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NATIONAL IMPLEMENTATION PLAN/NATIONAL DISABILITY MAINSTREAMING PLAN

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LIST OF ACRONMYS

AU	African Union
DPOs	Disabled Persons’ Organisation
EFA	Education for All

ERP	Economic Recovery Programme
FNDP	Fifth National Development Plan
SNDP	Sixth National Development Plan
GDP	Gross Domestic Product
GRZ	Government of Republic of Zambia
ICF	International Classification fo Functioning, Disability and Health
INGO	International Non-governmental Organisation
MCDMCH	Ministry of Community Development, Mother and Child Health
MGWD	Ministry of Gender, Women and Development
MIBL	Ministry of Information, Broadcasting and Labour
MALD	Ministry of Agriculture and Livestock Development
MLGHECE	Ministry of Local Government, Housing and Early Childhood Education
MoF	Ministry of Education
MoFND	Ministry of Finance and National Planning
MoH	Ministry of Health
MoLSS	Ministry of Labour and Social Security
MSYCD	Ministry of Sport, Youth and Child Development
MTCWS	Ministry of Transport, Communication, Works and Supply
NICTP	National information and Communication Technology Policy
NPCZ	National Paralympic Committee of Zambia
NVRC	National vocational Rehabilitation Centre
PWDs	People with Disabilities
QoL	Quality of Life
SAFOD	Southern Africa Federation of Disabled
SNDP	Sixth National Development Plan

TEVETA	Technical Educationa Vocational and Enterpreneurship Training Authority
UNCRPD	United Nationa Convention on the Right of Persons with Disabilities
UNUEF	United National Universal Educationa for All
UNZA	University of Zambia
ZACALD	Zambia Association for Children and Adults with Learning Difficulties
ZAEPD	Zambia Association on Employment for Persons with Disabilities
ZAFOD	Zambia Federation Organisationof the Blind
ZAMISE	Zambia Institute of Special Education
ZANFOB	Zambia National Federation of the Blind
ZAPCD	Zambia Association of Parents for Children with Disabilities
ZAPD	Zambia Agency for Persons with Disabilities
ZNAD	Zambia National Association of the Deaf
ZNADWO	Zambia National Association of Disabled Women
ZNAHI	Zambia National Association of the Hearing Impaired
ZNAN	Zambia National AIDS Network
ZNAPH	Zambia National Association of the Physically Handicapped
ZNAPS	Zambia National Association of the Partially Sighted
ZNASLI	Zambia National Association of Sign Language Interpreters
ZNLCLB	Zambia National Library and Cultural Centre for the Blind

ACKNOWLEDGEMENTS

This National Implementation Plan/National Disability Mainstreaming Plan was prepared following critical analysis of the available literature on disability in Zambia and globally. National relevant legislation and policies critical to disability issues were analysed to obtain understanding on the perspective and context of inclusion of people with disabilities in Zambia. Representative consultations with stakeholders were also conducted to confirm or verify information from literature as well as obtaining experiences from people with disabilities, disabled peoples organisations, non-state actors and other concerned individuals. We say thank you to people with disabilities, disabled peoples organisations and all who participated in any way in making this document valuable. Thank you to ZAFOD and partners (the European Union and CBM) for the opportunity given to us to deliver this very important document.

EXECUTIVE SUMMARY

This National Implementation Plan/National Disability Mainstreaming Plan is a compilation of information collected from variety of resources. Having achieved the purpose of the research project of developing this document, the goal of the implementation plan is to help Zambia embrace disability issues in all aspects of life and national development; in planning, budgeting and execution of activities at all levels of government, private sector and society based on the implementation, monitoring and evaluation of all disability activities in Zambia.

People with disabilities in Zambia have continued to experience discrimination in various aspects of human development. Unfortunately, the government has not taken a lead in addressing the negative consequences of these discriminatory practices which have resulted in limited participation by people with disabilities in planning and implementation of national development activities. This exclusion has rendered people with disabilities unable to contribute to their own personal, family and national development. People with disabilities

and disabled peoples organisations have expressed concern over the government's inability to take a lead in addressing their needs. In addition, Zambia being a signatory to the United Nations is mandated to develop measures and strategies to eliminate all forms of discrimination experienced by people with disabilities at all levels of human development. Therefore, Zambia had an obligation to domesticate the United Nations Convention for the Rights of People with Disabilities (UNCRPD) which culminated in the enactment of the Persons with Disabilities Act No. 6 of 2012. However, without an implementation plan to ensure that it is operationalised, monitored and evaluated of its impact on the lives of people with disabilities, the Act would be of little significance. Thus the Zambia Federation for the Disabled with partners; the European Union and CBM have supported the development of this National Implementation Plan/National Disability Mainstreaming Plan to be presented to government and all stakeholders for adoption and implementation of the Persons with Disabilities Act No. 6 of 2012.

This National Implementation Plan/National Disability Mainstreaming Plan was developed from the analysis of the following main documents;

1. The Sixth National Development Plan 2011-2015
2. The Draft Revised Sixth National Development Plan 2013-2016
3. The Persons with Disabilities Act N0.6 of 2012
4. The International Classification of Functioning, Disability and Health (ICF)

Information obtained from the above documents helped to derive the conceptual understanding of disability and participation; directed the formulation of objectives with the overall aim of developing a process of participatory planning and development by government, DPOs, PWDs other non-state actors to improve the quality of life for PWDs in Zambia. It is hoped that this National Implementation Plan/National Disability Mainstreaming Plan will be the starting point in the process of operationalising the Persons with Disabilities Act N0.6 of 2012 in Zambia.

CHAPTER 1

INTRODUCTION

1.1 BACKGROUND

The National Implementation Plan/National Disability Mainstreaming Plan has been presented in the following process i) Chapter One: Background, ii) Chapter Two: Legislation and policies intended for disabilities, iii) Chapter Three: The National Implementation Plan/National Disability Mainstreaming Plan Matrix.

Zambia is a landlocked Sub-Saharan country sharing boundaries with Malawi, Mozambique, Zimbabwe, Botswana, Namibia, Angola, Democratic Republic of the Congo and Tanzania. It has a total surface area of about 752,614 square km, thus ranking among the smaller countries in South Central Africa. Zambia is a developing nation with a total of 13.5 million people as indicated in the 2010 national census (CSO, 2012). Zambia constitutes 10 provinces with 72 districts.

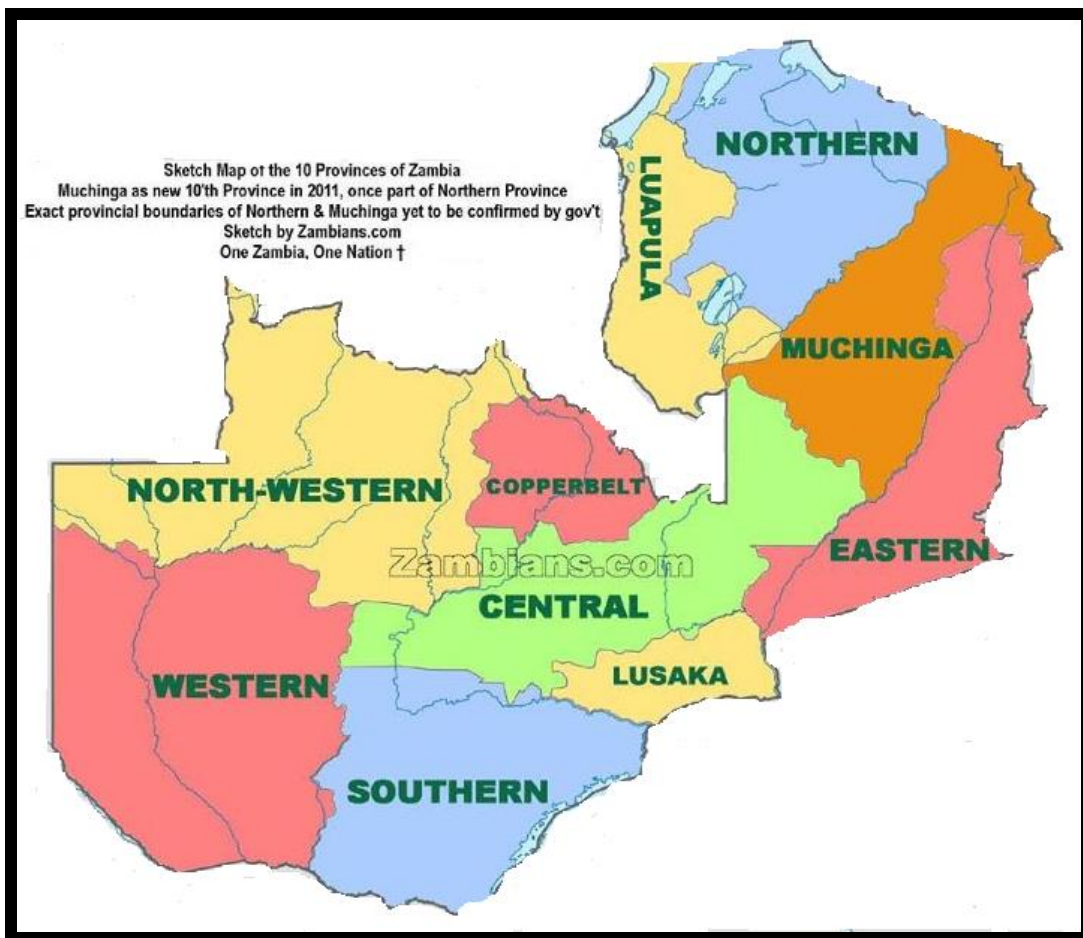


Fig 1: Map of Zambia Showing the ten (10) provinces.

Zambia has experienced three phases of governance, the multiparty system from 1964 to 1972, one party system from 1972 to 1991 and multiparty system again since 1991 (CSO, 2003). The Zambian government comprises The Executive, which is headed by the President as head of government and head of state, the Legislative which is unicameral and the Judicature made up of the Supreme Court, the High Courts and any other lower Courts that the legislature should deem necessary. Zambia started collecting population statistics in 1969, followed by 1980, 1990, 2000 and the last census being 2010 (CSO, 2012). The Zambian population has continued to grow at an average growth rate of between 2.4 – 2.7 percent (CSO, 2012). It is further reported that the average growth rate is 3.7%. The GDP (Gross Domestic Product) is recorded at 6.5% between 2005 and 2010 (Fundanga, 2008).

1.2 SITUATIONAL ANALYSIS FOR PERSONS WITH DISABILITIES IN ZAMBIA

1.2.1 Definition of disability

Disability in Zambia is defined as: “a permanent physical, mental, intellectual or sensory impairment that alone, or in a combination with social or environmental barriers, hinders the ability of a person to fully or effectively participate in society on an equal basis with others” (Persons with Disabilities Act, 2012). This definition is based on the understanding that barriers are within the community where persons with disabilities live and conduct their day-to-day lives as reflected in the International Classification of Functioning, Disability and Health (ICF) (WHO, 2001). Hence, the importance of developing strategies to facilitate and promote equal chances and opportunities for persons with disabilities to explore their potential in all areas of life and enjoy their fundamental human rights with dignity and respect.

Even though the 2010 National Census showed reduced disability statistics with a percentage of 2.0% from 2.7% in the 2000 National Census, disability statistics have been increasing since Zambia attained independence in 1964. The 1990 National Census indicated PWDs being 0.9% of the total population (Central Statistical Office, 1990). In comparison with the global statistics, WHO (2011) estimates that persons with disabilities constitute 15% of the

world's population, and the 2% of persons with disabilities in Zambia (CSO, 2012) might not reflect the true picture.

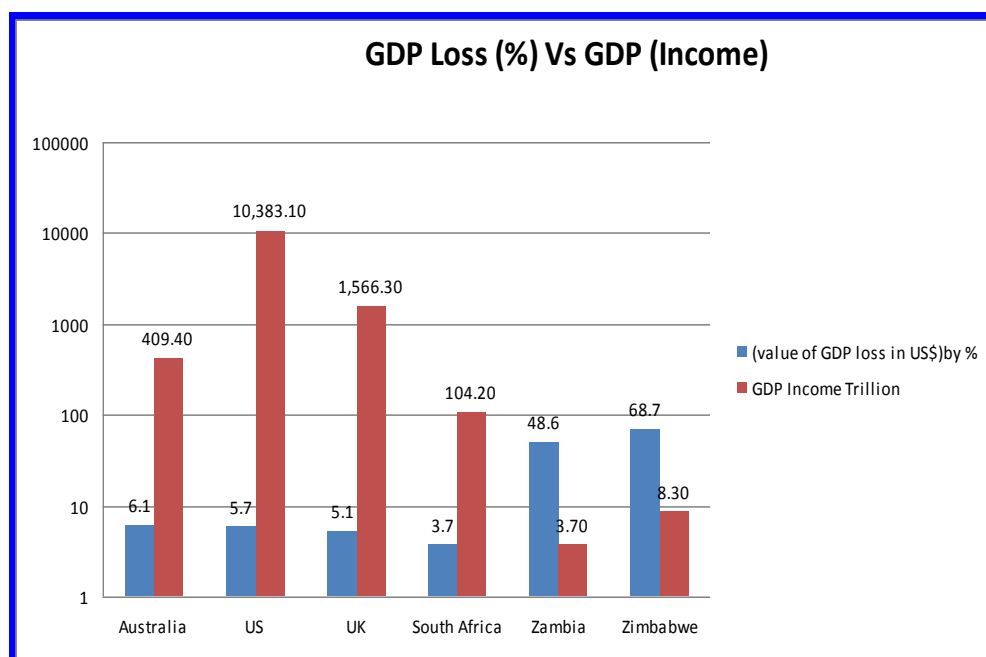
Despite the low figures for persons with disabilities in Zambia as reflected in the CSO census report, the Zambian government recognises the challenges persons with disabilities face and thus has initiated the process of addressing disability issues to ensure that discrimination of persons with disabilities is removed. One of the strategies is the development of a National Implementation Plan/National Disability Mainstreaming Plan to facilitate the implementation of the Persons with Disabilities Act No. 6 of 2012. The Implementation Plan signifies the ongoing commitment to creating an environment that is open, inclusive and accessible to persons with disabilities, over a period to be advised. The plan has identified achievable strategies that will envisage a gradual and sustainable improvement in the government's commitment to disability issues. The plan will therefore focus its efforts on implementing the strategies.

As disability statistics have been increasing, disability in Zambia has received low priority in the planning and development agenda of the nation. Firstly, the Central Statistical Office acknowledges its limitation in providing the nation with comprehensive statistics on disability which could facilitate inclusive planning for development for people with disabilities (CSO, 2012). Secondly, government regards disability as a non-life threatening condition and so is not among the National Health priorities categorised under i) public health priorities and ii) health system priorities. Thirdly, despite having had the Handicapped Act of 1969, the Persons with Disability Act 17 of 1996 and currently the Persons with Disability Act 6 of 2012, the welfare of PWDs has continued to deteriorate. Awareness of these pieces of legislation by persons with disabilities and the general public has been very minimal. Ignorance of the contents of the Acts has rendered persons with disabilities unable to demand their rights enshrined in the legal documents. For example the first Millennium Development Goal is "Eradicating Extreme Poverty and Hunger" and studies have shown the bi-directional link between poverty and disability through poor health and dangerous living conditions (UN, 2013; UN, 2008).

Studies have also revealed that exclusion of PWDs in national development can lower that country's Gross Domestic Product (GDP) as reported by Buckup (2010) and reflected in the graph below (Metts, 2004). An ILO study "The Price of Exclusion: The economic

consequences of excluding PWD from the world of work” by Sebastian Buckup revealed that economic losses related to the exclusion of PWDs from the labour force are large and measurable ranging from between 3 and 7 percent of GDP. This study was conducted from ten low and medium income countries in Asia (China, Thailand and Viet Nam) and in Africa (Ethiopia, Malawi, Namibia, South Africa, Tanzania, Zambia and Zimbabwe (Buckup, 2010). The graph depicts what is obtaining regarding the DGP income and loss in the United States of America, the United Kingdom, Australia, South Africa, Zimbabwe and Zambia.

Impact of disability on GDP: Loss (%) Vs GDP Income (in trillion US\$)



World Bank,
(Metts, 2004)

Figure 2: GDP Income and loss due to disability in some selected countries

The absence of inclusive planning of disability issues in the national planning process has continued to discriminate PWDs in national development agenda. The exclusion of disability in national development has been demonstrated by the absence of an implementation plan to translate the legislation and policies into action oriented strategies which can be monitored and evaluated. Acknowledging the importance of inclusive planning in national development for economic growth for individuals, family and the nation, the government has sought to

develop a National Implementation Plan/National Disability Mainstreaming Plan in Zambia to be presented and adopted by government, non-state actors, DPOs and PWDs.

1.2 ETHICAL CLEARANCE

Ethics approval will be sought and obtained from the University of Zambia Biomedical Research Ethics Committee before the commencement of the study.

CHAPTER 2

POLICIES AND LEGISLATION

2.1 POLICIES INTENDED FOR PERSONS WITH DISABILITIES

Currently Zambia has no national disability policy. In 2002, the government developed a National Disability Policy under the Ministry of Community Development and Social Services (now Ministry of Community Development Mother and Child Health) which has since been withdrawn for review. However, some ministries and government departments such as the Ministry of Education, Departments of Science Technology and Vocational Training, Early Childhood Education and Technical Education and Vocational Training Authority (TEVETA) have developed disability policies.

For the purpose of developing the National Implementation Plan/Disability Mainstreaming Implementation Plan, analysis of the following national documents and policies was critical;

2.1.1 INTERNATIONAL

2.1.1.1 THE WORLD REPORT ON DISABILITY (2011)

Globally the statistics for persons with disabilities is increasing with an estimated 15% of the world's population being persons with disabilities 80% of these living in developing countries (WHO, 2011). The report also highlight the general improvement of medical facilities and techniques for the management of chronic and debilitating conditions such as diabetes, stroke, arthritis and trauma due to accidents many people have survived and lived beyond these situations. While in developed countries conditions such as cerebral malaria, meningitis, diarrhoea and malnutrition may not be the major medical issues; these are still a

challenge in developing countries such as Zambia, as such contributing to increased disabilities among populations.

2.1.1.2 THE MILLENNIUM DEVELOPMENT GOALS (MDGs) (2000)

The United Nations General Assembly held a summit in September 2000 where they established a unifying set of development for the global community. The United Nations brought together UN agencies, governments and civil societies around 8 key developmental issues which were meant to encourage and facilitate development in all critical areas of life for the poor and marginalised sections of society, namely poverty, education, health and environmental issues. Unfortunately the poor and marginalised sections of society did not include persons with disabilities as reflected in the MDGs. the World Programme of Action concerning Disabled Persons, the Standard Rules on the Equalization of Opportunities for Persons with Disabilities (UN, 1993) and the Convention on the Rights of Persons with Disabilities (UN, 2006), which recognize persons with disabilities as both development agents and beneficiaries in all aspects of development. resolutions on internationally agreed development goals, including the Millennium Development Goals (UN, 2000), which recognized the collective responsibility of Governments to uphold the principles of human dignity, equality and equity, as well as a duty to the most vulnerable people, in order to achieve greater justice and equality for all,

The World Bank estimates that PWD constitute 10% of the world's population and 20% of the world's poor. Therefore the exclusion of PWD from the MDGs makes it unlikely that the MDGs could be achieved if some sections of the world's poor people are not part of the development agendas.

2.1.1.3 THE INTERNATIONAL CLASSIFICATION OF FUNCTIONING, DISABILITY AND HEALTH (ICF) (WHO, 2001)

In 2001 WHO adopted the International Classification of Functioning, Disability And Health (ICF) which describes the component of health instead of disability as a consequences of disease as reflected in the 1980 version. For example two people with the same disease can have different levels of functioning and two persons with the same level of functioning may not have the same health condition. The ICF emphasises the move from the charity and medical models to biopsychosocial and human rights. The two perspective of the charity and medical models of looking at disabilities contributed to stigmatisation and discrimination against PWD. The two models also served as a basis for the adoption of highly discriminatory and paternalistic policies and legal frameworks that have excluded PWD from participation in decision making, and separated from others in segregated schools, long term care institutions and sheltered workshops for employment. Where PWD are unable to participate fully in the life of the community, the result is social isolation and human rights infringement. The ICF therefore places the obligation on nations to ensure that PWDs are included in all development activities in the civil, social, political and economic aspects of life with choice. The ICF is the internationally accepted framework which details the components of human functioning and quality of life. The ICF encourages governments to formulate policies which embrace disability as well as enhancing the development of implementation plans for disability mainstreaming.

2.1.1.4 THE UNITED NATIONS CONVENMTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (UNCRPD, 2006)

The Convention on the Rights of Persons With Disabilities (UN CRPD, 2006) and its Optional Protocol was adopted on 13th December 2006 and entered into force on 3rd May 2008. The purpose of the convention was 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. The UN CRPD emphasizes the critical role that governments play in ensuring that appropriate legislative, administrative, regulations, customs and practices for the protection and promotion of human rights for persons with disabilities are achieved.

2.1.1.5 SALAMANCA STATEMENT AND FRAMEWORK FOR ACTION ON

SPECIAL NEEDS EDUCATION 1994

The World Conference on Special Needs Education adopted the Salamanca Statement and Framework for Action on Special Needs Education to promote and facilitate access and Quality education is provided to persons with disabilities (The Salamanca Statement, 1994).

Reaffirming the right to education of every individual as enshrined in the 1948 Universal Declaration of Human Rights (UN, 1948), and renewing the pledge made by the world community at the 1990 World Conference on Education for all to ensure that the right for all regardless of individual differences, Recalling the several United Nations declarations culminating in the 1993 United Nations Standard Rules on the Equalisation of Opportunities for Persons with Disabilities, which urges States to ensure that education of persons with disabilities is an integral part of the education system.

Noting with satisfaction the increased involvement of governments, advocate groups community and parent groups, and in particular organisations of persons with disabilities, in seeking to improve access to education for the majority of those with special needs still un reached; and recognising as evidence of this involvement the active participation of high level representatives of numerous governments specialised agencies and inter-governmental organisations in this World Conference,

2.1.1.6 THE STANDARD RULES ON THE EQUALIZATION OF OPPORTUNITIES FOR PERSONS WITH DISABILITIES (1993)

The United Nations Standard Rules on the Equalization of Opportunities for Persons with disabilities were developed in 1993. They were essentially built on the concepts in the World Programme of Action concerning Disabled Persons. In some cases they reflect the development that has taken place during the United Nations Decade of Disabled Persons. The purpose of the Rules is to ensure that girls, boys, women and men with disabilities, as members of their societies, may exercise the same rights and obligations as others. In all societies of the world there are still obstacles preventing persons with disabilities from exercising their rights and fundamental freedoms and making it difficult for them to participate fully in the activities of their societies. It is the responsibility of States to take appropriate action to remove such obstacles.

The term "equalization of opportunities" means the process through which the various systems of society and the environment, such as services, activities, information and documentation, are made available to all, particularly to persons with disabilities. The principle of equal rights implies that the needs of each and every individual are of equal importance, that those needs must be made the basis for the planning of societies and that all resources must be employed in such a way as to ensure that every individual has equal opportunity for participation.

2.1.2 CONTINENTAL

2.1.2.1 CONTINENTAL PLAN OF ACTION FOR THE AFRICAN DECADE OF PERSONS WITH DISABILITIES (1999-2009) EXTENDED TO 2010-2019

The African Decade of Persons With Disabilities (1999-2009 and extended to 2010-2019) is the result of a recommendation made by the Labour and Social Affairs Commission of the organisation of the African Unity (OAU now AU) during its 22nd Session in April 1999 in Windhoek, Namibia, and adopted by the 35th Session of the OAU assembly of heads of state of government held in Algiers, Algeria in July 1999. A formal declaration of the decade was subsequently adopted by the 36th Session of the OAU Heads of State and government in Lome, Togo in July 2000. The Decade was extended for another 10 by the Windhoek Declaration on Social Development adopted by African Union (AU) in-charge of development in October 2008. The original DPA, calls up on member states to, among other actions formulate or reformulate policies and national programmes that encourage the full participation of PWD in social and economic development and also create or reinforce national disability coordination committees and ensure effective representation of persons with disabilities and their organisations.

2.1.3 NATIONAL

2.1.3.1 THE CONSTITUTION OF ZAMBIA BILL, 200 OF 2010

The current National Constitution does not clearly articulate disability. However, The Constitution of Zambia Bill, 200 of 2010 has inclusion of disability in several articles articulating specific disability issues (The Constitution of Zambia Bill, 2010). Zambia has recognised and included disability in its constitutional framework. Article 112 (f) of the 1991 Zambian Constitution, amended in 1996 includes disability with supportive anti-discrimination clause Article 23 (3) which prohibits discrimination against any person or persons (Constitution of Zambia, 1996).

Apart from the Bill of Rights (Part VI, Article 36) which apply to every Zambian, the Constitution of Zambia Bill 2010 (draft Constitution), has provided Article 48 on the protection from discrimination on grounds of race, tribe, sex, pregnancy, origin, colour, age, disability, religion, conscience, belief, political opinion, culture, language, birth or health marital status, social or economic status (Constitution of Zambia Bill, 2010).

The Bill has a stand-alone Article 45 specifically for persons with disabilities. This article states that; “persons with disabilities are entitled to enjoy all the rights on equal basis with others and freedoms set out in the Bill of Rights” and prohibits discrimination thereof. In addition, this article assures people with disabilities that the state shall recognise, protect and promote their rights, dignity, welfare, interest or status. Given that this Bill is enacted into law, this inclusion can be interpreted that government will provide supportive legislation in other sectors of national development for its enforcement and implementation.

2.1.3.2 THE SIXTH NATIONAL DEVELOPMENT PLAN

Zambia draws its national development agenda and activities from the National Development Plans. The 5th National Development Plan which covered 2006-2010 included Chapter 21 on disability and development as a cross-cutting issue. The goal of including disability was to attain full participation, equality and empowerment of persons with disabilities in the planned period. The vision however was to enable persons with disabilities enjoy equal opportunities that are generally available in society and are necessary for the fundamental elements of living and development by 2030. Currently Zambia is operating under the 6th National Development Plan 2011-2015 which excluded disability. However, in the Draft Revised

Sixth National Development Plan document, social protection and disability section has been included (Ministry of Finance and National Planning, 2013 - 2016). According to the living conditions survey, 42.3% of the population are people living in extreme poverty and that includes PWDs requiring social protection (Leob, 2006).

2.1.3.3 THE PERSONS WITH DISABILITIES ACT NO.6 OF 2012

The Persons with Disabilities Act No. 6 of 2012 supersedes the Persons with Disabilities Act No. 17 of 1996. Unlike the 1996 Act, the 2012 Act promotes the participation of PWDs with equal opportunities in the civil, political, economic, social and cultural spheres of day-to-day life (The Persons with Disabilities Act, 2012). In addition, the 2012 Act provides for mainstreaming of disability issues and acknowledging that disability strategies are an integral part of national development. Utilising the ICF concept of participation, the Act emphasises independent living through opportunities to explore and develop full potential for personal, family and national development (WHO, 2001). However, operational harmonisation of the other relevant legislation and policies is extremely essential to avoid conflict of the law.

Harmonisation of the other legislation and policies such as the National Employment and Labour Market Policy (NELP), National Information and Communication Technology Policy (NICTP), Communications and Transport, Works and Supply Policy (CTWSP) and the Social Protection Policy (SPP). Equally critical are Ministry of Health Policy (MHP), The Education Policy (EP), The Local Government Policy (LGP), Community Development Policy (CDP), Sport, Youth and Child Development Policy (SYCDP) and Finance and National Development Policy (FNDP). For example if the Ministry of Finance excludes disability in its development planning, it means the absence of budget support in all other ministries and eventually national budget. Policy harmonisation between ministries and departments is also essential to avoid duplication of activities resulting in wastage of resources.

2.1.3.4 THE ZAMBIA AGENCY FOR PERSONS WITH DISABILITIES (1996) (ZAPD)

The Zambia Agency for Persons with Disabilities was established under the Persons with Disabilities Act 33 of 1996. The core functions of the Agency is to plan, promote, habilitate and rehabilitate, coordinate and administer services to all categories of persons with Disabilities. The Agency also monitors and evaluates the provision of services to persons with disabilities and the implementation of this act and any policy or national strategy on disability. The existence of ZAPD was to help promote the participation of persons with disabilities with equal opportunities in the civil, political, economic, social and cultural spheres (ZAPD 2010). In addition ZAPDs functions also included mainstreaming of disability issues as an important as a part of national policies and strategies of sustainable development and also incorporating gender perspective in the promotion of the full enjoyment of human rights and fundamental freedoms by persons with disabilities. Further ZAPD provide for the regulations and registration of institutions that provide services to PWDs. The Zambia Agency for Persons with Disabilities is an essential institution which also provides the domestication of the UNCRPD and its Optional Protocol and other international, continental and national instruments on persons with disabilities to which Zambia is a party to.

2.1.3.5 THE FREE BASIC EDUCATION POLICY

The free Basic Education Policy was initiated by the Zambian government in 1992 aimed at increasing the enrolment and meeting the education needs of Zambians. The overall goal of this policy was to provide quality, equitable and inclusive education which would produce a Zambian who would demonstrate civic, moral and spiritual values through the development of an analytical, innovative, creative and constructive mind free expression of own ideas, tolerance for others, safe individual liberties and human rights and responsible for personal health and that of others.

2.1.3.6 OTHER POLICIES

Besides the policies mentioned above, there are other policies which relate to persons with disabilities such as;

1. The Social Protection Policy

2. The National Health Policy
3. The Technical and Vocational Training Disability Policy
4. National Information and Communication Technology Policy
5. Communication, Works, Supply and Transport Policy
6. Labour and Employment Policy
7. Housing, Water and Sanitation Policy
8. Ministry of Justice

Even though Zambia has developed several policy documents, the absence of the national disability policy and rehabilitation policy has negatively affected the operationalisation of the said policies and legislation into action oriented processes. Further, despite the policies mentioned earlier, the operationalisation has been a challenge in the absence of an implementation plan, hence the development of the National Implementation Plan/National Disability Mainstreaming Plan in Zambia.

CHAPTER 3

NATIONAL DISABILITY IMPLEMENTATION PLAN/NATIONAL DISABILITY MAINSTREAMING PLAN

3.1 BACKGROUND TO THE NATIONAL DISABILITY IMPLEMENTATION PLAN/NATIONAL DISABILITY MAINSTREAMING PLAN

This National Disability Implementation Plan aims to contribute to the overall process of participatory planning and development by government, DPOs, PWDs and other non state actors to improve the quality of life for PWDs in Zambia. The National Disability Implementation Plan will contribute to the other important operational frameworks such as the Constitutional of Zambia Bill 200 of 2010, Sixth National Development Plan 2011-2015 and the 2013-2016, The National Health Policy, The Social Protection Policy, The Labour and Employment Policy, the Continental Plan of Action for the African Decade of Persons with Disabilities 2010-2019, The Millennium Development Goals and the United Nations Convention on the Rights of Persons with Disabilities among others. Through these documents, the government aims to facilitate sustainable development for people with

disabilities at all levels directing emphasis to the vulnerable groups of people in society such as persons with disabilities.

3.2 STATEMENT OF THE PROBLEM

In Zambia PWDs lag behind in most of the sectors due to cultural influences, social and systematic discrimination, attitudinal barriers and so on, .in order to address the gaps that exist between able bodied persons and persons with disabilities, the government of Zambia has participated in the formulation of international and continental policy documents pertaining to PWDs. For example Zambia signed and ratified the UNCRPD and its Optional Protocol to indicating commitment to the process of ensuring that the rights of PWDs are promoted and protected. At national level, Zambia has designed several policy documents specifically targeting persons with disabilities as earlier mentioned. Despite these great efforts, the implementation of the said policies has been so difficult to realize. For these and many other reasons, ZAFOD in conjunction with SAFOD, CBM and the EU decided to develop a **National Implementation Plan/National Disability Mainstreaming Plan**. The said plan would be used as a model to government on how policies and legislation concerning persons with disabilities could be used to ensure that the needs of persons with disabilities are mainstreamed. To this effect, this document seeks to present a model of the **National Implementation Plan/National Disability Mainstreaming Plan**.

3.3 GOAL OF THE NATIONAL IMPLEMENTATION PLAN/NATIONAL DISABILITY MAINSTREAMING PLAN FOR ZAMBIA

The ultimate goal is to produce a document which will help Zambia to become all inclusive by embracing disability issues in all sectors of life and national development through planning, budgeting and execution of activities at all levels of government, private sector and society based on the implementation, monitoring and evaluation of the National Implementation Plan/National Disability Mainstreaming Plan for Zambia. The National Implementation Plan/National Disability Mainstreaming Plan for Zambia is expected to help improve the quality of life for PWDs in Zambia.

3.4 RATIONNALE OF THE NATIONAL IMPLEMENTATION PLAN/NATIONAL DISABILITY MAINSTREAMING PLAN FOR ZAMBIA

This National Implementation Plan/National Disability Mainstreaming Plan has been developed to provide a roadmap for the implementation of the Persons with Disabilities Act 6 of 2012 to ensure that the human rights in respect of the civil, political, economic, social, and cultural rights are implemented, monitored with an evaluation process. The National Implementation Plan/National Disability Mainstreaming Plan will also be based on the UN CRPD (2006) as a framework for all activities in support of equality of opportunities and full participation of PWDs which sets out the following basic principles;

1. Respect for all persons
2. Devoid of discrimination
3. Full and effective participation of PWDs in decision making in all spheres of life
4. Recognition and acceptance of PWDs in society
5. Impartiality of Opportunities
6. Impartiality between men and women
7. Respect for the rights of children, youths, women and men with disabilities

3.5 LOGICAL FRAMEWORK APPROACH

The National Implementation Plan/National Disability Mainstreaming Plan utilised the Logical Framework Approach (LFA). The Logical Framework Approach is a rigorous project design methodology or process which helps to produce high quality project design. The Logical Framework Approach is sometimes confused with the terms OOPP and ZOPP which mean Objective Oriented Project Planning and in German Ziel Orientierte Projek Planung respectively. The three terms refer to a structured meeting process. In other words, the LFA is an analytical tool for objective-oriented project planning and management. The key words in LFA are i) objective oriented; ii) target group oriented; and iii) participatory (NORAD, 1999). The LFA helped to understand the phenomenology underpinning disability and how the issues relate to each other.

3.6 THE NATIONAL IMPLEMENTATION PLAN/NATIONAL DISABILITY MAINSTREAMING PLAN MATRIX

Zambia has numerous policies that are required to mainstream disability and end all forms of stigmatisation and discrimination which would consequently lead to development for people with disabilities. As reflected in the Draft Constitution Bill 200 of 2010 disability is no longer being considered as a cross-cutting nor a multi-sectored issue but as a stand-alone issue which should be given the critical and importance it deserves. The MCDMCH with ZAPD is the lead ministry which is purposed to include relevant objectives, outputs, activities and indicators for which they are responsible in their respective sectoral developmental programmes and plan of action.

The National Implementation Plan/National Disability Mainstreaming Plan recognises that improving the situation of persons with disabilities is not only the responsibility of government but all Zambians. The proposed actions in the National Implementation Plan/National Disability Mainstreaming Plan are therefore based on partnership between government, civil societies (e.g. DPOs), non-state actors and the general public. All activities and national programmes should operate within the confines of the law and policies relating to disability. The following themes were developed in order to come up with a National Implementation Plan/National Disability Mainstreaming Plan matrix for 2013.

1. Action
2. Key steps
3. Timeframe (start and completion of program)
4. Lead Department/Ministry
5. Budget
6. Outcomes
7. Progress to date

Each strategic objective has a rationale to explain why the need to the outlined steps. The mainstreaming indicators were identified using the following main areas;

1. Legislation and policies
2. Habilitation and rehabilitation services (social inclusion)
3. Education
4. Health
5. Training and employment
6. Community development

NATIONAL DISABILITY IMPLEMENTATION PLAN MATRIX 2013

Strategic Objective 1: Government shall initiate and improve the development of legislation and policy on disability in all government's plans of national development at all levels								
Rationale: It has been observed that in most line ministries and departments have not included disability in their legislation and policies thereby making it unlikely that disability can be planned for. Government through the MCDMCH should initiate the development and improvement of supportive legislation and policy in all line ministries in conformity with the Persons with Disability Act 6 of 2012.								
	Action	Key Steps	Time Frame		Lead Department/ Ministry	Budget K'000.00	Desired Outcome	Progress to Date
			Start Date	Complete				
1.	Issue a Statutory Instrument on the Act, Minister MCDMCH.	Issuing (Signing) the document will mean operationalising the Persons with Disabilities Act 6 of 2012	February, 2015	July 2015	Statutory Instrument signed and issued	100,000	Disability friendly legislation in use Improved performance of MCDMCH	Not started
2.	Official launch of the Persons with Disabilities Act 6 of 2012 national wide (All provinces and districts);]	Sensitise society, ministries and other stake holders the importance of this legislation	April, 2015	On going	The ministry responsible i.e. MCDMCH with ZAPD in collaboration with MOH, MOJ, MTC, MIB	500,000	Positive attitude towards the Persons with Disability Act 6 of 2012 Acceptance to plan and implement the Act	Not started

		Printing in the different national languages	April, 2015		The ministry responsible i.e. MCDMCH with ZAPD Human and technical resources and support Recruit and train qualified human resources	150,000	Improved performance	Not started
.		Dissemination to all stakeholders	May, 2015	On going	Ministry responsible i.e. MCDMCH	500,000	Positive attitude towards the Persons with Disability Act 6 of 2012	Not started
		Comparing content of the similar documents in the region and globally	May 2015	December 2015	The ministry responsible i.e. MCDMCH in collaboration with ZAPD, ZAFOD, DPOs and local NGOs	600,000	Identification of gaps Improved performance	Not started yet
		Establish and maintain disability data base and websites	May 2015	Ongoing	MCDMCH in collaboration with ZAPD, ZAFOD, DPOs and local NGOs	1,000,000	Maintenance of statistics on disability issues Provide technical and finance support in form of grants Transparency and	Not started

							accountability	
3.	Government to examine the content of the Fifth National Development Plan, Sixth National Development, the Revised Sixth National Development Plan and the MDGs	Comparing the content of these documents at national level Identifying mistakes and omissions to avoid repetition in the future Improving on the content as a result of research based evidence and discussion fora	June 2014	On going	The ministry responsible i.e. MCDMCH in collaboration with ZAPD, ZAFOD, DPOs and local NGOs	800,000	Identification of the gaps Revision of the documents	Not started yet
Strategic Objective 2: The MCDMCH, ZAPD, DPOs, PWDs and other stakeholders shall be made aware of the international, continental and national Disability Legislation, Policies and any other relevant documents on disability.								
Rationale: The Zambian people have a lot of challenges concerning the understanding of what is contained in disability legislation and policy documents. This could partly be caused by lack of reading skills, illiteracy, motivation and interest to know more about disability.								
1.	Sensitising the Zambian people regarding the different international, continental and national disability legislation and policies	Radio and television programmes Traditional ceremonies Workshops and seminars for all disability stakeholders	December 2014	On going	The ministry responsible i.e. MCDMCH in collaboration with ZAPD, ZAFOD, DPOs and local NGOs	1,000,000	Better understanding of the different roles and responsibilities of the various sectors of society towards the realisation of disability rights	Not started yet

2.		(PWDs, their families, DPOs, International and Local Organisations, line ministries, non-state actors, traditional leaders)						
Strategic Objective 3: Government shall develop community based service delivery in collaboration with international, continental and national development agencies and organisations to ensure equity of access to services and facilities								
Rationale: PWDs are entitled to access any service of their choice at any time and place as need arises. Due to attitudinal, cultural practices and physical barriers, PWDs are discriminated against from accessing the services and facilities within the community. For example the negative attitude of the public hinders persons with disabilities from full participation in areas of life such as education, training, employment and economic development and empowerment.								
1.	Government to develop programmes that create greater awareness, conscientiousness of communities relating to disabilities	Develop brochures on information about disability Research on impact assessment of the programmes	December, 2014.	On going	Family and Community members	100,000	Greater awareness on issues of disability	Every year from 2014, every ministry produce a progress report for the benefit of the Zambians
2.	Research on situational analysis on the implementation process and adherence .	Research findings disseminated	June, 2015	On going	Study conducted on progress of adherence to the Act. Information on the	200,000	Evidence-based activities	Researches will help inform the public every after three years on the progress of mainstreaming in Zambia

					study disseminated			
3.	Countrywide sensitization of people with disabilities and stakeholders on the implementation progress	Developing disability materials Package the disability materials in pamphlets and brochures	April to December, 2014 October 2014	On going On going	PWDS are sensitized, the Judiciary is sensitized about the Act, Traditional leaders and the general public are informed and made aware about the Act.	500,000	Greater awareness Confidence building in all stakeholders	The most important period because law can only be effective if people know about the law.
4.	Establishing disability units/departments in every ministry, institutions, non-state actors (private companies, NGO's, international organisations and Embassies)	Design the units and reporting system Develop job descriptions for staff Training of staff in disability issues Attainment of qualification	June 2014	On going	MCDMCH in collaboration with ZAPD and Ministry of Finance and National Planning	1,000,000	Better accountability More responsibility Confidence in the staff because they will know what their roles are Better collaboration among ministries and other stakeholders	Operating systems have to be established Staff identified who will be accountable to their actions and activities

5.	Harmonisation of other legislations with the Persons with Disabilities Act No.6 of 2012	Identify the legislations to be amended Process of amendment Develop enforcement mechanisms and penalties for non-compliance	October 2014	On going	MCDMCH, Ministry of Legal Affairs, MoFNP, and ZAPD	1,500,000	Operationilising the legislation will be easier All stakeholders will know their role in ensuring that the act is implemented, monitored and evaluated	This process is extremely important to ensure that other legislation are in conformity with the Persons with Disabilities Act 2012
Strategic Objective 4: Government to spearhead strategies to improving accessibility to services and facilities within the community.								
Rationale: Government to create an environment which is open, all inclusive and accessible to persons with disabilities.								
1.	Importation of assistive devices		From October 2014	Ongoing	MCDMCH in collaboration with MoH,	2,000,000		Mobility for most PWD depend on assistive devices to move from one location to another, to persue education, seek employment and to participate in national development
3.	Facilitate equal Accessibility and Mobility within the physical environment, transportation, information and	Establish the conceptual direction of accessibility (e.g Access for All, Universal Access, Reasonable accomodation)	From June 2014	Ongoing	MCDMCH, MLGH, MWS and ZAPD	2,500,000		

	communication							
4.	Developing Access Standards	Develop access standards for physical environment, education and tertiary training, health, transport, communication, employment and labour and all others aspects of human development	From October 2014	Ongoing	MCDMCH	2,600,000		Access Standards will guide in identifying the requirements
Strategic Objective 5: Government shall develop programmes that will help to alleviate poverty among persons with disabilities and their families through economic empowerment								
Rationale: Research indicates that 93% of persons with disabilities in Zambia live under abject poverty (SAFOD, 2006). Major reasons cited for this extreme poverty are inaccessibility to education and employment. For this reason, it is imperative that government develops legislations and polices to protect and empower persons with disabilities in the provision of education and employment.								
1.	Develop a data base for PWDs with the view to reserve equal employment opportunities	ZAPD needs to be adequately funded just like other agencies such as the Road Development Agency and the Road Traffic and Safety Agency in order to carry out all its planned disabilities activities	From June 2015	Ongoing	MCDMCH in collaboration with ZAPD and Ministry of Labour and Social Security	1,500.00	More coordinated activities Readily available data for planning	Access to services and facilities is key to participation. Even though persons with disabilities may wish to participate but services and facilitates are inaccessible, participation may not take place

		<p>Provide better tax rebate for organisations that employ persons with disabilities</p> <p>Provide micro credit to enable persons with disabilities take on entrepreneurship activities</p> <p>Provide sheltered employment for persons with disabilities that may not be able to acquire education due to the nature of their disability</p>						
2.	Monitored employment records for PWDs,	ZAPD in collaboration with Central Statistical Office shall keep records of those employed. Each employer should have a register for PWDs and submit returns to government through ZAPD	From August., 2014	Ongoing	MCDMCH in collaboration with MoL,	1,000.00	Better planning	Not started yet

3.	Food security	Ministry of Land in collaboration with Ministry of Finance ZAPD will avail persons with disabilities with land and soft loans Farming inputs	From May 2015	Ongoing	ZAPD and Ministry of Lands in collaboration with Ministry of Agriculture and Ministry of Transport and Communication	250,000	Self-sufficiency Stronger households	Not started yet
4.	Enhanced retirement Benefits for PWDs	MCDMCH in collaboration with ZAPD shall pay off retirees in good time and to give them a lump sum instead of monthly allowance	From June., 2014	Ongoing	MCDMCH in collaboration with MoL	300,000	Better Planning of life after retirement	
5.	Financial and economic empowerment for disabled youths, women and men	MCDMCH in collaboration with Ministry responsible for Education and training shall provide education and train for the youths at primary, secondary and tertiary levels Strengthen and implement training programmes for teachers in special needs education	From June., 2015	Ongoing	ZAPD and Ministry of Finance in collaboration with Public Service Division, ILO and Zambia Federation of Employment		Self reliance Dignity	

		<p>Construct and rehabilitate schools and institutions in order to make them universally accessible</p> <p>Provide adequate and appropriate education facilities, services and equipment for example Braille materials, sign language interpreters and assistive technology</p>						
Strategic Objective 6: To provide social security for persons with disabilities with the view to improving their livelihood and provide social protection from extreme poverty								
Rationale: The government should establish formal and non-formal social security schemes and systems to protect persons with disabilities from extreme poverty to better livelihood.								
1.	Tax exemption	<p>Develop and implement policy on tax exceptions on income (direct or indirect) and importation of assistive device</p> <p>Strengthen and implement policy on</p>	From May 2014	On going All ministries	MoFNP, ZAPD	5,000,000	Increased income base for the family	Not Started

		all social security areas mentioned						
		Sensitise and disseminate information on all the social security areas to persons with disabilities, employers and the general public						
2.	Home ownership	Develop and implement policy on land and housing allocation to persons with disabilities including construction of low cost houses	March 2014	On going	MLG in collaboration with ZAPD	10,000,000	Home ownership	Not Started
3.	Social security on health care Funerals grant	Strengthen schemes and systems for the provision free medical and maternity services and funeral grant	May 2014	On going	MoH, MCDMCH, ZAPD, MoFNP	20,000,000	Reduced mortality rates Healthy population More productive	Not Started
4.	Retirement	Provide schemes for old age retirement	August 2014	On going	All Ministries	50,000,000	Reduced destitution	Not Started

Strategic Objective 7: To provide recreation and sporting facilities for persons with disabilities so as to enable them to have the opportunity to develop and utilise their creative, artistic and intellectual potential								
Rationale: The social status of most of the persons with disabilities in Zambia is extremely low. Society views disability as a burden, bad omen and a curse. These perceptions about individuals with disabilities perpetuate the social and attitudinal barriers which hinder persons with disabilities from participation in most social life including culture, recreation, sport, art and intellectual development..								
1.	Government should develop systems to promote participation of persons with disabilities and contribute to cultural, artistic and intellectual development	Construct and rehabilitate sporting and recreational facilities which are accessible to persons with disabilities Collaborate with local and international sporting and recreational organisations	April 2014	On going	All Ministries	15,000,000	Persons with disabilities will have opportunities to develop their potential in culture, art and intellectual capacity	Not Started
Strategic Objective 8: To ensure that persons with disabilities have access to quality health care and rehabilitation services								
Rationale: Persons with disabilities face discrimination and barriers as they access medical and health care services.								

1.	Provide free quality medical and health care services to persons with disabilities	Strengthen systems to provide free medical, health care and maternity services,	September 2014	On going	MoH, MCDMCH, ZAPD, MoFNP	40,000,000	Increase health status	Not started
2.	Ensure access to quality rehabilitation services in order to attain full functional capacity and contribute effectively to national development	Undertake continuous research, development and application of new technologies for the improvement of strategies used Establish new rehabilitation centres with appropriate equipment Establish, promote, facilitate and support community based rehabilitation services for persons with disabilities	September 2014	On going	MoH, MCDMCH, ZAPD, MoFNP	50,000,000	Reduce mother and child mortality More productivity if health is improved. Reduce secondary impairments and disabilities	
3.	Develop code of ethics for public and private health care professionals in dealing with persons with disabilities	Ministry of Health to develop or include ethical issues with regard persons with disabilities to ensure the provision of quality health care and respect for	August 2014	On going	MoH, MCDMCH	20,000,000	Respect for PWD Awareness will be increased	

		persons with disabilities.						
Strategic Objective 9: To create an environment in which persons with disabilities can effectively and fully participate in political and public life								
Rationale: Persons with Disabilities are mostly discriminated against in participation in public civic and political life. Government should initiate a deliberate policy on quarter system on persons with disabilities being appointed to parliament to contribute to national governance								
1.	Create an environment in which persons with disabilities can full participate in civil, political and public life	<p>Develop, implement and disseminate policy on equal participation without discrimination</p> <p>Promote and facilitate self-representation by persons with disabilities of all ages</p> <p>Establish disability desks in all ministries including Office of the President and private organisations</p> <p>Establish a parliamentary Committee on disability and development represented by persons with</p>	June 2014	On going	<p>ZAPD and MCDMCH in collaboration with MoFNP</p> <p>All Ministries</p>	50,000,000	<p>Self-representation</p> <p>Self-confidence</p> <p>Capacity to lobby government on needs</p> <p>Public will build respect for persons with disabilities</p>	

		disabilities (DPO)						
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Foot note: All the funds indicated in this document are an estimate for planning purposes

CONCLUSION

It is the prerogative of all persons with disabilities to benefit from all the rights and freedoms set out in the draft constitution, Disability Act No. 6 of 2012 and any other relevant disability policy documents. The PWDs should be accorded respect, dignity to be addressed in a manner that is not demeaning, derogatory or discriminatory. The PWDs should participate in the national and economic development of Zambia in an environment that is open, inclusive and accessible in terms of the following:

1. Employment
2. Investment in skills
3. Social Protection
4. Assistive devices for all categories of disabilities.
5. Food security etc.

The draft constitution, the revised Sixth National Development Plan and the Disability Act No. 6 of 2012 all spell out what should be done for the PWDs. The time frame for many activities meant for PWDs is always ignored and not adhered to. It is in this vain that the DPOs , non-state actors and other stakeholders endeavoured to engage a team of consultants to help develop a National Implementation Plan/National Disability Mainstreaming Plan for Zambia. It is hoped that this plan will help government to take a step by step approach to addressing all the activities in record time and help apportion a budget that will enable most of the activities to commence and be concluded.

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APPENDICES
Appendix 1

UNIVERSITY OF ZAMBIA
SCHOOL OF EDUCATION
DEPARTMENT OF EDUCATION

PARTICIPANT CONSENT FORM

PROJECT TITLE: National Implementation Plan/national Disability Mainstreaming Plan
in Zambia.

Principal Investigator: **Mrs Edith Jere-Bedding**

Investigators: **Dr Martha Banda-Chalwe**

Mr Thomas Mtonga

Schools/Departments: UNZA, School of Education, Department of Educational Psychology, Sociology and Special Education.

Contact details of the Principal Investigator:

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Email- Edemaje@yahoo.com

jebedding@unza.zm

Participants Name:.....

Tick the appropriate box(es)

	Affiliation	<input checked="" type="checkbox"/> Tick
--	-------------	--

1	Government officer	
2	NGO representative	
3	International agency representative	
4	Civil Society representative	
5	Service provider	
6	No affiliation	
7	Other	

For other, please specify:.....

I have read/understood the information provided in the Participant Information Sheet for the study “National Implementation Plan/National Disability Mainstreaming Plan in Zambia”.

I understand that I am free to withdraw from the study at any time without penalty or prejudice.

I understand that any identifying information will be kept private and confidential.

I understand that there is no specific gain or benefit for my participation in this study.

I undertake to keep all issues discussed strictly confidential throughout the process of the project.

I provide consent to be involved as a participant in this study.

Participant’s Signature:----- Date:-----

Witness’s Signature:----- Date:-----



Appendix 2

**UNIVERSITY OF ZAMBIA
SCHOOL OF EDUCATION
DEPARTMENT OF EPSSE**

ZAFOD, European Union and CBM funded Project

PARTICIPANT INFORMATION SHEET

Project Title: National Implementation Plan/national Disability Mainstreaming Plan
in Zambia

Principal Investigator: **Edith Jere-Bedding**

Investigators: **Dr Martha Banda-Chalwe**

Mr Thomas Mtonga

Schools/Departments: UNZA, School of Education, Department of Educational Psychology
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The main aim of the study is to produce a National Implementation Plan/National Disability Mainstreaming Plan which will encompass a process of participatory planning and development by government, DPOs, PWDs other non-state actors to improve the quality of life for PWDs in Zambia.

We are therefore, asking you to participate in this very important study through focus group discussions, interviews or responding to questionnaires. Focus group discussions and interviews will be audio-taped. The questionnaire interview will take a maximum of 20 minutes and the focus group discussion will also take a maximum of 1 hour 30 minutes.

There are no perceived risks to this process apart from the risks of everyday living. If any accident occurs while attending the session, the usual accident report procedure will be undertaken by the Principal investigator and the researchers.

Confidentiality and privacy of information will be ensured. There are no direct benefits for your voluntary participation. As a participant, you will be free to withdraw your participation in the study at any time without any penalty or prejudice. A summary of results from this study will be availed to you in written upon request.

This study has been cleared by the BIOMEDICAL RESEARCH ETHICS COMMITTEE of the University of Zambia in accordance with the University regulations on studies on humans.

You are free to discuss your participation in this study with project staff Mrs. Edith Jere-Bedding (0966 454609).

Edith Jere- Bedding

14th October 2013

ANNEX 1

1. METHODOLOGY

The strategic objectives and activities documented in this National Implementation Plan/National Disability Mainstreaming Plan were formulated following;

5. The Sixth National Development Plan 2011-2015
6. The Draft Revised Sixth National Development Plan 2013-2016
7. The Persons with Disabilities Act N0.6 of 2012

8. The International Classification of Functioning, Disability and Health (ICF)

2. PROJECT DESCRIPTION

This research project will follow a mixed method design utilising both qualitative and quantitative approach with descriptive reporting utilising desktop literature review enquiry. Government ministries, DPOs and non-state actors will be engaged in consultative discussions. Due to budgetary and time constraints, face-to-face interviews will not be conducted however, a comparative analysis of the literature focusing on studies previously done on disability will be a critical aspect of analysis of the findings.

3. PARTICIPATORY RESEARCH

In this study, each stakeholder group will be represented in a group of participants who will be consulted regarding the scope and direction of the National Implementation Plan; the analysis and interpretation of the findings and the development of recommendations. People with disabilities will be engaged in the project as active participants through consultative process.

4. PARTICIPANTS AND SAMPLING

Primarily this study will be a desk top project obtaining information from previous research reports, publications, legislation, policies and other relevant available documents from government, PWDs, DPO's and other stake holders. Participants for the consultative workshop will be drawn from different stakeholders and will comprise of PWDs, DPOs, government ministries and departments, non-state actors, international organisations and other relevant institutions such as the Zambia Agency for People with Disabilities (ZAPD).

5. DATA COLLECTION

- a) Demographic data will be obtained via a questionnaire (from the participants who will participate in the consultative workshop)
- b) Desk top information will be obtained from (i) The National Development Plan 2011-2015, (ii) The Persons with Disabilities Act 2012 and other legislation, (iii) Relevant policies (national, regional and continental)

- c) Focus group discussions during the consultative workshop with DPO's and individuals with disabilities will be utilized to get in depth experiences

6. DATA ANALYSIS

Demographic data will be obtained from participants at the consultative workshop. The information will be entered, stored in excel spreadsheet for easy access. Main themes will be extracted from common concepts, categories and content descriptors. Results will be reported in graphs or tables to illustrate the findings.

7. RESEARCH SETTING

This research project will be conducted in Zambia.

8. STUDY CONSTRAINTS

Limited time given to conduct the study was our major constraint.