states, "The main barrier facing the deaf people is Communication between the Deaf and the service providers".¹⁵

Core Activities include:

- Protect and fight for the human rights of deaf people in Lesotho at all walks of life. (national, regional and international)
- to raise awareness on the importance of sign language and inviting all people to learn it.
- Advocating for the mainstreaming of deaf issues into the national agenda as well as in all the sectors of the society.
- Educating people about deaf culture, sign language and deaf awareness.
- Training people on sign language so that they can contribute towards universal accommodation regarding access to communication.
- Empowering young deaf people on issues of education, human rights, and HIV/AIDS and life skills.

¹⁵¹⁵ Bongiwe Buzi NADL Programme Officer COPDAM stakeholder questionnaire ibid

-Ensuring inclusive social services for deaf people in community councils within jurisdiction where deaf people live etc.



NADL including students from St Pauls High School for the Deaf (Leribe) in the advocacy meeting and press conference for the adequate inclusion of sign language interpreters in mainstream schools.

Lesotho National Association of the Physically Disabled (LNAPD)

LNAPD is a non-profit making association of people with physical disabilities that seek to address their needs and aspirations through leadership and competence training strategies and self-advocacy of members. It promotes and supports all activities that are pertinent to human rights and social development. LNAPD is also the founder and operator of the Itjareng Vocational Training Centre for the disabled.

LNAPD'S mandate as a DPO is to advocate for the socio-economic rights of the people with physical disability. The organisation ensure that people with physical disabilities access public services on an equal basis with their able bodied counterparts through lobbying and advocacy to the service providers. The chairperson of LNAPD cries out for disability mainstreaming in the public sector so that people with physical disabilities can access service on equal basis with others. However his organisation is not well equipped with advocacy around disability mainstreaming. LNAPD implements a Human Rights Program and a Community Based Rehabilitation Program for the physically disabled in the districts of Leribe and Mafeteng.



LNAPD hosts a health awareness day for PWD's and the surrounding Masianokeng Community. TB, HIV testing, eye health care, dental and oral health, blood pressure checks were provided by various health partners and delivered at the Itjareng Training Centre for the Disabled 20th June 2013.

Intellectual Disability Association of Lesotho (IDAL)

The Intellectual Disability Association of Lesotho (IDAL), formerly named LSMHP, was founded in 1992 by parents of children with Intellectual disabilities. It aims to represent and protect the rights of children with disabilities including severe or multiple disability and individuals of all ages with intellectual disability through the empowerment of parents and youth. IDAL operates in 21 branches in 8 districts of the country with a membership of 2,000 individuals.

IDAL uses a community based approach to provide parents, carers and individuals with the support, training and knowledge needed to live and engage in their own community.

IDAL advocacy work is on the four key areas of education, health, protection and employment.

The secretariat of IDAL is already available for the mainstreaming trainings which mobilise resources for the implementation of the projects within the organisation. IDAL also runs a programme in which

youth with intellectual disabilities are trained on rights contained on the convention on the rights of the child as well as convention on the rights of persons with disabilities.

Lesotho National League of Visually Impaired Persons (LNLVIP)

Lesotho National League of the Visually Impaired Persons is an organisation of the visually impaired persons of Lesotho which was established in 1986. There were a number of reasons which led to the establishment of this organisation. The reasons among others include: advocating for the rights of the visually impaired persons in Lesotho. Ensuring that, visually impaired persons get access to education like any other able bodied persons. To create a vocational centre where the visually impaired trainees will be taught life skills. To facilitate placement and employment of the visually impaired persons in Lesotho. Lesotho National League of the Visually Impaired Persons is a non-profit making, a non-political, non-religious organisation.

KEY CHALLENGES FOR DPO'S ADMINISTERING CONCEPTS OF DISABILITY MAINSTREAMING
AND PROVISION OF SUPPORT TO ASSIST THE MAINSTREAMING IN PRACTICE TO
MEMBERSHIP AND EXTERNAL STAKEHOLDERS

In regard to disability mainstreaming and strengthening the capacity of DPO's to contribute to the advocacy push for mainstreaming disability into communities and services both public and private, there are many shared fundamental challenges. These challenges directly relate to the capacity of the organisation to create a coordinated and sustained approach to advocacy efforts in training, education and data collection and reflection for planning. It was evident after reviewing a range of internal DPO activity reports, DPO stakeholder Analysis 2011/12, and the current COPDAM Questionnaire that there were shared fundamental lacking in understanding around concepts, processes and implementation relating to mainstream – which were similarly found in the ministerial analysis. What is a concerning and shared thread is that despite repetitive training from various contributing national and international organisations, DPO's fail to grasp the concepts and practical vision of disability mainstreaming, beyond mimicking the language of disability mainstreaming, there is no real understanding of what this all means. Some of the below factors could be considered to be contributing factors to the absence in the uptake and understanding of disability mainstreaming as a concept and as a practice.

Common Challenges as reported by DPO's in their functioning and ability to deliver targeted programs and retain staff and knowledge capitol – DPO ANALYSIS; LNFOD 2012.

- Confusion/ difficulty working with Finance and funding process from LNFOD to DPO. Lack of DPO financial Policies and processes.
- Lack of Resources to support DPO's (materials, salary, Human Resource allocation to deliver branch training)
- Shortage of information around statistics relating to disability and particularly around the effectiveness of programs implemented by DPO's in the communities.
- Poor Communication from LNFOD to DPO's on all levels Management through to coordination staff. This is impacted or assisted by DPO's having an absence of access or knowledge around email, printing and letter delivery or airtime for calls. Recently LNAPD have secured internet, but there is still a lack of utilisation around communication technologies – this also makes it difficult for DPO's to access their membership, so membership is only an estimate.
- Membership measurement and engagement. This came back to communication and resources around record keeping or a deficit in motivation around reporting on this aspect of DPO work, and as such has become segmented.

- Fractured relationship with LNFOD, a feeling of misrepresentation of DPO's at LNFOD board level.
- Fractured relationship with key ministries such as Ministry of Health and Social Welfare.
- Poor DPO reporting. DPO reporting consistently did not meet donor logframe and reporting standards at quantitative and qualitative level. Further training and tighter guidelines were suggested to address this issue.

Molisana Chairperson of LNAPD states "the staff are not well equipped to run the activities of the organisation".¹⁶ High staff turnover and a lack of appropriate appointed staff are an issue with all DPO's given the poor financial and role clarity policy and processes aforementioned.

As found in all levels of data review, there is a significant lack of role clarity which would need to be addressed moving forward into the COPDAM project in order to keep capitol knowledge and ensure effective and relevant implementation. This role clarity could be addressed by MOU, specific position descriptions and clear implementation work plans and agreements.

¹⁶ Lehlohonolo Molisana, LNAPD Chairperson COPDAM stakeholder disability mainstreaming questionnaire 2013

MINISTERIAL ANALYSIS

Mainstreaming Disability in the Ministries of the Government of Lesotho – Training and Evaluation results

The following data capture below is the result of a Ministerial training on Mainstreaming disabilities in to ministry programs. The aim of the questionnaire was as an exercise to see which policies and disability inclusions filtered down to program implementer and budget management level. The conclusions indicated there were little or no policies in place in ministries to protect and promote the rights of PWD's in service provision. Where policy existed there was little information around how this might be implemented or planned around. No ministries could provide or reference where statistical data might be collected around disability. Some information existed around disability within the Ministry of Social Development and the Ministry of Education and Training, although through the answering we can find evident that this understanding is superficial at best and not understood on a deeper applied level.

List of ministries surveyed

- Ministry of Communications, Science and Technology
- Ministry of Finance
- Ministry of Development Planning
- Ministry of Public Works and Transport
- Ministry of Tourism, Environment and Culture
- Ministry of Labour and Employment
- Ministry of Education and Training

Respondent management level

- 5 x Economic Planners
- 1 x Assistant Inspector (Physical Disability) Northern Region
- 1 x Principal Administrative Secretary

Services ministries offer

- Monitoring the GOL budget (both recurrent and capital in addition to revenue collection).
Managing and evaluating projects initiated by the GOL and generated capital.
- Issuing drivers Licenses to general public, permits and licences to road and building contractors.
- Accomodation and catering licenses, environmental impact assessments, Library services

- Facilitate job creation, increase level of compliance with provisions of labour laws, promote and protect wellbeing of immigrant and exmigrant workers, dispute prevention and resolution.
- Promote the access to schooling and quality education. Identification, assessment, referral and follow up, interventions for learners with disability and educational needs
- Information dissemination

Disability issues relevance

Respondents responded that disability issues were relevant to their ministry but indicated a variety of reasons. While 20 per cent of respondents indicated disability issues were important because their ministry employs PWD's another 70 per cent of respondents indicated that their ministries services were relevant to being inclusive of PWD's. The remaining 10 per cent misunderstood the questions as posed but attempted to answer by citing ways in which services could be modified in the future to be inclusive of PWD's – these included building modification and service information material diversification.

Ministries which have disability sensitive indicators to measure targets

One respondent from the Ministry of Public Works stated that no specific data is recorded for disability indicator purposes, however, data relating to universal access and accessible buildings could be tracked if needed. 80 per cent listed “No” and 10 per cent listed “Not applicable” – as cited from the ministry of communications, Science and communication. “Yes” – the ministry of Education and Training. The Ministry of Education and Training listed two indicators being the “Child Friendly School Indicator” and the “Inclusive Education Seeking Indicator”, although there were no elaborations provided on the function of these two indicators.

Ministerial services that particularly target people with disabilities

90 per cent of respondents answered in the negative. The 10 per cent answering in the positive were from the Ministry of Education and Training citing “Push Initiative within the Ministry of Education and Training” no further elaboration provided.

Ministries policies or plans existing that guide work on disability issues

90 Per cent of respondents answered in the negative. The Ministry of Education and Training answered in the affirmative listing the Education Strategic Plan 2005- 2015 “which indicated that education should be for all – FPE [Free Primary Education] Policy”

Specific initiatives or plans in your Ministry that target people with disabilities

The Ministry of Education and Training answered in the affirmative listing “the Education Strategic Plan 2005- 2015”. The Ministry of Public Works and Transport listed “Buildings Act 1995”, but were unsure of the disability allowances and protections under the Act. The remaining 80 per cent registered in the negative.

Disability Mainstreaming into programs or projects

80 per cent of respondents listed not known mainstreaming in disability programs within their ministry. The Ministry of Tourism, Environment and Culture cited there were “initiatives to include ramps in our newly constructed facilities with assistance from PDS”. The Ministry of Education and Training also answered in the affirmative listing “mainstreaming was done during the piloting phase. Inclusion roll out in all schools starting in 2013” although the Ministry of Education and Training could not elaborate on what that inclusion mainstreaming meant or what it could look like. This is highlighted in the phrase referring to inclusion being done at the piloting phase – not consideration is given to the actual implementation or specific nature of inclusion in a case by case and generic minimum standards framework.

Disability as a cross cutting issue / theme in ministries, (such as HIV and AIDS, gender)

The respondents were split on this question. A false positive may have been thrown given the positioning of the question and the example provided in the questionnaire. 30 per cent of respondents listed no, with the remaining answering in the affirmative – despite negative answers to the previous line of questioning around mainstreaming. 50 per cent of the affirmative answered ‘Yes’ with the remaining 50 per cent answering ‘yes- HIV and AIDS’. The question was written as such, ‘Do you have disability anchored within your ministry as a cross cutting issue, such as with HIV and AIDS’ - this is clearly accounting for the false positive with respondents misunderstanding the question to be on the cross cutting nature of disability with HIV and AIDS as a treatment example.

The focal point for disability in Ministries

In the negative, 10 per cent replied ‘N/A’ and 30 per cent answered no. 10 per cent in the Ministry of Finance answered HIV and AIDS was the focal point – however, this may have been another false negative given the positioning of the question in relation to the aforementioned example provided on cross cutting issues. The Ministry of Development Planning answered in the affirmative with no further elaboration. The Ministry of Education and Training answered in the affirmative citing ‘yes- the special education unit’.

Challenges on mainstreaming disability into programmes which ministries have experienced

The Ministry of Education and Training answered 'Lack of Professional Support – i.e. sign language interpreters and Braille Instructors and a shortage of funds for in service training. The Ministry of Communications, Science and Technology stated 'Lack of support from the Ministry. Disability issues are not regarded as a priority. The remaining 80 per cent responded with 'Not Applicable'

How have ministries dealt with these challenges

The Ministry of Education and Training answered 'TSC (Teacher Services Commission), has transferred funds - language interpreters are employed. Grants were allocated for assistant teachers'. The remaining 90 per cent responded with 'Not Applicable' or 'unknown'

Areas help could be requested with regard to mainstreaming disability

The Ministry of Public Works and Transport responded stated 'Transport, roads and buildings construction'. The Ministry of Education and Training stated 'funding for in service training ,training of specialised personnel and sensitisation for the disability on Disability issues. The Ministry of Tourism and The ministry of Employment both cited sensitisation as an advantage and a step towards mainstreaming. The Ministry of Communications and Development Planning cited 'Budgeting' and 'Education' respectively.

To what extent do ministries work with other organisations in the disability sector. What role do they play?

The Ministry of Education and Training stated 'liaise with LNFOD and other disability organisations as they can provide personnel and resources'. The Ministry of Development Planning stated, 'we monitor such as their projects. They assist those people with some funds – Further clarification will be required. The remaining 80 per cent of respondents answered in the negative, citing "Not Applicable".

As per respondent perception, the role of the Ministry of Social Development in its responsibility for Persons with Disability versus the other Ministries of the Government

- 'They should train and include them in the budget'
- 'The Ministry of Social Development should liaise with other ministry stakeholders and try to sensitise them on disability issues'
- 'The Ministry of Social Development should sensitise other ministries on how to cater for the disabled within their ministry'
- 'To join hands towards supporting PWD's to be given the highest consideration'.
- "To support other ministries to be responsible for the PWD's that they serve"

- “To sensitise and seek commitment from other ministries to ensure they take disability issues seriously”

The respondents awareness of legislative or policy commitment by Government towards people with disabilities

70 per cent of the respondents answered in the negative, unaware of relevant policy or legislative protections and how they might be relevant to their applied work.

The Ministry of Education and Training cited “The National Constitution, Education Act 2010, CBR Policy”. The Ministry of Tourism cited the National Disability Rehabilitation Policy.

The Ministry of Finance indicated that there was assumed laws and protections for PWD’s in service provision stating, “Yes. There are laws that say GOL should contribute toward the assistance of disabled people”

Ministerial Assessment Findings

There is evidence to suggest that respondents became familiar with policies, jargon or catchphrases in relation to disability across the course of the training and so recorded them where given the opportunity, but further questioning indicates a lack of understanding of the inner workings or applications for these laws and policies, thus throwing a false positive in parts of the survey. An improved questionnaire tool could be used to compare various levels of ministerial rank and understanding of applied disability mainstreaming within their ministry. Care needs to be taken when providing and constructing comparative examples, as questions tend to be repeated and examples answered to – a suggestion is to provide pictorial assistance with the questionnaires and Sesotho prompts along with a more simplified line of questioning and removal of double barrelled questions. While this data might be interesting to note the “trickle down” effect of policies, it could be equally if not more useful to obtain disability data and statistics from the Bureau of Statistics or target data sets and request from ministers and PS’s within ministries from a LNFOD angle.

NATIONAL NGO ANALYSIS

Campaign for Education Forum (CEF)

Completing Officer - Kahisano Kolobe, Programs Manager

Services provided by CEF

Campaign for education Forum advocates for Education as a basic human right for all. CEF strongly believes that education plays a large role in bridging social divides. CEF believes education is equally important in the attainment of sustainable development. CEF lives its mandate through workshops, lobby and sensitisation meetings and educational materials production and distribution.

Current state of mainstreaming in CEF programs

“We have but a very shallow scale. We procure interpreters and guides while holding meetings, we secure procure that venues that are easily accessible and DPOs are one of our main partners as they take part in almost all our activities. We are yet to launch mainstreaming initiatives in and at schools and sensitise the public about its importance.”

Identified disability resources for mainstreaming to aid program implementation and understanding of applied disability rights

The development of Braille and basic Sign language training. Directives and education for program officers and grant writers on activities that can fast track “mainstreaming” in our programs.

Suggestions for Increasing Resource Capacity

With Intensive resource mobilization and sensitisation of people at the grass roots for knowledge and understanding of the practical applications in mainstreaming disability.

Identified Enablers for Planning and Implementation of Mainstreaming Activities

Better understanding of issues pertaining to disabilities. Willingness to mainstream people with disabilities

Identified Barriers to Planning and Implementation of Mainstreaming Activities

Financial muscle to fully mainstream people with disabilities at all levels of the community.

Embedding Disability into Programs

In collaboration with LNFOD, CEF have completed a Special Needs Education Program funded by OSISA that was geared toward mainstreaming people with disabilities into mainstream schools in Lesotho. CEF and LNFOD have applied for other means of funding to continue the initiative and to advocate for adequate educational policies that are inclusive to all, including people with disabilities. DPO's were involved in when the applications for funding at being stage to ensure that issues for people with disabilities were well reflected in the program design and objectives.

INTERNATIONAL NGO ANALYSIS

United Nations Children's Fund

Completing Officer - Lati Makara Letšela, Education Officer

Primary service or function of UNICEF:

To protect the rights of the child.

A description of disability-related inclusion training/ education for implementing staff or program planners undertaken

A UNICEF supported the Ministry of Education and Training to train primary school teachers and ECCD teachers on sign language was delivered. One training workshop was held in Blue Mountain Inn, TY and the other was in Mophatong oa Morija. About 110 teachers were trained in Morija while in TY there were about 56 teachers.

Apart from the aforementioned training UNICEF has supported financially development and printing of Teachers' Guidelines on children with disabilities.

Lastly, UNICEF organised a capacity development workshop for media houses, artists, journalists, TV and radio producers, ordinary children rights advocates, teachers and writers to develop radio spots on children with disabilities, booklets and posters on how to communicate with and about them in families and in preschools.

Mainstreaming disability into programs and services of UNICEF

None specifically undertaken by UNICEF.

Areas identified by UNICEF to benefit from disability-related awareness and inclusion training or education

Early identification and early intervention of disability. UNICEF asks, "Is the assessment only done by specialists or could we be taught basics?" It is evident there needs more understanding of the role of organisations and existing services provided in relation to disability services, early identification and assessment.

Current enablers/barriers/suggestions for improvements for implementing mainstreaming

An enabler identified is UNICEF's renewed global strategy of equity. The current barrier indicated is Finance.

Suggestions for increasing capacity for mainstreaming

1. Awareness on possible prevention of disabilities as early as possible
2. Early childhood intervention services – what are they? Where are they? What is needed? How to live with a child with disability. Dos and don'ts when dealing with children with disabilities. What are the inclusion strategies at early childhood and primary levels?

The extent to which UNICEF is responsible for reporting on or promoting the rights of Persons with disabilities

“When funding permits and through our advocacy, we support government to review laws and amend laws or draft new ones; develop policies and approve them for example, through our advocacy, primary education became not only free but compulsory through Education Act 2010. We are about to support development of Special Education Policy. Integrated Early Childhood Care and Development whose development and finalisation we financially and technically supported, emphasises provision for early childhood intervention services and preconception, ante-natal and neo-natal care to prevent some disabilities. UNICEF is guided by Convention on the Rights of the Child which does not discriminate against children with disabilities.”

Current or planned activities in your programs that promote human rights for persons with disabilities and how disability is included or mainstreamed into implementation (i.e. through assistive aids or material, interpreters, through targeting services or training for PWD’s etc.)

We have planned to have a Special Education Policy.

The extent to which UNICEF is aware of disability specific organisations in Lesotho? Either the peak representing body (LNFOD) or the specific representing organisations for persons with disabilities in Lesotho (LNAPD, LNLVIP, NADL, IDAL)

UNICEF is aware of all of the organisations representing people with disabilities. LNFOD has partnered with UNICEF before. Even this year, UNICEF supported launch of State of World Children’s Report in collaboration with LNFOD. UNICEF paid for interpreters among other activities which it funded

The Extent to which UNICEF is currently engaged with disability specific organisations (LNAPD, LNLVIP, NADL, IDAL) or the peak disability advocacy body in Lesotho (LNFOD) on projects, activities, campaigns or general work?

UNICEF invites LNFOD to its activities for inputs or networking

The Extent to which UNICEF is aware of disability specific services provided by the Government of Lesotho ministries. Ministry of Education and Training’s Special Education Unit caters for disabilities in school; The Ministry of Health does assessments; The Ministry of Social Development provides assistive devices and counselling services

The Extent to which UNICEF is currently engaged with Government of Lesotho ministries on projects, activities, campaigns or general work relating to disability

Special Education Unit of the Ministry of Education and Training, Ministry of Social Development through Cash Grant Programme for vulnerable children who include those with disabilities; provision of assistive devices and assessment before interventions such as provision of assistive devices; Ministry of Health for providing health services specific to some disabilities.

Data collection (narrative data on disability related issues – either health, social, economic, cultural aspects etc).

UNICEF does not collect data, but the Ministry of Education and Training is supported by UNICEF to disaggregate statistics by disability in schools

SUMMARY OF FINDINGS AND STUDY RECOMMENDATIONS

The aim of this chapter is to give recommendations on the basis of the findings and gaps that have been shown by Chapter Two of this stakeholder analysis.

It has been shown that no disability budget has been allocated to various government ministries in the 2013/2014 fiscal year. Despite the fact that the Ministry of Social Development submitted formal requests to various government ministries to budget for disability activities and allowances that may be relevant to their mandates prior to the budgeting processes in 2012. As a result, it is recommended that, the disability focal ministry presents the Cabinet Memorandum before Cabinet which would compel each ministry to allocate 1% of their total budget to disability mainstreaming.

This could be an important initial step in which disability policy and legislation will be reviewed or improved every 4 years or as a conflict or need arises. LNFOD also believes this will serve as a forced move to reveal the importance and benefits of disability mainstreaming to the management of various ministries.

It has also been discovered that government ministries lack technical know-how in the field of disability mainstreaming. In simple terms, there is a significant deficit in the visualisation, design and implementation of what disability mainstreaming looks like and how to do it. In this regard, it is very imperative for the ministries to identify at least one officer responsible for disability mainstreaming to oversee the implementation of the national disability mainstreaming action plan. It is also important for the identified officers to be equipped with extensive disability mainstreaming skills, in a relevant and applied manner which does not simply propagate the language of inclusion, but demonstrates it.

Most importantly, the need for government to appoint a coordinator who will coordinate the implementation of the National Disability Mainstreaming Action Plan which will be informed by this survey. It has been observed that, disability data is not captured by the ministries during the course of the discharge of their functions. The Community Based Rehabilitation project stalling and failure in Lesotho can be traced to significant absence of appointed coordinators and regulators with the ability to trace implementation and monitor, evaluate and adjust the program as required – it is with this historical program failure that indicates an essential need for coordination and clear strategy and work plan monitoring through this mechanism.

In terms of data collection and statistical data deficits, it is also highly recommended that, government services take into account disability in data collection, in the areas of welfare, employment, health services and education. This initiative would assist the government as well as the private sector to identify service gaps in regard to disability and emerging disability issues or opportunities for service improvement. From an advocacy perspective this will also assist LNFOD and its DPO's to better service their membership and wider community with better data, more relevant programs could be targeted and implemented.

With regard to DPO's, It has been revealed that, DPO's lack capacity in terms of understanding concepts of mainstreaming and what disability mainstream looks like in practice. There is an evident large gap in the language of inclusion and mainstreaming and the visualisation or cognitive process

around designing and implementing practical mainstreaming assisting projects (for their own organisations, public and private sector). A gap also appears in the monitoring and evaluation and how to correct or redesign projects around the mainstreaming process. It is also observed that, DPO's lack sufficient number and qualified staff to pursue their advocacy toward the government and other service providers. In this respect, it is suggested that, DPO's be equipped with coordination and project management skills and practical varied examples of mainstreaming in practice, that enable them to focus on the National Disability Mainstreaming Action Plan and any other national strategic development plans in Lesotho.

It is also noticed that, civil society organisation such as (CEF) are interested in disability mainstreaming. As a result, it is significant to include them in the disability mainstreaming technical support which may be available for the disabled peoples' organisations. It could also be used as a case study that encourage and promote disability mainstreaming in other civil society organisations in Lesotho.

It has been found with our UNICEF example that key UN agencies in Lesotho are not deeply engaged in disability issues and some work needs to be done to address the placement of disability issues on the UN agenda in Lesotho – particularly with UNICEF, WHO and UNDP.

BIBLIOGRAPHY

REPORT/STUDIES

LNFOOD stakeholder review meeting 2011/2012

SINTEF Living Conditions Among Persons with Disabilities Study 2010

Ministry of Health and Social Welfare Demographic Survey 2002

Ministry of Education and Training Demographic Survey 2008

Lesotho bureau of statistics census report 2006

National strategic development plan 2012

POLICY FRAMEWORK

National Disability and Rehabilitation Policy 2011

Social Development Policy Draft Revised in March 2013

ACTS OF PARLIAMENT

Constitution of Lesotho 1993

Buildings Controls' Act no. 8 1995

National Assembly Electoral Amendment act 2011

Youth Council Act 2008

Sexual Offences' Act no. 3 2003

APPENDICES

ANNEX I

Questionnaire Respondents - Baseline survey conducted in June 2013

Name of the interviewee	Job Title	Organisation
Kgomoco Motsamai	EXECUTIVE DIRECTOR	Intellectual Disability Association of Lesotho
Keneneuoe Semphi	EXECUTIVE DIRECTOR	Lesotho National League of Visually Impaired Persons
Lehloohonolo Molisana	Chairperson	Lesotho National Association for the Physically Disabled
Bungiwe Buzi	Programme officer	National Association fo the Deaf Lesotho
Kolobe Kaisano	Programme manager	Campaign for Education Forum
Not Requested	Economic Planner	Ministry of Development Planning
Not Requested	Economic Planner	Ministry of Finance
Not Requested	Senior Economic Planner	Ministry of Tourism, Environment and Culture
Not Requested	Assistant Inspector –Physical Disability (Northern Region)	Ministry of Education and Training
Not Requested	Economic Planner	Ministry of Labour and Employment
Not Requested	Economic Planner	Ministry of Public Works and Transport
Not Requested	Principal Administrative Assistant	Ministry of Communications, Science and Technology

****NB: LNFOD Stakeholder Analysis 2011/2012 in addition to DPO Program Reports of 2012 were taken into account in the triangulation of data.**

ANNEX II

(QUESTIONNAIRE SAMPLE 1)

COMMUNITIES OF PRACTICE FOR DISABILITY ADVOCACY AND MAINSTREAMING [COPDAM]: Information for DPO's working with Ministries in mainstreaming

Questionnaire for ministries of the Government of Lesotho in gauging mainstreaming of disability and disability awareness in programming and services

INTRODUCTION

The COPDAM project is an initiative funded by CBM and the EU, in partnership with The Secretariat of the African Decade of Persons with Disabilities. The objective of this three year project is to enable Southern African nations to effectively participate in policy formulation, implementation processes, campaigns and dialogues with the Regional Economic Commissions (RECS), governments and other development processes in Southern Africa. One key envisaged result of COPDAM is the development of national disability mainstreaming plans for government ministries.

To support the development of the National Disability Mainstreaming Plan in a country, a baseline study will be carried out within each participating country. The study will describe the existing inclusion of disability into policies and programmes. The results of the study will be utilised to serve as a baseline and a basis for drafting the Disability Mainstreaming Plan. The study will be carried out in countries where this has not previously been conducted and in a participatory manner. The results will be widely disseminated to in-and-out-of-country audiences.

Lesotho National Federation of Organisations of the Disabled (LNFOD) is the peak disability body in Lesotho which has been chosen to host and implement the COPDAM project in Lesotho. As such LNFOD is requesting the assistance of your organisation to contribute to the below questionnaire and possible future enquiries to add to a body of knowledge around disability in Lesotho with aim to construct and aid a more coordinated and targeted approach to disability responses in Lesotho. LNFOD sincerely thanks its partners for participating and looks forward to the future realisation of the inclusion of PWD's in community and public and private services in Lesotho.

QUESTIONNAIRE FOR INDEPTH INTERVIEWS WITH GOVERNMENT MINISTRIES

1. Name of the organisation: _____
2. Title of the respondent: _____
3. Objective of the organisation/ministry:

4. What services does this ministry offer?

5. Are disability issues relevant in the work of your Ministry? How?

6. Do you have disability sensitive indicators in your indicator sets to measure achievement of targets of your respective services?

7. Are there any services that particularly target people with disabilities? What services?

8. Are there any policies or plans by your Ministry that guide your work on disability issues?

9. Are there any specific initiatives or plans in your Ministry that target people with disabilities?

10. To what extent have you mainstreamed disability into your programmes? What has made mainstreaming easy/possible in your ministry?

11. Do you have anchored disability as a cross cutting issue / theme in your ministry, such as HIV and AIDS, gender?

12. Do you have a focal point for disability in your Ministry?

13. What challenges on mainstreaming disability into your programmes have you experienced?

14. How have you dealt with these challenges?

15. What areas would you like more help with regarding mainstreaming disability?

16. To what extent do you work with other organisations in the disability sector? What role do they play?

17. As per your perception, what is the role of the Ministry responsible for Persons with Disability versus the other Ministries of the Government?

18. Are you aware of any legislative or policy commitment by Government towards people with disabilities? What are these

(QUESTIONNAIRE SAMPLE 2)

COMMUNITIES OF PRACTICE FOR DISABILITY ADVOCACY AND MAINSTREAMING IN SOUTHERN AFRICA[COPDAM]:

Questionnaire for stakeholders gauging mainstreaming of disability and disability awareness in programming and services

INTRODUCTION

The COPDAM project is an initiative funded by CBM and the EU, in partnership with The Secretariat of the African Decade of Persons with Disabilities. The objective of this three year project is to enable Southern African nations to effectively participate in policy formulation, implementation processes, campaigns and dialogues with the Regional Economic Commissions (RECS), governments and other development processes in Southern Africa. One key envisaged result of COPDAM is the development of national disability mainstreaming plans for government ministries.

To support the development of the National Disability Mainstreaming Plan in a country, a baseline study will be carried out within each participating country. The study will describe the existing inclusion of disability into policies and programmes. The results of the study will be utilised to serve as a baseline and a basis for drafting the Disability Mainstreaming Plan. The study will be carried out in countries where this has not previously been conducted and in a participatory manner. The results will be widely disseminated to in-and-out-of-country audiences.

Lesotho National Federation of Organisations of the Disabled (LNFOD) is the peak disability body in Lesotho which has been chosen to host and implement the COPDAM project in Lesotho. As such LNFOD is requesting the assistance of your organisation to contribute to the below questionnaire and possible future enquiries to add to a body of knowledge around disability in Lesotho with aim to construct and aid a more coordinated and targeted approach to disability responses in Lesotho. LNFOD sincerely thanks its partners for participating and looks forward to the future realisation of the inclusion of PWD's in community and public and private services in Lesotho.

STAKEHOLDER QUESTIONNAIRE

(INGO's, NGOS, DPOS, Public and Private Services)

Organisation:

Completing Officer (Name and Job Title):

What is the primary service or function of your organisation:

Has your organization undertaken disability-related inclusion training or education for implementing staff or program planners? if so elaborate in which areas and at what level training was targeted:

Has your organization been involved in mainstreaming disability into programs and services? and if so please elaborate to what capacity.

Which areas would your organisation benefit from disability-related awareness and inclusion training or education? if so elaborate please elaborate to what extent and at what level of targeted staff would be most useful:

How do you see your organization could have capacity or resources to mainstream disability in your programs? please detail barriers or enablers and provide suggestions for increasing capacity to undertake mainstreaming.

CURRENT ENABLERS:

CURRENT BARRIERS:

HOW TO INCREASING CAPACITY/RESOURCES:

To what extent is the organisation responsible for reporting on or promoting the rights of Persons with disabilities? please elaborate on particular laws, policies, conventions or mandates:

If any, please specify current or planned activities in your programs that promote human rights for persons with disabilities and how disability is included or mainstreamed into implementation (i.e. through assistive aids or material, interpreters, through targeting services or training for PWD's etc.)

To what extent is the organisation aware of disability specific organisations in Lesotho? Either the peak representing body (LNFOD) or the specific representing organisations for persons with disabilities in Lesotho (LNAPD, LNLVIP, NADL, IDAL)

To what extent is the organisation currently engaged with disability specific organisations (LNAPD, LNLVIP, NADL, IDAL) or the peak disability advocacy body in Lesotho (LNFOD) on projects, activities, campaigns or general work?

To what extent is the organisation aware of disability specific services provided by the Government of Lesotho ministries. Please elaborate which ministries, departments or projects.

To what extent is the organisation currently engaged with Government of Lesotho ministries on projects, activities, campaigns or general work relating to disability?

Does the organisation currently gather any statistical or narrative data on disability related issues – either health, social, economic, cultural aspects etc.

ADDITIONAL COMMENTS

THANK YOU FOR COMPLETING OUR QUESTIONNAIRE

Please kindly email your response or submit to LNFOD offices on the below contacts

nkhasi@lnfod.org.ls OR lexi.stergakis@gmail.com

22 Mabile Rd. Old Europa, Maseru.

ANNEX III

List of regional and international Convention which Lesotho is a party to.

African Charter on the Rights and Welfare of the Child, 1990;

African Union, Social Policy Framework for Africa, 2009;

African Union, Windhoek Declaration on Social Development, 2009;

Charter of Fundamental Social Rights in SADC, 2003;

Code on Social Security in SADC, 2002;

ILO Social Security (Minimum Standards) Convention No. 102, 1952;

United Nations Convention on the Rights of the Child, 1990;

United Nations Convention on the Elimination of all Forms of Discrimination against Women, 1979;

United Nations Convention on the Rights of Persons with Disabilities, 2006;

Universal Declaration of Human Rights, 1948;

United Nations Covenant on Economic, Cultural and Social Rights, 1966;

The Livingstone Accord, 2006;

The Social Protection Floor Initiative, 2010;

ANNEX IV

COMMUNITIES OF PRACTICE FOR DISABILITY ADVOCACY AND MAINSTREAMING

The tables below demonstrate the structure and functioning of the DPOS, NGO and INGO samples drawn from core LNFOD partnerships.

Organisation name	Organisational structure and function	Membership/PWD's served by the organisation	Programmes implementing
INTELLECTUAL DISABILITY ASSOCIATION OF LESOTHO	<p>IDAL consists of the Board, Executive Committee, the Secretariat.</p> <p>Secretariat consists of 2 paid program officers, 1 finance manager.</p> <p>Secretariat delivers training, materials and education to membership and general population (including public and private organisations)</p>	<p>IDAL has an estimated membership of 2500 parents of individuals with intellectual disabilities in 8 districts across Lesotho (with the exception of Quthing and Qacha's Nek)</p> <p>It has 21 branches located in the 8 districts mentioned above.</p> <p>IDAL works on the ethos that providing support to parents of PWD's is the core means of empowering PWD's with intellectual disability. IDAL's member ship targets are parents of children/individuals with intellectual disabilities. offering support.</p>	<p>Empowerment of parents of individuals with intellectual disabilities through lobbying and advocacy.</p> <p>Training parents how to cope with a child with intellectual disability disabilities.</p> <p>Adult Youth Group for intellectual disabilities on life skills, health, education and employment</p>

Table 1.1

Name of the organisation	Organisational structure and function	Number of pwds served by the organisation	Programmes Implemented
LESOTHO NATIONAL ASSOCIATION OF THE PHYSICALLY DISABLED	<p>It consists of the executive committee, the secretariat.</p> <p>Secretariat consists of 1 paid program officer. Itjareng engages occasional program officers based on projects and one Director of staff. 4 casual skills teachers are engaged during school semester.</p> <p>Secretariat delivers training, materials and education to membership and general population (including public and private organisations)</p>	An estimated 1087 members	<p>Community Based Rehabilitation</p> <p>Itjareng Training centre for the Disabled</p> <p>HIV and AIDs awareness and protection</p>

Table 1.2

Name of the organisation	Organisational structure and function	Number of pwds served by the organisation	Programmes implemented
LESOTHO NATIONAL LEAGUE OF VISUALLY IMPAIRED PERSONS	<p>It consists of executive committee, the secretariat</p> <p>Secretariat consists of 2 paid Program Officers</p> <p>Secretariat delivers training, materials and education to membership and general population (including public and private organisations)</p>	An Estimated 2000 members across 10 districts	<p>Community Based Rehabilitation – Mobility awareness training</p> <p>The Training Centre for the visually Impaired (braille making, candle making)</p> <p>General high level advocacy and lobbying</p>

Table1.3

Name of the organisation	Organisational structure and function	Number of pwds served	Programmes implemented
NATIONAL ASSOCIATION OF THE DEAF LESOTHO	<p>It consists of the executive committee, the secretariat</p> <p>Secretariat consists of 2 paid program officers, both perform the function of finance officer.</p> <p>Secretariat delivers training, materials and education to membership and general population (including public and private organisations)</p>	Estimated 180	<p>Sign Language Training</p> <p>Deaf Awareness Training</p> <p>Community Based Rehabilitation (currently pending)</p> <p>Interpreting service Provision</p> <p>Advocacy Advice</p>

Table 1.4

Name of the organisation	Organisational Mandate and Function	Number of pwds served by the organisation	Programmes Implemented
CAMPAIGN FOR EDUCATION FORUM	<p>Campaign for education Forum advocates for Education as a basic human right for all. It strongly believes that Education plays a huge role in bridging the huge social disparities and in the attainment of Sustainable development. This is done through a series of workshops, lobby and sensitisation meetings and IEC materials.</p>	<p>The general population of PWD's in Lesotho (3.7 per cent of the population) as their advocacy and lobbying is at policy and legislative change level in terms of education.</p>	<p>Collaborate to create educational proposal in consultation with stakeholders (including LNFOD)</p> <p>Conduct projects and consultations for education needs assessments and program change.</p> <p>Advocacy at federal and district government level – Ministry of Education and Training and Ministry of Social Development.</p>

Table 1.5

Name of the international organisation	Organisational mandate and function	Number of institutions or pwds served by the international organisation	Programmes implemented
UNITED NATIONS CHILDRENS FUND (UNICEF)	To promote the rights of the child	UNICEF works with government to strengthen child protection efforts	Education General Advocacy Protection

Table1.6