

LESOTHO NATIONAL DISABILITY MAINSTREAMING PLAN



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TABLE OF CONTENTS

TABLE OF CONTENTS	II
FIGURES	III
ACRONYMS	IV
1 INTRODUCTION AND BACKGROUND	1
1.1 Constitution	1
1.2 National Vision 2020	1
1.3 National Strategic Development Plan 2012-2017	1
1.4 National Disability and Rehabilitation Policy	1
2 UNDERSTANDING DISABILITY AND MAINSTREAMING	2
2.1 DISABILITY	2
2.2 MAINSTREAMING DISABILITY	3
3 PREVALENCE OF DISABILITY IN LESOTHO	4
3.1 COMMON CAUSES OF DISABILITY IN LESOTHO.....	4
3.2 FACTORS INFLUENCING EXCLUSION.....	5
4 PURPOSE AND RATIONALE	5
5 SITUATION ANALYSIS OF DISABILITY MAINSTREAMING IN LESOTHO ...	6
5.1 PUBLIC SECTOR.....	6
5.1.1 Ministry of Social Development	6
5.1.2 Ministry of Communication, Science and Technology.....	6
5.1.3 Ministry of Gender and Youth, Sports and Recreation.....	7
5.1.4 Ministry of Education and Training (National Curriculum Development Centre).....	7
5.1.5 Ministry of Tourism Environment and Culture.....	8
5.1.6 Ministry of Public Works and Transport.....	8
5.1.7 Ministry of Energy, Meteorology and Water Affairs.....	9
5.1.8 Ministry of Justice and Correctional Services.....	9
5.2 CIVIL SOCIETY ORGANISATIONS.....	9
5.2.1 Non-Disability Civil Society Organisations.....	9
5.2.2 Disabled People Organisations.....	10
5.2.2.1 Lesotho National Association for the Physically Disabled (LNAPD) .	10
5.2.2.2 Intellectual Disability Association of Lesotho (IDAL)	11
5.2.2.3 Lesotho National League for the Visually Impaired Persons (LNLVIP)	11
5.2.2.4 National Association of the Deaf in Lesotho (NADL)	11
5.3 PRIVATE SECTOR	12
5.3.1.1 Private Sector Foundation	12

5.3.1.2	Lesotho Chamber of Commerce and Industry (LCCI).....	12
6	PRIORITY AREAS.....	13
6.1	PRIORITY AREA 1: ACCESS TO PUBLIC TRANSPORT.....	13
6.2	PRIORITY AREA 2: ACCESS TO SOURCES OF LIVELIHOODS.....	14
6.3	PRIORITY AREA 3: ACCESS TO INFORMATION AND COMMUNICATION TECHNOLOGY ..	15
6.4	PRIORITY AREA 4: ACCESS TO SPORTS AND RECREATION.....	15
6.5	PRIORITY AREA 5: ACCESS TO BASIC EDUCATION.....	16
6.6	PRIORITY AREA 6: ACCESS TO PUBLIC HEALTH	17
6.7	PRIORITY AREA 7: PREVENTION, EARLY IDENTIFICATION AND INTERVENTION.....	17
6.8	PRIORITY AREA 8: ACCESS TO JUSTICE SYSTEM.....	18
7	COORDINATION.....	19
7.1	CAPACITY BUILDING	21
7.2	DISABILITY MAINSTREAMING ADVOCACY AND AWARENESS RAISING	22
7.3	MINISTERIAL COMMITMENT	22
7.4	WORKPLACE MAINSTREAMING	23
7.5	PROGRAM MAINSTREAMING: INCLUDING PWDs IN PROGRAM MANAGEMENT AND PROCESSES.....	23
7.6	POLICY DIALOGUES ON DISABILITY RIGHTS AND MAINSTREAMING	24
7.7	BUDGET SUPPORT.....	24
7.8	REPORTING, MONITORING AND EVALUATION	24
8	IMPLEMENTATION PLAN.....	1
	ANNEXES	19
	ANNEX I : LIST OF STAKEHOLDERS CONSULTED.....	19
	ANNEX II: SUMMARY OF FINDINGS	20

FIGURES

Figure 1: Proposed Coordination Structure	20
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ACRONYMS

ADA	<i>Africa Disability Alliance</i>
AIDS	<i>Acquired Immuno Deficiency Syndrome</i>
AU	<i>African Union</i>
CBM	<i>Christoffel Blinden Mission</i>
CBPE	<i>Community Based Parent Empowerment</i>
CBR	<i>Community Based Rehabilitation</i>
CEF	<i>Campaign for Education Forum</i>
COPDAM	<i>Communities of Practice in Disability Advocacy for Mainstreaming</i>
CSO	<i>Civil Society Organisations</i>
CWD	<i>Children with Disabilities</i>
DPOs	<i>Disabled Persons Organisations</i>
EFA	<i>Education for All</i>
ESSP	<i>Education Sector Strategic Plan</i>
EU	<i>European Union</i>
GF	<i>Global Fund</i>
GOL	<i>Government of Lesotho</i>
HIV	<i>Human Immune Virus</i>
HR	<i>Human Resources</i>
ICF	<i>International Classification of Functioning, Disability and Health</i>
ICT	<i>Information and Communication Technologies</i>
IDAL	<i>Intellectual Disability Association of Lesotho</i>
IEC	<i>Information, Education and Communication</i>
IGA	<i>Income-Generating Activities</i>
ILO	<i>International Labor Organization</i>
IVRC	<i>Ithuseng Vocational Rehabilitation Centre</i>
IVRC	<i>Itjareng Vocational Rehabilitation Centre</i>
LCCI	<i>Lesotho Chamber of Commerce and Industry</i>
LCE	<i>Lesotho College of Education</i>
LCN	<i>Lesotho Council of Non-Governmental Organisations</i>
LNAPD	<i>Lesotho National Association for the Physically Disabled</i>
LNDC	<i>Lesotho National Development Corporation</i>
LNFOOD	<i>Lesotho National Federation of Organisations of the Disabled</i>
LNLVIP	<i>Lesotho National League of the Visually Impaired Persons</i>
LSMHP	<i>Lesotho Society for Mentally Handicapped Persons</i>
MOSD	<i>Ministry of Social Development</i>

MDG	<i>Millennium Development Goals</i>
M&E	<i>Monitoring and Evaluation</i>
MOET	<i>Ministry of Education and Training</i>
MoPWT	<i>Ministry of Public Works and Transport</i>
NADL	<i>National Association for the Deaf Lesotho</i>
NCDC	<i>National Curriculum Development Centre</i>
NFDPO	<i>National Federation of Disabled Persons Organisations</i>
NDMP	<i>National Disability Mainstreaming Plan</i>
NDRP	<i>National Disability and Rehabilitation Policy</i>
NGOs	<i>Non-governmental Organisations</i>
NSDP	<i>National Strategic Development Policy</i>
NUL	<i>National University of Lesotho</i>
OD	<i>Organizational Development</i>
OSISA	<i>Open Society Institute for Southern Africa</i>
OVC	<i>Orphaned and Vulnerable Children</i>
PR	<i>Principal Recipient</i>
PSFL	<i>Private Sector Foundation of Lesotho</i>
PWDs	<i>Persons with Disabilities</i>
REC	<i>Regional Economic Commissions</i>
SADPD	<i>Secretariat of the African Decade of Persons with Disabilities</i>
TOT	<i>Training of Trainers</i>
TRC	<i>Transformation Resources Centre</i>
UN	<i>United Nations</i>
UPE	<i>Universal Primary Education</i>
UNCRPD	<i>United Nations Convention on the Rights of Persons with Disabilities</i>
USAID	<i>United States of Agency for International Development</i>
WHO	<i>World Health Organization</i>

FOREWORD

The National Disability Mainstreaming Plan serves as Lesotho's response towards the actual implementation of the UN Convention on the rights of persons with disabilities, documents of the Government of Lesotho. The development of this plan has been very participatory and historic in disability sector as it brought government ministries and organisations of persons with disabilities together in determining the gaps existing with regard to the inclusion of persons with disabilities in the public service delivery in which the making of the National disability mainstreaming plan has been found to be the most effective means through which the challenges faced by people with disabilities in terms of accessing service delivery can be addressed.

The development of this plan has again justified the intention of the Government of Lesotho to approach disability as a cross-cutting development issue which must be addressed by all government ministries under the coordination and supervision of the Ministry of Social Development.

It is therefore highly important to take into consideration the meaningful participation of all stakeholders in this initiative by translating this plan into concrete actions which will be felt by the beneficiaries on the ground. Allocation of budget by the various ministries is key for the implementation of the National Disability Mainstreaming Plan in terms of making sure that service delivery is accessible and inclusive of people with disabilities.

I therefore invite all stakeholders including development partners to support and implement this historic plan which marks Lesotho's journey towards the meaningful inclusion of persons with disabilities in the national development agenda.

Honourable Molahlehi Letlotlo
Minister of Social Development

1 INTRODUCTION AND BACKGROUND

1.1 Constitution

Disability mainstreaming in Lesotho is supported by a number of founding development frameworks. To start with, the Constitution of Lesotho provides that Lesotho shall adopt policies designed to provide for training facilities, including specialized institutions, public or private; and place disabled persons in employment and encourage employers to employ persons with disabilities.

1.2 National Vision 2020

Lesotho developed its first long-term strategy, the *National Vision 2020*, which was officially launched in 2004. Through the Vision 2020 strategy, Basotho resolved that by the year 2020 Lesotho shall be a stable democracy, a united and prosperous nation at peace with itself and its neighbors. It shall have a healthy and well-developed human resource base. Its economy will be strong, its environment well managed and its technology well established¹. While Vision 2020 does not specifically provide for inclusion of persons with disabilities, the Preface made by the Prime Minister says, the National Vision 2020 is a product of consultations of, among others, persons with disabilities (PWDs) across the country.

1.3 National Strategic Development Plan 2012-2017

The National Strategic Development Plan (NSDP) 2012/13 – 2016/17², is a comprehensive 5 year plan. Under objective number IV of improving health, combating HIV and AIDS and reducing vulnerability, it intends to reduce social vulnerability with focus on the following (i) consolidating social protection programmes and improving their efficiency and coverage (ii) Providing support to vulnerable, able-bodied persons to adopt sustainable livelihoods strategies and reviewing and implementing the strategy for social security scheme development (iii) promoting work safety and easing job search (iv) strengthening capacity for disaster risk management. Under chapter 6, NSDP specifically addresses disability as one of the cross-cutting issues. The objective here is to prevent disability and facilitate persons with disabilities to lead healthy and productive lives.

1.4 National Disability and Rehabilitation Policy

By 2011, Lesotho had made some progress insofar as the requirements of the UNCRPD are concerned, as the country had developed the National Disability and Rehabilitation Policy (NDRP)³. The purpose of the NDRP is to “create an enabling environment for PWDs living and working in Lesotho to realise their full potential”²⁴.

¹ Government of Lesotho, 2004, *National Vision 2020*

² Government of Lesotho, Ministry of Development Planning, *NSDP 2012/13 – 2016/17*

³ Ministry of Health and Social Welfare. (2011).

The policy aims to achieve this through “removing barriers and changing the attitudes which prevent PWDs from gaining access to employment, services and public amenities; promoting equal opportunities for PWDs to participate in socio-economic activities and decision-making; and promoting good practices that encourage both the private sector and Civil Society Organizations to similar efforts”^{24,4}. Lesotho has also passed the Children’s Protection and Welfare Act 2011, which safeguards the rights of children with disabilities and prohibits any form of discrimination against these children based on their disabilities⁵.

Since the ratification, the country has also adopted Community-Based Rehabilitation (CBR) as the main strategy for addressing disability issues among PWDs including;

- Removal of barriers and changing the attitudes which prevent PWDs from gaining access to employment, services and public amenities
- Equal opportunities for participation in socio economic activities and decision making
- Promotion of good practices to encourage both the private sector and civil society organizations to similar efforts.

2 UNDERSTANDING DISABILITY AND MAINSTREAMING

2.1 Disability

Disability as a topical issue is dynamic, complex and multidimensional. There has been a gradual transition from disability being defined as a health phenomenon to more of a social issue. However most recently, the International Classification of Functioning, Disability and Health (ICF) understands disability from more of a bio-psychosocial perspective, which is a compromise between the medical and social models of disability^{6,7}. The bio-psychosocial model regards functioning and disability as an interaction between an individual’s health and contextual issues, such as the environmental and personal contexts¹. Disability is thus regarded as an umbrella word referring to “impairments, activity limitations, and participation restrictions, taking cognizance of the negative interaction between the individual’s health condition and their environmental and personal factors”^{1,8}.

Disability is regarded as a development issue². There is a strong bi-directional linkage between disability and poverty. Poverty predisposes individuals to disability through poor access to good nutrition, health care and sanitation, as well as exposure to dangerous living and working conditions. On the other hand, disability

⁴Ministry of Social Development. (2013).

⁵LNFO. (2013).

⁶See http://whqlibdoc.who.int/publications/2011/9789240685215_eng.pdf

⁷See http://r4d.dfid.gov.uk/PDF/Outputs/Disability/thematic_stats.pdf

⁸See <http://www.who.int/topics/disabilities/en/>

usually leads to poverty by making it difficult for individuals to fully participate in the economic and social activities in their countries, such as education, employment and public services, especially if support structures are not available^{9,10}. The International Labour Organisation (ILO) estimates that 386 million of the world's working-age people have some kind of disability. Unemployment rates among persons with disabilities (PWDs) are as high as 80 per cent in some countries⁵.

Furthermore, the World Bank estimates that around 20% of the world's poorest people have some kind of disability, with statistics showing a steady increase in these figures, mainly due to "emergence of new diseases and other causes of impairment, such as HIV and AIDS, stress and alcohol and drug abuse; increasing life span and numbers of elderly persons, many of whom have impairments, [especially in the developed countries]; projected increases in the number of disabled children over the next 30 years, particularly in developing countries, due to malnutrition, diseases, child labour and other causes; armed conflict and violence. For every child killed in warfare, three are injured and acquire a permanent form of disability. According to the World Health Organisation (WHO), a quarter of disabilities in some countries result from injuries and violence"⁴.

Disability is also a human rights issue, and "disability places one in the world's largest minority group", according to Disability World^{11,12}. World Vision International believes that "disability awareness, advocacy and inclusion begin with respect for human equality, equity and diversity"¹³. However, PWDs frequently experience inequalities when they are denied access to health care, education, employment or participation in political activities in their countries due to their disability. PWDs also frequently experience violations to their dignity, for example, when they are subjected to abuse, violence, rape, prejudice or disrespect because of their disability, with women and girls being more vulnerable to abuse. PWDs are also less likely to obtain police intervention, legal protection or preventive care⁶. The human rights of PWDs are also frequently violated when they are denied autonomy, for example, by being confined to institutions against their will or being declared legally incompetent because of their disability⁷.

2.2 Mainstreaming Disability

Mainstreaming is a process of engaging in a structured way with an issue as an organization, at the workplace, program and policy level in order to address, and avoid increasing the negative effects of the issue. In the context of disability, mainstreaming is a method to promote inclusion and address the barriers that exclude disabled people from equal participation in society. In other words, disability

⁹See

<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTSOCIALPROTECTION/EXTDISABILITY/0,,contentMDK:21249181~menuPK:282717~pagePK:148956~piPK:216618~theSitePK:282699,00.html>

¹⁰See <http://www.disabled-world.com/disability/statistics/>

¹¹See http://whqlibdoc.who.int/publications/2011/9789240685215_eng.pdf

¹²See <http://www.disabled-world.com/disability/statistics/>

¹³See <http://www.wvi.org/disability>

mainstreaming is a method for addressing specific disability issues in areas where they wouldn't normally be addressed as the core focus of an organization. For this reason, disability mainstreaming is vulnerable to pressure from other priorities; hence management support is of paramount importance. It also means mainstreaming projects need clear long-term structure with ongoing activities and follow-up and appropriate budget and time allocated.

It is also important to involve people with disabilities in the process of mainstreaming from the beginning, and build relationship with Disabled Persons Organizations (DPOs), who can guide, advice and support mainstreaming. This can ensure that efforts are informed by the perspectives of PWDs and help to make issues real for non-disabled people.

3 PREVALENCE OF DISABILITY IN LESOTHO

There are roughly over 81 million people “affected by some form of disability in Africa”, constituting a disability prevalence of around 10%¹⁴. According to the 2006 Lesotho Census people with disabilities constitute 3, 7% of the total population of Lesotho^{15,16,17}. National statistics for Lesotho points to a disability prevalence of 40% among children aged 2-9 years, with this rate being marginally lower in females at 39% as compared to the 41% prevalence among males¹⁸. The most prevalent types of disability in the country are visual impairment, deafness, physical disability and intellectual disability,²¹.

3.1 Common Causes of Disability in Lesotho

There are other causes of physical disability such as car accidents, construction and mining accidents. There are major known causes of disability and these are:

Genetic conditions – these result from abnormalities of genes inherited from parents, errors when genes combine, or from other disorders of the genes caused during pregnancy by infections, overexposure to x-rays and other factors. There are many genetic diseases associated with intellectual disability.

Problems during pregnancy – use of alcohol or drugs by the pregnant mother can cause intellectual disability. In fact alcohol is known to be the leading preventative cause of intellectual disability. Other risks include malnutrition, certain environmental toxins, and illnesses of the mother during pregnancy, such as toxoplasmosis, cytomegalovirus, rubella and syphilis.

Problems at birth – pre-maturing and low birth weight predict serious problems more often than any other condition. Difficulties in the birth process such as temporary oxygen deprivation or birth injuries may cause disabilities.

¹⁴See <http://www.afro.who.int/en/lesotho/lesotho-publications/1549-disability-a-rehabilitation.html>

¹⁵See <http://www.safod.org/Needs%20Assessment.pdf>

¹⁶See <http://www.infod.org.ls/disability-in-lesotho.html>

¹⁷<http://www.osisa.org/open-learning/lesotho/lesotho-education-system>

¹⁸See http://www.childinfo.org/files/childdisability_PAAPaperLoaizaCappa.pdf

Problems after birth – childhood diseases such as whooping cough, chicken pox, measles, and hib disease that may lead to meningitis can damage the brain, as can injuries such as a blow to the head or near drowning. Lead, mercury and other environmental toxins can cause irreparable damage to the brain and nervous system.

Poverty and cultural deprivation – children growing up in poverty are at higher risk for malnutrition, childhood diseases, exposure to environmental health hazards and often receive inadequate health care. These factors increase the risk of disability.

The UN Convention on the Rights of Persons with Disabilities (UNCPRD) was adopted by the General Assembly in 2006 and ratified by Lesotho in 2008^{19,20}. According to Article 4 of the Convention, “countries that have ratified the Convention are required to engage in the development and implementation of policies, laws and administrative measures aimed at securing the rights of people with disabilities and to abolish laws, regulations, customs and practices that constitute discrimination towards people with disabilities”²².

3.2 Factors influencing exclusion

In many cases exclusion of persons with disabilities in development processes is influenced by lack of awareness and/or knowledge and skills in disability mainstreaming. It came out during consultations that persons with disabilities are subjected to unconscious discrimination due to lack of skills and knowledge on how to mainstream disability.

For a long time there has not been strategic and policy direction to promote inclusion of persons with disabilities in the development processes. Direct efforts to initiate development framework in the disability sector were first witnessed in 2008 when the Government of Lesotho ratified the UN Convention on the Rights of Persons with Disabilities, and the subsequent adoption of the National Disability and Rehabilitation Policy in 2011. However, with the progress made so far, budget allocations and popularisation of the frameworks should be undertaken to enhance disability mainstreaming in the development sector.

4 PURPOSE AND RATIONALE

The purpose of the plan is to provide a strategic direction on the implementation of the National Disability and Rehabilitation Policy of 2011 whose main aim is to promote and protect the rights of persons with disabilities. The plan will enhance the livelihoods of persons with disabilities as a result of positively changing physical environment, cultural and attitudinal bottlenecks. It is believed the implementation of the plan will bring about improved participation of persons with disabilities in development processes, access to public services and enjoy all human rights on an equal basis with others.

¹⁹See http://www.dochas.ie/Shared/Files/2/Achieving_Global_Disability_Inclusion.pdf

²⁰Kamaleri & Eide. (2011).

5 SITUATIONAL ANALYSIS OF DISABILITY MAINSTREAMING IN LESOTHO

The mandates of the Public Sector, Civil Society Organisations, including Disabled People Organisations (DPOs) and the Private Sector have been reviewed in the context of disability mainstreaming. The analysis identifies the role players and disability mainstreaming initiatives and progress towards full mainstreaming into development processes. However, while a lot of literature and interview consultations have been reviewed and conducted, respectively, the analysis present only areas that have some initiatives attempting to promote disability mainstreaming.

5.1 Public Sector

5.1.1 Ministry of Social Development

While disability issues are inter-ministerial with all government ministries expected to play their respective roles, disability issues at the central government level fall under the overall mandate of the Ministry of Social Development. The Ministry of Social Development was established in 2012 and has a Disability Services Department, whose overall goal is to improve the lives of persons with disabilities through appropriate service provision. The Disability Services Department was established in 1991 under the former Ministry of Health and Social Welfare in response to increasing needs of PWDs, and it commenced with the provision of assistive devices and vocational rehabilitation, with the establishment of Ithuseng Vocational Rehabilitation Centre (IVRC) in Maseru.

In addition to vocational skills training offered at IVRC, the department also has various other interventions strategies, including:

- ▶ Community Based Rehabilitation (CBR);
- ▶ Guidance and counseling;
- ▶ Referral of clients for different services like public assistance (in kind and in cash), medical exemptions, bursary schemes, special schools for PWDs;
- ▶ Provision of assistive devices;
- ▶ Provision of Business Packages (Start-up kits); and
- ▶ Income-Generating Activities (IGA Projects in Maseru, Mafeteng and Leribe so far)
- ▶ Provision of annual subvention to 12 DPOs including institutions/care facilities caring for children with disabilities
- ▶ Provision of life-skills (vocational skills development, activities of daily living and HIV/AIDS prevention and unwanted pregnancies).²¹

5.1.2 Ministry of Communication, Science and Technology

²¹NHA 2013, LNFOD Disability Baseline Study for Berea and Mohale's Hoek.

The Ministry of Communication Science and Technology is aimed at providing affordable, sustainable, accessible and reliable communication services and provide research and development, coordination of innovation to accommodate quality of life, through media improvement and development of communication materials.

The Ministry does not have anything specific on disability. But on their work-plan there are targets on disability issues which the Ministry intends to assess itself, but these objectives are only HR based, have not been shared and not authorized yet. HR being the department that looks at the welfare of employees influences the other departments to recognize persons with disabilities. The Ministry has since developed the ICT Policy.

However, there is employee satisfaction survey that is being carried out annually, which is used to assess the performance within the Ministry. This initiative can be explored and include disability assessment as it is an annual practice.

Furthermore, the Ministry has already put in practice news interpreters through television, which is currently not within ministerial structures. It goes on through the support of National Association for the Deaf Lesotho (NADL) interpreters. This initiative is yet to be explored and positions developed for permanent inclusion of interpreters.

5.1.3 Ministry of Gender and Youth, Sports and Recreation

Ministry of Gender and Youth, Sports and Recreation is geared towards socio-economic and political development and aspire for gender equity and equality, through sporting excellence, healthy and self-reliant youth. The Ministry is divided into three departments which are Gender, Youth and Sports and Recreation.

There are no disability focused programmes; the initial concern is on equality and equity issues between men and women. Issues of persons with disabilities are considered along the minority groups line which can be discriminated against or face some form of gender-based violence. There is no special attention being provided to disability, not even in budgeting.

However, the Ministry has maintained a close communication with LNFOOD through working committees, where the focus is on gender-based violence and empowerment of PWDs in general.

5.1.4 Ministry of Education and Training (National Curriculum Development Centre)

The Ministry is entrusted with development and implementation of policies which ensure acquisition of functional literacy among all Basotho and development of a productive quality human resource base through education and training.

The Special Education Unit was established to accommodate children with disabilities into the normal schools set-up. This was basically to promote integration of learners with special needs into the regular schools system at all levels through:

- In-service training for teachers through National Curriculum Development Centre (NCDC)

- District Resource Teachers
- Education Officers

The Ministry has put up inspectorates through three regions, who carry out schools review very intensively, whereby inclusion of children with special needs is one of the priorities put under review. The inclusion is being scrutinized to ensure that Children with Disabilities (CWD) are given necessary attention in schools where there are any, as well as, whether they are provided with necessary attention and resources.

5.1.5 Ministry of Tourism Environment and Culture

This Ministry is committed to promoting cleaner environments and culturally sustainable development and making Lesotho a number one tourism destination. This Ministry is divided into three departments which are Environment, Culture and Tourism.

- Department of Environment is responsible for conserving nature and ensuring cleaner environments though encouraging harmonious interactions with ecosystems.
- Department of Culture is responsible for conserving the cultural activities in line with local and ancient practices to retain the true Basotho's way of life.
- Department of Tourism is responsible for promoting Lesotho as a tourism destination, through its unique environment.

However, The Ministry does not specifically have a section dealing with persons with disabilities. Even the ministerial plans and budget have not specified anything in relation to disability.

5.1.6 Ministry of Public Works and Transport

The Ministry is entrusted with formulation and monitoring the implementation of robust transport and construction sector and maintain a dynamic and effective institutional and legal framework, which provides enabling environment for sustainable development of transport and construction industries for achievement of national development objective. It operates through the following sectors:

- Roads Directorate
- Building Design Services and Buildings
- Road Safety
- Traffic and Transport
- Civil Aviation and Moshoeshoe 1 international airport

Through its works The Ministry is already involved in ensuring that disability issues are integrated into the development plans. This is justified by the fact that in construction of roads, issues of accessibility are integrated, by developing ramps and zebra crossings to ensure that they are usable by PWDs. Speed humps and

pedestrian crossings are also considered. Further The Ministry is considering to put into practice scholar patrols.

The bridge crossings are designed such that they cater for people using wheel chairs and this is inclusive of all people with disabilities. The Ministry is considering the usage of accessible traffic lights which can enable PWDs to use them independently.

Buildings and Design are developed in consideration of accessibility issues although budget is still a problem. This would require involvement of PWDs in the planning so that they can be awarded a chance to influence the strategies adopted.

5.1.7 Ministry of Energy, Meteorology and Water Affairs

Ministry of Energy is entrusted with coordination and regulation of energy resource in the country, through development of appropriate laws and policies. The following are some of those that The Ministry has enacted;

- Lesotho Water and Sanitation Policy 2007
- Water Act 2008
- Fuel & Services Control Act 1983

However, most human rights issues under consideration are those that relate mostly to human resources. They are only treated as inherent issues within employee welfare and HR training plans and employee empowerment. They do not specifically call for consideration of disability issues.

5.1.8 Ministry of Justice and Correctional Services

The Ministry is entrusted with administering justice, protection and promotion of human rights and rehabilitation of offenders, through effective use of correctional resources and provision of skills of zero tolerance to corruption, and that human rights are of children, the vulnerable, people with disabilities and those infected and affected by HIV and AIDS are safe guarded.²²

Few of Correctional Services facilities are adapted for physical accessibility, and failure to provide physical accessibility is tantamount to denial of justice. Justice Officers have skills in communicating in the medium that would include persons with disabilities especially, those with speech/hearing and visual impairments.

5.2 Civil Society Organisations

5.2.1 Non-Disability Civil Society Organisations

The core mandate of civil society organisations is to advocate for improved service delivery, promotion and protection of the rights marginalized groups in society; a category that features persons with disabilities. What is evident is that the majority of the non-disabled organizations have not been exposed much to mainstreaming disability into their programs. However, the consultations undertaken showed a number of organisations have some ad hoc initiatives. To illustrate, the Transformation Resource Centre (TRC) through its Human Rights Unit, brought a

²²Ministry of Justice Human Rights and Correctional Service website

number of organisations together to advocate for the formation of a Human Right Commission Lesotho, which will be responsible for the protection and promotion of the respect of the human rights of the people of Lesotho. LNFOD was one of those that represented the minority groups in the campaign.

The Lesotho Council of NGOs (LCN) has included disability issues in their annual plans for some time now. Both 2011 and 2012, LCN had planned and budgeted for support of the commemoration of the International Disability Day. The budget support was particularly dedicated to women with disabilities during the International Disability Day²³. Otherwise, disability has been mainstreamed in the Global Fund project in which LCN was a Principal Recipient (PR). LNFOD was a sub-recipient where they were promoting HIV and AIDS preventative measures among persons with disability.²⁴ The Campaign for Education Forum (CEF) is another role player in mainstreaming disability in development processes. CEF has had special education programme that was supported by Open Society Initiative for Southern Africa (OSISA)²⁵.

Apparently awareness raising intervention should be intensified to increase mainstreaming levels and quality disability mainstreaming in non-disability civil society organisations.

5.2.2 Disabled People Organisations

LNFOD is an umbrella organization of four disabled people's organizations (DPOs), namely: Lesotho National Association of the Physically Disabled (LNAPD); Intellectual Disability Association of Lesotho (IDAL); Lesotho National League of the Visually Impaired Persons (LNLVIP); and National Association of the Deaf Lesotho (NADL). LNFOD, therefore, works through its member DPOs.

5.2.2.1 Lesotho National Association for the Physically Disabled (LNAPD)

LNAPD is responsible for advocating for the socio-economic rights of the people with physical disability. The organization is entrusted with ensuring access to public services on an equal basis with their able bodied counterparts through lobbying and advocacy to the service providers.

It has been noted that LNFOD is running two programmes, through which LNAPD is involved, which are Organizational Development (OD) and Community Based Rehabilitation (CBR) and OD is considered not to be having enough budget. The DPOs are considered as the implementing bodies but happen to have limited capacity in terms of human resources although they are considered as agents of change and routes of communication at the community level. OD has however, helped DPOs to develop branches at the community level by bringing together those with disability for ease of addressing their needs.

However, LNAPD like other DPOs run programmes which are project based and often lack sustainability. This has been discovered to emanate mostly from lack of

²³ LCN annual plans for 2011 and 2012

²⁴ LCN-Global Fund round 8 project document of 2008

²⁵ Lesotho COPDAM Baseline Study 2013

running work-plans. There is also lack of support to some to develop proposals which can get them funding and sustainable support.

5.2.2.2 Intellectual Disability Association of Lesotho (IDAL)

Intellectual Disability Association of Lesotho (IDAL) represents and protects the rights of children with disabilities including severe or multiple disability and individuals of all ages with intellectual disability through the empowerment of parents and youth. IDAL was formerly named Lesotho Society for Mentally Handicapped and Physically Disabled (LSMHP), and was founded in 1992 by parents of children with Intellectual disabilities.

IDAL has representation in some Health Centres especially in the lowlands districts. These representatives have been trained on HIV/AIDS and disability issues. This initiative was supported by OD programme. PACT also through USAID has assisted in reaching out to Mokhotlong District.

According to IDAL disability work relies mostly on the Public Sector, however, Departments are seen to be more hesitant to provide support or engage in the implementation, basically because top management does not buy it. On the other hand disability is seen to have come as a push to government.

On the other hand IDAL has seen support from PACT and USAID which has enabled it to extend its programmes to Mokhotlong District. IDAL is in the process of re-establishing itself once again after changing its name from LSMHP.

5.2.2.3 Lesotho National League for the Visually Impaired Persons (LNLVIP)

Lesotho National League of the Visually Impaired Persons is an organization of the visually impaired persons of Lesotho. It was established to advocate for the rights of the visually impaired persons in Lesotho. Ensuring that, visually impaired persons get access to education like any other able bodied persons and live sustainable lives through different forms of income generation.

LNLVIP operates some programmes aimed at empowering PWDs; these are focused on Mobility of PWDs, Human Rights Advocacy and Economic Empowerment.

The DPO carries out awareness through the Local Government structures, by holding public gatherings along with MoSD. This initiative has seen success through the support of the OD and CBR programmes. It operates through funding from the Norwegian Association of the Blind and Partially Sighted and MoSD. This DPO also operates Mohloli oa Bophelo Rehabilitation Centre through the help of the Government of Lesotho and partial support from the government of Norway.

It has further attained relationships with Campaign for Education Forum, NGOC, LCN, African Union, World Bank and LNFOD as a mother body.

5.2.2.4 National Association of the Deaf in Lesotho (NADL)

NADL is an association advocating for the rights of the Deaf community in Lesotho. NADL is aimed at promotion of sign language in the Public and Private Sectors so that the deaf community can receive quality services just like able bodied persons.

NADL advocates for adoption of sign language as a recognizable profession. Within NADL there are trained sign language interpreters, who often carry out trainings to willful persons on a six months basis. Training is also provided on request to some government institutions such as Police, Rehabilitation Officers and those who work in courts. These sign language interpreters also serve on Lesotho Television.

Furthermore, NADL also acts as a platform for recruitment of disabled persons with skills who can serve in the Textile Industries in Lesotho. Members register with the DPO for consideration. Besides these NADL carries out deaf awareness throughout government ministries and national campaigns such as the International Disability Day.

However, trained personnel often miss out or forget their signing, since this training is only offered for a short time with focus on the basics, and those who have been trained often have less chance to put what they learnt into practice. Officialization of sign language in schools and adoption as a subject so that children learn it at the tender age is proposed by NADL. This is hoped to ensure ease of communication despite any form of disability by disabled and able bodied persons and guarantees a lasting solution to communication barrier.

5.3 Private Sector

5.3.1.1 Private Sector Foundation

The Private Sector Foundation of Lesotho (PSFL) is the umbrella body for the Private Sector in the Kingdom of Lesotho. It seeks to promote and ensure sustained dialogue between the Government of Lesotho (GoL) and the Private Sector as well as to facilitate the promotion and development of a dynamic private sector.

5.3.1.2 Lesotho Chamber of Commerce and Industry (LCCI)

LCCI is a private entity whose objectives are;

- To advocate, inform, participate and engage with policy and decision makers for reforms and promotion of a conducive business climate in Lesotho
- To collaborate with the Public Sector in formulating and implementing policies that support job creation and employment of more Basotho
- To promote economic growth of the entire business community regardless of race, sex, creed, religion and/or privilege
- To promote fair and competitive business practices
- To promote SMME, and entrepreneurs' growth and development through various initiatives and programmes

However, there are no specific programmes geared towards the mainstreaming of disability issues. This is due to the fact that most of the target population is the business sector which is entrusted with promotion of income generation activities. Although PWDs are involved in the manufacturing which seems to be a sector within LCCI, consideration is not provided in relation to empowering disabled persons specifically.

6 PRIORITY AREAS

Disability mainstreaming issues are as many and important as the rights and aspirations of persons with disabilities. Therefore disability mainstreaming is a matter of streamlining and prioritization. However, priority areas in this plan have been informed by consultations of stakeholders, but most importantly the National Disability and Rehabilitation Policy (NDRP) 2011. The NDRP is the founding document and a point of departure for the development of the National Disability Mainstreaming Plan (NDMP). In fact, the NDMP becomes a strategy aimed at implementing the policy. Nonetheless, the letter of the policy is influenced by the international trends including the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and the United Nations Standard Rules on the Equalization of Opportunities for Persons with Disabilities to mention a few.

6.1 Priority Area 1: Access to Public Transport

An inclusive transport system contributes to sustainable growth of the economy, provision of social services, and the welfare of the general population. Among others, Lesotho's transport infrastructure consists of a road network of 7,437 km, 16% of which are paved, 51% are gravel and 33% are earth and other forms of roads²⁶. However, the literature does not show extent of accessibility of these roads. But what is clear again is that most public passengers' transport services are provided by the private taxi and bus transport, however, Government of Lesotho, Ministry of Development Planning (2014) indicates government is responsible for two transport services;

- Lesotho Freight and Bus Services Corporation- responsible for very small percentage of public transport services, mainly in areas and routes where volumes are low and private sector is unable to provide profitable services.
- Approximately 19 ferryboats at various locations on rivers. Most of these ferries were equipped in the late 1970's with 10-seater metal boats.

The Ministry of Public Works and Transport is responsible for most infrastructure provision and maintenance and for creating the necessary enabling environment for private sector to provide efficient, cost-effective and safe transport. Ministry of Local

²⁶ Government of Lesotho, Ministry of Development Planning, 2013, NSDP 2012/13 – 2016/17

Government and chieftainship also plays a role in the development of road infrastructure at community level. The overarching objective in the sector is to develop well-equipped, efficient and integrated transport system.

While the NSDP clearly defines the objects of the transport system, disability indicators do not come so clearly, hence the need for disability mainstreaming in the sector. As per Article 9 of the UNCRPD, to enable persons with disabilities to live independently and participate fully in all aspects of life, States Parties shall take appropriate measures to ensure that persons with disabilities have access, on an equal basis with others, to the physical environment, and to transportation. The same assertion is corroborated by the NDRP (2011) that Lesotho should develop an accessible and appropriate transport system for PWDs. So the plan endeavours to improve access to public transport by PWDs.

6.2 Priority Area 2: Access to sources of Livelihoods

The study on the living conditions of persons with disabilities in Lesotho reveals that the socio-economic status and employment rates among economically active individuals are three times lower among persons with disabilities compared to their non-disabled counterparts²⁷. This therefore calls for some form of empowerment and/or affirmative action to bring the gap between persons with disabilities and their non-disabled counterparts closer. It was noted during the consultations leading to the development of this plan that at one point around 2010, the Ministry of Forestry and Land Reclamation had declared that in every community development projects (stopping soil erosion, tree planting, construction of dams etc.) at least one disabled person should be hired. However, this was not a matter of government policy, but was just a personal inclination of the then Minister, hence the practice died off immediately after he left the office²⁸.

The call for affirmative action for persons with disabilities to promote their employment opportunities is consistent with United Nations declaration that States should actively support the integration of persons with disabilities into open employment. This active support could occur through a variety of measures, such as vocational training, incentive-oriented quota schemes, reserved or designated employment, loans or grants for small business, exclusive contracts or priority production rights, tax concessions, contract compliance or other technical or financial assistance to enterprises employing workers with disabilities. States should also encourage employers to make reasonable adjustments to accommodate persons with disabilities²⁹.

Another important source of livelihoods is linking persons with disabilities to sources of credit/finance for enterprise development. The Lesotho National Development Corporation (LNDC) and the American Embassy in Maseru have had sessions with Lesotho National Federation of Organisations of the Disabled (LNFOD) on ways to increase accessibility of persons with disabilities to microfinance for creation of enterprise development³⁰. The LNDC in particular has a

²⁷ SINTEF and SINTEF 2011, *Living conditions among persons with disabilities in Lesotho*,

²⁸ One of the interviewees from the Lesotho National Association of the Physically disabled

²⁹ Rule 7, *United Nations Standard Rules on Equalization of Opportunities for Persons with Disabilities*, 1993

³⁰ *Lesotho National Federation of Organisations of the Disabled report*, 2014

partial credit scheme aimed at creating employment opportunities for the youth, and therefore a recent move to work with disability is perceived as some form of disability mainstreaming.

Lastly, the plan does not only attempt to improve access to sources of livelihoods through employment and enterprise development, but also through budget provision for the disability grant.

6.3 Priority Area 3: Access to Information and Communication Technology

The government of Lesotho developed and adopted the Information and Communication Technology (ICT) policy whose vision is “To create a knowledge-based society fully integrated in the global economy by 2020.” In ensuring universal access to ICTs the policy intends to achieve the following³¹;

- Paying attention to the special needs of marginalized groups of society, including women, youth, the disabled, the disenfranchised and the elderly.
- Promoting universal, equitable and affordable access to ICT infrastructure and services so as to ensure universal access to information and knowledge
- Promote affordable, universal access to ICT products and services
- Promoting the development of affordable, user-friendly ICT products and services that are appropriate to local needs.
- Establishing ICT public access points in places such as post offices, schools, libraries and rural health care clinics among others.
- Encouraging the deployment of innovative, scalable technologies that can reduce the cost of service.

While the ICT policy is very explicit on promoting access to ICTs, there are serious implementation gaps and persons with disabilities are limited from accessing information in accessible formats, together with absence of sign language interpreters within Lesotho Television etc. Deliberate efforts should be made to implement the provisions of the policy regarding disability access. This will also be in fulfillment of the NDRP 2011 to enforce the use of sign language and alternative communication system accessible to persons with disabilities.

6.4 Priority Area 4: Access to Sports and Recreation

The Government of Lesotho has shown its political will in mainstreaming disability in sport and recreation by specifically and explicitly mandating the inclusion of persons with disabilities in sports and recreation structure/committees. The law mandates that governance structures of the sports commission should include representation of persons with sensory disabilities and the Paralympics³², and indeed persons with disabilities are represented in the sports commission³³.

³¹ Lesotho Information and Communication Technology Policy, 2005

³² The Section 7 of the Lesotho sports and recreation Act of 2010

³³ Interview with one person representing persons with sensory disabilities in the sports commission

The country further aims to provide opportunities for participation in sport for all sections of the community³⁴. But despite this, persons with disabilities continue to be discriminated against through inaccessible sporting and recreation facilities, limited options for appropriate sporting codes for persons with disabilities, absence of guides for disabled athletes and spectators³⁵. This therefore calls for a mainstreaming plan to catalyze the inclusion of persons with disabilities in sports and recreation.

6.5 Priority Area 5: Access to basic Education

The Government of Lesotho has made remarkable stride in providing access to basic education. The Ministry of Education and Training developed and adopted a number of policy frameworks to promote access to basic education for the children of Lesotho. Educations for All (EFA) goals were adopted in 2000 to improve quality and access to basic education³⁶. However, the goals do not seem to use any disability lexicon.

- Goal 1: Expand early childhood care and education
- Goal 2: Provide free and compulsory primary education for all
- Goal 3: Promote learning and life skills for young people and adults
- Goal 4: Increase adult literacy by 50 percent
- Goal 5: Achieve gender parity by 2005, gender equality by 2015
- Goal 6: Improve the quality of education

Alongside the EFA goals, the government of Lesotho is party to the United Nations Millennium Development Goals (MDGs), and goal 2 relates to universal primary education (UPE) to which Lesotho is reported to be on track on achieving it by 2015³⁷, a deadline for MDGs. In the like manner, both instruments do not have specific disability indicators. Notwithstanding that, the government has developed and enacted two domestic instruments facilitating the implementation of the two international instruments. The Ministry of Education and Training developed the Education Sector Strategic Plan (ESSP) 2005 - 2015³⁸ which among others intends to specifically target enrolments of children with special needs. Later on the government enacted the Education Act of 2010 to abolish school fees and making education compulsory. Other interventions are the introduction of the special education programs at both the Lesotho College of Education (LCE) and The National University of Lesotho (NUL).

The efforts made so far to make education more accessible need to be streamlined and strengthened to focus more on disability interventions, including

³⁴ Government of Lesotho, Ministry of Development Planning, NSDP 2012/13 – 2016/17

³⁵ Interview with one person representing persons with sensory disabilities in the sports commission

³⁶ Free Primary Education Policy, 2000

³⁷ UNDP and Ministry of Development Planning, 2014, Lesotho MDGs Status Report of 2013

³⁸ Ministry Education and Training, 2005, Education Sector Strategic Plan 2005 -2015

intensifying capacity building in sign language, providing incentives to teachers with special education skills, designing learning and teaching aids accessible to learners with disabilities, design and use appropriate assessment methods for determining transition of learners with disabilities from one grade to the next, just to mention a few.

6.6 Priority Area 6: Access to Public Health

The overall goal of the Lesotho health sector is to significantly reduce morbidity and mortality, and contribute towards improved health status among the people of Lesotho. After the failures of the Washington Consensus, prescriptions and the search for a post-Washington Consensus focus, health emerged as a major area of poverty reduction concern for donors, development agencies and developing world governments. This coincided with the increase and devastating effects of HIV and AIDS, maternal death and cases of child mortality in some poor countries³⁹. For a poor country like Lesotho, with a majority population resident in rural areas and one of the highest HIV and AIDS prevalence, commitments to achieve key health targets in the form of MDGs meant that the Ministry of Health is one of the key ministries in the country⁴⁰. However, despite heavy donor funding channeled through the health sector, Lesotho is off track on all health-related MDGs namely; to reduce child mortality; to improve maternal health; and to combat HIV and AIDS, malaria, and other diseases⁴¹.

There is evidence that if non-disabled persons have limited access to health services, the situation could be 3 times worse for persons with disabilities⁴². It is for this reason that States Parties should recognize that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination on the basis of disability. States Parties shall take all appropriate measures to ensure access for persons with disabilities to health services that are gender-sensitive, including health-related rehabilitation⁴³. In particular in mainstreaming disability into public health, the plan is to promote physical accessibility in all health centres, appropriate means of communication in providing health services to persons with disabilities as well as providing capacity to health practitioners.

6.7 Priority Area 7: Prevention, Early Identification and Intervention

As earlier on indicated, the results of the 2006 Population and Housing Census indicated that only 3.7% of the population had some form of disability, with slightly more men than women having a disability⁴⁴. A more recent study on Living Conditions for People with Disabilities in Lesotho conducted by SINTEF 2009/2010 estimated that 10% of households in Lesotho had at least one member with a disability (SINTEF, 2011). It is important to note that the South African mining industry has had a significant impact on disability prevalence in Lesotho, especially

³⁹ Government of Lesotho, 2011, *National Health Policy*

⁴⁰ Motoko 2013, *Donors, Development Challenges and the Quest for Development Effectiveness: The Effectiveness of M&E System of Lesotho's Ministry of Health*

⁴¹ UNDP and Ministry of Development Planning, 2014, *Lesotho MDGs Status Report of 2013*

⁴² *Living conditions among persons with disabilities in Lesotho, 2010*

⁴³ United Nation 2008, *UN Convention on the Right of Persons with Disabilities*

⁴⁴ SADPD, 2012 *Study on Education for Children with Disabilities in Southern Africa*

physical disabilities among males as a result of injuries sustained as migrant laborers in the South African mines. Not surprisingly, the prevalence for all kinds of disabilities is considerably higher in the rural than urban areas.

To address prevention issues precisely and more effectively, causes of disability have to be identified. Other than car, construction and mining accidents and other physical causes, there are 4 known causes of disability especially in early lives of human beings. Genetic conditions – these result from abnormalities of genes inherited from parents, errors when genes combine, or from other disorders of the genes caused during pregnancy by infections, overexposure to X- trays and other factors. Problems during pregnancy – use of alcohol or drugs by the pregnant mother can cause intellectual disability. In fact alcohol is known to be preventable cause of intellectual disability. Other risks include malnutrition, certain environmental toxins, and illnesses of the mother during pregnancy, such as toxoplasmosis, cytomegalovirus, rubella and syphilis. Problems at birth – prematurity and low birth weight predict serious problems more often than any other conditions. Difficulties in the birth process such as temporary oxygen deprivation or birth injuries may cause disabilities. Problems after birth – childhood diseases such as whooping cough, chicken pox, measles, and Hib disease that may lead to meningitis can damage the brain, as can injuries such as a blow to the head or near drowning. Lead, mercury and other environmental toxins can cause irreparable damage to the brain and nervous system. Poverty and cultural deprivation – children growing up in poverty are at higher risk for malnutrition, childhood diseases, exposure to environmental health hazards and often receive inadequate health care. These factors increase the risk of disability.

To improve on prevention, early identification and intervention the following interventions have to be executed: develop and implement appropriate screening tools for the identification of disabilities; development of fully fledged intervention programs; build the capacity of trained medical and other rehabilitation personnel for early identification and intervention including therapists; strengthen measures to prevent risky social activities and practices; improve referral systems between rehabilitation services and other sectors; undertake campaigns for pregnant women to avoid alcohol, cigarettes, heavy lifting.

6.8 Priority Area 8: Access to Justice System

The justice system of Lesotho comprises courts of law that interpret the law and administer justice, police who enforce the law, prisons and the entire justice personnel. For the system to be inclusive and accessible to all, including persons with disabilities, the justice premises should provide universal access for physical accessibility, institutional capacity should be built for sign language skills, interpreting, braille, and adopting policies for concessionary legal fees for persons with disabilities⁴⁵. Persons with intellectual disability should also be accommodated through provision of mentors, caretakers and legal representation in court proceedings. The current situation is that persons with disabilities experience serious inequalities in terms of access to justice due to discriminatory laws and policies. Persons with disabilities are therefore subjected to unconscious discrimination. The

⁴⁵ Interview, Director of Justice who is also visually impaired

Ministries of Justice and Correctional Services; Law and Constitutional Affairs; and of Home Affairs are responsible and are part of the justice system who should be given capacity and awareness to mainstream disability.

As stipulated in the UNCRPD, States Parties shall ensure effective access to justice for persons with disabilities on an equal basis with others, including through the provision of procedural and age-appropriate accommodations, in order to facilitate their effective role as direct and indirect participants, including as witnesses, in all legal proceedings, including at investigative and other preliminary stages. In order to help to ensure effective access to justice for persons with disabilities, States Parties shall promote appropriate training for those working in the field of administration of justice, including police and prison staff⁴⁶.

7 COORDINATION

The Ministry of Social Development has an inherent responsibility to coordinate the implementation of the National Disability Mainstreaming Plan. However, this shall be done in partnership with LNFOD and the Disability Focal Persons within the Ministries. In coordinating the work, the team will engage in building capacities of institutions involved in the implementation of the plan as well as raise awareness across general members of the public. It was discovered during the consultations leading to the development of this plan that in many cases disability mainstreaming does not happen simply because people do not know how. Capacity building should be coupled with advocacy to push for mainstreaming. Such coordination of other stakeholders is consistent with the provisions of the UNCRPD that;

*“States Parties, in accordance with their system of organization, shall designate one or more focal points within government for matters relating to the implementation of the present Convention, and shall give due consideration to the establishment or designation of a coordination mechanism within government to facilitate related action in different sectors and at different levels”.*⁴⁷

The following coordination structure is proposed for effective concerted national coordination of implementation of NDMP (Figure 1). The MoSD is placed at the centre of all activities, because it is mandated to coordinate all disability programmes. This places it as the central depository for all role players in disability mainstreaming issues, where all data can be submitted. It functions as a platform for linking the private sector, public sector, NGOs, development partners and parastatals. It will therefore create all necessary opportunities for networks of co-operation, collaboration and information exit. This will enable all information to flow through to one place where it can be shared, and make it easier for the MoSD to do

⁴⁶ United Nation 2008, UN Convention on the Right of Persons with Disabilities

⁴⁷ United Nation 2008, UN Convention on the Right of Persons with Disabilities.

all the reporting to the Minister and Principal Secretary and for the final reporting to parliament.

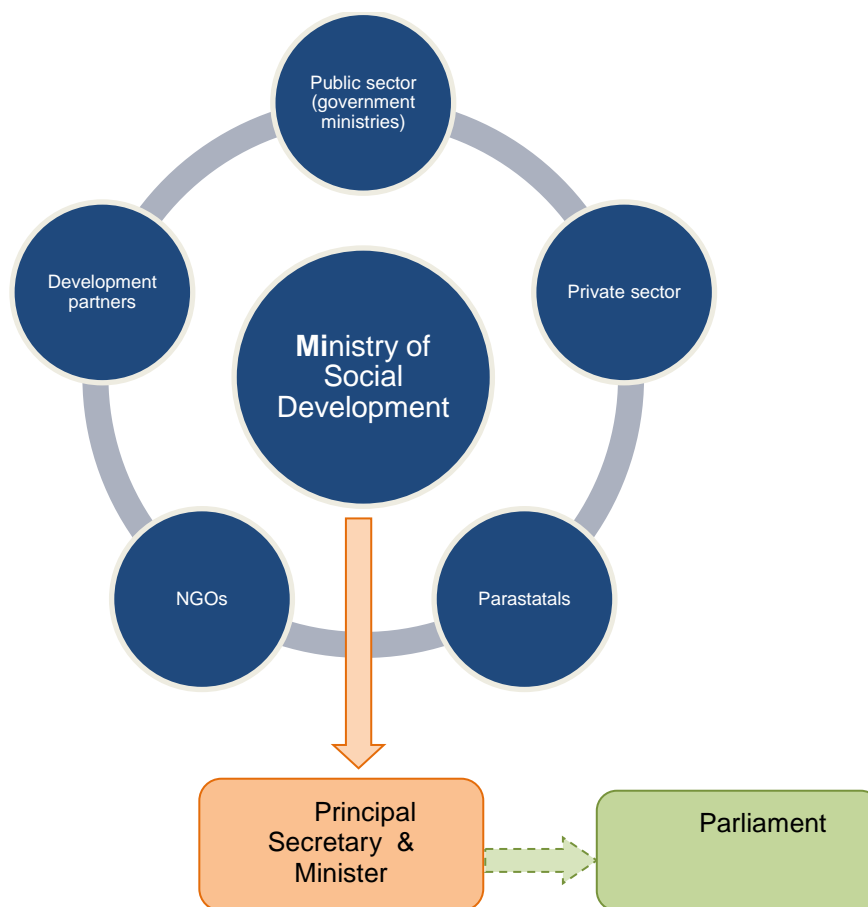


Figure 1: Proposed Coordination Structure

It is further proposed that the following key structure be constituted to oversee coordination on NDMP implementation at various levels:

i. The National Disability Mainstreaming Committee

There is a need for the setting up of the National Disability Coordination Committee, through the MoSD. It should have one representation from government as MoSD; the private sector; NGOs; Institutions of higher learning and parastatals. Membership to this committee should be permanent or people committed to serve for a certain period of time, till the institution of the Disability Council which is hoped to take over the responsibilities of this committee.

Objectives:

- Monitor Disability Focal Points
- Provide technical support to each Focal Point through trainings
- Mobilise resources for the disability working groups and implementing partners

- Formulate national legislation for enforcement of disability requirements

ii. Disability Implementation Committee

This committee should be formed out of the ministerial focal persons from all government departments, public and private sector including the DPOs focal persons and other development partners.

Objectives:

- Carry out implementation of the plan at departmental level
- Report back to NDMC bi-annually
- Budget for departmental activities
- Initiate departmental mainstreaming and influence planning

7.1 Capacity Building

Capacity is fundamental in realizing any development results⁴⁸. It was discovered during the consultations leading to the development of this plan that in many cases disability mainstreaming does not happen simply because people do not know how. But capacity limitations are not only a characteristic among non-disabled person/organizations but even persons with disabilities still do not very well comprehend basic concepts in Disability⁴⁹. Limited capacity on the part of DPOs goes beyond disability to project planning and advocacy, which are key to influencing disability mainstreaming in other sectors. To substantiate this, NADL and LNAPD do not have their own organizational plans, except the Organizational Development Project Plan they implement with LNFOD⁵⁰. This situation therefore calls for human and institutional capacity building for effective and sustainable NDMP.

On the part of the PWDs and the DPOs, capacity areas should include disability rights as social model to disability mainstreaming and project planning and advocacy. This would enhance their skills and knowledge in influencing mainstreaming of disability in development interventions. Furthermore, Capacity building interventions should be directed to the disability network, LNFOD enhance its coordination role, different departments of MoSD and Focal Points. The Focal Persons training should include a section of understanding different types of disability and rights as well as disability mainstreaming.

For the non-disability stakeholders, capacity building should be focused on disability mainstreaming as a method of inclusion of persons with disabilities in all aspects of development. It has been discovered that persons with disabilities have in many cases been subjected to unconscious discrimination by lack of knowledge on disability and skills in mainstreaming disability. Knowledge and skills building should

⁴⁸ Todaro 2000, *Economic Development*

⁴⁹ Director of Justice who also has visual impairment

⁵⁰ Interviews Chairperson of LNAPD and sign language interpreter in NADL Office

be provided to non-disability institutions such as civil society organizations, private sector and the government to enhance and facilitate mainstreaming of all of aspects of development.

7.2 Disability Mainstreaming Advocacy and Awareness Raising

Ordinarily non-disability sectors including policy makers, Private Sector and Civil Society Organizations would not voluntarily mainstream disability into development processes. This is despite the presence of policies and legislation promoting disability mainstreaming. The general observation is that the disability mainstreaming advocacy and awareness-raising has for a long time remained the burden of persons with disabilities and their organizations⁵¹. As earlier indicated other non-disability sectors have either not been conscientized about disability issues or it is just not a priority to an organization or ministry besides that of Social Development.

Therefore, those directly responsible for mainstreaming including the Ministry of Social Development, LNFOD and its DPOs, Disability Focal Persons within Government Ministries will have to continually undertake advocacy and awareness raising interventions to put pressure and influence for the inclusion of persons with disabilities in all aspects of development.

The disability mainstreaming advocacy and the awareness raising should utilize, as their point of departure, the UN Convention on the Rights of Persons with Disabilities, AU Continental Plan of Action for the Decade of Persons with Disabilities 2010 -2019, the National Disability and the Rehabilitation Policy, NSDP 2012/13 and other disability policy guidelines. To be specific, there is a need to influence the Government Ministries that have not yet responded to the call for disability mainstreaming by appointing focal persons.

7.3 Ministerial commitment

To ensure that mainstreaming efforts are sustained, commitment must be developed within the government. This will allow the government to move forward as a whole and prevent mainstreaming from fragmenting into individual actions or fading away altogether. Management support is essential to enable ongoing engagement with staff to allow adjustments to government policies and processes, and allocate the necessary time and budget for action. It is key to develop an agreed formal statement of the government commitment to mainstreaming disability. The statement will help guide decisions about implementation, prioritization and resources, and underpin all mainstreaming activities. It should also help to sustain the government commitment when there is a change of management⁵². The Ministry of Development Planning should work in collaboration and support of the Ministry of Social Development to promote Ministerial commitment to disability mainstreaming.

38 Lesotho COPDAM Baseline Study 2013

⁵² VSO, *A Handbook on Disability Mainstreaming*

7.4 Workplace Mainstreaming

The advocacy work should also be centralized on promoting workplace mainstreaming. The premise is that the easiest place to make practical, appropriate adjustments is in our own workplaces. Workplace mainstreaming is about creating an inclusive, barrier-free workplace where the disabled can participate equally, whether employees or volunteers. This would include physical access, accessible communications and work-related information, appropriate policies and procedures and ensuring that other employees treat disabled people equitably, with dignity and respect⁵³.

In the like manner, management support is essential for workplace mainstreaming. Without management support it will be extremely difficult to change recruitment processes, revise policies or get budget commitment for workplace adjustments. Persons with disabilities and Disabled People Organizations could be hired as accessibility consultants. The best method is to always involve persons with disabilities and DPOs. They are experts on accessibility. It is very helpful to invite persons with disabilities to visit workplaces⁵⁴. This would ensure sustainable work place mainstreaming.

7.5 Program Mainstreaming: including PWDs in program management and processes

Program mainstreaming is the process of ensuring that program and services are inclusive, equitable and non-discriminatory, and do not reinforce the negative effects of disability. Literature reviewed never indicated a single case where persons with disabilities were included in program management and processes outside disability fraternity. However, NSDP 2012/13 – 2016/17 has included disability as a cross-cutting issue.

To improve the level of mainstreaming, it is an important step to direct advocacy efforts to include people with disabilities in program planning, implementing, and management and review processes. It is important to involve PWDs in the whole cycle of planning, implementing and managing and reviewing. This is not about creating separate “add-on” events for disabled people – it is about ensuring that persons with disabilities participate in regular management and consultation processes like any other stakeholders. For non-disability services and development programs, program mainstreaming should involve changing service models to include persons with disabilities on an equitable basis in the same setting as non-disabled people. Ministries should also make it their policy to always invite representatives of persons with disabilities to participate in program management and processes.

⁵³ *ibid*

⁵⁴ VSO, *A Handbook on Disability Mainstreaming*

7.6 Policy Dialogues on disability rights and mainstreaming

Policy dialogues which bring together Civil Society Organizations, the Private Sector, Government Ministries and other service providers should be hosted regularly. These are platforms for deepening understanding and popularizing disability mainstreaming, sharing best practices and progress experienced as well as securing commitment from different stakeholders.

The commemoration of the International Disability Day, Braille Day and the White Cane Day which are normally organized and hosted in partnership by the Ministry of Social Development, LNFOD and Lesotho National League of the Visually-impaired Persons (LNLVIP) the have over the years been used as policy dialogue platform⁵⁵. Aggressive policy campaigns, in particular, the current disability policy were always a feature in every celebration. Otherwise, the Ministry of Social Development and LNFOD hosts disability rights policy dialogues to deal with issues affecting persons with disabilities and how best they could be addressed. However, the dialogues by LNFOD, which are mostly ceremonial in nature, do not bring about concrete commitment and recommendation that could be followed up in a systematic manner.

For the policy dialogues to be effective, they should be research-based. That is, experts, practitioners, advocates and activists should base their debate on concrete evidence derived from practice or research. That would enhance increased awareness and deeper understanding among members of public and disability mainstreaming policy directions informed by public debate.

7.7 Budget Support

While mainstreaming may not need extra funding, there should be budget allocation for disability services, research and data collection, mainstreaming advocacy, awareness raising, capacity building etc. This is also more so because disability mainstreaming may also need “twin track” approach to accelerate and enhance impact. This twin track approach is about inclusion of disability issues in development interventions but also implementing disability specific interventions on their own. Budget allocation/support should be provided within Government, Civil Society and Private Sector to finance disability interventions.

7.8 Reporting, Monitoring and Evaluation

The Ministry of Social Development will be responsible for monitoring, evaluation and reporting the performance of the strategy. It will do so through, surveys, accessibility audits, research and data collection and work towards reporting to the UN committee of Disability. To be more systematic, The Ministry, together with other stakeholders will develop a corresponding monitoring and evaluation plan with baseline data and specific targets. As UNCRPD further stipulates, Civil Society, in

⁵⁵ International Disability Day

particular persons with disabilities and their representative organizations shall be involved and participate fully in the monitoring process.

For functional and sustainable national Disability mainstreaming plan all stakeholders should have a degree of appreciation of disability and its dynamics and paradigms. Research has shown that among other reasons the UNCRPD, NDRP and other policy frameworks have not been brought down to implementation is due to limited capacity on disability and mainstreaming paradigms. The capacity is not an impediment on non-disability alone; persons with disabilities (PWDs) and their disabled people organizations.

8 IMPLEMENTATION PLAN

Priority Area: Prevention, Early Identification and Intervention						
Objective: Facilitate the development of a coordinated system for the prevention, identification and intervention of disabilities						
Outcome	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
A well-coordinated system for the prevention, identification intervention of disabilities	Quality and effectiveness of screening tools for the identification of disabilities	Number of appropriate screening tools developed & implemented	Develop and implement of appropriate screening tools for the identification of disabilities	June – Dec 2015	Copy of screening tools & screening reports	Ministry of Health
	Level of reduction in the number of risky social activities and practices	Number of Capacity building workshops/sessions	Build the capacity of trained medical and other rehabilitation personnel for early identification and intervention.	Ongoing (2015 – 2025)	Capacity building reports	Ministry of Health
	Quality of referral systems between rehabilitation services and other sectors	Number of preventive measures established	Establish measures to prevent risky social activities and practices	Jan – Dec 2015	Prevention measures document	Ministry of Health
Priority Area: Access to Public Health						
Objective: To strengthen public health system to include PWDs						
Outcome	Outcome Indicators	Output Indicator	Activities	Time frame	Means of verification	Responsibility

FINAL: National Disability Mainstreaming Plan for Lesotho

PWDs access public health on an equal basis with others	Number of Persons with speech and hearing impairments accessing health services through sign language as a medium of instruction	Number of sign language skills training workshops/sessions for health care providers	Provide sign language skills to health service providers including nurses, doctors, HTC counselors etc.	2016- 2020	Attendance register and training reports	Ministry of Health
	Number of persons with physical disability and persons with visual impairment accessing health centres through ramps, audio escalators and fortified edges.	Numbers of health centres accessible through ramps, audio escalators and fortified edges by Visually impaired and physically disabled persons	Adapt and provide physical accessibility facilities in all health centres through erection of ramps, fortified edges, audio escalators for visually impaired and persons with physical disabilities.	2016 - 2020	Adaptation survey of health centres report, health facilities register	Ministry of Health
	Number of visually impaired persons accessing IEC materials in accessible formats	Number of accessible Information, education & communication materials developed and disseminated (Brailled)	Develop and disseminate health information, education and communication (IEC) materials in accessible formats for persons with visual impairments.	2016 - 2018	Copies of accessible IEC Materials and dissemination list	Ministry of Health
	Number of persons with speech and hearing impairments accessing IEC materials in accessible formats	Number of accessible Information, education & communication materials developed and disseminated (picture messages)	Develop and disseminate health care and HIV/AIDS Information, education and communication materials for persons with speech and hearing impairments e.g. picture messages	2016 - 2018	Copies of accessible IEC Materials and dissemination list	Ministry of Health

FINAL: National Disability Mainstreaming Plan for Lesotho

	Disability inclusive data	GOL surveys that have disability sections to assess their wellbeing.	Include disability section in all demographic health surveys (DHS) and annual joint reviews (AJR)	2015 -2025	Copies of DHS and AJR	Ministry of Health
	Numbers DHMTs working committees including issues affecting PWDs.	% of DHMTs working committees including PWDs active participation in all health issues	Involve representatives of persons with disabilities in all the District Health Management Teams (DHMT) working committees.	Ongoing 2015 – 2025	Attendance register	Ministry of Health
Priority Area: Access to Justice						
Objective: To improve accessibility to justice system						
Outcome	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
	Sign language interpreting is provided in all court cases involving persons with speech and hearing impairments	Number of sign language skills training workshops/sessions	Train/employ sign language interpreters	2016 – 2020	Training register & training reports	Ministry of Justice/Ministry of Social Development
	All justice premises are access through ramps, fortified edges, audio escalators etc. for Visually impaired and persons with	Number of justice premises adapted for physical accessibility	Adopt and provide physical accessibility facilities (ramps, audible escalators etc.) on all justice premises for both visually	2016 - 2018	Physical observation of the accessibility facilities and documentatio	Ministry of Justice

FINAL: National Disability Mainstreaming Plan for Lesotho

PWDs access justice on equal basis with others	physical disabilities		impaired and physically disabled persons.		n	
	Court documents, including judgments involving persons with visual impairments presented in accessible formats including Braille, large print and audio devices.	Number of training workshops/sessions, number of personnel trained & list of brailing equipment and audio devices purchased	Purchase and training justice personnel to use brailing equipment and audio devices for the accessibility of persons with visual impairments.	2015 - 2018	Asset register, training register & training reports	Ministry of Justice
	Prosecutors and legal aid lawyers lead evidence in cases involving persons with intellectual disability with due regard to their human rights	Number of personnel trained, Number of trainings on intellectual disability issues	Provide skills training to prosecutors and government lawyers on intellectual disability issues to facilitate access to justice by mentally disabled persons.	Ongoing 2015 – 2025	Attendance register and training reports	Ministry of Justice
	Legal Aid does not charge fees to persons with disabilities who are unable to afford private legal services.	Policy developed	Adopt a policy removing fees for persons with disability who are unable to afford private legal services.	Jan – Dec 2017	Copy of policy document	Ministry of Justice
	Cases of persons with intellectual disabilities held in camera(not in open court)	Policy developed	Establishment of policy on the process for the hearing of evidence of persons with	2015 - 2020	Copy of policy document	Ministry of Justice

FINAL: National Disability Mainstreaming Plan for Lesotho

			intellectual disabilities			
	Guidelines on access to justice for persons with disabilities developed and endorsed by Ministry	Guidelines developed	Development of guidelines on access to justice for persons with disabilities	2016 -2017	Guideline on access to justice for persons with disabilities document	Ministry of Justice
Priority Area: Access to Public Transport						
Objective: To improve access to public transport for PWDs						
Outcomes	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
PWDs have access to public transport.	% of government and public transport vehicles that are adapted for accessibility for persons with visual impairment and physical disability	Number of transport policies reviewed for universal access	Review transport policy to include universal access on government and public transport.	2016 – 2020	Copy of policy document	Ministry of Public Works and Transport and All Ministries
	Number of PWDs accessing bus stops and taxi ranks due to universal design	Number of stops and taxi ranks adapted for universal design	Adapt bus stops and taxi ranks to have universal design for visual impaired and persons with physical disabilities.	2016 - 2025	adaptation reports from works department and/or MCC	Ministry of Public Works and Transport

FINAL: National Disability Mainstreaming Plan for Lesotho

	Number of PWDs having accessing to public transport due to disability-friendly laws and practices	Number of PWDs in traffic and public transport committees and Boards	Include persons with disabilities in traffic and public transport structures (committees and Boards) to advise on disability-friendly transport practices.	Jan – Dec 2016	Traffic committees and Boards	Ministry of Public works and Transport
	% of taxi and bus owners trained with Increased knowledge to support PWDs when providing public transport.	Number of taxi owners and operators trained	Training of taxi owners and operators on disabilities issues	2017 - 2025	Training reports, attendance registers	Ministry of Public Works and Transport
	Compulsory provisions in the public licensing training manual on disability awareness	Reviewed manual	Review training manual to include disability awareness module	2016 -2017	Manual document	Ministry of Public Works and Transport
Priority Area: Access to Physical Environment						
Objective: Promote easy access to physical environment						
Outcome	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility

FINAL: National Disability Mainstreaming Plan for Lesotho

PWDs have access to physical environment on an equal basis with others	Number of buildings conforming to standards for universal access	Types of regulations and guidelines developed for land surveyors, physical planners, architects and civil engineers	Develop/review the Lesotho standards in design for access to be followed as regulations and guidelines for land surveyors, physical planners, architects and civil engineers.	2016 – 2020	Copy of standards document	Ministry of Transport and Public Works/ Local Government
	Number of Buildings conforming to the provisions of Buildings Control Act of 1995	Reviewed/ Amended Act	Review Buildings Control Act of 1995 to include penalties for non compliance and include provisions for a buildings inspectorate unit.	Ongoing 2015 - 2020	Act document	Ministry of Public Works and Transport
	Number of PWDs accessing physical environment due to reserved car parking	Number of public places providing parking areas for PWD motorists	Allocate, mark, maintain and protect appropriate parking areas for PWDs motorists in public and private car parks.	2017 - 2022	Document on allocations, marking and protection of parking areas	Ministry of Public Works and Transport/ Local Government
	Number of PWDs enjoying access to physical environment through universal design	Number of junctions adopting slope ramps, 4 railed pavements	Construction of gentle slope ramps and railed pavements at all junctions to allow free movement and easy access to facilities for people with mobility and visual impairments.	Ongoing 2015 - 2025	Construction reports and physical observation of accessible construction	Ministry of Public Works and Transport/ Local Government

FINAL: National Disability Mainstreaming Plan for Lesotho

	escalators and traffic lights with sound systems installed	Number of building installing escalators and traffic lights with sound systems	Installation of voice prompts in public lifts (escalators) and sound systems in traffic lights to enable unrestricted access for visually impaired and partially sighted persons.	2020 - 2022	Installation reports and physical observation of voice prompts	Ministry of Public Works and Transport/ Local Government
Priority Area : Access to Livelihoods						
Objective: To facilitate access to sources of livelihoods for persons with disabilities						
Outcomes	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
Persons with disabilities have access to sources of livelihoods	Number of community development projects such as soil erosion prevention and control, community road constructions, construction of dams, planting of trees that employ PWDs	Number of community development projects adopting affirmative action for PWDs employment	Develop and adopt affirmative action policies for persons with disabilities to have easier access to employment opportunities in community development projects	2016 – 2020	Minutes or policy document for affirmative action	Ministries of Local Government & Chieftainship; Forestry & Land Reclamation; & Finance, Ministry of Social Development
	Number of PWDs meeting their household needs due to the provision of the disability grant	Number of PWDs receiving disability grant	Provide disability grant to persons with disabilities as a social protection initiative	Ongoing 2015 - 2025	List of people receiving the grant	Ministry of Finance/ Ministry of Social Development
	Number of PWDs becoming entrepreneurs and	Number of training workshops/sessions and amount of fund allocated	Train and allocate budget to establish Enterprise Incubation	Ongoing 2015 - 2025	Training attendance list and copy	Ministry of Cooperatives and small businesses

FINAL: National Disability Mainstreaming Plan for Lesotho

	raising income for their families	for EIF	Fund (EIF) or any other microfinance to facilitate inclusion of persons with disabilities in enterprise development for job creation and income generation		of EIF budget	
	Increased number of PWDs employed in public service	Sections of Public Service Act and other labour amended to include reasonable accommodation for PWDs	Amend Public Service Act and other labour laws to include reasonable accommodation for PWD's	2016 -2025	Copy of law amendments	Ministries of Public Service & Ministry of Employment and Labour
	Number of PWDs engaged in entrepreneurship and practicing internal savings and lending.	Amount of support given to CSOs training PWDs on entrepreneurship & SHGs	Support CSOs that train persons with disabilities to form enterprises and self-help groups (SHGs) that practice internal savings and lending to generate start-up capital	2017 -2023	Reports on support extended to CSOs training PWDs	Ministry of Cooperatives and small
	Number of formal institutions employing PWDs who have academic qualifications	database compiled from institutions of higher learning	Develop a database of PWDs who attain academic qualifications.	Ongoing 2016 - 2025	Copy of database compiled from various institutions of higher learning	Ministry of Social Development
	Number of academically qualified PWDs get employment	Quality of marketing strategy developed for employment of PWDs	Develop marketing strategy for employment of PWDs who have academic qualifications	2016	Copy of marketing strategy	Ministry of Labour/ Ministry of Social Development

FINAL: National Disability Mainstreaming Plan for Lesotho

Priority Area: Access to inclusive education						
Objective: To include learners with disabilities in the education system						
Outcomes	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
learners with disabilities access education on an equal basis with other learners	Number of learners accessing inclusive education	Inclusive education policy developed	Develop inclusive education policy	2015 -2017	Policy document	Ministry of Education and Training
	Number of learners with disabilities having access to school physical infrastructure	Number of schools adapted for universal access	Adapt school premises for physical accessibility for learners and teachers with visual impairments and physical disability.	2018 - 2023	Copy of adaptation report and/or physical observation	Ministry of Education & Training
	Number of learners with disabilities having access to education from qualified education teachers	Number of new teachers trained in inclusive education	Train more teachers in education to handle learners with intellectual disability and all other disabilities.	2017 - 2025	Training attendance register	Ministry of Education & Training
	Number of learner who access education through appropriate teaching and learning materials	Sets of teaching and learning materials designed and used for learner with disabilities	Design and use teaching and learning materials appropriate and accessible (pictures, braille, large print, object, audio-visual devices) to learners with various impairments.	2017 -2025	Copies of teaching and learning materials	Ministry of Education & Training
	Number of schools implementing appropriate methods	Appropriateness of assessment methods for determining transition of	Design and use appropriate assessment methods	2018	Copy of document describing	Ministry of Education & Training

FINAL: National Disability Mainstreaming Plan for Lesotho

	for determining transition of learners with disabilities from one grade to the next.	learners with disabilities	for determining transition of learners with disabilities from one grade to the next.		how learners with disabilities will transit from one grade to the next.	
	Number of learners with disability enrolled into the distance learning program	Quality of the distance learning program	Design and implement distance learning program for learners who cannot physically attend schools	2017 - 2025	Copy of distance learning program document	Ministry of Education & Training
	Number of children with disabilities undergoing early childhood care and development	Quality of the ECCD program for children with disabilities	Design and implement early childhood care and development (ECCD) for children with disabilities	2017 - 2025	Copy of ECCD program document	Ministry of Education & Training
Priority Area: Access to Sports and Recreation						
Objective: To facilitate the development, participation and inclusion of PWDs in sports, leisure (recreation), entertainment, including arts and crafts						
Outcome	Outcome Indicator	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
	Number of Persons with disabilities participating and enjoying sports and entertainment on an equal basis with their non-disabled counterparts.	Number of sporting and entertainment facilities adopted for physical accessibility	Adapt sporting and entertainment facilities for physical accessibility for persons with visual impairment and physical disabilities.	2016 - 2020	Adaptation documents and Physical observation of the adaptation	Ministry of Gender, Youth, Sports and Recreation
	Number of PWDs participating and enjoying sports and	Number of sporting and entertainment facilities with designated and	Designate and reserve areas for persons with disabilities in sporting	2016 - 2020	Physical observation of designated	Ministry of Gender, Youth, Sports and Recreation

FINAL: National Disability Mainstreaming Plan for Lesotho

PWDs are included and participate in appropriate sports, leisure and entertainment	entertainment	reserved areas for PWDs	and entertainment facilities		areas for PWDs	
	Number of inclusive sports and entertainment activities	Number of persons with disabilities sitting in sports and entertainment committees and advising on disability issues.	Campaign for inclusion of persons with disabilities in all sports and entertainment committees to advice on disability issues.	2015 -2017	Campaign reports	Ministry of Gender, Youth, Sports and Recreation
	Number of PWDs taking part in various sporting codes and recreational events	Types of sports and entertainment codes for persons with disabilities informed by outcome of research	Conduct research on sporting codes and recreational events that would be appropriate and interesting to persons with various disabilities.	2016 - 2017	Research report	Ministry of Gender, Youth, Sports and Recreation
	Increased number of sports events that are specific to PWDs	Amount of funds allocated to PWDs sports activities	Include budget line for disability sports equipment in the annual Ministry of Gender, Youth, Sports and Recreation budgets	2016-2017	Copy of budget document	Ministry of Gender, Youth, Sports and Recreation
	Number of PWDs guided by classifiers, trained coaches and event guides in sports and events	Number of trainings for classifiers, sports coaches and event guides	Train classifiers, coaches and event guides for persons with disabilities to fully participate in sports and entertainment	2016 - 2017	Training Report and attendance register	Ministry of Gender, Youth, Sports and Recreation
Priority Area : Access to Communication and Information Technology						

FINAL: National Disability Mainstreaming Plan for Lesotho

	Objective: To promote access to communication and information technology for persons with disabilities in all development sector					
Outcome	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
Improved access to communication and information technology for persons with disabilities	Number of PWDs enjoying television news bulletin and current affairs	Scale/magnitude of television coverage with messages specific to PWDs	Train and/or hire staff with sign language skills to regularly provide sign language interpreting services on television during news bulletin and current affairs for persons with hearing and speech impairments.	2016 – 2017	Training reports and employment contracts	Ministry of Communication and Information Technology
	Number of PWDs using appropriate ICT	Number of libraries and resource centers with proper equipment to assist PWDs.	Attach well-equipped computers with jaws, magnifying lens, brailing machinery etc. to public libraries and resource centres	2017 - 2025	Procurement report and asset register	Ministry of Communication And Information Technology
Coordination						
Coordination Areas: Capacity Building						
	Objective: To build capacity within government ministries, CSOs, DPOs and private sector in disability mainstreaming					
Outcome	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
	Number of organizations (ministries, CSOs, business entities) engaging in disabilities	Number of training workshops for various institutions	Hold training workshops on concepts of disability, rights of persons with disabilities and disability	2015 -2017	Training reports and attendance register	Ministry of Social Development & LNFOD

FINAL: National Disability Mainstreaming Plan for Lesotho

Knowledge and skills in disability mainstreaming increased across development sector	mainstreaming		mainstreaming.			
	Number of Disabled People's Organizations(DPOs) developing systematic development projects and advocacy plans	Number of trainings held for DPOs , number of trainees	Hold training workshops for DPOs on development projects and advocacy plans	2015 - 2016	Copy of training reports and attendance registers	Ministry of Social Development & LNFOD
	Number of organizations (ministries, CSOs, business entities) practicing workplace disability mainstreaming.	Methods and number of disability awareness raising campaigns	Raise disability mainstreaming and awareness among members of public through multi-media	2015 – 2020	Copy of awareness raising reports	Ministry of Social Development & LNFOD
Coordination Area: Disability Mainstreaming Advocacy and Awareness Raising						
Objective: To advocate for disability mainstreaming in all development sectors						
Outcome	Outcome Indicator	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
Increased	Number of PWDs benefitting from workplace mainstreaming	Number of organisations/ministries committing and including persons with disabilities in program and processes	Lobby principal Secretaries, Director of CSOs and CEO of networks of Private sector to make it organizational/ministerial policy to have workplace mainstreaming and commit to involving PWDs program management and	2015 – 2020	Copy of minutes/reports	Ministry of Social Development LNFOD and DPOs, Focal persons

FINAL: National Disability Mainstreaming Plan for Lesotho

disability mainstreaming across the development sector.			processes.			
	Number of PWDs whose rights are protected by law	Interventions undertaken for facilitating enactment of disability-specific law.	Facilitate the enactment of the disability-specific law.	2015 - 2016	Reports on steps undertaken	Ministry of Social Development LNFOD and DPOs, Focal persons
Coordination Area: Policy Dialogues on disability rights and mainstreaming						
Objective: To create platform for experience sharing and policy recommendations						
Outcome	Outcome Indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
Disability mainstreaming policy directions informed by public debate	Number of policy recommendations adopted for promotion of the rights of persons with disabilities	Number of public dialogues	Organize public dialogues on disability rights and mainstreaming trends.	2017	Reports on public dialogues	Ministry of Social Development LNFOD and DPOs, Focal Persons
	Quality of recommendations and implemented disability public policy	Number of disability-related international days held	Host and celebrate all disability-related international days as platform for public dialogue and influence on mainstreaming.	Ongoing 2015 - 2025	Celebration reports	Ministry of Social Development LNFOD and DPOs, Focal Persons
	Number of conferences including disability recommendations	Number of conferences attended	Participate in national, regional and international conferences to infiltrate disability issues in influential bodies	Ongoing 2015 - 2025	Conferences reports	Ministry of Social Development LNFOD and DPOs, Focal Persons

FINAL: National Disability Mainstreaming Plan for Lesotho

	Reviewed National Strategic Development Plan 2012/2013	Sections of the NSDP reviewed to include disability.	Incorporate disability issues and indicators in the review of the National Strategic Development Plan 2012/13 – 2016/17 to include disability indicators under transport section.	2016 -2017	Copy of result measurement framework	Ministry of Development Planning
Coordination Area: Monitoring, Evaluation and Reporting						
Objective: To generate statistics and scientific evidence for policy decisions and planning						
Outcome	Outcome indicators	Output Indicator	Activities	Timeframe	Means of verification	Responsibility
Disability policy and programming informed by statistics and outcome of research	Number of policy decisions for PWDs informed by sound baseline data	baseline data established	Commission disability research and survey to generate baseline data and inform policy and programming	2016 - 2017	Research reports	Ministry of Social Development Ministry of Development Planning & LNFOD
	Quality of policy and programs informed by research	Number of assessments undertaken across various development sector	Undertake mainstreaming assessments on the level of workplace disability mainstreaming across various development sector.	2016 - 2020	Assessment reports	Ministry of Social Development Ministry of Development & LNFOD
	Description of situation and status of disability rights implementation in	Number of reports showing performance of the country on the implementation of the UN	Produce and report to the United Nations Committee on Disability every 2 years	2017	Copies of reports	Ministry of Social Development Ministry of Law & LNFOD

FINAL: National Disability Mainstreaming Plan for Lesotho

	Lesotho	Convention on the Rights of Persons with Disabilities.	in fulfillment of the provisions of the UN Convention on Rights of persons with disabilities			
	Description of situation and status of disability rights implementation in Lesotho	Number of shadow reports presented before the United Nations Committee on Disability	Produce and submitted civil society shadow report to the United Nations Committee on Disability alongside the government report	2018 -2025	Copies of shadow reports	LNFOOD and DPOs
	Monitored and evaluated National Disability and Rehabilitation Policy, National Disability Mainstreaming Plan and other disability development frameworks	Number of monitoring surveys on implementation of the NDRP, NDMP & other development frameworks	Coordinate and monitor the implementation of the National Disability and Rehabilitation Policy , National Disability Mainstreaming Plan and other disability development frameworks.	Ongoing 2015 - 2025	Copies of implementation reports	Ministry of Social Development Ministry of Development & L NFOD
	Establish coordination team for NDMP to meet quarterly	Number of meetings held	Quarterly meetings of NDMP coordination team	Ongoing 2015 - 2025	Quarterly reports document	Ministry of Social Development
	Number of disability interventions informed by results of performance assessments	M&E plan and RMF in place	Develop monitoring and evaluation (M&E) plan and the result measurement framework (RMF) for the disability mainstreaming	2015 - 2016	M&E plan and RMF documents	Ministry of Social Development
	Outcome of Mid-term review showing effectiveness,	Reviewed NDMP, number of participants and number of workshops held	Undertake the mid-review after 5 years of the NDMP.	2020	Copy of mid-term review report, list of	Ministry of Social Development

FINAL: National Disability Mainstreaming Plan for Lesotho

	efficiency, relevance and sustainability of interventions.				participants	
Coordination Area: Budget Support						
Objective: To enhance disability mainstreaming through budget support						
Outcome	Outcome Indicators	Output Indicator	Activities& Timeframe	Timeframe	Means of verification	Responsibility
Increased budget allocations for disability mainstreaming	Amounts of budget allocation for service delivery for PWDs	Number of institutions allocating budget for disability mainstreaming	Lobby for budget allocation by institutions and government of Lesotho	2016 - 2020	Lobbying reports and copies of budgets	Ministry of Social Development & Ministry of Finance
	Number of disability interventions met through increased budget allocation	Amount of subvention for DPOs and LNFOD	Provide subvention for DPOs and LNFOD to undertake disability rights campaigns and mainstreaming	Ongoing 2015 - 2025	Copy of transfer of increased subvention	Ministry of Finance

ANNEXES

ANNEX I: LIST OF STAKEHOLDERS CONSULTED

Department/ organization	Contact Person	Contacts	Email
Public Sector			
Ministry of Tourism, Environment & Culture	Cecilia Phate	67377078	Macici.phate@yahoo.com
Ministry of Gender, Youth Sports & Recreation	Ntsieleng Moorosi	58769786	Ntsieleng2001@yahoo.co.uk
Ministry of Justice & Correctional Services	Jobo Raswoko	63444999/58854499	jbraswoko@gmail.com
Ministry of Public Works & Transport	S. Fooko	63144942	emelyfooko@gmail.com
Ministry of Communications	Nthabeleng Moshoeshoe	58058860	nthabelengmoshoeshoe@yahoo.com
Ministry of Education & Training	Mapuseletso Sakoane	63081064	smaputsoe@yahoo.com
Department of Energy	Litsabako	58990200	litsabako@gmail.com
Private Sector			
Private Sector Foundation	Thabo Qhesi	62001975	Thabo.qhesi@gmail.com
Lesotho Chamber of Commerce & Industry	Fako Hakane	62862592	fhakane@yahoo.com
Non-governmental Organisations			
Lesotho Council of NGOs	Mamathule Makhotla	63082123	pc@lcn.org.ls
Transformation Resource Centre	Tsikoane Peshoane	58843629	Tsikoane@trc.org.ls
LNFOOD	Ntate Nkhasi Sefuthi	22320345/63201783	nkhasi@lnfod.org.ls
Disabled Persons Organisations			
National Association of Disabled Lesotho (NADL)	Malesaoana Mohale	28314621	Nadl92@yahoo.com
Lesotho National League of Visually Impaired Persons (LNLVIP)	Keneuoe Semphi	22317428/62547117	Directorlnlvip@tmail.co.ls
Intellectual Disability Association Lesotho (IDAL)	Qalang Jobo	63416355/22320407	gjpb0@idal.org.ls
Lesotho Network of Association of Physically Disabled (LNAPD)	Lehlohonolo Molisana	22320366/63621119	molisanalehlohonolo@gmail.com
Development Partners			
European Union	Mrs. Mariam Homayoun	22272213	mariam.homayoun@eeas.europa.eu

ANNEX II: SUMMARY OF FINDINGS

Success Initiatives on Disability

- The Sports and Recreation Act of 2010, which established the sports commission, dictates that there should be representation of the Paralympics and sensory disabilities in the sports commission.
- The Information and Communications Technology Policy promotes production of ICTs in affordable and accessible formats for persons with disabilities.
- Education ACT of 2010 makes education compulsory and free for all, including children with disabilities, and failure to a child to school is a punishable offence. Furthermore, the same Act provides that books can be printed in braille without authorization of the author or publishing company as long as such a book is already used in the school system. They can be reproduced in brail without prior consultation or payment.
- **National Disability and Rehabilitation Policy of 2011 endorsed to protect the rights of persons with disabilities.**
- Child and Welfare Act of 2011 protects the rights of children with disabilities education just as stated in Education Act of 2010.
- **Draft Disability Equity Bill in place**
- Buildings Control Act of 1995 mandates that building should conform to accessibility standards for persons with disabilities.
- Disability issues are being pursued through celebration of International Disability Day which serves as an awareness platform to for public sector and private sector.
- NADL has also managed to train some police officers and those serving in court on sign language and willful trainees on sign language interpretation.
- NADL also acts as a platform for recruitment of disabled persons with skills who can serve in Lesotho Textile Industries in Lesotho.
- There are radio programs which are run to sensitize people about disability, which are so far going on with success.
- Psycho-social support is helping in development of kids clubs, where counseling is being provided so that they can appreciate their condition and face own problems, especially at the community level.
- Economic strengthening and helping members to develop savings and loans through the support by CARIDAS, where they collect money among members and loan each other to develop small businesses.
- There is a Shelter programme whereby communities are being encouraged to revive oneness through taking care of one another where chiefs and communities built homes for the disabled.
- Advocacy Task Team developed and all DPOs are member to, where each provides reports to LNFOD, where challenges and progress on disability is shared.
- Special Education Unit was established to accommodate children with disabilities into the normal schools set-up. This was basically to promote integration of learners with special needs into the regular schools system at all levels.

Challenges or Limitations

- There is limited budget to implementing bodies and especially NADL, whereby it only has budget permissible to offer basic training to interested groups. Although NADL offers a six months training whereby trainees pay their own fees. The trainers often have to carry on without any remuneration.
- There is limited staff to NADL providing trainings, even to serve at the community level, whereby NADL is trying to standardize communication, by training members in formal sign language. It is not only that, but even equipment in the form of material being used to capacitate members in villages is not there due to limited funds.
- There are no working relations between some public sector departments which are related to work carried out by DPOs, hence lack of support by the government to disability programmes.
- There is limited capacity by DPOs, in terms of skills development among members, whereby only a few have skills and those with skills are a flight risks as NGO's with better offers often snatching them and are often irreplaceable.
- There is limited ownership of programmes by DPOs, since they are strictly donor funded.
- Access to employment and incomes generation programmes is less accessible to PWDs, as most of them are not furnished with skills to perform.
- Accessibility in terms of ease of entry into buildings, which is seen as an extra cost, which is by far not covered for by Ministry of Works in their planning and budgeting.
- Limited access to education since there are limited schools offering specialized training.
- Communication with intellectual disabled persons is very difficult, as they use senses of touch or feel, and see but it takes too long to interpret their messages.
- Infrastructure especially in schools is still inaccessible, does not encourage some to attend school.
- There is no motivation, nothing is done to encourage teachers with skills on special education to further their studies as they still get paid same salaries like other teachers and there is no incentive. Their effort is not contributing to their welfare. Career structures do not recognize them. (Lessons from hard to reach schools incentive could be adopted with teachers in special education)
- Teaching and learning materials are being supplied for able bodied children in schools for free while CWDs do not get any in schools therefore remain behind in regular schools.
- The terrain that children have to walk is not befitting to enable CWDs to attend schools in the rural areas as they are far and inaccessible.
- Assistive devices are not available to CWDs and they still struggle to fit the regular schools set-up.
- CWDs are being discriminated against, no emphasis on teachers interpreters although they are admitted into regular schools.

FINAL: National Disability Mainstreaming Plan for Lesotho

- Teachers who go for special education training do not get employment and this is increasing the unemployment back lock.