

LESOTHO NATIONAL DISABILITY MAINSTREAMING PLAN 2021 – 2025



MINISTRY OF SOCIAL DEVELOPMENT

Cnr. Linare and Constitution Roads
Private Bag A222, Maseru 100
Lesotho
Phone: (+266)2231 4099
Fax: (+266) 22310456

LESOTHO NATIONAL FEDERATION OF ORGANISATIONS OF THE DISABLED

22 Mabile Road, Old Europa
P.O BOX 9988, Maseru 100
Lesotho
Phone: (+266) 2232 0345
Fax: (+266) 2226 8960
Website: www.lnfod.org.ls

TABLE OF CONTENTS

Acronyms / Abbreviations	3
I. Introduction and Background	4
II. Understanding Disability	4
III. Purpose and Rationale.....	5
IV. Approach / Methodology Adopted	6
V. Situational Analysis	8
VI. Priorities / Focus Areas.....	13
VII. Coordination.....	15
VIII. Implementation Plans	16
Key Focus Area 1: Rehabilitation	17
Key Focus Area 2: Accessibility.....	19
KFA 2.1 Access to Physical Environment	19
KFA 2.2 Access to Transport	21
KFA 2.3 Access to Information and Communication	22
Key Focus Area 3: Education and Training	24
Key Focus Area 4: Quality and Essential Health Care.....	26
Key Focus Area 5: Economic Empowerment	29
Key Focus Area 6: Sports, Recreation and Entertainment	31
Key Focus Area 7: Policy and Legal Protection	33
Key Focus Area 8: Coordination	35
Key Focus Area 9: Monitoring and Evaluation	37
Tables	
Table – 1: Definition of Concepts	5
Table – 2: Summary Recommendation from Disability Situational Analysis Report.....	9
Table – 3: Stakeholders’ Insights	12
Table – 4: NDMP 2021 – 2025 Focus Areas	13
Table – 5: Given Activities	14
Table – 6: Critical Success Factors	14
Figure – 1: Proposed Coordination Structure	15
Annexures	
Annexure - 1: List of Stakeholders / Focal Points Consulted	39

Acronyms / Abbreviations

AJR	Annual Joint Reviews
AIDS	Anti-retroviral Immuno-Deficiency Syndrome
CBM	Christoffel Blinden Mission
CBR	Community Based Rehabilitation
CEF	Campaign for Education Forum
COPDAM	Communities of Practice in Disability Advocacy for Mainstreaming
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organisations
DHS	Demographic Health Surveys
DHMT	District Health Management Teams
DPOs	Disabled Persons Organisations
ECCD	Early Childhood Care and Development
GOL	Government of Lesotho
HIV	Human Immunodeficiency Virus
IEC	Information and Education Communication
ICF	International Classification of Functioning, Disability and Health
ICT	Information and Communication Technologies
IDAL	Intellectual Disability Association of Lesotho
IEC	Information, Education and Communication
KFA	Key Focus Area
LMDA	Lesotho Millennium Development Authority
LNAPD	Lesotho National Association for the Physically Disabled
LNFOOD	Lesotho National Federation of Organisations of the Disabled
LSMHP	Lesotho Society for Mentally Handicapped Persons
MCC	Maseru City Council
MCIT	Ministry of Communication and Information Technology
MOET	Ministry of Education and Training
MOH	Ministry of Health
MOJ	Ministry of Justice
MOLGCA	Ministry of Local Government and Chieftainship Affairs
MOP	Ministry of Police
MODP	Ministry of Development Planning
MOPS	Ministry of Public Service
MOPW	Ministry of Public Works
MSBDCM	Ministry of Small Business Development, Cooperatives and Marketing
MOSD	Ministry of Social Development
MOT	Ministry of Transport
MOWA	Ministry of Water Affairs
NDMP	National Disability Mainstreaming Plan
NDRP	National Disability Rehabilitation Policy
NSDP	National Strategic Development Plan
PWD	Person with Disability
SCWO	Social Community Work Officers
SDGs	Sustainable Development Goals
SRHR	Sexual Reproductive Health and Rights
TVET	Technical and Vocational Education Training
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities

I. Introduction and Background

Lesotho as a member of the United Nations ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD, 2006) as its commitment to seeing to it that issues affecting People with Disabilities (PWDs) are mainstreamed in the development programmes within the country. The enacting of the convention and subsequent ratification by over 180 countries solidified international commitments to the rights of people with disabilities. The first Lesotho National Disability Mainstreaming Plan (NDMP) was developed and approved for implementation in 2015. The plan was anchored on a number of frames that the country had crafted for development, which included the Constitution, Vision 2020, the National Development Strategic Plan, as well as the National Disability and Rehabilitation Policy (NDRP). All these frameworks are still valid even today, and would therefore still serve as strong pillars on which the new mainstreaming plan is to be anchored.

Given that the first NDMP has been around for 5 years, actions of which were to be implemented until 2020, the need to review the situation around PWDs as well as developing a new mainstreaming plan has been apparent. This new NDMP is expected to be implemented during the next five years from 2021 – 2025.

II. Understanding Disability

The understanding from the very first NDMP has been that disability is a topical issue that is dynamic, complex and multidimensional. It is in recent definitions, 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”. Disability is further considered as a development issue, given its strong bi-directional linkage with poverty.

Impairment	Disability	People with disabilities
A long-term physical, sensory or mental limitation a person has. It is purely the factual absence of or loss of function in a body part. In some, this problem may or may not be a restriction to one’s ability to function.	According to the UN Convention on the Rights of Persons with Disabilities (UNCRPD), disability is an evolving concept which results from the interaction between persons with impairments and attitudinal and environmental barriers.	People with disabilities therefore include those who have long-term physical, mental, intellectual or sensory impairments, which in interaction with various barriers [<i>attitudinal, environmental and institutional</i>], may hinder their full and effective participation in society on an equal basis with others – CRPD, Article 1

III. Purpose and Rationale

Whilst there are a whole lot of angles, sides, depths and extents with which the issue of disability can be looked at, the key purpose of this NDMP with all of the perspectives there are, to inspire (*in a guided, formal, and supported way*) all members of society – people with varied influences in particular – to approach developments in a manner that addresses the inequalities between persons with and persons without disabilities in all strategic work, whilst at the same time supporting specific initiatives to enhance persons with disabilities’ empowerment. The development of this plan is also in line with Article 33 of the United Nations Convention on the Rights of Persons with Disabilities which requires the member states to promote inclusion of people with disabilities in the public service delivery by putting in place disability mainstreaming plans within ministerial annual plans.

This disability mainstreaming plan is meant to action the **National Disability and Rehabilitation Policy**, whose objective is to guide the designing, implementing and evaluating of generic, as well as disability-specific, public policies and programmes to ensure meaningful inclusion of PWDs into the mainstream society. The Policy seeks to ensure that PWDs enjoy fundamental Human rights as enshrined in the constitution of Lesotho. It also re-affirms Government of Lesotho’s commitment in involving PWDs in all issues that affect them, including development of specific programmes and legislation. The plan therefore provides a strategic direction on the implementation of the policy, continuing to promote and protect the rights of persons with disabilities.

Implementation of this plan is to 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. It is indeed meant to enhance the livelihoods of persons with disabilities as a result of positively changing physical environment, cultural and attitudinal bottlenecks.

Table – 1: Definitions of Concepts

Inclusion	Inclusion is the situation whereby every person (<i>irrespective of disability, gender, religion, sexual preferences, race, marital status, health status, ethnic or social origin, culture, belief, dress, language, nationality</i>) can access and participate fully in all aspects of an activity or service in the same way as any other member of the community.
Mainstreaming	Means include into the mainstream. It is systematic consideration of the differences between the different conditions, situations, and needs of disadvantaged groups in all policies and programmes at the point of planning, implementation, monitoring and evaluation
Mainstreaming Versus Inclusion	Mainstreaming is a process towards the achievement of set objectives and is continuous while inclusion is the achievement of those objectives or the end product. The essence of inclusion is based on the premise that all persons have a right to be included in naturally occurring settings and activities on an equal basis with their non-disabled peers In other words when a policy, a plan or systems are developed with disability considerations from the onset or are modified to ensure that people with disability benefit like others, this is mainstreaming. When services are accessed by everyone and where everyone including people with disability fully participates, this is where the word inclusion features.
Disability Mainstreaming	Disability mainstreaming is a strategy for making the concerns and experiences of people with disabilities an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that persons with disabilities benefit equally (Handicap International, 2009). Disability mainstreaming

	implies that all development interventions are planned and implemented in such a way that people with disabilities, their needs, rights and potentials are taken into account on equal terms with those of other population groups (CBM, Disability & Development Policy, 2007)
Reasonable Accommodation	According to the United Nations Convention on the Rights of Persons with Disabilities (UNCRDP), reasonable accommodation means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.
Universal Design	Universal access to the ability of all people to have equal opportunity and access to a service or product from which they can benefit, regardless of their social class, ethnicity or disability

IV. Approach / Methodology Adopted

<p>Collection of Data from different sources & Actors</p> <ul style="list-style-type: none"> • National Disability Situational Analysis Reports (2019); • Focal Points Consultative Workshop (Ascertain Status Quo – Achievements/Progress; Areas needing attention; Recommendations; • 2 Day Training programme for the Focal Points >> collection of more insights! • Revisiting the current NDMP – what needs to be carried over and what needs recasting; • Further Inputs from Ministerial Teams and Focal Points; • Quick scanning of current trends (Global / Continental / Regional) regarding disability mainstreaming • Sustainable Development Goals 	Unpacking & Analysis	Prioritisation & Drafting of the Review Plan	Validation Process	Finalisation of the NDM Plan
--	----------------------	--	--------------------	------------------------------

1st Phase Data Collection – Information was collected through various platforms and channels.

- Researched information – The National Disability Situational Report (2019) as the most recent study done, painted a general picture of the status quo regarding disability in the country;
- One-Day Focal Points Consultative Workshop – to further solidify the picture, as well as beginning to solicit inputs from people in the field, a one day consultative workshop was conducted. Reflections and insights shared by the participants further firmed the picture of what is the situation on the ground.
- Further insights – As the one-day consultative meeting did not allow for adequate time to reflect on all the key issues, another joint session of the focal points was organised. The turnout was not good, however further inputs were collected from those made it to the meeting;
- Subsequent to the joint session another meeting was organised by the Ministry of Social Development (MOSD) to further interrogate the Implementation Plan, assessing whether there would still be relevant actions to be carried over, re-adjusted or dropped out. During this session, some participants felt they needed to go back and consult their colleagues within their Ministries so that their inputs would be more relevant.
- Two-Day Disability Training programme – During the training sessions, a lot of insights were also obtained from participants when exchanging and sharing views of what the current status quo was as they projected what could help the mainstreaming situation going forward.
- There were also those Ministries' representatives who felt they needed to be visited in their Ministries where some relevant people within the Ministry could attend the session that would

amplify what was expected as inputs from their Ministries. Their Ministries were visited, explanations provided to them and feedback received.

- ⇒ With all the efforts meant to get inputs from all the Ministries, there were those who still could not provide input. This could be interpreted in different ways, but what is being highlighted here is that getting information was a big struggle.

2nd Phase Unpacking and Analysis

The information that was collected was analysed with the focus being on identifying critical issues against what the current Lesotho Disability and Rehabilitation Policy (*anchored on the other strategic Frameworks such as the Constitution, Vision 2020, National Strategic Development Plan (NSDP) II for 2018/19-2022/23*) aspires for PWDS, conventions and protocols that the country has signed, as well as the global standards that Lesotho as a Country has committed to meet such as the Sustainable Development Goals (SDGs).

Having established a broader sense of what the status quo looks like, and positioning where the developments are within the transformation journey that is being navigated, common trends were established as well as what would be considered Critical Success Factors for the mainstreaming process.

3rd Phase Prioritisation and Re-packaging of the Mainstreaming Plan

The contributions from the Focal Points informed what has been considered as the focus areas within the Policy's Priority Areas. The draft implementation plan has therefore been crafted using predominantly what was received from the Focal Points / Ministries, thus making this plan a 5 year strategic disability mainstreaming plan shaped by the Ministries to guide and support the desired developments. It also draws inspiration from some SDGs.

Based on the analysis done, there were actions that were considered to be Universal, and have therefore been highlighted as such – labelling them as “**Givens** – *must be done by everyone*”. There were also those that were considered absolutely critical for the success of the plan, and these are labelled “Key Success Factors”, as they are understood to be essential to give the plan a chance to succeed.

4th Phase Validation Process & Finalisation of the Plan

Copies of the Draft Plan were shared with the stakeholders as well as role players for their reflections, comments and inputs on it. The inputs were collected and organised after the stakeholders had been given time to digest what has been captured in the draft document. After the receipt of the feedback, significant issues were integrated into the Final Plan, which is to be a reference point for actions in the coming 5 years.

V. Situational Analysis

From the data collected / received from the different sources as described in Section IV above, the current situation is such that there is growing levels of awareness about the importance of disability mainstreaming, albeit interventions to include and remove barriers for PWDs still slow in different ways. There are varied factors influencing how issues connected to PWDs are handled by the general public, but mostly revolve around lack of understanding, inadequate preparedness to interact comfortably with a person with disability, and the attitude instilled through socialisation.

This aspired societal change that the mainstreaming process is advocating for (*that can be likened to a formalised societal behaviour change process*¹) within the country, is at a point where few initiating steps from different sides are starting to be aligned but a lot more still needing to face in the right direction with the desired impact. As societal behaviour changes can generally take decades or even generations to take root, the Country is essentially at the level of elevated awareness for the need to embrace ways that include PWDs in developments.

Prevalence of Disability in the Country

The 2006 Lesotho Population and Household Census indicated that people with disabilities constitute 3,7% of the total population. Ten years later (2016), the Population and Household Census conducted by the Bureau of Statistics reflects that there were 45,607 people reported as disabled and disability prevalence rate being at 2.5% - a reduction from the statistics of ten years earlier. The Districts reported to have more persons with disability are predominantly the ones in the Lowland Districts (Maseru, Berea, Leribe, Mafeteng) each with more than five thousand recorded persons, whilst the districts with the lowest recorded number of PWDs are Qacha's Nek, Mokhotlong and Thaba-Tseka – ranging from 1.4 – 2.2 thousand persons in each district.

The 2006 Census had noted that nationally, disability prevalence was 40% among children aged 2-9 years. This rate was marginally lower in females at 39% as compared to the 41% prevalence among males. The report on the data collected in 2016 reflects disability prevalence in that same age range being at 4%. Of the different “Difficulties” (*Seeing, Hearing, Communication, Walking, Remembering, Self-Care*) reflected in the report, “Remembering” is the one topping the chart at 37% followed by visual impairment at 36%.

It was noted in the 2006 census that the most prevalent type of disability in the country was visual impairment (19.3%) whereby prevalence was slightly higher among females than among males. Other types included deafness, physical disability, and intellectual impairment. The 2016 report is however indicating “Remembering” being the disability most prevalent.

The 2006 census had reflected the common causes of disability within the country being due to injuries from accidents (road, workplace, domestic, sports, etc.), those of a genetic nature, complications during pregnancies, at or after birth, as well as poverty and cultural deprivation. Data collected in 2016 on causes of disability point to “illness” as a major cause of disability, especially for females in all the types of difficulties from the ages of 40 and above. More in-depth research to identify the types of illness that contribute to higher prevalence of disability in the country would be helpful for planning and decision making purposes. However, it is noted that the 2016 report records the highest disability prevalence being in the age categories ranging from 70 – 84+ years,

¹ the use of centralized planning in an attempt to manage social change and regulate the future development and behaviour of a society

cumulatively these constituting 32%. The ratios in terms of gender in this category are such that, females constitute two-thirds and the males constitute one-third.

From the collected data, it is understood that factors influencing exclusion still revolve around attitude / socialisation, whereby PWDs are still to some extent viewed as 'inferior/defective', and therefore their contributions considered as of a lesser value. The lack of awareness and/or knowledge and skills in disability mainstreaming, and an unconscious discrimination due to lack of skills and knowledge on how to mainstream disability are other contributors.

National Disability Situational Analysis Report 2019

The most recent research commissioned by the Ministry of Social Development culminated into A Report of a National Disability Situation Analysis of December 2019. This report was considered and most of the findings have been considered into this plan going forward. The report's main objective was to identify the opportunities and gaps for societal inclusion, the upholding of human rights, and the social and economic development by and for persons with disabilities in Lesotho. The recommendations reflected in the report have also been weighed with all the other information received, to inform the direction and steps considered for the coming five years. The report has categorised the recommendations per sector (Table – 2), which makes it easier for the implementing bodies to reflect on what it is that is seen as advancing disability mainstreaming in their sector against their current state of operation.

Table – 2: Summary Recommendations for National Disability Situational Analysis Report 2019

Category	Summary Recommendations
Legal Frame-work	Immediate work on implementing and reporting on CRPD, as well as the establishment of a National Disability Advisory Council to provide oversight and advice on implementation of the law, should begin with the imminent passage of the Disability Draft Bill into Law.
Community Living	There is need to establish systems of community sensitization, early support for families, and early intervention for young children with disabilities in order to align with community living standards outlined in the CRPD that is implemented by MOSD and MOHSD. The establishment of standards for community living for children with disabilities, and a re-look at the subventions for organizations that threaten standards would assist the required mainstreaming.
Education	<ul style="list-style-type: none"> ○ The three(3) key Ministries of Education and Training (MOET), MOSD, and Ministry of Health (MOH) should consider incorporating inclusive-education pedagogies into pre-service education programs in Lesotho and focus in-service education efforts on early childhood centres, day-care centres, and Creches to support early identification, community outreach, and development of socialization and learning opportunities for children with disabilities aligned to the National Early Childhood Care and Development (ECCD) Strategy). ○ MOET and the Exams Council should consider developing data collection measures to ensure children with disabilities are receiving quality education and are benefiting from inclusive education. Put in place learning and testing accommodations to ensure outcomes data is valid. ○ Consider the creation of inclusive Technical Vocational and Educational Training (TVET) by merging the MOSD habilitation into inclusive TVET Centres.

Employment	<ul style="list-style-type: none"> ○ Consider having all government-supported employment programs being inclusive and promoting the active participation of persons with disabilities through mandatory hiring quotas of PWDs in government offices and supported programs ○ The development of disability-targeted interventions to address the high unemployment rates, such as tax incentives for hiring of persons with disabilities in private firms could speed up the inclusion processes. ○ Consider expanding entrepreneur training opportunities for PWDs
Gender Based Violence	The Ministry of Gender, Youth, Sports, and Recreation (MGYSR) would do well to consider mainstreaming disability issues and awareness into its existing gender-based violence prevention programming plans.
Health	It would very helpful to commit resources to early outreach, identification, parent training, and intervention related to disability; The evaluation and creation of inclusive sexual reproductive health materials in order to provide adequate information to persons with disabilities would advance the aspired inclusivity for PWDs.
Political Participation	Removal of barriers for persons with intellectual disability to vote and continue to support other inclusive programs at the national level. Considerations should be made to finance programmes aimed at developing electoral and leadership training for persons with disabilities to ensure participation and contribution to local and national government.
Social Protection	The establishment of a targeted disability-specific social protection fund that is proportionately aligned with other social protection funds would be a good social protection intervention. This fund will offset additional costs of access to services and equipment above and beyond existing social protection.

Interventions that have been in Place

Mapping the developments against the ADKAR Change Management Model, it is acknowledged that there are more efforts pushing and challenging the societal norms at different levels, but insights captured are generally still pointing to the country being at the “Awareness” heightened levels, with few interventions in other levels of the model taking place but not yet with huge impact.

A	Awareness of the need to change
D	Desire to support the change
K	Knowledge of how to change
A	Ability to effect the change
R	Reinforcement to make the change stick

Legal Framework – The Country’s foundational frames (Constitution, Vision 2020, National Strategic Development Plan, the Disability Mainstreaming and Rehabilitation Policy) are all supportive of the interventions to be actioned for the inclusion of PWDs in all development programmes. The Disability Bill is anticipated to provide the domestic legal support to enforce and defend many of the human rights spelled out in the CRPD. The passage of the Bill will likely have significant impact and may stimulate ratification of the Optional Protocol² of the CRPD, which Lesotho has not yet signed off. The Bill itself is still under discussion, but has gained a strong political support. It is understood that, if passed, the Bill would address issues such as accessibility in education; discrimination in the workforce; accessibility of sport and leisure activities; accessibility to information; voting rights; barrier-free environments (such as building and transportation services); assistive technologies; rehabilitative service provisions; legal protections; social protection funds; and self-advocacy

²an additional agreement to the United Nations Convention on the Rights of Persons with Disabilities that establishes an individual complaints mechanism for disabled people who allege that their rights under the Convention have been denied.

provisions. According to advocates, the Bill is decidedly rights-based (Sebusi, 2019) and makes many of the provisions of the NPRD enforceable.

The National Disability Mainstreaming Plan—The existence of the current NDMP (2015 – 2020) has in many ways informed (*both informally and in a formal way*) how the disability related issues are brought to the discussion tables and decision making platforms. Whilst an official evaluation exercise has not been undertaken to scientifically assess the achievement/impact of the first NDMP, the table overleaf captures insights from the stakeholders and provides a good perspective of how the situation is viewed through their eyes at the moment.

Coordination of the Mainstreaming Processes - The MOSD in partnership with LNFOD are currently navigating and steering how the disability issues are guided and supported within the country. Given the magnitude of what is being dealt with, there are structures that were anticipated to take form for the necessary guidance and support of the developments in this regard during the tenure of the initial mainstreaming plan. Seemingly these structures have not been as effective as was envisaged, but are very crucial for the success of the mainstreaming journey the country is on. Ministerial annual plans should be monitored, and the mid-term review of this NDMP should also be properly coordinated, so that remedial actions could be taken as and when necessary.

Broad stakeholders' consultations and insights: In addition to desktop review of relevant documentation, more information about the situational analysis was solicited from the initial one-day stakeholder's consultation workshop. Follow-up joint sessions with Ministerial Focal Persons also provided insights into the disability situation in Lesotho. Subsequent training of Focal Persons on disability mainstreaming further provided opportunity to reflect on the situation of mainstreaming, challenges and explored how best the participants can turnaround the situation. The contributions/insights from the key stakeholders consulted (Annex 1) have been summarised and packaged into Table- 3. This covers the prevailing situation on disability whether positive (plusses) or negative (minuses); examples of the inclusivity in action; and recommendations moving forward with the disability mainstreaming agenda.

Table – 3: Stakeholders’ Insights

	Description of the situation	Some examples of ‘Inclusivity in Action’	Recommendations going forward
Pluses	<ul style="list-style-type: none"> ○ Some ministries already have disability sensitive policies ○ PWDS participated in the national reforms ○ Disability issues included in the SDG’s ○ Some stakeholders recognise people with disabilities (e.g. by co-funding) ○ Disability institutions are still operating and giving information (e.g. LNFOD) ○ Persons with disabilities equity bill is at the advanced stage 	<ul style="list-style-type: none"> a) Ministry of Development Planning has already included PWD in their strategies by having documents translated in to braille b) Ministry of Justice had a judgement (in 2018) for a PWD based on a certain section included in the law of justice c) Ministry of Gender (2018-2030 gender and development policy) have included PWD 	<ul style="list-style-type: none"> ● Strengthen implementation of issues of disability to accomplish SDGs; ● Award certain percentage budget aligned to disability mainstreaming programmes; ● Strengthen coordination capacity of MOSD, Government, & capacity of focal persons to implement Disability Plan>> Revive the Disability Implementation Committee ● Continue increasing ‘disability awareness’ using different platforms >> adverts; provide opportunities of people with disabilities to become (TV/Radio) presenters; increase content of disability nature; and provide information and communication in accessible formats, including subtitles and captions;
Minuses	<ul style="list-style-type: none"> ○ Low level of financial support (Disability responsive budget) ○ Low level of commitment from some senior management/Govt. & different stakeholders, some focal persons & Ministries involved ○ Existing barriers to public buildings and transportation ○ PWDS still facing attitudinal barriers from employers / society ○ Even though there is Inclusive Education Policy, it has not yet been effectively implemented; ○ information on sexual reproductive health and rights as well as menstrual health management not accessible for PWDS 	<ul style="list-style-type: none"> d) Ministry of Education developed inclusive education policy e) LMDA implementing a policy that requires its partners and service providers to include PWDS in their programmes – for the parties’ contractual agreement to be valid; f) Social Protection Strategy which had a disability grant – though it has not been implemented g) Since 2015 LNFOD had a community development project where PWDS advocated to be employed and it is still ongoing, where a certain percentage of employees are PWD 	<ul style="list-style-type: none"> ● Establishment of a Ministerial committee and PS Committee to strengthen implementation of DMP ● Sensitize Parliament portfolio committees & social cluster ● Implement guidelines for accessibilities of buildings and public infrastructure (e.g. traffic lights) ● Consider Incentives for provision of accessible public transportation ● Disability mainstreaming processes to also feature strongly within the Gender Mainstreaming interventions ● Information and equipment should be accessible, teachers should be taught on inclusive education ● Need for education on pregnancy for young people

VI. Priorities / Focus Areas

As it was already recognised in the first NDMP, disability mainstreaming issues are as many and important as the rights and aspirations of persons with disabilities. Disability mainstreaming is therefore a process of streamlining and prioritization. Whilst this is the case, priority areas in this plan have predominantly been informed by consultations with stakeholders. These have been mapped against the Policy Priorities as captured within the National Disability and Rehabilitation Policy (NDRP) 2011. Whilst the NDRP - 2011 might need to be reviewed going forward, it is still a point of reference for the development of the National Disability Mainstreaming Plan (NDMP). The priorities that have been captured as the Key Focus Areas (KFAs) in this new NDMP are depicted in Table – 4.

Table – 4: NDMP 2021 – 2025 Key Focus Areas

National Disability Mainstreaming Plan 2021 – 2025 Key Focus Areas	Priority Area within the National Disability and Rehabilitation Policy (NDRP) 2011
1. Rehabilitation – Interventions specific to persons with disability	Priority Policy Area 2
2. Accessibility 2.1 Access to Physical Environment 2.2 Access to Transport 2.3 Access to Information, Communication and Appropriate Technology	Priority Policy Area 3
3. Education and Training	Priority Policy Area 4
4. Quality and Essential Health Care	Priority Policy Area 5
5. Economic Empowerment and Social Protection	Priority Policy Area 6
6. Sports, Recreation, and Entertainment	Priority Policy Area 8
7. Policy and Legal Protection	Priority Policy Area 10
8. Coordination (MOSD)	
9. Monitoring, Evaluation, Reporting, and Research	Priority Policy Area 11

The country is currently in a position of the heightened “awareness for the need to change” hence it is logical to have the preparatory steps for the next levels put in place. These would in most cases include cross-cutting/universal interventions for almost all the actors, whose actions could in many instances be done in joint sessions.

Most of the inputs from the stakeholders had the following elements within their proposed mainstreaming actions:

- Sensitisation of communities they work with on disability issues
- Development of and/or adaptations of legal frameworks (e.g. policies, guidelines, etc.) to be supportive of essential support structures for PWDs
- Training / Capacity building of people who would engage with PWDs
- Adaptation of physical infrastructures, as well as information disseminating platforms to cater for PWDs;

Flowing from the reflections above, the actions that should therefore feature as **Givens**³ to almost all the different Ministries and Departments on an incremental manner year after year during the tenure of this plan, starting with at least 3 in 2021, are depicted in Table - 5.

⇒ As much as not all the Ministries are reflected on the Implementation Plan, it is expected that all the Ministries and Departments will have these Givens in their Plans – as a minimum!

The MOSD and LNFOD should consider coordinating joint sessions of these Givens for actors in the public sector, private sector as well as in the non-governmental organisations (NGOs).

Table – 5: Given Activities

GVN 1	Ongoing sensitisation / awareness raising on disability within Ministries and departments
GVN 2	Adaptation of physical structure (<i>ramps, audio escalators, etc.</i>)
GVN 3	Provision / training of sign language interpreters within different departments/organisations
GVN 4	Development/review of policies to be inclusive of disability
GVN 5	Adaptation of information / material into accessible formats, e.g. braille, large print, etc.
GVN 6	Participation of PWD in policy making, planning, implementation and monitoring forums

Few key assumptions which are considered as Critical Success Factors (CSFs) for the Disability Mainstreaming process, are reflected in Table - 6.

Table – 6: Critical Success Factors

CSF 1	The establishment of an effective Management and Coordinating Structure at national, district and community levels – inclusive of the National Disability Advisory Council
CSF 2	Five Key Ministries (MOSD, MOET, MOH, Ministry of Development Planning (MODP) and Ministry of Finance (MOF)) to champion disability mainstreaming for accelerated implementation
CSF 3	Development of Disability Responsive Budgets
CSF 4	Passing of the Bill into Law
CSF 5	Simple monitoring and evaluation systems that will measure progress that is being made – for remedial actions as well as future planning processes.

Interventions that are peculiar to the specific Ministries / Organisations should still be implemented, but more as stretch goals to pull mainstreaming forward in those entities.

³Action that has to be included in the plan as one of those to be implemented during that planning period

VII. Coordination

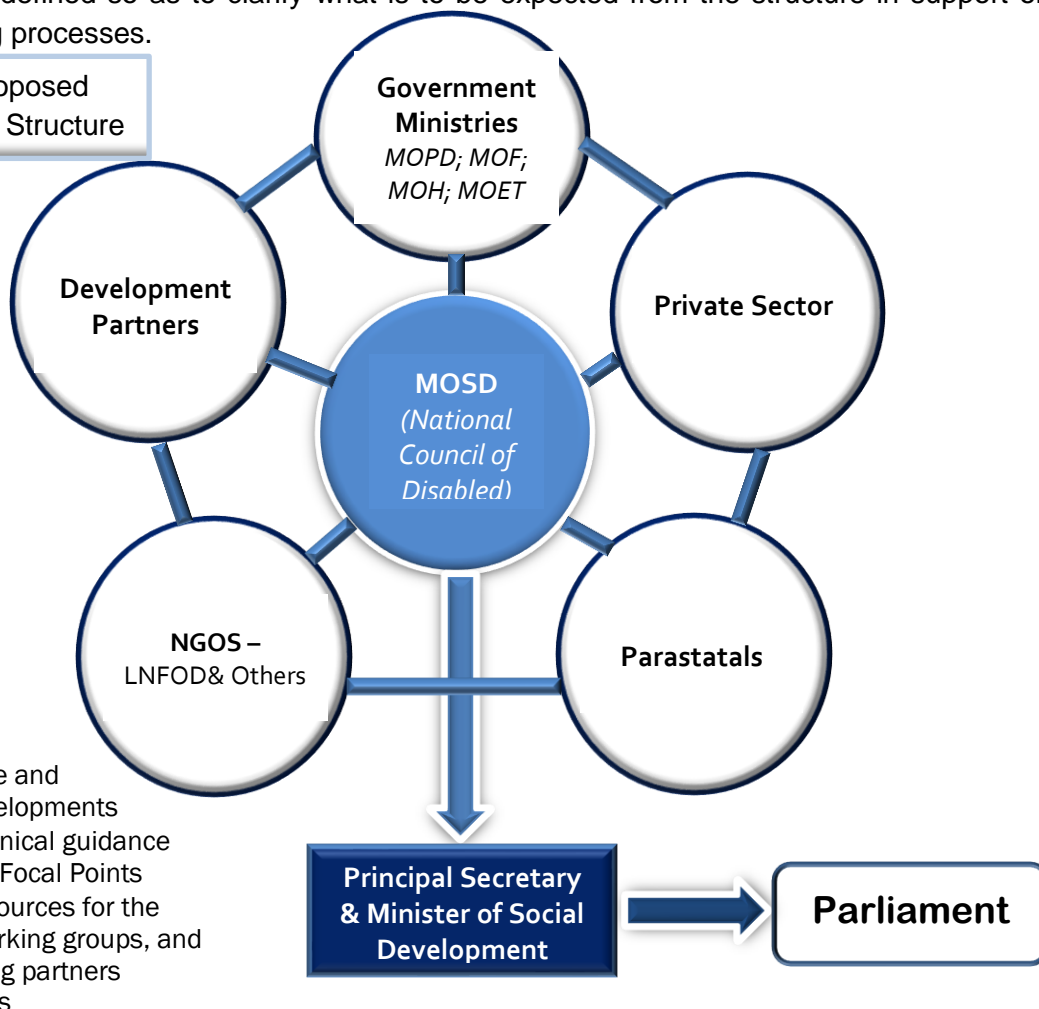
Strong coordination of the interventions and close monitoring of the developments in both the public and private sectors regarding the implementation of the official plan would be a big support for the mainstreaming processes. This is considered one of the critical success factors.

During the development process of this NDMP, it was noticed that the issues around PWDs are seldom visited by those in influential positions, and to some extent taken lightly by others – for a number of different reasons. However, one of the noted key issues was lack of understanding by members of the community on what they can do. An effective Coordination Structure that would be supportive to the players would be essential in this regard. Many of the cross-cutting issues would be easily guided by the coordinating body, leveraging the limited resources available whilst eliminating unnecessary duplication of efforts by different players.

The current user-friendly technology that is very supportive of developmental processes, could be used to enhance communication / information exchange systems connecting focal points in different organisations (*Public sector, Private sector, and NGOs*). This can also be effectively used for monitoring of what is going on for support purposes as well as for implementation of remedial actions.

The Coordination Structure that was proposed during the first NDMP is depicted in Figure-1. The MOSD in partnership with LNFOD is encouraged to mobilise representation from the relevant stakeholders shown on the diagram. Whilst the objectives to be pursued by the structure can still be maintained as was defined in the previous NDMP, the terms of reference (TORs) for this structure could also be defined so as to clarify what is to be expected from the structure in support of the mainstreaming processes.

Figure 1: Proposed Coordination Structure



Objectives:

- Closely guide and monitor developments
- Provide technical guidance & support to Focal Points
- Mobilise resources for the disability working groups, and implementing partners requirements

Implementation Plans

Whilst the current Disability and Rehabilitation Policy has eleven (11) Priority Areas captured in it, this Implementation Plan has its Key Focus Areas mainly aligned with Eight (8) Policy areas.

Activities relating to Priority Policy Area 1: Prevention, Early Identification and Intervention; Priority Policy Area 7: Self Representation and Participation; and Priority Policy Area 9: Research and Appropriate Technology have not been captured as stand-alone focus areas, but have been woven into the other focus areas found to be most fitting.

Key Focus Areas within this Implementation Plan

1. Rehabilitation – Interventions specific to persons with disability
2. Accessibility
 - 2.1. Access to Physical Environment
 - 2.2. Access to Transport
 - 2.3. Access to Information, Communication and Appropriate Technology
3. Education and Training
4. Quality and Essential Health Care
5. Economic Empowerment and Social Protection
6. Sports, Recreation and Entertainment
7. Policy and Legal Protection
8. Coordination (Social Development)
9. Monitoring, Evaluation, Reporting, and Research

KEY FOCUS AREA – 1		REHABILITATION – INTERVENTIONS SPECIFIC TO PERSONS WITH DISABILITY				
Summary Description		Replacing Community Based Rehabilitation Programme with Disability Mainstreaming Programme will go a long way towards keeping the PWDs enjoying their lives in their communities of origin. In addition to existing programme mandate, emphasis should be on the sensitisation of communities to appreciate the concept of disability mainstreaming and on the involvement of community youth in supporting families to cope with disabilities of their households / families (children and adults). This will also assist the MOSD to revisit the mandate of existing disability care institutions, so as to embrace disability mainstreaming				
Objective(s)		<ul style="list-style-type: none"> • Promote availability of the necessary equipment, skills and services to all Persons with Disabilities. • Enable Persons with Disability to achieve and maintain their optimum physical, sensory and social functional level. 				
Expected Outcome:		PWDs enjoying their quality of live within own communities				
Activities ⁴		Time Frame ⁵	Responsibility ⁶	Output Indicator ⁷	Means of verification ⁸	Outcome Indicators ⁹
1.1. Replace CBR Programme with Disability Mainstreaming Programme		2021 – 2022	MOSD	Mainstreaming Programme Document	Disability Services records	Improved service framework for PWDs
1.2. Provide training on disability mainstreaming to current CBR workers, Rehabilitation Officers and SCWO		2021 – 2025	MOSD	Number of workers trained	Attendance register and training reports	Improved delivery of disability services in the community

⁴ What is to be done / executed

⁵ By when should it have been done

⁶ Who is **leading** the execution of the activity; In some cases there are more contributors – the 1st on the list is the lead.

⁷Extent showing how far the activity has been executed

⁸Tangible things that will affirm that the activity did happen

⁹Changes / behaviours that would show that the expected outcome / impact is being advanced

1.3. Train all departments within MOSD on Disability Mainstreaming.	2021 - 2025	<u>MOSD - Disability services</u>	No. of officers trained	Training reports and attendance register	Improved disability inclusive services
1.4. Implement Disability Mainstreaming in 5 districts	2021 – 2025	<u>MOSD – Disability services;</u> MOLGCA	Number of PWDS served by the NDMP	Records of Disability Services Department, District and community councils	Improved wellbeing and livelihoods of PWD
1.5. Sensitise community leaders and communities about disability mainstreaming	2021 – 2025	MOSD	Number of Community members and leaders sensitised	Attendance register	Increased appreciation and participation in disability mainstreaming by community members
1.6. Hold sensitisation meetings on Disability Mainstreaming for different ministries and NGO's as well as private sectors	2021 - 2025	<u>MOSD - Disability services</u>	No. of meetings; No. of district level managers sensitised	Meeting reports and attendance register	Improved awareness and services for PWDs at district levels
1.7. Train community youth on disability mainstreaming to equip them with skills to assist families of PWD	2021 – 2025	MOSD	Number of community youth trained	Attendance register and training reports	Increased involvement of community youth in providing care and support to PWD and their families
1.8. Develop a Policy for using care institutions as resource centres for disability mainstreaming	2021 – 2022	MOSD	Policy governing Institutions in place	Copy of the Policy	Improved and expanded services by the institutions
1.9. Develop plan for gradual reunification of PWD who should not be staying in the institutions with community services and CBR	2022 – 2023	MOSD	Number of PWD linked to community services and CBR	Re-unified PWDs verification reports	Reduced congestion in the care institutions

1.10. Implement the policy governing operations of the Institutions and reunification plan	2023 – 2025	MOSD	Number of PWD reunified with their families and communities	Institutions' register	Improved services for people with disabilities in the institutions and in the communities
1.11. Develop a comprehensive referral system with Ministry of Health to ensure access to provision of disability specific services to PWDs	2021	MOSD – Disability services; Ministry of Health;	Number of referral tools developed;	Copies of referral tools	Increased No. of PWDs receiving specialised services (Occupational Therapists, Orthopaedic Technician, Audiologists, Speech Therapy, Optometrist and Physiotherapists)

KEY FOCUS AREA – 2	KFA 2.1 ACCESSIBILITY TO PHYSICAL ENVIRONMENT				
Summary Description	This is one of those priorities, actions of which at this point are considered to be universal for almost everyone. Removing 'physical barriers' for PWDs will most definitely enhance their independence, self-esteem, and indeed productivity. Activities to be executed in this area are to pave the way towards PWDs becoming more self-reliant.				
Objective	Promote easy access to physical environment				
Expected Outcome:	Accessibility to physical environment by PWDs on an equal basis with others				
Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators
2.1.1. Develop/review design regulations and guidelines to accommodate PWDs	2021 – 2025	Min of Public Works; MOLGCA; Ministry of Transport	Regulations and guidelines in place	Copies of guidelines / standards documents	Increased number of buildings conforming to standards for universal access

2.1.2. Review Buildings Control Act of 1995 to include penalties for non-compliance and include provisions for a buildings inspectorate unit.	2021 – 2023	<u>MOLGCA</u> ; Ministry of Public Works	Amended Act	Copy of the Act document	Increased number of Buildings conforming to the provisions of Buildings Control Act of 1995
2.1.3. Allocate, mark, maintain and protect appropriate parking areas for PWDs motorists in public and private car parks.	2021 – 2025	<u>Ministry of Public Works</u> ; MOLGCA; Ministry of Transport	Number of public places providing parking areas for PWD motorists	Document on allocations, marking and protection of parking areas	Increased number of PWDs accessing physical environment due to reserved car parking
2.1.4. Construct 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 2021– 2025	<u>Ministry of Public Works</u> ; MOLGCA; Min of Transport	Number of junctions adopting slope ramps, 4 railed pavements	Construction reports and physical observation of accessible construction	Improved access for PWDs to physical environments through universal design
2.1.5. Hold meetings with MCC and Urban Councils on the use of roadside pavements for PWDs	2021 - 2022	MOSD – Disability services	Number of Meetings	Copies of Minutes and Resolutions made	Improved movement and mobility of PWDS on pavements
2.1.6. Install sound systems in traffic lights to enable unrestricted access for visually impaired and partially sighted persons.	2021– 2022	<u>Ministry of Transport</u> ; MOLGCA	Number of traffic lights with sound systems	Installation reports & Physical observation of voice prompts	More PWDs independently crossing roads at the traffic lights crossing sections

KEY FOCUS AREA – 2		KFA 2.2 ACCESSIBILITY TO TRANSPORT				
Summary Description	The National Strategic Development Plan II clearly defines the objects of the transport system, but the disability indicators do not come out so clearly. Whilst that may be the case, the need for disability mainstreaming in the sector is very clear. Activities in this implementation plan are therefore aimed at sensitising and beginning to empower the public transport operators to appropriately include PWDs in their service offerings.					
Objective	To improve accessibility of public transportation for PWDs					
Expected Outcome:	Public Transport is Accessible to PWDs like it is to everyone else					
Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators	
2.2.1. Review transport policy to include PWDs	2021 – 2025	<u>Ministry of Transport</u> ; All Ministries	Number of transport policies reviewed for universal access	Copy of policy document	Improved access to public transport by PWDs	
2.2.2. Adapt bus stops and taxi ranks to have universal design for visual impaired and persons with physical disabilities.	2021– 2025	<u>Ministry of Transport</u> ; Ministry of Public Works	Number of stops and taxi ranks adapted for universal design	Adaptation reports from works department and/or MCC/Urban Councils	Improved accessibility of bus stops and taxi ranks by PWDs	
2.2.3. Include persons with disabilities in traffic and public transport structures (committees and Boards) to advise on disability-friendly transport practices.	2021– 2025	Ministry of Transport	Number of PWDs in traffic and public transport committees and Boards	Yearly membership lists of Traffic committees and Boards	Increased number of PWDs independently having access to public transport due to disability-friendly laws and practices	
2.2.4. Train taxi owners and operators on disabilities issues including rights-based violations against PWDs	2021– 2025	Ministry of Transport	Number of taxi owners and operators trained	Training reports, attendance registers	Increased knowledge to support PWDs in public transport.	

2.2.5. Review / develop public licencing training manual to include disability awareness module	2021 – 2023	Ministry of Transport; LNFOOD	Reviewed / developed manual	Copy of the notes/reports, & the Manual	Increased awareness of drivers on disability issues
2.2.6. Erect accessible taps and construct accessible toilets which are responsive to the needs of PWDs in the public transport industry.	2021 – 2025	MOWA; MOPW; MOT; MOH; MCC & Urban Councils	Number of accessible gender responsive WASH services in the taxi ranks and bus stops.	Accessible and WASH services available in the taxi ranks and bus stops.	Improved access to WASH ¹⁰ services in the taxi ranks and bus stops.

KEY FOCUS AREA – 2	KFA 2.3 ACCESS TO INFORMATION AND COMMUNICATION				
Summary Description	It is vital that PWDs easily access information for their empowerment. This Implementation plan is targeting not only to improve on the information consumed by PWDs for their awareness of the current affairs, but equally important that they are able to easily engage using the modern information dissemination gadgets.				
Objective	To promote access to communication and information technology for persons with disabilities in all development sectors				
Expected Outcome:	Improved access to communication and information technology for persons with disabilities				
Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators
2.3.1. Train MOCIT staff on sign language and/or hire those 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.	2021 – 2022	Ministry of Communication and Information Technology (MOCIT)	No of staff trained / hired to provide interpretation services; No. of television programmes with sign	Training reports and employment contracts	Improved access to information by PWDs

¹⁰ Water, Sanitation and Hygiene

			language interpretation services		
2.3.2. Train MOCIT Staff on Information & Communication Technology accessibility for PWDs	2021 – 2022	MOCIT	No of staff trained on Information & Communication Technology accessibility for PWDs	Training reports	Improved access to information by PWDs
2.3.3. Design and Implement Action Plan on Information and Communication Technologies for PWDs	2021 – 2022	MOCIT	Copy of the Action Plan	Implementation progress reports	Improved access to information by PWDs
2.3.4. Attach well-equipped computers with jaws, magnifying lens, brailing machinery etc. to Service centres including Call Centres and Post Offices	2021 - 2025	MOCIT	Number of Service centres with proper equipment to assist PWDs.	Procurement report and asset register	Improved access to information by PWDs
2.3.5. Develop regulations for Service providers (especially those who sell gadgets) to include those compatible with PWDs (jaws, magnifying lens, brailing machinery etc.	2021 – 2022	MOCIT; LCA ¹¹	Number of regulations developed.	Government Gazette.	Improved access to user friendly services and gadgets/equipment
2.3.6. Develop regulations for all media outlets to produce their newspapers in the form that PWDs can consume	2021 – 2022	MOCIT; LCA	Number of regulations developed.	Government Gazette.	Improved access to information from all media sources

¹¹ Lesotho Communications Authority

KEY FOCUS AREA – 3		EDUCATION AND TRAINING				
Summary Description	The ultimate goal is to include learners with disabilities within the mainstream educational system of the country. Activities within this Implementation Plan aim to get more schools not only accommodating learners with disabilities in their physical space, but to meaningfully include them in the teaching and learning processes.					
Objective	Promote equal access and inclusion of learners with disabilities in education and training programmes					
Expected Outcome:	Learners with disabilities access education on an equal basis with other learners					
Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators	
3.1. Adapt and modify curriculum to cater for learners with disabilities	2021 – 2025	Ministry of Education and Training	Number of sessions held around the curriculum modification	Copy of adapted curriculum	Improved access to education by learners with disabilities	
3.2. Rehabilitate school premises for physical accessibility for learners and teachers with visual impairments and physical disability.	2021 - 2023	Ministry of Education & Training	Number of schools adapted for universal access	Copy of adaptation report and/or physical observation	Improved physical accessibility for learners with disabilities	
3.3. Train more teachers in education to handle learners with intellectual disability and all other disabilities.	2021 - 2025	Ministry of Education & Training	Number of new teachers trained in inclusive education	Training attendance register	Increased capability of teachers to handle learners with intellectual disabilities	
3.4. Design and use teaching and learning materials appropriate and accessible (pictures, braille, large print, object, audio-visual devices) to learners with various impairments.	2021– 2025	Ministry of Education & Training	Sets of teaching and learning materials designed and used for learner with disabilities	Copies of teaching and learning materials	Improved access to learning material by learners with disabilities	

3.5. Design and use appropriate assessment methods for determining transition of learners with disabilities from one grade to the next	2021 – 2021	Ministry of Education & Training	No of assessments done using the appropriate methods	Copy of the assessment reports	Increased number of learners appropriately assessed.
3.6. Train practitioners of Non Formal Education (NFE) and Distance Learning Centres to effectively include learners with disabilities in their programme	2021 - 2025	Ministry of Education & Training	Number of practitioners trained; Number of learners with disabilities enrolled	Training reports of LDTC and NFE	Increased number of learners with disability accessing education
3.7. Early Childhood Care and Development (ECCD) teachers to effectively include children with disabilities in their centres	2021 - 2025	Ministry of Education & Training	Number of trained ECCD teachers	ECCD Training report	Increased number of children accessing ECCD education
3.8. Provide compulsory pre and in-service training of teachers in inclusive education (ECCD, Primary, Secondary)	2021– 2022	Ministry of Education & Training	Revived in-Service training programme	Copy of the reports and records	Improved teaching skills for learners with disabilities
3.9. Provide support teachers at Primary Level to enhance inclusion	2022 - 2025	Ministry of Education & Training	Number of support teachers provided	Records of Primary School	Improved learning by learners with disabilities at Primary School
3.10. Review Technical and Vocational Education Training (TVET) programme to include support of disability vocational institutions and to include learners with disabilities in existing TVET institutions	2021 - 2022	Ministry of Education & Training; TVET	Number of Disability Institutions supported by TVET; Number of existing TVET institutions that mainstream PWDs	TVET Reports	Increased number of PWDS who access vocational training

3.11. Align Institute of Higher Learning programme with inclusive education principles	2022 -2023	MOET	Inclusive programme document in place and used by the Institutions of Higher Learning	Records of Institutions of Higher Learning	Increased number of PWD who access education at the Institutions of Higher Learning
--	------------	------	---	--	---

KEY FOCUS AREA – 4		QUALITY AND ESSENTIAL HEALTH CARE				
Summary Description	On a global level, the 2030 Agenda for sustainable development (Goal 3) calls for healthy lives and well-being for all, implicitly establishing the goal for persons with disabilities. It has been a general observation that attitudinal barriers have in many instances compromised access to health services for persons with disabilities – as health professionals often have little experience interacting with or providing services to persons with severe and/or complex disabilities, or have negative, stigmatizing attitudes towards these patients. Focus of actions in this priority area would be to empower the Health Professionals for appropriate health care services for PWDs whilst also advancing the achievement of SDG Goal 3 by the Country					
Objective	To strengthen health care system to include PWDs					
Expected Outcome:	Accessibility of health care by PWDs on an equal basis with others					
Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators	
4.1. Provide sign language skills to health service providers including nurses, doctors, counsellors, etc.	2021 – 2025	Ministry of Health	Number of Health care providers equipped with basic sign language skills	Attendance register and training reports	Improved access to health care services by PWDs	
4.2. Adapt and provide physical accessibility facilities in all health centres through the establishment of ramps, fortified edges,	2021 – 2025	Ministry of Health	Numbers of health centres with	Adaptation survey of health centres	Increased number of PWDs independently accessing Health Care Facilities	

audio escalators for visually impaired and persons with physical disabilities.			facilities accessible to PWDs	report; health facilities register	
4.3. Develop and disseminate material and information, education and communication (IEC) on health, AIDS, other infectious disease and epidemics/pandemics in accessible formats for persons with visual impairments, speech, hearing and intellectual disability	2021 – 2025	Ministry of Health	No. of accessible Information, education & communication materials developed and disseminated (e.g. brailled)	Copies of accessible IEC Materials and dissemination list	Improved health precautions taken by PWDs in protecting themselves
4.4. Include disability(disaggregated by type) section in all demographic health surveys (DHS) and annual joint reviews (AJR)	2021 – 2025	Ministry of Health	GOL surveys that have disability sections to assess their wellbeing.	Copies of DHS and AJR	Disability inclusive data (disaggregated by type)
4.5. Involve representatives of persons with disabilities in all the District Health Management Teams (DHMT) working committees.	Ongoing 2021 – 2025	Ministry of Health	% of DHMTs working committees including PWDs active participation in all health issues	Attendance register	Improved mainstreaming of disability issues in DHMT structures
4.6. Develop Early Identification and Intervention Centres within all district hospitals	2021 – 2025	Ministry of Health	Number of Early Identification and Intervention Centres established	District Hospitals' records	Improved early diagnosis of disability and reduced impact of disability
4.7. Provide Public Health Care (PHC) services including education on Sexual Reproductive Health and Rights (SRHR) as well as Menstrual Health	2021 – 2025	Ministry of Health	Number of people with disabilities receiving services from PHC that	PHC ,SRHR, and MHM records	Improved health of PWD

Management (MHM) to PWD through removal of physical, attitudinal and policy barriers that currently exist in the programmes			include SRHR and MHM		
4.8. Strengthen health systems to provide rehabilitation and therapy services for PWD (physiotherapy, occupational therapy, speech therapy, eye health, ear and hearing health and neurological intervention)	2021 – 2025	MOH	No. of disability intervention / therapies provided by District/referral hospitals	Hospital records	Reduced impact of disability in PWD
4.9. Develop and implement appropriate screening tools for the identification of disabilities	2021 –2022	<u>Ministry of Health</u> ; MOSD	Number of screening tools developed & implemented	Copy of screening tools & screening reports	Increased number of cases tested with helpful results
4.10. Build the capacity of trained medical and other rehabilitation personnel for early identification and intervention.	Ongoing 2021 – 2025	Ministry of Health	Number of Capacity building workshops/sessions	Capacity building reports	Level of reduction in the number of risky social activities and practices
4.11. Establish measures to prevent risky social activities and practices	2021 – 2022	<u>Ministry of Health</u> ; MOSD; LNFOD	Number of preventive measures established	Prevention measures document	Improved quality of referral systems between rehabilitation services and other sectors

KEY FOCUS AREA – 5		ECONOMIC EMPOWERMENT AND SOCIAL PROTECTION				
Summary Description		This priority area connects to the Sustainable Development Goals 1 and 2 [Ending poverty and hunger for all persons with disabilities]. The basic assumption is that with removed barriers for more PWDs to self-determine, there will be an increased productivity and less dependency – resulting in the available resources supporting more developments for the benefit of everyone. The CRPD also stresses autonomy – the right for persons with disabilities to control their own financial affairs and to have equal access to bank loans, mortgages and other forms of financial credit (article 12, paragraph 5). Activities in this priority area’s implementation plan are therefore aiming at opening opportunities for PWDs to gainfully engage in economical programmes / projects within and around where they live.				
Objective:		To facilitate access to sources of livelihoods for persons with disabilities				
Expected Outcome(s)		Persons with disabilities have access to sources of livelihoods				
Activities	Time Frame	Responsibility	Output Indicator	Means of verification		
5.1 Promote affirmative action for employment of persons with disabilities in all sectors and levels	2021 – 2025	<u>MOLE</u> ; MSBDCM; All Ministries & Economic sectors	No. of PWDs employed in Government and other economic sectors	Employment records, reports, statistics	Increased number of PWDs accessing employment	
5.2 Conduct sensitisation sessions / activities about economic rights of PWDs and economic abuse.	2021 – 2025	<u>MOSD</u> ; Ministry of Gender	Number of sensitisation sessions conducted in various sectors	Report and participants list of sensitised people.	Improved prevention of economic abuse encountered by PWDs.	
5.3 Develop a database of PWDs who attain academic qualifications.	Ongoing 2021– 2025	MOSD – Disability services	database compiled from institutions of higher learning	Copy of database	Improved database and access to employment by PWDs	

5.4	Develop and implement marketing strategy for employment of PWDs who have academic qualifications	2021 – 2025	<u>Ministry of Labour</u> ; MSBDCM; MOSD	Marketing Strategy in place; Number of PWDs employed	Copy of implementation plan	Increased numbers of PWDs employed
5.5	Provide disability grant to persons with disabilities as a social protection initiative	2021 – 2025	<u>MOF</u> ; MOSD	Number of PWDs receiving disability grant	List of people receiving the grant	Improved livelihood of PWDs

KEY FOCUS AREA – 6		SPORTS, RECREATION, AND ENTERTAINMENT				
Summary Description		Sport transforms the person with disability in an equally profound way by empowering PWDs to realise their full potential and advocate for transformation in society. Through sport, persons with disabilities acquire vital social skills, develop independence, and become empowered to act as agents of change. Sport is well-suited to reducing dependence and developing greater independence by enhancing the self-worth of persons with disabilities as they become physically and mentally stronger. Activities in this implementation plan aim to encourage more PWDs to engage in sporting activities.				
Objective:		Promote the development, participation and inclusion of PWDs in sports, leisure (recreation), entertainment, including arts and crafts.				
Expected Outcome:		PWDs are included and participate in appropriate sports, leisure and entertainment				
Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators	
6.1 Adapt sporting and entertainment facilities for physical accessibility for persons with visual impairment and physical disabilities.	2021 – 2025	Ministry of Gender, Youth, Sports and Recreation	Number of sporting and entertainment facilities adopted for physical accessibility	Adaptation documents and Physical observation of the adaptation	Improved access and increased participation of PWDs in sporting activities	
6.2 Designate and reserve areas for persons with disabilities in sporting and entertainment facilities	2021 – 2025	Ministry of Gender, Youth, Sports and Recreation	Number of sporting and entertainment facilities with designated and reserved areas for PWDs	Physical observation of designated areas for PWDs	Improved access of PWDs participating and enjoying sports and entertainment	
6.3 Campaign and advocate for inclusion of persons with disabilities in all sports and entertainment committees to advice on disability issues.	2021 – 2025	Ministry of Gender, Youth, Sports and Recreation	Number of persons with disabilities sitting in sports and entertainment committees and advising on disability issues.	Campaign reports	Increased participation of PWDs in all sports and entertainment structures	

6.4	Conduct research on sporting codes and recreational events that would be appropriate and interesting to persons with various disabilities.	2021 – 2022	Ministry of Gender, Youth, Sports and Recreation	No. of sporting and entertainment codes for persons with disabilities	Research report	Increased participation and suitable sporting options for PWDs
6.5	Increase budget provision for disability sports equipment in the annual budget of the Ministry of Gender, Youth, Sports and Recreation	2021 - 2025	Ministry of Gender, Youth, Sports and Recreation	Amount of budget provision for disability sports equipment	Copy of the approved budget	Improved participation by PWDs in sporting events
6.6	Train classifiers, coaches and event guides for persons with disabilities to fully participate in sports and entertainment	2021 - 2025	Ministry of Gender, Youth, Sports and Recreation	No of classifiers and coaches trained	Copy of the attendance register	Improved participation of PWDs in sporting events
6.7	Recruit women and girls with disabilities into different sporting codes and recreation activities.	2021 - 2025	Ministry of Sports	No. of women and girls with disabilities participating in sports and recreation.	List of women and girls athletics with disabilities	Improved participation of women and girls with disabilities in sports and recreation activities.

KEY FOCUS AREA – 7		POLICY AND LEGAL PROTECTION >> (ACCESS TO JUSTICE)				
Summary Description	Access to justice is a fundamental right, as well as a prerequisite for the protection of all other human rights. Norms and standards relating to access to justice for persons with disabilities are set out in a series of binding and non-binding instruments at international and regional levels. With the slogan “ <i>no one should be left behind</i> ”, activities in this area are aiming at preparing the structures meant to dispense justice to be equal to the task when confronted with issues/cases that have PWDs involved in them.					
Objective	To Improve Accessibility to Justice System					
Expected Outcome:	Accessibility to justice by PWDs on equal basis with others					
Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators	
7.1 Train/Equip the relevant stakeholders (legal counsels, correctional officers and probation officers on effective communication with PWD)	2021 – 2025	Ministry of Law & Justice	Number of relevant stakeholders trained	Training register & training reports	Improved access to information and communication for legal practitioners and PWDs	
7.2 Adopt and provide physical accessibility facilities (ramps, audible escalators etc.) on all justice premises for Persons with visual impairment and persons with physical disability	2021 – 2025	<u>Ministry of Law & Justice</u> ; MOPW	Number of justice premises adapted for physical accessibility	Physical observation of the accessibility facilities.	Improved physical accessibility to legal premises by PWDs	
7.3 Purchase brailing equipment and audio devices and train justice personnel on the use of equipment	2021 – 2025	Ministry of Law & Justice	Number of training workshops/session, number of personnel trained & list of brailing equipment and audio devices purchased	Asset register, training register & training reports	Improved access to information and communication for legal practitioners and PWDs	
7.4 Train/Equip the relevant stakeholders on intellectual disability issues to	Ongoing 2021– 2025	Ministry of Law & Justice	Number of personnel trained, Number of trainings	Attendance register and training reports	Improved access to justice for PWDs	

facilitate access to justice by mentally disabled persons.			on intellectual disability issues		
7.5 Develop a policy on the process for the hearing of evidence of persons with intellectual disabilities	2021 - 2024	Ministry of Law & Justice	Policy developed	Copy of the Policy document	Improved delivery of justice for PWDs
7.6 Develop guidelines on access to justice for persons with disabilities	2021 -2024	Ministry of Law & Justice	Guidelines developed	Copy of the Guidelines document	Improved access to justice systems for PWDs
7.7 Train LMPS personnel on sign language	Ongoing activity 2020-2025	Ministry of Police	Number of personnel trained on sign language and number of sign language training workshops	Reports on held workshops, and list of participants	Improved communication between LMPS and PWDs
7.8 Develop and adapt LMPS physical structures for accessibility of both visually and physically impaired people	Ongoing activity 2020-2025	<u>Ministry of Police</u> ; Ministry of Public Works	No. of premises adapted for visual and physically impaired people.	Reports on the physical observation of the facilities	Improved physical accessibility by PWDs

KEY FOCUS AREA – 8		COORDINATION – SOCIAL DEVELOPMENT				
Summary Description	It is noted that Article 28 of the CRPD calls on States Parties to ensure access by persons with disabilities, in particular women and girls with disabilities and older persons with disabilities, to social protection programmes and poverty reduction programmes. Action plans under this priority are to ensure that the weaker members of society are adequately protected.					
Objective	Develop a coordinated and effective legislative and administrative coordination framework to enable PWDs live self-sufficient, independent life and be socially integrated.					
Expected Outcome:	Services and interventions for Persons with disability effectively coordinated					
Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators	
8.1. Advocate for enactment of the Persons with Disabilities Equity Bill	2021	MOSD; LNFOOD	Disability Equity Act in place	Copy of the Act	Rights of PWDs promoted	
8.2. Host and celebrate all disability-related international days as platform for public dialogue and influence on mainstreaming.	Ongoing 2021 - 2025	MOSD; LNFOOD; DPOs; Focal persons	Number of disability-related international days held	Record of No. of disability-related international days held	Quality of recommendations and implemented disability public policy	
8.3. Organize public dialogues on disability rights and mainstreaming trends.	2021 – 2025	MOSD; LNFOOD and DPOs, Focal Persons	Number of public dialogues	Reports on public dialogues	Improved awareness, public participation and policy support on the rights of persons with disabilities	
8.4. Establish the National, District and Community disability coordination structures	2021 – 2022	MOSD; LNFOOD	Coordination Structure(s) in place	Reports; Minutes	Coordination Structures fully operational	
8.5. Establish disability public fund structure	2022 – 2023	MOE; MOSD	Disability Funding Structure in place	Reports and Records of funding structure	Effective and reliable structure	

8.6. Develop and implement resource mobilisation strategy	2022 – 2025	MOSD; MOF	Resource Mobilisation Strategy in Place; Value of resources mobilised	Copy of the strategy document; Record of funds mobilised	Disability programmes funded
8.7. Hold training workshops for stakeholders on concepts of disability, rights of persons with disabilities and disability mainstreaming	2021 - 2025	MOSD – Disability services	Number of training workshops for various institutions	Training reports and attendance register	Increased knowledge of stakeholders on disability rights and mainstreaming
8.8. Raise awareness on disability mainstreaming among members of public through multi-media	2021 – 2025	MOSD – Disability Services; & LNFOD	Methods and number of disability awareness raising campaigns	Copy of awareness raising reports	Increased public awareness on disability
8.9. Hold quarterly meetings with focal persons to ensure effectiveness in mainstreaming disability within their sectors	2021 – 2025	MOSD – Disability services	Number of quarterly meetings held	Quarterly reports from ministries and attendance register of the meetings	Improved coordination and implementation of disability mainstreaming in different departments and sectors
8.10. Advocate and lobby Principal Secretaries to make ministerial planning and implementation to be disability inclusive.	2021 - 2025	MOSD; LNFOD; DPOs; and Focal persons	No. of ministries committing and including persons with disabilities in program and processes	Copy of minutes/reports and attendance register	Increased number of Ministries having disability mainstreaming frames in their strategies and action plans
8.11. Hold quarterly meetings on Disability Mainstreaming and Sensitisation for Districts Heads of Departments.	2021 – 2025	MOSD – Disability services	No. of organisations that participated; No. of meetings held	Copy of minutes/reports and attendance register	Increased number of organizations (ministries, CSOs, business entities) practicing disability mainstreaming.
8.12. Hold training workshops for DPOs on development projects and advocacy plans	2021 2025	MOSD; & LNFOD	Number of trainings held for DPOs , number of trainees	Copy of training reports and	Improved capacity of DPOs for effective implementation

				attendance registers	of development projects & advocacy work
--	--	--	--	----------------------	---

KEY FOCUS AREA – 9		MONITORING, EVALUATION, REPORTING, AND RESEARCH				
Summary Description	<p>It is highlighted in the UN Convention that progress on implementation of disability equality requires appropriate monitoring data and reliable indicators. It logically flows from this that the effective implementation of a Disability Mainstreaming Plan would very much benefit from the guidance and support of properly constructed checks and balances at appropriate intervals – these being the monitoring, evaluation and reporting frames. Whilst the Plan already has the basic frame enabling role-players / stakeholders to quickly check whether activities are done at the set time and in a manner advancing the expected outcomes, it is still vital to have a formal “follow-up” frame coordinated by the designated units that would officially provide reports with information that really counts¹². The Ministry of Social Development will be responsible for monitoring, evaluation and reporting on the performance of the strategy. The focus and emphasis of activities in this area at this point are mostly geared towards guiding and supporting the different role-players within the coordination units (Focal points, Coordination Structures, etc.) to effectively make essential follow-ups leading to a high level of execution of this plan. The research work envisaged in this area would basically be directed towards getting reliable data for monitoring and planning purpose.</p>					
Objective	Provide technical support to the Coordinating and Monitoring structures to make appropriate follow-ups, and ability to report on the progress made on mainstreaming interventions in all development sectors					
Expected Outcome:	High level execution of the plan leading to accelerated disability mainstreaming within the different development sectors					
	Activities	Time Frame	Responsibility	Output Indicator	Means of verification	Outcome Indicators
	9.1 Establish a “Baseline” that will serve as a reference point for mapping mainstreaming developments against	2021	MOSD; LNFOD; Focal Points; DPOs	No. of submissions on the disability Status Quo	Copy of a compiled Disability Inclusivity Baseline	Better insight of the level of changes happening in the disability mainstreaming sphere

¹² 'Not everything that can be counted counts, and not everything that counts can be counted' (attributed to Albert Einstein)

9.2	Design a monitoring tool that each focal person can easily use to report on a quarterly/half-yearly basis	2021 – 2025	MOSD; LNFOD; DPOs; Focal persons	No. of reports submitted at expected intervals	Copies of the reports	Execution of Activities on track
9.3	Train the Focal Points and other relevant monitoring units on the use of the Monitoring Tool / System	2021	MOSD; LNFOD; Focal Points; DPOs	Number of people trained on the Tool / System	Attendance Registers of people trained	Improved reporting on the Execution of the Plan
9.4	Conduct the Mid-Term Review of the Mainstream Plan	2023	MOSD; LNFOD; Focal Points; DPOs	Mid-term review of NDMP done	Copy of the Mid-Term Review Report	Adjustments made on the plan based on the review conducted
9.5	Conduct an Evaluation of the impact made through the execution of the 2021 – 2025 Disability Mainstreaming Plan	2025	MOSD; LNFOD; Focal Points; DPOs	Impact evaluation of NDMP done	Copy of the Evaluation Report	Valuable Insights that best inform the next strategic plan
9.6	Produce and submit civil society shadow report to the United Nations Committee on Disability alongside the government report	Yearly 2021 - 2025	LNFOD	Number of shadow reports presented before the United Nations Committee on Disability	Copies of shadow reports	Description of situation and status of disability rights implementation in Lesotho
9.7	Produce and report to the United Nations Committee on Disability in fulfilment of the provisions of the UN Convention on the Rights of Persons with Disabilities	Every 2 years 2021 – 2025	MOSD; Ministry of Law; LNFOD	Number of reports showing performance of the country on the implementation of the UN Convention on the Rights of Persons with Disabilities	Copy of the UN report	Description of situation and status of disability rights implementation in Lesotho
9.8	Advocate for collection of disaggregated data on disability issues during coming census using the right tools	2021 - 2022	MOSD; LNFOD	Number of advocacy sessions / presentations; Number of disability variables included in the census	Copy of the submissions made; copy of census including disability disaggregated data	Reliable data/statistics and scientific evidence for policy decisions and planning

9.9 Conduct a research that disaggregates data of the PWDs within the country	2022 – 2023	Ministry of Planning & Development; MOSD	Data on disability prevalence	Copy of the Research Report	Better planning based on most current and reliable data
9.10 Promote research in Special Education	2021 - 2025	MOE; MOSD	Number of researches conducted	Copies of Research documents	Improved Learning experiences by PWDs

ANNEXURE –1: Consulted Stakeholders – (Workshop / Focus Group Meetings / Focal Points Inputs)

	Name & Surname	Organization	Contact no	Email address
1.	Mathoka Khaile	Karabo ea Bophelo Project	58738952	Mkhaile2014@gmail.com
2.	Malerato Moeketsi	LNAPD– Lesotho National Association of Physically Disabled	58788864	lesothophysicaldisability@gmail.com
3.	Lerato Ramoholi	LNFOD – Lesotho National Federation of Organisations of Disabled	58009262	lerator@lnfod.org.ls
4.	Masekara Sekoankotla	LNFOD	58687539	masekara@lnfod.org.ls
5.	Nkhasi Sefuthi	LNFOD	56735555	nkhasi@lnfod.org.ls
6.	Kelello Fanana	LNLUIP	67227241	fananak@lnluip.co.ls
7.	Lisebo Phahla	LNLUIP	59433083	phahlal@lnluip.co.ls
8.	Mathato Moroenyane	Molisa-ea-Molemo FM		leratoolinnamathibela@gmail.com
9.	Ms. Setlaba	Ministry of Education		
10.	Bayete Mahlala	Ministry of Communications, Science and Technology	56414446	Bayetemahlala@gmail.com
11.	Palesa Ramothello	Ministry of Health		ramothellopalesa@yahoo.com
12.	Phoriso Seoaholimo	Ministry of Justice		phoriss605@gmail.com
13.	Matsenki Mohapeloa	Ministry of Small Business Development, Cooperatives and Marketing	63012482 / 58695053	matsenkim@gmail.com
14.	Manti Molupe	MOLGCA	58720087	
15.	'Mabatlokoa Mahlelebe	Ministry of Police	58139064	
16.	'Mamamello Komota	Ministry of Public Works	53566716	mamekomota@gmail.com
17.	Malesaoana Mohale	MOSD	59089602	malesaoanamohale@gmail.com
18.	Mamotshengu Tshabalala	MOSD	58972760	matiisetsomorake@gmail.com
19.	Mankhetho Linko	MOSD	62001848	m_linko@yahoo.com
20.	Mantoa Sejake	MOSD		mansejake@yahoo.co.uk
21.	Mpho Makhetha	MOSD		makhethampho@yahoo.com
22.	Palesa Mofubelu	MOSD	58916112	prmofubelu@gmail.com
23.	Refuoe Pakela	MOSD		rpakela03@gmail.com

24.	Stephan Thoahlane	MOSD	51940686	srthoahlane@gmail.com
25.	'Mamamello Komota	MOPW	53566716	mamekomota@gmail.com
26.	Marelebohile Lerata	NADL	63107044	
27.	Tlotlisang Lebofa	NADL	50226322	
28.	Bongiwe Buzi	NADL	50510355	nad192@yahoo.com
29.	Thabo Rabale	TRADE & INDUSTRY		lerabelatsakholo@gmail.com
30.	Mokitimi Tšosane	TRC		mokitimitsebotsosane@gmail.com
31.	Mafumane Makhele	UDAL		makhelemafumane@yahoo.com
32.	Lemohang Mateyisi	WATER		lemohangmateyisi@gmail.com
33.	Mpho Makhetha			makhethampho@yahoo.com

