

**Republic of Namibia**

**Office of the Vice President**

**Department of Disability Affairs**

**INCEPTION MEETING**

***“Strengthening Integrated Systems to Promote Access to Services for Persons with Disabilities in Namibia”***

**12 – 14 February 2019**

**Safari Court Hotel and Conference Centre**

**Windhoek, Namibia**



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# **LIST OF ACRONYMS**

**ACRWC** African Charter on the Rights and Welfare of the Child

**AU** African Union

**CLaSH** Association forChildren with Language, Speech and Hearing Impairments

**CRC** Convention on the Rights of the Child

**CRPD** Convention on the Rights of Persons with Disabilities

**CSO** Civil Society Organisation

**DHS** Demographic and Health Survey

**OPD** Organisations of Persons with Disabilities

**DSAN** Downs Syndrome Association of Namibia

**ECD** Early Childhood Development

**EMIS** Education Management and Information System

**FBO Faith Based Organisation**

**HIES** Health Income and Expenditure Survey

**IUM** International University of Management

**LRDC** Law Reform and Development Commission

**MGECW** Ministry of Gender Equality and Child Welfare

**MoEAC** Ministry of Education, Arts and Culture

**MDS** Môreson Diversified Services

**NDC** National Disability Council

**NFPDN** National Federation of People with Disabilities in Namibia

**NGO** Non-Governmental Organisation

**NSA** Namibia Statistics Agency

**NUST** Namibia University of Science and Technology

**SDG** Sustainable Development Goals

**UNAM** University of Namibia

**UNDP** United Nations Development Programme

**UNESCO** United Nations Educational, Scientific and Cultural Organization

**UNFPA** United Nations Population Fund

**UNICEF** United Nations Children’s Fund

**UNPAF** United Nations Partnership Framework

**UNPRPD** United Nations Partnership on the Rights of Persons with Disabilities

**WGC** Washington Group Questionnaire

**WHO** World Health Organisation

# **EXECTIVE SUMMARY**

Namibia ratified the Convention on the Rights of Persons with Disabilities (CRPD) and the Optional Protocol on 4 Dec 2007. The CRPD places emphasis on the importance of mainstreaming disability issues as an integral part of relevant strategies of sustainable development.

Namibia is also a signatory to the Sustainable Development Agenda 2030 and has adopted the Sustainable Development Goals (SDGs). The SDGs place particular focus on addressing the needs of persons with disabilities including, amongst others, access to education and health, employment, participation and increase in disability data.

In support of the SDGs, Namibia has a conducive legislative and policy environment, addressing the needs of vulnerable communities and persons with disabilities. However, a gap remains between policy and implementation, primarily as a result of lack of information, public awareness and understanding. This in turn has led to stigma and discrimination, limited access to education, health care, employment opportunities and resources.

The project on Strengthening Integrated Systems to Promote Access to Services for Persons with Disabilities in Namibia will focus on advocating for the full and effective participation and inclusion of persons with disabilities in society by focusing on three main outcomes, namely:

1. The data collection systems are strengthened to inform planning, budget allocation and service delivery to promote the inclusion of persons with disabilities
2. Strengthened coordination mechanism including participation of OPDs
3. Children with disabilities identified very early in life and referred for assessment and early interventions and ensuring access to inclusive ECD programmes.

The Department of Disability Affairs in the Office of the Vice-President (OVP), with the support of the United Nations (UN) Agencies in Namibia, Ministry of Education, Arts and Culture (MoEAC), Namibia Statistics Agency (NSA), various Offices, Ministries and Agencies (OMAs) and academic institutions developed a technical proposal. The project is funded by the United Nations Partnership to the Rights of Persons with Disabilities (UNPRPD) and will run from December 2019 to March 2020.

To commence project implementation and map out the way forward, the Department of Disability Affairs in the Office of the Vice-President, in collaboration with MoEAC and key Government Ministries, UN Agencies in Namibia, Organizations of Persons with Disabilities (OPDs), service providers and NSA held a project Inception Meeting from 12 – 14 February 2019, at the Safari Hotel and Conference Centre in Windhoek, Namibia.

Honourable Alexia Manombe-Ncube, Deputy Minister of Disability Affairs in the Office of the Vice-President, officially opened the meeting and launched the project alongside the UN Resident Coordinator in Namibia, ad interim, Ms. Rachel Odede.

This report gives a brief summary of the deliberations of the Inception Meeting.

## **OFFICIAL OPENING SESSION – MR. DANIEL TRUM, NATIONAL CHAIRPERSON, NFPDN**

The official opening session was facilitated by Mr. Trum on behalf of Mr. Abraham Ilonga, the Executive Director in the Office of the Vice-President (OVP).

## **Welcoming remarks and purpose of the meeting – Ambassador Grace Uushona, Executive Director in the Presidency**

Ambassador Uushona welcomed all participants to this historic inception meeting.

In her remarks, she highlighted the fact that the Namibian Constitution adopted at independence in 1990, recognized the inalienable human rights and freedom of all its citizens. In pursuit of that, Namibia ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and Optional Protocol on 04 December 2007. Namibia also endorsed the Convention on the Rights of the Child (CRC), African Charter on the Rights and Welfare of the Child (ACRWC) and signed the UN Agenda for Sustainable Development 2030, in support of the Sustainable Development Goals (SDGs) as well as Agenda 2063 of the African Union (AU). With this, the government of the Republic of Namibia demonstrated its commitment to ensure that persons with disabilities are included and that they do not feel left out.

As disability issues are cross-cutting, implementation of disability programs cannot be left to one office alone. Ambassador Uushona thus welcomed the collaboration between government agencies, UN agencies in Namibia, non-governmental organizations (NGOs), civil society organizations (CSOs), faith-based organizations (FBOs) and academia who put together a fundable project proposal.

She concluded by highlighting the commitment of the His Excellency Dr. Hage Godfrey Geingob, President of the Republic of Namibia, who declared 2019 as the year of accountability. There is no doubt that the collective wisdom of these minds will provide the opportunity to come up with a detailed implementation plan which will produce tangible evidence to account to the President, when required to do so. Therefore, in line with the slogan *“Nothing about us, without us”*, it is imperative, she stated, that the implementation plan should ensure the meaningful involvement of persons with disabilities from the onset.

## **Opening Remarks – Mr Daniel Trum, NFPDN**

On behalf of the National Federation of People with Disabilities in Namibia (NFPDN), Mr. Trum extended sincere gratitude to the UN Office in Namibia and the Department of Disabilities Affairs in the Office of the Vice President (OVP) for the good working relationship that produced this project to be coordinated together with OPDs. He pledged the committed and continued support of the disability movement in Namibia, especially that of the NFPDN.

People with disabilities in Namibia are still facing major challenges which, he hopes, will be addressed through this project. Infrastructure in Namibia are not accessible to wheelchair users. In addition, access to information on radio and television remains a challenge for deaf and visually impaired Namibians. A critical analysis is needed to understand the high Grade 10 and 12 failure rate among learners with disabilities, he stated.

He expressed his gratitude to the government for establishing the Department of Disabilities Affairs to lead the coordination of disability issues under the Office of the Vice President. He concluded by praising Namibia as one of the countries which is working hard towards the promotion of the rights of persons with disabilities.

## **1.3 Remarks on behalf of UN in Namibia – Ms. Rachel Odede, UN Resident Coordinator a.i.**

Ms. Rachel Odede informed participants that the UN System in Namibia, as the *“partner of choice”* is honoured to be part of the project which aims at *“Strengthening Integrated Systems to Promote Access to Services for Persons with Disabilities in Namibia.”*

She highlighted that for almost 30 years, Namibia has been addressing the rights of person with disabilities through the ratification and implementation of various national, regional and international instruments. All these instruments place emphasis on ensuring that the rights of persons with disabilities, including children with disabilities, and those with other special needs, are met through the provision of all services required to ensure that they survive, thrive and equally contribute to development. However, she mentioned that persons with disabilities are more likely to experience adverse and interrelated socio-economic outcomes including stigma and discrimination, limited education and employment opportunities and lack of adequate health care, infrastructure, transportation, water and sanitation. This project aims to improve data collection and application, strengthen coordination and improve access to inclusive quality services.

The UN System in Namibia remains committed to ensure that no child or adult with disabilities is left behind in any process of development.

Ms. Odede thanked the Office of the Vice-President, in particular the Department of Disability Affairs and the Honourable Deputy Minister of Disability Affairs for the dedication and commitment to fight for the rights of persons with disabilities in Namibia.

## **1.4 Official launch of the project and Inception Meeting – Honourable Alexia Manombe-Ncube, Deputy Minister of Disability Affairs in the Office of the Vice-President**

Honourable Manombe-Ncube welcomed all dignitaries, UN representatives, persons with disabilities, staff members, members of the media and all present. She extended a special welcome to Ms. Sreerupa Mitra from the UNPRPD Technical Secretariat in New York. She stated that Namibia ratified the Convention on the Rights of Persons with Disabilities (CRPD) and the Optional Protocol on 4th December 2007.

Honourable Manombe-Ncube was delighted to inform the participants that Namibia was granted funding for *“Strengthening Integrated Systems to Promote Access to Services for Persons with Disabilities in Namibia”* Project for the next three years.

She extended her gratitude towards, Madam Rachel Odede, the UN Country Representative and *“the technical partner of choice”*, the UN agencies in Namibia. She expressed her trust that the project will yield the desired results and pledged the commitment and dedication of the Namibian government and the Department of Disability Affairs towards the success of the project.

Honourable Manombe-Ncube then launched the project and opened the Inception Meeting officially.



Figure 1. Honourable Manombe-Ncube, Ms. Rachel Odede and Ambassador Grace Uushona launching the project.

## **1.5 Vote of Thanks – Ms. Mercy Kufuna, Director, Department of Disability Afffairs, Office of the Vice-President**

Ms. Kufuna thanked the Honourable Deputy Minister, Ms. Rachel Odede and the UN Team in Namibia, Ms. Sreerupa Mitra from the UNPRPD Technical Secretariat, Mr Trum and the NDCN membership, OPDs and various service providers to persons with disabilities, civil society, OMAs, steering committee members, sign language interpreters, members of the press and all participants for their support and dedication towards making this project and Inception Meeting a success.

# **DAY ONE**

# **SESSION TWO**

# **UNDERSTANDING THE UNPRPD PROJECT**

**Facillitator: Ms. Eline Van Der Linden**

**Chairperson: Down Syndrome Association of Namibia**

## **2.1 UNPACKING THE UNPRPD PROJECT – DR. AUNE VICTOR, UNICEF**

Dr. Victor explained that the project proposal development process was spearheaded by a Steering Committee consisting of representatives from government, Offices, Ministries and Agencies (OMAs), NSA, Non-Governmental Organisations (NGOs), Civil Society Organisations (CSOs), UN Agencies in Namibia and Academia.

The focus of the project is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, focusing on children and young people. It intends to promote respect for their inherent dignity through improved data collection systems, resulting in evidence-based planning, advocacy, mainstreaming and decision making; coordinated partnerships and mainstreaming of disability matters between government, NGO, CSOs and OPDs and capacity development to ensure early identification, assessment and interventions for children with disabilities for strengthened service delivery.

## **2.2 UNDERSTANDING THE UNPRPD IN THE CONTEXT OF THE NAMIBIAN PROJECT – MS. RUUSA NTINDA, LAW REFORM AND DEVELOPMENT COMMISSION (LRDC)**

Ms. Ntinda explained that the rights of persons with disabilities is a human right and developmental issue which is close to the LRDC’s heart. The LRDC works closely with the Department of Disability Affairs in the Office of the Vice-President, OPDs, CSOs, NGOs, International Human Rights Organisations, the public and the private sector to ensure that disability rights are put at the forefront.

The LRDC provides its expertise in research and experiences in disability law and its linkages to other areas of law and human rights on different platforms. Law reform involves an in-depth consultation process involving legal and socio-legal research, which must reflect the views shared by relevant stakeholders and communities. This is very important for law reform in Namibia.

Ms. Ntinda gave a brief overview of all legislation and policies addressing disability issues and how some of these laws are inherently discriminatory towards persons with disabilities. She explained that the rules of the high court, for instance, provide for the appointment of a *curator at litem* (person appointed by the court to assist another in litigation) for persons of *“unsound mind”* who is not having full control of his or her mind, and as such, incapable of managing his or her affairs. Such rules could pose a challenge. Intellectual disabilities do not necessarily mean an unsound mind. The rules of the high court do however not distinguish or provide clarity between the two.

In addition, she also pointed out that the Electoral Act 5 of 2014, Section 89 provides that (1) the Commission must, for the purpose of facilitating the taking of a poll in any election, establish polling stations at convenient places for (g) accessibility for people with disabilities. Section 91 provides that (1) the polling booths must (b) be accessible for people with disabilities. However, there are no sign language interpreters at polling stations and voting Braille which results in the right to confidentially compromised.

## **2.3 ENSURING COMPLIANCE WITH THE UNCRPD – Ms. SREERUPA MITRA, UNPRPD TECHNICAL SECRETARIAT**

Ms. Mitra took the participants through the CRPD and placed emphasis on compliance. Compliance is guided by the CRPD Committee-General’s comments, guidelines, concluding observations, recommendations and individual communication decisions.

The CRPD General Principles as enshrined in Article 3 includes respect for inherent dignity, individual autonomy, including the freedom to make one’s own choices and the independence of persons. Other General Principles include non-discrimination, full and effective participation and inclusion in society, respect for difference and acceptance of persons with disabilities as part of human diversity and humanity, equality of opportunity, accessibility, equality between men and women, respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities. As a caution to the stigma that it may bring, the CRPD for example, does not mention provision of a proper healthcare system.

She presented on the differences between integration, segregation and inclusion and emphasised that disability programs should be aimed at overcoming segregation to promote inclusion. The purpose, as outlined in Article 1 of the CRPD, is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities and to promote respect for their inherent dignity. This can be obtained through considering diversity, intersectionality and principles of universal design among persons with disabilities. Article 7 places an emphasis on the full participation of children with disabilities, based on their evolving capacities.

## **2.4 PROJECT OUTCOMES**

Participants were taken through the project outcomes which were presented by the following presenters:

Outcome 1, Mr. Tommy Harris, Namibia Statistics Agency (Coordinating UN agency-UNFPA)

Outcome 2, Ms. Mercy Kufuna, Office of the Vice-President: Disability Affairs (Coordinating UN agency-UNDP)

Outcome 3, Ms. Rachel Philander, Ministry of Education, Arts and Culture (Coordinating UN agency- UNICEF)

|  |  |  |  |
| --- | --- | --- | --- |
|  | **OUTCOME 1** | **OUTCOME 2** | **OUTCOME 3** |
| **Expected Outcomes** | **Data collection systems are strengthened to inform planning, budget allocation and service delivery.** | **Strengthened coordination mechanism, including participation of OPDs.** | **Children with disabilities identified very early in life and referred for assessment and early interventions and access inclusive ECD programmes** |
| **Expected Outputs** | 1. Initial State Report on CRPD and shadow report, are produced and submitted to the UN.  Subsequent reports submitted every 4 years. 2. Training of NSA, Statistics units in OMAs and OPDs on disability statistics and data collection tools. 3. National census data incorporate WGQs on disability. 4. Guidelines developed for inclusion of disability statistics in 3 administrative data collection systems (e.g. EMIS, HIS, Disability Grants). 5. Training provided to OPDs on how to analyse and use data for planning and budgeting purposes, also considering gender. | 1. Establishment of National Disability Forum (NDF) under coordination of OVP. 2. Training provided to NDF and Inter-Ministerial Committee on Disability with aim to improve coordination and strengthen networking, lobbying and capacity of OPDs, NGOs, CSOs and the private sector. 3. In order to implement disability inclusive and gender responsive programmes at national, regional and community level. 4. Multi-sectoral coordination framework on disability developed and implemented. 5. Advocacy material on disability rights developed and disseminated, including through media. 6. Awareness campaign related to disability issues in the context of human rights carried out at all levels. | 1. Guidelines developed and training provided on the early identification, assessment and referral of children with disabilities. 2. Training provided in early identification, assessment and referral of children with disabilities to services 3. Inclusion of children with disabilities in ECD centres and services. 4. Children with disabilities identified early at birth in health facilities, in communities and ECD centres and referred for assessment and intervention. 5. Children with disabilities identified and receiving necessary and inclusive services before entering formal education. |
| **Activities** | 1. Provide technical support to OVP: DDA to finalise the State Report on the CRPD and to submit 2. Build NSA staff capacity 3. Conduct specific training workshops for different ministries on data collection tools 4. Incorporate WGQs in data collection tools. 5. Conduct training workshop to mainstream disability and disability inclusive data in relevant ministry programmes at national level 6. Conduct training and advocacy interventions with OPDs to enhance capacity to use data for planning and budgeting purposes. | 1. National Coordination Mechanism established and strengthened 2. NDF capacitated 3. Framework on Multi-sectoral Coordination developed 4. Advocacy and awareness on disability rights through media and other forms   conducted. 5. Strengthened coordination mechanisms including the participation of OPDs | 1. Develop guidelines on the identification, assessment and referral of children with disabilities. 2. Conduct training workshops on the early identification, assessment and referral of children with disabilities to services. 3. Provide technical support to service providers to be able to identify children with disabilities and refer them for services. 4. Provide technical support to service providers to be aware of where to refer children with disabilities for early intervention. 5. Support advocacy campaigns for parents to ensure access to services including ECD for their children with disabilities |
| **IMPLEMENTING PARTNERS** | NSA | OVP | UNAM, NUST, IUM, MoHSS, MoEAC, MGECW, NAMCOL, MHETI, OPDs |
| **OTHER PARTNERS** | OVP: DDA, WFP, UNESCO, UNICEF, UNDP, UN WOMEN, ILO, WHO, OPDs, CSOs, NDC, NFPDN, MoHSS, MoEAC, MGECW, NAPPA, NPC, MSYNS, OPDs | • OPDs, CSOs, IUM, UNAM, NUST  • Private Sector  • Service providers to persons with disability  • UN Agencies in Namibia | OVP, DDA, WFP, UNESCO, OPDs, CSOs, NDCN, NFPDN, National Council of Higher Education |

Table 1: Three Disability Project Outcomes

# **SESSION THREE**

# **PROJECT IMPLEMENTATION**

**FACILITATOR:**

**MS. SYLVIA CHIDUNKA – MAINSTREAM FOUNDATION**

## **3.1 MAINSTREAMING DISABILITY DATA: HOW DO WE INVOLVE OPDs – DR. DANIEL MONT, WASHINGTON D.C.**

Dr. Mont explained the importance of collecting good data. The purposes of data are to develop and plan policies, monitor implementation of policies and evaluate the outcomes of policies. Different types of data thus have different strengths and weaknesses.

The Washington Group Questionnaire (WGQ) is a good tool to collect quality, internationally comparable disability data that could assist in identifying people with disabilities. If the focus is on children, the preferable models are the Child Functioning Modules produced by UNICEF and being used globally. The WGQ also has modules on school environment and employment. However, it does not address environmental barriers. There are also other national disability surveys like UNESCO’s Open Education Management Information System (EMIS) for collecting administrative educational data, he stated.

Types of data include:

**Census**

* Large scale but limited information
* Disability prevalence – by geography, sex, age, etc.
* Some disability outcome gaps
* Not the environment

**Surveys**

* Much more detailed information
* Possible to get at environment as well
* Smaller scale so can’t disaggregate by other characteristic as much

**Administrative data**

* More detailed information on how programs are running
* Frequent, ongoing data collection
* Does not include people not in program

**Qualitative data**

* Focus groups, interviews, photographs, etc.
* More detailed look into dynamics of how people lead their lives
* Not statistically representative so can’t talk about scale or scope

Quality data could also be very useful in the development of data tools, testing of new data tools, the training of data collectors and the actual collection of data. It is imperative that OPDs also collect disability data for the administration of their own programs for better planning and budgeting, Dr. Mont stated.

To assess progress on Sustainable Development Goals (SDGs), national data collection methods such as Health Income and Expenditure Surveys (HIES) and Demographic Health Surveys (DHS) could also be relied on.

## **3.2 DISABILITY DATA IN THE NATIONAL STATISTICS (POPULATION AND HOUSING CENSUS, DHS) – MS. PAULINA ENKONO, NSA**

Ms. Enkono mentioned that some persons with disability still do not have access to health care, education and employment opportunity, while others do not receive disability-related benefits, despite government efforts to ensure that no person with disability is left out.

The international community has been emphasizing the importance and availability of quality and timely data on disability. In line with its commitment to disability issues and their participation in developmental agenda, NSA published its first National Report on Disability based on data from the three censuses conducted since independence.

The data assisted to answer common questions on disability data and revealed statistics on the distribution, education and literacy levels of people with disabilities. Other statistics illustrated by Ms. Enkono included labour force data on disability and the housing conditions of persons with disabilities. Lessons were learned from the first report on the correct usage of terminology to avoid stigma and discrimination. The WGQ questions will be looked at for consideration with possible inclusion of some additional questions arising from Namibia’s landscape.

## **3.3 COMMUNICATION FOR DEVELOPMENT ACTIVITIES AND MEANINGFUL PARTICIPATION OF MASS MEDIA AT NATIONAL, REGIONAL AND COMMUNITY LEVEL – MS. HILENI MUDHIKA, MICT**

Ms. Mudhika explained that communication for development is important in the understanding of people, their beliefs and values. It involves engaging communities and listening to adults and children as they identify their problems, propose solutions to them and act upon them. Communication for development can be used to amplify the voices, facilitate meaningful participation and foster social change for the plight of persons with disabilities.

Mass media such as radio, television, newspapers and some other communication tools such as leaflets, brochures, flyers and videos can be used to spread discuss and sensitise the public on disability issues at national, regional and community level. Additional opportunities are created with the reach that electronic and social media has.

Ms. Mudhika advised that the public broadcaster can be engaged directly to ensure access to information by persons with disabilities. MICT can also be relied upon as a focal point to distribute information on disability.

## **3.4 ENSURING SUCCESFUL PROJECT IMPLEMENTATION – REPORTING TEMPLATES – WHAT IS REQUIRED? MS. SREERUPA MITRA, UNPRPD TECHNICAL SECRETARIAT**

Ms. Sreerupa clarified that a good UNPRPD Project advances CRPD implementation, adheres to guiding principles and focuses on results. It monitors quality at both project and partnership level and ensures interlinkage of quality assurance processes.

She elaborated that at project level monitoring, timelines are project-specific and should be outlined in the project's Monitoring and Evaluation (M&E) plan, it shoyld also be aligned to the overall Partnership Level Reporting Timeline. At project level, M&E should factor in data collection, review, feedback loops and risk monitoring to be able to demonstrate change.

Half-yearly progress update is due by 31 July of the program year. Annual Progress Reports are due on 30 March of calendar year after programme year, while the Consolidated Annual UNPRPD Global Report is due by 31 May of year following programme year for which reporting is due.

# **DAY TWO**

# **SESSION FOUR**

# **DEVELOPING THE PROJECT IMPLEMENTATION PLAN**

**FACILITATOR - MS. LOIDE AMKONGO, ASSISTANT REPRESENTATIVE, UNFPA**

## **4.1 UNDERSTANDING THE PROJECT REPORTING REQUIREMENTS – MS. SREERUPA MITRA, UNPRPD TECHNICAL SECRETARIAT**

Ms. Sreerupa clarified that when reporting on project results, focus should be placed on systemic and structural transformation, highlighting how the different elements of the result chain have contributed to advancing the rights of persons with disabilities in keeping with the CRPD. Impact indicators should, for example, reflect how persons with disabilities have increased exercise of their rights as set out in the UNCRPD. Outcome indicators should reflect how state authorities, in cooperation with organizations of persons with disabilities, score on increased progress in closing residential social care institutions and providing options for support to persons moving out of institutions to live in communities.

Other reporting factors are whether it can demonstrate results, respond to outcome objectives and gender responsiveness. It should describe structural shifts and how the project activities contributed to them. It should provide sex disaggregation of results and have gender responsive indicators. Testimonies of different stakeholders should be added. Changes in the lives of persons with disabilities, including women and girls with disabilities should be demonstrated with links provided to resource availability.

Photographs could also be used as an important tool to tell a compelling story. In such instances, change should be the focus rather than activities. Rather caption every photograph and provide a text description. Photographs and conversations should reflect inclusion, diversity and equality. This helps in elucidating information on disabilities that are not usually physically visible, like Autism.

## **4.2 GROUP WORK: DEVELOPMENT OF DETAILED WORK PLAN, IMPLEMENTATION STRATEGIES, M&E FRAMEWORK, PARTNERS, BENEFICIARIES AND BUDGET AS PER THE OUTCOME**

### **4.2.1 GROUP ONE**

### **4.2.2 GROUP TWO**

### **4.2.3 GROUP THREE**

# **DAY THREE**

# **SESSION FIVE**

# **DEVELOPING THE PROJECT IMPLEMENTATION PLAN**

**FACILITATOR – MS. LEOPOLDINE NAKASHOLE, MOEAC**

## **5.1 DEVELOPMENT OF A COMMUNICATION STRATEGY – MS. PENNY MALANGU, DEPUTY DIRECTOR IN THE PRESIDENCY**

Ms. Malangu informed participants that the Presidency undertook to develop a communication strategy as an important communication guiding tool. As a first step, she explained that a situational analysis is needed to assess the status quo, set organisational objectives and then do stakeholder mapping. This is followed by developing key messages and devising the communication channels through which these messages will be relayed. It is important that a realistic budget be made to finance programme activities.

## **5.2 MEANINGFUL PARTICIPATION OF PERSONS WITH INTELLECTUAL DISABILITIES – MS. ANITA KREFT, M**ô**RESON SPECIAL SCHOOL**

Ms. Kreft explained that a program should offer an environment for individuals with intellectual disabilities and to all other people with disabilities who are interested to be productive, experience a sense of belonging and pride, acquire confidence and new skills (become professional), for some to be placed in jobs in the community, be taught how to earn their own income, live independently with access to the support needed to do so.

As a solution, the provision of tailor-made vocational education is needed with the opportunity to improve the required skill to compete for jobs in the economic sector. Knowing the potential that Môreson graduates could offer for school leavers and the community, Môreson Special School staff members started a pilot program called Môreson Diversified Services (MDS) to cultivate an environment that is best for the learners, adults and other Namibians, albeit in a Namibian way.

The MDS program successfully provided skills development and training and job placement opportunities for persons with intellectual disabilities, network with other organisations and provide an example on how the human rights of persons with disabilities can be met productively.

## **5.3 PARTICIPATION OF CHILDREN WITH AUTISM – MS. PETRA DILLMAN, AUTISM NAMIBIA**

Ms. Dillmann explained that Autism Spectrum Disorders includes disorders like Autism/Asperger Disorder, epilepsy, intellectual impairments, psychosis, mood disorders and other medical conditions and can affect the child’s visual, auditory, proprioceptive, tactile, olfactory and gustatory perceptions.

The difference between high and low functioning Autism is that high functioning means that deficits are ignored, while low functioning means that assets are ignored. It is interesting to note that famous personalities like Einstein, Ravel and Mozart were also on the Autism Spectrum, Ms. Dillmann stated.

In the management of Autism, teamwork is essential. Parents and families need to come to terms with Autism and needs Practical support while looking for answers to deal with Autism. Parents should be the main change agents. They must learn that they have rights and must be empowered of how to gain access to their rights. Education starts at home. Parents have a responsibility to get their child ready to learn. Parents have responsibility to get their child into a programme or school.

Medical tests should be done to rule out other issues. Autism is difficult and requires training, and experience to diagnose. The earlier an intervention is sought, the better. The Autism Association of Namibia does functional assessments and assist with emerging skills, priority issues like behaviour, communication, eating, toileting; parent, teacher and school support; upskilling, awareness and understanding Autism.

Other interventions provided by the Autism Association of Namibia are to provide Learner/Teacher support material, Makaton Communication Training, Skills/Vocational Development, ensuring that government hospital therapy units are equipped, information sessions and Teacher/Therapist training.

## **5.4 SUPPORT FROM THE UNPRPD – MS. SREERUPA MITRA, UNPRPD TECHNICAL SECRETARIAT**

Ms. Sreerupa expressed her and the UNPRPD Technical Secretariat’s appreciation and support for the project. She clarified that efforts are meaningless at the global level if it is not properly coordinated at local level. Although Namibia made a good start, more partnership and support is needed. If additional funding is obtained, more support can be provided. She urged the program to establish and strengthen a dedicated Secretariat to strengthen program activities.

She advised that before designing any program and policy intervention, it is important to consider the UNCRPD.

## **5.5 WRAP UP AND WAY FORWARD – MS. GERALDINE ITANA, UNDP**

Ms. Itana thanked all the participants for their dedication and contribution and that the Inception Meeting report with the presentations will be prepared by the Secretariat and shared with the participants.

# **CLOSURE**

On that note Ms. Kufuna gave a few remarks and closed the Inception Meeting officially.

# **ANNEXURE 1**

**LIST OF PARTICIPANTS**

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