

# DISABILITY MAINSTREAMING

## *The Namibian Legal Framework and Skills Training*

Presentation

By

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# Outline

- What is disability mainstreaming?
- Why mainstream disability?
- Who should mainstream disability?
- How to mainstream disability?
- When to mainstream disability?
- Acknowledgements
- Conclusion



# What is Disability Mainstreaming?

- ▶ It is a process of including disability dimensions in any area and at all levels during planning of any
  - action,
  - activity,
  - Including any legislation, policy or program.
- ▶ It is a strategy for making the design, implementation, monitoring, and evaluation of policies and programs in all political, economic and social spheres benefit people with disabilities on equal basis with others.
- ▶ It is an interconnected network of actors required to reach the goal of meaningful contributions.



# Why Mainstream Disability

- Namibia is party to the United Nations Convention on the Rights of Persons with Disabilities and the Continental Plan of Action for the African Decade of Persons with Disabilities
  - The convention reaffirms the equality of the rights and dignities of people with disabilities.
  - In terms of the UN Convention, Namibia is duty-bound to report on the achievement and challenges on its implementation.
  - MDGs and poverty reduction strategies cannot be achieved with the exclusion of the needs and aspirations of people with disabilities.
- Namibia has further adopted the Affirmative Action (Employment) Act No. 29 of 1998.



# Why mainstreaming cont....

- Namibia has adopted the National Policy on Disability in 1997, which requires the inclusion of people with disabilities within the work of governmental bodies.
- This policy gave birth to the establishment of the National Disability Council of Namibia (NDCN), through the National Disability Council Act No. 26 of 2004.
- The Act requires Ministries to annually report on the inclusion of disability issues within their strategies, programs and activities.



# Who Should Mainstream Disability Issues?

- The aforementioned legal framework requires Namibia to have programs in place that will facilitate the speedy inclusion of people with disabilities.
- The public sector, private sector, Developmental partners, NGOs, and the general public at large should be involved
- Skills training for people with disabilities by tertiary institutions would accelerated the implementation of such programmes .
- The MOU between Polytechnic and NDCN is one of such initiatives.



# How to mainstreaming Disability?

- ▶ Designate a Disability Focal Person.
- ▶ Establish a Disability Committee headed by the Disability Focal Person.
- ▶ Do an assessment/self-evaluation to determine accessibility of infrastructure, information, IT systems and services delivery.
- ▶ Review existing public procurement systems to ensure that services provided to the public institutions are accessible.
- ▶ Develop a Disability Policy and a Disability Action Plan.



# In the end.....

- ▶ Mainstreaming does not replace the need for targeted;
  - Disability specific policies,
  - Programs, and
  - Inclusive legislations.
- ▶ Nor does it do away with the need for disability units or focal points.





I Thank you!

