

CONFERENCE CONTENT

TUESDAY, NOVEMBER 30

TRANSCRIPTION OF THE DAY 1 PRESENTATIONS



A D E C A D E O F D E M O C R A C Y
Achievements, Practices, Challenges & Partnership

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WELCOME AND INTRODUCTION**CONFERENCE CHAIRPERSON, SHANAAZ MAJIET**

To Government, which I'm very proud to be part of. We've also got a list of exhibitors which is reflected in your Programme and we'd like to encourage you to please, during the proceedings of our three days together, to do visit all of the different exhibitions. They've got a wealth of information and possibilities for networking to offer you. I'd would like to call your attention to the key message, that we would like for you to take out and that this Conference calls upon us to take heed. The principle of equal rights for disabled and none disabled implies that the needs of each and every individual, are of equal importance, that these needs must be made the basis for each of the, how we plan our societies and that all resources must be employed in such a way as to ensure that every individual is indeed offered an equal opportunity to participate and I quote from Paragraph 25 from the World Programme of Action, concerning people with disabilities. Now colleagues, that's the call on which we are gathered here today - to indeed ensure that we start to influence the way we plan and organise our society that it indeed provides *ACCESS* for all.

THE THEME OF THE CONFERENCE

The theme of the Conference, it's about achievement, it's about best practice, it's about challenges and partnerships and we are gathering here around a theme that have gathered us, that have built momentum over the last three decades within the Disability movement globally, nothing about us, without us and that's also the International Day of Disabled Persons theme and you know both how emotive and how a strong statement it is, "Nothing about us, without us", right? And that really sums up both the spirit in which we are gathered here as partners in development as activists for building a more inclusive society.

THE AIMS OF THE CONFERENCE

The aims of the Conference is for us to celebrate, we want to celebrate our decade of freedom as South Africans, we want to reflect back on what have we achieved as a Disability, as a people, as South Africans and what does that mean for the next decade ahead and how do we influence the Government Agenda, how do we ensure that it's implemented at a practical level. We would also want to ensure that we capitalise on the benefits of our Democracy and ensure that through the participation of disabled and non-disabled people we deepen our Democracy in our country. We would also like to reflect on what has been

the effect of our Democracy, been on people with disabilities, what has been the impact. Do disabled people have better *ACCESS* to ensure equal participation and benefit in mainstream society, right? We also want to look at *ACCESS 2004*, the National Conference and take stock of *ACCESS*-related achievements and best practises benefiting people with disabilities and therefore set the Agenda for the next decade.

The next aim is around confluence, where the *ACCESS 2004* coincides with our decade of Democracy celebrations and also the International Day of Disabled Persons, that we are celebrating on the 3rd of December every year and how do we use this as a strategic moment to reflect and confirm and reinforce our efforts for the next decade. Integration and implementation we know as a country we've realised our President has emphasised it on numerous occasions, part of our most significant achievements over the past decade on the policy and legislative front has been that we've put in place some of the most progressive, some of the most groundbreaking and pioneering pieces of legislation and policy, however the challenge remains with the speed and the quality of our implementation and aligning our resources and our Human Resources capacity within Government at all its levels to ensure implementation is realised and hence us living the benefits of the intention and the spirit of our Constitution and various pieces of legislation.

THE THIRD THEME – ASSESSMENT GOAL SETTING AND PARTNERSHIP BUILDING

The Third theme, is around assessment goal setting and partnership building, now we know this is a formidable task, because we are talking about transforming our society, transforming our world and we cannot do it alone, as people with disabilities.

There's a partnership with Government, a partnership with Civil society, a partnership with each of the organise sectors within our society and a partnership within the Disability sector, a partnership with the private sector and we would like to reflect on how are we doing, are we exploiting the opportunities for partnership, are there certain areas that we are not pursuing with the greatest vigour and strategic aggression that we need to have.

PERSISTENCE

Persistence - we as a disabled movement have consistently demonstrated our political will, our commitment our drive during the pre-'94 period and being part of the Liberation struggle. We have participated and worked hard during the first decade of Democracy to start to, to transform how our Government understands its responsibility towards human rights for people with disabilities and how our Government has proactively

and positively responded, but we have not arrived yet. We have not come to the end of our journey and hence, we need to muster the energy, the strategic focus and the leadership to persist and achieve the goals for the next decade and beyond.

KNOWLEDGE-SHARING

Knowledge-sharing, is another formidable pillar that brings us together, how do we ensure that we strengthen the Disability movement in South Africa, Southern Africa on the Continent in particular, to share our knowledge, to share our achievements? South Africa is hailed and respected on the Continent and indeed in the world for the progress that we *have* made on our integrated National Disability strategy within the context of our Constitution and many First World countries are looking at us for our achievements that we have managed to make on the Disability front in particular within our first decade and many countries like the United States, like the European countries have taken them at least 20, 30 years to get closer to what we've achieved in but only the first decade, and I would like us to not under-estimate our achievements, because I think we've got a tendency as South Africans, to under-estimate our very own achievement and focus just on the negative, and part of the theme - we say we want to celebrate and affirm ourselves and move forward on that basis.

A NETWORK OF FACILITATORS, OF CHAIRPERSONS FOR EACH ONE OF THE SESSIONS

Now we've come here also to do some hard work friends and colleagues and Comrades, and we've got some outcomes that its our job to help us achieve, we've got a network of Facilitators, of Chairpersons, of Facilitators for each one of the Sessions that we going to help us, keep us focused and on track so that indeed we can say that this has been a productive gathering, its been a gathering that helped us to focus us towards achieving the following outcomes.

FOUR OUTCOMES THAT WE MUST ACHIEVE

Now there's four outcomes that we must achieve –

- 1) The first is, we must generate information for the development of a full report on *ACCESS*-related achievements and best practice over the past ten years, coinciding with our decade of Democracy our very first and precious decade of Democracy and identify the challenges that remain and that must guide us towards the next 10 years.

- 2) The second outcome is, we must form partnerships and links towards Programme implementation through knowledge sharing, skills building, expertise, best practice and list a range of innovative opportunities from both a National, International, Provincial and Local context.
- 3) Third outcome - we must successfully place *ACCESS* and barrier free design towards equal participation of persons with disabilities on the main stream Agenda and to ensure that it's clearly visible and located on the National Programme of action and that each sphere of Government - Local, Provincial, National *and* Regional, clearly understand their roles and responsibilities towards realising that.
- 4) The fourth outcome - we must assist in shaping the National Provincial and Local *ACCESS* Programmes following from our integrated Disability strategies and linked to our African decade, for persons with disabilities.

So colleagues, what I'm saying in conclusion, we need to understand our responsibility over the next decade within the context of what needs to happen at Local Government level, what needs to happen within our particular Province and in each one of the other eight Provinces, what the National scene is, but contextualise that within the context of our African decade on the persons, for the persons with disabilities.

With that few words I would like to just give you an outline of what our three days are going to be.

This, today we are going to have a series of input Sessions, chaired by each Facilitator. My role will be as Overall Chairperson for our Conference. I will introduce each Facilitator and hand over to that Facilitator to manage the proceedings for each input Session. I'm going to ask your co-operation that we are good with managing ourselves and when you are called back to Sessions that you take personal responsibility for being, I want to thank you for being punctual this morning and apologise that we started 15 minutes late, but we will indeed try and catch up and manage our time and respect your time in turn as well and I am extremely excited by the quality of Programme that's been put together and the range of partners that will be engaging us on these issues and I'm going to trust that each one of us will indeed make sure that this is a successful Conference, that each and every one of you actively freely participate, share ideas, offer your constructive criticism and help us guide in the right direction so that we can indeed achieve our outcomes.

Colleagues, thank you very much for being here, this is an important occasion for us, in setting the scene forward and I'm now going to hand over to my Facilitator for the first Session, Mr Marius du Randt, a fellow colleague in the Provincial Government within the Western Cape. He's our Chief Director in the Office of the Premier and I'll ask the he just share a bit of new information with us in this regard and help us to manage our First Session. Thank you very much. Over to you, Marius.

SESSION 1: 09H00 – 11H00

OFFICIAL OPENING

SESSION CHAIRPERSON, MARIUS DU RANDT

Thank you for the kind Introduction. It's always difficult to speak about yourself, but just to inform you that I've been part of Government for the last 27 years and 11 months, with a variety of departments for the last 10 years, part of the Provincial Government. I started at the Premier's Office in 1994 and for the last two years being responsible for what we call Human Rights Programmes, which includes, youth, gender, Disability, moral regeneration and also the International relations of the Province. It's a privilege for me to be here, to be part of this Panel as well and if I may, Chairperson, just steal a little bit in terms of marketing and thank my Department, my component who for the last two years actually started the First Bi-annual Conference in 2002. This is the second one and I would like to thank Marie Hendricks specifically for her determination to host this Conference and its gone from strength to strength and I thank you for that.

From our Cabinet we have received leadership, support and from our stakeholders likewise, I would like to thank you as well.

From my side, I've actually four things to do this morning –

- One is to acknowledge our Conference Chairperson
- to introduce our Speaker of the Day
- also to introduce our Facilitators for the appreciative enquiry, which I will do later

And then the nice part is that I will send you off for Tea at about 11 o'clock.

Chair, the people tend to forget the role that a Conference Chairperson or Programme Director plays and from my side I would like to change that and to acknowledge the role that you've played this morning and also the role that you will play during the whole of this Conference. She probably needs no introduction, but for those who don't know her and I think a few, especially our colleagues from, from abroad, which the one I see over there, which I would like to acknowledge, welcome to this Conference.

Shanaaz is an Activist, a Social Entrepreneur with a passion for Gender Equality, Children's Rights and committed to working for Disability Rights. She has a wealth of knowledge, of experience and expertise in the fields that I mentioned and has recently been appointed as Head of the Department of Local Government in the Western Cape.

Thank you for being here, thank you for your guidance and your leadership today as well as your participation and could I ask you for a big round of applause for Shanaaz. {Applause}

My second task is to introduce our Speaker here today. Probably also doesn't need to much introduction, but Social Worker and Minister of Religion if I might just add, being part of the Provincial Cabinet and working for the Premier in his Office, tasked with a lot of important things to do. Former President also of the South African Council for Social Service professions, currently on leave of absence as a Social Professor from the UCT Department of Social Development, specifically to serve as the Chief of Staff in the Office of the Premier.

Ladies and gentlemen, can I introduce Dr Lionel Louw. Thank you. {Applause}

SPEAKER, DR LIONEL LOUW
(DELIVERING THE SPEECH ON BEHALF OF THE PREMIER)

Thank you very much, Marius, Shanaaz, ladies and gentlemen.

I am standing here because the Premier is in Pretoria at a Meeting in the Presidency. It's a Meeting that convenes from time to time composed of the all of the National Cabinet Ministers and the Premiers of the nine provinces. It's the Presidential Co-ordinating Committee and that's the reason why the Premier is not able to be here. I am simply the messenger to convey the message that the Premier would have conveyed had it been possible for him to be with you. We want to congratulate our colleagues with the work that has been done in preparation for the Conference and we wish you well over these days as you undertake the varied activities constituting the Programme for these days and that at the end of it, that those four outcomes that have been outlined by Shanaaz, would have been achieved and also so much more that could be achieved when so many different ideas, heads are put together and we crystallise a Programme of Action out of the coming together and then Conferences are also wonderful opportunities for networking and the exchange of ideas that will occur during the course of the three days that you will be spending together, we trust will be enriching to all of you as you go back to your respective places of work, of engagement with communities, with colleagues, with others, with society and that a difference would be made to the quality of those interactions based on the fact that you have been here and participated in the Conference, networked with colleagues and that you could feel inspired as you leave here after three days. It is with those kind of words that we from the Office of the Premier want to add to the words of Welcome, particularly to those who come from outside of the Province, but also express our appreciation for our compatriots of the Western Cape who are here deliberating with colleagues over these three days.

Now the first *ACCESS* Conference held in 2002, was a remarkable success. It was a groundbreaking look at all of the aspects of Disability in the Western Cape and South Africa. *ACCESS 2004* will build on that framework by expanding the scope of its exploration offering more focussed workshop Sessions and through investigating the more most appropriate application of best practice models.

The vital objectives of this Conference, are to take a critical look at the progress that has been made on Disability to identify the challenges that remain and then based on both of those things, to chart a way forward.

Over these three day days, you will explore *ACCESS* for people with disabilities in all senses of the word. *ACCESS* means physical *ACCESS*, but it also means the equal right and facilitated support where necessary to ensure equal opportunity in all aspects of life in South Africa and I just think about Shanaaz and the article that appeared in one of the women's magazines a few years ago and how often I use that article in interaction with others to say that even as a person who has a Disability, you have the same rights and the rest of society should acknowledge that and should treat persons with Disability with the same respect, that persons who do not have those disabilities are treated in our society and so you have a message that goes beyond just the Disability and we in the rest of society to be made aware of those rights and so we are not focusing purely on Disability, but also those rights equal to any other person in our society. We are committed to addressing the critical issues that face people with disabilities. Our vision of recreating the Western Cape as a home for all, depends in no small measure on this commitment. We are very pleased to host this event in the Western Cape and to share with you what we are doing to make a difference to the lives of disabled persons in our Province.

The Premier was asked to set the scene for the Conference and to give some strategic guidance in terms of the requirements for delivery over the next decade and so let us just think about the scene that we are faced with – the United Nations proclaimed 1981 The International Year of Disabled Persons. A major outcome of that year was the formulation of the World Programme of Action concerning disabled persons. According to review information available on the World Programme of Action Concerning Disabled Persons, more than 500 million people in the world are disabled as a consequence of mental, physical or sensory related Disability. In most countries, at least one person out of every 10 is disabled, and at least 25 % of any population is adversely affected by the presence of Disability. The causes of Disability vary throughout the world, as do the prevalence and consequences of Disability. These variations are a result of different socio-economic circumstances and of the different provisions that each society makes for the well-being of its members. Over the past years, disabled persons organisations all over the world have worked to reposition Disability as a Human Rights issue. This changing ethos has taken place within an international context, which finally gave rise in 1993 to the UN standard rules on the equalisation of opportunities for persons with

disabilities. The result of this is that a social model to Disability emerged that is based on the belief that circumstances of people with disabilities and the discrimination they faced are socially created phenomena and have little to do with the impairment of disabled persons. The Disability Rights Movement believes therefore that the cure, so-called cure to the so-called problem of Disability lies in the restructuring of society. Let me just digress a bit. Next Friday we will have one of the graduations at UCT and one of my colleagues and I supervised a student, who will be receiving her PhD and she comes out of one of those so-called paramedical professions and she said that she wants to come out of the medical model and look at the social model and what she did was to, she did a Master's Degree looking at persons who had suffered strokes and what she discovered in terms of the medical model, everything is put in place in Hospital - all of the capacities are worked with, maximised and then when people go home, so often the members of the family simply write off that person as being sick, unable to do anything for him or herself and all of the capacity building of the hospital is then lost and so what she did was to develop a whole Programme to reach out to those patients and a difference was made to their quality of life, just to emphasis that we are moving beyond the medical model and then what she did with her PhD for which she will be getting the degree next Friday, is to look at, took an area and did a case study of physical Disability and looked at the medical side of it and then raised the questions about the social implications and how that can be dealt with and developed a model which is very cost-effective of how simple adjustments can be made in order that physically disabled persons can enjoy a wonderful quality of life, went through that process and at relatively low cost could make those adjustments and demonstrate how it is possible for us to go beyond that medical model and to pick up on all of the other aspects at minimal cost that can enhance that quality of life and this is what we are saying, is that it's a Human Rights issue. It's a different issue altogether, away from being blinded by that physical or other Disability, a Human Rights and developmental approach to Disability should therefore focus our attention on the removal of barriers to equal participation and the ongoing elimination of discrimination based on Disability.

The goal must be that persons with disabilities experience equal rights and responsibility as any other citizen therefore has to play a full participatory role in our society. Many factors are responsible for the rising number of disabled persons and the relegation of disabled persons to the margins of our society, to mention but a few of these factors - poverty and the effects of globalisation and we see that in how the economy is structured. Wars, violence and the destruction wrought by violent conflict. The population movement of people as a result of economic, political and other reasons, the mobility of people from place to place, HIV AIDS is having its own impact on our society and on Disability and then we know and you may, much more aware of it, the inadequate and inappropriate services and the point of our student was to demonstrate how with minimal cost, one can actually transform the quality of life of disabled persons. Many countries have taken important steps to eliminate or reduce barriers to full participation. Legislation has in many cases been enacted to guarantee to a disabled person the right to and opportunities for schooling,

employment, appropriate public transport facilities and *ACCESS* to community facilities. To remove cultural and physical barriers and to proscribe discrimination against disabled people and Shanaaz has already referred to the fact that we have very progressive legislation on the statute book, but it come to the implementation of those Provisions where we are lacking. It has been a move away from institutions to community-based living. In some developed and developing countries, the emphasis in schooling is increasingly on open education with a corresponding decrease in institutions and the special schools. On our own Continent of Africa, in an effort to bring the actions of the international here to the African Continent, the AU declared 1999 to 2009, the African decade on persons with disabilities.

During 2003, the Disability sector in Africa, including people with disabilities and their organisations and representatives of Government from across the African Continent, attended their first ever Disability African Regional consultative Conference. This Conference focused on the three key issues facing the Disability sector in Africa. They are -

- 1) Firstly, the implementation of the African decade of persons with disabilities
- 2) Secondly, the linkages of disabilities into the NEPAD Programme to ensure that NEPAD's policies and Programmes incorporate Disability issues.
- 3) Thirdly and finally, the development of the proposed UN Convention on a comprehensive and integrated convention to promote and protect the rights and dignity of persons with disabilities.

The key strategic areas identified for the remainder of this African decade, are

- Firstly economic empowerment and here in South Africa and in our Province that is one of the top priorities, economic empowerment job creation how we can ensure that there are those employment opportunities
- Secondly, the provision of and increased *ACCESS* to social development
- And the third strategic area, the capacity building and empowerment of disabled peoples organisations
- And last but not least, the implementation but then monitoring and evaluation of implementation to ensure that progress is being made.

And so as we think about our own Continent and those strategic thrusts that have been identified for our decade, we are almost halfway into the decade and that challenges us and as you think about the outcomes of that, you want to achieve the Programme of action that you will undoubtedly formulate, it has to take into account these strategic thrusts that have been set for this decade to ensure that we not only achieve, but exceed the areas that have been identified and the scope of what we are able to achieve and so to steer

this process an African decade secretariat was established. It operates from South Africa and very proudly we can say that it has offices here in Cape Town.

In South Africa we celebrate 10 years of our freedom and Democracy. As a nation we are deeply aware of the challenge and achievement of this momentous landmark in our history. We have built solid foundations for the future as contained in our Constitution. There are reforms that have been instituted, economic growth is being sought and there is increasing national unity that is emerging out of this process of Democratisation that we have experienced in the last decade. The challenge however, to create work and to fight poverty stands foremost in the mandate given to our leadership as expressed by ordinary people in this year's third Democratic Elections. Our Bill of Rights and equality legislation guarantee freedoms and equalisation of opportunity to all South Africans. Apartheid laws have been scrapped and a volume of progressive developmental legislation have been introduced. Progress that we have made during this decade include the various Acts that have been passed by Parliament, including

- The Employment Equity Act
- Promotion of Equality and Prevention of Discrimination Act
- Building Regulations Act
- Mental Health Care Act and
- The Sterilisation Act

And so our legislator and the legislative branch has undertaken its work in putting on the statute book the necessary legislation to establish that statutory framework within which we can operate.

There are the Provincial Integrated Disability strategies that we can build on in our respective Provinces –

- There's the creation of the Office on the status of disabled persons in the Presidency and all of the nine Provinces
- There's representation of disabled persons in Parliament and in Government
- There's the introduction of a Dial-a-Ride transportation that operates here in the Western Cape
- There's the formation and strengthening of consumer bodies for the Disability sector at the Provincial level

And so for us here in the Western Cape, we are pleased to announce that a Policy Statement on the management of the employment, the development and career progression of people with disabilities, was implemented with effect from the 1st of October 2004 and so this is just to highlight that as we look at these glasses and some only see that they are half empty, we also need to recognise that they are half full and we

must celebrate the achievements that we have been able to achieve over these last 10 years. As already mentioned what other countries took much *longer* to achieve, we have been able to con::: into the first decade and if we were able to do that within the first decade, we have the capacity strengthened through these achievements, to achieve so much more in the next decade.

In the Western Cape we have the integration of the needs in support of disabled persons into our economic development strategy called “Ikapa Ethlimyo”, growing and sharing the Cape, which is a key challenge for us as Government and our social partners and those social partners include Business Organised Labour and Civil Society with Government. Within Government as we focus on delivering a holistic service within a developmental framework, all citizens have a partnering role to play to secure a better future and that’s why we talk about a home for all where everyone can find his or her place and we can cross those historical divides and find one another in this home for all. Many barriers remain, particularly for persons with disabilities. It is clear that the breaking down of many of these barriers require more from us, especially in a context of poverty and marginalisation. It requires attitudinal shifts and Programmes of implementation that will impact on people’s lives at the grassroots level. The task of a united and sustainable offensive by all sectors on poverty and the creation of jobs, are crucial in addressing the needs of disabled persons. Disability is too often caused by and/or aggravated by poverty and unemployment. Addressing these two issues within the context of supporting and developing the disabled in Africa, South Africa and in our Province, is an essential task that requires in-depth consideration on the part of this Conference and so as you deliberate over these next three days, we trust that from the deliberations will emerge a coherent, realistic, dynamic plan of action for the next five years the next decade as we celebrate what we have achieved, but also accept the challenges that are ahead of us.

May God bless you over these three days. Thank you. {Applause}

SESSION CHAIRPERSON, MARIUS DU RANDT

Thank you, Dr. Louw for delivering the Speech on behalf of the Premier. Once he digressed, you could see that he’s a wise man and that’s why he was appointed also as Chief of Staff. Thank you for being here today and may we also wish you the best of luck in your endeavours within the Office of the Premier also for this time that lies ahead.

SESSION 2: 11H30 – 12H45**UNIVERSAL ACCESS****CONFERENCE CHAIRPERSON, SHANAAZ MAJIET**

To my colleague, my fellow Head of Department from the Department of Public Works in the Province, Mr Thami Manyathi. I'm very pleased to introduce him for the past two months of working alongside Thami, I've got a new appreciation for the formidable role and complex job that he has and he's the most suited person to chair this particular Session for us and this formidable Panel that we have before us.

Thami, thanks for joining us at this 2nd Bi-Annual *ACCESS* Conference, we have an important partnership to build with you as a Disability sector and we know some of the issues that the Panel will be discussing are heart issues, are difficult issues, are hard issues, particularly looking at our World Cup pending and also looking towards our future of hosting our own very Para Olympics together with the Olympics somewhere in the future and what that all means for *ACCESS*. So Thami, over to you. Thank you very much. {Applause}

SESSION CHAIRPERSON, THAMI MANYATHI

Sorry I'm receiving a crash course here from Tony Ehrenreich, which is a bit unusual, because often times when Tony and I meet, it's for the purpose of him handing me a Memorandum of some sort in a protest action. In fact, I was a bit suspicious of the motivation by Shanaaz to get me to Chair this Session. I thought maybe she wanted to make it easy for Tony to hand me one of his memoranda, but I think that we're going to have a look really an interesting discussion this morning. We've got five people that are going to make input and each one of them, look, is going to get about 10 to 12 minutes to make an input and afterwards, if we still have time and I'm going to try very hard to ensure that we do have time, then any questions of clarity and so on from the floor will be entertained. Please do not fret. If we don't have any time here today, do not sweat. There's going to be plenty of opportunity for people to engage either with the Speakers, or with other people around issues of interest. So look, don't feel like if we run out of time, you don't have any opportunity to voice your opinion and share you thoughts with other people. The issue that we're going to be discussing between now and lunchtime is Universal *ACCESS* and my own Department plays a huge role in this regard, because in the Province we're responsible for Public Transport, we're responsible for all Government buildings and Government facilities. So we do play a role in terms of creating the built environment and I'm quite excited to be here this morning and I've listened to the input already made and I'm sure that there's a lot that from my Department to, we can learn and hopefully implement in improving the environment.

Without any further ado, I'd like to call on the first Presenter who's Benny Palime, who's a Deputy Director at the National Office of the status of the disabled person. Benny, if you can give us your input, please. Thanks. {Applause}

UNIVERSAL ACCESS SPEAKER, BENNY PALIME GOVERNMENT VIEW

The talk that I'm going to give to you, the brief input will basically be around setting the scene in terms of policy and I'll concentrate on four particular aspects.

1. First will be the Policy guidelines and the challenges
2. Second would be the Policy objectives
3. Third would be the Mechanisms for intervention and specific recommendations.

The way in which the environment is designed limits substantially the chances of people with disabilities to participate equally in an open society. If that environment is readjusted, the chances and opportunities will increase substantially. On the other hand, there are specific challenges that have to be dealt with by both Government and the sector as a whole and these are around

- limiting exclusion
- ensuring the Accessibility of built environment technology
- communications
- ACCESS to information
- Transport, etc.

4. the other important challenge is the challenge of resource availability.

Although it has been proven that the question of rearranging the environment to be Accessible, does not have much impact on cost if the design is done correctly. The other important challenge is to ensure that the Accessible environment brings ACCESS to service points for people with disabilities and increases the opportunities of reasonable accommodation at occupational levels, as well as service levels.

POLICY OBJECTIVES

THE MAIN POLICY OBJECTIVE

Chair, let me move on to the Policy Objectives. The Integrated National Disability strategy serves as a cornerstone of creating policies towards making the environment Accessible and therefore if we talk about

barrier-free *ACCESS*, we talk about removing barriers to equal participation and creating opportunities for full participation. The main objective therefore is to create an environment which is able to accommodate a diversity of needs for the entire population to move around freely and without any hindrance. That's the main Policy Objective.

There are specific mechanisms which can be used as levels of intervention at different levels.

SPECIFIC MECHANISMS WHICH CAN BE USED AS LEVELS OF INTERVENTION AT DIFFERENT LEVELS

1. First of all, we need legislation which is user-friendly for Public Servants in particular, as well as people who are in private practice who have to deal with Accessible environments.
2. Secondly, we need training programmes which will sensitise workers, officials and everybody else who is involved in Accessibility programmes.
3. Thirdly, we need a monitoring and evaluation mechanism which can be done through the Presidency or the Premier's Offices in different provinces and even cascade the same monitoring and evaluation system to the Local Government level, particularly with regard to integrated development plans, infrastructural development, etc.

One of the most important mechanisms is Capacity-building programmes, both at universities, technikons, colleges, etc. and this institutional arrangement can be made flexible in terms of the material that is being used for particular training.

THE INTEGRATED NATIONAL DISABILITY STRATEGY

Let me refer to Section 5, Chapter 6 of the Integrated National Disability Strategy, which brings out a number of recommendations in terms of barrier-free *ACCESS*.

The most important of these recommendations, is a recommendation which speaks to questions of consultation, as well as self-Presentation. We have to ensure that professionals are able to consult with people with disabilities in their different structures in order to finalise programmes, Accessibility Programmes that would assist to improve our environment.

Second to that, is a recommendation that speaks to intersectoral collaboration. This would assist us to redefine Policy Guidelines and also to put into place practical mechanisms that I have recommended earlier on that we ensure that the intersectoral collaboration is structured in a manner that would assist in improving the lives of people with Disabilities from the perspective of the Integrated National Disability Strategy.

It is clear that one of the conceptual frameworks which assists in improving the Accessibility of the environment, is the understanding of certain definitions – definitions around ACCESS to:

- Technology
- Communications
- Research
- Universal Design
- Equal Participation.

If we are able to clear those particular definitions, we would see an improvement of people with disabilities ACCESS themselves, are being able to ACCESS services and also being able to use the environment to ensure that they are able to ACCESS the necessary services, as I said earlier.

CHALLENGES THAT WE HAVE TO FACE

(IN CLOSING)

- (i) Just in closing, one of the challenges that we have to face which came out of the Report, called towards a 10-year Review, is how we change the perceptions at a practical level, perceptions and attitudes of society, leading towards creating a barrier-free environment. It is clear in that particular Report that both Government and people with disabilities themselves, still have a lot of work.
- (ii) The other important challenge is how we bring together the different Departments – just to mention a few –
 - The Department of Environment and Tourism
 - The Department of Health
 - Education
 - Public Works
 - As well as the Provincial Departments with the same competencies
 - As well as the Local Government level.
- (iii) The challenge is how we bring them together to plan around a general framework of universal ACCESS and design.
- (iv) The other important challenge that we have to deal with in the next 10 years, is how we improve the designing structures – structures that will assist our professionals to ACCESS the critical aspects of design.
 - It could be Architects;
 - It could be people who design computers
 - Or able to put through information, etc –

- The Network Designers, etc.

What I also need to highlight, Chair, is the fact that the question of Cost Implications, still remains a major challenge for most of the work that has to be done, although it can be circumvented and indeed, it can be dealt with.

The critical issue here, is whether we are able to meet secondly, the outcomes of the Conference, as we are together here and whether we would be able to revisit the same aspects of *ACCESS* as we have agreed.

We therefore need to take on board legislation, monetary mechanisms, as well as the recommendations of the Integrated National Disability Strategy, into account and make sure that we have Implementation Strategies in place, that can be easily accessed and also can be able to improve the *ACCESS* programmes that we have to put into place, particularly in the next 10 years.

Thank you very much. {Applause}

SESSION CHAIRPERSON, THAMI MANYATHI

Thank you very much, Benny, for that input. I think what's going to be very critical in our deliberations, is for us to look to, to not only look at the Policy and Legislation which Benny has done a very good job of outlining to us.

I think what becomes really critical when one looks at the implementation part, is the question of Resource Allocation, because we can agree around policies and agree around the legislation, but if we don't get to a point where we actually allocate resources to, to make implementation possible, nothing will move.

The second input that we're going to get, is going to come from Phillip Thompson. Phillip Thompson, in terms of his Resumé here, is just a Principal Member of I.D.C., but a lot of you know who Phillip Thompson is. He's done a lot of work with you and certainly has done a lot of work with my organisation as well. Phillip.

**UNIVERSAL ACCESS SPEAKER, PHILLIP THOMPSON
BUSINESS VIEW**

Thank you, Chair, this mike seems to be universally accessible, so we can use it. Thanks, Benny. We've obviously got a very short time-frame today and Benny has taken half of my Presentation, so I'll have to speed this up a little.

The issue is, I think is how do we look at *UNIVERSAL ACCESS* and start to turn it around into something that makes good business sense, because with all due respect to the fact that we can make resources available, the reality is that we've eventually got to get to a point in time where *UNIVERSAL ACCESS* just makes good common sense.

Can we go to the next slide? Where is the device? Sorry, there's technology here that's way beyond us. Is this yours? There must be some device. There we go, just a simple mouse. Okay. Right. If we look at the universal design focus and we go back to the principles of universal design, it's about designing as if we all matter and to a large extent, I think this is fundamental to the approach that we take.

We look at the universal design definition, which reads: "The design of products, services and environments to be usable by all people to the greatest extent possible, without the need for special adaptation or special provision" and I think those two key concepts there are what we're looking for is the provision of a particular approach to a service, to an infrastructure, to the design of a whole range of different aspects of our lives, which include operational aspects, as well as the technology that we use and it's critical for us to look at ways of trying to minimise this special provision, because I think those of you who have sat through other Presentations that I've made, will have heard the fundamental basis for moving towards universal design to come up with solutions, which essentially, ultimately, have no special provision at all and by implication, would have no cost.

The other key concept here is that *UNIVERSAL ACCESS* is about recognising human diversity and the slide reads: "The diversity of our species reinforces the need for universal design and *UNIVERSAL ACCESS*. Designers traditionally have been trained to design for the mythical average person. It is possible to design products and systems to suit a broader range of users –

- Children
- Older adults
- People with disabilities
- People of differing size and shape,
- People who are ill or injured and

- People who are inconvenienced by a circumstance.

Now this is a Key Concept and certainly, in this particular Forum, I'd like to believe that we should recognise that there is a whole range of people out there, which may take up the rest of the Conference Centre, which also have the same interest, because fundamentally, if we look at the statistical framework that we're working with currently, the number of people with Disabilities, is roughly somewhere around 7 %. There may be those that would argue out there, but I think this is a reasonable number.

By all accounts, that 7 % isn't a very significant number of people in the big picture of things, but what we forget and what the Cruise line industry in North America understood, was that one of their primary areas of focus, was on elderly and aged people who had got to that stage in their life when they could finally afford to get on one of these huge cruise liners and head off to the Bahamas and the Caribbean and wherever else they go and for that reason, if one goes to the cruise line industry at this point in time, you'll see the amount of Accessible provision on cruise liners is significantly higher than you'll find anywhere else in any other service, or tourism component and it's very important for us to understand that in other countries, where transport systems have been designed, a large factor in making the decision to come up with a transport system that has universal *ACCESS*, has been driven off the basis of the elderly and the aged. And fundamental parameter to the design of those systems to ensure that the broadest range of users can make *ACCESS* of that, to that system.

THE PRINCIPLES OF UNIVERSAL ACCESS EQUITABLE AND RATIONALISED USE

If we look at the principles of universal *ACCESS*, these should make good business sense and I'll just read them quickly and I don't propose today to go through these in any detail, but the first principle is equitable and rationalised use.

FLEXIBILITY AND USE

Now if its equitable and it's rationalised, hopefully it makes good business sense, no or limited special provision, which is something we've already touched on, flexibility and use which is about getting the maximum use out of something. It's simple and intuitive to use it has a tolerance for error and lastly it requires low physical effort, and whether that makes good business sense or not, I think most of us would agree that it helps us in whatever we do.

Those of you who have seen these Presentations before would have seen the potato peeler and I don't propose to go through the background to the potato peeler – hopefully, you remember the basis to this, but this was and still is the icon of universal design. It was designed as an instrument specifically to try and upgrade the aesthetic appearance of a potato peeler, to sell it, because frankly potato peelers weren't selling that well and for whatever reason the Industrial Designers designed it with this big oval handle and for whatever reason the sales of the potato peeler went up markedly once they put it back on the shelves and when they did the market research, what they found about the potato peeler was it wasn't really the aesthetic appeal, all though maybe it was a small portion of it. The larger factor in terms of its marketability was the fact that elderly people in North America who had always had problems with gripping kitchen utensils, found this potato peeler particularly comfortable to hold in a hand that was arthritic or in some way had lost some of its functionality.

This is an example that you've also seen before of what is not universal design, this is where Telkom kindly designed two telephone systems to stand side by side so that you could use a coin in one and a card in the other. Now the fact that the whole system is very difficult to use we won't go to in any detail, but it certainly doesn't make good business sense to have to provide two telephones when you could provide one. This is a challenge and the question is, can we make good business sense of accessible transport and how do we do that. I think the work that's being done which I've been more intimately involved with over the last year or so, around how we make the commuter rail system accessible is a huge challenge. The reality is that there are certain costs when we're working off an environment where essentially there is a gap between the rolling stock and the platform and the system itself wasn't designed as a universal design system from day one, whether tolerances between the purways or the railway and the edge of the platform have been set so that you can get the sort of tolerances that you have on a number of systems internationally, where you can literally just roll into that system and hopefully Mr Shilowa is watching somewhere and when the Shilowa Express rolls out, where you can have the first well-co-ordinated rail service or light rail service that will be fully accessible and we'll certainly keep an eye on that in going forward. The question is, when we have to start making special provision and my apologies.

Sorry, the last slide I didn't describe for those who couldn't see it and Vincent Daniels is out there. My apologies, Vincent, it was I think an M8 coach standing alongside a platform in a Metro rail station and it illustrated the gap between the floor and the platform. The two slides that we have here, the first one illustrates the side of a station which has a number of ramps on it and somewhere tucked in the building there's a lift and then there's a staircase and there's a poor soul on an electric wheelchair sort of wheeling past it and these are our best attempts to make existing Metro rail stations accessible and there have been some challenges. The other slide illustrates the requirement to put information about the lift service to go to Platforms 1 and 2 and one questions whether we should have to have all these signs to illustrate where we

have to go to, to find the lifts in buildings, or should these lifts automatically just be omnipresent, so that as we go into the buildings we can see where they are and we know where we're going, but the reality is that these things and especially in circumstances where we are retrofitting these systems, we find circumstances that we have to have all of these devices to assist us to come up with solutions, which for the moment may not be regarded as universally accessible.

However, there are some positive sides to that and if we once again look at the interventions by Metro Rail in terms of their stations, the provisions of real time signage within the Metro Rail stations, is a huge step forward for a range of reasons and I think those of you who remember the circumstances around why the enquiry sited the basis for the burning or the particular intervention that caused the fire in the Pretoria Railway Metro Rail station, will remember that one of the fundamental issues there, was the lack of information and that people had become very frustrated by the fact that that information wasn't available and it's quite interesting that when one starts to look at Universal Design principles there are significant benefits for everybody and certainly *ACCESS* to information is something that everybody needs. It's very useful to someone whose deaf to be able to have this real-time signage and it's just as useful to have the voice announcements on the station. Sadly, something that's been withdrawn in the airports in South Africa and it's something that we need to look at, because the reality is we have to cover all those bases so that we can ensure that we come up with a solution that fits everybody's needs and provides everybody with the right sort of environment, so that they can go about their business.

The next slide just illustrates a very brightly-painted hand rail against a rather drab background of a station and it just illustrates the fact that highlighting something like a hand rail, which is something very significant to a whole range of users is very important in an environment. It's a small intervention, but it provides a huge amount of relief for people that are working their way through that environment.

If we move away from the Metro Rail form of transport and look to the aerial form of transport, I think some of you may have seen this slide before as well, this shows the cable car, the new cable car system that runs to the top of Table Mountain and I think the next slide or two slides that I've shown here, illustrates a set of tourists who have a child in a pushchair and then we have a lady who'd actually broken her leg undertaking some sporting activity in South Africa, making her way into the cable car and it just illustrates that, because that system to a large extent is universally accessible and the levelling of the cable cars as they come down to the station is ideal, we don't have any of the sort of problems that we see within the environment that we described earlier, where the rolling stock doesn't quite marry the edge of the platform and these are simple technological solutions none of this is rocket science.

The next slide that I'm showing here is a wheelchair accessible bathroom in a hotel in South Africa and it illustrates a whole range of various appliances. We see a commode chair, we see a bath chair, we see a toilet which is actually at the wrong level and then all sorts of strange grab rails that fold over your head and the question that it asks, "Does this make good business sense?" and I would suggest, that no, it doesn't. The reality is that we need to look at our solutions, because our solutions need to be the solutions that meet the fundamental principles of universal design and we should be looking for systems that work very well, because one of the biggest problems we have with the tourism industry in South Africa, is to persuade them to put this paraphernalia into these bathrooms, because fundamentally it's the last room that they let at any one point in time, unless its been booked by a wheelchair user, because nobody wants to stay in this room, because its got all this strange equipment in it and it's only those poor desperate souls that have walked in late at night without a booking that will subject themselves to this and by all accounts we have to find a better solution to this particular problem.

The next slide that I have here, my goodness, it's lost its title and its going backwards somehow – let's see if we can do that again, is a slide showing an incredibly complex device that was designed for a narrow-bodied aircraft. Narrow-bodied aircraft all over the world are a serious challenge to get *ACCESS* for people who have any mobility limitations and for whatever reason people have responded in different ways around the world and this is a response from North America and we won't say much about North Americans in this Presentation but I think for those of you that can't see this, it is an incredibly complex device which essentially has a whole range of stays and supports and all sorts of struts and then it has a strange little projection with a round, it looks like a fishing float on it, which I assume is to protect the aircraft, and frankly, I haven't got an illustration here, but there are a number of ways that we board narrow-bodied aircraft. In South Africa we just use a very simple solution, we take two well-trained people who take what is called a Washington chair and they carry you up the stairs. That may not be the ultimate solution either, but certainly somewhere in-between, we start to come up with the right sort of solutions and but I think it's fundamental to universal design is that, we should look at the principles around what would make good business sense and I think we need to highlight the optimisation and the synergy in main stream provision to ensure that main stream provision is the fundamental way that we go about accommodating diversity.

The next thing is that I think we should promote the value of universal *ACCESS* as a rational cost effective solution with a wide range of benefits for all the users in the framework and lastly, it's fundamental, I think Benny has already touched on it, universal design should be taught in all planning and design education. Until it becomes fundamental to our whole design education system, we aren't going to see the right sort of impact on the infrastructure and the systems that we operate in. What are the benefits to the universal design to the business environment? It responds to the social prerogatives that confront business, it addresses designers inherent resistance to special provision, because they definitely have an inherent

provision to this, the notion that you have to even provide a wheelchair accessible toilet is still something that seems to be challenging the architectural profession in South Africa and lastly it overcomes the perceived cost of special provision and in fact, it goes one step further than that, because it actually overcomes the cost of special provision or limits the cost of special provision and then lastly, I think from an architectural perspective this is quite important, is that it provides an ascetically acceptable alternative to special provision. Those of you that would have seen some of the early interventions by the National Public Works Department, can understand the concerns that were raised by Architects, where buildings of reasonable significance, Magistrates' Courts and other historic buildings were fitted with rather ad hoc ramps that were built in a rather ruthless way with all sorts of nasty hand rails and things around them and frankly it gave Universal ACCESS and Barrier Free Design a very bad name and I think what we're seeing is through Universal Design that we now have solutions that are almost completely invisible or transparent within the design system and to some extent this Conference Centre is an example of that. Thank you very much. {Applause}

SESSION CHAIRPERSON, THAMI MANYATHI

Thank you, Phillip. There's a lot that we need to consider and address in trying to improve the environment in which we all exist and I can certainly vouch to how costly it is to try and retrofit something after the fact, than to give attention to detail upfront.

The next input is going to be from Ari Seirlis. Ari is a National Director of the Quadriplegic Association of South Africa. They are currently busy with the implementation of their strategic plan on rolling out vision and successful quadriplegics. Harry?

UNIVERSAL ACCESS SPEAKER, ARI SEIRLIS**CIVIL SOCIETY VIEW**

Thank you. Good morning, everybody.

Thami, thank you very much for that Introduction. I'm going to use my assistive device on my right to help me get through this Presentation, his right hand clicking the mouse, his left hand holding the microphone, as some of these devices are not working, but it's my job and asked today by the Conference Committee to give Civil Societies a perspective on transport information, tourism, ACCESS to all of those and looking at the way forward. How do I get my perception or my idea, I do a lot of listening from my sector which is the Mobility Impaired Sector and so certainly some of the argument that I present, some of the thoughts will no doubt be swayed by mobility impairment and I hope that in the next two days or the next three days that I'm

influenced by other generic disabilities to try and understand *ACCESS* issues, *ACCESS* problems and the way forwards in *ACCESS* from disabilities that aren't necessarily mobility impairments. Let me state then, I do believe let's say in the last 10 years, if 10 years is the popular slogan of the day, that mindsets have been changed, people have had mind shifts. It is so difficult to change a hard infrastructure like a train station, a train, a building that's been built that is so monumentally important to us that we declare it a National Monument and then can't change it, etc., etcetera. If talking about transport, the unpopular subject of the day, which should be popularised by us, I have no doubt in my mind and my sector certainly that *ACCESS* to public transport is clearly the biggest disablement in this country. It is what absolutely disables us and it's interesting how people think that the wheelchair users are person, are disabled. They're wrong, it's the fact that we can't put our wheelchairs onto trains, planes and buses or certain planes and buses and we do not have free *ACCESS* from home to work, from home to places of skills development, from home to job interviews, from home to places where we socialise, where we have an opportunity to possibly meet a family, or start a family. Certainly there is no doubt that the intention to provide transport in this country is there. We have, many of us here have sat on forum after forum, meeting after meeting, in workshop after workshop. It's a historical absolute disaster the infrastructure that we have now. I cannot believe that the previous Government did not see people with disabilities for those 48 years and cater for them, that we now sit with trying to resolve that problem, the problem sits in the hands of persons with disabilities now. It is us who have to motivate and prod people to understand our needs. Do they know how much intellectual property is being left on the platform? Do they know how much intellectual property has been left at bus stops or have been left at home?

DIAL-A-RIDE

I would hate to actually add up what that would be worth to the economy, so let me move on - is the solution, does it lie with Dial-a-Ride? Does the solution lie in the Provinces or the Local Municipalities to honour that? I don't think so. Well done, Dial-a-Ride. You have taken the initiative. You've made us all think how possible it is, but Dial-a-Ride is not perfect. The problem with Dial-a-Ride is that if they only let one person down, that person is so frustrated by something that they thought they had, that was now taken away from them if for only 30 minutes, that it suddenly exemplifies what the problem really is and Dial-a-Ride has become so popular now, maybe by not the absolute sector that it should have served that it now cannot cater for the population that it was designed for. So I must compliment the initiative coming out of the Western Cape, but it is not the solution.

SOLUTION – NATIONAL PUBLIC TRANSPORT SYSTEM

The solution lies in a National Public Transport system if that's the way forward and I have a way at the end of my talk, how I think it can be done. I also sometimes need to sensor myself emotionally and possibly politically during this type of talk so as not to offend people that make good, that have good intentions and may be stepping in the wrong direction or vice versa. *ACCESS* to information - what an incredible opportunity it allows persons, especially with mobility impairments, sight or hearing impairments. I think the sector ourselves have left ourselves behind, because technology in this world is incredible. I think we've fallen behind what technology there is available. Why aren't all of us using voice-activated software? They've got to stand here, we need to look at, has civil society, has Government, has civil society, have the corporates, have parastatals gone ahead of us? I think they have. Just some food for thought, we do have now the accessibility portal thanks to CSIR, OSDP, which I hope will develop quicker and be more functional than just Presentations and I will support that initiative.

There are magazines and of course, I will punt the Rolling Inspiration and other in-house magazines which motivate people and inform people about opportunities out there and successes and failures.

When it comes to information, there is now these wonderful set-ups of SETAs and we have representation from Services SETA here and again I punt a learnership that we're involved in. Amasondo Isibindi where we have more than 140 persons with disabilities on a new venture creation learnership. Why a new venture creation? Why Entrepreneurship? Because we know that once they've completed their learnership, they still can't catch a bus, they still can't catch a train to go to the work that they would have gone to if they were on a generic learnership and so we encourage our members right now to start their own businesses, yes *ACCESS* to funding, *ACCESS* to banking loan monies - that's going to be the next problem that we face, but let me mention one thing about learnerships. Have learnerships now not just become the avenue where persons with disabilities, on disability grants supplement them by R1,400.00 a month? How many persons have we seen go from one learnership to another just for the grant. Has that actually put more people into jobs? I don't think so. It would be nice to see what New Venture Creation does in the marketplace. I would like to say in a few months' time, six months time that there would be 50 new businesses in Cape Town trading.

So that was *ACCESS* to information and possibly skills development and lastly, before I talk about the way forward is Tourism. Is Tourism a priority? I don't think so, but I will like to touch on it. Transport - how do you bring persons with disabilities into this country if there's no transport system? There are very few accessible venues and those that are, we're very proud of, but not enough to cater for the number of people that we would like here. God help us for 2010 with the Soccer World Cup if there are many people that are

soccer fans with disabilities and I'm sure that there are, we haven't got the grading system in place, or certainly it's not right and has it been mandated by everybody who wants to play a role? Maybe Phillip can comment on that later on. But yes, there is progress made in this country. I can tell you, I have no doubt that the country, the environment, not the built environment, the born environment, the environment that our gods gave us, surely is some of the most incredible environment that everyone in the world would want to come and see. Bringing in tourists in from this country, or allowing us ourselves to be able to tour our own country, could eventually be a priority once we've got *ACCESS* and transport in place. Just to make an Announcement and I know that Minister of Tourism and Environmental Affairs would be proud of this, that on Friday the 3rd of December the Minister is going to announce that he gazetted on Friday the change of the legislation where now persons with disabilities may get back onto the beaches with vehicles of their choice. Let me mention how the hell did it ever happen that the legislation was passed that we were excluded from the beaches with vehicular *ACCESS* of our choice?

This comes to my comment on the way forward. We have to have transport infrastructure if that surely is, besides yes poverty, besides yes getting people onto just the basic grant system, but transport is the way to empower persons with disabilities. Transport is what's going to give us *ACCESS* to all the other elements that we're going to talk about, especially skills and skills at lower levels than what they're offered now. A co-ordinated effect, I fear the disability sector is still too disjointed in this country. The Federal Council is now in limbo and not functioning. We need a Federal Council to drive the transport initiative. Benny has just mentioned that we still haven't decided the definition of Universal Design or Universal *ACCESS* between us and we still haven't agreed on the definition of disability, so how do we go forward to achieve some of these goals? And yes, this year again, and I know a few people have heard me say it before, we celebrate 10 years of Democracy or is it freedom? This morning on "SA Live", it was freedom, the slogan. Last week they spoke about 10 years of Democracy. Yes, Democracy. I celebrate 10 years of Democracy I do not celebrate 10 years of freedom, because we are not free in South Africa. Thank you, OSDP, you have created an initiative for producing a lot of paper. I just hope you've got the storeroom to keep it all. The INDS is a wonderful tool and I sleep with it at night, but it has not helped me, Sir. It has not helped me, because very little of this is implemented and very little of it is policed. Should OSDP look at redefining their role? Should they not become the policemen of the sector, I wonder and we can debate that in the next two days.

We went through an imaginative enquiry exercise so this is what I imagined and I know Jeremy Opperman has, I've heard him in many talks defined the size of this sector. Now listen to this, if every person with a disability subscribed or prescribed to one political party and their family or friends or loved ones said, "I'll side with you, because I also suffer some of the consequences of your disability", whatever they may be, or "I'm part of that", do you know that we would be without a doubt the official opposition in this country? And

do you know what we could do with that power? It's quite interesting. I'm not saying that we should start a political party now, but in fact we Conference here year after year. We do this five, 10, 20 times a year. Why do we not put all our power in one basket, form a political party with all our affiliates? Careful, careful we might actually end up ruling this country if we stand united and I'm not saying that, that is the {Applause} - ("Sorry, is your hand alright?") paraplegic's battling with this mike here. Is there a Paralympian around here that can help me finish off?

So who has failed who? Is it Government, have they failed us? I don't know, I don't think so. We've got the legislation. I don't think that we should pass anymore, we've got enough. Our Constitution is good enough. The Equality Act is a wonderful tool, we just don't have the freedom from it, is it OSDP? I don't think so, but maybe we should ask them to relook at themselves. Is it Civil Society? Yes, maybe many people have made mind shifts, but they've got to shift away from the fact that a wheelchair is not a symbol of disablement, it's a symbol of mobility. That a cane is not a symbol of sight, it's a symbol of vision and that a hearing aid is not a symbol of, "I can't hear", it's a symbol of "I listen" and surely then we have a better chance of support from Civil Society or is it us, as a disability sector, have we ourselves let ourselves down? So consider the way forward, use your imagination, especially seeing we're going to that exercise now and I will do a lot of listening. I know in 362 days of this year I've done a lot of talking. I've come to do a lot of listening. That's my perspective from specifically the mobility impaired sector who I've listened to and on those various aspects of universal *ACCESS*.

(Sorry, I need another slide, I've forgotten about my slides). That was just something about *ACCESS* to information and lastly, is this not what we want to achieve? I don't support the Death Penalty, but when we achieve that, when we achieve that Universal *ACCESS* opportunity then maybe we'll have gone somewhere. Thank you. {Applause}

SESSION CHAIRPERSON, THAMI MANYATHI

Thank you, Ari. I'm intrigued about this political party, but maybe we'll engage on that at some other point, I (do you want to explain that)?

SPEAKER, ARI SEIRLIS

Okay I'm sorry I was remiss to explain the last slide. It is a hangman's platform with a noose, and whereas previously, well, there are some steps to it, the slide depicts a series of ramps and platform so that you can *ACCESS* your last few minutes via a wheelchair as well. {laughter}

SESSION CHAIRPERSON, THAMI MANYATHI

With that thought, we'll go onto the next Presentation and that's going to come from I don't want to say "Hangman" himself, but Tony Ehrenreich who's the Provincial Secretary of COSATU for the Western Cape and has been with the Labour Movement for 15 years in a variety of roles. His aim, like he says is to advance the interest of working families and social justices is his only consideration working toward this with no regard for fear or favour, Tony? {Applause}

**UNIVERSAL ACCESS SPEAKER, TONY EHRENREICH
LABOUR VIEW**

Thank you very much, Chairperson. Good afternoon, everybody. Can I start by saying that it is indeed an honour and a pleasure to be here to share with you the perspectives of working families on what is no doubt an important question. Today when the proceedings started and we did the exercise it was so instructive in many ways, because what it helped us to achieve in COSATU as workers generally is to appreciate the fact that there's very many different perspectives to what the reality is and what we'd like to do today is to add our perspectives to that, to add the experiences of poor in the main marginalised people and to say what it is that we would like to be important considerations in the debates as we go forward. Ten years of Democracy as has been referred by many of the speakers today, no doubt represents a important juncture in the history of our country. All the extremely important achievements that we've made must pale in comparison with the special efforts that's been put aside for special interscopes, there's no doubt that we put in place the infrastructural and the legal framework to start to undo the legacy of Apartheid - a system that ravaged our society not only with its disregard for Black people, but its disregard for woman, for the disabled and many other specialised groupings in our society.

Today we come together and it's about reclaiming our humanity, it's about building a nation that appreciates and honours our diversity and starts to set the foundations for what can truly be a platform that can only take all of us to greater heights. So it's about us coming here and saying that we are indeed committed to finding these partnerships, to making sure that we reach out across the divide as people who've got to play an active role in undoing many of the legacies that still plagues our society today.

We've done a lot to address the questions of *ACCESS* for disabled people. The legislative provisions that are applied into the labour market, provisions of Employment Equity and Affirmative Action has really undone the imbalances that have been caused by Apartheid. So today, the world of work is a lot more reflective of all sectors of our society and it's becoming more and more representative - an important step along a journey that can only be concluded when there's universal *ACCESS* for everybody and we've

indeed achieved the circumstance where we've undone the legacy. Whilst we undo the structural impediments of Apartheid, of *ACCESS* to different provisions so the introduction of different laws, we do run the risk of sometimes building an environment that only speaks to the obligations of the elite, even within a dedicated sector of our society. What we want to say as COSATU is that there is an important class dimension to the conversation that must be held, that the experiences of poor people who are disabled are very, very different from the experiences of wealthy people that are disabled and sometimes the tract that has happened especially with NGOs and other organisations is that they end up speaking only for themselves and for those who have *ACCESS* into the system.

When we come together in Forums like this important platforms to take forward a message, it must be a message that challenges the systemic problem within the society and doesn't only create the environment were we by virtue of us being party to an occasion like this, have greater *ACCESS* to the opportunities. Because in many respects we are the leadership in the sector, we are those who are at the forefront of taking forward the challenges and making groundbreaking changes, but we've got to make sure that we're always representative of all of the people, because we'd be doing ourselves and our Struggle a disservice if we used our participation to legitimate the construct that exists at the moment, that there's opportunities for a few, there's space for a few within the system, but it doesn't in the main move towards establishing greater social justice for all people who have disabilities, whether they're wealthy or poor, whichever side or part of the society they come from. That's got to be the challenge that confronts us, that's got to be an important part of the focus, because otherwise we may miss the opportunity of this incredibly legitimate voice being able to capture the imagination of all of our people and bring about further changes that is required.

I am particularly struck by your slogan that says, "Nothing about us without us", because what it does, it reinforces the message that we're trying to establish within our society. The governing party the ANC slogan is, "A contact with the people". The constitutional obligations within our country is to build a participative Democracy, a system where the Democratic practice is not about coming to vote every five years, but it's about participating, it's about making the laws, it's about mending and adjusting them to ensure that they suit every walk of our society and that they speak to the needs of everyone in our society and so the opportunity is there to engage. It's how do we take those opportunities that are fundamentally important.

I know through some of our experiences in labour that the disabled constituency is well represented at Nedlac, the National Institution for Social Dialogue that talks about laws and that puts in place policies for our country. We have an institution that's similar to Nedlac in the Province where business labour communities and Government come together and reflect and start a discussion on what are the key issues that we require. I know that unfortunately absent at the moment is the disabled sector and we've got to

make sure that in that sense we also organise, our voices are heard and we're making sure that our demands are central to the discussions that are shaping the future. We've got to find a way in which we mainstream our ideas, our aspirations and those things that are so essential that needs to be done, but the question about mainstreaming is both making sure that our ideas on the centre of the agenda of society, but also to make sure that we are engaging in the other ideas that are at the centre of the agenda of the society and so what we've got to find a way to do is to make sure that we're engaging within the social discourse, that we're challenging the key assumptions that are made, that we're sharing our experiences, because all the amazing achievements we've made in South Africa has really only brought about a circumstance where we've been able to change the political construct. Today everybody votes, completely disregarding their standing and status in life.

So we've dealt with the political construct, we've done very little to undo the economic construct which in the main is one of the most profound consequences of Apartheid and so those people who are out there on the townships who are disabled or otherwise who don't have the opportunity to be part of mainstream Western Cape, or mainstream South Africa have got to find a way to come into that conversation. They've got to be part of that and I think you start making the point that's so absolutely essential, that without an intervention, without us actually getting out there and trying to shape the Agenda, it won't shape and it won't change in the direction of greater social justice, but we've got to make those voices heard, we've got to make sure that those points are put onto the Agenda, because my friends, the notion of free market fundamentalism, of the society as it is at the moment, speaking to our needs whether it's making sure that there's *ACCESS* to facilities, or making sure that there's jobs for the disabled, won't happen in the marketplace that is only driven by greed. We've got to make sure that corporate social responsibility programs both speak to our needs as well as empowering the State through resources to be able to speak to the other challenges that confronts us.

There's been many important achievements in our country, many important achievements in this first decade, but the consequences of all of our changes has meant that the wealthy, when the main used to be the White community in the past, today are even wealthier than they were in 1996 although there's a sprinkling of Black people amongst them, and so if our society becomes more unequal as we transform it, we can't be moving in the right direction. If today eight million people are without employment and they have no income and they thrust into abject poverty, we can't be moving in the right direction. If a school in Salt River, or a facility that provided employment for blind people that was subsidised by the State is closed down, because of attempts by the State to cut cost on public expenditure, we can't be moving in the right direction, but what we've got to make sure is that our partnerships are strengthened and that our voices support one another in saying that it must be the State, driven by a democratically elected Government that

speaks in our interests, because to leave it to the whims of corporations to assist some of us through their grants, will mean that only a few will be accommodated.

To justify the inequalities, to legitimate the inequalities, we've got to make systemic changes so that everybody is brought into the mainstream of the society. We've got to make sure that when the debate happens about the first and second economy that our voices are heard in that, that the point about learnerships reinforces the message that many times that in itself works against our interest, because what you do in a learnership sometimes if you roll it over all the time, is you get an employee at a lower salary than what you would have to pay if you got somebody in permanently and many times when people look, those who look at abusing the system, they will use these gaps and I'm not in any way trying to denounce on the good work that some companies are doing, but in the main our experiences has unfortunately been one of people misusing the system, but we've got to make sure that we watch out for that and that we're making sure that the questions are being taken forward.

Criminality is just as rife within the informal sector in many of our communities as it is amongst white collar criminals. All of it linked to the formal economy, all of it linked to areas where the biggest profits are made in the country and those are issues that we've got to talk about, because it's the categorisation of the problem that's fundamental in determining what the solutions are to be. If we're not part of that conversation, the solutions we may arrive at may not speak to the needs that we've identified.

We've got to keep the notion of Democracy alive in our country, we've got to support the statements by people like Desmond Tutu, who holds the mirror up and tells us that that's what you look like. Let us not deny the reflection, but let us speak to the difficulties that challenge us too, but that's all of our realities and we've got to make sure that we're part of the mainstreaming of our experiences into that discourse and into those discussions that are central to defining the future.

Too much has been said about all of the other questions of *ACCESS* that I don't want to add that, save to make one point, that a lot needs to be done in tourist urban renewal strategies have to take into account the needs of our people and we can't perpetuate the kind of Apartheid divisions and Apartheid planning that we've inherited, but the one issue that's most instructive for me, is: "What happens in the arena of public transport?" No doubt, many of you fly all over the country and you know that when you've bought a plane ticket, you have no problems with *ACCESS*. You'll get onto the plane comfortably, you'll be seated comfortably and you'll be taken off comfortably. So it's about a class question, it's about the question of whether you have wealth and whether you have *ACCESS* to resources, because the travelling experience of somebody who gets onto a plane, which is public transport in the main for the wealthy and somebody

who gets onto a train, which is public transport in the main for poor people, are very different experiences. We've got to make sure that the attention given to them are equal.

We've got to make sure that the attempt to advance social justice in the way that we unfold, is one that remains with us every day and every call that we make, so that the truth that we stand for is one that's reinforced everyday, with integrity, with honesty and ideally, humbly. But there's no doubt that if it's not going to be honoured, if it's not going to be heard, then the confrontation in our message must take a different form, because we must be heard. Our truth is much too important to be left on the sides and we've got to make sure that we remain what I hope we've always been and that is Activists, activists intent on changing the world to be better for all of its people, because ultimately our challenge is about building a better life for all. It is about building a home for all. That experience starts with all of our very personal efforts. Thank you very much, Chairperson. {Applause}

SESSION CHAIRPERSON, THAMI MANYATHI

Thank you very much, Tony. I think my colleagues who are in the audience all of us that are involved in some ways in Public Transport. It must be clear by now if it wasn't before that there's a lot of work that we need to do.

The last input that we're going to get before we head of to Lunch is from Jerome Bickenbach. He's come the furthest to attend this Conference. He's come from Canada and I'm told that he just got off the 'plane this morning to get here. I think he deserves a round of applause. {Applause}

Thank you. Jerome is a full Professor in the Department of Philosophy and faculties of Law and Medicine at Queens University in Kingston, Ontario, Canada. He's the author of numerous works focusing on the nature of disability and disability law and policy. His recent research includes

- International Disability Law and Social Policy
- Disability quality of life and the Disability Critique
- Disability ::: Epidemiology
- Universal Design an inclusion
- Modelling disability statistics for population Health Service

**UNIVERSAL ACCESS SPEAKER, PROFESSOR JEROME BICKENBACH
INTERNATIONAL VIEW**

Thank you very much. I just want to first of all thank you very much for inviting me. This is very lovely to hear the Speakers that I have just listened to. What I want to do is give you some idea of the situation in Canada with respect to Universal *ACCESS*. We have found ourselves in an intriguing position with respect to legislation that is designed specifically to address the *ACCESS* issue and this is brand new. The piece of legislation that I want to chat to you about very quickly, is the accessibility for Ontarians that is to say people who live in Ontario, with Disabilities Act and when I left two days ago it was, it just finished its second reading. It is now going into public debates, so this piece of legislation is right off the press and it's very exciting to be able to speak to you about it.

In Canada the situation we have is a fairly standard Anti Discrimination package with an additional element, i.e. the first on this list.

The Charter of Rights and Freedom Section 15 is a general constitutional protection of a quality for a variety of marginalised peoples, in so far as it's constitutional, it's incredibly powerful, because it affects legislation itself within the context of the Federal and Provincial Governments. Most of our anti-discrimination law has arisen out of that Provision. At the same time since 1981 in all of the provinces and the Federal Government there has been a Americans with Disabilities Act style anti-discrimination legislation. When I say Americans with Disabilities Act style, what I mean is a individual complaint-driven anti- discrimination Provision that makes it possible for an individual to bring a complaint before a Tribunal, that he or she has been discriminated against.

These two pieces of legislation have been incredibly powerful, but they haven't touched a specific issue which is before you today and that is Universal *ACCESS*. The reason they haven't despite their legal power, is they are not systemic solutions. They are individual complaint-driven solutions. In the United States the Americans with Disabilities Act, at this point is effectively useless, effectively useless as a device for achieving systemic change in transportation, in business and in other areas, because of the nature of its individual complaint driven mechanism, a single individual in an employment situation, transportation or other areas, brings an action and if successful, manages to solve the problem for him or her, usually in the form of lots of money. The inaccessible transportation, the prejudicial employment setting, are unchanged except with respect to that complainant. In order to and sometimes this works very nicely and sets the framework for very interesting innovations, but sometimes it has no effect. Studies done in the United States have shown that the employment situation of people with disabilities, especially the area in which I'm

particularly active in intellectual disabilities, is worse since the ADA, the Americans with Disabilities Act has been passed.

The reason for that and the reason that in Ontario moves of the sort I will just describe have been made, has to primarily with its individual rather than a systemic focus, the accessibility for Ontarians with Disabilities Act, I'm skipping all of this, as I say is right before Parliament at this moment, is designed to set about the developing and implementing and enforcing of standards – accessibility standards that will achieve complete barrier-free environments, what I would like to call Universal Design environment, although there's slight differences. By 2025, the horizon is some distance in the future, it is some distance in the future, because the Government is committed to a complete set of accessibility standards for goods services, facilities, occupation of combination employment, building structures and premises. So it's incredibly broad. These standards are devised in consultation with groups of people with disabilities, the second provision purpose on the screen. The accessibility standards are devised in consultations with groups of people who are primarily affected in a mobility situation, in an employment situation, in a goods and service situation. Also in consultation are business leaders and Government leaders.

The effect of this legislation once passed is to mandate enforceable accessibility standards for industries and service sectors, not individual complaint-based treatment, but systemic ground up accessibility standards. The scope of these standards is as I mentioned, standards with respect to any person or organisation that provides goods, services or facilities to the public. So this is the entire private sector business sector, employs persons, offers accommodations to the public, owns or occupies a building, or is engaged in a prescribed business. Its scope is as complete as it is possible to write within legislation. It includes the Government of course. Accessibility standards are designed to identify using state of the art evidence based science barriers and to remove barriers. The legislation identifies a barrier as a physical obstruction, an attitudinal obstruction, stigma, prejudice or ignorance for that matter, or any kind of interference with the *ACCESS* of a person with a disability to the goods, service or other accommodation. The definition of barrier is very broad.

The second aspect of the content of the content of these standards is that it requires that the business or other entity remove, implement these standards and remove the barriers. The point of this legislation is precisely the same as anti discrimination law, full participation and equality. The outcomes are identical, the mechanism is shifted dramatically from a classic anti-discrimination package to one which is much more systemic in focus. Compliance and enforcement were the crucial elements that required the ten years of negotiation with the Government to get them to sign onto. There is a huge fine associated with lack of compliance and there is a mechanism by which the entity, business or other group has to provide a report at a certain set of time lines.

The last point which deals with the business case, it was identified from the beginning that in order for businesses, especially small businesses to be able to accomplish the identification and removal of barriers, even with this 25-year, 20-year time line, that the Government would have to assist in some way to facilitate the identification and removal of barriers. So the Government has provided this mechanism which is an incentive-based mechanism which may involve financing certain kinds of studies or financing Universal Design solutions, or may involve other kinds of Government facilitation activities. What is included in this agreement is left to the parties, but the point is that it is designed to make it easier. This is an exciting step and of course, since its not been in practice, we don't know how it will work or whether it will work, but the message, the intriguing message given the politics of the Disability movement, is that an individual rights approach has a place in deliberation of persons with disabilities, but we may be at a stage in which the effectiveness of the individual rights approach has to be supplemented by a systemic across-the-board social approach, positive action at a social level and that's the message I'd like to leave. Thank you very much. {Applause}

SESSION CHAIRPERSON, THAMI MANYATHI

Thank you very much, Jerome. I had promised that look, we might have some time for questions, but unfortunately we do not. I think a lot of people are hungry now and are keen to go out and have something to eat. I think before we do that, I'd like to invite you to just give one round of applause to the people that made input here this morning. {Applause} Its certainly been thought provoking and I hope that a lot of the points that came up here this morning will find their way into the workshops and the discussions that are going to take place in the rest of the Conference. I've certainly enjoyed the Session and have had a look at a number of points that I'm taking home with me myself. Thank you very much, enjoy Lunch. {Applause}

SESSION 3: 14H15 – 15H35**ECONOMIC EMPOWERMENT****SESSION CHAIRPERSON, INGRID DANIELS**

Thank you so much, Shanaaz and the audience and good afternoon, ladies and gentlemen I'm sure we are all ready to fire away for the next Session, which is a very important Session. I thought for this slot being "the graveyard slot" as I call it, I will do my introduction in PowerPoint and then I will introduce the Panellist, but before we start could I just ask if Mr John van de Rhee is here, because he's needed up in front with us. If not, I think we should start. The theme for this particular Session will focus on Economic Empowerment. The focus of the Session will be to look at existing legislation and evaluate whether an enabling economic environment exists for people with disabilities. In South Africa as we know, there's a huge challenge of unemployment amongst people with disabilities, often resulting in abject poverty. Even though we have excellent legislation as we've heard this morning for example, the Employment Equity Act, one has to ask whether this has in fact facilitated the employment of 2 % of persons with disability in the open labour market sector. South Africa's Constitution proclaims the equal rights of all South Africans to a dignified and meaningful life and this includes people with disabilities. The Constitution provides for human dignity, achievement of equality and the advancement of human rights and freedoms. This again includes people with disabilities and the right to employment.

For this Session we will focus specifically on *ACCESS* to finances to support employment initiatives, accessing economic and employment opportunities, preferential procurement and equity initiatives, economic - the economic reality and challenges of protective employment, SETA influence and establishing a business case for disability, challenges which remain and developing recommendations for the way forward. Because of this, I'd like to ask our panellists if we could stick to our time which is between 10 and 12 minutes for each of the Presentations which will allow the audience and the other participants to engage in some form of discussion. We have on our Panel today representatives who will provide viewpoints from Government, Labour, Business, Civil Society and an International perspective. I would like to take this opportunity to introduce the panellist to you today, Mr John van de Rhee who's not here, so I'll just skip that for now. Mr Chris Nissen who will be speaking on behalf of business and he's the CEO of Umoya Fishing, Rustim Ariefdien representing Labour and looking at the disability sectors workforce, Wendy Nefdt representing Civil Society and then Christy Lynch who will look at and provide the International Perspective.

To start off the discussion and Presentations from the different panellists, I want to start off with this quote which says that, "To deny any person the human rights is to challenge the humanity. What challenges us is to ensure that none should enjoy lesser rights and none tormented because they are born different". Do

people within the disability sector enjoy the economic freedoms, as those of people without disabilities? Nelson Mandela says very clearly, "To deny any person their human rights, is to challenge their humanity."

On that note I would like to introduce John van de Rhee who's just joined us, welcome and we'd like to hand over to you, John will be presenting the perspective of Government and we'll give you 10 to 12 minutes. {Applause}

ECONOMIC EMPOWERMENT SPEAKER, JOHN VAN DE RHEE GOVERNMENT VIEW

Good afternoon, ladies and gentlemen. It is much more comfortable when I stand and speak to people.

First of all, a word of thanks to the Organisers of the Conference for extending the invite. We do appreciate it very much when we can share our particular vision with members of the public and particularly the disabled. The vision when I went through the White Paper on integrated National Disability Strategy, we discovered that all of Government policies if you can just flip, please, the vision of the strategy is that we must create a society for all, integration of disability issues in all Government development strategies, planning programs is important, therefore you will find out and see that the broad-based Black Economic Empowerment Act of 2003 clearly includes the disabled and that in all empowerment deals we do and initiatives we try, that the disabled should be included therefore. The objectives of the Act very briefly to go through that, refers to the promotion of economic transformation, achieving a substantial change in racial composition of ownership and management, increasing involvement of communities, workers, co-ops and other collective enterprises, increasing the extent to which black women own and manage existing and new enterprises, promoting investment programmes that lead to broad-based and meaningful participation in the economy by black people, empowering rural communities, rural and local communities by enabling *ACCESS* to economic activities, land infrastructure and skills and the promotion of *ACCESS* to finance for Black Economic Empowerment.

Now when we get to accessing opportunities, on a more practical level all of the opportunities that are available and I want to make the point that there'll be many, many more opportunities for Black Economic Empowerment or economic empowerment, as we wish to call it. The newspapers many times want to give you the impression that Black Economic Empowerment or economic empowerment will be over within a short space of time. There'll be many, many more deals coming our way and the important thing is that they are carefully evaluated. The opportunities that are there will be evaluated, or can be evaluated by our office where we can assist and we do this in a big way when we do joint ventures with workers, because these are the groups that we feel need to be protected to a large extent as well as women, the disabled and so forth.

We also say that DTI should also play a role in that and where assistance is required is in the sphere of facilitation of Black Economic Empowerment deals, as well as the legal assistance, it's very important. So whenever we do joint ventures particularly with workers and on many farms that we work, we would see to it that the facilitation is done very well and that those workers or those people who need assistance are well-protected in these deals, because sometimes and all of the times really, economic empowerment deals are just business deals which can go wrong eventually. So if you do not protect the people getting involved in the deal, it could harm them also eventually. We say that as the charters unfolds there are many charters still to be completed, we have at this stage the mining charter, financial services, the wine charters in its fifth draft, there's the Agri-b charter that's coming. Particularly the wine charters and the Agri-b charters ICT are very important for the Western Cape as such.

In terms of the brief I got, I had to say something on preferential procurement and what we're saying is that National Treasury recently published a draft preferential procurement policy or regulations which will be aligned to the broad-based Black Economic Empowerment Act. Substantial changes are contained in the draft. Including the recommendations is that there's a 5 % weighting for black disabled persons. This means that in future when that Act is passed, you will have a situation with reference to preferential procurement that all of preferential procurement applications will have to include black disabled persons as such, they will add a 5 % weightage. These regulations we say, will encourage companies to include the disabled in their ownership as it would afford them more points for preferential procurement.

ACCESS to finance as always is a problem not only to the disabled but to many black people, *ACCESS* to finance still remains a problem. What was done in this regard is that there are two institutions. Basically, the National Empowerment Fund and Industrial Development Corporation which was set up to a large extent to assist, to finance Black Empowerment. The Development Bank of South Africa could also be approached in this regard. On a provincial level we have launched a fund which is called the Kasidra fund and that is basically a fund that has been launched early this year with our Premier, Ebrahim Rasool, as well as ABSA Bank. Various commercial banks are also coming into the fold very slowly.

The challenges and the way forward, in the White Paper mentioned is made of the Protected or Sheltered Workshop as referred to in the White Paper and we believe it should include the DTI on a National level, Department of Economic Development on a provincial level and also the involvement of other Provincial Government Departments. Many institutions working with the Disabled do have existing empowerment programmes. In the work I've done for the past year, I visited quite a few institutions working with the Disabled and they do have their own empowerment programs which we think need to be strengthened and as a Provincial Government, we just want to give the assurance that from the Department of Economic

Development and particularly Economic Empowerment, we will assist and support wherever we can. Thanks very much.

SESSION CHAIRPERSON, INGRID DANIELS

Thank you so much, Mr van de Rhee. I think it's very encouraging to see that there's a 5 % weighting in the draft procurement policy and/or regulations and I think that is extremely encouraging for us. Obviously the big challenge remains the *ACCESS* to funding and it's an area that we need to engage with more.

Without further ado, I would like to introduce to you our next speaker who is Mr Chris Nissen and he would be presenting the perspective of business and as stated earlier on he is the CEO of Umoya Fishing and is the Chairperson of Sea Harvest, South African Maritime Safety Authority, Namfish and Boschendal. He has been President of the Cape Regional Chamber and Vice-President of the Cape Chamber of Commerce. His experience lies in facilitating public and private partnerships, Black Economic Empowerment, transformation and business leadership. Mr Chris Nissen. {Applause}

**ECONOMIC EMPOWERMENT SPEAKER, CHRIS NISSEN
BUSINESS VIEW**

Chairperson, colleagues and friends, I represent the Cape Town Regional Chamber of Commerce and Industry which is a chamber in the greater Metropole within Cape Town. It has more than 4,00 members and we have within our policies not only with regard to BEE, but also a large number of people with different abilities who are members of the Chamber and who are engaged in the daily activities of the Chamber through its various committees, standing committees that are in the Chamber. So from the Chamber's side we have, we are fully committed and have ensured that all our members including our members with different abilities, to participate not only in the network, but also in the opportunities and the training mentorship and transfer of skills programmes within the Chamber. We've also have learnt a lot, because some of our members are very highly qualified. People with different abilities are very highly qualified, Chartered Accountants, employers that participate in the life and work of the Chamber.

When we talk about economic empowerment, I think even before we come to this side of the story and yes and thank you to Government both Provincially and Nationally and Locally for creating and enabling an environment through legislative processes and also through the different preferential procurement processes that are there, but Economic Empowerment still remains a major issue in this country and no matter how much we talk about it and no matter how much we try to propagate it, Economic Empowerment still remains an area of struggle.

It's not an easy area to operate in and we've seen the history of Economic Empowerment taking different stages right up to the point of fronting and from fronting to the point where Captains of industry identify their own champions and their own people to run with Economic Empowerment, also to the point where Economic Empowerment has become disempowering rather than empowering and there are a number of factors for that and so the area and the terrain of economic empowerment is not an easy terrain and we talked about *ACCESS* to finance, we talk about opportunities, there are a whole host of issues within the economic empowerment terrain. The recent debate in the papers about whether it should be broad or whether it should be a chosen few and how broad should your empowerment group be and that debate continues, but the biggest struggle is the struggle with regard to opportunities and *ACCESS* to finance and there are a number of companies, because they have to do business with Government, need to do empowerment and some of the businesses find a clever way of taking assets out of that business, keep it in their name and start a new Company and bring the empowerment partner into that Company, so strip the Company of assets, establish a new code and then say, "I give 51 % to a black company so that I can be empowered" and so we've seen all the problems within empowerment, but also I think in 10 years of Democracy we have seen significant strides being made through the charters, but particularly within the Financial Services Charter. The Financial Services Charter creates an environment where there's participation of the broader community onto the counsel of the transformation Financial Services Charter. We've seen that in the other charters like the oil and gas, the minerals, we've seen how those charters have incorporated and included and committed to people with different abilities.

Now the problem is always the same kind of problems that you will face, you, are the problems that we face by broader black business within the Economic Empowerment transformatory process, is the issue of finance and no matter how, unless you are at the level where you can *ACCESS* low level finance, but the moment when you go to hard core finance it's very difficult and clearly I'm sure that many of you have faced different banks, because the bank is, it doesn't matter what the bank says and I'm a Director of Standard Bank, at the end of the day, the bank wants its money back and so all those constraints and restraints that they put on in terms of accessing finance and through the financial services charter we have clearly stated very clearly that there should be BEE and economic empowerment financing and BEE will include people with disability and differently abled and Standard Bank for example has put aside one person, Kennedy Bungane (??) to deal exclusively with that. So in that sense we are busy overcoming the obstacles with regard to *ACCESS* to finance.

I think the second issue that is of concern to me is that I think that we are putting the economic participation of people who are differently abled and with disabilities, at a very low level of the economic strata in a very developmental level, so yes, we can make beads and yes, we can make that and we can do that, but when will people with disabilities and differently abled, when will they participate in the mainstream of the

economy? And that's key, otherwise your key people at that level and they will be happy to make beads and make a few other things, etc., but they will not become part. For example, the question is, what is the participation of organisations and business with disabled people and differently abled people for example on the Johannesburg Stock Exchange? I mean if you take for example in the Western Cape there's a group led by Logan Ward and his friend, they have just become part through the South African disabled investment holdings, participated at level of a company called (??), which bid for one of the best pieces of real estate in the Western Cape called Big Bay and they were successful in it.

So the challenge is not to remain at the lower level of the economic sector, but to really get out of it, because you see you are disabling yourself by keeping at that lower level, whereas you should be participating and therefore it's very sad that for example asset management companies are not here today. They're not in the exhibition hall. Corporates are not here. They're not exhibiting here today, because that is where you must find yourself, otherwise your economic growth is going to be stifled by keeping at that developmental level, whereas you should be participating at a much, much higher level and bringing you into the mainstream of the economy, because in the mainstream of the economy, that is where empowerment really lies. At the other levels, there are job opportunities, employment opportunities, but it's at the level of where you are right in the mainstream of the economy in the financial services, in the retail sector, in the tourism sector, in the agricultural sector - that is where you must be at that level, not only at a lower level which is developmental.

So the challenges still remain. How do you move from an empowerment at a certain level, right into an empowerment where you are not only seen and heard, but also taken seriously and the business world is a very different world from an NGO world. It's a world where sometimes you don't take prisoners and therefore it's a very challenging world. Thank you very much. {Applause}

SESSION CHAIRPERSON, INGRID DANIELS

Thank you so much Mr Nissen for a very challenging Presentation. The challenge to us in the sector is obviously to raise the level, but the challenges are for us I know at both levels - the lower level and the higher level and I hope we can engage in debates around that over the next two, or three days, because there is a big challenge for us raising the level of economic empowerment of persons with disability.

Without any further do, I'd like to introduce Rustim Ariefdien. He's known to many of us sitting here today. Rustim was diagnosed with Cerebral Palsy and Spastic Dysplegia at birth. He started his career with the South African Labour Development and Research Unit at UCT, Workshops Unlimited and the Palms Work Centre. He is now a Director at Altitude Workforce Solutions providing innovative staff solutions, staffing

solutions for the disabled. He's also the Chairperson of the services SETA, Regional Advisory Board in the Western Cape and Rustim will give us the perspective, Labour perspective for persons with disability and possibly in his Presentation we may be able to look at some of those opportunities that have come along for persons with disability. Rustim, over to you.

ECONOMIC EMPOWERMENT SPEAKER, RUSTIM ARIEFDIEN LABOUR VIEW

Thank you very much, Ingrid.

Okay, I'm basically going to give the audience some perspective on Disabled Labour. I'd like to start by just looking at that sentence. First of all I'd like to add in the word, "positive". I believe there's a lot of positive things happening within the disabled world, I think we heard a lot of those exciting positive aspects this morning and I would like to see and I am seeing that the disability sector and the disabled world is starting to develop into an industry player and I'd like to use the word, "industry giant", because I think that is where we're heading. So forgive me if I do come across a little bit positive, but I think I'd like to start off by myself, because I'm a person with a disability and I run a company for the disabled and I think that that in itself says quite a lot, that it can be done, it is being done.

Right, I'm going to give you a very brief situational analysis. Then we're going to look at some numbers, I want to look at numbers in terms of what the targets are and what our actual achievement are, interventions and programmes that we have, as well as some challenges and then end off with some successes. The open labour market employment is really, should be the major source of employment for people with disabilities. It isn't really, it doesn't play as big a role as maybe it should, but we should be filling jobs of a permanent nature, temporary nature, but very often also from a fixed-term nature due to the nature of how, how labour is structured within the world at the moment. Then of course, we have protective as well as sheltered workshops. They're a large portion of where disabled labour is found. Then you find informal employment. That's in terms of people who are not maybe registered with Government and you'll find them in informal employment and of course, Entrepreneurship. Entrepreneurship is very small, but steadily starting to grow and it's good to hear from my fellow speakers that there are opportunities within broad-based economic empowerment where there are opportunities, even from a funding perspective.

If you look at the population in this country, there's about 45 million of us, 9.6 million is employed, 6.8 million is unemployed, that means that there's a 40 % economically active population that is unemployed. That is what disability has to compete with and that is a very, very big task. Of that 9.6 million there are about 800,000 Government employees, there are 2.3 million disabled people in this country of which our percent is

5 %. Now you would know that people don't really believe in statistics. Generally, I know within the disability sector we, we believe that the number is much higher than that, closer to 10 %, but this is according to SA stats.

According to the Employment Equity Act guideline and that is contained in the Code of Good Practice on Employment Equity, 5 % of the work force should be disabled. According to some research done based on employment equity reports that has been submitted in the past years, 1 % of the actual, of the workforce is, are people with disabilities. Then you have Government target. They've set a target of 2 % of employees should be disabled. Now firstly, there you can see is a disparity in terms of the target and I haven't as yet heard an explanation as to why, but Governments are doing very well .25 % of their employees are actually disabled and then in terms of the skills development target, you're looking at 4 % of learners should be disabled. According to the target set by the Minister of Labour for the first five years, they set a target of 72,000 learnerships. 720 of those learnerships were people with disabilities, half that 720 were learnerships initiated by the Services SETA and 100 of those, 160 out of those learners was part of the Amasondi Isibindi Project, which you see exhibited here today. So doing a bit of Maths, we are looking at 4.3 % of the total disabled population is employed. So the number is not a very good number. We have lots of uphill.

Then in terms of preventions, programmes and interventions, I'm not going to break down these individually because I think that the Conference is dealing with things like that, but legislation is there from Government. There's a lot of research taking place. Sometimes I think we overdo it on research, but nevertheless, it is a very important aspect. Education, special schools has played a major role in terms of feeding the labour market as well as tertiary institutions. I think they're slowly starting to cater for the needs of disabled people which of course has been making a difference. Formal employment, I think that formal employment should be the greatest intervention. There should be a relationship between formal employers, the big nationals, the multi-nationals, the corporates and the Personnel Services industry, as well as I believe, the, the SETAs, because through a partnership of those three bodies, I believe that you'll find the highest intake in terms of formal employment and then, of course, there's learnerships. The SETAs, the learnership is a very good vehicle to introduce the person with a disability into, into a place of work and it allows the person, it allows anybody to develop with a learnership. It also acts as a form of guaranteed employment for a year and it also allows the employer to basically have a "Try before you buy" type of policy.

Once again, on challenges, these are aspects that the Conference deals with. *ACCESS* is very broad, *Accessibility* is another thing where it's starting, slowly, but surely, starting to make a major, have a major impact. If you look at the venue that we are at today, it's a very, very nice venue, yet in order to be here on time after Lunch, there was quite a queue waiting at the lift to try and get here, so that was a bit of a challenge.

ATTITUDE

I think that attitude of society generally is something that *a/ways* would need attention. The mere fact that we call, that we have a word like “Disability” where the emphasis is on the “Dis”, it means, I think that society needs a major overhaul, but the other challenge with attitude is with the disabled themselves. They need to believe in themselves a bit more.

AWARENESS, DISCRIMINATION

I think there's a lot of discrimination still happening and going on in the world today and then of course, Educational and Skills levels. We need to develop that.

The previous Speaker spoke about including disability at all levels. I agree with that, but one must not lose cognisance of the fact that you've got to build that capacity and the very often the best place to begin is at the beginning and we need to, we need to have more programmes, much more programmes where we introduce Disability at that type of level.

GENERAL UNDERSTANDING

And then just general understanding. I couldn't find a word that describes the emotional side of things, but if we understand what we are dealing with, both as people with disabilities and as people without disabilities – basically, as people, then I think that, you know, it would be much better.

SUCCESS STORIES

Once again the Services SETA – their disability projects and learnerships. Disability organisations projects and there's too numerous to mention, but we in terms of woodwork, in terms of cement works, in terms of the clothing and textile industries, there's lots of Protective Workshops or Disability organisations in the form of ::: groups that are very successful and even though the corporates are not here. Very sadly so, not many of them, disability incorporates is also working in terms of Call Centres, in terms of the Insurance Industry, it is there and I believe that there are opportunities in abundance.

I want to demonstrate this particular slide. It is a slide taken from the economic, the Employment Equity Reports, delivered over this period where it clearly indicates which year, number of employees in the organisation, how many of them are disabled and a percentage that's abled. This is a private Company. It's a Company that I established a few years ago and we've achieved it, so I'm not talking from a pie in the sky

story, I'm talking about something that has been done. Been there, done it. Okay? Thank you very much.
{Applause}

SESSION CHAIRPERSON, INGRID DANIELS

Thank you so much, Rustim. I think what you've done through your Presentation, you've also highlighted not only the challenges, but the opportunities and there seem to be a significant amount that we need to capture, that we need to hone on and that we need to actually exploit even more for the benefit of the sector.

I'd like to introduce our next Speaker and she would be presenting Civil Society. She's Wendy Nefdt and she's currently the Director of Epilepsy South Africa in the Western Cape and has been so since 2000. She's a Social Worker, with a Master's in Welfare Programme Management. She's passionate about the implementation of a holistic, developmental service for people with disabilities and believe that social and economic development should be the cornerstone of any Empowerment Programme. Wendy Nefdt will present to us a model, a possible model of an Economic Empowerment Project. Wendy, over to you.
{Applause}

**ECONOMIC EMPOWERMENT SPEAKER, WENDY NEFDT
CIVIL SOCIETY VIEW**

Okay. Thank you, Ingrid. Good afternoon, ladies and gentlemen. I think throughout the Presentations this morning, the focus was on the legislation which has come out of our wonderful 10 years of Democracy. It certainly is legislation that is enabling and I think importantly, as one of the previous Speakers said, it recognises the diversity amongst our communities. I've been asked to represent a project concept on a Programme which is run by a cluster of NGOs in the Western Cape. However, before I do that, I think it's always important for us to recognise who we are talking about. We are dealing with people who cannot ACCESS the open labour market for various reasons and I am sure that some of those issues will come out during the next Session on Social Development and also tomorrow on further talks on Economic Empowerment, particularly Protective Workshops and the needs thereof.

I'd like us just to quickly take a look at some snapshots of people, or civil society in the workplace and after that, I'll then present the model. I'm not talking through the photographs. There are photographs of people that are in a Manufacturing section – a Woodwork Manufacturing section and they're involved with heavy-duty machinery. They're engaged in various activities of furniture making. There's a range of activities from steelwork right through to packaging pantyhose, curlers. This could be any workplace, except some of them

you could see are definitely pictures of a protective employment. However, I think what the Protective Employment environment offers us as women are being taught skills, to use heavy-duty machinery and you have happy men in the workplace.

There are lots of challenges facing people with disabilities and from a social development point of view, we see economic as being the one side of it, however we need to also take cognisance that discrimination, exclusion, poverty, unemployment – we heard of the unemployment rates this morning, lack of skills training, *ACCESS* – we've heard more of *ACCESS* to focus on physical environments, reasonable accommodation, which is *ACCESS* to employment and I'm very pleased to hear from the Speakers here today, that there's a place for people with Disabilities in the broad-based economic world out there.

So what opportunities are there? We as NGOs have to create opportunities and I would like to use this opportunity today to share with you this project concept, because we would like to get more partners on board. This is a project which consists of a cluster of people. Just to go back one – and a Forum for Economic Empowerment and Development, was started towards the end of late 2003 and as you can see, the acronym is FEED, and the significance of it will come through later. It's called a Model for Development, but it's not, nothing new. It is based, or it is, it has its theoretical perspectives from the developmental approach. It's also underpinned by the strengths perspective and that is why we as a group of people could get together and recognise that we have strengths and that we can pull our strengths. The vision of the Forum is to develop an Economic Empowerment Project for people with disabilities and other unemployed members of the community, through the collective strengths, skills and resources of service providers, community members and other stakeholders. The principles which underpins this, is based on the White Paper for Social Welfare. Our Constitution and all the other legislations that we've heard about this morning.

It's based on communication, okay? It's based on communication, it's based on consultation. It is based on commitment, it is based on co-operation and all of that, if we refer to the White Paper, are all the principles which underpins partnerships and that is why, we've got to start off there with, start speaking to each other as NGO's, start moving away from being territorial about services you rendered and start finding out what is happening out in the community and how best we can co-operate in order to bring about a programme for the broader community. The process of the project, was an initiative from one of the NGO's to do site visits to the various projects. We got a few – three NGO's together and we started talking about our strengths. We also importantly identified what are the common needs. All of the NGO's had Economic Empowerment Programmes, but they're all little pockets out there and as I said earlier, there's no communication and that we need to get together, because there's a common need in the community.

A Steering Committee was obviously formed to drive the process and then to develop a concept proposal that could be taken out to the broader community and then to introduce the concept to stakeholders. The Steering Committee consists of Epilepsy South Africa and we are a social development organisation, but one of our key pillars of intervention is our economic empowerment programmes. We have Protective Workshops and we have income generation groups.

Just to introduce to the Kwanatamba Workshop for the Disabled. The Workshop focuses on the economic empowerment of people and they train unemployed people with disabilities to run small businesses or develop them in small business groups. The workshop currently supports four self-help groups in Woodwork, Sewing, Baking and Papermaking. The members of these groups all went through Skills Training and Capacity Building which was sponsored by the Department of Labour. Work Link is a programme of Catholic Welfare Development Agency, that focuses on the development of Entrepreneurs in terms of basic business skills and business support. The programme also assists income generation groups from other NGO's with skills development in Pricing, Costing and Marketing. "Soil for Life", also an NGO – the focus is to improve the nutritional and economic status of individuals and community in rural and urban areas and to develop human potential and self-esteem and to balance human need with nature's capacity to sustain life for this and future generations. (SACISISWE) Community Project came on board later. They were formed in October, 2002 and they also focus on Unemployment, Poverty Alleviation, Disability and Community Development. Their targets include the elderly and youth and various programmes, such as Gardening, Training and Development, Arts and Culture and Home-base Care.

The last one, Khaya Women's Group, is also an NGO registered in 2004, so we have some emerging NGO's that's part of the, the Forum. It consists of a group of 15 women who previously were employed in domestic work. The motivation behind starting this organisation, is to combat poverty through income generation.

In terms of the project concept, we identify the community as being that of Khayelitsha. The location at Kwanethemba and you'll see why, because there was an opportunity for us. We have 11,000 square-metres of unused land. The activities which is proposed at this stage, based on the collective skills of the founding groups as such, is Brick making, Organic Farming, Processing of the Produce and then Marketing and Retail. We do have an Artist's impression of what the project would look like where you have the activity surrounded by hives so that the entire community can ACCESS that.

In terms of our needs, obviously, we need transfer of ownership of the vacant land. We have been consulting with Department of Public Works and Department of Social Development. We also need to do the assessment of the soil and water resources and here we engage in Department of Agriculture, "Soil for

Life” and (SACISISWE) Community Programmes. The biggest need is funding for proper research, Project Management, Administration, the Infrastructure, Equipment and Skills Training where we’re at the moment. This project was communicated to the various stakeholders. We have had a series of Meetings and we had one landmark Meeting in May this year where stakeholders from various Government departments attended and in principle, they had offered their supports. However, we’re in the process of drafting the concept proposal to be sent out to the various donors and funders and to date, positive responses was received from the O.S.D.P., particularly in terms that we’re looking at the inter-Governmental collaboration through the IPDS and also the national disability strategy.

Then, the Department of Social Work, we also spoke with them and of course, the whole thing of partnerships is something that they’re thriving on.

The Department of Public Works sees it as an opportunity for the land to be developed and they definitely will come on board with us.

Other stakeholders we will definitely be engaging them. The way forward, is to involve more Service Providers at this point.

To finalise the Business Plan, to finalise the Budgets and then to source funding and implement and evaluate. However, in conclusion, if one looks at time-frames, this is a long-term project. The concept was developed towards the end of 2003 and to date we’re very honoured to be able to present it to this Forum here today. The Business Plan, the Budgets and to source funding. We need to be able to do this from January 2005 to December 2005 and then to implement and evaluate the year after.

Ladies and Gentlemen: I thank you for the opportunity and I would also like to say that in terms of, this model is different to what we’ve been hearing before about people with disabilities being absorbed and engaged in the open labour market. I think, however and I’d like to leave, I’d like to close with these words, that there are people with disabilities, by virtue of the social discrimination, that we need to support and to provide programmes for them to enable them to enter the open labour market, because that is the ultimate. I thank you. {Applause}

SESSION CHAIRPERSON, INGRID DANIELS

Thank you to Wendy Nefdt for presenting the concept model. We want to wish her and the members of the Forum all of the best as they plan and work on the next steps in their time-frame and phase.

Our last Speaker on the Panel today is Mr Christy Lynch who has come all the way from Ireland. He began his career in intellectual disability in 1976, working as a Nurse's Aid. He trained as an Occupational Therapist, qualified in 1980 and worked for eight years as an Occupational Therapist in the field of intellectual disability. Christy began the first supported employment programme. The project generated much interest through the E.U. and Christy went on to be the Founder Member of the European Union of Supported Employment and was President for several years. In 1992, he worked as the CEO of C.A.R.E. C.A.R.E. provides a comprehensive range of services for people with intellectual disabilities and their families. Christy, over to you. {Applause}

ECONOMIC EMPOWERMENT SPEAKER, CHRISTY LYNCH INTERNATIONAL VIEW

Thank you, Chair. Good afternoon. Try that again – Good Afternoon {Laughter}. A great pleasure to be back in South Africa and have a very short period of time on this slot, so I'm going to attempt to do two crazy things. The first one is in five minutes to explain where Disability Policy in Europe is at and that usually takes me an hour and the second one, in five to 10 minutes, I'm going to try and explain the model of Supported Employment, because I know that's something that's just developing here now.

Just looking at the E.U., the first thing I would say to you is, if you have a Disability and you live in the European Union, you are two to three times more likely to be unemployed than your Non-Disabled Peer, so we still have a very long way to go to address this issue of Employment and People with Disabilities. We have made a lot of progress and we have made huge mistakes. We took a very simplistic view and thought that if we just gave people training, then they would get in the Labour Market, or that if we put legislation in place, they would get in the Labour Market and in fact, we now know it's much more complicated than that. We heard a lot about legislation here today. I mean, it's fine, but it's not an end. In many ways, it's a beginning. You've got to go out and implement it and actually put the services in place for people. We have 50 million citizens with disabilities throughout the 25 member states in Europe, so that is a lot of people and as the point was made this morning, if you think about their families and their friends, the amount of people who are touched by the issue of Disability, is a very large group and it's one of the messages we're starting to use much more now with our own Government, saying, "This is not a small group of people on the edge. This is a large group of people whose lives are significantly affected and you need to be paying more attention."

The demographics in Europe, we are looking at falling birth rates across the E.U., probably the best economic situations that we've ever had an increasing elderly population. So one of the things the European Commission are saying to Governments is, "You need to start looking for new sources of labour,

because we are predicting a labour shortage in Europe and one of the groups that Government are starting to look at now, are those people who are inactive in the Labour Market and as I've said, a lot of those people, are people with disabilities, so it's not just for a rights issues, but a very practical in the E.U. People with disabilities are being focussed on more now, particularly in the area of employment.

Mainstreaming, we are moving away and the official position of the E.U. now and this caused great controversy. We did for many years have special funding programmes for people with disabilities, special employment targets for people with disabilities and the European Commission have moved away from that now and they said: "No, this is never going to work. If you keep yourself in a special programme in a special box, then Governments are never going to pay the attention they should be paying to this issue". So the official Policy now is that Disability has to be mainstreamed and that Governments must include the Disability issues in all policies, whether that's communication, transportation, education, health, etc., etc. The emphasis is very much now on a right-spaced approach. In Europe for a long time, you had a lot of, particularly in my own country, religious organisations, very much a kind of a charity approach to Disability and that obviously has an effect on society and how they view and see disability, but the approach now is to move away from all of that and to deal with the issue in terms of what it is, which is a Human Rights issue.

The Amsterdam Treaty, which is the legal basis for how Europe works, actually has a clause saying that Governments must ensure that people with disabilities among other groups, but it does specifically mention people with disabilities, must not be discriminated at member state level. Again, that's easy to write down, it's easy to say, but that doesn't for a moment mean that it's eliminated discrimination, because it certainly hasn't. The, each country is required now to develop what's a called a NAP. – a National Action Plan on Employment, so all of the 25 member states of Europe must write and send into the Commission each year, a National Action Plan on how they're going to approach employment and these plans are written with a set of guidelines that the Governments must follow and one of the guidelines specifically asks what the Government is doing in order to address the issue of unemployment levels for people with disabilities, so again within the movement, we're trying to kind of lobby the Commission and show up, if you like, the Government in some way, because often they write things down that actually don't happen in practice. Well, I would say that – they wouldn't say that, but so we're using the National Action Plans and trying to work now more in partnership with the Government and say, "Look, what can we actually do?" and what I'm about to describe, Supported Employment is an example of where Governments are now starting to look at new approaches to this issue and work in partnership with the sector and all of this really means that Disability Policy will continue to be high on the Agenda, at European Level going forward into the future, so it took us many, many years to really get the attention that this issue requires and I think now we're on the Agenda and we will be on the Agenda for many years, because again, in the area of Employment, we've a huge role to travel.

Speaking about the model of Supported Employment, this is a model that I discovered in the United States in the early, mid-eighties (1980s) I suppose and we have been using it in Ireland and subsequently now there are National Associations promoting this concept in almost all of the Member States of the E.U. and in other places throughout the world. This approach is based on inclusion, so it is an alternative to segregated workshops and segregated day service. Everything Supported Employment stands for, is about full inclusion in the Open Labour Market. We're talking about real wages and benefits, so what are the benefits that go with the job? We have, in my own country, a national minimum wage, so we say, all people with disabilities who go into the Labour Market, must earn at *least* a minimum wage, but hopefully, a lot more than that. It is a model that's used for all levels of Disability and one of the problems I see as I go around the world, when I see some interesting Open Labour Market projects, I don't tend to find large numbers of people with intellectual disability, or if I do, there are people who have a very mild form of intellectual disability. This model was developed for people with severe disabilities and it is to provide them with the support, so that everybody has the opportunity to go into the Labour Market and for me, that's its greatest strength.

Where am I? Placement first. The way we use Supported Employment is we start with Placement and one of the big mistakes we've made throughout Europe and in other places in the world is, we thought if we got the training right, then the jobs would come and what has happened is, there are large numbers of people with disabilities who are actually very well-trained and very well-qualified and still cannot get into the Labour Market.

With this model, we actually start with Placement. So it's like the old Apprenticeship Model where we would go into a Company, negotiate an opportunity and then place the person with Disability first on the job and then work out what is the training this person requires to do this job, so the training takes place in the Company on the job and what are the ongoing support needs? As you heard, I've been over 20 years working in this field and I haven't cured a single person yet. We have to stop trying to do that and look at the issue of, "What are the supports people need?" and if you have Down Syndrome, that's very different to having Schizophrenia and that's very different to having a visual impairment and another mistake we made was, we, this "One size fits all" approach, so we thought, "All disability is the same and if we use one strategy, that will work for everybody." Well, it doesn't and as I said, this particular strategy is for people with more significant support needs.

We say, "Choose-Get-Keep", so what we do is we sit down one-on-one with an individual and say, "What are you interested in, what kind of a job would you like and we will help you to choose that job? We will then go out and sell this idea to a Company in the Labour Market, so we'll get you the job and then we will go with you into the Company to help you settle in and to provide whatever support you need", so "Choose-

Get-Keep”. The support we provide is flexible and ongoing and as I mentioned earlier, we now, it took us 10 years to get this, but we now have a national strategy promoting this model, completed funded by Government and this is about informed choice. We talk a lot about choices for people with disabilities, but in my area of disability, if a large part of your life has been discrimination, you didn't get the right educational opportunities, you've never had a chance to go into the Labour Market, then you need to make an informed choice.

It's not enough I go places and people say, “Oh well, our people are happy here.” Well, if you've never known anything else and if you don't know what the alternative is, is that really a choice? I don't think so. So the features of the model, as I said, this usually takes two days, it's individual life, so we're very much focussing on one-on-one tailor-made support package, so I could, I have 140 people in my own organisation with all levels of intellectual disability who are working in the Labour Market and the kind of support each one needs is unique to that individual, so we have to look at tailor-made support package. This is initially labour-intensive. If you take a short-term view to this approach, yes, it's expensive, because of your working one-on-one, but you've got to take a medium- and long-term view, because we have wasted *massive* amounts of money, I mean, *massive* amounts of money, trying to fix Sheltered Workshops and trying to, you know, set up enterprises, etc., etc., etc. and at the end of the day, what we've ended up with is a separate, segregated service and is that what we want to end up with for people with disabilities? “No”, is the answer to that, in my opinion. The goal of Supported Employment, is just about money. The goal is social inclusion and I always say, it's like a door, a key that opens the door to a new life for people. Most of our people, all of our people – in fact, none of them would go back to the day services or the Sheltered Workshops. They have all opened up other avenues of their lives, because they have a reason to get up in the morning now, they have their own money in their pocket, they have their friends at work, they have an interest in work, all of the things that you and I, those of us who work, take for granted.

A feature of the model is also the use of what we call, Job Coachers. So we have staff who are specially trained to do this Assessment, putting the support package together, to, they learn Sales and Marketing skills and go out and sell this idea to the corporate sector. People *coming* they're not here, *are* are not here. They're the corporate sector. They're out there making money. That's what they do. We have to bring the message to them and – three minutes – we have two customers, we always say – one is the person with the disability and the other is the Company, so we take a very constructive, positive approach and what I've learnt over the years is, the issue for companies is not how much it's going to cost them, it's not what your productivity is going to be, it's not reasonable accommodations, it's fear. They are afraid of this. They don't know disability, they don't know what you're asking them to do, so what they decide to do sometimes is nothing, so we have to help overcome that fear and so, that's why we say, the Company is as much our customer as is the person with disability and I will finish – the definition – “Supported Employment enables

individuals with disabilities, including those with significant disabilities to be employed in real jobs in regular settings where training and other supports are provided on an ongoing basis.”

To summarise, if you want to remember this model, think this – place, train and maintain. In that order. There are people whose disability is clearly not going to go away. They will probably have support issues for the rest of their lives and the question is, “Do you want to support people in segregated settings, or do you want to give people the dignity of a real job?” Thank you. {Applause}

SESSION CHAIRPERSON, INGRID DANIELS

Thank you so much to Mr Christy Lynch who has really presented another model for us today to consider.

In summary, I think from the different Presentations, from the Panellists here today, we've seen opportunities and we've also seen challenges.

To summarise very briefly, I think in terms of the challenges ahead, we are still looking at Employment Equity Act and its implementation and ensuring that Government targets of 2 % are at least realised.

Increasing the level from maybe developmental economic level to greater economic empowerment for persons with disability.

Accessing finances. Issues of discrimination, issues of skills deficit.

In terms of the opportunities, I think again the Speakers have highlighted some of these opportunities through the Services SETA, learnerships, the 5 % weighting in the draft preferential procurement regulations. There are financing options. We need to find out how to *ACCESS* them.

Skills development and then we've seen Rustim Ariefdien's presentation where 78 % of the workforce, are people with disabilities, so therein lies a story with a challenge, but an opportunity for us.

And then two emerging models that were presented to us today. Two models to be considered, but they are also opportunities.

At this stage, ladies and gentlemen, we have about 10 minutes and I'd like to open up the floor for Questions or Comments.

PARTICIPANT {Inaudible}

SPEAKER, CHRISTY LYNCH

A good question. The short answer is it wasn't easy to persuade them. The, I think there are a number of things happening now. We have moved away, obviously from the medical model to a social model and that changes or has changed the way people look at the issue of disability, specifically in relation to the Supportive Employment Programme. What we found when we started to sit down and what Government is, Government are questioning more and more what they're spending their money on, so as our economy has got much better and all the employment levels went down for the general population, this issue of unemployment levels of disabled people, did not go down and despite the fact that there was more money about, what they tended to do, was to keep putting the money into segregated programmes and they're still doing that by and large, so we eventually sat down with the Ministry of Labour in my own case and I got the Minister, I asked the Minister, would she call me and give me a morning of her time. The Minister is responsible for disability and she spent the morning and we took her out to companies and she could not believe it, because we showed her people who are *very* severely disabled, in the Labour Market and she went back to her office saying, "If these people can do it, then everybody can do it, so" and she went to the Minister for finance and we then subsequently sat down with the Ministry of Labour and they, they agreed to fund a three-year pilot project using this approach.

At the end of the three years, they did an independent evaluation and they are very, very happy with the results, because of the numbers of people who have got into the Labour Market, whereas most of the other approaches, as I've said, they're not happy with the results, but you know, we don't like to talk about that too much, because it upsets people, because it's a huge industry in all of our countries. What basically, I think the way to do it, is to get to know your public, the civil servants, sit down with your Government people, involve Ministers in success stories. We're always inviting them to lunches and we promote the companies who have given our people jobs, anything we can do to kind of high profile them and put some PR around this and we'd basically sit down with them, identify the common area and the common area is, we all want to do this if we can and then, work with the strategy and give them the data, what, as I said, because this has been so successful, they're now going to increase the money that they're putting in the National Programme.

PARTICIPANT, GUY DAVIES

Thank you. Guy Davies from Disability Solutions. A question to John van de Rhee and perhaps, Chris Nissen – regarding the Black Economic Empowerment and how it is enforced, or how it is read in South Africa, can you just clarify whether people with disability do come under that Act and the reason why I asked that is that we've had the experience ourselves with companies such as Empowerdex that do not rate Disability at all in their rating system?

SPEAKER, JOHN VAN DE RHEEDE

Well, clearly the Act does include disabilities. It's very clear. If you go to the Act and the Definition, it includes women and it includes disabilities. If you disagree then, then I don't know. If you look at the new Preferential Procurement which is still in its draft stages, comments was taken up until 25th October, it clearly specifies in that particular score card, "5 % waiting for preferential procurement"

PARTICIPANT, GUY DAVIES

That's black disabled (??)

SPEAKER, JOHN VAN DE RHEEDE

It's black disabled people, yes.

PARTICIPANT, GUY DAVIES

So white disabled people don't exist?

SPEAKER, JOHN VAN DE RHEEDE

Not necessarily, but if you look at where Empowerment comes from, it is clearly meant for disadvantaged people.

PARTICIPANT, JEREMY OPPERMAN

Mr Van de Rhee, it's a well-known international fact...

SESSION CHAIRPERSON, INGRID DANIELS

Sorry, could I just check if there are any other questions, Jeremy? Sorry, I just want to check in terms of proceedings. I think there's another question, Jeremy?

PARTICIPANT, JEREMY OPPERMAN

But Ingrid, this *is* a question and I'm afraid Mr van de Rhee has fudged it as usual.

SESSION CHAIRPERSON, INGRID DANIELS

Sorry, Jeremy

PARTICIPANT, JEREMY OPPERMAN

It's a well-known international fact. Ingrid, how can we, the whole point of this Conference was to be able to address and to approach the situation. The point was made that there is 5 % black weighting. Now there's a well-known international fact that disability supersedes race consciousness. Shakila, would you like to confer with that?

PARTICIPANT, SHAKILA MAHARAJ

Okay, it's common practice and particularly, I quote the US in terms of best HR practices, right, in what's influenced policy, particularly in the workplace and that is that when it comes to understanding Disability, the discrimination around Disability, is related to your disability per se. So whether you're white in a wheelchair, or a black person in a wheelchair, or yellow, the fact is the disablement comes not just from your condition, but from the social prejudice and from the lack of designing an environment and that's related directly to the Disability. Okay? And so given that, that qualifies what Jeremy just said, that disability would supercede the Race issue, so if you had to look at me, for example, being female, black and blind, it's the blindness that disables me greatly. It overrides the female part and the blackness. {Applause}

SESSION CHAIRPERSON, INGRID DANIELS

Could I get either Mr van de Rhee, or Mr Nissen to respond?

SPEAKER, JOHN VAN DE RHEEDE

I will accept that. The point is that the history in South Africa is very clear. Even if you look at the White Paper on the integrated strategy, it makes the point very clearly that the black disabled people have been much more disadvantaged in the past as they were and therefore, you require a policy to equalise that and that is what economic empowerment is doing and that is why the Economic Empowerment Act was written, to assist and to empower those who were disempowered in the past and that is the Policy of the Government. Thank you.

SPEAKER, CHRIS NISSEN

I guess we need to first of all question Empowerdex is one agency. There are a number of other agencies, other service providers and the Department of Trade and Industry up to now has not yet completed this process of accrediting certified agencies, so I don't want us to just use one agency and say, "This is where it is." Clearly, if you look at the Employment Equity Act and how people report in the different business sectors, then the Disabled will fall under that particular Employment Equity Act. That they will fall under that one. What we're arguing, if they should go *beyond* that and that's my argument that we should go beyond just not only looking at the Employment Equity. We should look at how there are joint ventures between companies in terms of new opportunities coming, e.g. if you look at the "Agri BEE" that's coming out, most of the farmers are trying to do joint ventures or deals with the farm workers or the farming community. If you look at the mining sector, if you look at the fishing sector, marine sector, now the Health Draft, the Health Charter is going to come out. The Pharmaceutical Charter is going to come out. Isn't *that* an opportunity for people who are differently able to in fact, to get into that, to ensure that they become part of it, to become part of those joint ventures and so on and that's my argument and in terms of that, yes, an agency such as Empowerdex should be looking particular at those agencies, how do you bring in investment groupings out of the physically, out of the differently abled groupings and how do they participate in *that* economic activity and I would agree with John. I mean, it's and I hear what people are saying around, you know, the issue of black and white. Clearly where we are today, we say, you know, we should not discriminate against *any* person who are disabled or differently abled. However, if you look at the real history of this country and we cannot ignore the history of this country, where our people come from, that people and I can tell you, I can tell you. We have lots of experience in the Karoo where I live, in Zweletemba where I live, how black people who were disabled, were treated far worse than other people, so that's why Government is saying, "Let's go and make sure that there's restitution" and help and yes, we must work towards ensuring that people that are differently abled, should not be discriminated against on any grounds.

SESSION CHAIRPERSON, INGRID DANIELS

Thank you, Chris. There's one more question which I'll take before Tea. The gentleman behind Jeremy.

PARTICIPANT

I, I, let I stand. I speak now from a black disabled viewpoint and I say that Government is white. The reason why I say, is that if we look into (??), most white disabled people do not really realise that even although they were disabled, they did benefit from the previous Government in terms of their family members who were economically empowered in terms of factories, in terms of directorship. Your black disabled person, if you look at his mother and his father, they were Labourers.

Audio recording of Session 3 ends...

SESSION 4: 16H00 – 17H30**SOCIAL DEVELOPMENT AND CAPACITY BUILDING**

Introduction and first two speakers unavailable...

**SOCIAL DEVELOPMENT AND CAPACITY BUILDING SPEAKER, BRIDGET VAN DER MERWE
CIVIL SOCIETY VIEW**

Democracy has in many ways failed persons with Disability. Community-based development must address the spirit of entitlement that we still find where people with disabilities still expect to be given, still expect to receive all the time. Benefits of Democracy must benefit persons with disability as well and therefore it is so essential to realise our role in encouraging self-representation, in taking seriously the nothing about us without us, in taking seriously the call for inclusive education and inclusivity and participation in local communities in decisions that are made.

Low skills levels are a reality and the gap needs an NGO partnership whether regulated by SETAs or not, there is a gap that needs input in the sector where we need to empower persons before they can enter the labour market. People with higher levels of skill, the question that we sit with in this, in the NGO sector is, is there life after learnerships? Independent living, essential ingredients for people to be independent citizens are Personal Assistants if they are severely disabled, but there again support is required, because people are often exploited.

Psychological damage is often done when one cannot trust a Personal Attendant. Public transport must come under the spotlight again and again and again. Universal *ACCESS* to the public transport needs in this country or means in this country, is essential for equalising opportunities for persons with disabilities to get on with their lives, to form part of the mainstream of society.

Appropriate health care cannot be ignored. We know of the good intentions of Government, we know of the policies that are being put in place to regulate the systems where people interface with health systems, but they are inadequate, they do not serve disabled people who have to get up at 3 o'clock in the morning to be at a day-hospital in time to be there to get their medical supplies and there are many other factors that influence independent living. You have to have a job before you can be unique as an individual.

The information in society in which we live must take into account Africa and its needs. Africa, as we celebrate a decade of disability in Africa, we need to share our knowledge about. We need to also take lessons from Africa's States in terms of prosthetics in countries where technology has never been used

before as they are used now in prosthetics. We can take lessons from those African States. We need to look at the need for support of disabled people's organisations which we encourage and which emerge on the ground, but then are left because they cannot go to the next level because of lack of support. The Human Rights issues at local level are major challenges, "Nothing about us without us". Disability is a human rights issue, not only a health issue. Going beyond the medical model to social development is crucial. Equality is essential. Currently we're in the 16 days of activism on violence against women and children. Women who are disabled are vulnerable, they are powerless and often regarded as valueless. HIV and AIDS is a critical issue for people with disabilities. The impacts on our society are extremely relevant. Education programmes often ignore people with disabilities. Preventative measures, often matters are not taken into consideration about disability. I haven't seen a condom pack with Braille lettering on it yet. {laughter} Presentations of information often ignore blind persons, deaf persons, persons with intellectual ability. Often research about the drugs used of necessity for persons with disabilities are often ignored and therefore research needs to be done about the effect of anti-retroviral drugs and the disability drugs.

And then lastly, bureaucratic delays is a big challenge that still faces us in this field. Just to mention a few, applications to the National Lottery on which so many of us depend for our survival and for continuing to provide services in the community, take almost a year before we get any response. Applications for Section 18A Exemption from Income Tax which would help us to get donor support, takes equally long. Applications for disability grants and the stoppage of disability grants without consultation with existing NGO's is a slap in the face of any quadriplegic person who has to prove that he cannot move and therefore cannot work. The fact that we need assistance for self-help groups to grow is an emerging problem in this Province and we as the NGO sector need assistance from Government to set up these groups and to help them to continue to sustain themselves.

Integration of services is a challenge that I would like us to keep thrashing when we speak about transport nationally and locally. *ACCESS* remains the primary barrier to equal opportunities for persons with disabilities. We have got a provincial co-ordination forum going between Government and civil society in this province. We have got very good working relationships with our OSDP and there are many strides that have been made nationally as well in the co-operation between the non-Governmental sector and Governmental sector, but we must move from the talking to the institutional adjustments that have to be made. *ACCESS* should be central to our discussions. It should roll off our tongues when we move from this Conference. We should always use the simple question, "Can disabled people go there? Are disabled people able to *ACCESS* what I am planning or discussing?" Then the resources for that could be sought together. Transformation of the quality of life of persons with disabilities is essential, but comes with the challenge of the outcomes that we hope to achieve for this Conference. The outcome to generate

information on achievements, for partnerships, for placing *ACCESS* on the national agenda, for assisting in shaping *ACCESS* programmes, we need to talk to each other. We need to have the kind of appreciative enquiry that we had this morning. We need to listen to those calls and stories. We need to give equal attention to issues. We must hear the calls and let us remain the Activists and let us remain the listeners, but let us together be the doers. Attitude is the big thing that we can change. There is power in the individual to do that. There is power in one person to change an own attitude and influence the attitudes of others. Realistic strategies to address *ACCESS* must be looked at and sustainable shifts need to be achieved. Thank you. {Applause}

There is a, I just want to end with a quotation from Douglas Mishila with his permission. When asked to define what our role is, Douglas Mishila is himself a wheelchair user. He said: "Transformation can only be brought about by our own sweat, instead of taking the back seat and experiencing other people doing it for us. It is like a bird locked in a cage, ready to be set free to fly high without any limits to hinder it. The ball is in our court to make the best of it."

I'm not saying that there is *the* way forward. I'm saying that there is *a* way forward and *a* way forward is a method of appreciative enquiry into what the stories are of people on the ground with disabilities, for us to hear them and for Government to listen to them and for us as a country to work at them. I thank you. {Applause}

SESSION CHAIRPERSON, VIRGINIA PETERSEN

Thank you very much, "B". Now it gives me pleasure to introduce to you Jim Callaway. He is an Associate Professor of Recreation Administration and Sport Administration at Georgia State University. He has expertise in events planning and recreation activities for youth. He is the Vice-President for the fund development for the Atlanta Paralympics Organising Committee, for the 1986, he was Atlanta Paralympics Summer Games.

Jim's going to focus on Empowerment through Sport. Please give him a warm round of applause. {Applause}

**SOCIAL DEVELOPMENT AND CAPACITY BUILDING SPEAKER, DR JIM CALLOWAY
INTERNATIONAL VIEW**

Good afternoon, everyone. I thought that would wake some of you up, anyway. Thank you for staying with us and hanging in there with us this afternoon. I'm going to talk about Recreation and Sport. Now many of you may be thinking to yourselves, what does that have to do with the agenda that we are dealing with today? And I hope to share that with you in a way that you will begin to appreciate how far you've come and where you going. I need to explain my position very quickly. Vice-president for Governmental affairs and Fund, notice I'm stressing the "d", development. Most people translated that title into Governmental Affairs and Fund development. Giving parties by asking for money, but my job was to raise money for the 1996 Atlanta Paralympic Games. Many people are not aware around the world that we were able to raise close to a hundred million dollars for a disability Sport. Now, imagine this if you will, very few people are aware of the fact that art games were not Government supported. When we talk about ACCESS, we're talking about attitudes. We were told that we could never ever expect to fill a stadium of 65,000 people with athletes with disabilities. Well, let me tell you because many of you know the history, we filled the stadium, we raised the 100 million dollars, we raised the awareness of people, able-bodied individuals about what people with disabilities could do and so we were very proud of that and so I'm going to talk to you about what you've achieved, because it's important as we talk about all of the challenges that you have, you need to pat yourself on the back for what you've accomplished in such a short period of time. We in the United States are very envious of what you've already done with disability-related issues. We don't have disability even mentioned in our Constitution. You were astute enough to do that and the progress that you're making in the short time that you've taken on this Agenda, its just been critical, its been important.

Let me also say that I teach at a University and I'm curious to see who might know or have heard of this University, Gallaudet University in Washington DC, which is the only liberal arts college in the world for the deaf, and I'm proud to mention that along with many other positions that I've had, because the main thing that I did in terms of ACCESS for the many positions that I've held, was to make sure that I mentored an individual with a disability to take over my Sport and so it is my hope that all the able-bodied in this room that we are about that same task and that perhaps one day when we come back to this Conference, it will reflect 80 % disability, those of you in charge and those able-bodied coming here to learn how to work more effectively in the disability community. That's what ACCESS is all about and if we can do that, then we can move forward. But I also have to tell you, after listening to all of the Speakers today, I am reminded of a passage and I'm sure that many of you feel this way. It goes a little bit like this,

"We the willing led by the unknowing are doing the impossible for the ungrateful. We have done so much with so little for so long that we are qualified to do anything with nothing at all."

Doesn't that represent most of us in this room? But let me tell you, folks and by the way I'm from Atlanta, Georgia in the United States, so "folks" is a respectful term, that it's important for all of us here to dream. It's important for all of us not to get too heavily burdened with the issues that have been presented to you today, because the thing that will allow you to achieve your success is the triumph of the human spirit and you can only maintain that by dreaming. If I was to ask you to close your eyes for just a second and dream about a city that is fully accessible that has ramps where appropriate, that has sound systems so for those of you that are blind you can cross the street alone without assistance. Full employment or equitable employment.

Well, let me tell you that that dream actually occurred for three weeks in Atlanta. We were able to make that City fully accessible and if it can be done for a major mega event, it can be done year round and so what I'm asking you to give some thought to today, is allowing yourself to dream so that you can achieve many of these goals.

I'm going to challenge you as well to think about this. When we decided to take on the Paralympic Games and of course, we were told that they could not be successful, we tried to, we didn't think that people in the United States did not really and were not aware of people with disabilities. We thought that the entire country had had some levels of exposure for people with disabilities, but that was not the case, but the most shocking thing because we're talking about legislation, but I think we also have to talk about corporate support at some point in the development of disability Sport, that no corporation in the United States had ever done research on the dollar market value of people with disabilities. Now if you'll imagine that for a second, what we later discovered and we are the only corporation, the 1996 Paralympics to do a study on the dollar market value of people with disabilities, you know what we learnt and I think that power lies with you as well? We learnt that the dollar market value of people with disabilities was larger than the African American and Hispanic communities combined. "Hullo?" *Combined* and once we were able to show that research, guess what? Coca-Cola came on board, other corporations started supporting disabled Sport. So accessibility as it relates to Sport, recreation and Sport is about changing the attitudes of people in general.

In the United States, people are valued on two criteria - you pay taxes and then you are not Government-dependent and it is the dream some day, I hope of many of you in here that you'll be able to achieve that and so very quickly, with about five minutes to go, I want to share with you just a few thoughts that I have. George Bernard Shaw once said the problem with communication is the illusion that it has occurred and I want you to think about that for a moment because many of the panel members up here have talked about the importance of communication in terms of the language that we use to refer to people with disabilities, but beyond that, the whole issue of communication is about understanding what the challenges and goals are. That's why you're here today and so one of your challenges and we hope is that all of you will leave here with a single Agenda inclusive of recreation and Sport, because believe it or not, recreation and Sport will be

a major unifying entity in the next 15 to 20 years throughout the world. How do we know that? There's lots of evidence that supports that. As we look at many of the international organisations that talk about Sport, we can see very clearly that the whole notion about how important Sport is in terms of the socio-economic and political transformation process, occurs most easily when Sport is engaged in the process. How do we know that? Your former President, Nelson Mandela, quote "Sport has a role to play in uniting countries, because it speaks a language and has ideals beyond the reach of Politicians". Sport, it's about the notion of Olympism and Paralympism, which is a philosophy and as you can see from the illustrations here, it's about ACCESS, it's about people with disabilities and able-bodied individuals promoting citizenship and equity in Sport, building national pride.

When we talk about capacity, when we talk about social integration - these are the things that we're talking about and forgive me for moving quickly, but time doesn't allow me to spend too much time on many of these. It's about creating international relationships and friendships, because ultimately that impacts our local communities as well. The United Nations Sport and cultural activities within the context of a culture of peace and nation-building should compliment educational and training activities and finally it is through Sport that athletes would develop courage, devotion, loyalty, team spirit, respect for rules and respect for others as well as oneself. That's what we're talking about here in terms of the role of recreation and Sport and it must be given an equal and important Agenda on your discussions over the next few days.

Inclusion, as we talk about Sport, we must continue to keep inclusion in our mind and what we talk about here is simply providing for the full potential of participants and recreation and Sport. Disability Sport gives disabled youth *and* adults an opportunity to see people like themselves excel. During the 1996 Games, it was our goal that every individual, young person athlete with a disability that was participating would not ever say again, "I want to be like Mike" - Michael Jordan we were talking about. Instead we wanted every athlete with a disability to want to be like one of their own athletes and by the end of the Games we were able to do that. We didn't hear anything else about Michael Jordan again. They wanted to be like Tony Vopintes, a person who wore prosthetics on both legs and ran the 100-metres slightly less than a second slower than Carl Lewis. Those are the kinds of things that we want to do and yet, people we must not forget women and clearly women with disabilities has to play a major role and this particular illustration I think says it very loudly here, you educate a boy and you educate a man. You educate a girl and you educate a family and that's what it's all about. Women with disabilities in Sport must be given equal time and opportunity and ACCESS we cannot ignore and so lastly in closing, because I promised I was going to keep on time here.

I haven't got my three minutes' time, but I'm looking for, it's important for us to think about industries that relate to Sport. If you look on the screen, look at the types of wheelchairs. Many of these wheelchairs cost \$5,000 to \$15,000 a piece. Wouldn't it be wonderful if many of us in this room created our own industries to

produce these types? Who better than you understands what goes into a wheelchair and the construction of one? When it comes to prosthetic devices, there goes that sign. Look at the different chairs for Tennis, for snow-skiing. Have any of you ever gone snow-skiing? Imagine this and these are the kinds of employment opportunities in Sport, as well as coaching, as well as other types of opportunities that some day you will be doing and taking the leadership role in. This is what *ACCESS* is about. It's about empowering everyone of you in this room to take control of your own lives and make your own decisions and your own calls about what it is that we need to do and I suggest to you again that it is through Sport that all of this can be done. Prosthetic devices for people with physical disabilities and loss of limbs. Another occupation that could be pursued by all of you and so lastly, what I hope to do in tomorrow's Session, because I'm also speaking in the Recreation and Sport Session tomorrow, I'm going to share with you how we were able to do the Research to determine the Dollar market value of people with disabilities and I'm going to share that information with you. I can't share it in the United States because it's illegal. When I did the research here, I signed an agreement with the corporate sponsors that I would never share it with other corporate sponsors. I can share it here. {Laughter} And so what I'm going to do tomorrow is to show you how you can do research to convince Governments to convince your communities to convince corporate sponsors that you have value and that if they simply invest in what you do, that everybody's a winner. Thank you. {Applause}

SESSION CHAIRPERSON, VIRGINIA PETERSEN

Thank you very much, Jim. I think, colleagues we've really heard a very serious and impressive rounds of inputs and just very briefly, just to refresh your memories, Manthipi spoke about the review of policies and the new service delivery model, but more importantly, she fundamentally spoke about the paradigm shift to actually achieve inclusion. I mean, that's important and we can't do this without understanding the words, "Integration". I think when we look at a beneficiary of any type of service, how do they see the organisation to which they're going to receive a service? I know at the moment Government looks like this amorphous bunch with lots of doors. People are looking for single entries into Government and how do we achieve that to make *ACCESS* more possible? So I think she spoke a lot about integration alignment, looked at different programmes, but it was also seeking the seamless services that I've referred to. Gill, on the other hand, spoke to us about learnerships and how to *ACCESS* them and we'll get her details for everybody. She can put it out, because I think that's important. *ACCESS* through information. You need to know where it's at in order to get it and then talked about those free skill assessments. I thought that was quite handy so we should take them up on that while it's free. I think that was important, but the approach was a capacity development model to reduce dependency. I think we need to get the balance of what's going on in our societies and we still talk about the triple oppression of rural women with disabilities. Poor and the difficulties that come with that. Bridget, on the other hand spoke about the power of the individual in terms

of talking, acting, mobilising – these are activities that assist us to make a difference, but she raised very critical concerns, which are further still strengthening barriers that are very stark, that we haven't made that kind of difference yet. So there's a challenge and we need to deal with that challenge. Also how do you make social security developmental was part of her challenge.

Partnerships, partnerships - everybody, at this table spoke of partnerships in different formats, whether it was Sports, Corporate, (Seaters??), whether it was with State departments, it was right there. Jim obviously raising awareness about your Dollar worth, the value, what you can bring to the party, what's your part in the partnership to *ACCESS* other, its leverage. Know who you are and what you're worth in order to go out there and get what we *can* get, because we know it's possible, it's within our grasp. I think those were some of the issues.

I just want to say, our Premier is very keen for us to understand ourselves as a developmental State, what does that mean, if we're interventionists and we say we're people-centred, what does that mean? And today we see people keep on referring to that. We talk about the Human Rights culture, we talk about bringing it together to achieve *ACCESS*. So "Nothing about us, without us", that can just remain hollow words unless we know who the partners are and I hope through this *ACCESS* Conference you're making networks because *that* is where *ACCESS* is facilitated.

I'm now going to give an opportunity for people to ask questions, but before I do that, I just wanted to give you a couple of numbers. Bridget raised difficulties with disability grants, so I am going to give a couple of handy numbers for everybody to call to *ACCESS* Government. The first one is 0860 142 142. These are toll-free. The one directly to our department, that's Social Services and Poverty Alleviation, is 0800 220 250; and then if you're really not happy, phone the Head of Social Services and tell him what's happening, it's 083 634 7978. His name is Henry (?) and you can tell him I told you to call him. I want to, I recognise there's lots of difficulties out there at the moment. We're not getting to people quick enough and where you know people are struggling, just call us people, help us, help bridge and cut down that barrier. Now questions, how much time have we got Programme Organisers, because we're running late?

Okay, I've just been told my Session's over. Thank you very, very much. {Applause}

CONFERENCE CHAIRPERSON, SHANAAZ MAJIET

After Bridget is done I just want to make a few announcements for this evening and also for tomorrow and then we have a little bit of, a very nice thing to end off today – a wonderful poet that has done a few poems

for us for the *ACCESS* Conference and we would really like to give him an opportunity just to tie up today. Thank you very much.

SPEAKER, BRIDGET WOODS**APPRECIATIVE INQUIRY FACILITATOR**

Okay team, thank you for a little bit of closing space. What we wanted to do which doesn't often happen in Conferences like this is allow you a bit of space and time to absorb some of the very, the plethora of themes, ideas, opportunities that have emerged during the day and some of the best ways of doing that is by, kind of just pausing, slowing things down a little bit and ideally talking to and I think we're not going to do the group thing a bit, because it's going to get complex to turn you around, but perhaps if you can just talk to maybe the two or three people nearby next to you and we want to ask you to think about a couple of things.

Today has generated many and rich perspectives on the topic of *ACCESS*. You've had 400 personal stories generated here in this room. You've had over 15 or so people standing on the podium here giving their expert opinion, adding to your voices in terms of particular subject matter and you've also described how your best experiences around *ACCESS* have impacted on your lives and I'm just going to briefly reflect back to you what is on those mind maps at the back there. I don't know how many of you have had a look at them, but it's inspirational stuff. Whether your experiences lay in education and training, or learnership programs, leisure, employment to the point where someone became an equal partner in business, information awareness, physical, the simple stuff that helps *ACCESS* into buildings, legislative frameworks where I don't have to prove myself anymore to the Facility Manager who transformed University buildings, to Altitude Workshops, that created employment for a thousand people over seven years, those were some of the stories that emerged at the back there. Enormous impact on your lives, a feeling of belonging, extreme happiness, independence, empowerment, freedom of choice. Someone listened, I became a role model, I found pride in myself, confidence, self-belief, I felt valued as a person. I found my assertiveness, I discovered things, I became courageous, I found my patience, my understanding, my dreams came true and I found hope. Those are just some of the things that you wrote up at the back there.

So, we're asking you two questions to help you reflect on today. What one or two key themes from today encouraged and inspired you? I'm sure it's going to be difficult to choose, but have a chat and see if you can find one or two key themes from today that encouraged and inspired you and what one or two opportunities or possibilities for the future did you identify as key ways to go forward? Whether it's you or with others, okay? One or two key themes from today that encouraged and inspired you and one or two opportunities or possibilities that might be a way to go forward and we're going to ask you to talk perhaps for about seven minutes and then we've got some runners with some microphones and we'd love some

comment from the floor before Shanaaz wraps up for today. So brief and quick, but just time to embed some of the thoughts that you have had floating around. Thank you.

PARTICIPANT, OWEN

My name is Owen. Owen from Gauteng Shared Service Centre. Where it touches me is about economic empowerment. When we talk about the “Triple PF” Preferential Procurement Policy Act No. 5 of the year 2000 and also when they talk about the “Triple BEE” which is Black, oh no, Broad Based Black Economic Empowerment, then I think those things they need to be emphasised and also there needs to be taken into consideration and also consider people on the, on the grassroots because really, really, really they need all this information and they need to be empowered. Thank you.

SESSION CHAIRPERSON, VIRGINIA PETERSEN

Thank you. More comment?

PARTICIPANT, RALPHINE

Okay, I want to mention the economic empowerment about the rising level of economic empowerment like shifting from bids production to mainstream economy.

SESSION CHAIRPERSON, VIRGINIA PETERSEN

Thank you, so it's how do we make that shift from the bids to mainstream economy. Thank you, Ralphine. Okay, I'm sure there's more people who have very valuable things to say. Yes? Just a comment.

PARTICIPANT

Our group found that one of the things that they find inspirational because most of the people sitting at our table were actually service providers in one of the aspects, either health or something else, but there were two disabled people sitting with us and one of the points that were made, that we found quite inspirational was the fact that they actually felt that they had experienced some form of change since 1994 and for us that was quite affirming, because we don't necessarily feel like there's change. All we see sometimes is just a barrage of complaints, or a lot of things that we are not delivering on, but to hear someone with a disability say that they actually feel that they are more able to be perceived as an equal partner and that they don't have to spend as much energy on having to prove themselves capable and with abilities.

SESSION CHAIRPERSON, VIRGINIA PETERSEN

So there's some reward in your work. Great. Another one at the front. Okay, Jeremy, pick that one up, thank you.

PARTICIPANT, JEREMY OPPERMAN

I was inspired particularly by Jim's revelation which we've always suspected, but very difficult to prove in this country is the fact that there is a very strong Dollar value or just a monetary value if you like, a potential for disability and the way that he put it, particularly the way to get the corporates into the, into the frame was to prove to them that this ability is an economic power potential or real and I was most inspired that that was done as fast as it was and as large as it was.

SESSION CHAIRPERSON, VIRGINIA PETERSEN

Thanks Jeremy. Okay, we've got another speaker at the back here.

PARTICIPANT

I learnt today that, from the Speakers, especially Jim Calloway inspired me to believe in myself more, that anything is possible if you're determined and to work hard. Bridget made me aware I can make a difference. I learnt more about economic empowerment as I myself have a business of my own. I understand there is many challenges ahead, but together we will overcome and lead a life full of positive challenges. Thank you.

SESSION CHAIRPERSON, VIRGINIA PETERSEN

Thank you, well done. A personal inspiration. Catherine?

PARTICIPANT, CATHERINE MENTOOR

I'm Catherine Mentoor from the Western Cape Rehabilitation Centre. I comment to Christie Lynch to the economic empowerment, to the sub-heading of the supported employment. He said the placement first get keep, i.e. they start with the placement, the training and then they give them the placement. I think also that South Africa must concentrate to that, because the disabled doesn't mean they haven't got the skills. They've got the skills, but they're sitting at home waiting for the placement. That is good for the UK.

SESSION CHAIRPERSON, VIRGINIA PETERSEN

Thank you, Catherine. I think one more. Yes? Okay, last one?

PARTICIPANT, DEREK

Yes, my name is Derek. I'm from the Department of Transport and Public Works. I'm really not one of the top decision makers, but I've really been inspired to hear so many people realise that the Department for which I work have got such a huge role to play towards creating the right structures and environments for people with disabilities to function productively in the workplace and to be employed. Thank you.

SESSION CHAIRPERSON, VIRGINIA PETERSEN

Thank you very much. Before we ask Shanaaz just to finish off, you will notice in your pack, an *ACCESS* aspiration card. It's a card the size of a quarter of an A4 and it asks you to identify a particular aspiration, a particular dream and I think, I think Jim did a great job of encouraging us all to dream. What is your particular dream, what is your particular aspiration to have or to contribute towards providing *ACCESS* and what aspect of *ACCESS* would that be? What we would like to do is get an idea for what your special interest is, what your special dream is, so that when we walk into Thursday's Session, we can already have interest groups set up for you and you can immediately walk into a group of people who shares your aspiration. If you would think about this over the next day and post it on boards that will be at the Arabella Sheraton Hotel in the sort of gathering area there and just put them up on the board. It doesn't have to have your name, it just has to have the topic – the dream, the aspiration that you have so that we can help put you into groups on Thursday to chart the way forward. That's just one last task for you to think about over the next day. Thank you. Shanaaz?

CONFERENCE CHAIRPERSON, SHANAAZ MAJIET

Thank you. Colleagues, thanks for staying with us. We're a bit into your time with what, regarding what we've contracted with you on. Just a few quick observations, just to compliment what has been observed already. We firstly want to thank all our Chairpersons for today, that was Marius du Randt that started off the morning, Thami Manyathi from Public Works the Head of Department, Ingrid Daniels and Virginia Petersen who is an old veteran and stalwart and the most Senior Administrative Head within our province that have really been part of pioneering the transformation in our Province. So Virginia, well done and thank to you as well as the rest of the Chairpersons for the day, as well as all the Panellists that have been absolutely fantastic in the quality of debate and thinking that you've stimulated. I'm certainly left with two

key anchors that you have brought out today and the one is the issue around partnerships for what? Partnerships for accelerated and effective implementation of *ACCESS* so that we start to move around into partnerships in a much more focused way around the emerging implementation plan that's coming out of our next three days' work. I'm also left with a very clear sense of optimism of hope and excitement of the possibilities that we hold and we're looking forward to the Productive Workshops tomorrow in terms of taking it to a deeper level and we want to thank you for your participation.

I'm going to hand over to Marie Hendricks just to make a few announcements and introduce our poet that's going to leave us with some creative energy as we leave for the rest of the evening.

CONFERENCE INITIATOR, MARIE HENDRICKS
PROVINCIAL OSDP

Thank you, Shanaaz. I also think we need to thank you, Shanaaz. It was great having you here and opening this Conference this morning with such a big bang and in the wonderful way that you normally do it. Thank you very much and the inspiration that you bring to all of us. {Applause}

And then last but not least, I would like to introduce you to Looks, one of the greatest poets that ever lived, and he will inspire us today with a very special contribution to the *ACCESS 2004* Conference. So thank you very much, Looks. Thank you. {Applause}

LOOKS MATOTO
LOOKS POETRY IN MOTION

Sometimes when people introduce you it's either they scare you or they give you more energy and I'll leave that to the audience to decide as to what this Introduction did to me, but I can only say that my duty is to speak poetry and as I am about to do that, I was confused as to which one I want to do. I wanted to do the other one which is *ACCESS* and I'm listening to some lady out there about her inspiration on this Conference and then I'm tempted to do a love poem and maybe I'll do the *ACCESS* one later on. I don't know. I think I want to do this one just for the sake of the lady who confessed her inspiration.

No more love poems

No more love recital

Who says that?

But I want to recite a love poem

I want to recite a love poem

to all the disabled women through the world -

Though the world discriminates you
you still move on
through all the odds and discrimination
you still emerge strong

I want to recite a love poem
I want to recite a love poem
a love song
a love poem to that disabled woman
that disabled woman
who was mocked by nurses during her pregnancy
who was told to have done an evil thing
but still she emerged strong
and gave birth to a happy child
a healthy, happy child

I want to recite a love poem
I want to sing the love praise
A love poem
A love praise to that woman
That woman who wheels that wheelchair
just to get a job
That woman who works for her family
even though the world tells her she can't do anything
she's wheelchair bound

I want to sing a love poem
I want to recite a love poem
a love song
a love poem to that woman
to that woman who remains a mother
that woman who loves her child unconditionally
but I want to sing a love poem

I want to recite a love song
a love poem
a love poem to that disabled man
that disabled man
who would change the napkin of a child
without no headlines the next morning
or that disabled man
that disabled man that loves her child
and will never get on the headlines of the newspaper
for raping a child.

Oh, I love you
I want to recite a love poem
a love song
a love poem to that woman or that man
or that disabled man
that disabled woman
that disabled man who says
“even though the world seems so tough
I will still move on
and show the world that I am capable”
It is through that, that man
Oh, I want to recite a love poem
a love song
a love poem to my mother.

She gave me a source of love
a source of strength
she made me believe in myself
and made me know that I was no different from the rest
She gave me the foundation of love
and then I could proclaim confidence unto the world
because of the source of love that I was given
I want to sing a love poem
a love praise to that mother
that mother who was counselled by Doctors

when she was about to give birth to a disabled child
when they were telling her how not to abort the child
and she said, "I won't abort this child"
The fact that she is disabled
I want her home with me
I will never
I want to sing praise to that woman
All sing praise to all the women of South Africa
through all odds you hold on
I want to sing a love poem.

Thank you. {Applause}

This poem that I'm about to do is, it is my interpretation of the things around me and when Marie spoke about *ACCESS*, it is some of the things that went through my mind and I decided to write this short poem and I have been told that standing up and speaking to people is a sign of respect and I had asked what if I stand up and be disrespectful and what if I sit down and still be respectful? And when I couldn't find answers I decided to do this poem, sitting down. It guarantees me independent living. It is the river between me and happiness.

Oh, disabled person
It is your constant cry
I'm talking *ACCESS*
It is my life
Give me *ACCESS*
It is my life
They invite me in meetings in committee meetings
still they speak as if I do not exist
no sign language interpreter
and still they expect me to put a smiling face
in public offices
no effort to speak my language
I'm talking *ACCESS*
It is my life
talking *ACCESS*
It is my life

give me *ACCESS*

It is my life

I go to enquire about my disability grant

they tell me they wrote me a letter and I did not respond

How could I respond to a letter written not in Braille

I do not have privacy as my bills are not in Braille

Oh, give me *ACCESS*

It is my life

Talking *ACCESS*

It is my life

Each time I open my mouth

about the things that, that concern me

Each time I talk about the things

of stairs that constantly chain my wheelchair

they label me as a person who likes to complain

At times they think I do not appreciate beauty

for I complain about the beautiful, shining tiles

as my crutches constantly slip

and as I prepare to fall into embarrassment

everybody wonders if I am well

When I tightly clinch my crutches

my whole body is stiffening as if

as I try very hard not to fall

Oh, give me *ACCESS*

It is my life

Give me *ACCESS*

It is my life

Talking *ACCESS*

It is my life

Give me *ACCESS*

No excuses

Disabled people stop understanding

stop understanding

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stop understanding
If you are from South Africa
you will understand the legacy that we have inherited
We did not build these buildings
hence there is no *ACCESS*

Disabled people
we trust you understand that
What is to understand in that?
Oh, let Politics not trick you
because *ACCESS*
it is my life
Give me *ACCESS*
It is my life

I need nobody else in my life
No amount of mockery will deter me from the call
Give me *ACCESS*
It is my life
Give me *ACCESS*
It is my life
I want everybody to say
Give me *ACCESS*
It is my life
Give me *ACCESS*
It is my life
Talking *ACCESS*
It is my life.

Thank you. {Applause}

Transcription of audio recording ends...