



NATIONAL **DISABILITY** POLICY [ZIMBABWE]

JUNE, 2021



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JUNE, 2021

ZIMBABWE MAP



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I am pleased to release this National Disability Policy (a first for Zimbabwe). The Second Republic is committed to **fulfilling, promoting, protecting** and **respecting** the rights of persons with disabilities. The Government of Zimbabwe acknowledges that just like everyone else, persons with disabilities have human rights, hence they should occupy space in all facets of life including in employment, education, healthcare, housing, music, sport, disaster risk management and many other areas. The reality is that no one plans to be born with disability and no one plans to acquire disability, hence disability can happen to anyone at any time. Persons with disabilities are therefore present in all communities and societies of the world including in all the rural and urban areas of Zimbabwe.

This National Disability Policy has come at a time when the people of Zimbabwe are collectively moving towards achieving the national vision of an **Empowered and Prosperous Upper Middle-Income Society by 2030**. There is therefore need for all of us to uphold the spirit of the Sustainable Development Goals (SDGs)-Agenda 2030, of leaving no one behind. As provided in Section 4 of this policy, I buttress the significance of establishing a disability focal unit or focal point in all government ministries and agencies. The approach enables the Government of Zimbabwe to create an enabling environment under which the needs and concerns of persons with disabilities are addressed in every sector, and across all thematic working programmes of the National Development Strategy 1: (NDS1), 2021-2025, in which disability is clearly acknowledged as a cross-cutting, interdisciplinary issue.

Whilst the mandate of overseeing the national disability agenda is assigned to the Ministry of Public Service, Labour and Social Welfare, the Government of Zimbabwe takes cognisance of the fact that a single Ministry cannot make the whole nation fit for purpose without the full support of other government ministries, agencies and oversight institutions. The multidimensional and multi-layered nature of disability, demands collective responsibility and accountability, within our context of the Whole of Government Approach. I therefore call upon all government ministries, agencies, oversight institutions, and our development partners, to work together to move the provisions of this policy from paper to the “real world” to make a positive difference in the lives of persons with disabilities and their families.

Yes! this National Disability Policy outlines the goals that the government hopes to achieve with regards to disability inclusion and the methods and

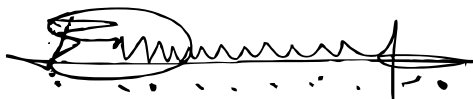
Whilst the mandate of overseeing the national disability agenda is assigned to the Ministry of Public Service, Labour and Social Welfare, the Government of Zimbabwe takes cognisance of the fact that a single Ministry cannot make the whole nation fit for purpose without the full support of other government ministries, agencies and oversight institutions. The multidimensional and multi-layered nature of disability, demands collective responsibility and accountability, within our context of the Whole of Government Approach. I therefore call upon all government ministries, agencies, oversight institutions, and our development partners, to work together to move the provisions of this policy from paper to the “real world” to make a positive difference in the lives of persons with disabilities and their families.

Yes! this National Disability Policy outlines the goals that the government hopes to achieve with regards to disability inclusion and the methods and

principles that it will use to achieve such goals. But the policy also goes a step further, to inform the ongoing process of repealing the outdated Disabled Persons Act (17:01), thereby strengthening the institutional and legal frameworks that seek to achieve the aims that are outlined in this policy.

As I release this National Disability Policy to the people of Zimbabwe, I call for the inclusion of persons with disabilities in all facets of life, and an end to the discrimination, marginalisation and exclusion of persons with all kinds of disabilities.

I thank you.



Emmerson Dambudzo Mnangagwa
President of the Republic of Zimbabwe



Preface

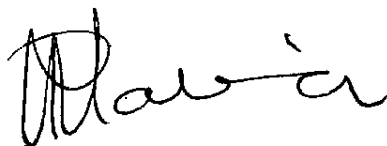
Persons with disabilities represent one of the most marginalised minority groups in the world, hence their needs and concerns are commonly ignored, suppressed and swept under the carpet. Guided by the Constitution of Zimbabwe Amendment (No. 20) Act, 2013, the Ministry of Public Service, Labour and Social Welfare is committed to making a significant contribution towards improving the well-being of persons with disabilities and their families in both the rural and urban areas of Zimbabwe. In so doing, and among other things, the Ministry takes cognisance of Preamble (o) of the United Nations Convention on the Rights of Persons with Disabilities (2006), thereby upholding the principle of social dialogue with persons with disabilities and their families and their representative organisations.

The above principle resonates with the disability movement mantra of *“nothing about us without us.”* The Ministry of Public Service, Labour and Social Welfare therefore embraces the active and full participation of persons with disabilities and their families and representative organisations. Together we seek to explore, create and strengthen opportunities for among other things, decent work, protection of labour rights, as well as promotion of access to information, education, healthcare, housing and justice by persons with disabilities. We strive to ensure that persons with disabilities and their families and representative organisations in all their diversity, play an active role including in the design, implementation and monitoring of initiatives, including those that are outlined in this policy document. We therefore through our Department of Disability Affairs, work very closely with persons with disabilities, including women and children with disabilities.

Consistent with the aspirations of both persons with disabilities and persons without disabilities in Zimbabwe, and in line with the relevant provisions of the Constitution of Zimbabwe, Amendment (No. 20) Act, 2013, and the United Nations Convention on the Rights of Persons with Disabilities (2006) which Zimbabwe ratified in 2013, the Government of Zimbabwe through the Ministry of Public Service, Labour and Social Welfare is calling upon society to address barriers, marginalisation and discrimination which results in persons with disabilities not being able to function at their optimal levels, to fend for themselves and their families and to contribute to the mainstream national development agenda.

The reality is that the Second Republic is moving from regarding persons with disabilities as unfortunate and suffering victims of impairment, who should just receive donations from well-wishers for which they must be grateful. The Second Republic is also departing from regarding persons with disabilities as sick persons who should assume the morbidity role of passivity. By taking a human rights approach which is embedded with the social model of disability and the intersectional model, the Government of Zimbabwe acknowledges the inherent dignity, worth and equality of all human beings, and the fundamental human rights and freedoms of all people including those of persons with disabilities. The government also acknowledges the intersection of various identity markers that frame the experiences of persons with disabilities, and that include gender, age, culture, religion, sexuality, language and class.

I buttress the fact that persons with visible and invisible disabilities are found across all communities and all sectors impact upon them, hence the successful implementation of this policy, remains the responsibility of us all, with the Ministry of Public Service, Labour and Social Welfare taking the lead towards ensuring an inclusive society.



Honourable Professor Paul Mavima
**Minister of Public Service, Labour
and Social Welfare**



Statement by the Permanent Secretary

The process of making this National Disability Policy of Zimbabwe began in 2019 and ended in 2020. A diverse range of stakeholders that include persons with disabilities and their families and their representative organisations actively participated in the policy making process, albeit the fact that the COVID-19 pandemic “arrived” in Zimbabwe in March, 2020, and brought along a number of socio-economic challenges.

Nonetheless, the National Disability Policy has come at an opportune time, when Zimbabwe is moving towards achieving the national vision of an **Empowered and Prosperous Upper Middle-Income Society by 2030**. The policy therefore begins to be implemented within a context of the National Development Strategy 1 (NDS1), (2021-2025), in which we also seek to uphold the spirit of the Sustainable Development Goals (SDGs) - Agenda 2030, of leaving no one behind.

The reality is that persons with disabilities do not live in isolation, hence disability does not only affect a single person, but his or her family as well. Research has indicated that having a child or adult with disability in a family, has among other things, an impact on the mental, physical, social and economic well-being of the family as a whole. We therefore in all our programs, including social protection programs, seek to consider the different life experiences that are borne by persons with disabilities and their families on the grounds of disability- Agenda 2063, directs social protection programs that are inclusive of persons with disabilities.

Considering that the heart of any policy lies in its implementation, we are seeking collaboration with all government ministries, development partners and all other relevant stakeholders with regards to achieving modes of policy implementation, and monitoring and evaluation frameworks that bring about positive difference in the lives of persons with disabilities and their families in both the rural and the urban areas of Zimbabwe.



S. Masanga
Secretary for Public Service, Labour
and Social Welfare.



ACKNOWLEDGEMENTS

This National Disability Policy (NDP) represents work undertaken by duty bearers and persons with disabilities and their families and representative organisations in Zimbabwe over a period of two years. Sincere gratitude to:

- His Excellency the President of the Republic of Zimbabwe, Cde. Emmerson Dambudzo Mnangagwa, who in this new dispensation, and at an interface meeting he had with persons with disabilities in Zimbabwe on 21 June, 2018, embraced the resolution to formulate the NDP for Zimbabwe.
- The Chief Secretary Dr. M.J.M. Sibanda who facilitated the approval of a Government of Zimbabwe / United Nations partnership to push forward the agenda of formulating the NDP.
- Honourable Joshua Teke Malinga (SENATOR), Special Advisor on National Disability Issues in the Office of the President and Cabinet, who, following the interface meeting of His Excellency, the President of the Republic of Zimbabwe and persons with disabilities, engaged the United Nations through UNICEF with regards to establishing a partnership, for the formulation of the NDP.
- Dr. Christine Peta - Disability, Policy, Development and Research Expert, who returned from the diaspora to lead the policy making process under a Government of Zimbabwe – United Nations partnership; undertaking desk research, leading stakeholder consultations in all the 10 provinces of Zimbabwe, facilitating the voice of persons with disabilities, writing the policy document and co-ordinating its production and translation to different languages and organising the policy's official launch.
- National Disability Board and Disability Senators for participating in the policy making process.
- The United Nations led by UNICEF for providing technical and financial support towards the process of making the NDP.
- Officials in the Ministry of Public Service, Labour and Social Welfare for organising stakeholder consultation platforms in all the 10 provinces of Zimbabwe.

- Ministry of Information, Publicity and Broadcasting Services, for ensuring media coverage of the policy consultative process in all the 10 provinces of Zimbabwe.
- Civil society, organisations of persons with disabilities (OPDs) non-governmental organisations (NGOs), community support organisations (CSOs), media, the private sector, academia, traditional leaders, and additional stakeholders that are not mentioned by name herein, for their valuable contribution to the policy making process.
- Children, youths and adults with disabilities and their family members in Zimbabwe, for their active participation and involvement in the policy making process, including through openly sharing their feelings, thoughts, experiences and aspirations.

Structure of the NDP

The NDP is organised in five main sections:

Section 1 – Introduction

Section 2 – Conceptual framework

Section 3 – Key standards of the NDP

Section 4 – Implementation framework

4.1 Funding

4.2 Implementation Strategy

Section 5 – Monitoring and evaluation



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ACRONYMS

AIDS	:	Acquired Immune Deficiency Syndrome
CCW	:	Community Care Worker
CSO	:	Community Support Organisation
CBR	:	Community Based Rehabilitation
HIV	:	Human Immunodeficiency Virus
MoPSLSW	:	Ministry of Public Service Labour and Social Welfare
NDP	:	National Disability Policy
NGO	:	Non-governmental organisation
NSSA	:	National Social Security Authority
SDGs	:	Sustainable Development Goals
TVET	:	Technical and Vocational Education and Training
UN	:	United Nations
UNICEF	:	United Nations Children's Fund
UNCRPD	:	United Nations Convention on the Rights of Persons with Disabilities
UNSDCF	:	United Nations Sustainable Development Co-operation Framework
VHW	:	Village Health Workers
WASH	:	Water, Sanitation and Hygiene
WHO	:	World Health Organisation

DEFINITION OF TERMS

Term	Definition
Affirmative action	The prioritisation and promotion of opportunities for persons with disabilities within society, to give them equal access to that of the mainstream population.
Assistive technology	Appropriate aids, appliances, technologies and other support systems that facilitate optimum functioning and participation of persons with disabilities.
Accessibility	Access of persons with disabilities on an equal basis with others, to products, devices, services or physical environments, including transportation, information and communications including information technologies and systems and to other facilities and services open or provided to the public both in urban and in rural areas - to ensure both "direct access" (unassisted) and "indirect access" (compatibility with a person's assistive technology).
Communication	Includes languages, display of text, Braille, tactile communication, large print, accessible multimedia as well as written, audio, plain-language, human-reader and augmentative and alternative modes, means and formats of communication, including accessible information and communication technology.
Conceptual framework	Synthesis of a number of concepts in an effort to use them to comprehensively understand and address a subject.
Discrimination on the basis of disability	Any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It

	includes all forms of discrimination, including denial of reasonable accommodation.
Free and informed consent	Consent given voluntarily and without coercion, intimidation or manipulation, within a context where accessible, clear, consistent, accurate, and transparent information is given through appropriate methods that include sign language, braille, vernacular, and persons with disabilities are free to ask questions.
Gender	Socially constructed behaviours for males and females.
Language	Includes spoken and signed languages and other forms of non-spoken languages.
Human rights	Rights inherent to all human beings, regardless of age, disability, race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery, and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.
Impairment	Difference in body structure or organ.
Mainstreaming disability	Strategy through which the rights, requirements, concerns and experiences of persons with disabilities are made an integral part or dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that persons with disabilities benefit equally and inequality is not perpetuated.
Persons with disabilities	Include those who have long-term physical, mental, intellectual or sensory impairments, which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. Persons with

	epilepsy and albinism are included in this group.
Reasonable accommodation	Necessary and appropriate modification and adjustments not imposing disproportionate or undue burden, where needed in a particular case to ensure that persons with disabilities have the enjoyment of, or exercise on an equal basis with others, of all human rights and fundamental freedoms.
Procedural accommodation	All necessary and appropriate modifications and adjustments in the context of access to justice, where needed in a particular case, to ensure the participation of persons with disabilities on an equal basis with others. For example the provision of sign language interpretation, legal and judicial information in accessible formats, or multiple means of communication, easy read versions of documents, Braille and video link testimony, procedural flexibility to accommodate specific requirements for participation, for example allowing sign language interpreters to participate in confidential jury debates, and creating an informal setting for a hearing.
Universal design	The design of products, environments, programs and services, making it possible for them to be used by all people, to the greatest extent possible, without the need for adaptation or specialised design.
Zimbabwean Sign Language	The visual and gestural language that is the first or preferred language in Zimbabwe of the distinct linguistic and cultural group of people who are Deaf.

SECTION 1 - INTRODUCTION

*Every person has the right not to be treated in an unfairly discriminatory manner on such grounds as their nationality, race, colour, tribe, place of birth, ethnic or social origin, language, class, religious belief, political affiliation, opinion, custom, culture, sex, gender, marital status, age, pregnancy, **disability**, or economic or social status, or whether they were born in or out of wedlock.*

Article 56.3 of the Constitution of Zimbabwe, Amendment (No. 20) Act, (2013)



1.1 Background

Zimbabwe is among the first countries in Africa that enacted disability legislation¹. In addition and on 23 September 2013, Zimbabwe made great strides towards recognising the rights of persons with disabilities by duly ratifying the United Nations Convention on the Rights of Persons with Disabilities² (UNCRPD), (2006), and its Optional Protocol. Furthermore, the crafting and enacting of the Constitution³ which came into force in various stages in 2013, and which enunciates disability issues as a national objective (Section 22) meant significant advancement towards expanding the rights of persons with disabilities in the country.

The provisions of disability in the Constitution of Zimbabwe, demonstrate government's commitment towards fulfilling, promoting, protecting, and respecting the rights of persons with disabilities as directed by the UNCRPD. Article 4(a) of the UNCRPD directs the adoption of appropriate legislative measures for the implementation of the rights recognised in the UNCRPD and in 4(b), the Convention directs States Parties to take all appropriate measures to modify or abolish existing laws...that constitute discrimination against persons with disabilities.

In addition, and of marked significance to the disability discourse in Zimbabwe, is the provision for appointment of two elected Senators under section 120(1d) of the Constitution, nominated by persons with disabilities themselves to champion their rights. Furthermore, the rights of persons with disabilities are enunciated as national objectives in section 22 of the Constitution. The Declaration of Rights also expounds 'justiciable' rights of persons with disabilities in section 83, thereby giving persons with disabilities the power to seek redress when their rights are violated as stipulated in section 85 of the Constitution.

1.2 Situation Analysis

The World Report on Disability⁴ estimates a disability prevalence of 15% of world population or more than 1 billion people. Estimates point to the fact that more than 80% of persons with disabilities live in developing countries and more than half of them are women.⁵ Although plans to undertake a national disability survey are under way, current precise and reliable data on disability in Zimbabwe is not available. However, approximate statistics can be deduced from the UN measure. It can

¹ Government of Zimbabwe (1992) Disabled Persons Act, *Chapter 17:01*. Harare: Government Printers.

² United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), (2006)

³ Constitution of Zimbabwe, Amendment (No. 20), 2013, Harare: Fidelity Printers and Refiners

⁴ World Health Organisation and World Bank (2011). *World report on disability*. Malta: World Health Organisation. http://www.who.int/disabilities/world_report/2011/accessible_en.pdf, site

⁵ Hershey, L. (2000). Women with disabilities, health, reproduction and sexuality. *International Encyclopaedia of Women: Global Women's Issues and Knowledge*. <http://cripcommentary.com/women.html>

therefore be estimated that approximately 15% of Zimbabwe's population of about 15 million people encompasses persons with disabilities (about 2 250 000) and more than half of that proportion are women. Causes of disability in Zimbabwe are congenital (23.2%), illness/disease (47.4%), injury/accident (11.2%) and violence including domestic violence (5.5%). The most prevalent types of disability in Zimbabwe are; physical (31%), visual (24%), multiple (13%), hearing (11%), intellectual (8%) and mental (6%).

According to the UN, 46% of older persons (60 years and over) have disabilities and the number of older persons with disabilities is expected to have increased to 56% in 2050. In line with the UNCRPD and the spirit of the Sustainable Development Goals (SDGs) (Agenda, 2030) of "leaving no-one behind" the NDP acknowledges the intersection of aging and disability, thereby recognising that health risks accumulate across each person's life span. People's experiences of chronic illness, disease or injury over time, result in increased rates of vulnerability to disability in old age. Along with women and children with disabilities among vulnerable groups, the NDP also pays attention to older persons with disabilities as a "minority group within a minority group" to enable their full and equal participation in all facets of life.

Persons with disabilities are generally at risk of being refused enrollment in schools and access to employment opportunities based on disability. In addition, persons with disabilities experience high levels of marginalisation within health care delivery systems, where they commonly experience negative attitudes of health care staff and inaccessible physical environments including in sexual and reproductive health programs. The fallacious belief is that persons with disabilities are asexual beings, who are innocent of sexual thoughts, feelings and experiences, yet persons with disabilities are no different from anyone else in this respect. Most disaster risk management initiatives are silent on disability whereas people with disabilities are rendered more vulnerable and are more likely to be left behind during disasters and should therefore have a voice in planning and response measures. Access to public transport is commonly problematic for persons with disabilities, particularly wheelchair users who often have to pay for the

6 Zimbabwe national survey on disability and health – Living conditions among persons with disabilities (2013), Harare: Ministry of Health and Child Care

7 Aging and disability – UN-Disability - <https://www.un.org/development/desa/disabilities/disability-and-aging.html>

8 Peta, C. (2018) Early childhood education, a roadmap to inclusive communities. In Routledge Handbook of Disability in Southern Africa. London, Routledge

9 Peta, C. (2017) Disability is not asexuality: The childbirth experiences and aspirations of disabled women in Zimbabwe. *Reproductive health matters*. 25(50), 9-19

wheelchair, and some blind persons who also have to pay for accompanying assistants. Due to the absence of support to families, persons with disabilities may be relegated to institutions by family members, without their consent. Some persons with disabilities may be exploited or abused within families or institutions due to a lack of awareness of their rights and the absence of accountability mechanisms.

Information in appropriate formats such as sign language and Braille is usually difficult to access, as most development initiatives apply blanket solutions that assume that all beneficiaries are persons without disabilities. The voice of persons with disabilities is rarely facilitated or heard - their requirements and concerns are commonly drawn from hearsay, family representatives or disability activists. The birth of some children with disabilities is not registered; hence they later struggle to acquire national identification documents that may be essential for applying for social services and receiving benefits. Fear of the stigma that is associated with disability results in some children with disabilities being locked up in homes, in scenarios where they are denied interaction with the outside world. The justice delivery system is embedded with several barriers that make it difficult for persons with disabilities to access justice – physical layout and information is commonly provided in formats that are inaccessible to persons with disabilities. Judicial officials are generally not well conversant with issues of disability.

However, before unpacking the strategies for addressing the challenges that are experienced by persons with disabilities in Zimbabwe, the NDP delineates the term disability below.

1.3 Meaning of Disability

The NDP adopts the meaning of disability from Article 1 of the UNCRPD¹¹ which states that:

“...persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”

In line with the above standpoint, and that of the World Health Organisation (WHO) and the World Bank¹², the NDP regards disability as

¹⁰ Peta, C., Wengraf, T. & McKenzie J. (2018) Facilitating the voice of disabled women: The biographic narrative interpretive method in action. *Contemporary Social Science*, 1-13

¹¹ Article 1 of the United Nations Convention on the Rights of Persons with Disabilities (CRPD), (2006)

¹² World Health Organization and World Bank (2011), Malta. World Health Organization http://www.who.int/disabilities/world_report/2011/accessible_en.pdf, site

a multifaceted interaction of the human body and the society in which the person lives and not just as a health challenge on a person's body.

For example, Article 30 of the UNCRPD directs participation in cultural life by persons with disabilities and Section 63 (b) of the Constitution of Zimbabwe¹³ states that “every person has a right to participate in the cultural life of their choice.” The Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa¹⁴ directs the preservation and strengthening of positive African values, but the same Charter calls upon States Parties to take all appropriate measures...to eliminate harmful practices perpetrated on persons with disabilities, including witchcraft...ritual killings or the association of disability with omens. The NDP therefore, does not just focus on a person's bodily impairment, but it considers the interaction of the human body and culture and seeks to raise awareness in society, about ways that eliminate harmful practices, albeit preserving traditional practices that make a positive difference in the life worlds of persons with disabilities.

1.4 Purpose

The purpose of this NDP is to guide the State and all institutions and agencies of government, development partners and all sectors at every level in formulating and supporting the implementation of laws, policies and intervention strategies that lead to fulfilling, promoting, protecting and respecting the rights of persons with disabilities in Zimbabwe. The NDP seeks to address the oppression, marginalisation and discrimination that is experienced by persons with disabilities because of the intersection of disability and various identity markers that frame the experiences of their life worlds. In addition, the NDP aims to reduce inequalities and to empower persons with disabilities so that they may be able to improve their own standard of living and that of their families, as well as contribute towards the mainstream national development agenda, as opposed to wholly depending on charity. The NDP therefore sets standards for the inclusion of persons with disabilities in all facets of life, thereby serving as an overarching policy framework on disability across all sectors including the public, private and development sectors.

¹³ Constitution of Zimbabwe, Amendment (No. 20) Act (2013). Harare: Fidelity Printers and Refiners

¹⁴ Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa (2018)

1.5 Objectives

Set up systems and structures to:

- 1.5.1 Mainstream disability in all laws, policies, guidelines, programs and interventions [designed or adapted] to ensure that they are inclusive of and accessible to persons with disabilities.
- 1.5.2 Attain laws, policies, programs and interventions [designed or adapted] that directly address the rights and concerns of persons with disabilities.
- 1.5.3 Ensure that all planning, designing, budgeting, implementing, monitoring and evaluation of laws, policies, programs, guidelines and interventions, across all sectors are inclusive of and accessible to persons with disabilities.
- 1.5.4 Review all existing and all new sectorial legislation and policies, programmes, budgets and reporting systems to align with constitutional obligations, and relevant international, continental, regional and national frameworks with regards to persons with disabilities.
- 1.5.5 Outline the role of key existing and proposed actors in relation to implementation of the NDP.
- 1.5.6 Raise awareness and facilitate transformation within the State and all institutions and agencies of government, all sectors at every level, and society regarding disability issues.
- 1.5.7 Guide and support self-representation of persons with disabilities, including that of women and children with disabilities.

1.6 Scope of Application

The NDP is applicable to a wide range of stakeholders comprising but not limited to government institutions, including all ministries and oversight institutions, duty-bearers, development organisations, the private sector, academia, the judiciary, the media, law and policy makers across all sectors, OPDs, organisations of parents and guardians of children with disabilities, older people's organisations, CSOs and NGOs.

The primary beneficiaries of the successful implementation of the NDP will be diverse groups of people including children, youths, adults and older persons with disabilities and their families.

1.7 Policy development process

The process of developing the NDP began in this new dispensation with His Excellency Cde. Emmerson Dambudzo Mnangagwa, The President of the Republic of Zimbabwe, embracing a resolution for developing the NDP, at an interface meeting that he had with persons with disabilities and their representative organisations from all the 10 provinces of Zimbabwe, on 21 June, 2018, in the capital.

The above meeting followed discussions that Honourable Joshua Teke Malinga (Senator), Special Advisor on National Disability Issues in the Office of the President and Cabinet, had earlier on had (beginning March, 2018) with Dr. M.J.M. Sibanda, the Chief Secretary to the Office of the President and Cabinet, with regards to the need for Zimbabwe to formulate the NDP as well as to seek financial and technical support from UNICEF, including the hire of a disability expert to fortify the process.

Honourable Malinga, engaged the then UNICEF Country Representative Dr. Mohammed Ayoya, who agreed to the establishment of a Government of Zimbabwe and UNICEF partnership to push forward the agenda of constructing the NDP, under which a Zimbabwean policy, development and disability expert Dr. Christine Peta, was hired to lead and fortify the process.

Under the Government of Zimbabwe/UNICEF partnership, consultations about the NDP with persons with disabilities and their representative organisations continued from where His Excellency, The President of the Republic of Zimbabwe had left in June, 2018, resulting in the making of a draft NDP.

Accompanied by Permanent Secretary, Mr Simon Masanga, Honourable Professor Paul Mavima, Minister of Public Service, Labour and Social Welfare officially launched nationwide stakeholder consultations on the draft NDP, at a press conference that was held in Harare, on Thursday 28 November, 2019.

The consultations included direct engagement and interaction with stakeholders. Workshops, focus group and plenary discussions,

one-on-one meetings, field notes, email, Skype and zoom meetings are some of the methods that were used to draw input from stakeholders. Face to face interaction with stakeholders lasted until the end of March, 2020 when all the 10 provinces of Zimbabwe had been reached and at about the same time when the national lockdown began, against the “arrival” of COVID-19 in Zimbabwe.

The COVID-19 pandemic has been sweeping across the world at an unprecedented rate, callously causing morbidity, taking lives and threatening to take more lives, including in Zimbabwe. Nonetheless, dialogue on the NDP with some stakeholders continued through online methods and one-on-one interaction in forums where WHO guidelines for curbing the spread of COVID-19 were observed.

Persons with disabilities, including children with disabilities and their family members and representative organisations, officials from government ministries and oversight institutions, duty bearers, UN Agencies, international and local development organisations, private sector, civil society, NGOs, CSOs, academia, the media and additional stakeholders not mentioned herein, participated in the policy making process.

In the period July-September, 2020, the NDP was subjected to member checking which targeted key stakeholders that include persons with disabilities and their representative organisations. In November 2020, the NDP was presented by Mr Simon Masanga, Permanent Secretary in the Ministry of Public Service, Labour and Social Welfare to the Chief Secretary to the President and Cabinet, Dr. M.J.M. Sibanda for consideration, so that it could be placed on the agenda of the Cabinet for consideration.

Difficulties encountered during the policy making process

Inaccessible physical infrastructure in some provinces, made it hard particularly for wheelchair users to access certain public venues including ablution facilities. Improvising measures were taken, but the experience brought to the fore, the need to ensure the compulsory adoption of the principle of universal design in the construction and renovation of physical infrastructure across the nation.

1.8 Frameworks that informed the NDP

The NDP is informed by international, continental, and national frameworks that include, but are not limited to:

The Constitution of Zimbabwe, Amendment (No. 20) Act (2013), National Transitional Stabilisation Program - Reforms Agenda (2018), Disabled Persons Act 17:01 (1992), Mental Health Act 15:12 (1996), Older Persons Act 17:11 (2012), War Victims Compensation Act 11:16 (1980), The Criminal Law Codification and Reform Act 9:23 (2004), Social Welfare Assistance Act 17:06 (1988), State Service Disability Benefits Act 16:05 (1971), Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa (2018), United Nations Convention on the Rights of Persons with Disabilities (2006), WHO International Classification of Functioning, Disability and Health (ICF), United Nations Convention on the Rights of the Child (1989), United Nations Convention on the Elimination of all Forms of Discrimination Against Women (1979), International Labour Organisation Vocational Rehabilitation and Employment (Disabled Persons) Convention (No.1589) and Recommendation (No. 168), International Labour Organisation (Employment and Occupation) Convention 1958 (No.111), United Nations Sustainable Development Co-operation Framework (UNSDCF), WIPO Treaty (2013) and Sustainable Development Goals, (SDGs) Agenda 2030

1.9 Key Principles

The key principles that underpin the NDP are:

- Non-discrimination
- Respect of inherent dignity and individual autonomy and independence
- Respect for freedom to make one's own choices
- Full and effective participation and inclusion in society
- Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
- Equality of opportunity
- Accessibility
- Gender equality
- Respect for the evolving capacities of children with disabilities
- Respect for older persons
- Respect for diverse cultural and religious values
- Collaboration between persons with disabilities and persons without disabilities
- Respect for persons who acquired disabilities during the liberation struggle
- Inclusion of refugees, asylum seekers and internally displaced persons with disabilities
- Leaving no-one behind

SECTION 2 – CONCEPTUAL FRAMEWORK

The NDP is grounded in a conceptual framework of the social model of disability, human rights and intersectional models.



2. CONCEPTUAL FRAMEWORK

The NDP is grounded in a conceptual framework that includes the social model of disability, human rights and intersectional models. These models help us to understand the concept of disability, and to design policies, craft laws and programs and interventions that seek to make a holistic and positive difference in the lives of persons with disabilities.

2.1 The social model of disability

The UNCRPD is cognisant of the social model of disability, which acknowledges persons with disabilities as equal holders of rights and active agents, and not as sick passive persons (medical model) or objects of charity (charity model). The main proclamation of the social model of disability is a change in approach from the narrow medical approach focused on curing or treatment, to attaining change at family, community and societal levels, for the inclusion and participation of persons with disabilities. In organising itself, society pays very little attention to the needs and concerns of persons with disabilities, thereby marginalising persons with disabilities and excluding them from most facets of life, as well as violating their fundamental human rights.

For example, if a person with a physical disability is unable to go up to the first floor of a building because of a staircase, the medical model blames the physical impairment and the wheelchair, whereas the social model views society as having disabled and excluded the person by building without making provision for physical access for wheelchair users. The social model also allows people who are Deaf to be viewed as a linguistic minority, which is disadvantaged when their Sign Language is not recognized and used. Generally, the development of the social model of disability resulted in the moving of the conceptualisation of disability from the traditional medical landscape to a new socially oriented territory, albeit in a Global Northern context, from where the social model emerges. However, by advocating for and supporting anti-discrimination legislation and civil rights, the social model has served as a fundamental stepping-stone to the human rights model globally.

2.2 The human rights model

The human rights model is not a complete departure from the social model of disability, but it builds on the social model and develops it further, hence it improves the social model of disability. Human rights are more than anti-discrimination (while the social model supports anti-discrimination policy civil rights reforms, the human rights model is more comprehensive

¹⁵ Degener, T. (2016). Disability in a human rights context. *Laws* 5 (35), 1-24. doi:10.3390/laws5030035 www.mdpi.com/journal/laws

¹⁶ Grobbelaar-du Plessis, I. and van Reenen, T. (2011). *Aspects of disability Law in Africa*. Pretoria University Law Press. Pretoria

in that it encompasses both sets of human rights, civil and political as well as economic, social and cultural rights). Impairment is recognised as human variation (whereas the social model of disability neglects the fact that persons with disabilities might have to deal with pain, deterioration of quality of life and early death due to impairment, and dependency, the human rights model acknowledges these life circumstances and demands that they be considered when social justice theories are developed).

Under the human rights model, multiple discrimination and layers of identity are acknowledged (the social model of disability neglects identity politics as a valuable component of disability policy whereas the human rights model offers room for minority and cultural identification). Poverty and disability are interrelated, but there is a roadmap for change (whereas the social model of disability can explain why 2/3 of the one billion persons with disabilities in this world live in relative poverty, the human rights model offers a roadmap for change). However, Zimbabwe is still undergoing the process of domesticating the UNCRPD (which it has ratified) in order to integrate it into domestic law.

2.3 The Intersectional Model

Section 56(3) of the Constitution of Zimbabwe stipulates that ‘...[e]very person has the right not to be treated in an unfairly discriminatory manner on such grounds as “...language...sex, gender, marital status, age, pregnancy, disability...’’. The NDP acknowledges such different layers of identity and how they intersect to frame the life worlds of persons with disabilities. The reality is that disability does not operate on its own; hence an understanding of the intersectional, multi-layered and multidimensional nature of various identity markers in creating the oppression of persons with disabilities, is likely to result in disability laws, policies and practice that contribute towards making a more holistic and positive difference in the lives of persons with disabilities.

The other function of intersectionality is that it deals with the notion of difference. For example, most people in colonised African countries and in other developing nations are unable to afford HIV drugs and assistive devices, in spite of the fact that persons with disabilities who live in the Global South are expected to buy services and goods that come from powerful nations of the Global North. Disability is therefore a part of social,

¹⁷ Degener, T. (2016). Disability in a Human Rights Context, *Laws, MDPI*, 5(3), 1-24

¹⁸ Mandipa, E., & Manyatera, G. (2014). Zimbabwe. In *African disability rights yearbook*. Pretoria: Pretoria University Law Press (PULP).

¹⁹ Shields, S. A. (2008). Gender: An intersectionality perspective. *Sex Roles*, (59), 301-311.

economic, cultural and historical settings; and in some instances it is acquired under “...conditions of poverty...and lack of access to adequate health care and education?”²⁰ Ratifying international human rights treaties is important, but paying attention to conditions in the local context is equally significant so that relevant positive difference on the ground can be achieved.



²⁰ Erevelles, N. (2011). The colour of violence: Reflecting on gender, race, and disability. In K. Hall (Ed.), *Feminist disability studies* (pp. 118-135). Bloomington: Indiana University Press.

SECTION 3

KEY STANDARDS OF THE NDP



3. KEY STANDARDS OF THE NDP

The key standards that are outlined below, are guided primarily by the provisions of the Constitution of Zimbabwe, and they are further expounded and strengthened by the provisions of international and continental frameworks that have been outlined in the background section of this NDP, including the UNCRPD. By drawing upon the provisions of the UNCRPD, the NDP maximises its alignment with the international treaty that was adopted by consensus, and that puts forward the standards on the rights of persons with disabilities, at international level. In addition, provisions of the Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa, strengthen the process of bringing the key standards of the NDP closer to home, in relation to the African context.

3.1 Right to Life

- 3.1.1 All necessary measures to ensure the effective enjoyment of the right to life by persons with disabilities on an equal basis with others must be taken.

3.2 Economic Empowerment and Self-Reliance

- 3.2.1. Discrimination against persons with disabilities on the basis of disability in all matters concerning all forms of employment, including recruitment, hiring and employment, retention, career advancement and safety and health conditions is an offence.
- 3.2.2 Strive to ensure that a minimum of 15% of the workforce of all organisations across all sectors comprise persons with disabilities.
- 3.2.3 Persons with disabilities must be employed on the basis of skills, merits, qualifications, knowledge and abilities, and not just on the basis of disability.
- 3.2.4 Reasonable accommodation (as defined in this NDP) must be provided to persons with disabilities.
- 3.2.5 Persons with disabilities must have access to information on the provision of reasonable accommodation and the process of requesting it (including at the recruitment phase).

- 3.2.6 Workplace adjustments must be made available to all persons including persons with disabilities.
- 3.2.7 Appropriate technical and vocational guidance, training and continuing professional development must be provided to persons with disabilities.
- 3.2.8 The principle of equal pay for work of equal value must be applied - remuneration should not be differentiated on the basis of disability.
- 3.2.9 Employers must promote the provision of accessible organisation transport to enable easier travel of persons with disabilities to and from work.
- 3.2.10 Discrimination of persons with disabilities who acquire disabilities in the course of their employment is an offence.
- 3.2.11 If persons with disabilities can no longer perform essential job duties, they must be redeployed to other positions in the same organisation, unless they opt for an exit package, which must be negotiated with the concerned person and not with a third party.
- 3.2.12 Persons with disabilities must have access to vocational and professional rehabilitation, job retention, and return-to-work programs.
- 3.2.13 Structures that address disability related issues including employment issues, in each of the 10 provinces of Zimbabwe, must be set up.
- 3.2.14 Persons with disabilities shall not be held in slavery or be forced to work – they shall be protected from forced labour or compulsory labour on an equal basis with others.
- 3.2.15 Persons with disabilities and their families must be empowered so that they use various resources including local resources to effectively and efficiently uplift their own standard of living as well as contribute towards the mainstream national development agenda.
- 3.2.16 Unity through the building of alliances between persons with disabilities and persons without disabilities must be

promoted, so that they work together to improve standards of living.

- 3.2.17 Opportunities for self-employment, entrepreneurship, development of co-operatives and acquisition of funding by persons with disabilities must be created.
- 3.2.18 Disability must be mainstreamed in micro-finance facilities and services, thereby encouraging persons with disabilities and their families to engage in various investment programs.
- 3.2.19 Appropriate and effective measures must be taken to eliminate provisions and practices which restrict or deny persons with disabilities control of their own financial affairs - ensure and enable equal access to bank loans, mortgages and other forms of financial credit.
- 3.2.20 Conditions of providing financing must take cognisance of the fact that persons with disabilities are generally poor, hence they may not have assets to provide as collateral.
- 3.2.21 Foster economic empowerment and self-reliance through incentives, tax exemptions, excise duty exemptions, procurement of goods and services from enterprises of persons with disabilities by various stakeholders including government entities.
- 3.2.22 The inclusion and full participation of persons with disabilities in all sectors, including in land and mining reforms must be ensured.
- 3.2.23 Disaggregated data about the employment of persons with disabilities by all sectors, must be submitted to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare, in November of each year, to enable consolidation of statistics in the national disability database.
- 3.2.24 Privacy and confidentiality of employment data concerning persons with disabilities, must be upheld by all sectors.
- 3.2.25 Persons with disabilities must be enabled to exercise their labour and trade union rights on an equal basis with others.

- 3.2.26 The employment of persons with disabilities in the private sector must be promoted through affirmative action and incentives.
- 3.2.27 All disability capacity building programs within the context of employment must be approved on an ongoing basis by the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare.

3.3 Living Conditions

- 3.3.1 Opportunities must be created for persons with disabilities, so that they can have a chance to freely choose the places where they want to live, and with whom they want to live.
- 3.3.2 Persons with disabilities must not be forced to live in particular living arrangements including in institutions.
- 3.3.3 Adopt plans for deinstitutionalisation of persons with disabilities and the development of community based services to ensure the return of persons with disabilities to the community in conditions which do not leave them destitute and which ensure support to them.
- 3.3.4 Families that live with persons with disabilities should not persecute, stigmatise and discriminate against their own family members with disabilities nor conceal, neglect and segregate them.
- 3.3.5 Discrimination by landlords, of tenants with disabilities or of tenants with family members with disabilities including children with disabilities is an offence.
- 3.3.6 Families and caregivers of persons with disabilities must not be discriminated against on the basis of disability of their family members or by association.
- 3.3.7 Families must be supported in relation to the establishment and sustenance of regular respite care within communities.
- 3.3.8 Persons with disabilities must have access to a range of in-home, residential and other community support services, including personal assistance that is necessary to support

living and inclusion in the community, and to prevent isolation and segregation from the community.

- 3.3.9 Strive to ensure that a minimum of 15% of houses or residential land on each public housing programme is allocated to persons with disabilities or parents or guardians of children with disabilities at reduced cost.
- 3.3.10 Persons with disabilities who are allocated residential land must be given support in relation to the construction of houses.
- 3.3.11 All public housing and social amenities programs must uphold the principle of universal design as defined in this NDP.
- 3.3.12 Deceiving persons with disabilities by taking their funds under the guise of assisting them to rent or purchase residential property is an offence.
- 3.3.13 Ensure that persons with disabilities have equitable access to clean water, sanitation and hygiene (WASH) – water points must be accessible and closer to where persons with disabilities live.
- 3.3.14 Strengthen the capacity of local communities to establish and improve inclusive WASH management systems, including water harvesting.
- 3.3.15 All appropriate and effective measures must be taken, to ensure the equal right of persons with disabilities to own or to inherit property and to eliminate provisions and practices which restrict or deny this right to persons with disabilities.
- 3.3.16 Persons with disabilities shall not arbitrarily be deprived of their property.
- 3.3.17 On an equal basis, community services and facilities for the general population must be available and accessible to persons with disabilities and they should also be responsive to the needs of persons with disabilities.
- 3.3.18 Statistics relating to land and housing units that would have been allocated to persons with disabilities must be submitted

to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare in November of each year.

3.4 Cultural Life, Recreation and Leisure

- 3.4.1 Persons with disabilities should be enabled to enjoy access to cultural materials, television programs, films, theatre and other cultural activities, in accessible formats.
- 3.4.2 Places of cultural performances or services, such as theatres, museums, cinemas, libraries and tourism services must be accessible to persons with disabilities.
- 3.4.3 As far as possible, persons with disabilities should enjoy access to monuments and sites of national cultural importance.
- 3.4.4 Opportunities must be created for persons with disabilities to develop and use their creative, artistic, and intellectual potential, not only for their own benefit, but also for the enrichment of society.
- 3.4.5 Laws that protect intellectual property rights, should not constitute a barrier to access by persons with disabilities to cultural materials.
- 3.4.6 Specific cultural and linguistic identities, that include Zimbabwean Sign language and Deaf culture, must be recognized and supported on an equal basis with others.

3.5 Music and Sport

- 3.5.1 Musical and sporting interests, talents and skills of persons with disabilities must be promoted and supported.
- 3.5.2 Appropriate musical and sporting instruction, training and resources must be provided to persons with disabilities and must also be registered with the Department of Disability Affairs – Ministry of Public Service, Labour and Social Welfare.

- 3.5.3 Participation, to the fullest extent possible, of persons with disabilities in mainstream musical and sporting activities at all levels must be encouraged and promoted.
- 3.5.4 Opportunities for persons with disabilities to organize, develop and participate in disability specific musical, and sporting activities must be created.
- 3.5.5 All musical and sporting venues and activities must be accessible to persons with disabilities, both in terms of physical infrastructure, information and communication.
- 3.5.6 Persons with disabilities must be involved in national and international musical and sporting programs, not just as spectators but as planners, implementers and active participants.
- 3.5.7 Information that relates to the involvement of persons with disabilities in national and international musical and sporting programs must be submitted to the Department of Disability Affairs in the Ministry of Public Service, Labour and Social Welfare in November of each year.

3.6 Exploitation, violence and abuse

- 3.6.1 Both within and outside homes, persons with disabilities must be protected from all forms of exploitation, violence and abuse in gender responsive ways.
- 3.6.2 Traditional healers, religious prophets and contemporary health staff and allied professionals and any other persons that exploit and abuse persons with disabilities under the guise of “curing” disability must be prosecuted.
- 3.6.3 Guidelines for monitoring the practices of traditional healers religious prophets and contemporary health staff and allied professionals that result in exploitation, violence and abuse of persons with disabilities must be developed.
- 3.6.4 Age appropriate, gender and disability sensitive awareness raising campaigns on all forms of exploitation, violence and abuse must be undertaken and promoted.

- 3.6.5 Raise awareness in relation to differentiating between consensual acts of sexual expression and sexual abuse among persons with disabilities, bearing in mind that adults with disabilities have a right to engage in sexual relations with people of their choice.
- 3.6.6 Build the capacity of the justice delivery system to enhance the understanding that persons with disabilities have and are entitled to the same sexual rights as everyone else and should be afforded dignity and respect when handling and trying their cases.
- 3.6.7 Justice delivery officials and all relevant stakeholders must be trained to address barriers that hinder persons with disabilities from accessing justice, including communications and the built environment.
- 3.6.8 Impart knowledge to justice delivery officials about methods of providing procedural accommodation for persons with disabilities.
- 3.6.9 All disability and justice training programs must be registered with the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare, before they are conducted.
- 3.6.10 Persons with disabilities, their families and caregivers must be provided with information and education on how to avoid, recognise and report instances of exploitation, violence and abuse.
- 3.6.11 In order to prevent the occurrence or concealment of “in-house” exploitation, violence and abuse, all facilities and programs that are designed to serve persons with disabilities must be monitored by independent authorities.
- 3.6.12 Facilities and programs for persons with disabilities must be sensitive to intersecting social life attributes that include age, gender, religion, culture and disability in framing the experiences of exploitation, violence and abuse of affected persons.

- 3.6.13 While respecting individuals' privacy and confidentiality records of accurate disaggregated data (disability, gender, age, religion etc.) on exploitation, violence and abuse which relates to persons with disabilities must be kept within the justice delivery system.
- 3.6.14 Data mentioned in 3.6.13, must be submitted in November of each year, to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare, and it should be used to (among other things) inform policy and practice.
- 3.6.15 Various stakeholders must establish partnerships in order to ensure the provision of accessible and inclusive shelters and victim assistance services in both rural and urban areas and in all the 10 provinces of Zimbabwe.
- 3.6.16 Inclusive recovery shelters must be registered with the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare, to ensure quality control as well as to provide a point of collaboration and consultation with persons with disabilities.
- 3.6.17 Inclusive shelters must comprise psychological and physical aspects, peer support and counselling, as well as rehabilitation and social re-integration in environments that take cognisance of the health, welfare, self-respect, dignity and autonomy of persons with disabilities.
- 3.6.18 Recovery and reintegration must take place in an environment that fosters the health, welfare, self-respect, dignity and autonomy of the person and takes into account gender and age-specific needs of persons with disabilities.
- 3.6.19 Exploiting and abusing persons with disabilities, for personal benefit under the guise of research or providing support is an offence.
- 3.6.20 Hate speech and mockery of persons with disabilities on the basis of disability is an offence.
- 3.6.21 Instances of exploitation, violence and abuse against persons with disabilities, including children and women must be identified, investigated and, where appropriate, prosecuted.

- 3.6.22 A “Disability and Older Persons’ Office” must be established at every police station and Court of law.
- 3.6.23 Every police station and Court of law must have officers that are appropriately trained to respond to cases that involve persons with disabilities.
- 3.6.24 Data on cases that involve persons with disabilities must be submitted in November of each year, to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare, and it should be used to (among other things) inform policy and practice.

3.7 Health

- 3.7.1 Ensure access by persons with disabilities to gender responsive health services and health related rehabilitation and information in appropriate formats at all levels (prevention, treatment, care and support).
- 3.7.2 Persons with disabilities must have access to free health services in public health care institutions, including in the areas of sexual and reproductive health care and population-based public health programmes.
- 3.7.3 Injustice, discrimination and marginalisation of persons with disabilities in health care structures is an offence.
- 3.7.4 Persons with disabilities must be provided with the same range, quality and standard of health care as provided to other persons.
- 3.7.5 Persons with disabilities must have access to health services that are related to disability, including early identification, and intervention as appropriate, and services designed to minimize and prevent further disabilities, including among children and older persons.
- 3.7.6 Health services must be provided in places that are as close as possible to the communities where persons with disabilities live, including in rural areas.
- 3.7.7 Persons with disabilities must have their individual right to free and informed consent respected within healthcare settings –

decisions including in the area of sexual and reproductive healthcare, must not be imposed on persons with disabilities, and their individual consent must not be replaced or substituted by a third party.

- 3.7.8 Experimenting with the bodies of persons with disabilities in health settings, without their free and informed consent must be investigated, and appropriate action must be taken.
- 3.7.9 Strive to ensure that a minimum of 15% of health students at all levels, per enrolment, comprise persons with different kinds of disabilities.
- 3.7.10 The curriculum of all health students and allied health professional courses must include the subject of disability as an examinable subject, including on ensuring accessible information and communications and the rights of persons with disabilities in health care settings.
- 3.7.11 Health professionals (students and in-service) must be trained on human rights, dignity, autonomy and requirements of persons with disabilities.
- 3.7.12 Ensure sign language interpretation services are made available in all health care settings. Some health students and professionals must be trained to use the Zimbabwean Sign Language.
- 3.7.13 All disability training programs must be approved by the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare, to ensure quality control as well as to provide a point of collaboration and consultation with persons with disabilities so that they can have input into the trainings as well as participate in them.
- 3.7.14 Guidelines that relate to ethical standards for healthcare of persons with disabilities in both public and private settings must be formulated.
- 3.7.15 Denying persons with disabilities access to health care or health services, food or fluids on the basis of disability is an offence.

- 3.7.16 The principles of universal design and reasonable accommodation as defined in this NDP must be adopted in healthcare infrastructure modification or initial construction of health care centres.
- 3.7.17 All public health campaigns, must be inclusive and accessible to persons with disabilities.
- 3.7.18 During consultation, health professionals must allow persons with disabilities to share their experiences, because the understanding of disability, requires much more than clinical facts.
- 3.7.19 Health service providers must organise sign language services for Deaf persons in health care settings, including in child delivery processes.
- 3.7.20 All health care institutions must provide services and information to persons with disabilities in appropriate formats that include the Zimbabwean Sign Language, large print and Braille.
- 3.7.21 Collaboration between traditional, religious and contemporary healthcare practitioners and associated professionals must be promoted and supported to reduce antagonism and practices that are detrimental to the health and well-being of persons with disabilities.
- 3.7.22 The “At Risk Surveillance System” under the Ministry of Health and Child Care must be fully applied in order to generate statistics about children who are born with disabilities as well as to monitor what happens to them thereafter - privacy and confidentiality of concerned individuals must be respected.
- 3.7.23 Disaggregated data that is drawn from all health care systems including the “At Risk Surveillance System, must be submitted in November of each year to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare. Privacy and confidentiality of concerned individuals must be respected.
- 3.7.24 The nature of free healthcare that is provided to persons with disabilities in public health care institutions, must be

consolidated in a database that must be submitted in November of every year to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare.

- 3.7.25 The Ministry of Public Service, Labour and Social Welfare must provide visa application support letters to persons with disabilities who intend to travel to countries that are outside of Zimbabwe to seek health care services.
- 3.7.26 Persons with disabilities should not be discriminated against in health, life and funeral insurance programmes.

3.8 Habilitation and Rehabilitation

- 3.8.1 Measures must be put in place to ensure that persons with disabilities attain maximum independence, full physical, mental, social and vocational ability, as well as full inclusion and participation in all aspects of life.
- 3.8.2 Comprehensive habilitation and rehabilitation services and programmes must be organized, strengthened and extended to persons with disabilities, particularly in the areas of education, health, employment and social services.
- 3.8.3 Community Care Workers (CCWs) and Village Health Workers (VHWs) must be trained in disability issues – training programs must be approved by the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare.
- 3.8.4 Persons with disabilities must be trained to become habilitation and rehabilitation professionals, teachers and community care workers.
- 3.8.5 Strive to ensure that a minimum of 15% of habilitation and rehabilitation students per enrolment comprise persons with disabilities .
- 3.8.6 Primary therapy must be provided in places that are closer to the doorsteps of persons with disabilities, including in rural areas.

- 3.8.7 Assistive devices and technologies that relate to habilitation and rehabilitation must be made available to persons with disabilities, including knowledge about their use.
- 3.8.8 Guidelines for the installation, maintenance and repair of hydrotherapy pools in rehabilitation institutions and communities must be established.
- 3.8.9 In order to reduce the stigma that arises from linking mental disability and crime, mental rehabilitation centres must not be located in prison settings, such as Chikurubi Maximum Security Prison.
- 3.8.10 The rehabilitation department in the Ministry of Health and Child Care must work closely with the Department of Disability Affairs, Ministry of Public Service, Labor and Social Welfare, in relation to issues of habilitation and rehabilitation.

3.9 Education

- 3.9.1 Persons with disabilities must be exempted from paying fees and levies at all public learning institutions.
- 3.9.2 An inclusive education system of appropriate standards, at all levels, as well as lifelong learning for persons with disabilities of all gender affiliations, must be ensured.
- 3.9.3 Learners with disabilities like all students, should have an individual education plan including assessments that are shared with parents and guardians
- 3.9.4 Reasonable accommodation of each individual's requirements must be provided including in relation to preferred language, physical infrastructure, schedule, staffing, assistive technology, teaching and learning methods, information and materials.
- 3.9.5 Persons with disabilities must receive the individual support they require to facilitate their effective education, in environments that maximize academic and social development including that of blind, deaf and deafblind learners.

- 3.9.6 The education of learners who are blind, deaf or deafblind must be delivered in the most appropriate languages and modes and means of communication for the individual.
- 3.9.7 The full development of the human potential, sense of dignity, self-worth, personality, talents, creativity, as well as the mental and physical abilities of persons with disabilities must be enhanced.
- 3.9.8 Persons with disabilities must be enabled to learn life and social development skills to facilitate their full and equal participation in education and as members of the community.
- 3.9.9 Standard Zimbabwean Sign Language, which is governed by a Sign Language authority must be established in collaboration with the Zimbabwean Deaf community.
- 3.9.10 Ensure the learning of Zimbabwean Sign Language and the promotion of the linguistic identity of the Deaf community.
- 3.9.11 A Zimbabwean Braille Code which is governed by a Braille authority must be established in collaboration with the Zimbabwean blind community.
- 3.9.12 Ensure the learning of Braille, alternative script, augmentative and alternative modes, means and formats of communication, and orientation and mobility skills as well as peer support and mentoring.
- 3.9.13 The subject of disability, including awareness about the rights of persons with disabilities, must be ingrained as an examinable subject in the curriculum of all learners from early childhood education to tertiary level.
- 3.9.14 Continuous professional development on disability must be compulsory for staff including qualified teachers and social workers.
- 3.9.15 A disability resource centre must be established at every educational institution to cater for the needs of educators, learners and staff with disabilities.

- 3.9.16 Advice and information to learners with disabilities, in relation to career paths must be offered in inclusive career guidance services that must be established at all learning institutions.
- 3.9.17 Strive to ensure that on the basis of merit, persons with disabilities are awarded a minimum of 15% of scholarships including on the Presidential Scholarship Program.
- 3.9.18 Persons with disabilities must be allowed to apply for scholarships, including the Presidential Scholarship Program at designated centres within the districts where they live, including in rural areas.
- 3.9.19 Strive to ensure that a proportion of a minimum of 15% of student teachers, and social workers per enrolment, must comprise persons with different kinds of disabilities.
- 3.9.20 Teacher training programs must include a module about use of appropriate augmentative and alternative modes, means and formats of communication, inclusive educational techniques and materials to support persons with disabilities.
- 3.9.21 Ensure the employment of teachers and staff including teachers and staff with disabilities who are qualified in the Zimbabwean Sign Language, at all levels of the education system.
- 3.9.22 Ensure the employment of teachers and staff including teachers and staff with disabilities who are qualified in Braille at all levels of the education system.
- 3.9.23 Ensuring confidentiality, disaggregated data about the training and employment of teachers and staff with disabilities must be submitted to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare, in November of each year.
- 3.9.24 Personal assistants of teachers with disabilities must be afforded paid maternity leave as opposed to being forced to resign and reapply after maternity leave.

- 3.9.25 Personal assistants of teachers with disabilities must be regarded in the same way that the lowest paid civil servants are considered – they must be awarded the same allowances that civil servants are entitled to, including the cost of living adjustment.
- 3.9.26 Vocational rehabilitation and training centres must provide start-up kits to persons with disabilities who successfully complete their courses to enable them to set up their own entrepreneurial projects.
- 3.9.27 New vocational rehabilitation and training centres that are inclusive of persons with disabilities in all the 10 provinces of Zimbabwe must be established, beginning with Matabeleland North Province.
- 3.9.28 Existing and upcoming learning institutions including vocational rehabilitation training centres must adopt the principle of universal design as defined in this NDP.
- 3.9.29 Vocational rehabilitation training centres must be run by persons with interdisciplinary skills that enable them to effectively address the requirements and concerns of persons with disabilities.
- 3.9.30 A rigorous awareness raising program that includes persons with disabilities and which educates families, and communities, about the significance of enrolling children with disabilities in learning institutions must be designed and implemented.
- 3.9.31 Synergy of education, and additional sectors that include nutrition, health and social welfare must be established, to enhance the health and well-being of learners, educators and staff with disabilities.
- 3.9.32 Learning institutions must employ a full-time or part-time social worker who is trained in disability issues to cater for the rights, requirements and concerns of children, educators and staff with disabilities.

- 3.9.33 Learning institutions must aim to provide transport for children with disabilities and children of parents with disabilities to enable them to travel safely and timeously to and from school.
- 3.9.34 Guidelines for the establishment of private inclusive early childhood learning centres, primary, secondary, tertiary and vocational institutions must be formulated and publicised.
- 3.9.35 Institutions of learning must forge strategic partnerships and establish links with employers in order to enable learners with disabilities to access employment opportunities upon completion of their learning programs on an equal basis with others.
- 3.9.36 Technical and Vocational Education and Training (TVET) students must be registered with the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare so that employers may collaborate with the Ministry in relation to issues of employment of persons with disabilities.
- 3.9.37 Ensuring confidentiality, disaggregated data about learners, teachers and staff with disabilities must be submitted in November of each year, to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare.

3.10 Sexuality

- 3.10.1 Enforce investigation and prosecution of harmful traditional religious and any other practices that result in the sexual abuse of persons with disabilities in all contexts.
- 3.10.2 Traditional healers and religious prophets that prescribe sex with girls and women with disabilities as a “cure” for HIV, a conduit for getting rich and for any other reason must be combated and prosecuted.
- 3.10.3 The investigation and prosecution of persons who earn an income by forcefully “using” persons with disabilities as commercial sex workers, must be enforced.
- 3.10.4 Persons with disabilities must not be denied marriage, family, parenthood and relationships at appropriate ages as provided by the law and on an equal basis with others.

- 3.10.5 Persons with disabilities who are of marriageable age, must not be denied their right to found a family on the basis of free and full consent of the intending spouses.
- 3.10.6 Incidences of people who ill-treat persons with disabilities, who would have married their family members must be investigated and where appropriate, the perpetrators must be prosecuted.
- 3.10.7 Persons with disabilities including children, shall retain their fertility on an equal basis with others. Sterilization of persons with disabilities without their free and informed consent is an offence.
- 3.10.8 Persons with disabilities should not be denied the right to decide on the number and spacing of their own children, to have access to age appropriate information, reproductive and family planning education and child rearing practices – supports that enable them to exercise these rights must be provided.
- 3.10.9 Raise awareness against the harmful practice of blaming, ill-treating and abandoning mothers who give birth to children with disabilities.
- 3.10.10 Mothers who give birth to children with disabilities and their partners must be given appropriate support within the healthcare and the social welfare system immediately after delivery of the child and thereafter.
- 3.10.11 Include the subject of disability and sexuality, particularly the individual's right to exercise free and informed consent, in the curriculum of all health and allied professionals, all social workers, all educators and support staff, justice delivery officials that include police and Court officials, and any other relevant officials.
- 3.10.12 Rehabilitation officials must be trained on how to provide information and how to support the sexuality of children and adults with disabilities

- 3.10.13 Punishing persons with disabilities who engage in sexual relations of their choice is an offence – like everyone else persons with disabilities have the right to engage in consensual sexual relations.
- 3.10.14 Persons with disabilities must be included in holistic sexuality education programs in schools, rehabilitation institutions and communities and other relevant fora.
- 3.10.15 All sexual health programmes including HIV programs (prevention, treatment, care and support) should not offer blanket solutions to communities at the exclusion of persons with disabilities
- 3.10.16 All sexual health programmes must offer accessible physical infrastructure, information and communication and services.
- 3.10.17 Ensuring confidentiality, all sexual health statistics including HIV statistics must be disaggregated on the basis of disability and must be submitted to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare in November of each year.
- 3.10.18 Raise awareness about the sexual rights of persons with disabilities and encourage the open acknowledgement and discussion of the subject of sexuality of persons with disabilities in society.
- 3.10.19 Persons with disabilities including children with disabilities must not be forced into any arrangement on the fallacious belief that they are asexual beings for example, sharing bedding with persons of the opposite sex.
- 3.10.20 Promote the concept of and support the development of peer counselling programmes as a self-help programme that holds the potential to enable the self-growth of persons with disabilities.
- 3.10.21 Rehabilitation institutions, schools and healthcare facilities must provide free sanitary ware to women and girls with disabilities.

- 3.10.22 Persons with disabilities must be empowered to claim their agency and to challenge practices of oppression that characterise their experiences of sexuality.
- 3.10.23 Sexual health information, including that of sexual and reproductive health must be provided in accessible formats, such as Zimbabwean Sign Language and Braille.

3.11 Older persons

- 3.11.1 Enable older persons with disabilities to make choices about their living arrangements, in relation to housing options, personal assistance and support services and social protection measures, to ensure that they can enjoy their right to live independently and to be included in the community.
- 3.11.2 Formulate guidelines for the establishment of services and supports in the community for older persons with disabilities.
- 3.11.3 Eliminate barriers to access in relation to indoor and outdoor facilities, including personal mobility of older persons in ways of their choice.
- 3.11.4 Facilitate access to mobility aids and provide mobility training to older persons with disabilities and persons who work with them.
- 3.11.5 Enable access to information in appropriate formats including Zimbabwean Sign language, braille and large print.
- 3.11.6 Community services and facilities must be accessible to older persons with disabilities.
- 3.11.7 Older persons with disabilities must be exempted from paying user fees (both consultation and treatment) in public health care facilities.
- 3.11.8 Older persons with disabilities have the right to free and informed consent in health care.
- 3.11.9 Design an all-inclusive old age pension fund and additional retirement benefits and programs.

- 3.11.10 Older persons with disabilities must not be charged when they use public transport (in-country road).
- 3.11.11 Older persons with disabilities must have access to free assistive devices.
- 3.11.12 Older persons with disabilities, must have access to all relevant social protection programmes and poverty reduction programmes.

3.12 Disaster Risk Management

- 3.12.1 A strategic plan or guidelines for the protection and safety of persons with disabilities within the context of risk, including situations of armed conflict and natural disasters, must be formulated.
- 3.12.2 Humanitarian operators must be trained to appropriately address issues facing persons with disabilities in disaster situations at all phases (preparedness, response, early recovery, recovery and reconstruction), including ensuring the participation of persons with disabilities in these phases.
- 3.12.3 Disability training within the context of disaster risk management training programs must be approved by the Department of Disability Affairs – Ministry of Public Service, Labour and Social Welfare.
- 3.12.4 The rights, requirements and concerns of persons with disabilities, particularly women with disabilities, must be considered in all phases that are related to situations of risk, including situations of armed conflict, humanitarian emergencies and natural disasters.
- 3.12.5 Assistive devices along with necessary medications, that may have been lost during situations of disaster must be timeously replaced.
- 3.12.6 The physical layout and infrastructure of temporary shelters and other services for displaced persons, including WASH, access to food and non-food items, must be set up in such a way that they are accessible to persons with disabilities.

- 3.12.7 Humanitarian operators must ensure the availability of signage to points of services in appropriate formats.
- 3.12.8 Persons with disabilities must not be grouped together with everyone else under the umbrella of “the most vulnerable” in policy, law, planning and implementation of programs because persons with disabilities may have unique needs that are related to disability.
- 3.12.9 Sexual and reproductive health services including distribution of sanitary pads and contraceptives in temporary shelters should not overlook persons with disabilities.
- 3.12.10 Persons with disabilities must be included in mental health programs, including rehabilitation services, psycho-social support, and other health related programs, as well as in disaster risk management committees.
- 3.12.11 Employers must consider the requirements and concerns of persons with disabilities within the context of workplace emergencies that may occur, such as fire outbreaks.
- 3.12.12 Committees of Disaster Risk Management must comprise persons with disabilities, including women with disabilities, and parents and guardians of children with disabilities at all levels.

3.13 Assistive Devices, Personal Mobility and Communication

- 3.13.1 Assistive devices must be provided by the government for free and where this is not possible, the cost of assistive devices must be regulated by the government to foster affordability by persons with disabilities.
- 3.13.2 All donations of assistive devices, including hearing aids, wheelchairs and spectacles must be registered with the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare before being handed out.
- 3.13.3 The Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare must ensure quality

control of donations of assistive devices as some of them may be harmful to persons with disabilities.

- 3.13.4 Hearing aids must not be haphazardly donated, but they must be prescribed on the basis of audiological assessments by qualified audiological technicians who are registered with the Health Professions Council.
- 3.13.5 The Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare, must map suppliers of assistive devices at provincial, national, continental and international levels and maintain a database which is publicly shared.
- 3.13.6 Local industrial hubs where sunscreen lotion, aids, devices and assistive technologies are manufactured and distributed through a wide range of channels that include local pharmacies, must be established.
- 3.13.7 Tertiary and vocational learning institutions must impart skills to students so that they can design and manufacture aids, devices and technologies for persons with disabilities.
- 3.13.8 Entities that produce mobility aids, devices and assistive technologies must consider the needs of persons with all types of disabilities and all aspects of mobility.
- 3.13.9 Training in mobility skills and the use of assistive devices for persons with disabilities and staff that works with persons with disabilities must be provided.
- 3.13.10 Persons with disabilities must have access to new information and communication technologies and systems including the internet at affordable prices.
- 3.13.11 Live assistance and intermediaries, including guides, readers and professional sign language interpreters, must be provided in order to facilitate access to buildings and other facilities that are open to the public.
- 3.13.12 Local authorities must install the voice facility on all traffic lights for the benefit of blind persons.

- 3.13.13 Children with disabilities who require assistive devices, must receive them at the earliest possible time of need and they must be timeously taught to use them.
- 3.13.14 Excise duty must not be levied on imported assistive devices.
- 3.13.15 The Zimbabwe Revenue Authority and other relevant authorities must expedite the customs clearance of assistive devices for persons with disabilities and their representative organisations.
- 3.13.16 Physiotherapy centres that offer services to persons with disabilities for free or at subsidised cost must be established in all districts including in rural areas.

3.14 Accessibility

- 3.14.1 Buildings, transportation and other indoor and outdoor facilities, including schools, housing, medical facilities and workplaces must be accessible to persons with disabilities.
- 3.14.2 Guidelines for the development, promulgation, and monitoring of the implementation of minimum standards for the accessibility of facilities and services open or provided to the public must be developed.
- 3.14.3 Private entities that offer facilities and services which are open or provided to the public must take into account all aspects of accessibility for persons with disabilities.
- 3.14.4 Ensure the provision of training of stakeholders across all sectors on accessibility issues that are related to persons with disabilities.
- 3.14.5 Signage in Braille and in easy to read and understand forms must be provided in buildings and other facilities that are open to the public.
- 3.14.6 Forms of live assistance and intermediaries, including guides, readers and professional sign language interpreters, must be provided, in order to facilitate accessibility to buildings and other facilities that are open to the public.

- 3.14.7 Information, communications and other services, including electronic services and emergency services must be accessible to persons with disabilities.
- 3.14.8 Access by persons with disabilities to new information and communication technologies and systems, including the internet, must be promoted.
- 3.14.9 The design, development, production and distribution of accessible information and communications technologies and systems, must be promoted, so that these technologies and systems become accessible at minimum cost.
- 3.14.10 Zimbabwe will adopt a national plan on accessibility which includes all issues that are outlined in the provisions above, albeit in more detail with benchmarks, budget and timeframes with a view to full accessibility by 2030.

3.15 Transport

- 3.15.1 All Road Authorities must ensure that minor and major roads, sidewalks, pathways, curbs and associated facilities are accessible to persons with disabilities.
- 3.15.2 All Transport Authorities must ensure that all public and private transport vehicles including buses and trains and associated facilities are accessible to persons with disabilities.
- 3.15.3 Guidelines for the acquisition of drivers' licenses by persons with different kinds of disabilities must be formulated.
- 3.15.4 Public transport operators (in-country road) must ensure that persons with disabilities are not made to pay for their assistive devices.
- 3.15.5 Persons with all kinds of disabilities as defined in this NDP must be allowed to import vehicles of their choice (duty free) at 5 year intervals.
- 3.15.6 Vehicles of persons with disabilities must be exempted from paying toll gate fees.

- 3.15.7 Abuse of persons with disabilities within the public transport system is an offence.
- 3.15.8 Refusal to ferry persons with disabilities within the public transport system (in-country road) on the basis of disability is an offence.

3.16 Children with disabilities and children of parents with disabilities

- 3.16.1 In all actions concerning children with disabilities, or children of parents with disabilities, the best interests of the child shall be a primary consideration.
- 3.16.2 Children with congenital (from birth) disabilities must be registered immediately after birth, they should not be discriminated against on the grounds of disability.
- 3.16.3 Children with disabilities and children of parents with disabilities, have a right to have a name, the right to acquire a nationality, the right to know and to be cared for by their parents.
- 3.16.4 The Registrar General's office must strengthen mechanisms of birth registration by availing periodic mobile birth registration in both urban and rural areas to enable parents with disabilities who may not have access to accessible transport to register their children upon birth or later, in the communities where they live.
- 3.16.5 The health delivery system must provide early comprehensive accessible information, services and support to parents that give birth to children with disabilities and their families.
- 3.16.6 In order to prevent concealment, abandonment, abuse, neglect and segregation of children with disabilities, families including parents or children with disabilities must be offered support and training.
- 3.16.7 Children with disabilities and children of persons with disabilities must not be separated from their parents against their will, except when competent authorities subject to judicial

review determine, in accordance with applicable law and procedures, that such separation is necessary for the best interests of the child.

- 3.16.8 Where the immediate family is unable to care for a child with disability, the government will make every effort to provide alternative care within the wider family, and failing that, within the community in a foster family setting – such families shall be given appropriate support.
- 3.16.9 Parental rights to decision making concerning children with disabilities, and children of parents with disabilities, shall be considered, whilst at the same time the right of children to express themselves on issues that affect them is ensured.
- 3.16.10 Children with disabilities and children of parents with disabilities must be protected from all forms of abuse including maltreatment, neglect, child marriage, prostitution, child labour, violence and human trafficking.
- 3.16.11 Children with disabilities and children of parents with disabilities must have access to age appropriate information including sexual and reproductive health information in appropriate formats including large print, Braille, and Zimbabwean Sign Language.
- 3.16.12 Children with disabilities and children of parents with disabilities must have access to quality education and healthcare which includes immunisation and vaccination, water, sanitation and hygiene (WASH) to enable them to develop to their full potential.
- 3.16.13 Persons who deny children with disabilities and children of parents with disabilities, access to quality education and/or healthcare must be prosecuted.
- 3.16.14 Children with disabilities and children of parents with disabilities must have equal access and opportunity with other children to participate in play, recreation leisure and sporting activities, including in the school system.
- 3.16.15 Children with disabilities and children of parents with disabilities must be allowed to express their views freely on

matters concerning them and their lives and to have access to information in their preferred languages and/or accessible formats so that their meaningful participation in all facets of life can be achieved.

- 3.16.16 The views of children with disabilities and children of parents with disabilities, must be given due weight in accordance with their age and maturity, on an equal basis with other children, and they shall be provided with disability and age-appropriate assistance to realize that right.
- 3.16.17 Persons who exploit and abuse children with disabilities and children of parents with disabilities including by directing them to do excessive house work, beg for alms in the streets or through any other form of child labour must be prosecuted.

3.17 Women with disabilities

- 3.17.1 Support for the development of organisations of women and girls with disabilities must be ensured.
- 3.17.2 Training of women and girls with disabilities on their rights must be ensured.
- 3.17.3 Women with disabilities must be enabled to realise their right to legal capacity, including with respect to health decisions, financial and bank transactions, the right to work, and to participate in public and political life such as the right to vote and stand for election must be ensured.
- 3.17.4 Taking cognisance of the fact that women and girls with disabilities are subject to multiple discrimination, the full development, advancement and empowerment of women and girls with disabilities, must be ensured.
- 3.17.5 Both within and outside the home, the protection of women and girls with disabilities from all forms of exploitation, violence and abuse, must be ensured.

3.18 Social Protection

- 3.18.1 Persons with disabilities including women, girls and older persons with disabilities must have access to social protection programs and poverty reduction programs.
- 3.18.2 Persons with disabilities should actively participate in the planning, implementation and monitoring of social protection programs and associated policy and legislative making processes.
- 3.18.3 Persons with disabilities who live in poverty must be assisted with disability related expenses that include: access to assistive devices and support services, health and rehabilitation services, respite care, counselling, training and financial assistance.
- 3.18.4 The extra costs borne by persons with disabilities and their families in accessing services as well as in daily living, must be considered in all social protection programs.
- 3.18.5 Persons with disabilities must be issued with government disability cards, for easy identification at all social protection services, including healthcare (both consultation and treatment) in public healthcare institutions.
- 3.18.6 All social protection programs must include persons with disabilities - persons with disabilities are more likely to be living in poverty which makes their prevalence among beneficiaries of social protection high.
- 3.18.7 Persons with disabilities must have access to retirement benefits and programs.

3.19 Freedom from torture, cruel, inhuman, degrading treatment or punishment

- 3.19.1 All effective legislative, administrative, judicial or other measures must be taken to prevent persons with disabilities on an equal basis with others, from being subjected to torture or cruel, inhuman or degrading treatment or punishment.

- 3.19.2 All acts of torture, cruel, inhuman or degrading treatment or punishment, must be investigated and effective remedies must be provided.
- 3.19.3 No person with disabilities must be subjected without his or her free consent to medical or scientific experimentation.

3.20 Equal recognition before the law

- 3.20.1 Persons with disabilities must be recognised everywhere as persons before the law.
- 3.20.2 Substituted decision making such as guardianship or curatorship is prohibited.
- 3.20.3 Supported decision making must be upheld.
- 3.20.4 Infrastructure within the entire justice delivery system must be accessible to persons with all kinds of disabilities.
- 3.20.5 Persons with disabilities must enjoy legal capacity on an equal basis with others in all aspects of life. All provisions and practices which deny or restrict the exercise of legal capacity by persons with disabilities should be eliminated, including with respect to health, family, financial affairs and political participation.
- 3.20.6 Persons with disabilities must be timeously provided with the support that they may require in exercising their legal capacity.
- 3.20.7 Ensure that all measures that relate to the exercise of legal capacity and the provision of support provide for appropriate and effective safeguards in supported decision-making to avoid the abuse of persons with disabilities within the justice delivery system.
- 3.20.8 Within the context of providing supported decision-making, ensure that measures relating to the exercise of legal capacity respect the rights, will and preferences of the person.
- 3.20.9 Supported decision-making must be free of conflict of interest and undue influence, and they must be proportional and tailored to the person's circumstances

- 3.20.10 Supported decision-making arrangements must apply for the shortest time possible and they must also be subject to regular review by a competent, independent and impartial authority or judicial body.
- 3.20.11 Supported decision-making arrangements must be proportional to the degree to which such measures affect the person's rights and interests.
- 3.20.12 All appropriate and effective measures must be taken to ensure the equal right of a person with disabilities to own or to inherit property and to not be arbitrarily deprived of his or her property.
- 3.20.13 All appropriate and effective measures must be taken to ensure that persons with disabilities control their own financial affairs and they have equal access to bank loans, mortgages and other forms of financial credit.

3.21 Protection of the Integrity of the Person

- 3.21.1 Every person with disabilities has a right to respect for his or her physical and mental integrity on an equal basis with others.
- 3.21.2 The accounts and evidence of persons with disabilities must not be dismissed on the basis of disability.

3.22 Access to justice

- 3.22.1 All persons with disabilities have legal capacity and, therefore, no one shall be denied access to justice on the basis of disability.
- 3.22.2 Facilities and services must be universally accessible to ensure equal access to justice without discrimination of persons with disabilities.
- 3.22.3 Persons with disabilities, including children with disabilities, must be provided with appropriate procedural accommodations.

- 3.22.4 Persons with disabilities have the right to access legal notices and information in a timely and accessible manner on an equal basis with others.
- 3.22.5 Persons with disabilities are entitled to all substantive and procedural safeguards recognized in international law on an equal basis with others – persons with disabilities must be provided with the necessary accommodations to guarantee due process.
- 3.22.6 Persons with disabilities must have access to free or affordable legal assistance.
- 3.22.7 Enable persons with disabilities to participate in the administration of justice on an equal basis with others.
- 3.22.8 Persons with disabilities have the right to report complaints and initiate legal proceedings concerning human rights violations and crimes, have their complaints investigated and be afforded effective remedies.
- 3.22.9 Effective and robust monitoring mechanisms that support access to justice for persons with disabilities must be established.
- 3.22.10 All those working in the justice system must be provided with awareness-raising and training programmes in relation to addressing the rights of persons with disabilities, in particular in the context of access to justice.
- 3.22.11 All awareness raising and training programs for justice system officials including police, Court officials and prison staff must be registered with the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare before implementation.

3.23 Liberty and security of person

- 3.23.1 Eliminate all provisions and practices that allow for deprivation of liberty on the basis of actual or perceived impairment, and the criminalisation of disability.

- 3.23.2 Eliminate deprivation of liberty within private and/or faith-based institutions, such as orphanages, small group homes, rehabilitation centres and prayer camps, and traditional healing settings - end home confinement and shackling.
- 3.23.3 Eliminate deprivation of liberty and coercion in mental health services by investing in community-based responses, including peer-led services, and support services for persons experiencing crises.
- 3.23.4 Ensure access to justice for persons with disabilities who have experienced arbitrary deprivation of liberty, and access to adequate redress and reparations, and the restitution of their liberty.
- 3.23.5 Any deprivation of liberty of persons with disabilities should be in conformity with the law.

3.24 Freedom of expression and opinion, access to information

- 3.24.1 Persons with disabilities must be free to express their opinions, to seek, receive and share information and ideas on an equal basis with others and through all forms, of communication of their choice.
- 3.24.2 Ensure the provision of information that is meant for the general public to persons with disabilities in accessible formats and technologies that are appropriate to different kinds of disabilities in a timely manner and without additional cost.
- 3.24.3 Accept and facilitate the use of Zimbabwean Sign Language, Braille, augmentative and alternative communication and all other accessible means, modes and formats of communication based on the choice of persons with disabilities, including in official interactions.
- 3.24.4 Private entities that provide services to the general public, including through the Internet, must provide information and services in accessible and usable formats to persons with disabilities.

- 3.24.5 The use of Zimbabwean Sign Language must be recognized and promoted.
- 3.24.6 The mass media, including providers of information through the internet, must ensure that their services are accessible to persons with disabilities.
- 3.24.7 A framework of mainstreaming disability must be a compulsory requirement for media licence applicants.
- 3.24.8 All media students and personnel must be trained on disability issues, to enable appropriate reporting.
- 3.24.9 International human rights laws, pertaining to disability must be summarised and publicised in modes and languages that are accessible to persons with disabilities.
- 3.24.10 Government reports, government gazettes, and Hansard, must be accessible to persons with disabilities.
- 3.24.11 Internet Cafes must have computers that are accessible to persons with disabilities, including blind persons.
- 3.24.12 The use of Zimbabwean Sign Language must be recognised and must also be promoted.
- 3.24.13 Persons with disabilities must have access to new information and communication technologies and systems including the internet at affordable and regulated prices.

3.25 Privacy

- 3.25.1 All data/information that is collected/transmitted on persons with disabilities for statistical purposes, shall remain confidential and the privacy of individuals must be respected.
- 3.25.2 No person with disabilities, regardless of place of residence or living arrangements, shall be subjected to arbitrary or unlawful interference with his or her privacy, family, home or correspondence or other types of communication or to unlawful attacks on his or her honour and reputation. Persons with disabilities have the right to the protection of the law against such interference or attacks.

- 3.25.3 The privacy of personal, health and rehabilitation information of persons with disabilities must be protected on an equal basis with others.
- 3.25.4 Persons with disabilities must not be forced to disclose information that is associated with their disabilities.
- 3.24.5 The transfer and use of disability-related and health-related personal information and data among third parties without the free and informed consent of the person concerned is prohibited.

3.26 Liberty of movement and nationality

- 3.26.1 Persons with disabilities should obtain national identity documents for free, and possess and utilize such documents including birth-certificates, identity cards, and passports.
- 3.26.2 Persons with disabilities must not be deprived on the basis of disability, of their ability to obtain, possess and utilize any documentation of their nationality or other documentation of identification.
- 3.26.3 The Department of Disability Affairs in the Ministry of Public Service, Labour and Social Welfare must facilitate the issuance of government identity cards to persons with disabilities to enable easy identification when they present at service, information and any other places.
- 3.26.4 Persons with disabilities must not be deprived on the basis of disability, of their ability to make use of relevant processes such as immigration proceedings, which may be needed to facilitate the exercise of their right to liberty of movement.
- 3.26.5 Persons with disabilities must be free to leave any country, including Zimbabwe, and they must not be deprived arbitrarily of the right to enter Zimbabwe on the basis of disability.
- 3.26.6 All border posts must have a “Disability and Older Persons” desk which is accessible to persons with disabilities and which is manned by an official who is appropriately trained.

- 3.26.7 Immigration officials who man all border posts must be trained on disability issues and the rights of persons with disabilities, to enable them to respond appropriately to the requirements and concerns of persons with disabilities.
- 2.26.8 Registrar-general officials must be trained on the subject of disability, to enable them to provide appropriate service to persons with disabilities.
- 3.26.9 There should be a “Disability and Older Persons” office at every service centre of the registrar general which must be manned by a person who has been appropriately trained.
- 3.26.10 Persons with disabilities must not be denied their right to acquire or change a nationality and they should also not be deprived of their nationality arbitrarily or on the basis of disability.
- 3.26.11 Persons with disabilities whose parents would have failed to obtain birth certificates for them in their childhood, for whatever reason, must be enabled to obtain such identification with ease, later on in life.

3.27 Political and public life

- 3.27.1 Ensure that persons with disabilities enjoy and exercise their right to vote or to be elected. Eliminate all provisions and practices which restrict or deny the right to vote of persons with disabilities.
- 3.27.2 Ensure that voting procedures, facilities and materials are appropriate, accessible and in formats that are easy to understand and use.
- 3.27.3 The right of persons with disabilities to vote in secrecy on an equal basis with others or to be accompanied by a person of their choice or to use assistive devices where appropriate, must be promoted.
- 3.27.4 The right of persons with disabilities to stand for elections, to effectively hold office and to perform all public functions at all levels of government, must be promoted. Eliminate all provisions and practices which restrict or deny the right to stand for election of persons with disabilities.

- 3.27.5 The participation of persons with disabilities in non-governmental organisations and associations concerned with the public and political life of the country, and in the activities and administration of political parties, must be promoted.
- 3.27.6 Persons with disabilities have a right to form or to join organisations of persons with disabilities to represent persons with disabilities at international, national, regional and local levels. Ensure capacity building and support for the establishment of organizations of persons with disabilities, including organizations of women with disabilities in Zimbabwe.
- 3.27.7 Voting for Disability Senators, should not be restricted to the Electoral College, but it should be open to all persons with disabilities and parents and guardians of children with disabilities in Zimbabwe.
- 3.27.8 Guidelines for the political participation of persons with disabilities must be developed.

3.28 Organisations of persons with disabilities

- 3.28.1 Guidelines for the establishment and functions of organisations of persons with disabilities as vehicles of self-representation and self-development must be formulated.
- 3.28.2 Annual assessments of the functions of organisations of persons with disabilities including umbrella organisations shall be undertaken by the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare.
- 3.28.3 Organisations that do not function within the parameters of the stipulated guidelines shall have their registration suspended or they shall be deregistered.

3.29 Research, statistics and data collection

- 3.29.1 Undertake and promote research that seeks to inform policy and the development of evidence-based intervention strategies with the active involvement and participation of representative organizations of persons with disabilities.

- 3.29.2 Research initiatives must pay attention to women, children and older persons with disabilities as minority groups that are under-represented and that often face additional barriers on account of their multiple and intersecting identities.
- 3.29.3 All disability research and training that is undertaken in the country including that which is initiated by government development partners that include UN Agencies, must be registered with the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare.
- 3.29.4 All disability research findings must be submitted to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare at the end of such research.
- 3.29.5 The Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare must publicly share disability research findings so as to promote the development of evidence-based laws, policies and intervention strategies.
- 3.29.6 Research findings must be shared in formats that are accessible to persons with disabilities.
- 3.29.7 Ensure the involvement of persons with disabilities in research, not just as participants but as researchers as well.
- 3.29.8 Guidelines for ethical considerations in research that involves persons with disabilities must be upheld throughout all research processes.
- 3.29.9 A model of disability data collection and reporting methodologies that is conducive to effective implementation of the NDP must be developed.
- 3.29.10 The capacity of institutions involved in the national census and surveys and institutions that are mandated to co-ordinate and oversee disability inclusion across sectors, must be built, in order to ensure among other things, the generation of appropriate disability disaggregated data.

3.30 Awareness raising

- 3.30.1 Raise awareness throughout society, including at the family level, regarding persons with disabilities.
- 3.30.2 Respect for the rights and dignity of persons with disabilities must be fostered.
- 3.30.3 Combat stereotypes, prejudices and harmful practices relating to persons with disabilities, including those based on sex and age, in all areas of life.
- 3.30.4 Raise awareness on the capabilities and contributions of persons with disabilities.
- 3.30.5 Effective public awareness campaigns that nurture receptiveness to the rights of persons with disabilities and that promote positive perceptions and greater social awareness towards persons with disabilities, must be initiated and maintained.
- 3.30.6 Recognition of the skills, merits and abilities of persons with disabilities, and of their contributions across all sectors including in the workplace and the labour market, must be promoted.
- 3.30.7 From the early childhood education level to tertiary level, an attitude of respect for the rights of persons with disabilities must be fostered.
- 3.30.8 Design and conduct disability and media training programs with the active involvement of representative organizations of persons with disabilities.
- 3.30.9 All disability and media training programs must be approved by the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare in consultation with representative organizations of persons with disabilities.
- 3.30.10 All organs of the media must portray persons with disabilities as rights holders in a manner that is consistent with the purpose of the NDP.

3.31 Traditional leaders and members of parliament

- 3.31.1 All chiefs and members of parliament must be trained on the subject of disability and human rights, including the element of disability inclusive budgeting.
- 3.31.2 Traditional leaders must ensure that people who order harmful practices that include the abuse and killing of persons with disabilities for ritual purposes are prosecuted.
- 3.31.3 All chiefs and members of parliament must raise awareness about disability issues in their constituencies.
- 3.31.4 Traditional courts must be accessible to persons with disabilities in terms of physical infrastructure, information, language and communication.
- 3.31.5 Ensuring confidentiality, all chiefs and members of parliament must keep records of the number of persons with disabilities in their constituencies and the nature of disabilities that they have and where they are located – the information must also be disaggregated on the grounds of age and gender.
- 3.31.6 The Chiefs Council and Parliament must submit data about persons with disabilities in November of each year to the Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare.
- 3.31.7 The Chiefs Council and Parliament must ensure the use of Zimbabwean Sign Language where appropriate including in debates and other proceedings.

3.32 International co-operation

- 3.32.1 To realize the purpose and objectives of this NDP, and in consultation with persons with disabilities and their representative organizations, promote international cooperation between and among States, and as appropriate, in partnership with relevant international and regional organisations and civil society.

- 3.32.2 Ensure that international cooperation, including international development programmes, are inclusive of and accessible to persons with disabilities.
- 3.32.3 Facilitate and support capacity-building programs, including through the exchange and sharing of information, experiences, training programs and best practices in consultation with representative organizations of persons with disabilities.
- 3.32.4 Facilitate cooperation in research and access to scientific and technical knowledge.
- 3.32.5 Provide appropriate technical and economic assistance, including by facilitating access to and sharing of accessible and assistive technologies, and through the transfer of technologies.
- 3.32.6 Ensure collaboration with regional disability organisations that include but are not limited to the African Disability Alliance (ADA) and the Southern Africa Federation of the Disabled (SAFOD).

3.33 Zimbabwean Sign Language

- 3.33.1 The Minister of Public Service, Labour and Social Welfare shall in consultation with organisations that represent the interests of the Deaf community and other stakeholders that include relevant Government Ministries prescribe the language which shall be recognised as the Zimbabwean Sign Language as provided for in section 6 (1) of the Constitution of Zimbabwe.
- 3.33.2 The community of persons using Zimbabwean Sign Language have the right to use, develop and preserve Zimbabwean Sign Language, as well as to foster, extend and transmit Deaf culture.
- 3.33.3 Persons who intend to provide Sign Language interpretation shall submit their applications to the Department of Disability Affairs in the Ministry of Public Service, Labour and Social Welfare, who shall issue them with a Zimbabwean Sign Language Interpretation License.

- 3.33.4 The Department of Disability Affairs in the Ministry of Public Service, Labour and Social Welfare shall establish and maintain a register of persons entitled to perform the Zimbabwean Sign Language interpretation services.
- 3.33.5 Sign language interpretation shall be performed only by a person with a clean criminal record, who is not under suspension of licence to practice interpretation, and who has acquired a relevant professional qualification and met guidelines that arise from this policy.
- 3.33.6 The Sign Language interpreter shall handle any data, fact or information he or she may become aware of in connection with his or her service in a confidential manner, and this obligation shall continue in force after the termination of his/her service provision.
- 3.33.7 Confidentiality referred to in 3.33.6 above, shall not apply in cases where the Deaf or Deaf Blind person releases the sign language interpreter from such obligation, or the disclosure of any data, fact or information required by law.
- 3.33.8 The use of free Zimbabwean Sign Language interpretation service may be requested from the Sign Language interpretation service providers that are financed by the State.
- 3.33.9 The Sign Language interpretation service providers shall perform interpretation services in Zimbabwean Sign Language.
- 3.33.10 When using free Sign Language interpretation service provided by the State, the Deaf or Deaf blind person shall have the option to choose any Sign Language interpreter upon the Sign Language interpreter's consent.
- 3.33.11 Sign Language interpretation service shall also be available for a specific fee from different stakeholders.

SECTION 4 – IMPLEMENTATION FRAMEWORK

The NDP will be implemented through a framework which is outlined in this section



4. IMPLEMENTATION FRAMEWORK

The heart of any policy lies in its implementation, so that the policy “moves” from paper into the real world to make a difference in the lives of the targeted beneficiaries, in this case persons with disabilities and their families. This section addresses the issue of the NDP’s implementation strategy including funding, responsibility/accountability and short-term and long-term plans. As stated before, persons with disabilities are found across all communities and all sectors impact upon them. The implementation of the NDP therefore cuts across all sectors and all government ministries as listed below.

1) Ministry of Finance and Economic Development, 2) Ministry of Defence and War Veterans Affairs, 3) Ministry of Mines and Mining Development, 4) Ministry of Local Government and Public Works 5) Ministry of National Housing and Social Amenities, 6) Ministry of Foreign Affairs and International Trade, 7) Ministry of Public Service, Labour and Social Welfare, 8) Ministry of Industry and Commerce, 9) Ministry of Home Affairs and Cultural Heritage, 10) Ministry of Higher and Tertiary Education, Innovation, Science and Technology Development, 11) Ministry of Primary and Secondary Education, 12) Ministry of Lands, Agriculture, Water, and Rural Resettlement, 13) Ministry of Energy and Power Development, 14) Ministry of Transport and Infrastructural Development, 15) Ministry of Information, Publicity and Broadcasting Services, 16) Ministry of Information Communication Technology and Courier Services, 17) Ministry of Environment, Climate, Tourism and Hospitality Industry, 18) Ministry of Youth, Sport, Arts and Recreation, 19) Ministry of Health and Child Care, 20) Ministry of Justice, Legal and Parliamentary Affairs, 21) Ministry of Women Affairs, Community, Small and Medium Enterprises Development.

4.1 Funding

Funding for the implementation of the NDP will be drawn from:

- Direct allocation of funds from the national fiscal basket
- National Social Security Authority (NSSA) disability fund
- Disability levy against every litre of fuel sold
- Partnership with development agencies

A disability marker to track allocation and spending which contributes to the implementation of the NDP will be developed.

4.2 Implementation Strategy

Disability is a cross-cutting interdisciplinary issue, hence disability focal units will be set up in all government ministries and agencies. The Ministry of Public Service, Labour and Social Welfare is in charge of the implementation, monitoring, evaluation, and review of the NDP, albeit collaborating with all government ministries and stakeholders across all sectors. In the table below, specific government ministries are apportioned relevant responsibility and accountability under each key activity, albeit the mention of all ministries under all activities. That is so because collaboration is important - disability inclusion across all sectors cannot be achieved if government ministries, departments and agencies work in silos.

Furthermore, and in accordance with Article 4(3) of the United Nations Convention on the Rights of Persons with Disabilities, the NDP directs all stakeholders to ensure that in all the initiatives that are listed below, persons with disabilities and their representative organisations in all their diversity, play an active role including in the design, implementation and monitoring of initiatives. In all circumstances, information will be disaggregated on the basis of disability including the types of disability, age, gender and any other relevant social life attributes. The office of the Advisor to the President and Cabinet on Disability Issues upholds its advisory role.

Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term (2021/2022) 2 years	Long Term (2023& Beyond)
4.2.1 Fortification of the structure of the Department of Disability Affairs in the Ministry of Public Service, Labour and Social Welfare	Ministry of Public Service, Labour and Social Welfare Ministry of Finance	Analysis of existing disability structure including staff qualifications, skills & experience. Internal and external stakeholder consultation Training needs analysis	Revised structure of Department of Disability Affairs	Capacity building Recruitment of staff if required. Continuous professional development Monitoring and evaluation
4.2.2 Establishment of a disability office in each of the 21 government ministries	Ministry of Public Service, Labour and Social Welfare Ministry of Finance All ministries	Analysis of existing structures Stakeholder consultation Inter-ministerial information sharing plan Awareness raising plan	Disability structures in all ministries Inter-ministerial information sharing Training needs analysis Capacity building plan Awareness raising	Awareness raising Inter-ministerial information sharing Capacity building Recruitment of staff if required Continuous professional development Support disability offices in all ministries Monitoring and evaluation Identify areas of research and undertake research that informs policy, and practice
4.2.3 Establishment of Zimbabwean Sign Language	Ministry of Public Service, Labour and Social Welfare Ministry of Primary and Secondary Education Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Information, Publicity and Broadcasting Services Ministry of Finance All ministries	Stakeholder consultation Capacity building plan Awareness raising plan	Framework of Zimbabwean Sign Language Authority Recruitment of staff Capacity building Awareness raising	Capacity building Awareness raising Identify areas of research and undertake research that informs policy and practice.
4.2.4 Establishment of Braille Authority	Ministry of Public Service, Labour and Social Welfare Ministry of Higher and Tertiary Education, Innovation, Science and Technology	Stakeholder consultation Capacity building plan Awareness raising plan	Framework of Braille Authority Recruitment of staff Capacity building plan Awareness raising	Capacity building Awareness raising Identify areas of research and undertake research

	Ministry of Primary and Secondary Education Ministry of Finance All ministries			that informs policy and practice
Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term (2021/2022) 2 years	Long Term (2023& Beyond)
<p>4.2.5 Economic Empowerment and Self-Reliance Formulate national guidelines on employment of persons with disabilities, and support for their entrepreneurial projects</p> <p>*</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of Women Affairs, Community Small and Medium Enterprise Development</p> <p>Ministry of Industry and Commerce</p> <p>Ministry of Information, Publicity and Broadcasting Services.</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Youth, Sport, Arts and Recreation</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk Research</p> <p>Stakeholder consultation</p> <p>Writing of draft national guidelines</p> <p>Awareness raising plan</p>	<p>National Guidelines on the employment and support of entrepreneurial projects of persons with disabilities</p> <p>Awareness raising among employers, and financial institutions and society at large</p> <p>Designing and implementing disability training programs for relevant stakeholders including employers and financial institutions</p>	<p>Awareness raising</p> <p>Capacity building</p> <p>Support both employers and employees with disabilities.</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and undertake research that informs policy and practice</p> <p>Review guidelines</p>
<p>4.2.6 Living conditions Formulate national guidelines of living conditions of persons with disabilities, including respite care, landlords and tenants with disabilities, and housing for persons with disabilities and their families.</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of National Housing and Social Amenities</p> <p>Ministry of Local Government and Public Works</p> <p>Ministry of Information, Publicity and Broadcasting Services.</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultation</p>	<p>National Guidelines on living conditions of persons with disabilities and their families.</p> <p>Awareness raising plan</p>	<p>Implementation of guidelines</p> <p>Awareness raising</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and undertake research that informs policy and practice.</p> <p>Review guidelines</p>
<p>4.2.7 Cultural life, Recreation and Leisure Formulate national guidelines for ensuring the inclusion of persons with disabilities in cultural life, recreation, and leisure initiatives</p>	<p>Ministry of Public Service, Labour and Social Welfare</p>	<p>Desk research</p> <p>Stakeholder consultation</p>	<p>National Guidelines on ensuring the inclusion of persons with disabilities in cultural life, recreation, and leisure initiatives</p>	<p>Implementation of guidelines</p> <p>Awareness raising</p> <p>Monitoring and evaluation</p>

	<p>Ministry of Youth, Sport, Arts and Recreation</p> <p>Ministry of Home Affairs and Cultural Heritage</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Primary and Secondary Education</p> <p>Ministry of Finance</p> <p>All ministries</p>			<p>Identify areas of research and undertake research that informs policy and practice.</p> <p>Review guidelines</p>
Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term 2021/2022) 2 years	Long Term (2023& Beyond)
<p>4.2.8 Music and Sport</p> <p>Formulate guidelines for the inclusion of persons with disabilities in mainstream music and sport initiatives as well as in disability targeted music and sport initiatives</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of Youth, Sport, Arts and Recreation</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Primary and Secondary Education</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultation</p>	<p>National guidelines for ensuring the inclusion of persons with disabilities in mainstream music and sport initiatives as well as in disability targeted music and sport initiatives</p>	<p>Implementation of guidelines</p> <p>Awareness raising</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and undertake research that informs policy and practice</p> <p>Review guidelines</p>
<p>4.2.9 Exploitation, violence and abuse</p> <p>(a) Awareness raising campaigns in relation to disability related exploitation, violence and abuse</p> <p>(b) Capacity building of justice delivery system including issues of procedural accommodation.</p> <ul style="list-style-type: none"> - Judges - Magistrates - Prosecutors - Police - Prisons - Social Workers - Healthcare staff - Disaster Risk Management officials - Additional stakeholders <p>c) Establishment of disability inclusive shelters</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of Justice Legal and Parliamentary Affairs</p> <p>Ministry of Women Affairs, Community Small and Medium Enterprise Development</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Primary and Secondary Education</p> <p>Ministry of Youth, Sport Arts and Recreation</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultations</p>	<p>National guidelines on prevention and response to exploitation, violence and abuse that is perpetrated against persons with disabilities on the basis of disability</p> <p>Capacity building of officials in the justice delivery system and in additional relevant sectors</p> <p>Building partnerships for the establishment of nationwide inclusive shelters</p>	<p>Implementation of guidelines</p> <p>Capacity building</p> <p>Awareness raising</p> <p>Establishment of inclusive shelters</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and undertake research that informs policy and practice</p> <p>Review guidelines</p>

<p>4.2.10 Health Formulate National Disability/Health Guidelines– include: physical infrastructure, information, communication, abuse, medical aid, training of health care staff on disability issues, education and employment of persons with disabilities within the health care delivery system.</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of Health and Child Care</p> <p>Ministry of Justice, Legal and Parliamentary Affairs</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultation</p>	<p>National Disability/Health Guidelines for Persons with Disabilities</p>	<p>Implementation of guidelines</p> <p>Awareness raising</p> <p>Capacity building</p> <p>In-service training</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and undertake research that informs policy and practice</p> <p>Review guidelines</p>
Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term 2021/2022) 2 years	Long Term (2023& Beyond)
<p>4.2.11 Education</p> <p>a) Create database of all learning institutions in all the 10 provinces of Zimbabwe</p> <p>b) Raise awareness in communities about the significance of enrolling persons with disabilities in learning institutions</p> <p>c) Formulate guidelines for inclusive education</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Primary and Secondary Education</p> <p>Ministry of Youth, Sport Arts and Recreation</p> <p>Ministry of Information, Publicity and Broadcasting Services</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultation</p>	<p>Reconcile the programs that are offered by all learning institutions with the provisions of the NDP and identify gaps.</p> <p>Formulate guidelines on inclusive education that prepare persons with disabilities for the world of formal employment and entrepreneurship</p> <p>Build partnerships that enhance the ability of persons with disability to enter the world of work and entrepreneurship</p> <p>Awareness raising plan which cascades to ward levels.</p>	<p>Up-to-date database of all learning institutions in all the 10 provinces of Zimbabwe</p> <p>Implementation of guidelines on inclusive education that prepares persons with disabilities for the world of formal employment and entrepreneurship</p> <p>Capacity building</p> <p>Continuous professional development</p> <p>Partnership building</p> <p>Awareness raising</p> <p>Identify areas of research and undertake research that informs policy and practice</p> <p>Review guidelines</p>
<p>4.2.12 Sexuality (a)Formulate national guidelines for supporting the sexuality of persons with disabilities, including sexual and reproductive health care</p>	<p>Ministry of Public Service Labour and Social Welfare</p>	<p>Desk research</p> <p>Stakeholder consultations</p>	<p>National guidelines for supporting the sexuality of persons with disabilities</p>	<p>Implement, national guidelines for supporting the sexuality of persons with disabilities</p> <p>Capacity building</p>

	<p>Ministry of Health and Child Care</p> <p>Ministry of Justice, Legal and Parliamentary Affairs</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Primary and Secondary Education</p> <p>Ministry of Youth, Sport Arts and Recreation</p> <p>Ministry of Information, Publicity and Broadcasting Services</p> <p>Ministry of Finance</p> <p>All ministries</p>			<p>Continuous professional development</p> <p>Awareness raising</p> <p>Identify areas of research and undertake research that informs policy, and practice</p> <p>Review guidelines</p>
Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term 2021/2022) 2 years	Long Term (2023& Beyond)
<p>4.2.13 Older Persons with Disabilities</p> <p>(a) National guidelines for supporting older persons with disabilities</p>	<p>Ministry of Public Service Labour and Social Welfare</p> <p>Ministry of Health and Child Care</p> <p>Ministry of Justice, Legal and Parliamentary Affairs</p> <p>Ministry of Information, Publicity and Broadcasting Services</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultation</p>	<p>National Guidelines - Older Persons with Disabilities.</p>	<p>Implement national guidelines on supporting older persons with disabilities.</p> <p>Capacity building</p> <p>Awareness raising</p> <p>Identify areas of research and undertake research that informs policy, and practice</p> <p>Review guidelines</p>
<p>4.2.14 Disaster Risk Management</p> <p>(a) Formulate Guidelines on disability inclusive disaster risk management (preparedness, response, early recovery, recovery, reconstruction)</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of Local Government and Public Works</p> <p>Ministry of Information, Publicity and Broadcasting Services</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultation</p>	<p>National guidelines on disability inclusive disaster risk management</p>	<p>Implement national guidelines on disability inclusive disaster risk management</p> <p>Capacity building</p> <p>Continuous professional development</p> <p>Awareness raising</p> <p>Identify areas of research and undertake research that informs policy, and practice</p> <p>Review guidelines</p>

<p>4.2.15 Assistive Devices, Personal Mobility and Communication Map suppliers of assistive devices (district, province, national levels)</p> <p>Set up a database of suppliers of assistive devices (national, continental and international) and publicly share with stakeholders</p>	<p>Ministry of Public Service Labour and Social Welfare</p> <p>Ministry of Health and Child Care</p> <p>Ministry of Information Communication Technology and Courier Services</p> <p>Ministry of Information, Publicity and Broadcasting Services</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultations</p>	<p>National guidelines on the local manufacture, importation and distribution of assistive devices and technologies including personal mobility and communication.</p>	<p>Implement national guidelines on assistive devices, and technologies. personal mobility and communication.</p> <p>Capacity building</p> <p>Continuous professional development</p> <p>Awareness raising</p> <p>Identify areas of research and undertake research that informs policy and practice.</p> <p>Review guidelines</p>
<p>Key Activity</p>	<p>Responsibility/ Accountability</p>	<p>Preparatory Phase</p>	<p>Short-Term 2021/2022) 2 years</p>	<p>Long Term (2023& Beyond)</p>
<p>4.2. 16 Accessibility (physical environment, information and communication) Formulate national guidelines on accessibility – physical environment, information and communication</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of Local Government and Public Works</p> <p>Ministry of National Housing and Social Amenities</p> <p>Ministry of Information, Publicity and Broadcasting Services</p> <p>Ministry of Information Communication Technology and Courier Services</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk research</p> <p>Stakeholder consultations</p>	<p>National disability guidelines on accessibility physical environment, information and communication</p>	<p>Implementation of guidelines</p> <p>Capacity building</p> <p>Awareness raising</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and undertake research that informs policy and practice</p> <p>Review guidelines</p>
<p>4.2.17 Transport Formulate national guidelines for transport for persons with disabilities</p>	<p>Ministry of Public Service, Labour and Social Welfare</p> <p>Ministry of Transport and Infrastructural Development</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p>	<p>Desk research</p> <p>Stakeholder consultation</p>	<p>National disability guidelines on transport for persons with disabilities</p>	<p>Implementation of guidelines</p> <p>Capacity building</p> <p>Awareness raising</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and</p>

	Ministry of Information, Publicity and Broadcasting Services All ministries			undertake research that informs policy and practice Review guidelines
4.2.18 Children with disabilities and children of parents with disabilities Formulate national guidelines for addressing the requirements and concerns of children with disabilities and children of parents with disabilities.	Ministry of Public Service, Labour and Social Welfare Ministry of Health and Child Care Ministry of Justice, Legal and Parliamentary Affairs Ministry of Home Affairs and Cultural Heritage Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Primary and Secondary Education Ministry of Youth, Sport Arts and Recreation Ministry of Information, Publicity and Broadcasting Services All ministries	Desk research Stakeholder consultations	National guidelines for addressing the requirements and concerns of children with disabilities and children of parents with disabilities	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy, and practice Review guidelines
Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term (2021/2022) 2 years	Long Term (2023& Beyond)
4.2.19 Women with disabilities Formulate national guidelines for addressing the rights and concerns of women and girls with disabilities.	Ministry of Public Service, Labour and Social Welfare Ministry of Women Affairs, Community Small and Medium Enterprise Development Ministry of Health and Child Care Ministry of Justice, Legal and Parliamentary Affairs Ministry of Information, Publicity and Broadcasting Services Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Finance	Desk research Stakeholder consultations	National guidelines for addressing the rights and concerns of women and girls with disabilities.	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice Review guidelines

	All ministries			
4.2.20 Social Protection Formulate national guidelines for disability inclusive social protection	Ministry of Public Service Labour and Social Welfare Ministry of Women Affairs, Community Small and Medium Enterprise Development Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Information, Publicity and Broadcasting Services Ministry of Finance All ministries	Map existing social protection programs and identify gaps that need to be strengthened in relation to disability inclusion.	National guidelines for disability inclusive social protection	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice Review guidelines
4.2.21 Equal recognition before the law Formulate national guidelines for ensuring the equal recognition of persons with disabilities before the law	Ministry of Public Service Labour and Social Welfare Ministry of Justice, Legal and Parliamentary Affairs Ministry of Information Communication Technology and Courier Services Ministry of Information, Publicity and Broadcasting Services Ministry of Women Affairs, Community Small and Medium Enterprise Development Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Finance All ministries	Desk Research Stakeholder Consultations	National guidelines for ensuring the equal recognition of persons with disabilities before the law	Implementation of strategy Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice Review guidelines
Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term 2021/2022) 2 years	Long Term (2023& Beyond)
4.2.22 Protection of the integrity of the person Formulate national guidelines for protecting the integrity of persons with disabilities	Ministry of Public Service Labour and Social Welfare Ministry of Justice, Legal and Parliamentary Affairs Ministry of Information, Publicity and Broadcasting Services	Desk Research Stakeholder Consultations	National guidelines for ensuring the protection of the integrity of persons with disabilities	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice

	<p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>			Review guidelines
<p>4.2.23 Access to justice Formulate national guidelines for ensuring access to justice by persons with disabilities</p>	<p>Ministry of Public Service Labour and Social Welfare</p> <p>Ministry of Justice, Legal and Parliamentary Affairs</p> <p>Ministry of Information, Publicity and Broadcasting Services</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk Research</p> <p>Stakeholder Consultations</p>	National guidelines for ensuring access to justice by persons with disabilities	<p>Implementation of guidelines</p> <p>Capacity building</p> <p>Awareness raising</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and undertake research that informs policy and practice</p> <p>Review guidelines</p>
<p>4.2.24 Freedom of expression and opinion, access to information and privacy Formulate national guidelines for ensuring freedom of expression and opinion and access to information by persons with disabilities and privacy</p>	<p>Ministry of Public Service Labour and Social Welfare</p> <p>Ministry of Justice, Legal and Parliamentary Affairs</p> <p>Ministry of Information, Publicity and Broadcasting Services</p> <p>Ministry of Higher and Tertiary Education, Innovation, Science and Technology</p> <p>Ministry of Finance</p> <p>All ministries</p>	<p>Desk Research</p> <p>Stakeholder Consultations</p>	National guidelines for ensuring freedom of expression and opinion and access to information by persons with disabilities and privacy	<p>Implementation of guidelines</p> <p>Capacity building</p> <p>Awareness raising</p> <p>Monitoring and evaluation</p> <p>Identify areas of research and undertake research that informs policy and practice</p> <p>Review guidelines</p>

	Ministry of Finance All ministries			
Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term (2021/2022) 2 years	Long Term (2023& Beyond)
4.2.25 Liberty of movement and nationality Formulate national guidelines for ensuring that persons with disabilities realise their right to liberty of movement and nationality	Ministry of Public Service Labour and Social Welfare Ministry of Justice, Legal and Parliamentary Affairs Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Information, Publicity and Broadcasting Services Ministry of Finance All ministries	Desk research Stakeholder consultations	National guidelines that enable persons with disabilities to realise their right to liberty of movement and nationality	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice Review guidelines
4.2.26 Political and Public Life Formulate national guidelines for ensuring that persons with disabilities realise their right to political and public life	Ministry of Public Service Labour and Social Welfare Ministry of Justice, Legal and Parliamentary Affairs Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Information, Publicity and Broadcasting Services Ministry of Finance All ministries	Desk research Stakeholder consultations	National guidelines for ensuring that persons with disabilities realise their right to political and public life	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice Review guidelines
4.2.27 Organisations of persons with disabilities Formulate national guidelines for registration and functioning of organisations of persons with disabilities	Ministry of Public Service Labour and Social Welfare Ministry of Justice, Legal and Parliamentary Affairs Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Information, Publicity and Broadcasting Services Ministry of Finance	Desk research Stakeholder consultations	National guidelines for registration and functioning of organisations of persons with disabilities	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice Review guidelines

	All ministries			
4.2.28 Research, statistics and data collection Formulate national guidelines for undertaking research in the field of disability	Ministry of Public Service Labour and Social Welfare Ministry of Health and Child Care Ministry of Higher and Tertiary Education, Innovation, Science and Technology All ministries	Desk research Stakeholder consultations	National guidelines for undertaking research in the field of disability	Capacity building Awareness raising Research that informs policy and practice. Monitoring and evaluation.
Key Activity	Responsibility/ Accountability	Preparatory Phase	Short-Term 2021/2022) 2 years	Long Term (2023& Beyond)
4.2.29 Awareness Raising Formulate national disability guidelines for raising awareness on disability issues	Ministry of Public Service Labour and Social Welfare Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Information, Publicity and Broadcasting Services Ministry of Finance All ministries	Desk research Stakeholder consultations	National disability awareness raising guidelines	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice Review guidelines
4.2.30 Traditional leaders and members of parliament Formulate guidelines for mainstreaming disability in the functions of traditional leaders and members of parliament	Ministry of Public Service Labour and Social Welfare Ministry of Local Government and Public Works Ministry of Higher and Tertiary Education, Innovation, Science and Technology Ministry of Information, Publicity and Broadcasting Services Ministry of Finance All ministries	Desk research Stakeholder consultations	Guidelines for mainstreaming disability in the functions of traditional leaders and members of parliament	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research that informs policy and practice Review guidelines
4.2.31 International Cooperation Formulate guidelines for international cooperation on disability issues	Ministry of Public Service Labour and Social Welfare Ministry of Foreign Affairs, and International Trade Ministry of Higher and Tertiary Education, Innovation, Science and Technology	Desk research Stakeholder consultations	Guidelines for international cooperation on disability issues	Implementation of guidelines Capacity building Awareness raising Monitoring and evaluation Identify areas of research and undertake research

	Ministry of Information, Publicity and Broadcasting Services Ministry of Finance All ministries			that informs policy and practice.
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5. MONITORING AND EVALUATION

The development of the indicators for national plans, strategies and guidelines for this NDP will be undertaken in 2021 and will be guided by the indicators on the UNCRPD as articulated by the Office of the United Nations High Commissioner for Human Rights. Such indicators will be discussed and agreed upon by relevant stakeholders, including persons with disabilities and their representative organizations, to enable contextual, meaningful and effective measuring and reporting techniques on the implementation of the NDP. The mechanism will also be used to guide the discourse and recommendations on how to improve the inclusion of persons with disabilities across all sectors. National reports will report on progress on the inclusion of persons with disabilities, thereby setting the platform for international reporting. The effectiveness of the enabling environment that would have been created will be constantly and independently monitored, reported and evaluated through an independent monitoring framework that will be set up in accordance with the provisions of Article 33 (2) of the UNCRPD – the framework will be compliant with the Paris Principles.



NATIONAL DISABILITY POLICY [ZIMBABWE]

JUNE, 2021



[ZIMBABWE]