

UN Convention on the Rights of Persons with Disabilities: Current State in Zambia

Perspectives from PWDs

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“Persons with disabilities form a significant group of citizens in the population of Zambia and are key in all national interventions meant for economic growth and development. It is in view of this that they need to be fully and effectively included in all programmes and at all levels. This can be effected through the expeditious implementation of the provisions of the Persons with Disabilities Act 2012 and further alignment of the rest of the Zambian laws to the principles of the UNCRPD”

(Constance Hambwalula Ms, Executive Director, ZNAPD)

ABSTRACT

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The study specifically aims to understand the current status in domestication of the United Convention on the rights of Persons with Disabilities (UNCRPD) and the awareness levels among persons with disabilities on the same in Zambia. The study explored the efforts made by the government of Zambia in implementing or domesticating the UNCRPD as well as efforts by persons with disabilities to advocate for the domestication of the UNCRPD. It also uncovered the individual knowledge levels among persons with disabilities about the UNCRPD, its importance and relevance in their day to day lives.

The study is based on the qualitative research method. A thematic data analysis was used to analyse the data collected. Data was collected at three levels, desk, semi structured interviews and focus group discussions was used to collect information. Leaders of Disability organizations were interviewed individually.

The main findings of the study indicate that steps have been taken towards domestication of the UNCRPD through the enactment of the Persons with disabilities Act no 6 of 2012, the launch of the national disability policy and other efforts at policy level. The government is also in the process of its country report on the status of the UNCRPD to the UN However, not much has been done in implementation. Other findings show that organizations of persons with disabilities have made efforts in advocating for the domestication of the UNCRPD such creation of their own monitoring tools of the domestication of the UNCRPD, However, leaders of DPOs have limited capacity to understand what the process of domestication entails and this has somehow limited their advocacy capacities. There is also limited knowledge among civil servants working in the key ministries on the UNCRPD and the lack of direct responsibility and ownership as to who is supposed to know what the UNCRPD is. Individual persons with disabilities are aware about the existence of the UNCRPD but do not fully understand what its local implications are and seem to be more interested in government implementing those provisions even though they do not seem to be clear what the provisions are but they know they are “good”.

Key words: disability, accessibility, discrimination, domestication, disability rights, UNCRPD.

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1. INTRODUCTION

According to the World Report on Disability of 2011, 15% of every country's population are persons with disabilities. In a population of 15.4 million people in Zambia (World Bank, 2014), this would mean that over two million people in Zambia are persons with disabilities. Persons with disabilities are therefore a key population that cannot be overlooked in the national development of Zambia.

The Persons with disabilities Act No.6 of 2012 defines disability as “a permanent physical, mental, intellectual or sensory impairment that alone, or in a combination with social or environmental barriers, hinders the ability of a person to fully or effectively participate in society on an equal basis with others” (Persons with Disabilities Act, 2012). Persons with disabilities experience barriers in their day to day life that limits them from conducting their personal activities, thereby needing strategies that enable them to have a levelled playing field to participate and contribute to development (WHO, 2011).

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is the human rights convention concerning persons with disabilities. It is a list of rights guaranteed to persons with disabilities to improve their access to society, education and employment. The UNCRPD officially recognises disability as a human rights issue on the international level. This is a document that makes a landmark and significant distinction of disability from a medical and charity model to a human rights and social model. It demands a move from viewing persons with disabilities as ‘objects’ of charity, medical treatment and social protection towards viewing persons with disabilities as ‘subjects’ with rights, who have the agency to claim these rights and make meaningful decisions for their lives as active members of society (United Nations, 2010). The CRPD is the only current instrument that comprehensively addresses the rights of persons with disabilities. The UNCRPD does not in any way create new rights for persons with disabilities. It merely seeks to clarify the applicability of existing human rights law in the specific context of disability. It shapes existing human rights law towards addressing the attitudinal and environmental barriers persons with disabilities face. The CRPD looks at disability as resulting from the interaction of impairments with various barriers which hinders full and active participation in society on an equal basis with the non-disabled majority. This places the CRPD strongly within a social model, which is rights-based, as opposed to a medical model of disability which involves health-oriented legislative instruments. The UNCRPD embraces a social understanding of disability in which the societal constraints and barriers hinder full participation of persons with disabilities and inclusion in society. It looks at disability as not being caused by individual limitations but by the existing barriers in society. It is this understanding that creates the conceptual platform for articulating disability rights (Wamundila Waliuya, 2014).

The CRPD document is a composition of twenty-five preamble paragraphs and fifty articles. Article one for instance is an introductory set of provisions outlining its

purpose while Article two is a set of definitions with articles of general application, to be applied across the treaty text of Articles three through to article nine. The CRPD also lists specific substantive rights elaborated across the full spectrum of civil, political, economic, social and cultural rights in Articles ten through to Article thirty. Articles thirty-one to forty establishes a system of monitoring and implementation and finally articles forty-one to fifty includes final provisions that govern the operation of the CRPD.

The UNCRPD was developed under the UN with the participation of PWDs through their countries and civil society organizations from all UN state members. It was adopted by the UN General assembly 13th December 2006. Zambia signed in May 2008 and ratified the UNCRPD in February 2010. This was an important highlight in the history of the disability movement. Persons with Disabilities finally had a law that inherently supported their rights (Constance Hambwalula, ZNAPD).

By ratification, the government of Zambia is expected to put the UNCRPD into law. It is also expected take legislative, administrative, adjudicative, and programmatic measures to implement the provisions enshrined in the convention towards the promotion, and protection of human rights, and include fundamental freedoms of persons with disabilities in the country. It has been 8 years since Zambia ratified the UNCRPD, this study aimed at establishing what steps has been taken in domestication.

1.1. Personal motives and research background

My motivation for this study have been personal. As a person with a disability, I recognise the importance of the UNCRPD in promotion of my rights as a young woman with a disability. I also recognise my role as a student to learn all I need to learn in order to play an important part in raising awareness on the rights of persons with disabilities. As a person that has worked in the disability movement for more than ten years, I am an important stakeholder in the process of domestication of the UNCRPD. I remember that when the UNCRPD was being formulated, there was wide consultation from persons with disabilities on what rights should be enshrined in the UNCRPD, this has given me a sense of belonging to the UNCRPD as it has to many other persons with disabilities. It is therefore our rights to know and be informed of what has been done in the process of what has been promised to us, as persons with disabilities, by our government by ratifying the UNCRPD. I endeavoured to personally understand the UNCRPD, and so that I can know what am talking about when I begin the journey to know what is it that government needs to do and what has been done so far in domestication.

I came up with this topic after wide consultation with DPOs in Finland and Zambia. The questions I seemed to have were the same questions that most of the people I consulted on the topic were interested to know. In Particular, Laura Poussa from the Finnish Association for Persons with Physical Disabilities (FPD) suggested that this would be an interesting and important topic. Considering her experience working on development cooperation in Zambia for more than ten years, I valued this guidance from her. I realised that this was a topic that would not only enlighten me but other

stakeholders in this process. My question therefore was that ‘It has been 8 years since the UNCRPD was ratified in Zambia, what has been done so far and how far is the process from being completed, if ever it has to be completed?’ I was personally motivated to undertake this study because of its importance. The information collected would also act as a baseline for me to start a project of awareness raising around the UNCRPD after my studies hopefully. To be able to do that, I needed to understand foremost what is the current status of the UNCRPD in Zambia and what is the awareness or knowledge levels on the UNCRPD among persons with disabilities.

1.2. Aims, research-focus and objectives

The study had three aims. The first aim was to specifically understand and establish the current status in the domestication of the United Convention on the rights of Persons with Disabilities (UNCRPD) in Zambia. The second aim was to determine the level of awareness among civil servants working in key government ministries. The third aim was to establish what individual persons with disabilities and their leaders in DPOs know and understand about the UNCRPD.

1.3. Research questions

The four research questions were determined from the three aims of the study. The first research question was ‘What efforts/steps has the government of Zambia taken in domesticating the UNCRPD since ratification?’ the second question was ‘What is the level of understanding among civil servants working in the key ministries on the UNCRPD?’ The third research question was ‘What efforts has the civil society DPOs made in advocating for domestication.’ And finally the fourth question which was determined from the third aim was ‘What is the awareness/knowledge levels among PWDs on the UNCRPD?’.

2. CONCEPTUAL FRAMEWORK

2.1. Persons with disabilities

The term ‘persons with disabilities’ refers to all persons with disabilities including those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others. It is also important to note that a person with disabilities may be regarded as a person with a disability in one society or setting, but not in another, depending on the role that the person is assumed to take in his or her community. The perception and reality of disability also depend on the technologies, assistance and services available, as well as on cultural considerations. (UN, 2012).

Persons with disabilities suffer deep and persistent negative stereotypes and prejudices based on their conditions and differences. Sometimes such attitudes negatively define what is disability and what is not. These attitudes perpetually define persons with disabilities according to how society views them. According to the definition of ‘persons with disabilities’ by ENABLE, society has as well contributed to a negative image of persons with disabilities. The language used to refer to persons with disabilities has played a significant role in the persistence of negative stereotypes. Clearly, terms such as “crippled” or “mentally retarded” are derogative. Other terms such as “wheelchair-bound” or “disabled persons” emphasize the disability before the person. (UN EnABLE, 2011)

Thus the UNCRPD aims to define disability as ‘an evolving concept and that results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others....’ Disability is not something that resides in the individual as the result of some impairment. This convention recognizes that disability is an evolving concept and that legislation may adapt to reflect positive changes within society. (UNCRPD, 2008)

The UNCRPD looks at Persons with disabilities as including those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. The Convention puts the ‘blame’ on attitudinal and environment barriers as the ones responsible for hindering persons with disabilities from enjoying and exercising their rights on an equal basis with other persons. This should be the basis of beginning to understand disability rights and how to address them as we review and develop new policies, laws and programmes or indeed as we promote and protect the rights of persons with disabilities.

2.2. Discrimination

From the definition of ‘Persons with disabilities’, it is observed that persons with disabilities suffer discrimination that begins with defining who or what they are or what they are not. Therefore, discrimination and disability go hand in hand.

Discrimination can be defined as the outward behavioural response by an advantaged group, a group who receives advantages and is dominant and powerful, that is unfavourable or negative toward a targeted group, a group who lacks power and privilege (Lum, 2004). The predecessor of discrimination is prejudice; the act of thinking that one group is better than, or holds a greater value than, another group is the predecessor of discrimination (Palmer, 1993). Discrimination is an act or series of actions taken against a targeted group with the intention of preventing, devaluing, negating, or humiliating them. (Kendra DeLoach McCutcheon, 2014). Discrimination becomes a problem when the ‘difference’ or ‘recognised distinction’ is used for the basis of unfair treatment or exclusion (Thompson 2012).

The UNCRPD is very explicit about discrimination. It defines ‘Discrimination on the basis of disability’ as “any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation”. (UNCRPD, 2008)

The Convention further defines what is meant by ‘reasonable accommodation’ as necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms. (UNCRPD, 2008). From this background, without the provision of the above, a person with a disability can claim discrimination.

The UNCRPD explicitly raises important aspects that protect persons with disabilities against discrimination. In Article three of the UNCRPD which outlines the General Principles, includes the following principles such as ‘respect for inherent dignity, individual autonomy, including the freedom to make one’s own choices, and independence of persons; non-discrimination; full and effective participation and inclusion in society; respect for difference and acceptance of persons with disabilities as part of human diversity and humanity; equality of opportunity and accessibility.’ (UNCRPD, 2008). These general principles speak volumes against discrimination of persons with disabilities and further promotes how they should be perceived and treated.

These general principles call for a holistic approach in treating persons with disabilities. Whether by government or general members of society who perpetrate discriminatory acts against persons with disabilities. These principles encourage governments to develop policies and laws that protect persons with disabilities against all forms of discrimination. This is also reflected in Article four of the UNCRPD,

where State Parties are obliged to ensure and promote the full realization of all human rights and fundamental freedoms for all persons with disabilities without discrimination of any kind on the basis of disability and also to abolish or amend any laws that are not in compliance with the UNCRPD.

Another article that raises the issue of discrimination against persons with disabilities in the UNCRPD is Article twelve. This article emphasises the need to recognise persons with disabilities as ‘equals’ before the law. It emphasizes the fact that persons with disabilities have the right to recognition everywhere as persons before the law. The Article states that “States Parties shall recognize that persons with disabilities enjoy legal capacity on an equal basis with others in all aspects of life”. It further says that States Parties shall take appropriate measures to provide access by persons with disabilities to the support they may require in exercising their legal capacity.

2.2.1. Disability discrimination according to Persons with Disabilities Act no. 6 of 2012

The Persons with Disabilities Act no.6 of 2012 defines “discrimination” as any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field, and includes all forms of discrimination, such as denial of reasonable accommodation, and the term “discrimination on the basis of disability” shall be construed accordingly. (Persons with disabilities Act No.6 of 2012).

The Act further states under general principles in Article four the non-discriminatory principles that apply to persons with disabilities such as ‘respect for inherent dignity of persons with disabilities, individual autonomy including the freedom to make one’s own choices, and independence of persons;,, non-discrimination;,, recognition as persons before the law;,, respect for physical and mental integrity;,, independent living;,, full and effective participation and inclusion in society;,, respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;,, equality of opportunity;,, accessibility;,, gender equality;,, respect for the evolving capacities of children with disabilities; and, respect for the right of children with disabilities to preserve their identities. (Persons with disabilities Act No.6 of 2012).

Under this Act, persons with disabilities can then recognise what is discrimination and use this information to identify and take actions against acts of discrimination. From the definition of discrimination on the basis of disability, it is clear for persons with disabilities to apply this in their daily lives, for example when they have faced acts of discrimination in a job interview.

The Act further expresses the need to adjust public spaces to accommodate persons with disabilities. It defines “public place” as any building, premises, conveyance or other public indoor or outdoor area, whether privately or publicly owned to which the public have access by right or invitation, whether by payment of a fee or not, but does

not include a place used exclusively by one or more person for a private gathering or other personal purpose;

It goes on to define “reasonable accommodation” as necessary and appropriate modification, adaptation and adjustments, not imposing undue burden, where needed in a particular case; to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms;

This means that under the Act, and ultimately the UNCRPD, PWDs have a right to demand that such organizations to should make sure that they provide access for all to jobs, education and services as easily as non-disabled people.

Persons with disabilities can safely claim that they have been discriminated against if such adjustments or accommodations are not made.

2.3. Domestication/implementation of UNCRPD

Domestication is the strategy of making text closely conform to the culture of the language being translated to, which may involve the loss of information from the source text. (wiki answers). In the case of the UNCRPD, domestication means translating national legislation and conforming it to the standards and requirements of the CRPD.

2.3.1. Implementation

The standard dictionary definition of the term implementation is ‘to put into effect according to some definite plan or procedure.’ This means that taking deliberate and sequential set of activities directed toward putting a policy into effect, making it occur. Synonyms of implement are, achieve, effect, fulfil, discharge, set in motion, do, establish, accomplish, finish, realize, actualize. To make Something to actually happen to the authorized policy. Public policy implementation consists of organized activities by government directed toward the-achievement of goals and objectives articulated in authorized policy statements. (The Public Policy web, 2001)

The UNCRPD dedicates one article to the process of implementation and monitoring mechanism of the UNCRPD on the national level. Article 33 of the UNCRPD explicitly says ‘States Parties, in accordance with their system of organization, shall designate one or more focal points within government for matters relating to the implementation of the present Convention, and shall give due consideration to the establishment or designation of a coordination mechanism within government to facilitate related action in different sectors and at different levels.’ (UNCRPD. 2008).

Further, Article 33.2 obliges States Parties to establish a framework to “promote, protect and monitor implementation” of the CRPD. A National framework for implementation, developed in collaboration with the disability community – would provide the vision and overarching framework for successful implementation of the CRPD.

An implementation action plan is the ultimate focus on substantive issues and relevant articles as well as a monitoring and reporting strategy. It should include a strategic evaluation of existing policies, programmes and services to identify gaps and the necessary measures to address them.

Article 33.3 of the UNCRPD further encourages civil society including Disabled Persons Organizations to get and participate fully in monitoring. ‘Civil society, in particular persons with disabilities and their representative organizations, shall be involved and participate fully in the monitoring process.’

Disabled People’s organizations in Zambia recognised the importance of a national implementation plan and monitoring mechanism to the implementation of the UNCRPD. In this light they established a National Implementation plan which they also called the National Disability Mainstreaming plan. The ultimate goal was to produce a document which would help Zambia to become all-inclusive by embracing disability issues in all sectors of life and national development through planning, budgeting and execution of activities at all levels of government, private sector and society based on the implementation, monitoring and evaluation of the National Implementation Plan/National Disability Mainstreaming Plan for Zambia. The Plan was expected to help improve the quality of life for PWDs in Zambia. (The National Implementation Plan/National Disability Mainstreaming Plan, November 2013)

The rationale of the Plan is based on the fact that Zambia being a signatory to the United Nations, is mandated to develop measures and strategies to eliminate all forms of discrimination experienced by people with disabilities at all levels of human development. Therefore, Zambia is obliged to domesticate the (UNCRPD) which culminated in the enactment of the Persons with Disabilities Act No. 6 of 2012, against this background, Zambia needs to come up with an implementation plan to ensure that the Act is operationalised, monitored and evaluated of its impact on the lives of people with disabilities.

The Plan was developed by the Zambia Federation for Disability Organizations (ZAFOD) with support from partners including the European Union and CBM. The plan was then presented to government and all stakeholders for adoption and implementation of the Persons with Disabilities Act No. 6 of 2012. It would then serve as a model to government on how policies and legislation concerning persons with disabilities could be used to ensure that the needs of persons with disabilities are mainstreamed.

Another monitoring mechanism established by the DPO in Zambia was the Independent Monitoring Unit (IMU) whose sole purpose was to monitor the Government’s performance on the implementation of domestication of the CRPD in compliance with Article 33 of the Convention.

The purpose of IMU was to assist in the domestication of the CRPD into Zambian domestic legislation by scoping and analysing relevant pieces of existing domestic legislation and policies to identify whether its provisions are compatible with the CRPD. Where legislation is identified not to be compatible with the CRPD, recommendations will be made to amend or appeal, where the appropriate, the

offending legislation. The IMU also intends to assist the State by advising the government on the domestication process and the necessity to introduce enabling legislation to bring about the incorporation of the CRPD into domestic law. (IMU Periodic Report to Government, December 2011).

The IMU came up with a number of recommendations to Government in as far as implementation of the UNCRPD was concerned. The recommendations included that Having appointed Disability Focal Point Persons (DFPP) the State should ensure that these appointments are in line with Article 33, paragraph 1, and should ensure that the appointed DFPP fully understand the CRPD, their mandate and their specific role in its implementation; the other recommendation was on the issue of awareness raising on the UNCRPD in government ministries ‘The government through its specific ministries should carry out awareness raising programmes to sensitize their officers on the provisions of the CRPD and disability rights in general’. Other recommendations included that ‘The Technical Committee appointed by government to coordinate the work on domestication of the CRPD should be effectively sanctioned by government to proceed with its vital activities – and in particular the overseeing of the work of the Consultants appointed to review different laws for the purpose of domestication;’. IMU report to government, December 2011). The report further advised the government of Zambia ‘to begin the process of submitting its first report to the Special Committee on Disability of the United Nations for submission which was due in 2012 and further emphasized a consultative process to the same.

3. RESEARCH METHODOLOGY

The study was based on a qualitative framework and was participatory in practice. This means that stakeholders were involved from the planning of the study. From the time that I decided to study on the topic I consulted with different stakeholders. I had meetings with ABILIS foundation and the Finnish Association for Persons with Physical Disabilities (FPD) in Finland on the study topic as well as the possibility of financial support of the study. I also approached organizations of People with disabilities in Zambia to request their opinions and their interest about the study topic and its relevance. The process was as well flexible on my part as well as those that participated. The intention of the chosen frame work was to obtain qualitative data with meanings and explanations rather than quantitative. The study was as well a combination of my own knowledge and experience in the field of research. (Pant 2012, 142). My own experience, observation and interviews were very important in this method.

3.1. Methods of data collection

To collect the data, I used secondary and primary data methods of collection. In my primary data collection, I used individual interviews and focus groups. I also had a questionnaire that guided me to ask the questions but also I was able to give organizations or individuals that were too busy to meet and sit with me for the interviews.

3.2. Secondary Data Collection

Though I did not find a specific research topic carried out on the similar topic in Zambia, there was adequate materials and papers written on the subject that assisted me to have a prior understanding of the method I have chosen as well as the information and direction I required to undertake. Previous information on the subjected guided me to have a holistic picture as to what was missing. Secondary data collection continued throughout the study and assisted me to triangulate and validate data and filter what was not necessary to my study objectives.

Secondary data sources included such as DPO work progress of current projects, , Government Strategic plans, organizational evaluation reports, annual reports, disability blogs and articles on related topics. Other sources such as internet, Diak E-brary, international and national disability laws and policies.

Secondary data collection provided helpful information on the legislative steps that the government of Zambia has taken in domesticating the UNCRPD, as this information was not known by the respondents.

3.3. Primary data collection

Data is defined as the values collected through record-keeping or polling, observing, or measuring (Pant 2012, 214.) The method of collecting and recoding data and tools are very cardinal in order for the researcher to prove a hypothesis. The tool of

Triangulation was used collection of data. Triangulation is a multi-method using three most suitable and practical research tools; participant observation, semi structured individual interview. Observation method was not used as much as semi structured interview because of the nature of the study.

3.4. Semi structured interview

The interviews were conducted in a semi structure, meaning that the questions were not only based on the questionnaire which I prepared to guide me but from the responses and conversations with the interviewee. Semi structured interviews are such a common information-gathering procedure that it seems to bring all experiences together narratively (Gubrium & Holstein 2001, 30). The interviews were mostly conversations in a relaxed environment. The interviews would begin with a formal greeting, and a random question about the weather or the economy to just set a pace and an easy atmosphere to conduct the interview in. All the interviews were conducted in both English and either Nyanja or Bemba. The method of recording data was writing down the responses of the interviewees. Having a background in Journalism helped me develop a skill in short hand writing that makes jotting down an interview much easier and faster and most importantly am able to read and analyse it myself. Though I had a huge sample of participants, the interviews were relatively short, about less than 20 minutes. I had only four questions and the length of the interviews depended on the responses of the participants to the first and third question.

3.5. Participants

Participants were all adults from ages between 25-60 years old. They were both from the rural and urban areas. Three quarters of them were persons with disabilities. The other quarter was civil servants working in the key government ministries. Participants with disabilities represented four types of disabilities such physical disabilities, mental health users, deaf and blind. Gender was another consideration as well in selecting participants. The reference organization were asked if they would refer both men and women to be interviewed so that I did not only end up with one gender. The total number of people talked to about this study was 150 participants from government, four provinces including Lusaka, Copperbelt, Central and Southern province. However, the people that were interviewed and gave meaningful information included leaders of DPOs and some workers in government ministries. The meaningful information included materials and resources, or publications on the topic.

3.6. Participants selection

Participants were selected at three levels. The first level was the participants who are civil servants in the key ministries sampled in the study. The second level was leaders of DPOs, and the third level was individual persons with disabilities belonging to disability organizations or just random persons with disabilities and are on the grassroots or community level. Most of the individual persons with disabilities

interviewed were referenced through their DPOs and Zambia Agency for Persons with disabilities (ZAPD). The study had two focus groups as well as a method of collecting data. The focus group was conducted at a seminar I attended where a number of persons with disabilities were present. I was privileged to have the discussion with them on the study topic and the questions I had prepared.

3.6.1. Participants at the key Ministries

There were five ministries in the sample of the key ministries that work on disability issues. These included the Ministry of health (MOH), Ministry of Community Development Mother and Child health(MCDMCH), Ministry of Justice (MOJ), Ministry of Education (MOE) and the Government agency on disability, the Zambia Agency for persons with disabilities (ZAPD). A total of 10 people were interviewed in these ministries. The people interviewed were workers that worked around 'disability issues' or issues related to. The interviews were short, about less than 10 minutes. Mostly the questions asked were their knowledge on the UNCRPD and what their ministry was doing in relation to domesticating the UNCRPD. It was not easy to conduct these interviews because most of the time I was been referred to someone else who was supposed to know about disability issues in that particular ministry. Some even feared I was there to take an audit of their work but I explained this was a study for my final thesis. The most help I received from the ministries were documents that related to the subject of study. Most of them were not willing to reveal a lot of information or they did not have it.

3.6.2. Participants at DPO leadership level

These were leaders in the disability movement who have been at the helm of advocacy work towards the domestication of the UNCRPD. I interviewed about 10 leaders. More than half of them were men, the rest were women. The leaders included the executives, board members, and people working in the offices at programme level. I interviewed leaders from different Disability organizations.

3.6.3. Participants individual persons with disabilities

The biggest number of participants interviewed were individual persons with disabilities. Most of them were members of the disability organisation while others were just random persons with disabilities. The aim of having the biggest number of persons with disabilities was to get a good sample of at least how many persons with disabilities had an understanding on the UNCRPD and what they wished to know. The individual persons with disabilities represented four provinces including Lusaka, Copperbelt, Central and Southern province.

3.6.4. Focus groups

I had an opportunity to participate in a workshop on women with disabilities rights. Most of the participants were persons with disabilities coming from different disability organizations. I asked if it was ok to take a focus group discussion on the UNCRPD. I carried out two focus group discussion of up to at least 15 people in each

group. The discussion was based on the same questions I asked in the semi structured interviews. The focus group interviews were passive and I was not able to get usable information.

3.7. Data analysis

Thematic analysis was used in analysing the data. Thematic data analysis is a method of analysing data based on either similar themes or different themes arising from grouped information. After all the data was collected, I separated the transcripts based on three categories or sources, that is, the civil servants, DPO leaders and Individual persons with disabilities. I reread the transcripts and underlined repeated expressions from which I created themes. Data analysis was done manually. The process of data analysis included systematic technical sequential steps of editing, coding, classification, tabulation and presenting the gist finally.

There were four main themes in this study which included prior knowledge on the CRPD, desired knowledge on the CRPD, Knowledge on implication of the CRPD and knowledge on current status in domestication.

3.8. Ethical Considerations

Ethical issues were an important aspect of this study and were considered from the beginning of the study. The first step was to get a licence to carry out a research in Zambia. Even though this was a small study aimed for my studies, it was necessary to get a licence of approval in order for the findings of the research to be validated.

Before the interviews, Participants were informed about the study aim, the topics and questions to be asked and the publication of the thesis as part of my studies. Participants also were informed about their freedom to remain anonymous in the study as the study did not require to publish their details. The arrangement on where the interviews were conducted was a choice of the interviewee. Some participants preferred to be interviewed in their homes, while other at their working place. Others it was just in the street or car park because the interviews were very short. Other ethical issues to be considered included informed consent, meaning each participant has to be informed of the aim, the questions, the content and the use of the study findings. They also were informed of their freedom to remain anonymous or not to participate at all. Participants were also assured of confidentiality before the interviews.

4. FINDINGS

The following are my findings from this study in the three categories including current efforts at government level through line ministries, efforts made by disability organizations in advocacy towards implementation and the level of knowledge and information gaps among persons with disabilities on the UNCRPD.

4.1. Efforts made by government of Zambia to domesticate the UNCRPD

4.1.1. Creation of Disability Focal Point Persons (DFPP)

Since ratification of the UNCRPD, according to findings in this study the government of the republic of Zambia has taken steps in domesticating the UNCRPD. One of the first steps take was to select the Disability Focal Point Person in each ministry. (IMU report, 2011). The following ministries have and appointed DFPP; Ministry of Chiefs and Traditional affairs, Local government and housing, ministry of lands, Ministry of Tourism, Ministry of Health, Ministry of Education, Ministry of Transport and communication, Ministry of Home affairs, ministry of Foreign affairs and Cabinet office. The following government agencies also have DFPP, Anti-Corruption Commission, Drug enforcement Commission and the Electoral commission of Zambia. However, most leaders of disability organizations leaders felt that the selection of the DFPP was not done according to the UNCRPD article 33 therefore they do not think the DFPP are as effective as they should be.

“The State should ensure that Disability Focal Point Persons (DFPP) appointments are in line with Article 33, paragraph 1, and should ensure that the appointed DFPP fully understand the CRPD, their mandate and their specific role in its implementation.” leader of one of the DPOs in a report.

Another member of the disability movement in Zambia recommended that the DFPP should have terms of reference.

“Government should Develop terms of reference for the different Focal Point persons in the ministries and spending agencies.” person with disability.

4.1.2. Constitution of Zambia Bill, 200 Of 2010

The government of the republic of Zambia has taken steps towards inclusion of disability issues in the Constitution of Zambia Bill, 200 of 2010. The Constitution of Zambia Bill, 200 of 2010 has inclusion of disability in several articles articulating specific disability issues (The Constitution of Zambia Bill, 2010). The current bill has recognised and included disability in its constitutional framework. Apart from the Bill of Rights (Part VI, Article 36) which apply to every Zambian, the Constitution of Zambia Bill 2010 has provided Article 48 on the protection from discrimination on grounds of race, tribe, sex, pregnancy, origin, colour, age, disability,

religion, conscience, belief, political opinion, culture, language, birth or health marital status, social or economic status (Constitution of Zambia Bill, 2010).

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

4.1.3. The Persons with Disabilities Act No.6 Of 2012

The government of Zambia has also taken steps towards domestication of the UNCRPD by enacting the Persons with Disability Act no 6. 2012. According to its preamble, the Persons with Disabilities Act aims to domesticate the CRPD and its Optional Protocol. However, the Persons with Disabilities Act only domesticates some of the provisions of the CRPD such as those relating to the general principles, such as legal capacity, education, health, habitation and rehabilitation, and personal mobility. It promotes the participation of PWDs with equal opportunities in the civil, political, economic, social and cultural spheres of day-to-day life (The Persons with Disabilities Act, 2012).

The Act also provides for mainstreaming of disability issues and acknowledging that disability strategies are an integral part of national development. Utilising the ICF concept of participation, the Act emphasises independent living through opportunities to explore and develop full potential for personal, family and national development (WHO, 2001). However, members of the disability movement feel that there is serious need to harmonise the Act with other relevant legislation and policies essential to avoid conflict of the law.

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

However, the Act has been criticised for falling short of some of the standards prescribed by the CRPD. Some members of the Disability movement feel that it only provides a piece-meal domestication whereby some but not all the provisions of the CRPD are reproduced in the Act. (Likando Kalaluka, 2014).

4.1.4. The National Disability Policy

A National Policy on Disability has been completed, approved by cabinet and was launched in February 2016. The ministry responsible for the formulation of the National Disability Policy was the Ministry of Community Development Mother and Child (MCDMCH). The Policy is an Implementation Plan of the Persons with Disabilities Act. This was a huge step as there has been a lot of advocacy towards it by the members of the disability movement in Zambia. However, some still feel that it is just another beautifully drafted document that will never be put into practice.

While we are very happy that our government has taken another milestone step towards the implementation of the UNCRPD through the long awaited National Disability Policy, we are still worried about their seriousness to put the policy into action that can be translated to a great positive impact on the lives of persons with disabilities in Zambia. (Constance Hambwalula, ZNAPD, speech read live with interviewer).

4.1.5. The Sixth National Development Plan

As a step towards policy issues affecting persons with disabilities that are derived from the UNCRPD, Zambia included disability issues for the first time in its fifth National Development Plan (NDP), running from 2006-2010. The Plan included Chapter 21 on disability and development as a cross-cutting issue.

The goal of including disability was to attain full participation, equality and empowerment of persons with disabilities in the planned period. The vision however was to enable persons with disabilities enjoy equal opportunities that are generally available in society and are necessary for the fundamental elements of living and development. (5th National Development plan, 2006-2010)

The sixth National Development Plan 2011–15 (SNDP) was launched in February 2011. It focuses on poverty reduction and improvements in the health and education sector. At the same time the national Aids Strategic Framework (NASF), the National Aids Commission Strategic plan (NACSP) and the National Health Strategic plan (NHSP) were adopted. These plans specifically mention persons with disabilities as an important target group and indicate that the government will increase its support through increased budgets, mainstreaming of policies and establishment/strengthening of effective institutions and systems.

4.2. Current programme situation

The Ministry of Communication Development and Child Health (MCDMCH) is entrusted with formulating policy for persons with disabilities. The Zambia Agency for Persons with Disabilities (ZAPD), established by the 1996 disability law, has the responsibility to coordinate and implement the National Policy on Disability and act as an advisory body to the Ministry. Establishment of ZAPD is continued by the Persons with Disabilities Act of 2012. The Agency is designated as the focal point in as far as coordinating the implementation of the UNCRPD. The core functions of the Agency are to plan, promote, habilitate and rehabilitate, coordinate and administer services to all categories of persons with disabilities. The Agency also monitors and evaluates the provision of services to persons with disabilities. Its effectiveness is however questioned by the disability movement. Unfortunately, it is inadequately resourced in terms of finances, human resource and technology.

The following are some notable achievement implemented at programme level in relation to domestication of the UNCRPD.

- In 2013, the government established a National Trust Fund for Persons with Disabilities (NTFPD), with the aim of providing credits to persons with disabilities as they were excluded from most mainstream credits.
- The Ministry of Education, Science, Vocational Training and Early Education (MESVTEE) published A comprehensive evaluation of the 25 years of efforts was in January 2012 Basic Education for Children with Special Needs in Zambia: Progress and Challenges in the Translation of Policy into Practice. It tells a story of competing priorities, disagreements on methods and slow progress. Despite these challenges, estimates by the disability movement say that 40 per cent of children with disabilities manage to finish primary education. Around 40 per cent still do not attend school. Compared to other African countries (where the number of children with disabilities in primary education rarely reaches beyond 2–5 per cent) this is a good result. However, it does not match the heavy investment.
- The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) has the responsibility to improve technical education and vocational training, while linking them to the requirements of the employment sector.
- The Ministry of Health is responsible for ensuring accessible, adequate health services to all citizens. Despite this, accessibility to basic health services is limited for persons with disabilities, due to attitudes, distances and costs. Specialised services for persons with disabilities are rare. The government regards disability as a non-life threatening condition and therefore it is not among the National Health priorities categorised under public health priorities and health system priorities. In the national health strategy disability is only mentioned in terms of prevention (of fistula and leprosy).
- Human Rights Commission of Zambia (HRC) has a mandate to investigate human rights violations, investigate maladministration of justice, propose effective measures to prevent human rights abuses, visit places of detention to ensure that treatment is in accordance with human rights standards, undertake research, education, information to enhance respect for and protection of human rights and

facilitate rehabilitation of victims of abuse. The effectiveness of the Commission is not evident and no reports are found on engagement in disability rights.

4.2.1. Knowledge levels among civil servants on the UNCRPD

Among the civil servants interviewed, it was found that almost all of them are aware about the existence of the UNCRPD. However, 80 percent of them did not know its current status and what has been done or been done. The actions towards domestication or implementation seem to be fragmented such that no one seems to know the road map. The responses to the question; which contents of the UNCRPD are particularly of interest to you and to your ministry in relation to your work? Almost 90 percent of the civil servants could not respond to this question. This was a clear indication that they are ignorant on the contents of the UNCRPD especially those that relate to their work or ministry. There was also a lack concerted effort or unity in the way actions towards implementation are done. This could be seen from the responses to the study question, what do you think needs to be done in order to realise the rights of persons with disabilities in the UNCRPD and ultimately the Persons with disability Act no.6 of 2012?

“government needs to raise awareness on the contents of the UNCRPD among civil servants, especially those working directly towards the same” (a civil servant in one of the key ministry).

This is particularly interesting considering that the civil servant is part of government but did not consider him/herself as part of those responsible for the suggested action.

The responses to the question what is your recommendation to all stakeholders involved in domestication of the UNCRPD, were interesting as well.

“There’s need for all stakeholders to come together and create a roadmap of what needs to be done and who needs to do it.” (a civil servant in one of the key ministry).

The conclusion of the study is that there is serious need for the government of Zambia to actively involve civil servants in taking an active role and responsibility towards domestication of the UNCRPD.

4.3. The Disability sector and advocacy actions towards domestication of the UNCRPD

The disability movement is quiet an active movement of a number of non-governmental organizations that are addressing issues affecting persons with disabilities. Some are providers of services, applying a charity approach, some are advocacy organisations controlled by persons with disabilities themselves. Many organisations have been established with the purpose to represent different groups of persons with disabilities nationally and locally. However, the disability movement appears to a certain extent fragmented and uncoordinated. The main organizations include the umbrella organization the Zambia Federation of Disability organization (ZAFOD). ZAFOD, officially registered in 1990, has 11 member organisations and is recognised as the mouthpiece of the disability movement. ZAFOD was running a

court case against the Electoral Committee of Zambia in 2011. This was in order to point to that the majority of persons with disabilities were excluded from casting their ballot, due to inaccessible voting places and voting methods. ZAFOD is also part of the African Decade COPDAM project, aiming at mainstreaming disability and inclusive development as a crosscutting issue in national and regional policies in African society.

The members of ZAFOD include Zambia National Association of the Deaf (ZNAD), Zambia National Association of the Partially Sighted (ZNAPS), Zambia Association for Children & Adults with Learning Disabilities (ZACALD) Zambia National Association of Disabled Women (ZNADWO), Zambia National Association of Persons with Physical Disabilities (ZNAPD) Zambia National Association of the Hearing Impaired (ZNAHI) New Foundation of the Blind in Zambia (NEFOBZA) Parents Partnership Association for Children with Special Needs (PPACSN), Zambia Association on Employment for Persons with Disabilities (ZAEPD), Zambia Association of Parents for Children with Disabilities (ZAPCD), Zambia National Association of Sign Language Interpreters (ZNASLI).(www.zafod.org.zm, 2012)

60 percent of the disability organizations leaders interviewed do not have the capacity to advocate for the domestication of the UNCRPD. They are mostly depended on donor funding thus programmes aimed at advocacy for the domestication of the UNCRPD have not been implemented even though the plans to do so are there.

Most of the DPOs also are more focused on projects that aim to provide services in response to the immediate needs of persons with disabilities such as income generating, provision of wheelchairs or cash transfer. This makes it hard for them to focus on raising awareness on the UNCRPD even though they may have plans to do so.

ZAFOD for example has a plan to translate the UNCRPD into main local languages and disseminate it to persons with disabilities. The disability movement also lacks the technical know-how on the contents of the UNCRPD and the Disability Act and therefore while they criticise it, they seem not to have the technical knowledge to specifically point out what is not right. Ignorance of the contents of the Acts and UNCRPD has rendered persons with disabilities unable to demand their rights enshrined in the legal documents.

4.3.1. DPOs leaders' knowledge levels on the UNCRPD

Have you ever heard about the UNCRPD?

100 percent of the DPO leaders interviewed had heard of the UNCRPD.

What do you know about it and how did you hear? Most of the leaders who answered this question said they knew it was a disability rights convention specifically for persons with disabilities. Some of them actually participated in making submissions to towards the formulation of the UNCRPD. Most of them heard of it through their disability networks.

What do you think should be done in relations to government domesticating the UNCRPD

Some of the common recommendations were as follows;

Government should domesticate it/.government should consult more with disability organization on mapping the way forward/Government should not leave persons with disabilities aside when formulating policies related to the UNCRPD/ Government should call a consultative meeting with DPOs to decide how the process for implementation should be/Government should implement the National implementation plan. (various responses from DPO leaders)

What do you think is the role of DPOs in domesticating UNCRPD?

- *to advocate for the implementation to government 70percent*
- *raise awareness to our members 60 percent*

What information do you think is relevant for you in terms of disseminating information about the UNCRPD?

There is need to unpack the UNCRPD in simple basic language for our members. Government also need to take an active role to educate the masses about the right of PWDs in the UNCRPD (Disability rights activist).

4.4. Knowledge levels among persons with Disabilities

A total of 100 individual random persons with disabilities were interviewed for this study their knowledge levels on the UNCRPD were as follows;

Question one; Have you ever heard of the UNCRPD?

60 Percent of persons with disabilities knew from the first time I asked about the question. While the 20 percent required for me to explain more about it then said that they had heard about it but did not have much information about it. The other 20 percent did not have any knowledge at all. And asked me what it was.

“Ah sininamvele ko kapena pali constitution yamene bana saina ba Lungu” translated as “i dont know about it, maybe you are referring to the constitution that they president just signed?” Person with a disability.

What is your knowledge on the UNCRPD?

One person with a disability claimed that an organisation which he did not remember the name had a workshop on the UNCRPD but he did not clearly understand still what it is.

“we were invited to a workshop on that topic but it was a very short one and they used a lot of big words I did not understand much.”

Question two; How did you hear about the UNCRPD?

70 percent of the participants who answered this question said that they heard from their own disability organizations or from the leaders of DPOs or from colleagues with disabilities. One participant mentioned that they had a disability rights training where it was mentioned about the UNCRPD. This shows how important the role of disability organization plays in disseminating and informing their membership.

Another woman with disability said she heard about it from Kenya at a seminar.

Which particular content are you most interested in?

This question was not answered by any of the participants as they do not have information on the contents of the UNCRPD.

Do you know the current status of the UNCRPD?

40 percent of participants answered this question. But the only knowledge they had is that it was ratified but after that, they don't know what else was done.

Yes. I understand it was ratified already by the government.

What more knowledge would you like to know about the UNCRPD?

Most of the participants admitted that they require more information on the UNCRPD, especially its contents and status in implementation.

5. CONCLUSIONS AND RECOMMENDATIONS

5.1. Conclusions

Persons with Disabilities continue suffering exclusion even in the light of the process of domestication of the UNCRPD. There has been hope that the UNCRPD will bring the desired changes to the lives of persons with disabilities. However, that change seems to be taking very slow. The government efforts in domesticating the UNCRPD seems uncoordinated and fragmented. From the recommendations of the disability movement, it seems they feel that government is not involving them in domestication of the UNCRPD. The statement or phrase “nothing about us without us” is the cry of the disability movement in Zambia.

Even though the government of Zambia has made some strides in domesticating the UNCRPD, persons with disabilities on the ground do not yet see these efforts as they are not making a meaningful impact in their daily lives. Most of them are interested in seeing a change in their daily lives that will include them in society, where they will be able to access education and employment and other opportunities just like all members of the society.

From my experience in the field, persons with disabilities want something tangible. It is hard to research on such topics that may not immediately show the results of what a regular person with a disability can hold or pinpoint to. I was asked more questions than I was able to answer. For example, in the focus group discussion, I was told that *“why don’t you educate us on it then since we don’t know what it is?”*

However, despite all the challenges faced by many persons with disabilities, it is safe to say there is hope. All stakeholders need to get involved and realise their role in improving the welfare of persons with disabilities. It would be good if we can have a society where all persons with disabilities feel they are part of the communities where they feel included and regarded as equal contributors to the development of their communities.

To effectively include persons with disabilities and ensure that they enjoy their full rights, it is important to ask them what they feel they need. They are the experts on their issues. From my understanding after this study, the disability movement who claim to be representing persons with various disabilities is at logger heads with the government. While the government says they have made strides, the disability movement feels the “strides” that government claims to have made are not representative of their needs.

Personally, the study helped me to develop professionally in the fields of disability studies and research methods. Through the process I learned to conduct meaningful and effective individual and group discussion sessions. In addition, the personal contact with the issue gave me greater interest towards it and the rights of PWDs in Zambia and the current situation.

5.2. To the Government

My recommendations to government are as follows

- Need for sensitization on the UNCRPD and the role and responsibilities of civil servants towards domestication
- GRZ needs to quicken the implementation of the National Disability implementation plans that guides how to put into practice all the legislative steps taken
- Need for building the advocacy capacity among persons with disability on the UNCRPD in order to speedy the process of domestication

5.3. To the disability movement

My recommendations to the disability movement, especially leaders of the movement are as follows;

- There is need for leaders of the disability movement to build their knowledge and take keen interest in learning more on the UNCRPD and the process of domestication/implementation for them to adequately inform their membership and be able to advocate
- There is need for the disability movement to work together and build each other through sharing information and knowledge around the issues of UNCRPD as other seem to be well vested than others
- DPOs need to partner with other civil society advocates such as organizations that have in the past worked on women's rights and children's rights.
- DPOs also have to take initiatives where government is lagging behind, they can also be proactive.

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ACRONYMS

DPOs	Disabled Persons' Organisation
FNDP	Fifth National Development Plan
SNDP	Sixth National Development Plan
GRZ	Government of Republic of Zambia
ICF	International Classification for Functioning, Disability and Health
INGO	International Non-Governmental Organisation
FPD	Finnish Association for persons with Mobility disabilities
MCDMCH	Ministry of Community Development, Mother and Child Health
MoE	Ministry of Education
MoFND	Ministry of Finance and National Planning
MoH	Ministry of Health
NVRC	National vocational Rehabilitation Centre
PWDs	People with Disabilities
SAFOD	Southern Africa Federation of Disabled
SNDP	Sixth National Development Plan
TEVETA	Technical Education Vocational and Entrepreneurship Training Authority
UNCRPD	United Nations Convention on the Right of Persons with Disabilities
UNZA	University of Zambia
ZACALD	Zambia Association for Children and Adults with Learning Difficulties
ZAEPD	Zambia Association on Employment for Persons with Disabilities
ZAFOD	Zambia Federation Organisation of the Blind
ZAMISE	Zambia Institute of Special Education
ZANFOB	Zambia National Federation of the Blind

ZAPCD	Zambia Association of Parents for Children with Disabilities
ZAPD	Zambia Agency for Persons with Disabilities
ZNAD	Zambia National Association of the Deaf
ZNADWO	Zambia National Association of Disabled Women
ZNAHI	Zambia National Association of the Hearing Impaired
ZNAN	Zambia National AIDS Network
ZNAPH	Zambia National Association of the Physically Handicapped
ZNAPS	Zambia National Association of the Partially Sighted
ZNASLI	Zambia National Association of Sign Language Interpreters
ZNLCLB	Zambia National Library and Cultural Centre for the Blind

APENDIX I

UNCRPD: The current state and level of awareness among PWDS in Zambia Study

Questionnaire Government Ministries

Yvonne Zimba

Thesis, Spring 2016

Diaconia University of Applied Sciences

Degree Programme in Social Services

Bachelor of Social Services (UAS)

1. Do you know about the UNCRPD?
2. what articles of the UNCRPD are particularly of interest to your work and ministry?
3. Do you think Persons with disabilities are well included in active policies and programmes of the ministry?
4. Do the workers in the ministry know about the UNCRPD
5. What in your opinion still needs to be done in domestication/implementation of the UNCRPD?
6. What steps has your ministry taken to domesticate the UNCRPD

APENDIX II

**UNCRPD: The current state and level of awareness among PWDS in Zambia
Study**

**Questionnaire
Persons with Disabilities**

Yvonne Zimba
Thesis, Spring 2016
Diaconia University of Applied Sciences
Degree Programme in Social Services
Bachelor of Social Services (UAS)

1. Have you ever heard about the UNCRPD?
2. What do you know about it
3. What do you think should be done in relations to government domesticating the UNCRPD
4. What do you think is the role of DPOs in domesticating UNCRPD
5. What information do you think is relevant for you in terms of disseminating information about the UNCRP?

