National Council of & for Persons with Disabilities

Vision: An all-inclusive and equitable society where the human rights of all are upheld and protected.

Mission: Advocating, lobbying and raising awareness for and with Persons with Disabilities in achieving collaborative social and economic inclusion through innovation, partnerships, research, development and services.





2019 - 21

www.ncpd.org.za

Tri-Annual Report

About Us /

Celebrating our Values

Heading for your 80th birthday is kind of a big deal, wouldn't you say? And with that many candles crowding the birthday cake, it is safe to say that you have seen your share of challenges and faced a lot of changes.

For a Non-Profit like ourselves being out there in the world of advocacy and human rights, adapting is key in staying relevant. Having been established 76 years ago, we recognised the need to change our name to reflect our growth while in essence still focusing on the same vision of seeing a society that is inclusive and equitable; where Persons with Disabilities have equal rights to economic, learning and social opportunities. Our mission? Ensuring that people with disabilities attain their full rights as citizens through:

- Advocating and facilitating inclusion, access and economic empowerment
- · Contributing to and influencing Government policies
- Changing attitudes through sensitisation and awareness programmes

During the latter part of 2016 we turned a new leaf, establishing ourselves as the National Council of and for Persons with Disabilities (NCPD), formerly known as the National Council of Persons with Physical Disabilities in South Africa. "Recognising that true diversity and inclusivity is not achieved on behalf of others, but rather by working together, we changed our name to reflect the vision of a society in which all individuals work together to create equal rights," said Mr Mahmood Mia, our Chairperson, at announcing our new name. The change is also in line with the United Nations Convention on the Rights of Persons with Disabilities, the South African Constitution, the Promotion of Equality and Prevention of Unfair Discrimination Act and the White Paper on the Rights of Persons with Disabilities on which our activities are based.

As we celebrate this new era, we look forward to continue on the road with you and trust that in no time you'll not only recognise us by the same projects you've come to love and support throughout the years, but as the National Council of and for Persons with Disabilities (NCPD) expanding on these.

Vision

 "An all-inclusive and equitable society where the human rights of all are upheld and protected"

Mission



"Advocating, lobbying and raising awareness for and with Persons with Disabilities in achieving collaborative social & economic inclusion through innovation, partnerships, research & development."

About Us

NCPD Snapshot

NPO no. 000-923

National Council of & for Persons with Disabilities

"We've had the privilege to grow with South Africans and it is important that our profile and brand reflect our growth, while still reflecting our history and being recognisable to our clients and partners," says our Director, Ms Thernia Wentzel-du Toit. Not only does the change speak to the broadening of our services, but, she says, it assures role-players that they can still expect ground-breaking work from us.



Did you know?

15%

of South Africans are Persons with Disabilities

SERVICES AND ADVOCACY OFFERINGS:



- Children programs including Nappy Run
- Universal Design & Access Principles & Service in the work place



- Mobility, Transport, ICT, Accessible devices
- · Disability Information, Resources & Support

Inclusive Employment & Enterprise Development



- Skills Development
- Casual Day



· Advocacy, Disabilism & Human Rights



- · Youth & Women's Programmes
- Hearing Loss



· B-BBEE Services relating to Disability.

OUR PROJECTS





SNAPSHOT OF OUR BENEFICIARIES

BLACK BENEFICIARIES







ASSOCIATIONS OF PERSONS WITH DISABILITIES (APD) MEMBERS

- APD Western Cape
- APD Free State
- APD Northern Cape
- APD Mpumalanga
- APD Eastern Cape
- **APD** Gauteng
- APD North west
- APD Limpopo
- APD Kwazulu-natal
- APD Upington









Profile /

Words from Our Vice Chairperson

Dr Lusani Netshitomboni



Acknowledging that these are unusual times, and that these are "unchartered waters", there is a need for us to ensure that the work done by the Council should still continue to ensure that the sector is not further disadvantaged.



The outbreak of COVID-19 worldwide and the subsequent National lockdown has inevitably changed the way we think about life, and in this context, the disability sector. This has ushered in "the end of our operations as we know them".

Going the technology route is no longer a luxury, but a necessity; otherwise the Council risks becoming obsolete and irrelevant. It is important to note that the general trend is that across the different sectors in society, whenever technology is introduced, the immediate reaction is that of fear of "job losses" often, resulting in resistance. Interestingly, the COVID-19 epidemic is forcing us to do what we ordinarily would not voluntarily want to do; embracing technology, thinking differently, and getting out of our comfort zones. The impact of not seizing this moment will be disastrous for us and particularly the disability sector. As Winston Churchill said some years ago...

"Never waste a good crisis".

Said some years ago, but this is relevant for us today. This is an opportunity and time for us to seize the moment for the sake of the sector and the coming generations.

Acknowledging that these are unusual times, and that these are "unchartered waters", there is a need for us to ensure that the work done by the Council continues, so that the sector is not further disadvantaged.

There is a need to look at the situation in the midst of all these changes, and ask ourselves pertinent questions. What should the National Council and Casual Day look like in the midst of these changes? What do we do? How do we do it? Why do we do it? Are there better ways to do this? What is our identity in the context of Covid-19?

In response to these developments, we have embarked on a process of developing a strategy which we hope will lead to the renewal of the NCPD.

Profile



Words from Our National Director

Therina Wentzel - du Toit

Upon entering the disability sector in 1984, I had no idea that I would one day have the privilege to be part of the leadership team that would steer our organization through the stormy waters of change. Neither did I know that this process of change would be endless... nor that I would glad that it is ongoing!

Our team has been involved with many policy and legislative matters that strengthen our partnerships with the government and is bearing good fruit. To highlight but a few:

- The management of the programme for the Department of Environmental Affairs whereby a permit is issued to give persons with mobility impairments using motorized vehicles access to beaches
- Partnering with the Department of Trade and Industry to see that persons with mobility impairments who import vehicles, receive rebates on the import duty. Over the last three years we assisted 159 individuals with the process.
- Engaging with the Department of Transport and a legal advisor to establish a nationalised parking disc system to streamline the process of obtaining parking discs, resulting in optimally using parking bays allocated to wheelchairusers.

Thanks to the support of our partners in the corporate sector we have sponsored assistive devices, allowing us to facilitate the handover to beneficiaries – a number even greater than what the Department of Health is able to provide in most provinces.

We are proud of our inclusive employment programme which assists both the employee with a disability and the employer to achieve success. Building on this, we collaborate with partners to provide training and to ensure sustainable economic participation for the more than 200 000 Persons with Disabilities that we and our Affiliates impact. We are also proud to be involved in the transformation of the Kopano Skills Centre (Free State), the Ikageng Skills Centre and the Concordia Bakery (Northern Cape).

The changing BBBEE landscape provides excellent opportunities for support to black entrepreneurs and for skills training of our youth, many of whom still receive a very substandard level of education. Our relationships with corporates like the Billion Group, Edcon, Game, Momentum and Shoprite speaks to successful BBBEE action.

Campaigning to ensure justice where Persons with Disabilities are denied access to resources or to the justice system, we are concerned to see an increasing number of rights violations by care workers and the system under the Departments of Health and Justice. We will continue to campaign until positive change comes about.

My sincerest thanks to our Chairperson and Executive Committee for providing strong leadership and strategic focus, as well as our longstanding partners and funders, and staff who roll with the punches. You make change possible!

Profiles /

NCPD Executive Board





NCPD is a Trust Beneficiary of The Disability Empowerment Concern Trust (DEC). DEC's sole object is to establish, augment and administer an endowment fund, which is to be invested and appropriated for the purpose of funding grants, loans and other distributions to, and for the benefit of, the Beneficiary Organisations in order to enable such organisations to augment their capacity to undertake Public Benefit Activities directed at assisting persons with disabilities.



Executive Board 2020/2021

Tshego Phala

Chairperson

Tshego Phala is a partner in the Pro Bono Division at Webber Wentzel, one of South Africa's leading law firms. She has legal expertise in multiple areas including, but not limited to: Constitutional & Human Rights Law, LGBTI+ Rights, Women's Rights, Disability Rights, Children's Rights, and Socio-economic Rights. Disability: Albinism, partial sight.

Dr Lusani Netshitomboni

Vice Chairperson

Dr Lusani Rabelani Netshitomboni holds a PhD in Communication Management and has skills in the following: Facilitation, Strategy development, Editorial & writing skills, Public speaking, Networking & relationship building skills.

Joseph Komape

Vice Chairperson

Joseph Komape is a qualified Chartered Accountant and tax practitioner with 15 years of work experience in both private and public sectors. He has an in-depth understanding of Financial Accounting and holds a Master's degree in South African and International Tax. Disability. Blind.

Sikelelwa Alex Msitshana

Additional Member

Alex is a Social Development Practitioner with more than 20 years' experience gained in the corporate and development sectors. She was appointed to set up the Human Resources Department of the first and permanent Independent Electoral Commission of South Africa (IEC). Disability: post-lingual deafness

Johan Müller

Treasurer

JP Müller has a background in financial management and governance and is the father of a child wth a disability. He serves on several boards throughout South Africa including Board of Directors of the University of South Africa Foundation Fund & several Centres and Institutes.

Therina Wentzel - du Toit

National Director

Therina is an activist for matters of inclusion and equity relating to Persons with Disabilities. She holds a Master's degree in Social Sciences (Clinical Social Work) and is an expert in partnership forming and advancement through advocacy, programmes and projects.

Board of Advisors 2020/2021



Dion Rademeyer is the appointed Trustee who represents NCPD on the DEC Board of Trustees

Dion Rademeyer

Dion is a businessman with a wide range of management and other skills. He is a medico-legal expert focusing on personal mobility and transportation. He is on the Advisory Forum of the Airports Company of South Africa.

Disability: Paraplegic

Penny Busi Smith Khuzwayo

Busi was previously Chairman of the NCPD's Children's Committee as well as a member of the Finance Committee. She studied Accounting and was also previously employed by ABSA. She is currently the Senior Internal Audit Officer at Mogale City's local municipality.

She is the mother of a child with a disability.

Suraiya Mohamed

Suraiya has experience in risk management, consulting, and internal audit areas within the financial services sector. She has worked in development, private, retail and investment banks, as well as in insurance and asset management companies in various countries. She currently serves on the Employment Equity Forum at Investec, an initiative to increase awareness of the Employment Equity Act within the bank.

Profile /

Staff Profile

Senior Management

Full Name	Job Title	
Therina Wentzel-du Toit	National Director	
Nthabiseng Molongoana	Senior Manager: Research & Development	
Shavisani Tsumele	NCPD Finance Manager	
Egness Ncube	Casual Day Project Finance Manager	
Danie Marais	Senior Manager: Programme and Governance	



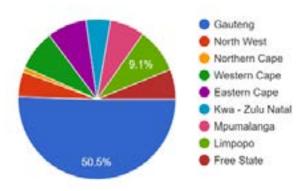
Focus Area

Entrepreneurs Programme

As part of our economic empowerment mandate as the National Council of and for Persons with Disabilities (NCPD) in line with United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), White Paper on the Rights of Persons with Disabilities (WPRPD), National Development Plan (NDP) and other legislative tools, NCPD has gathered crucial details regarding the needs of entrepreneurs with impairments.

The NCPD Economic Development Support (EDS) programme is a network of entrepreneurs who receive necessary development support from the NCPD and other stakeholders of the programme. The support offered is tailored to the needs of the entrepreneur based on a needs analysis.

Courage Rinaness We have 69 Entrepreneurs in our programme. In all 9 provinces, half of which are in the Gauteng province



12 are enrolled in our Accenture/NCPD Enterprise Development partnership.

The program includes the following:

- Training
- Mentoring
- Business development
- Collaboration
- Development support
- · Access to markets
- Tender application assistance.



One of our entrepreneurs Nonhlanhla Bakasa (pictured left) is the founder of an enterprise that is registered on our programme and is part of the Accenture Small to Medium Enterprises. Adoword Multimedia is a community development company that makes use of multiple media platforms to empower various community groups (whether it be workplace community or residential). It is borne out of her previous enterprise Adoword Motivational and Life Coaching Projects, established in 2011. The company is 100% black owned and founded by Nonhlanhla herself, a woman with a disability.

Focus Area 🖊

Covid-19 Relief

We soon realised that the hard lockdown which was government's strategy at the very beginning of the COVID-19 pandemic in March 2020 had a tremendously negative impact on persons with disabilities in under-resourced communities. The closure of protective workshops meant that those who depended on contract work in the workshops in order to supplement their disability grant, now no longer had that income, meagre though it was. In addition, children with severe disabilities were no longer receiving the stimulation programmes usually provided by day care centres and a daily



meal; for some, their only meal of the day. Furthermore, government's Social Relief of Distress grant (SRD grant) created additional administrative burden on the SA Social Security Agency (SASSA) who struggled to cope with even the usual social grants. All of this placed an incredible strain on individuals with disabilities and their families.

Fortunately an appeal to the public yielded fantastic food donations and we were kept busy delivering these donations to the centres, group homes and communities who were in the most need.

Our heartfelt gratitude goes to Corona Care, SA Council of Churches, Solidariteit Helpende Hand, Department of Correctional Services, Genesis Food, Checkers, Pick n Pay, and Woolworths for supporting our COVID-19 Relief programme.















Focus Area /

Inclusive Employment

We received funding from Rehabilitation International (RI) towards the Inclusive Employment Initiative. Delegates from Hong Kong and mainland China came to visit NCPD to assess and report on the project.

The assessor, Ms. Leung Pui Yiu Irene wrote the following in her report to RI:

"I would like to send my heartiest gratitude to NCPD team for all the arrangements during the 3-day assessment visit. The information provided, the sharing and discussion with the staff team, site visitation and talking with the concerned stakeholders are fruitful.

I appreciate particularly the effort of the team in kicking off the project despite facing a lot of obstacles and scarcity of resources. I am sure the project has laid a good foundation for moving forward and scaling up in the next phase."

RI Global Fund Project:

Creating Enforcement and Compliance at the Building Planning Department Level

This training focussed on the training of building inspectors and associated personnel on the specifications and requirements that are included in Part-S (Facilities for Persons with Disabilities) of the National Building Regulations as well as the new SANS 21542 for Building Inspectors at Municipal and Metropolitan level. Over and above this, the proposal contemplates training of building inspectors and associated personnel with regard to the wider framework and policy environment of which Part-S of the National Building Regulations is part.



The motivation behind this training is that there is a clear lack of compliance with regard to enforcement of the elementary requirements set out in Part-S of the National Building Regulations, the lack of understanding amongst building inspectors and associated personnel regarding the application of Part-S, the uncertainty and confusion with regard to other instruments that are in place and how these are applied and implemented. This project assists in empowering building inspectors and associated personnel in being able to push forward the transformative, progressive policy environment that has been developed at the national level around environmental accessibility for Persons with Disabilities.

Focus Area

Skills Development & Job Creation

The NCPD received funding for a second year from Rehabilitation International's Africa Fundfrica Fund, this time for our Job Seekers training workshop. NCPD collaborated with RI and Samsung to arrange a workshop during May 2020, which formed the core of the proposal to RI. Unfortunately, the workshop was cancelled due to the COVID-19 pandemic and subsequent lockdown. We are in the process of approaching RI as to our alternatives going forward.



Masks made by Women with Disabilities

The production of our Casual Day Face Masks provided much needed income for women with disabilities during the Covid-19 Lockdowns.

THE NCPD contracted the services of Thoko Magret, Beauty Ntengo and the Kopano Workshop (for Persons with Disabilities) to make Casual Day face masks for our 2020 campaign and to meet the need for facemasks as requested by Cyril Ramaphosa. Women within the community were also contracted in to sew through Thoko's Women in Empowerment initiative.



Focus Area /

Universal Access & Design

Blue Flag / WESSA

Hamburg Beach is a small town in the rural Eastern Cape. The municipality are really committed to making the beach universally accessible and requested our assistance to achieve this. We visited Hamburg Beach to conduct an access scan and gave recommendations in how to make the beach (including parking, toilet and shower facilities) universally accessible. We received a warm welcome and the Municipal representatives were very enthusiastic to implement the changes as suggested by us.

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Exxaro Grootgeluk Coal Mine access audit: 10 and 11 September 2019

One of our biggest success stories is the access audit that we conducted at the Exxaro Grootgeluk Mine. The management embraced the concept of Universal Design and Access and have begun to implement the changes suggested in the Access Audit Report.

We would like to congratulate the Management of Exxaro Grootgeluk Coalmine for taking the lead in the mining industry to make their mine universally accessible!



Building Inspectors and Facilitators

While reference in this training will be made to the concept of universal accessibility, the main focus is hard technical training with some provision beyond this. Once this training proposal has been piloted and successfully implemented, it will be necessary to undertake further training and deeper drilling down into the concept and application of universal accessibility. However, it has been the experience of the NCPD that there is a fundamental lack of understanding regarding the absolute minimum that is required in terms of the National Building Regulations, a normative lack of understanding of the policy environment and that the conceptual understanding of universal accessibility is needed to ensure concrete realisation. which can only be built on an understanding and application of basic enforcement. However, noting the above, a preliminary budget and project plan has been put into place for this further training, to provide an understanding, as to what the training around universal accessibility may amount to, noting the caveat that this may change based on the outlines of the current training proposal and utilizing an evidence-based approach to determine outcomes and areas of further intervention.

As the first part of the project NCPD engaged in research to determine the levels of understanding, effectiveness and compliance with regards to provisions contained in legislative and policy instruments, with a specific focus on the SANS 10400 Part-S. This is in response to the development of recent policy relating to the

rights of Persons with Disabilities, and changes to cabinet, notably the formation of the National Department of Women, Children and Persons with Disabilities. The results of the research will be utilized in the development and implementation of a training programme to assist building inspectors and planning departments to meet the requirements and obligations contained in legislative and policy instruments, in particular in assisting with ensuring compliance with the SANS 10400 Part-S.

The pilot training was held on 4 and 5 March 2020 at NCPD with 15 Building Inspectors in attendance. The feedback was overwhelmingly positive and they were grateful to have been part of the workshop. They left with new knowledge that they will implement and hopefully will be the start of a change in how Building Inspectors look at the SANS10400 Part S Building Standard.

Matutle, the Registrar of the South African Council for the Project and Construction Management Professions (SACPCMP) said: "We are proud to partner with the National Council of and for Persons with Disabilities (NCPD) in an initiative that will develop a greater understanding and awareness of the challenges faced by Persons with Disabilities living and working within the Built Environment. As role-players within the Construction Industry, the SACPCMP supports the positive action taken by the NCPD to present this training to the sector's Building Inspectors, and thus guide them to better address impairment barriers and create a greater understanding of the principles of universal accessibility."



Focus Area /

Disability Rights

Children's Rights and Advocacy

Advocacy, lobbying and awareness-raising activities are embarked upon to achieve equality, access and inclusion for Persons with Disabilities who are mostly marginalised and excluded from many of the opportunities, services, programmes and structures of mainstream society. Advocacy and public awareness-raising often go hand-in-hand and are intertwined with awareness-raising fostering respect for the rights and dignity of Persons with Disabilities, leading to greater inclusion.

The NCPD vociferously take a stand against the various rights violations of Persons with Disabilities.

Individual Advocacy Cases

We deal with advocacy on two levels, namely for individual cases where rights violations occur and for the collective.

The following are examples of individual advocacy cases that received attention over the period 2019/2020:

- A girl-child who had been sexually molested but who was denied her right to access the justice system. The SA Police Services and the National Prosecuting Authority discriminated against the child on the grounds of her disability by not charging the alleged offender and by not bringing the matter to court. Because of her disability the child was not regarded as a credible witness and hence left out in the cold. No efforts were made to make use of the services of intermediaries to assist the child with her statement and for testifying in court.
- Neglectful conditions and abusive behaviour at a hostel of a special school for children with disabilities

- A number of cases where children with disabilities were denied admission to school because of their disabilities. These children were therefore denied their constitutional right to a basic education and is also a transgression in terms of the Schools Act of 2001 which makes it compulsory for every child of seven years old and above to be enrolled in a formal education programme.
- The refusal by a school to implement minimal structural changes to allow access for a learner using a wheelchair
- The denial of admission to a hostel of a special school on the grounds of the child's disability
- Severe shortage of care workers at a hostel for children with disabilities, severely compromising the children's care and well-being
- Schools not providing transport from and to home for learners with disabilities
- The denial of access to justice to a child with Down Syndrome after he was hit by a car which crossed a red traffic light. The Metro Police did not pursue the case based on the child's intellectual disability.



As a result of our persistent advocacy and lobbying work, a girl-child who was raped in 2012 is presently receiving justice after the alleged perpetrator was charged at our insistence and appropriate professional intermediary services for the victim who has a serious speech impediment was secured. The case is at the moment being heard by the Court. Our extensive advocacy for this child continued during 2019 to ensure fair court proceedings and to oppose the fact the perpetrator was released on a warning for such a serious crime as child rape. We vehemently opposed the authorities' treatment of the victim as if she is a lesser child than a non-disabled child.

Advocating for the Collective

- Advocating for close to 600 000 children with disabilities of school-going age who are out-ofschool and hence being denied their constitutional right to a basic education
- Advocating for children with disabilities who are forced to go without essential assistive devices due to the Department of Health's non-delivery. Unacceptably long waiting periods and backlogs were addressed
- Advocating for the adequate provision of physiotherapy and occupational therapy to children
 with disabilities by government hospitals and clinics. Not only are children with various
 disabilities indicated for regular physio- and occupational therapy, but the allocation of
 assistive devices is also subject to an assessment by a physio- or occupational therapist
- Advocating for children with disabilities who are subjected to intense stigmatisation and marginalisation due to cultural superstitions
- Advocating for the fast-tracking of the implementation of White Paper 6 on Inclusive Education
- Advocating for the national and consistent implementation of the Department of Education's policy of screening, identification, assessment and support (SIAS)



Litigation

Through the initiative and lobbying of the NCPD, our organisation together with Autism SA and Down Syndrome SA are in the process of instituting legal action against the Minister of Basic Education for the denial of the right to a basic education of approximately 600 000 children with disabilities of school-going age who are out of school. We are represented by the Centre for Child Law. Much preparation work in respect of the pending court case was done in the 2019/20 financial year.

Focus Area /

Assistive Devices



Donations of Assistive devices

Company/Organisation	2019	2020	2021	Total
BLIA	11	29	20	60
Barloworld	30			30
China Disabled Person Federation IR	10 (Electric wheelchairs)			10
Geraldine Busson		1		1
Hollard			48	149
ABSA	1			



Mamello Ndlovu

Mamello has a brain injury which makes mobility and speaking difficult. Unfortunately her husband had a stroke at the beginning of 2020 and now their only household income is Mamello's disability grant. Although rehabilitation taught her to walk and speak again, she did not have her own device. She says that life was not easy. "I felt like I had lost my life." she says. "I had to depend on everybody for everything," Mamello is a Casual Day Ambassador and so NCPD's David Matlakala pitched in.

Now she is overjoyed! "My life changed after I got a rollator. I can now move around, I can go the gym, I can go to the mall. I have my life back. I am so independent. Thank you to David and to everyone who made a donation; thank you too to Hollard and to NCPD. You've made such a difference in my life and I'm so grateful!".



Assistive Devices for Top Matrics 2019





Students

We have been able to assist top students with disabilities, who did well in their Matric results at the end of 2019, by providing assistive devices, in a partnership with the Road Accident Fund (RAF). The COVID-19 pandemic forced us to suspend everything, but we are now trying to continue despite the restrictions. The students are studying from home and in need of accessible devices for their online classes.

Inset top left: Thabile Mathumbu completed Matric at Kwathintwa School For The Deaf and is now studying teaching at the University of KwaZulu-Natal. She received a laptop, Samsung smart phone and USB.

Inset top right: Lisa Nondumiso Msiza from Gauteng is deaf and completed her matric at St Vincent School For The Deaf. She is studying at the University of Free State. Lisa only has an iPad to do her classes online and has requested a hearing aid which we are in the process of providing.



ABSA: Don't hide the Ride

The NCPD are extremely proud to have been a beneficiary organisation for the ABSA "Don't Hide the Ride "campaign since 2015.

The staff of Corporate Legal team at Absa are donating money in their personal capacity towards the campaign, with ABSA Corporate Legal "matching "the funds collected. This donations are utilised to purchase assistive devices, in most cases a custom made wheelchair, for the recipient. The NCPD assist with identifying the client, the assessment and seating of the client as well as coordinating the ordering, delivery and handover of the wheelchair.

During 2019 Katlego Morries Mongoane received a custom made wheelchair from the ABSA Don't Hide the Ride campaign.



HSRC & NCPD Research /

Covid-19 Disability Survey

Socio-economic wellbeing and human rights related experiences of Persons with Disabilities during COVID-19 and lockdown in South Africa. Findings from our survey.

The National Council of and for Persons with Disabilities (NCPD), the Institute for Development Studies(UK), and the Human Sciences Research Council unearthed concerning findings relating to the impact of COVID-19 and the subsequent lockdown on the lives of Persons with Disabilities in South Africa. These findings were obtained through an online research survey meant to understand the socio-economic wellbeing, and human rights-related experiences of Persons with Disabilities in COVID-19 times in South Africa. The NCPD is grateful to the almost 2 000 Persons with Disabilities who participated and assisted in the dissemination of the online survey.

The NCPD commends the government for legislation like The Promotion of Equity and Prevention of Unfair Discrimination Act (2000) and policy framework like The White Paper on the Rights of Persons with Disabilities, The National Development Plan and its disability targets meant to include Persons with Disabilities in the mainstream economy. These mentioned frameworks were in existence before the pandemic; however, implementation has been rather slow. The National Development Plan's disability employment and skills targets of 7% and 4% respectively by 2020 have not been realized. This study revealed that these already dire economic circumstances of Persons with Disabilities have worsened with the advent of the pandemic and lockdown, 35% of survey respondents indicated that they were



unemployed and a lot more lost their jobs or had their means of income disrupted. The vast majority have not been able to wean themselves off dependence on the disability grant and are more concerned about their financial situation because of the pandemic. A sizeable proportion of respondents ran out of money to buy food at some point during the pandemic. Almost 30% of respondents indicated that a member of their household went to bed hungry in the last 7 days at the time of completing the survey. Hunger and food insecurity remain a challenge amongst // Persons with Disabilities.

Above half of respondents dependent on a caregiver for daily living support indicated that caregiver services were interrupted, thus they found themselves isolated without any form of support. Barriers to accessing health services, education, and information intensified. Lack of access to basics like water, sanitizer, or soap turned out to be rampant amongst respondents, with stress and depression also rife. Many were reliant on NGOs for assistance.

Persons with disabilities who needed assistance were further marginalised when interventions did not recognise their special needs. Almost half of the respondents were not aware of interventions made available by the government, while the majority of respondents cited accessing information as a challenge.

Majority of respondents felt that the government through its interventions was not doing a good job in accommodating their needs and rights. 78% of respondents expressed willingness to take the vaccine if made available, yet at the time of the survey, only 5% indicated that they had been vaccinated. Access to healthcare services is a basic human right.

Implementing reasonable accommodation measures to ensure that Persons with Disabilities who are unable to leave their homes get access to vaccines is priority. The NCPD continues to lobby for home-based vaccinations in this regard and will continue to engage with relevant departments.



The NCPD notes with concern the worrisome findings from this survey,

which conclusively suggest that government disaster risk management frameworks leave a lot to be desired in terms of catering for the specific needs of persons with disabilities.

Broader interventions made available did not have specific directives for persons with disabilities, thus most of them did not reach persons with disabilities.

This urgently calls for the need to revise disaster and risk frameworks to include specific interventions for persons with disabilities; the same applies to all COVID-19 economic recovery plans. We urge the government to include persons with disabilities and their organisations in consultations towards improving policy frameworks for disaster risk management as well as economic recovery plans.

We will initiate groundwork towards putting a position paper to relevant portfolio committees and responsible departments. The NCPD's doors remain open to working with stakeholders in finding amicable long-term solutions to mitigate the challenges unearthed in this survey.

Projects /

Casual Day

Casual Day is South Africa's largest disability fundraiser with a national imprint that stretches back over 25 years. Supported throughout its tenure by many South African brands, Banks and retailers. Casual Day has been a shining example of just how brilliantly South Africans shine when we passionately respond and unite against injustice and inequality. Casual Day is the most celebrated advocacy and fundraising campaign in SA; kindling hope and building solidarity amongst all South Africans. We are incredibly proud of all we've achieved.

The campaign is owned and administrated by the National Council of and for Persons with Disabilities who have been creating awareness and raising funds since 1939. Together with our partners and beneficiary organisations, Casual Day contributes to realising opportunities and combating challenges faced by Persons with Disabilities. We are grateful for every individual's support, our wonderful participating special schools and NPO organisations who retain a portion of every sticker and merchndise item sold. We enjoy great media support as well as our large retailers who sell our stickers at their till points every year.

Besides our beneficiaries, Casual Day income is distributed to the disability units of 11 Universities, the South African Police Service and the South African National Defence Force. This money is used to purchase and maintain assistive devices and pay for upgrades to buildings to accommodate learners with Disabilities. It also covers the cost of day-care centres and local food gardens. As well as subsidising Sign Language interpreters and Lip-speakers. It provides training in universal design for employers and funds an employment placement service for Persons with Disabilities across South Africa

Casual Day 2019: Time to Shine with Persons with Disabilities

We kicked off our 25th Birthday Celebration with a launch at Nelson Mandela Square in Sandton with a collaborative "light up the evening sky" event. Our ambassadors shone brightly and the call to get your Casual Day stickers was heard! On Casual Day itself on 6 September, South Africa lit up nationwide! Dazzling and neon outfits marked the day, lending a festive glow to our companies, schools, government departments and communities. Young and old got their glow on and several awareness marches & events took place in towns, universities & places of worship.

In 2019, Casual Day also stood in solidarity with thousands of South Africans marching against women & children abuse. Highlighting the fact that women and children with disabilities remain the most vulnerable to abuse and discrimination in our society, participants chose to wear their bright Casual Day stickers with black outfits. This action reminded everyone that Casual Day is as much about fundraising as it is about advocacy and human rights. #NoToWomenAbuse

With an eye to the future and emerging digital spaces, 2019 was marked by the launch of our very first personalised SMS sticker, available for download to phones and a shareable showing of support for Persons with Disabilities across social media.



Our pilot year for the SMS sticker in the 2019 campaign went well for a brand new digital offering.

CASUAL DAY 2020: Standing Side by Side with Mickey Mouse!

2020 was a year for the history books as the world was thrown into the turmoil of the Covid-19 pandemic. As we all navigated through the uncertainty of the hard lockdown months, faced challenges head-on and changed the date of Casual Day as a result, we found ourselves in awe of the thousands of South Africans who pulled it all together in support of Casual Day on 3 December, The International Day of Persons with Disabilities. Once again the South African spirit of generosity and resilience shone through! Together we made it happen with smiles, Mickey-inspired fun and enthusiasm, lifting spirits and ending the year on a high note despite huge losses and challenges.

The National Council of and for Persons with Disabilities (NCPD) extends a MASSIVE THANK YOU to all our hardworking NPOS, special schools, Government departments, corporates, schools, places of worship, ambassadors and volunteers who pulled out all the stops to collect donations during very trying and at times disheartening circumstances. The impact and extensive reach of Casual Day relies on the dedication and enthusiasm of committed heroes such as yourselves. You only need to visit our social media platforms to see first hand how far reaching the campaign was this year with hundreds of pictures and videos being shared from all over SA.

Our new ONLINE digital sticker offering, courtesy of *Accenture South Africa*, was a success with many big corporates and individuals supporting the cause by donating for their Personalised Digital Stickers while socially distancing and working remotely (www.casualday.co.za/digital-sticker). We are very excited to have taken this leap into the digital space and look forward to working on new ways to grow and innovate going forward to the benefit of our beneficiary organisations and stakeholders.

We extend our gratitude to *Disney South Africa* for lending the world's most famous Mouse and his friends to our 2020 campaign. Mickey and Friends stood proudly Side by Side for Equality with Persons with Disabilities, inspiring us all with the values of #TrueFriendship. It was a theme embraced and enjoyed enthusiastically by all who supported on the day.

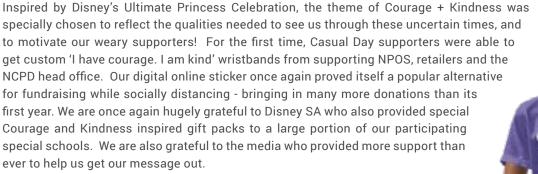






Courage and Kindnes for CASUAL DAY 2021

Despite 2020 being a challenging year for everyone, closely followed by 2021, NCPD - as the project owner of Casual Day - is proud to announce that the 2021 Casual Day campaign performed much better than the 2020 campaign! On the heels of an extremely challenging 2020, we looked to our 'powerful purple' campaign with renewed hope that the clouds were clearing for not only our sector, but the rest of the world too.



Casual Day supporters showed their tireless enthusiasm and with the resilience residing in each of us, they showed their Courage + Kindness and made Casual Day 2021 a success. The audit will begin in June 2022 but we can already see that the figures are much higher compared to 2020 when the Covid-19 pandemic first hit us. THANK YOU to everyone involved.



WRISTBANDS in partnership with Disney Ultimate Princess Celebration 2021



Projects /

Nappy Run

Sadly, there was no Nappy Run fun run event in 2020 due to the pandemic, and it was sorely missed. The fun run event is the highlight of the two-month long Nappy Run campaign and things just didn't feel the same without the event which under normal circumstances is enthusiastically supported by the public. Even the 2021 campaign did not have the traditional fun run event, but we compensated for this hiatus by organising a virtual Nappy Run event.

For this reason, the 2020 campaign focused on awareness raising and distributing nappies. There was a demand to reach out to children with disabilities who are normally cared for in a day care centre but who had been forced to remain at home during the hard lockdown when day care centres were closed. This deprived many children of a wholesome midday meal, often the only nutritious meal for the day and prompted Nappy Run staff to source food parcels and fresh vegetables for the families of children with disabilities affected by this closure.

We are deeply indebted to DisChem, Marsh and Momentum, our staunch Nappy Run sponsors and supporters without whom we would have been unable to run the Nappy Run campaign, and thereby support children with disabilities who are so exposed and vulnerable.







Advocacy

Advocacy for the realization of the rights of Persons with Disabilities continued with an emphasis on employment, access to assistive devices, equal and inclusive education and equal access to justice.

The media was utilized for collective advocacy in order to advance the rights of Persons with Disabilities, also achieving public education and awareness. The NCPD's three Facebook groups dealing with disability rights, employment and children are powerful platforms for advocacy and awareness-raising and were utilized extensively for this purpose. The combined membership of the three Facebook groups is 22 300 and growing.

We also advocated for the inclusion of Persons with Disabilities in government's response to the COVID-19 pandemic and impressed upon government the need to accommodate and provide for the unique circumstances of Persons with Disabilities as they are confronted by the pandemic and affected by the lockdown regulations. We were strongly involved with the Department of Basic Education's safety regulations for the return to schools of learners with disabilities. Social distancing, mask wearing and hand hygiene are challenges at special schools requiring special safety regulations. A lobby group of which the NCPD was part, was compelled to seek a court order to request the Minister of Basic Education to timeously issue safety regulations for learners at special needs schools, which had not been issued alongside similar regulations for mainstream schools.

The NCPD was also very much involved in advocacy for children with disabilities. We played a leading role in the litigation process against the Minister of Basic Education on the exclusion of hundreds of thousands of children with disabilities from a basic education. Our lawyers at the Centre for Child Law are still preparing for the case to go to court and it is expected that the case will be heard by the High Court from any time during 2022.

Throughout the period of review, we attended to cases of children with disabilities who had been denied admission to school on the grounds of their disability. It is unlawful for even ordinary schools to not admit children with disabilities. Schools refusing to admit children with disabilities is a common phenomenon across the country with parents and local NGOs calling on the NCPD to intervene.

We also ran an advocacy and awareness-raising project on the heightened vulnerability of children with disabilities to neglect, abuse and sexual exploitation and the topic was covered widely in the media and on social media platforms.

Equal access to justice for children with disabilities who are the victims of crimes like rape and sexual molestation is a priority for the NCPD and we intervened on behalf of a number of children to ensure the alleged perpetrators were prosecuted. These cases require lengthy advocacy and lobbying input due to the prejudicial presumptions of the police and prosecuting authorities that children with disabilities, as the victims, are not capable of making a statement and giving reliable testimony in court. The prosecutors are reluctant to employ the services of intermediaries to assist these children with their statements and testimony. Sometimes these cases require the intervention by our pro bono lawyers to ensure justice for the affected children.



Virtual Nappy Run 2021 Powered by Alpha Pharm

Far too many families can't afford to make a "nappy run"... so Alpha Pharm asked all of SA through Courage & Kindness to participate in a virtual run or walk or roll for the 10th Nappy Run virtually from 1 November – 30 November 2021 to collect nappies for children with disabilities and to create awareness around challenges faced by children with disabilities. For the first time ever, South Africans were able to join in the fun from anywhere in South Africa!

The virtual event took place during November with participants registering on the SportsHeroes platform, connecting their Strata or other fitness tracker devices so that all distances run, walked or wheeled were added to the Nappy Run event. We were also fortunate to again have the support of Alpha Pharm and Casual Day who sponsored a pack of adult nappies and a Courage & Kindness wristband respectively for each participant.

Although there was great support for this event, it in no way matched the incredible support we've received in past years at our in-person event. Thankfully the COVID-19 pandemic has reached a point where we're able to begin venturing into in-person events again, so we will be returning to this format for the 2022 Nappy Run. The need for nappies is ongoing, not only in November when the actual event is held, so we continue to lobby for support for Nappy Run by inspiring campaigners, and encouraging the public and corporate's family, friends and colleagues to be involved, or by donating packets of nappies!

Services & Programmes

Hearing Impairment & Deaf Affairs

Services provided by this department include:

Training for the Private & Public Sector

- To reach full potential in the workplace despite deafness or hearing impairment.
- Communicating with deaf or hearing-impaired employees in the work place.
- From Paper to Practice: The White Paper on the Rights of Persons with Disabilities and the reasonable accommodation of Persons with impairments/Disabilities. (Accredited with 6 CPD points from HPCSA)

Training for Professionals working in the field of hearing loss and disability:

The Protocol and Guidelines for identifying the functional needs of a hearing impaired or deaf adult (Accredited with 5 CPD points from HPCSA)

General training on hearing loss available for NGO's, NPO's, individuals & family members:

- Live to the full despite hearing loss
- · Communication and etiquette
- Music Appreciation sessions
- · Fatigue and Anxiety Management
- Assistive Devices and Technologies

Advice on Assistive devices & communication support

Access assessments of environments, programs, products & services

Acoustics & noise control in cooperation with TMB Acoustics

tmbacoustics@gmail.com

Hearing protection

Mediation: Regarding the inclusion of persons with hearing loss in workplace, educational institutions, etc.

Hearing screening for adults in co-operation with HearX Group

www.hearxgroup.com/ Screening equipment is sponsored by Edit Microsystems: info@editmicro.co.za



Partnership statement

The NCPD and the HearX Group are excited to announce their partnership to promote the concept of 'every person has the right to know their hearing status'. We are joining forces to encourage hearing screening amongst adults in South Africa within the structures and activities of the organisations. Hearing screening is a quick test that gives a 'pass' or 'refer' result and is used to determine whether referral for diagnostic testing at a registered healthcare professional is required.

We are excited about breaking the stigma and barriers associated with hearing loss.

RSG 20 YEARS On Sunday 10 November 2019, RSG celebrated 1 000 episodes of 'Leefwerled van die Gestremde', a weekly program that offers a platform to Persons with Disabilities, as well as persons affected by disability matters to empower themselves, discuss matters of interest and highlight the acceptance and inclusion of everyone. The first program was broadcast in 2001 from Bloemfontein.

On Friday 8 November 2019 Ms Therina Wentzel-du Toit and Fanie Du Toit as well as a few members from NCPD presented a special award to RSG in recognition of the important work that the radio station does to change the mindset of the public through its programming of and for Persons with Disabilities. The co-presenters of the program, Jacqui January and Fanie du Toit also recorded a special program which was broadcast two days before International Day for Persons with Disabilities on 3 December.

Just like RSG, the SABC's Disability 360 is a means to equip and encourage the media to portray Persons with Disabilities in a way that is supported by the Convention on the Rights of Persons with Disabilities, which is an international human rights treaty of the United Nations intended to protect the rights and dignity of Persons with Disabilities.



Open Days

NCPD together with ACVV and the HearX group held an open day at the Drakenstein NG Kerk in Paarl.

It was a wonderful success and the programme for the day included:

- Free hearing screening tests for adults.
- A presentation by Fanie du Toit on "Live life to the full despite hearing loss".
- A presentation on Communicating with persons hearing loss.



HearX screening

This project was successfully launched with HearX screening equipment donated by EditMicrosystems. Fanie du Toit received training on using the equipment and once the partnership statement with HearX was initiated in January 2019, he began actively reaching out to organisations and conducting screening sessions.

Resource Centre Edit Micro Systems

A Memorandum of Understanding was signed between NCPD and Edit Micro where meetings are held twice monthly with persons with hearing loss in order to help them source assistive devices that will suit their needs. Under the MOU, NCPD has been granted full access to the resource centre.

Services & Programmes

Programmes Focusing on Youth with Disabilities

NYDA & NCPD Workshop Training

The National Council Of and For Persons with Disabilities (NCPD) collaborated with the National Youth Development Agency (NYDA) by conducting workshop training on the 6 June 2019. The main objective for the training was to see how the NYDA could assist and include youth with disabilities in their Annual Outreach Programmes.



The NYDA then embarked on designing a National

Youth Disability Framework Strategy. The purpose of the strategy is to provide guidelines for all key stakeholders regarding youth development with regard to including youth with disability.

Their strategy aims to further open opportunities for youth with disability and increase infrastructure access. It will also assist in defining the implementation of the NYP 2020 as a response mechanism to youths with disabilities.



Aims of the workshop

- To provide a forum for feedback
- To gather information about challenges faced by youth with disabilities regarding economic participation.
- To discuss vital issues that need to be integrated in the National Youth Disability Framework Strategy.
- To define the extent the youth strategy should reach all key stakeholders.
- To gain better understanding of necessary environmental changes required



The main objective for the training was to see how the NYDA could assist and include youth with disabilities in their Annual Outreach Programmes.

Outcomes of the Workshop

Economic Participation and Transformation

Through interactions with youth with disabilities we found out that some may or may not participate economically because of standard of lifestyle, i.e. they may have to use their grant for maintenance of their home. However those who can participate generally struggle with access unless they are physically more mobile.

A lot of youth with disabilities are facing challenges when it comes to finding job opportunities. Many graduates settle for reception and/or administration jobs as companies offer only those positions to Persons with Disabilities.

There is a high rate of unemployment among Persons with Disabilities in South Africa owing, but not entirely attributable to, their lack of skills. Companies looking to appoint Persons with Disabilities for learnerships of 12 months, often don't offer a permanent appointment afterwards, but unstead reshuffle candidates yearly. Unfortunately companies also tend to prioritise appointments of Persons with Disabilities for those under the age of 35.

Many companies:

- · tend to focus on employing wheelchair users and ignore those with other types of disabilities
- self-determine that the person is incapable of performing certain duties in the workplace, without consulting the person directly
- ignore the stipulations of the Labour Relations Act and the Technical Assistance Guidelines on the Employment of Persons with Disabilities

Social Cohesion/ Arts

- Accessible transport is a major problem for Persons with Disabilities; it is a challenge for youth with disabilities to attend after-hour's art events as they struggle with transport at night.
- In most cases it is difficult to find casting agencies who will consider employing Persons with
 Disabilities, as they would rather employ an able-bodied person to play the role of a Person with a
 Disability. Accessibility is also a major problem.
- Theatres and cinemas are also not accessible in terms of architecture, lighting and captions / assistive listening devices

Education and Skills Development

- The inclusion of children with disabilities in mainstream schools is still a struggle (where appropriate).
- · Many youths feel they only needed for Learnerships, as opposed to permanent employment.
- Not every person with a disability can attend school, depending on the nature of their disabilities.
- There are insufficient schools equipped to teach trade skills like Welding, Upholstery etc.
- ELSEN schools are often filled to capacity, and while ordinary schools may have space, they are not accessible for children with disabilities in terms of their physical, communication and information needs. This results in the exclusion of many children with disabilities from quality education.

Health and Well Being

• Queuing at clinics for Persons with Disabilities is handled appropriately (with priority given to them) but there is no option for home visits by doctors for persons with severe disabilities.

- There are insufficient assistive devices in public hospitals and clinics.
- Youth with disabilities must be included in awareness campaigns on health issues, such as HIV/AIDS, drugs, mental health, and so on...
- Often girls and young women with disabilities are excluded from reproductive health care and education.

Samsung

Samsung initiated training for 30 youth with disabilities in the NCPD's Skills, and Job Seekers Programs, with job placement of Persons with Disabilities within their organisation being their goal. Ultimately nine candidates were placed after training had been successfully completed. We take huge pride on making a impact in the lives of other people.





2J Harmonix's Book Launch

NCPD made it possible for a young artist with disabilities, 2J Harmonix, to launch his book at the Pierneefteater in Pretoria Gezina. The theatre is accessible and can accommodate Persons with Disabilities comfortably. Amongst the Entertainers was 6 member band Trap Conviction consisting entirely of wheelchair users, who are up and coming Hip Hop stars.

The book launch was sponsored by Cordis Trust, a Private Trust formed and funded in 2000 by Fanie Marais in memory of his late daughter, Mardene; to uphold her life values of compassion expressed through poetry and prose based on Christian principles.

Disability Awareness Day for Momentum Health

The National Council conducted a Sensitisation Assessment with Momentum employees entitled "Work in my Shoes". The aim was to educate workers on different types of disabilities and challenges in the working environment.



Information & Enquiries 🖊

Disability Information and Enquiries



The purpose of this service is to provide information on NCPD's function, services and activities, as well as matters that deal with the various aspects of disability.

NewsFlashes

The NewsFlashes are now back on track after a short break at the end of 2018. There was no mailing list to speak of but this has been built up using Casual Day and Nappy Run databases, Provincial Associations and Directors, and NCPD Board & staff and is currently circulated to 475 people each month. Legislation now stipulates that individuals must sign themselves up to receive regular communication, so a "Subscribe here" link has been placed in the NewsFlash for use by anyone receiving a forwarded version from a friend or colleague. A link to the NewsFlash is placed on our social media platforms as well, and we are slowly receiving subscription requests.

Social media

An important part of NCPD's services is providing information on disability issues, not only to the public at large, but also to Persons with Disabilities. This includes:

- Raising awareness of Persons with Disabilities and their rights
- · Addressing stereotypes & highlighting inequalities
- Advocating for the upholding of human rights
- · Providing information on upcoming events as well as feedback on the outcome thereof
- Providing information on NCPD's activities and services

Our social media platforms are an invaluable resource with which to reach a large amount of people, organisations, government departments and lobby groups, both national and international.

There are regular posts to all our social media platforms using information using information on events or developments as forwarded by staff members, training opportunities, surveys, announcements. We also cross-post important information from other organisations, especially when they are relevant to our beneficiaries.

SADA (South African Disability Alliance) and their member organisations are shared if they are thought to be relevant to our beneficiaries and followers, and these organisations often share our posts. There is also a close liaison with the Casual Day and Nappy Run pages, to reinforce our link and create greater exposure for all three entities.

Facebook is the largest source of enquiries. We receive messages and queries on this platform from an average of approximately 24 people per month, which are referred to:

- a) the relevant Provincial Associations, particularly Gauteng, KwaZulu-Natal and Western Cape;
- b) the relevant NCPD staff member;
- c) outside organisation dealing with that particular service.

Most queries are from Persons with Disabilities with questions on our services or their own situation and how we could help them. Facebook is by far our most used social media platform and is a valuable communication tool with the public.

Administration

Other administrative tasks include:

- a) Sourcing information and compiling the annual report;
- b) Comments on policy documents;
- c) Assistance with sourcing guests for radio interviews.

We look forward to continuing to expand our reach via social media to ensure that as many people as possible are reached with factual and topical issues on disability. Thank you to one and all who engage with us!



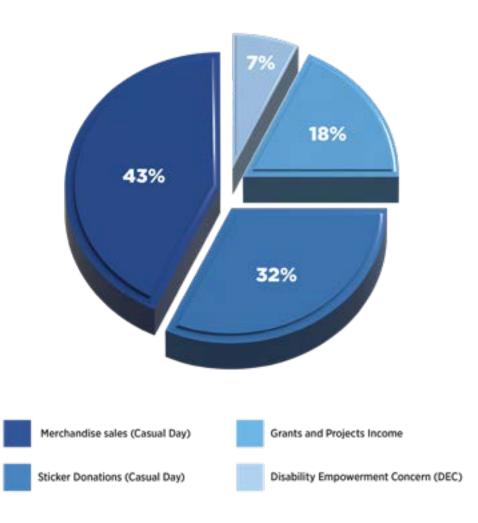
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Financials /

Income streams

for year ended 31 March 2019

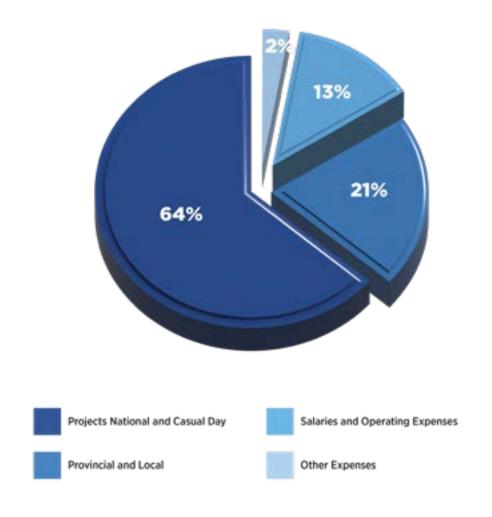
	2028-2019	Percentage
Grants and Projects Income	5 934 465	18%
Merchandise sales (Casual Day)	14 618 836	43%
Sticker Donations (Casual Day)	10 827 330	32%
Disability Empowerment Concerns (DEC)	2 375 000	7%
TOTAL INCOME	33 755 631	100%



Financials

Expenditure

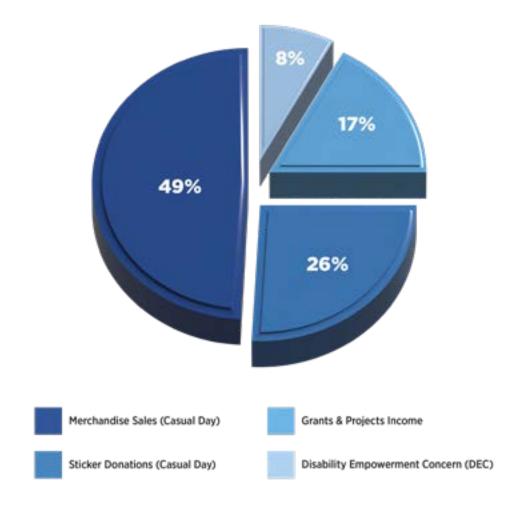
	2018-2019	Percentage
Projects National and Casual Day	25 866 708	64%
Salaries and Operating Expenses	5 189 736	13%
Provincial and Local	8 451 500	21%
Other Expenses	1 033 460	2%
TOTAL EXPENDITURE	40 541 404	100%



Financials /

Income streams

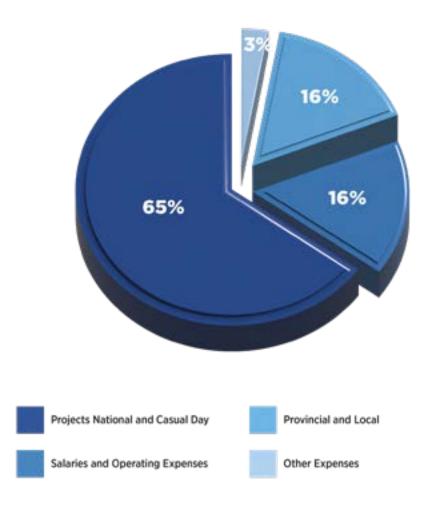
	2019-2020	Percentage
Grants and Projects Income	5 474 864	17%
Merchandise sales (Casual Day)	15 334 984	49%
Sticker Donations (Casual Day)	8 317 234	26%
Disability Empowerment Concerns (DEC)	2 520 000	8%
TOTAL INCOME	31 647 083	100%



Financials

Expenditure

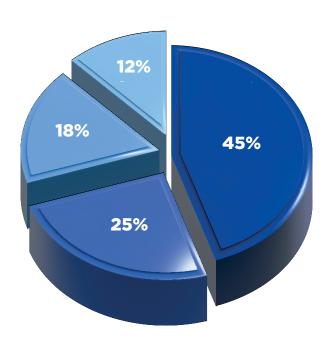
	2019-2020	Percentage
Projects National and Casual Day	27 531 481	65%
Salaries and Operating Expenses	7 012 170	16%
Provincial and Local	6 740 737	16%
Other Expenses	1 160 992	3%
TOTAL EXPENDITURE	42 445 381	100%



Financials /

Income streams

	2020-2021	PERCENTAGE
Merchandise sales (Casual Day)	3,682,773	25%
Sticker Donations (Casual Day)	1,800,914	12%
Disability Empowerment Concern (DEC)	2,580,000	18%
Grants and Projects Income	6,568,351	45%
TOTAL INCOME	14,632,037	100%

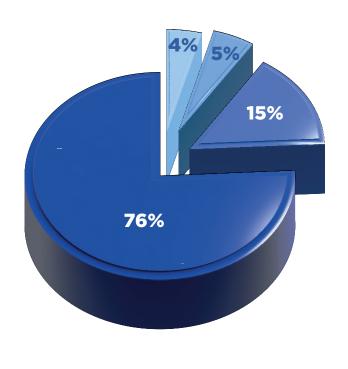


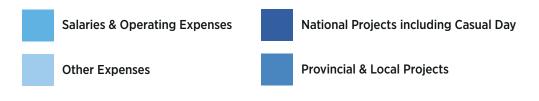


Financials

Expenditure

	2020-2021	PERCENTAGE
Salaries and Operating Expenses	3,625,980	15%
Other Expenses	848,029	4%
Projects National and Casual Day	18,443,165	76%
Provincial and Local	1,226,058	5%
TOTAL EXPENDITURE	24,143,232	100%





Associations of and for Persons with Disabilities

Eastern Cape Provincial Council of and for Persons with Disabilities

We realised during this past financial year that our sources of income are inadequate to meet our provincial expectations. Costs arising from travelling to, and meeting with, our affiliates remain the highest annual expenses. During a Special General Meeting a decision was taken to reduce the number of affiliates in the province and include projects in their area of operation as part of their mentorship and development programs. Rehab East London assisted with the process to find more affordable accommodation, with savings redeployed to sustain development programs within the province.

We were grateful for the funding contribution from the NLC as part of a NCPD initiative. This enabled us to empower 60 learners in beadwork training in the OR Tambo area, supply machine equipment and rent office space for Boundless in the CBD area in Graaff Reinet to increase sales of their own manufactured products. Training on basic financial practices, Disability Rights and Disability Etiquette was also presented as part of the funding initiative. A successful Casual Day roadshow was also hosted in Mthatha.

August and September are synonymous with Wheelchair Wednesday in Nelson Mandela Bay. This year celebrates the distribution and handover of 1000 wheelchairs over the past eight years. This is truly a special achievement and we congratulate them on this milestone. The current economy, Unions and COVID-19 epidemic placed an extra burden on their operating costing cost, but they remain positive and are in the process of evaluating new endeavours. Brain Bezuidenhout retired after 13 years in the disability sector and Cecilia Fourie was appointed as his successor. Brian's experience and contribution will surely be missed.

Moving forward we have to stay positive and focus on thinking out-of-the-box; supporting working relations partnerships with others are ways to keep our ship sailing. The worsened economic climate and COVID-19 pandemic will put more pressure on the real challenges in a new "global" society. We have to unite to seek new opportunities in order to be prepared to serve and save the disability sector.



Associations of and for Persons with Disabilities 🗸



APD Free State

South Africans commemorated National Disability Rights Awareness Month in 2020 between 3 November and 3 December.

The aim of this campaign was to inspire hope and confidence in the ability of all South Africans to work together in addressing the challenges faced by Persons with Disabilities. The campaign also raised awareness in promoting and upholding the rights of Persons with Disabilities.

To show our solidarity in support of this annual campaign and those living with disabilities, the Association Of & For Persons with Disabilities: Free State joined a well-organized march through a section of our city centre in Bloemfontein.

With smiling faces, both abled and disabled, championed through the streets to shine light on this very important event.







Associations of and for Persons with Disabilities

APD Gauteng (GPAPD)

To make a positive difference in someone's life impacts positively on everyone else around them. GPAPD continues to render Social Work services in an attempt to achieve this goal, through our Head Offices and 4 sub- offices situated throughout Gauteng. Services in Tshwane are concentrated primarily in the protective workshops and services from the other offices are rendered based on the requests received.

1. Individual Counselling & Psycho-social support

Our service users are mainly people with physical disabilities who face many difficulties as a direct result of their disabilities. Many of them live in dwellings and surroundings which are totally unsuitable and this does not help with their mobility. Social Work staff members continue to liaise with the Department of Housing on behalf of the service users.

Parents of children with disabilities are now more aware of the needs of their children as a result of awareness and sensitization sessions and group work done with parents by our social work staff members. Many parents have registered their children with the Department of Education for placement at schools, while children continue to attend the local day care centres, waiting for placements at suitable schools. Transport still poses a huge challenge for our service users. Waiting lists for assistive devices at hospitals and clinics remain long, but GPAPD was fortunate in using donations and surplus funding from the Department of Social Development.

2. Groups

Group work brings together participants who share common problems to find common solutions. Different types of groups were conducted by our social work staff, including income generating groups, educational and support groups as well as psychosocial groups which involved Persons with Disabilities and in some instances, family members.

3. Education/ Awareness and Sensitization Programmes

Staff are actively involved in the Education and Awareness Programmes at schools, clinics and special events. We held sessions at many primary schools in our area where children are still eager to make a difference. Some of our service users have become self- advocates and conducted the sessions with our staff.

We worked in partnership with other service providers to conduct awareness during the Human Rights month, Child Protection Week and 16 Days of Activism against violence towards women and children.

4. Employment / Learnership Placement

Screening and preparation before placement of candidates.

5. Parking discs / Motor Vehicle Rebates / Beach Permits

25 Applications for Parking Discs in Ekurhuleni were processed during the period under review. Legislative changes have resulted in the project being held in abeyance since October 2019 but further discussions are continuing to establish a way forward.

6. Networking / Capacity Building / Training

During the period under review we have networked with a number of NGOs, CBOs, Faith Based Organizations as well as the Government Departments in trying to improve the quality of life of people with disabilities in Gauteng. Due to the lack of funds, most of the staff training has been done within GPAPD and our National Council.

7. Co-ordination and Member Development

GPAPD currently has 26 affiliated Member Organizations and 8 Developing Member Organizations under its auspices, to which we offer guidance, mentorship, support, capacity building, linking with relevant resources, provincial fundraising, policy development and training, joint lobbying and advocacy. Services to our Members have been intensified with the appointment of a dedicated Branch Coordinator.

The APD Gauteng North (APDGN) structure houses the 6 Member Organizations situated in Tshwane providing them with ongoing support, guidance and serves as a communication channel between GPAPD and these members. We are extremely grateful for the resources and assistance provided by APD Gauteng North.

8. Poverty Alleviation / Provincial Fundraising

Protective Workshops

Protective workshops operating within affiliated member organizations are assisted with training and supported in identifying gaps in marketing, networking, showcasing and selling their products at every available opportunity, thereby improving their income generating opportunities.

Provincial Fundraising Drives / Special Events

GPAPD's Member Organizations continue to be included in the following Provincial Fundraising drives:-APD Badges, Second Hand Clothing Shops, Nappy Run and Casual Day. GPAPD achieved 3 Casual Day awards for the year under review.

GPAPD also attempts securing donations of assistive devices which then either benefit GPAPD clients or those of member organizations. GPAPD wishes to place on record our sincere appreciation to all our donors and sponsors for their support in cash or kind, and for supporting our fundraising efforts.

Associations of and for Persons with Disabilities

APD Limpopo

APD Limpopo increased its efforts and involvement regarding the development of our community-based projects in the rural and deep-rural areas. During our visits to and evaluation of our existing community-based projects, we identified four projects that had the potential and capacity to be developed into fully fledge Branches of APD. The idea was that they expand their existing services to include the services currently delivered by APD. APD's responsibility would be to capacitate them with the necessary skills to do so, thereby empowering them to deliver more services to Persons with Disabilities in their areas.

The four projects that have become fully fledged Branches of APD are:

- · Leseding in Sekhukhune District
 - Leseding Protective Workshop is situated at Vergelen C next to the new Jane Furse Hospital in the Makhudu Thamaga Municipality of the Sekhukhune District. They have a Protective Workshop (farming, beadwork, sewing, flower arrangements and baking), Stimulation Centre as well as a Residential facility.
- Tshwaranang in Mopani District
 - Tshwaranang is located in the Greater Tzaneen Municipality in Kgopo Village of Khujwana. They have a Protective Workshop (vegetable and chicken farming as well as making uniforms for local schools) and Stimulation Centre.
- Thobela in Waterberg District
 - Thobela is located in the Mahwelereng near Mokopane. They have a Protective Workshop (vegetable farming) and Stimulation Centre.
- Botlokwa in Capricorn District
 Botlokwa is located in the Dwarsriver area. They have a Protective Workshop (vegetable farming).

APD has already provided/organized training to the above Branches as follows:

- Fundraising
- · Work and employment
- · Awareness and marketing
- · Effective use of social media
- Nutrition and planning of Menu's

In the next financial year, the following training will be provided:

- Financial/bookkeeping
- · Minimum Norms and Standards
- Placement
- · Referral of beneficiaries to APD's social workers
- Accessibility

Empowering our newly developed Branches, APD not only capacitates them deliver more services but also makes these services accessible to Persons with Disabilities in rural and deep rural areas. The community is also mobilized to use their own social structures to provide a more effective service and achieve their objectives.

Associations of and for Persons with Disabilities 🗸



APD Mpumalanga (MAPD)

Our organization continues with the programs and services constituting the bulk of what we do; these being primarily social services funded by the Provincial Dept of Social Development. While much is being done, the organization wishes to do more to change the lives of and support persons with physical disabilities and their families. Here follows the highlights of the programs/events in which we engaged over the past year.

1. Job placement of Persons with Disabilities

One of our objectives is to ensure self-reliance of Persons with Disabilities as much as possible. One way MAPD does this is through our job placement program. Nine people from across the province were placed with several different employers, and who now have stable jobs and thus are able to look after their families whilst also contributing to the country's economy.

2. Casual Day

While MAPD has done well we have noticed that there is considerably less support compared to previous years. The sales of stickers goes a long way to assist the organization with running costs and awareness campaigns. We are looking forward to the current year's participation.

3. Nappy Run

Even though the event did not yield the best results, the organization managed to receive a handful of nappies and with the assistance of the NCPD further nappies were distributed to our centres. Pictured below are centres that benefitted from the project:







4. Wheelchair Drive

Our clients beneftted from our different projects such as wheelchair drive.

5. Donations

Although the general economy is struggling, local businesses find a way to support our centres e.g. Old mutual in Arconhoek donated R10 000, Capitec donated furniture, LSO the DOE donated stimulation toys.

6. Scholarships

Six beneficiaries received scholarships through the Office Administration Course at ATTI College generously funded by Zamangwane Water Technology.

Associations of and for Persons with Disabilities

APD Upington



Diversity sports program

The purpose of the program is to bring together different communities, promote diversity and raise awareness of Persons with Disabilities within these communities. Sport has the ability to unite people as well as demonstrating that Persons with Disabilities have the capability to participate in different sporting codes.

Target groups: It was necessary for the organisation to target the ordinary members as well as Persons with Disabilities to ensure people are given the opportunity to interact with each other, using sport. The APD board invited the MUSTANGS wheelchair rugby team from Bloemfontein who are national champions. We challenged the business sector and government departments to participate via registering to play as opponents versus a team of Persons with Disabilities.

Intervention: Different business sectors and Government departments in Upington were invited to participate and enjoy the day along with Persons with Disabilities.

Planning Team: The organising team that planned the event were the officials of the APD as well as the committee members of the organisation.

Sporting codes: Wheelchair Rugby , Boccia, Table Tennis

Attendance: The organising team invited most of the local businesses and government departments to participate in the program which was also a fundraising opportunity for the APD. Different sponsors contributed to its success; by donating meals and drinks for all the participants, as well as products to sell at the kiosk. The teams also received sponsored wheelchair-friendly accommodation. Sadly none of the invited govt. departments attended, though local businesses made the effort and participated. We'll have to work very hard getting local government on-board to support programs of Persons with Disabilities. Those that did take part, enjoyed interacting with Persons with Disabilities in the various sports. Children also got the chance to do sports in a wheelchair, as well as competing with provincial champions in table tennis, they even learned a new sport – Boccia. The neighbouring school had their sports day as well and watched across the border and showed much interest and will definitely be included with the next sports day.

In closing: The diversity sports day program was a first attempt of APD organising a program of such magnitude, and we plan to arrange more programs in our communities which raise awareness on Persons with Disabilities.

Associations of and for Persons with Disabilities 🗸



APD Western Cape

Ukhula is a Xhosa word that means "grow" or "to grow". It speaks of change; the action of increasing; to become stronger; to expand or to advance.

Persons with Disabilities are often deprived of or have limited opportunity for growth due to inaccessibility, attitudes, stigma and other societal barriers.

In response to WCAPD's vision of an inclusive society in which Persons with Disabilities are equal and active citizens, the UKHULA programme was developed. The aim of the programme is to make individuals see growth and development within themselves, their community and the bigger society. For them to plant a seed that could germinate, grow and evolve as they discover their hidden abilities and talents; and in turn can impact others around them to learn that they too have a voice and life purpose.

The WCAPD Ukhula programme consists of two parts. The one part is mainly to be used and implemented by social work staff with adult clients in the community or in centres, such as Protective Workshops. The other part, called the Ukhula Play & Learn Programme, is to be used with children with disabilities - either in Special Care Centres or with groups of children in the community.

The content and sessions of both parts can be adapted according to the specific clients to whom it is presented.

Purpose:

The purpose of this training programme is to equip social workers as well as social auxiliary workers with the necessary knowledge and skills to implement groupwork. The Ukhula programme is based on the principles of neuro-linguistic programming and adult learning and therefore social workers requires a unique set of knowledge and skills in order to implement the programme effectively. The Ukhula groupwork themes focusses on:





Forever in our hearts /

In Memorium



Nothando Kwaramba

It was with heavy hearts that we took our leave of Nonthando Kwaramba, a long-standing staff member of ours for the last 15 years, who passed away suddenly on 26 February 2020. A dedication by Therina, our National Director follows:

"It's not easy to say goodbye to Nothando with whom we have worked since 2009. We have lost such a beautiful mother, wife, sister, colleague and friend! In greeting our Sister farewell, we experienced so much emotional pain brought about by her death, but we are comforted by many beautiful memories. I have chosen just a few of the special characteristics with which Thando blessed us. Loving and Caring... a woman who loved and respected her family beyond comprehension and cared so much for all her colleagues.

She would often (sometimes confidentially) quietly bring the challenges of other colleagues to my attention, and then follow up if I am doing something about it! She would make suggestions on how to support colleagues and had so much understanding of people's diverse challenges... never judging anybody and always trying to put herself in other people's shoes. Lovable... nobody could know her and not love her. A smile that could open doors and a warm inviting personality. She was fondly referred to as the face of NCPD.

Patient... working as my secretary is not the easiest thing at all; diary appointments are constantly changing, the workload is large and the hours long, but she always made it work. Even during those times when I was frustrated with the changing goalposts, Thando would remain calm and handle the change. Multi-tasker... Thando knew how to prioritise and put first things first. It sounds much easier than it is! She was also aware of her own strengths and weaknesses, and was able to do her work accordingly. Confidentiality... Thando worked with extremely confidential info and we always felt that it was safe with her. Many people confided in her because of her ability to listen, to support and not share with others. She knew literally everything about me and understood me well, supported me during the most difficult times in my life and did so from her heart, not because it was her job.

We do not understand why God has taken her, and we know that we are not meant to understand. However, we have concluded that God needed her more than we did and we know she is now free. We miss her dearly every day and our thoughts are warmly with her husband Prince Kwaramba, her two beautiful young children Taffy and Ruru, as well as her mother and siblings. Until we meet again Thando!" - Therina Wentzel - du Toit.



Saras Naidoo

Our thoughts and prayers were also with Dr BT Naidoo, our past Chairperson of many many years, whose wife passed away during 2021. Saras was a quiet and graceful presence at Dr BT's side at our events and functions, supporting both her husband and NCPD's work. Those of us who remember her will surely miss her calming presence.



CONTACT US

82 Andries Pretorius Rd, Edenvale, Johannesburg, 1609

+27 11 452 2774

email: therina@ncpd.org.za

www.ncpd.org.za

NPO no. 000-923



Tri-Annual Report

2019 - 2021