



GOVERNMENT OF UGANDA

MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

**REVISED NATIONAL POLICY ON PERSONS WITH
DISABILITIES, 2023**

Revised National Policy on Persons with Disabilities 2023

Ministry of Gender Labour and Social Development

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February 2023

Published by : Ministry of Gender, Labour and Social Development

Copyright : Ministry of Gender, Labour and Social Development

ISBN : 9 789913 600101

First Version: 2006

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FOREWORD



I am delighted to associate with the Revised National Policy on Persons with disabilities in Uganda 2023. The Policy has been reviewed following an earlier National Policy on Disability in Uganda 2006 and seeks to reinforce the older version while taking into account the new issues on disability in the development arena.

The Government of Uganda is Committed to ensuring that Persons with Disabilities leave dignified lives and enjoy all the benefits that are due her citizens. This commitment is seen in our efforts to have in place enabling laws, policies, programmes and deliberate actions that address inherent imbalances.

The policy revision particularly targets to address two issues of **vulnerability** and **exclusion** among persons with disabilities. The revision was also premised on dynamism in the disability arena most prominently: the 2016 UN Committee Observations and Recommendations on the Convention on the Rights of Persons with Disabilities (UNCRPD) status, the Persons with Disabilities Act 2020, the Third National Development Plan, National Disability Inclusive Planning Guidelines (NPA 2017), Uganda's Global Disability Summit Commitments of 2018 and 2022, among others, which provided an updated discourse in the programming for Persons with Disabilities. The revised policy therefore, is to guide and inform the key stakeholders on the urgency for more focussed planning, evidence-based resource allocation, results-based implementation, and accountability in respect to Persons with disabilities' concerns at all levels.

The policy development process has been consultative, and the political core took part in this process at different strategic levels. I therefore argue all stakeholders to support the holistic, impactful and results-based implementation framework embedded in this Policy to enable us to deliver jointly the objectives of the Policy.

FOR GOD AND MY COUNTRY

A handwritten signature in black ink, appearing to read "B. Amongi Ongom". The signature is fluid and cursive.

Hon Betty Amongi Ongom (MP)

MINISTER OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

PREFACE



The Persons with Disabilities Act 2020 defines disability as a permanent substantial functional limitation of daily life activities caused by physical, mental, sensory, impairment, and environment barriers resulting in limited participation. Categorization of disabilities is in schedule 3 of the Persons with Disabilities Act 2020. Similarly, according to UBOS (2016), overall, for the population aged 2 years and above the disability prevalence rate was 12.4%. Of these, 49.26% and 50.74% are males and females.

Over the years, Uganda has been hailed for having a vibrant and responsive disability policy framework. This stems from her earlier legislative consideration and inclusion of persons with disabilities in her constitution (1995), ratifying conventions and protocols on the rights of Persons with Disabilities and continually developing, training and updating her policies and guidelines pertaining to disability. This revised policy is a purposive call on all stakeholders to raise the bar high, in terms of quality delivery of services to Persons with Disabilities.

The Government of Uganda is committed to addressing the plight of Persons with Disabilities especially those caused by vulnerability and exclusion. In addressing the situation, Government will be on track in achieving the Sustainable Development Goals (SDGs) by 2030 with their slogan of *'Leaving no one behind'* while fulfilling her constitutional commitment and obligations to her citizens including persons with disabilities.

The Revised National Policy on Disability in Uganda 2023 endeavours to address the key bottlenecks to full realisation of inclusion and resilience for Persons with Disabilities whilst suggesting actionable interventions that government is to trek in order realise her inclusion agenda.

This policy provides the needed guidance on disability inclusion across the entire development spectrum and among stakeholders from National to household levels. I call upon stakeholders to mainstream interventions of this policy within their respective programmes to ensure inclusive programming for all.

A handwritten signature in black ink, appearing to read 'Asamo'.

Hon. Asamo Hellen Grace (MP)

MINISTER OF STATE FOR DISABILITY AFFAIRS

ACKNOWLEDGEMENT



The backbone of the National Policy on Persons with Disabilities 2023 is to address vulnerability and exclusion of Persons with Disabilities. The policy adopts international conventions and treaties, national laws and frameworks in sustained response to disability.

Government of Uganda remains with an unshakable record in terms of equalisation of opportunities for Persons with Disabilities at Global level. The human rights-based approach, informed by the disparities in access to opportunities continue to guide progressive design of the policy framework for Persons with Disabilities in Uganda.

The policy recognises the historical and dynamic elements of limited inclusion of persons with disabilities. This is caused by limited access to livelihoods programmes, limited utilization of goods, services and facilities due to non-recognition of reasonable accommodation, limited technical capacities to enforce the relevant frameworks as a result of limited knowledge and skills, and limited information on development programs.

I want to commend the technical teams from government Ministries, Departments and Agencies and partners who steered the revision of the policy.

Special appreciation goes to the political leadership at the Ministry, Members of Parliament representing Persons with Disabilities, The UK Government through the FCDO and UKAID, DAI and Humanity and Inclusion - supporting the policy development processes, National Council for Persons with Disabilities, Local Governments, organisations of Persons with disabilities and, members of the Technical Working Group on the development of the policy for the critical role played in the preparation of the policy.

The policy goal, therefore, is to enhance inclusion of people who have a substantial functional limitation, and address vulnerability at different levels to enhance full accessibility, and meaningful inclusion, of all categories of Persons with Disabilities.

Aggrey David Kibenge
PERMANENT SECRETARY

ACRONYMS

| | |
|----------|---|
| AIDS | Acquired Immune Deficiency Syndrome |
| AT | Assistive Technology |
| CDO | Community Development Officer |
| COVID-19 | Corona Virus Disease – strain 2019 |
| CRPD | Convention on the Rights of Persons with Disabilities |
| CSOs | Civil Society Organisations |
| DCDO | District Community Development Officer |
| DFID | Department for International Development/UKAID |
| DIS | Direct Income Support |
| ESPP | Expanding Social Protection Programme |
| FCDO | Foreign, Commonwealth and Development Officer (previously DFID) |
| HIV | Human Immune Virus |
| IEC | Information, Education and Communication |
| IT | Information Technology |
| LC | Local Council |
| M&E | Monitoring and Evaluation |
| MDAs | Ministries, Departments and Agencies |
| MGLSD | Ministry of Gender, Labour and Social Development |
| MIS | Management Information System |
| NCPD | National Council for Persons with Disabilities |
| NIEP | National Inclusive Education Policy |
| NPDU | National Policy on Disability |
| OPDs | Organizations of Persons with Disabilities |
| PMU | Programme Management Unit |
| PS | Permanent Secretary |
| RDC | Resident District Commissioner |
| RIA | Regulatory Impact Assessment |
| UBOS | Uganda Bureau of Statistics |
| UFDS | Uganda Functional Difficulties Survey |
| UNAPD | Uganda National Action on Physical Disability |
| UNICEF | United Nations Children’s Fund |
| UPE | Universal Primary Education |
| WHO | World Health Organisation |

GLOSSARY OF TERMS

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| Abuse | Actions and/or inactions that cause harm or distress. Abuse may include: physical and mental infliction of pain, and this happens whether the persons abused are aware or not of the nature and magnitude of abuse. |
| Accessibility | <p>Ability to (independently and/or with support) reach, receive and participate fully in any aspect of life and, be in position to enjoy the benefits of the reach, reception and participation just like others. This in relation to: physical environment, transportation, information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas. <i>(Derived from Article 9 of the CRPD)</i></p> <p>Or</p> <p>The possibility to reach a place and manoeuvre within it; use a service, receive information; participate in activities provided in a public place; all these on an equal basis with others, with dignity, independence and safety. <i>(Derived from the Accessibility Standards 2010)</i></p> |
| Accessibility audit | A thorough, standardized and professional assessment of how well a facility, digital properties, products and services meet the needs of persons with disabilities (with a consideration of the functional limitations and disability category/ impairment) |
| Affirmative Action | All deliberate actions, and initiatives taken in favour of marginalised groups in order to redress imbalances caused by reason or attribute of disability, health status, history, culture, gender, ethnicity, religion, opinion, socio- economic or cultural standing in line with Art.32 of the Constitution. |
| Assistive Technologies and Devices | All goods and services that support persons with disabilities to participate effectively in all aspects of life. These may include; wheelchairs, tri-cycles, callipers, crutches, white-canes, orthopaedic appliances, qualified readers; taped texts, audios, visual and pictorial recordings; braille and tactile equipment or materials, large print and, enabling software and among others. <i>(Derived from the Persons with Disabilities Act 2020 and the CRPD)</i> |
| Direct Income support | Non-contributory regular, predictable cash and in-kind transfers that provide relief from deprivation to the most vulnerable individuals and households in society. <i>(Derived from the National Social Protection Policy 2015)</i> |
| Disability | A substantial functional limitation of a person's daily life activities caused by physical, mental or sensory impairment and environment barriers, resulting in limited participation in society |

on equal basis with others and includes an impairment specified in Schedule 3 of the Persons with Disabilities Act 2020.

(Refer to 'persons with disabilities' herein below to complement this definition and its use in programming)

**Disability category/
impairment**

Classification of conditions that (may) cause disabilities and as provided for in Schedule 3 of the Persons with Disabilities Act 2020 to include:

1. Physical Disability caused by cerebral palsy, amputation of a limb, paralysis or deformity.
2. Hearing disability including deafness and hard of hearing disability.
3. Visual disability including blindness and low vision disability.
4. Deaf and blind disability.
5. Mental disability including psychiatric disability and learning disability.
6. Little people.
7. Albinism.
8. Multiple Disability

Discrimination

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.

Or

Giving different treatment to different persons attributable only to their respective description by sex, race, colour, ethnic origin, birth, creed or religion, social, culture, geographical, economic standing, political opinion or disability or any combination of the above. *(Derived from the National Equal Opportunities Policy 2006)*

Empowerment

A process of enhancing people's capacity to participate and manage their own development. *(Derived from the National Equal Opportunities Policy 2006)*

Equality

Absence of discrimination with regard to access to resources, services, power, opportunities and benefits irrespective of a person's status. *(Derived from the National Equal Opportunities Policy 2006)*

Equity

Fairness and justice in the distribution of resources, opportunities, responsibilities and benefits. *(Derived from the National Equal Opportunities Policy 2006)*

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| Gender | The social and cultural construct of the roles, responsibilities, attributes, opportunities, privileges, status, access to and control over resources and benefits between men and women, boys and girls in a given society. |
| Habilitation | A process aimed at helping persons with disabilities attain, keep or improve skills and functioning for daily living. Habilitation is usually undertaken for development of functional skills that were hitherto developed including: physical, occupational, and speech-language therapy, various treatments related to pain management, and audiology and other services that are offered in both institutionalized and community/ family-based settings. |
| Inclusion | <p>An approach and a process of ensuring that the systems and structures enable persons with disabilities to participate and benefit from all activities aimed at their development. Inclusion involves encouraging and having in place the right guidelines, regulations, policies and laws that enable persons with disabilities to participate in activities, programmes and development.</p> <p>Inclusion may be through catering for all persons including persons with disabilities (universalism) and/or having specific programmes that respond to the specific participation needs of persons with disabilities.</p> |
| Marginalisation | The situation of being left at the periphery in accessing opportunities, resources and services. |
| Participation | Informed and willing involvement of all persons with disabilities, including the most marginalised and those of different disability categories, ages and abilities, in any matter concerning them directly or indirectly, in accordance with Articles 3,19,26, 29 and 34 of the United Nations Convention on the Rights of Persons with Disabilities (CRPD). |
| Persons with Disabilities | A human being who reports to have substantial functional limitation of a person's daily life activities. This means that the person either has 'a lot of difficulty' doing that activity or 'cannot do at all' an activity deemed do-able for her or his age and peers <i>(based on the Washington Group Short Set of Questions)</i> |
| Reasonable Accommodation | 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 (Derived from the Art. 2 of the CRPD)

Rehabilitation

A process aimed at helping persons with disabilities to regain, keep or improve skills and functioning for daily living. Rehabilitation is usually undertaken for development of functional skills that may have been lost or compromised as a result of acquiring a disability or due to a change in one's disability or circumstances.

Rights of persons with disabilities/ Disability rights

The inherent fundamental entitlements and freedoms of persons with disabilities, which they have merely by virtue of being human. Disability rights are fully defined in the CRPD. The Convention on the Rights of the Child contains 54 articles, each of which entails a different type of right. These can be broken down into four broad categories:

- **Survival rights** cover a person with disabilities' right to life and the needs that are most basic to existence; these include an adequate living standard, shelter, nutrition and access to medical services.
- **Developmental rights** include those things that persons with disabilities require in order to reach their fullest potential. Examples are the right to education, play and leisure, cultural activities, access to information, and freedom of thought, conscience and religion.
- **Protection rights** require that persons with disabilities be safeguarded against all forms of abuse, neglect and exploitation. They cover issues such as special care for refugees with disabilities, torture, abuses in the criminal justice system, involvement in armed conflict, child labour, drug abuse and sexual exploitation.

Participation rights allow persons with disabilities to take an active role in their communities and nations. These encompass the freedom to express opinions, to have a say in matters affecting their own lives, to join associations and to assemble peacefully. As their abilities develop, persons with disabilities are to have increasing opportunities to participate in the activities of their society, in preparation for responsible adulthood.

Social Protection

Public and private interventions to address risks and vulnerabilities that expose individuals to income insecurity and social deprivation, leading to undignified lives. *(Derived from the National Social Protection Policy 2015)*

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| Social Security | Protective and preventive interventions to mitigate factors that lead to income shocks and affect consumption such as retirement, ill-health, unemployment, old age, disability, death of breadwinner or disasters. <i>(Derived from the National Social Protection Policy 2015)</i> |
| Universal design | The design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. Universal design includes assistive devices for particular groups of persons with disabilities where this is needed. |
| Vulnerability | The state of powerlessness to withstand individual, household and community shocks. <i>(Derived from the National Equal Opportunities Policy 2006)</i> |
| Vulnerable persons with disabilities | Categories of persons with disabilities who are predisposed to deprivation, extreme poverty and social exclusion by virtue of age, gender, disability category, severity of disability, ethnicity, living conditions and geographical location or other social attributes. <i>(Adapted from the National Social Protection Policy 2015)</i> |

EXECUTIVE SUMMARY

The Ministry of Gender labour and Social Development is mandated under Chapter 4 Articles 31 – 40 and Chapter 16 Article 246 of the Constitution of the Republic of Uganda to protect and promote the rights of vulnerable population, to address gender inequalities, to ensure cultural growth, labour and employment as well as community mobilization and empowerment.

The Ministry of Gender, Labour and Social Development (MGLSD) contributes to inclusive growth, increase in employment and productivity. This is achieved through supporting the special interest groups, vulnerable persons and the citizens, to participate in the development programmes, tackling gender inequality and creating opportunities for increased employment and decent work.

The Persons with Disabilities Act 2020 defines disability as a permanent substantial functional limitation of daily life activities caused by physical, mental, sensory, impairment, and environment barriers resulting in limited participation.

Over the years, Uganda has been hailed for having a vibrant and responsive disability policy framework. This stems from her earlier legislative consideration and inclusion of persons with disabilities in her constitution (1995), ratifying conventions, protocols and guidelines on the rights of Persons with Disabilities. There has been tremendous improvement in the laws, policies and programming for Persons with Disabilities.

The Government of Uganda is committed to addressing the plights of Persons with Disabilities especially those caused by vulnerability and exclusion. In addressing the situation, Government will be on track in achieving the Sustainable Development Goals (SDGs) by 2030 with their slogan of *'Leaving no one behind'* while fulfilling the requirements of the UN Convention on the Rights of Persons with Disabilities (CRPD), her constitutional commitment and obligations to her citizens including persons with disabilities and, rightly national development

The Revised National Policy of Persons with disabilities in Uganda, 2023 has been reviewed following an earlier National Policy on Disability in Uganda 2006. It seeks to reinforce the older version while taking into account the new issues on disability in the development arena.

The policy addresses two major challenges faced by Persons with Disabilities of vulnerability and exclusion. Persons with Disabilities face a number of issues ranging from disability and poverty; food insecurity and nutrition; Negative Social norms and high society expectations; Abuse and violence; Exclusion of persons with disabilities; in accessibility to goods and services such as Education, Employment, Mental health, discrimination of Women with Disabilities and limited Budgeting for disability inclusion and limited capacity of participation/Status of Organizations of Persons with Disabilities (OPDs in development programmes.

The issues of concern above are due to limited inclusion of people who have a substantial functional limitation and do with 'a lot of difficulty' or 'cannot do at all' daily life activities as a result of an impairment. These issue are caused by: limited access to livelihoods programmes due to Limited coverage and scope of social protection, Inadequate access to

social care services, Low existence of care services for persons with disabilities such as mental health services, palliative and geriatric care, Limited of community-based response mechanisms, Limited access to financial services, Low levels of income and Low levels of income of the caretakers

The policy development process was consultative getting support from the Technical Working Groups at national level, held workshops at regional and national level. Additionally, Key Informant Interviews were held with subject specialists across broad spectrum all generating diverse perspectives that have been included in the final policy and action plan.

The National Policy of Persons with disabilities in Uganda, 2023 Vision, Mission and Goal are:

Vision: A society that is fully inclusive and provides equal opportunities for Persons with Disabilities in all spheres of development;

Mission: To provide an enabling environment for the effective empowerment and participation of Persons with disabilities in development; and

Goal: To foster resilience and inclusion of Persons with disabilities in development.

The Policy Objectives are:

1. To enhance access to livelihoods programmes
2. To Enhance utilization of goods, services and facilities
3. To enhance technical capacities to enforce the relevant frameworks
4. To realize adequate protection of victims of abuse and neglect

The Policy Outcomes are:

The policy is focusing on contributing to the following outcomes:

- Reduced mortality of persons due to disability
- Reduced burden of care by persons with disabilities
- Increased life expectancy of persons with disabilities
- Increased productivity of persons with disabilities
- High contribution to economic development by persons with disabilities
- High capital accumulation among persons with disabilities
- High investments among persons with disabilities
- Increased opportunities among persons with disabilities
- High standard of living among persons with disabilities
- Reduced imbalance (between men and women, boys and girls with Disabilities and vulnerability in terms of access, control, ownership, benefit, rights, responsibilities and participation.

Related to the *Linkages to existing legislations, policies, protocols, regulations, strategies, and cross cutting issues* the policy draws its context from the existing international, regional and national instruments and frameworks that support the realization of the rights and welfare of persons with disabilities

The following are *key policy priority areas and actions*: Economic Empowerment; Protection of persons with disabilities against abuse, neglect, and exploitation; Access to goods, services and facilities; Capacity building for disability inclusion; Enhanced participation of persons with disabilities in decision making and Enhanced disability inclusion in humanitarian and disaster risk response.

The policy has a *clear implementation framework and strategies for partnership* for compliance. The policy underpinned by a multi-sectoral approach. Taking such an integrated approach will ensure that issues of persons with disabilities are integrated in and across government sectors, ministries, departments and Agencies at all levels. The policy will be implemented in the context of decentralization. Furthermore, the policy is aligned to Uganda's commitment to the SDGs, and the NDP III.

The policy has a defined *Institutional Framework to guide its implementation*, it has advocated for an Information, Education, Communication and Dissemination Strategy, Communication Feedback Mechanism, Implementation Stages and Drivers that encompass a funding mechanism both by the State, Non-State Actors, Development Partners and Donors,

The Policy *articulates the roles and responsibilities of stakeholders* as Disability response requires an array of sectoral actors and stakeholders. Therefore, the effective implementation of the policy requires effective, efficient and well-coordinated institutional mechanisms that run from national to lower local government level with active engagement of all stakeholders including line ministries – Ministry of Education and Sports (MOES), Ministry of Health (MOH), Ministry of Internal Affairs (MIA), Ministry of Public Service (MPS), Ministry of ICT and national Guidance (MICT), Ministry of Local Government (MLG) with MGLSD.

The policy will be *monitored and evaluated* regularly on an annual midterm and end of impact assessment. Monitoring of the implementation of the Policy shall be carried out on a regular basis using appropriate indicators. The Policy measures shall be evaluated at midterm (at 5 years) and after 10 years to establish impact, gaps, emerging issues and challenges.

As a best practice Policy Audit through public Policy Review is critical to determine what has worked and what has not worked in serving the citizens for better impact. A Policy audit will be conducted to determine whether the planned interventions were achieved or not achieved as per the released funds.

Policy Conclusion.

The Ministry of Gender, Labour and Social Development anticipates that the National Disability Policy will make significant progress towards the achievement of the National Development Plan objectives, and the NRM manifesto commitments 2021 – 2026, the Strategic Plan of MGLSD- 2020/21 – 2024/25 and the National Development Plan III - 2020/21 – 2024/25.

The policy is addressing vulnerability associated to income insecurity, and therefore is in sync with the NDP III goal of increasing household income and improve the quality of

life of all Ugandans in line with the adopted a programmatic approach to planning, budgeting, and implementation and reporting.

Section 5.4 of the Vision 2040 provides for care and protection for the vulnerable population's groups. In here the State recognizes the need to provide assistance to people who are vulnerable either by age, social class, location, disability, and gender, disaster or don't earn any income.

The National Policy on Disability, 2023, will go a long way to empower, build resilient and sustainable livelihoods for persons with disabilities.

1 INTRODUCTION

The National Policy on Disability 2023 follows an earlier National Policy on Disability in Uganda 2006. The new policy reinforces the older version whilst taking into account the new issues in the development arena. The policy particularly targets to address two issues of vulnerability among persons with disabilities and exclusion.

Uganda therefore, aims at promoting equal opportunities for enhanced empowerment, participation and protection of rights of Persons with disabilities irrespective of gender, age and disability category. This is in recognition that Persons with disabilities can perform to their full potential given the same conditions and opportunities irrespective of their social, economic and cultural backgrounds.

The Policy is to guide and inform the planning process, resource allocation, implementation, monitoring and evaluation of activities with respect to Persons with disabilities' concerns at all levels and by all actors.

2 BACKGROUND TO THE POLICY

Over the years, Uganda has been hailed for having a vibrant and responsive disability policy framework. This stems from her earlier legislative consideration and inclusion of persons with disabilities in her constitution (1995), ratifying disability-leaning conventions and protocols and, continually developing and updating her policies and guidelines pertaining to disability. Research and stakeholders agree that there has been tremendous improvement in the laws, policies and programming for persons with disabilities. However, there is also consensus on the continuity of the dismal plights of persons with disabilities which situation is likely to not only negatively impact on their lives but the economy at large – should the status quo prevail.

The Government of Uganda is committed to addressing the plights of persons with disabilities especially those caused by vulnerability and exclusion. In addressing the situation, Government of Uganda (GoU) will be on track in achieving the Sustainable Development Goals (SDGs) by 2030 and her slogan of *'Leaving no one behind'* whilst fulfilling the requirements of the UN Convention on the Rights of Persons with Disabilities (CRPD), her constitutional commitment and obligations to her citizens including persons with disabilities and, rightly national development.

Policy Development Process

The National Policy on Disability (NPD) demonstrates the commitment by the Government of Uganda to ensure the well-being of all persons – including persons with disabilities. The policy was informed by a comprehensive review of the National Policy on Disability in Uganda (2006), National Child Policy (2020), National Social Protection Policy (2015), National Equal Opportunities Policy 2006, National Youth Policy and Action Plan (2016) and other policies, plans and strategies related to disability domiciled in different programmes of government such as the Universal Primary Education (UPE) Policy (1997), Universal Secondary Education (USE) Policy (2007), the Second National Health Policy (2010), the draft National Inclusive Education Policy and, the Country Assistive Technology strategy among others.

The policy heavily relied on recent studies relating to persons with disabilities including: the situational study on persons with disabilities in Uganda (2020), the Uganda Functional Difficulties Survey (UFDS) (2017), the Uganda Demographic Health Surveys (UDHS) (2016 and 2011) and, the National Population and Housing Census (NPHC) of 2014 among others.

The policy was developed through a participatory process involving extensive consultations with a wide range of stakeholders at national, regional, district and community levels. Stakeholders including representatives of persons with disabilities were consulted through the four regional and one national consultative workshops, individual interviews, expert reviews and Focus Group Discussions. Discussions centred on the achievements of the current Disability and inclusion Policies, directions for a new National Policy on Disability and priorities for its implementation plan. In addition, a Technical Working Group (TWG) was formed and several meetings were organized to inform the policy development process, including review of the policy and related deliverables (such as the National Action Plan on Disability (NAPD) and the Regulatory Impact Assessment (RIA) report). The TWG members were drawn from relevant Government Ministries, Departments and Agencies (MDAs), Development partners, academic and research institutions, and Civil Society Organizations among others. Majority of the members of the TWG were persons with disabilities with experience and expertise in disability inclusion.

The policy addresses two major challenges faced by persons with disabilities of vulnerability and exclusion. In accordance with international laws and national legislations, refugees with disabilities have been included in all aspects of the policy and provisions.

3 SITUATION OF PERSONS WITH DISABILITIES IN UGANDA

3.1 Definition of Disability

The Persons with disabilities Act 2020 define disability as, ‘A substantial functional limitation of a person's daily life activities caused by physical, mental or sensory impairment and environment barriers, resulting in limited participation in society on equal basis with others and includes an impairment specified in Schedule 3 of the Persons with Disabilities Act 2020.

Schedule 3 of the Persons with Disabilities Act, 2020 – Laws of Uganda¹ provide for disability categories/ impairments to include:

1. Physical Disability caused by cerebral palsy, amputation of a limb, paralysis or deformity.
2. Hearing disability including deafness and hard of hearing disability.
3. Visual disability including blindness and low vision disability.
4. Deaf and blind disability.
5. Mental disability including psychiatric disability and learning disability.
6. Little people.
7. Albinism.
8. Multiple Disability

The policy derives the definition and description of ‘person with disability’ from the definition of disability as provided in the Persons with Disabilities Act 2020 as well as the Washington Group Short Set of Questions (WGSSQs) on functioning. Therefore, a person with disability is one who has a substantial functional limitation and does with ‘a lot of difficulty’ or ‘cannot do at all’ daily life activities as a result of an impairment.

3.2 Demography

According to UBOS (2016), overall, for the population aged 2 years and above the disability prevalence rate was 12.4% while the equivalent for 5 years and above was close to 14 percent’ (UBOS, 2016, page 22²). Disability prevalence rate for persons aged 2 years and above 13.5% (UBOS, 2018, page 7³) while the Disability prevalence by district count and difficulty count-off is 18.7% (n=6,466,798) (UBOS, 2016, page 80-83). The national agreeable statistics is 12.4 per cent. Of these, 49.26% and 50.74% are males and females. The census estimates that the highest forms of disability are: difficulty seeing (6.5% of the population), difficulty remembering (5.4%); difficulty walking (4.5%); and difficulty hearing (3.1%).

‘Despite the fact that adults and children with disabilities officially make up around 12.4% of the Ugandan population, according to the most recent Census (2014), they are excluded from education, jobs, health services, the justice system, and are still woefully

¹ Persons with Disabilities Act, 2020, page 38

² Government of Uganda (2016): National Population and Housing Census Report 2014, Kampala, Uganda Bureau of Statistics (<http://www.ubos.org>)

³ Uganda Bureau of Statistics (2018). Uganda Functional Difficulties Survey 2017. Kampala, Uganda.

underrepresented in all sectors of Ugandan society. This exclusion makes them more vulnerable to insecurity and social deprivation, leading to undignified lives and deprivation of human rights.’ Development Pathways 2020, page 8.

Persons with disabilities in Uganda face two main challenges that relate to vulnerability and exclusion.

3.3 Vulnerability of persons with disabilities

Persons with disabilities are generally considered as being among the most vulnerable groups of the population. The main drivers of vulnerability amongst persons with disabilities are: poverty; additional cost of living with a disability; shocks at on-set of disability and, other natural factors; disability category, multiplicity and severity; food insecurity and limited dietary uptake; social norms and expectations; abuse and violence and; ageing with a disability as explained below.

3.3.1 Disability and poverty

Poverty is both a driver and effect of disability and vice versa. A person with poverty is more at risk of disability due to factors such as lack of healthcare, increased vulnerability to malnutrition and preventable diseases, precarious working environments and low-quality housing, with reduced access to safe drinking water and sanitation. Around half of Ugandans living in households with persons with disabilities are living in extreme poverty (less than \$1.9 PPP) and over three-quarters are living in poverty (less than \$3.2 PPP per person per day). Poverty in households living with persons with disabilities stands at 31% as compared to 28% in households without a person with disabilities⁴. These factors are magnified by the associated discrimination and exclusion many persons with disabilities experience across the life cycle.

The drivers of poverty among persons with disabilities include: limited access to economic opportunities – with unemployment among persons with disabilities being at 17.1%; extra cost of living with a disability that such as additional household expenses (at 39%), health, rehabilitation and medical related costs and; other indirect costs of disability such loss of education and employment opportunities.

3.3.2 Disability, food security and nutrition

The household survey⁵ found that close to 15% of households with members who had a disability had a poor dietary diversity consumption, and 55% had either a low or a medium dietary diversity score. This is 2% more than households with no members with a disability. Households with members with a disability that have younger household heads tend to have better dietary diversity than households with older household heads. This is also observed among different household structures. Less than a quarter of older persons with disabilities living alone have richer and more diverse diets.

⁴ When applying the national poverty lines and adult equivalence scales.

⁵ The Uganda Cost of Disability Survey 2020 in the Situational Analysis of persons with Disabilities in Uganda study 2020

3.3.3 Social norms and expectations

Social norms and expectations – especially with regard to stigma and discrimination – can have a significant impact on the vulnerability (and conversely resilience) of adults and children with disabilities across the lifecycle. While discrimination on the basis of disability is outlawed in Uganda, there are still many cases of prejudice and misunderstanding within communities.

3.3.4 Gender norms

Women with disabilities tend to experience more stigma and discrimination than women without disabilities. Gender and disability therefore intersect, and women with disabilities can face double or even triple discrimination. For example, women with disabilities are at greater risk of experiencing sexual violence compared to their non-disabled counterparts.

Men and women with disabilities adhere to social norms around marriage and childbirth, and women are expected to, and indeed in many cases want to, marry and have children, and many men aspire to have at least a second wife, which is supported by the state and by society. While most men and women are living as couples with children, it is not clear if these are cohabiting couples, or formal marriages, but informal cohabiting may contribute to vulnerability. Being legally recognised as the next of kin gives at least some semblance of legal protection to women when they divorce, unlike informal arrangements of living together and having children. Property inheritance, for example, can be a very contested area for women, especially if they are not formally married, or if their husband has a second (or subsequent) wife.

A woman's capacity for autonomy is severely restricted by gender norms. While women with and without disabilities will often make financial decisions regarding the household, decisions that involve greater amounts of money are normally made by the head of the household, who is often a man. Women in female-headed households have more autonomy but may be in a vulnerable state due to less income (whilst caring for dependents) and fewer assets.

3.3.5 Abuse and violence

Both men and women with disabilities are more likely to experience some form of abuse or violence across the lifecycle than people without disabilities. The qualitative research raised examples of children with disabilities who are hidden away from the community and segregated within the family. Young girls with disabilities are particularly vulnerable, as they are often the target of opportunistic men, many of whom abandon them when they become pregnant. Sometimes these men offer little support and may even be abusive.

3.3.6 Disability across the lifecycle

Ugandans face a range of risks and shocks across the lifecycle, and person with disabilities and their families may have even less ability to withstand these shocks and risks for a variety of reasons. There are a range of barriers that create conditions of

vulnerability as well as opportunities to strengthen resilience across the lifecycle. None of these conditions are static, and persons move between these phases at different points in their life depending on a range of factors.

There are approximately two million and five hundred children with disabilities in Uganda⁶. At childhood, poverty, exclusion and poor-quality services hinder a child's ability to thrive and lead a full life. It is therefore extremely important that the risks and vulnerabilities that a child with a disability faces are addressed when they are young. Most impairments acquired in childhood happen *after* birth, for example from endemic childhood diseases such as (cerebral) malaria, as well as vaccine-preventable diseases. This may include potentially avoidable conditions, which can worsen with limited access to healthcare and/or rehabilitation. The key challenges associated with childhood disability include: ridicule- as disability among babies and young children is often viewed as a curse; family breakages in accusations; stigma and discrimination; limited access to education (*only 74% of children with disabilities aged between 5 and 18 years attend school*) and, high cost to specialist services and limited access to health care.

In Uganda, the National Youth Policy defines “youth” as those aged between 18 and 30 years of age. Uganda's youth face particular challenges around education, employment (unemployment among youths with disabilities stands at 53%), health, relationships and family life, all of which can have adverse consequences on life chances and opportunities. It is around this age that many young people, particularly girls, begin relationships and have children. Gendered attitudes are entrenched from a very young age, and girls who marry young often endure lasting health and other consequences.

With increasing life expectancy, shifting living arrangements and greater globalisation, the profile of Ugandans aged 60 years and above (older persons) is changing rapidly. Without sufficient support, and with decreasing care networks, many older persons are often not able to experience the ‘golden years’ that are envisaged as ideal social roles for older persons, in which they are surrounded by a large, loving extended family. Instead of fulfilling the ‘elder’ role of instilling good morals, mediating conflicts and giving advice, they must continue to undertake physical labour in order to survive. Older persons with disabilities are most likely to be living with children, grandchildren or other relatives. Although living with younger generations provides care and financial support – which is vital in the absence of state social care – larger households have more age-dependent members, which can put them in a more vulnerable state.

3.4 Exclusion of persons with disabilities

Despite positive elements of the legal, policy and institutional framework, persons with disabilities continue to face discrimination and marginalization in Uganda.

Key issues in relation to exclusion of persons with disabilities are: discrimination, lack of awareness on disability issues, limited accessibility to goods, services and facilities and, limited participation in development processes and programmes.

⁶ UNICEF (2014) *Situational Analysis of Children with Disabilities in Uganda*, Unicef and MGLSD, Kampala.

3.4.1 Accessibility

80% of persons with disabilities live in rural areas⁷ and to participate in all aspects of life is often limited by a lack of accessible physical environments, transportation and ICTs. In its report to the CRPD Committee, the Government noted that it is working to progressively realize accessibility. Uganda's legal framework includes provisions for accessibility, including in the Persons with Disabilities Act 2020, which calls for accessibility of buildings, information, public transport and roads and, assistive devices. The CRPD committee report on Uganda noted that: the standards on physical accessibility are not yet well disseminated and, where they have disseminated, they are still not always implemented; older public buildings are not accessible at all and; ATMs are inaccessible. Other areas of accessibility that have been noted include: lack of assistive devices and technologies; limited use of sign language in social and public service provision and limited use of accessible formats in printing reports, plans, policies and laws in (braille version).⁸

3.4.2 Education

As a result of Uganda's Constitutional guarantee of universal primary education (UPE)⁹, school enrolment of children with disabilities has increased in recent years.¹⁰ In 2011, enrolment included over 197,000 pupils with special education needs. The CRPD Committee expressed concern regarding the promotion of segregated education institutions and recommended that Uganda expedite action to transition from segregated to inclusive education. Children with disabilities may also face attitudinal barriers that prohibit their participation in mainstream schools.

A draft National Inclusive Education Policy (NIEP) is been made and one element of the draft policy is a call for a functional assessment for all learners, which would facilitate both data and evidence-based budgeting related to education for children with disabilities. While most information received focused on primary education, there is a lack of appropriately trained teachers especially secondary education and high tuition fees for learners in special schools and, 60 persons with disabilities are awarded university scholarship every year. Other challenges include: limited data on learners with disabilities for appropriate planning; low enrolment and retention of Learners with Disabilities in Schools (with a net enrolment ration of 28% and 2.4% in primary and secondary schools respectively); inadequate capitation grant for learners with disabilities in UPE and USE programmes; inadequate funding for Special Needs

⁷ National Union of Disabled Persons of Uganda (NUDIPU), Alternative Report to the UN Committee of Experts on the Implementation of the Convention on the Rights of Persons with Disabilities (2013)

⁸ Uganda Human Rights Commission, Contribution to the 4th Pre-Sessional Working Group of the Committee on the Rights of Persons with Disabilities, 2015

⁹ Constitution of Uganda, Article 30 and 34 (2).

¹⁰ The status of education for persons with disabilities was detailed by both the government of Uganda and those submitting parallel information in reports to the CRPD Committee.

Education and sports (0.1% of the overall education budget); inadequate scholastic materials; the summative and equity based examination system that limits progression in education and; inaccessible school environments.

3.4.3 Employment

According to UBOS (2018)¹¹, one-third of both males and females with disabilities felt they had been treated more positively than those without disabilities and that more males (26%) than females (21%) with disabilities had been treated unfairly in finding or keeping a job, including having been prevented from applying for work, and being dismissed without compensation after acquiring a disability. This may in part be because generally more men than women seek and are in paid employment.

The Ministry of Gender, Labour and Social Development (MGLSD) oversees the Special Grant for Persons with Disabilities. The Special Grant aims to promote income generating activities and to increase employment for persons with disabilities and thereafter their income status and quality of life.

In 2019, the government of Uganda doubled the special grant funds. The new funding has been put in a National Special Grant which is being piloted and managed by the MGLSD. The grant has resulted in substantial life improvements for some of its recipients, particularly female recipients. One challenge is that the committees receive far more proposals than they are able to fund. There is still a need for awareness raising for employers because persons with disabilities frequently face attitudinal barriers to employment as a result of their misinformed and negative perceptions.

3.5 Health care

The right to health is contained in Section XIV of the Preamble of the Constitution of Uganda and the Persons with Disabilities Act recognizes the right of persons with disabilities to enjoy the same rights as members of the general population in all health institutions.¹² The Ministry of Health includes a section on Disability Prevention and Rehabilitation, which operates within the Community Health Department and which is mandated to develop policies and guidelines for reducing the incidence of disability, providing rehabilitation and promoting access to health for persons with disabilities. There are currently efforts to elevate its status to a directorate.

In its report to the CRPD Committee, the government has described both the work of the Section, which includes training practitioners on disability, and the challenges that it faces. As described, the latter includes: insufficient numbers of public health workers and human resources for health; long distances to facilities; limited accessibility to health facilities; limited services – for example, health providers can detect a hearing impairment but may not be in a position to offer an aid; poor access of women with disabilities to sexual and reproductive health care, in particular due to lack of informational access and accessibility of facilities. In many cases, health practitioners

¹¹ UBOS (2018) Uganda Functional Difficulties Survey 2017

¹² Persons with Disabilities Act, Art. 7(1)

lack training and awareness about working with patients with disabilities and, worse, may believe false or harmful stereotypes about such women.

3.5.1 Mental health

There is a lack of community-based support services for persons with psychosocial disabilities and that at local level, traditional healers and religious institutions also promote approaches that are ultimately detrimental to their subjects. In their parallel report to the CRPD Committee, Mental Health Uganda and the Mental Disability Advocacy Centre noted that, at community-level, many persons with psychosocial disabilities have reported experiencing negative attitudes, insults, threats and physical assault, exploitation and ill treatment at the hands of local service providers, including the police, and that abuse also takes place within family settings.¹³ It was suggested that mental health issues are not well understood by many in Uganda and that different cultures and individuals often have negative and inaccurate perceptions about it. It was therefore proposed that the Government could improve the situation of persons with psychosocial disabilities through awareness raising and sensitization work.

3.6 Women with Disabilities

There are particular challenges faced by women with disabilities, including a reportedly high incidence of physical and sexual violence. Women with disabilities face barriers to their access of sexual and reproductive health services and information. In some cases, as a result of a lack of knowledge in this respect and being targeted with impunity by men within their communities, women with disabilities “may have up to ten children with no clear father.” This feeds into a cycle of poverty which may never be broken. Women with disabilities also face disproportionately high levels of domestic violence and abuse.

Refugee women within Uganda also face high levels of gender-based violence and lack of access to sexual and reproductive health. There is also a lack of assistive devices in refugee camps, severely limiting the mobility and participation of women with disabilities.

3.7 Budgeting for disability inclusion

There are challenges in implementation of the CRPD and of relevant national laws and policies to insufficient budget allocations for disability inclusion. At the same time, no analysis has, to date, been prepared on the costs of both inclusion and exclusion of persons with disabilities. For example, taking into account both the costs that the government would incur if it were able to provide inclusive education and vocational training to all persons with disabilities, as well as the additional tax revenues that it would accrue if persons with disabilities were better able to access employment, and thus be in a position to pay taxes.

¹³ DPO and NGO information to the United Nations Committee on the Rights of Persons with Disabilities for consideration at the 15th Session; Regarding the First Periodic Report of the Republic of Uganda under the CRPD, submitted by Mental Health Uganda and Mental Disability Advocacy Centre, March 2016.

3.8 Participation/Status of Organizations of Persons with Disabilities (OPDs)

Organizations of Persons with Disabilities (OPDs) in Uganda include those that work at national, district and community level, and both cross-disability organizations and organizations devoted to specific disabilities. The OPD field in Uganda is widely regarded as strong and proactive, and several OPDs have shared their expertise to help build the capacity of OPDs in other countries in the region. OPDs in Uganda have also noted, however, that in some cases there is a need for further capacity development amongst them in relation to how best to use the CRPD and the SDGs to advance disability inclusive development.

3.9 International Cooperation

Many initiatives on disability in Uganda are funded by international cooperation rather than being mainstreamed into government budgets. For this reason, initiatives are often ad hoc, rather than part of a more comprehensive approach to advancing the situation of persons with disabilities. As such, when grants end, projects die. Donors often fund disability-related initiatives through funds that have been earmarked for disability, rather than by mainstreaming disability through general funds.

4 POLICY VISION, MISSION, GOAL, OBJECTIVES, VALUES GUIDING PRINCIPLES, JUSTIFICATION/RATIONALE AND OUTCOMES

4.1 Vision

An inclusive society that provides equal opportunities for Persons with Disabilities in all spheres of development

4.2 Mission

To provide an enabling environment for the effective empowerment and participation of Persons with disabilities in development

4.3 Goal

To foster resilience and inclusion of Persons with disabilities in development.

4.4 Values

The policy values;

- Human dignity;
- Equality and equity;
- Inclusiveness to gender, nationality, disability categories and age;
- Social justice;
- Transparency and accountability and;
- Cost effectiveness.

4.5 Objectives

1. To enhance access to livelihoods programmes
2. To Enhance utilization of goods, services and facilities
3. To enhance technical capacities to enforce the relevant frameworks
4. To realize adequate protection of victims of abuse and neglect

4.6 Guiding Principles

The National Policy on Disability adopts principles enshrined in international conventions and treaties, national laws and policies in sustained response to disability. These include: comprehensive accessibility; evidence-based implementation; good governance and accountability; Human Rights-Based Approach (HRBA); inclusion and participation; life-cycle and life-course approach; multi-sectoral collaboration; non-discrimination; reasonable accommodation; respect and dignity and; universal design.

Inclusion and participation

Overcoming barriers to participation require concerted efforts to include all persons with disabilities in Development. All duty bearers (parents, government Ministries, Departments, Agencies, institutions, child-rights actors and other non-state actors) to actively consult with persons with disabilities and their caretakers in planning, implementation, Monitoring and Evaluation of interventions. The policy will therefore continue promoting the slogan of *'Nothing about us, without us'*.

Comprehensive accessibility

Comprehensive accessibility is a cross cutting issue. The policy fronts for comprehensive accessibility to: goods and services, built environment, public transport, communication and

information services. In so doing the tenets of physical Access, Affordability, Availability and Quality (AAAQ) will be taken into cognizance.

| | |
|---|--|
| Human Rights-Based Approach | In implementing this policy, the Human Rights Based Approach shall be used. This will ensure that all legislation and programming by government and her partners enhance the rights of Persons with disabilities. |
| Non-Discrimination | All actors to ensure that equal opportunities are accorded to persons with disabilities. Issues that affect both men and women, boys, girls and, other differences such as: disability category, disability severity, age, gender, tribe, impairment, religion and, region/ residence are included in planning and implementation of programmes. The policy will ensure that affirmative action be applied where imbalances exist. |
| Good governance, accountability and transparency | This principle will promote effective governance through democratic processes at all levels. Persons with disabilities shall be able to demand and hold service providers accountable on matters that affect them and the communities at the same time be held responsible for their actions. |
| Multi-sectoral collaboration | Disability issues are crosscutting thus every stakeholder has a role to play. The welfare and rights of persons with disabilities are a responsibility of all stakeholders. Building strong partnerships and linkages with: families of persons with disabilities, development partners, civil society, and communities, religious and traditional leaders to address the drivers and consequences of discrimination and vulnerability and reduce the impact thereof at all levels will be a guiding principle. The State shall facilitate the active involvement and participation of stakeholders in securing and ensuring fulfilment of the rights of persons with disabilities |
| Reasonable accommodation | Actors have to make appropriate modifications and adjustments without imposing disproportionate or undue burden, where needed in a particular case, to ensure that persons with disabilities enjoy or exercise on an equal basis with others of all human rights and fundamental freedoms. |
| Universal design | All legislators and programmers will ensure that the design of products, environments, programmes and services are usable by all persons, to the greatest extent possible, without the need for adaptation or specialized design. Universal design will also include the provision and use of assistive devices and technologies for and by particular groups of persons with disabilities where this is needed. |
| Respect and dignity | Persons with disabilities shall be treated with dignity and respect by their families and service providers irrespective of their sex, age, social-cultural and economic status. |

| | |
|--|--|
| Life-cycle and life-course approach | The policy will ensure that a life-cycle approach is taken and that all ages and stages of development, children’s evolving capacities, and sensitive periods and key windows of development are considered in implementation and assessment. |
| Evidence based implementation | Research, workable models and other forms of evidence shall be employed in the implementation of actions relating to persons with disabilities. Actors shall ensure that the evidences being used in implementation are in tandem with both the principles and provisions of the Constitution of the Republic of Uganda 1995 and the CRPD. |

4.7 Rationale/ Justification for the Policy

Persons with Disabilities need an enabling environment for effective inclusion in all spheres of life and realisation of their full potential. The National Policy on Disability 2023, therefore, seeks to provide a framework for addressing issues related to Persons with Disabilities in a holistic and coordinated manner. It provides a guide for economic empowerment and participation of Persons with Disabilities in the development process. The Policy also provides a framework for engaging duty bearers and right holders to mobilise resources towards implementation of appropriate interventions for Persons with Disabilities in a coordinated, transparent, and accountable manner.

The policy, reviews the National Policy on Disability in Uganda 2006 and, reflects a paradigm shift from only focusing on “ensuring dignity of Persons with disabilities through a “need-based” to providing equal opportunities in access and utilisation of goods and services. As a result, the policy is structured around the following themes; Economic Empowerment; protection; access and utilisation of essential goods and services; capacity building; participation and; humanitarian response.

In addition, the policy takes into account the recent changes in legal framework (including the recent enactment of the Disability Act 2020), International frameworks such as the EAC Policy on Persons with Disabilities (2012), African Union Protocol on Persons with Disabilities (that Uganda is working towards ratifying along with the policy), the CRPD and the Marrakesh Treaty among others. It also incorporates the priorities reflected in National Development Plan III (2019/20 -2023/24) and Sustainable Development Goals (SDGs).

4.8 Expected Outcomes

The Policy shall achieve the following outcomes:

- i) Reduced mortality due to disability
- ii) Reduced burden of persons with disabilities
- iii) Increased life expectancy of persons with disabilities
- iv) Increased productivity of persons with disabilities
- v) High contribution to economic development by persons with disabilities
- vi) High capital accumulation among persons with disabilities
- vii) High investments among persons with disabilities
- viii) Increased opportunities among persons with disabilities
- ix) High standard of living among persons with disabilities

5 LINKAGES TO EXISTING LEGISLATIONS, POLICIES, PROTOCOLS, REGULATIONS, STRATEGIES, AND CROSS CUTTING ISSUES

Uganda has demonstrated its commitment to the promotion and protection of the rights of Persons with disabilities through adoption and implementation of national and international policies and legal (wellbeing) instruments that concern persons with disabilities. This policy draws its context from the existing international, regional and national instruments and frameworks that support the realization of the rights and welfare of persons with disabilities.

5.1 International and Regional Frameworks

Uganda has ratified a number of international and regional treaties, minimum rules, standards and guidelines which uphold rights of persons with disabilities and obligate that all feasible measures to protect and realise those rights are taken. The international and regional treaties include:

- Global Cooperation on Assistive Technology (The AT2030 Agenda: The inclusion of persons with disabilities);
- The Anti-Personnel Mine Ban Convention 1999;
- The International Convention on Economic, Social and Cultural Rights 1966;
- The International Labour Organization Convention No. 159 and 168;
- The Marrakesh Treaty 2013 (which Uganda ratified on July 23rd 2018);
- The Sustainable Development Goals (SDGs) 2015;
- The UN Convention on Elimination of all forms of Discrimination Against Women 1979;
- The UN Convention on the Rights of persons with Disabilities 2006 – including the CRPD concluding observation report on Uganda 2016;
- The UN Convention on the Rights of the Child 1990;
- The UN Standard Rules for Equalisation of Opportunities 1993, which guides policy making;
- The UN Universal Declaration on Human Rights of 1948 and;
- UN Convention on Civil and Political Rights 1966.
- Uganda's Commitments to Global Disability Summit 2022

The regional framework includes:

- The African Union (AU) Protocol to the African Charter on human and peoples' rights on the rights of Persons with Disabilities in Africa (2019);
- The African Charter on Human and People's Rights 1981;
- Continental Plan of Action for Persons with Disabilities in Africa 2002;
- Windhoek declaration 2008;
- Common Market Protocol 2009;
- Protocol on the rights of women in Africa 2006;
- African Agenda 2063;
- The treaty for the establishment of the East African Community 2000 and;
- The East African Policy on Persons with Disabilities 2012.

5.2 National Legal Framework

The Uganda Constitution (1995) recognises the rights of Persons with disabilities and provides the basis for the enactment of laws and development of policies that address their concerns. The Constitution provides for fair representation of marginalized groups on all constitutional and other bodies, recognition of the rights of Persons with disabilities to respect and human dignity, and promotion the development of a sign language for the deaf.

Furthermore, it enjoins the country to take affirmative action to redress the imbalances that exist against Persons with disabilities. Other laws include:

| No | Law | Relation to disability |
|----|--|---|
| 1 | Persons with Disabilities Act 2020 | The overall legal framework for and of persons with disabilities in Uganda. It provides for both the administration of disability programmes and the rights of persons with disabilities. |
| 2 | The Children’s Act and statute 1996 (amendment 2016) | <i>Section 2: Amendment of section 1 of the principal Act</i> Defines ‘ <i>children with special needs</i> ’ to mean children who have long-term physical, mental, intellectual or sensory impairments which may hinder their full and effective participation in society on an equal basis with others |
| 3 | The Public Finance Management Act, 2015; | <i>Sections: 9(6[b]), 13(11)</i> The Public Finance Management Act, 2015; articulates provisions that relate to the implementation of Gender and Equity Certification which include provisions for disability inclusion. |
| 4 | The Uganda Communications Act, 2013; | <i>Sections: 5(1) and, 9(3)</i> One of the functions of the commission is to, <i>promote research into the development and use of new communications techniques and technologies, including those which promote accessibility of persons with disabilities and other members of society to communications services</i> |
| 5 | The Building Control Act, 2013; | <i>Sections: 2,4(e), 4(h), 9(b), 28(2, j), 28(4, c), 29(c) and, 40(b)</i> The Act defines “accessibility standards” as a practical guide to create a barrier-free physical environment in Uganda for all persons including persons with disabilities; Provides for a representation of persons with disabilities on the board as nominated by National Council for Persons with Disabilities (NCPD) and one of the functions of the board is to: to ensure that the design and construction of buildings and utilities to which the public is to have access cater for persons with disabilities. |
| 6 | The Local Government Act | <i>Sections: 10(d), 23(1[d], 2[c], 3[c], 4[c], 5[c]), 47(2[j]), 118(2), 129(1&3).</i> |

- 1997 (amendments 2001 and 2013); Provides for the election of representatives of persons with disabilities in local government councils and urban councils and, the processes thereof.
- 7 The Traffic and Road Safety Act 1998 (with amendments 2013); *Sections: 41(3) and, 131 (o)*
Provides for equal opportunities in acquiring driving permits and; makes provision for ensuring adequate safety for cyclists, pedestrians and persons with inability and disability on the road and, in particular, the provision of rack or rump for storage of support equipment used by persons with a disability.
- 8 The Business, Technical, Vocational Education and Training (BTVET) Act, No. 12, 2008; *Sections: 4(h) and 16(e)*
One of the BTVET principles is to increase equitable access to disadvantaged groups such as women and people with disabilities and; there is a representative for persons with disabilities on the Directorate of Industrial Training council.
- 9 The Penal Code Act, 2007; *Sections: 129(4[d],7)*
Prohibits and increases penalty for rape and/or defilement of persons with disabilities
- 10 The Equal Opportunities Commission Act 2007
The commission is established in order to ensure compliance with equal opportunities and affirmative action in favour of groups marginalized on the basis of sex, race, colour, ethnic origin, tribe, creed, religion, social or economic standing, political opinion, disability, gender, age or any other reason created by history, tradition or custom.

The law also provides for representation of persons with disabilities on the commission
- 11 The copyright and other neighbouring rights Act, 2006; *Sections: 2, 9(i) and 15(k)*
The Act defines ‘*Braille*’ as means writing of the blind consisting of raised dots which are read by touching;

Allows the owner of a protected work in relation to that work, the exclusive right to do or authorize other persons to among others to reproduce transcription into braille which is accessible to blind persons and;

Provides for fair use of copyright and exempts copyright on: any work is transcribed into braille or sign language for educational purpose of persons with disabilities.
- 12 Employment Act, 2006
section 34 of the Employment Act 2006 requires all employers protect the special categories of employees. Employees that fall under these special categories include ethnic minorities, children, women and Persons with Disabilities.

- | | | |
|----|--|---|
| 13 | The Universities and Other Tertiary Institutions Act, 2001 | <i>Sections: 7(1[i]), 24(1[b]), 28(3), 38(r)</i> Makes consideration for affirmative action (including disability) in admission and, provides for membership on the public university councils to comprise representatives of persons with disabilities. |
| 14 | The Land Act, 1998; | <i>Sections: 1, 5(1), 27 and, 37(2).</i> Reiterates the rights of women, children and persons with a disability regarding customary land; safeguards the interests and rights in the land which is the subject of the application of women, absent persons, minors and persons with or under a disability. |
| 15 | The Uganda National Institute of Special Education (UNISE) Act 1998; | Provides for training of teachers and other workers in Special Needs Education and rehabilitation |
| 16 | The Parliamentary elections Act 1996 (As amended) | <i>Sections: 37, 7(3) and, 8(2[d])</i> Provides for the election of representatives of persons with disabilities in the national parliament and, the processes thereof. |

Other laws include: The Workers Compensation Act 2000, the Occupational Safety and Health Act 2006; the National Youth Council Act 2015 and, the National Council for Women Act 2015.

5.3 National Policy and Planning Framework

This policy is consistent with the Uganda Vision 2040 which is the long-term national development framework in Uganda. Pertinent aspirations of Vision 2025 are that Persons with disabilities will have easy access to basic infrastructure and other social amenities. This policy will therefore ensure that technology, information, basic infrastructure and other social facilities are user-friendly to Persons with disabilities. The key policy leaning policy and planning framework includes:

- National Development Plan III (2019/2020 – 2024/2025);
- Human Development Programme Implementation Action Plan 2020;
- National Child Policy 2020;
- National Inclusive Education Policy (draft);
- National Disability Inclusive Planning Guidelines 2017;
- National Youth Policy 2016
- Early Childhood Development Policy of 2015
- National Social Protection Policy of 2015
- National Disability Inclusive Guidelines for Uganda 2012;
- National Employment Policy 2011
- Equal Opportunities Policy 2006 and;
- National Housing Policy 2006.

6 PRIORITY AREAS AND ACTIONS OF THE POLICY

Priority Area 1: Economic Empowerment

The priority area aims at addressing a significant determinant of exclusion and vulnerability – poverty as a result of limited access and utilisation of economic opportunities by persons with disabilities. The policy will address this by supporting social security interventions; market-led skills development; employment and; access and effective utilisation of financial services as addressed in the strategies and priority actions below.

Strategies and Actions

1. Create direct income support schemes for vulnerable persons with disabilities;
2. Step-up financing for and effectively implement the special grants programme for persons with disabilities
3. Enhance participation of persons with disabilities in all existing and future mainstream economic empowerment programmes and policies
4. Enhance access to financial services
5. Promote affirmative action for persons with disabilities in employment
6. Promote descent employment for persons with disabilities in all sectors and programmes
7. Train persons in employable and market-led skills both by Government and Private Institutions.

Priority Area 2: Protection of persons with disabilities against abuse, neglect, and exploitation

The priority area will focus on addressing the socially constructed knowledge, attitudes, practices, perceptions and behaviours towards persons with disabilities. The proposed strategies and priority actions will sustainably reduce the stigma and discrimination experienced by persons with disabilities whilst offering ‘soft alternatives’ to enforcement of non-discrimination laws as enshrined in the Constitution of the Republic of Uganda 1995 and the Persons with Disabilities Act 2020.

Strategies and Actions

1. Mitigate violence against persons with disabilities;
2. Enhance Communication in different formats (Braille, Sign Language) to report, investigate, mitigate and eliminate disability-based discrimination and abuse;
3. Promote positive cultural practices, beliefs and expectations and;
4. Enhance counselling and psychosocial support to persons with disabilities and their caretakers
5. Promote establishment and safe management of care homes for persons with disabilities.

Priority Area 3: Access to goods, services and facilities

Access to essential goods, services and facilities is at the helm of participation of persons with disabilities. Participation equally enhances inclusion and therefore Government of Uganda and her partners will promote equal and equity-based access to goods, services and facilities by addressing the institutional, environmental and attitudinal barriers to access and utilisation through the Accessibility, Affordability, Availability and Quality (AAAQ) approach. Below are the strategies and priority actions to address the strategy.

Strategies and Actions

1. Step-up provision of assistive technologies and devices;
2. Promote provision of appropriate social services for persons with disabilities as a human right;
3. Enhance social care and support for persons with disabilities;
4. Promote advocacy for disability responsive planning and budgeting in all programmes;
5. Enhance access to public information through accessible formats and;
6. Advocate for inclusive physical environment.

Priority Area 4: Capacity building for disability inclusion

Limited capacities have always been reported as a barrier to access and utilisation of essential goods, services and facilities for persons with disabilities. The interventions will focus on the three performance tenets of: capacity enhancement, motivation for work and, creation of an enabling environment. These interventions will be implemented in coordination with OPDs to ensure empowerment and ownership. This will be addressed through the following Specific action areas:

Strategies and Actions

1. Build the capacity of duty bearers on disability inclusion;
2. Strengthen capacity of institutions at all levels to mainstream disability;
3. Promote training of specialised personnel (in health and education) in disability management;
4. Strengthen implementation of laws, policies and guidelines on disability;
5. Strengthen data collection, utilization, and storage (MIS);
6. Strengthen partnership with research and academic institutions on disability research;
7. Promote mindset change towards persons with disabilities and;
8. Strengthen coordination with OPDs and other partners working in the field of disability.

Priority Area 5: Enhanced participation of persons with disabilities in decision making

Persons with Disabilities seldom participate in development processes. Limited participation is a key precipitate of powerlessness and ultimately access and utilization of goods and services for persons with disabilities. The interventions will focus on improving participation of persons with disabilities in development processes as well as protecting their rights. This will be addressed through enhancing access to inclusive communication and information for persons with disabilities.

This will be addressed through the following action areas;

1. Enhance participation of persons with disabilities in planning and budgeting processes at all levels;
2. Strengthen disability sensitive budgeting across all sectors;
3. Ensure involvement of representatives of persons with disabilities on boards, commissions, Authorities and other State and Non-State entities;
4. Strengthen access to customized disability information technology IT System;
5. Promote digital access for all persons with disabilities and;
6. Develop inclusive ICT guidelines and actions.

Priority Area 6: Enhanced disability inclusion in humanitarian and disaster risk response

The action aims at improving inclusive actions and visibility of persons with disabilities in humanitarian and disaster situations. This will be addressed through the following Specific action areas:

Strategies and Actions

1. Promote mainstreaming of disability in humanitarian and disaster risk preparedness and management at all levels;
2. Build capacity of humanitarian and disaster risk management institutions to appreciate and promote inclusion of Persons with Disabilities and;
3. Advocate for inclusion of impacted populations with disabilities¹⁴ in government programmes.

Priority Area 7: Enhanced access to health services

The priority area will ensure that there is Universal Health Coverage (UHC) with a focus on Community Based Rehabilitation, Habilitation and other Rehabilitative Services. This will be addressed through the following Specific action areas:

¹⁴ Wherever Refugees with Disabilities are mention, it is implied that the policy target is 70% refugees and 30% host communities

Strategies and Actions

1. Promote disability sensitive preventive and curative health services;
2. Promote habilitation and rehabilitation services for persons with disabilities
3. Enhance access to reasonable accommodation through access to assistive technology and services.
4. Scale up provision of sexual and reproductive health services to Persons with Disabilities;

Priority Area 8: enhanced access to education services

The priority area will focus on a quality, equitable, sustainable and inclusive education, training and lifelong learning for all persons with disabilities in Uganda. This will be addressed through the following Specific action areas:

1. Promote access and participation to successful quality and equitable education for learners with disabilities;
2. Enhance access to scholarships for students with disabilities at all levels
3. Provide meaningful inclusion and reasonable accommodation in education services
4. Enhance access to assistive technology and services to teachers, schools and learners with disabilities.

7 POLICY IMPLEMENTATION FRAMEWORK AND STRATEGIES FOR PARTNERSHIP FOR COMPLIANCE

The implementation of the policy will be underpinned by a multi-sectoral approach. Taking such an integrated approach will ensure that issues of persons with disabilities are integrated in and across government sectors, ministries, departments and agencies at all levels. The policy will be implemented in the context of decentralization. Furthermore, the policy is aligned to Uganda's commitment to the SDGs, and the NDP III. To operationalize the policy, National Action Plan on Disability (NAPD) will be developed, identifying specific actions, responsibilities and timeframes for action. The first implementation plan covers the period 2020 - 2025.

7.1 Coordination and Leadership Framework

The MGLSD shall take lead in implementation and coordination of the entire policy including communicating and disseminating the policy to ensure that the rights and obligations of persons with disabilities and duty bearers are fully understood, implemented/ protected and realized. The ministry will ensure that the interests and rights of persons with disabilities are accorded the highest priority in areas of policy, planning, resource allocation, governance, monitoring and evaluation at all levels. In addition, simplified version of the policy shall also be developed. Resources shall also be committed towards translating the policy in several languages.

7.2 Institutional Framework

The policy implementation mechanism will take into account the required process of designing, implementing and measuring the policy outcomes. The implementation mechanism will include the following.

7.2.1 Multi-Sectoral collaboration.

Disability issues are crosscutting thus every stakeholder will have a role to play. The welfare and rights of Persons with Disabilities are a responsibility of all stakeholders. Building strong partnerships and linkages with: families of Persons with Disabilities, development partners, civil society, and communities, religious and traditional leaders to address the drivers and consequences of discrimination and vulnerability and reduce the impact thereof at all levels will be a guiding principle. The State shall facilitate the active involvement and participation of stakeholders in securing and ensuring fulfilment of the rights of Persons with Disabilities. Overcoming barriers to participation require concerted efforts to include all Persons with Disabilities in Development. All duty bearers (parents, government Ministries, Departments, Agencies, institutions, child-rights actors and other non-state actors) to actively consult with Persons with Disabilities and their caretakers in planning, implementation, Monitoring and Evaluation of interventions. The policy will therefore continue promoting the slogan of "Nothing about us, without us".

7.2.2 The Policy Implementation Plan and Key Stakeholders

The implementation of the policy will be underpinned by a multi-sectoral approach. Taking such an integrated approach will ensure that issues of Persons with Disabilities are integrated in and across government sectors,

ministries, departments and agencies at all levels. The policy will be implemented in the context of decentralization. Furthermore, the policy is aligned to Uganda's commitment to the SDGs, and the NDP III. To operationalize the policy, National Action Plan on Disability (NAPD) has been developed, identifying specific actions, responsibilities and timeframes for action. The first implementation plan covers the period 2020 - 2025. Disability response requires an array of sectoral actors and stakeholders. Therefore, the effective implementation of the policy requires effective, efficient and well-coordinated institutional mechanisms that run from national to lower local government level with active engagement of all stakeholders including line Ministries.

7.2.3 *The MGLSD shall take lead in implementation and coordination of the policy.*

This will include: communicating and disseminating the policy to ensure that the rights and obligations of Persons with Disabilities and duty bearers are fully understood, implemented and realized. The ministry will ensure that the interests and rights of Persons with Disabilities are accorded the highest priority in areas of policy, planning, resource allocation, governance, monitoring and evaluation at all levels. In addition, simplified version of the policy shall also be developed. Resources shall also be committed towards translating the policy.

7.3 Policy targets

Primary targets: these are Persons with Disabilities who face the worst forms of discrimination and the effects thereof regardless of their cradle, gender and impairments. Emphasis will be laid on persons with disabilities who are isolated, face specific vulnerabilities due to their impairments; Persons with intellectual impairments; Persons with disabilities living with HIV/AIDs, Persons with disabilities Orphaned by HIV/AIDs and other conditions; Persons with disabilities in Child-headed households and those looked after by older persons; Persons with disabilities living under forced migration and settlement conditions – including refugees and asylum seekers; Persons affected with nodding disease; Persons with disabilities living in slum areas, disaster prone areas, war and post-war zones, hard-to-reach and remote places of the country and; girls with disabilities

Secondary targets: these are stakeholders who are major decision makers in regard to the welfare of Persons with disabilities. They include: service providers, policy makers, CSOs, FBOs, parents, clan elders and members, influential community members like community civic leaders, school teachers and officials, health workers, religious, traditional and cultural leaders, and peers. MGLSD will collaboratively work with other stakeholders including local governments, technical teams and committees, development partners and the private sector actors in effective delivery of the Policy.

7.4 Information, Education, Communication and Dissemination Strategies

7.4.1 *Communication and Dissemination Strategy*

The MGLSD shall take lead in communicating and disseminating the policy in an accessible way. The policy and action plan will be printed and versions that are in large print, braille soft copy and sign language (videos) will be produced and disseminated;

The policy dissemination will be during a national conference as well as other for a where persons with disabilities and their leaders gather, a newspaper supplement on the policy priorities will be developed and, the policy will be disseminated through other engagements with persons with disabilities and their leaders.

An advocacy and communication strategy shall be developed to guide the communication and dissemination efforts. In addition, simplified version of the policy shall also be developed.

7.4.2 Feedback Mechanism

There will be regular feedback on the implementation of the policy among the stakeholders. The beneficiaries that is the Persons with Disabilities through their umbrella organisations will give regular updates on the status of achieving or not achieving the interventions therein the policy document.

7.5 Implementation Stages and Drivers

Implementation of the policy will commence immediately after approval by Cabinet. All stakeholders will be involved in the implementation of the Policy. The roles and responsibilities of stakeholders, the timelines of delivery, funding, and indicators will be detailed in the policy implementation plan.

7.6 Funding Mechanism

Financing the policy will require a concerted effort from the Government of Uganda (GoU), Development Partners and non-state actors including the private sector, civil society and local communities. The primary funding mechanisms shall be: (i) GOU funding from both domestic revenues and, (ii) development support through the budget and/or off-budget support

Government recognizes that there are different potential sources for financing rights, goods and services for persons with disabilities. These include revenues from the Government, grants from Development Partners, private sector investment, CSO financing, community support, household savings, individual and employer contributions.

Disability is considered a cross cutting issue in the current programming and therefore, the implementation of the NAPD will be multi-sectoral. Financing the priority intervention areas of the NAPD transcends the realms of one single sector. Therefore, its implementation will be funded within the respective PIAP and budget ceilings. The total financial resources required to implement this policy will be *Two trillion, nine hundred, ninety-four billion and seventy-five million shillings only (2,994,075,000,000/-)* over a period of 10 years. The financing of the NAPD will be undertaken by Government (30%), other individuals and non-state actors (development partners) (70%).

The costs of implementing this Policy are reflected in the National Implementation Programme Plan of Action. The Plan gives detail of cost of the interventions and proposed financing arrangements for implementation of the commitments in the Policy. The private sector, being significant source of paid employment, shall play a

critical role in financing disability inclusion. In addition, the private sector will provide resources for disability inclusion through corporate social responsibility.

Government shall encourage individuals to contribute towards disability inclusion. In particular, Government shall educate the public about opportunities and benefits for personal contribution towards disability inclusion. In addition, Government shall promote traditional and informal empowerment and inclusion initiatives to ensure that families and communities provide support for persons with disabilities.

7.7 Legal Implications

The Government of Uganda has put in place a number of legal and policy frameworks to promote, protect and uphold the rights of Persons with Disabilities. These have been part of the bigger political agenda of the National Resistance Movement (NRM) from 1986, casted in the Constitution of the Republic of Uganda 1995, passed in the Persons with Disabilities Act 2020 and ratified disability-leaning conventions and protocols among others. Despite the legal and policy provisions in place, Persons with Disabilities still miss out on so many services. This is often a result of the high costs of getting the services, the long distances to the service points, the stigma and discrimination attached to disability and the negative attitude of the service users and providers. Disability is considered a cross cutting issue in the current programming and therefore, the implementation of the NAPD will be multi-sectoral.

8. ROLES AND RESPONSIBILITIES OF STAKEHOLDERS

8.1 Key stakeholders and actors

Disability response requires an array of sectoral actors and stakeholders. Therefore, the effective implementation of the policy requires effective, efficient and well-coordinated institutional mechanisms that run from national to lower local government level with active engagement of all stakeholders including line ministries – Ministry of Education and Sports (MoES), Ministry of Health (MoH), Ministry of Internal Affairs (MIA), Ministry of Public Service (MPS), Ministry of ICT and national Guidance (MICT), Ministry of Local Government (MLG) with MGLSD taking the lead role. The policy targets to work with Persons with disabilities themselves (irrespective of impairment, age and gender), their parents/ caretakers and communities to change attitudes and for sustainability of interventions as the first line of response. MGLSD will collaboratively work with other stakeholders including local and lower local government officials, technical teams and committees, development partners and the private sector actors in effective delivery of the Policy. The different roles and responsibilities of the stakeholders engaged in the implementation of the policy are shown in the table below.

Table 1: Policy stakeholders and their roles and responsibilities

| Key Stakeholder and Actors | Roles and Responsibilities |
|---|---|
| Ministry of Gender, Labour and Social Development (MGLSD) | <p>This is the main coordinating agency responsible for Disability and inclusion. It will provide overall leadership, technical support, coordination, Monitoring and Evaluation. MGLSD will specifically:</p> <ul style="list-style-type: none"> • Circulate global and national laws, policies, guidelines and regulations relating to disability to all government ministries, departments, agencies, non-state actors and all governance structures; • Constitute and host a CBR/ Disability Technical working group – That will be convening at least quarterly to support and track progress on the implementation of the policy; • Capacity building and motivation of technical staff including CDOs to implement the policy; • Support the organisation of annual Disability symposia and document all lessons and good practices for replications; • Establish and operationalize the DMIS in accordance with the existent structures and system and; • Maintain a national Mapping tracker of all Persons with disabilities and Disability-related interventions undertaken in Uganda – By District. |

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| <p>Ministry of Education and Sports (MoES)</p> | <p>To promote the education and technology related areas of the policy especially:</p> <ul style="list-style-type: none"> • Ensure that persons with disabilities access and utilize education and training programmes by delivering the curriculum in the most appropriate way to persons with disabilities; • Advocate for a review and passing of the NIEP; • Draft, design, pre-test and circulate in-school guidelines on implementation of Inclusive Education in all schools; • Document education-related practices that support education and learning of Persons with disabilities; • Ensure adequate educational assessment and Individual Support programming (ISP) for Persons with disabilities; • Ensuring standardized physical access in all education institutions; • Provide teaching and learning materials or support local development of teaching and learning materials for Persons with disabilities; • Adequate staffing and remuneration SNE trained teachers and; • Capacity development of teachers in SNIE through the existent TDMS programmes. |
| <p>Ministry of Health (MoH)</p> | <p>The Ministry of Health has a Division responsible for Disability and Rehabilitation. The Ministry will primarily be responsible for the health aspects of disability such as: identification and detection, assessment, prevention and management, health education and, provision of Assistive Devices and essential drugs/ regimens.</p> <p>The Ministry will also be responsible for:</p> <ul style="list-style-type: none"> • Training, recruitment, skilling and deployment of disability- leaning specialists in the entire country; • Procure and/or produce and distribute assistive technologies and devices; • Develop a national Priority Assistive Product List (APL) and include it in the essential equipment list; • Train relevant personnel and institutions in designing, identifying users, fitting, distribution and maintenance of assistive technologies; |

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| | <ul style="list-style-type: none"> • Strengthen use of assistive technologies and devices in institutions of learning and; • Commission health and disability-leaning studies including on emerging and disabling conditions and assistive technologies among others. |
| Ministry of Finance, Planning and Economic Development (MFPED) | <p>Ensure that Persons with disabilities' issues receive adequate resources in the national budget – especially the key sectors of education, health and social development. The MFPED will specifically:</p> <ul style="list-style-type: none"> • Ensure that there are disability quotas in all sector plans and budgets; • Generate sector-based disability disaggregated data; • Conduct budget analysis for disability responsiveness; • Build capacity of sectors for disability inclusive planning and budgeting; • Disseminate the National Disability Inclusive Planning Guidelines for Uganda; • Revise the schools capitation grant formula to factor in Inclusive education in funds allocated to mainstream schools; • Finance the construction of at least 2 secondary schools per region of Uganda and; • Support training of SNE teachers (for both primary and secondary schools) and Rehabilitation staff in accordance with the National Development Plan III and; • Working with the National Planning Authority, provide funding to implement CBR/ Social rehabilitation in accordance with the NDP II |
| Ministry of Local Government (MoLG), Decentralised Local and lower local Government Administration | <p>The delivery of policies and action plans will take place in local governments with the CDO (charged or responsible for Disability and elderly affairs) as the focal person and, the Councils for Persons with Disabilities playing an oversight role. Local government will offer the primary structures for the implementation of the strategy.</p> |
| Ministry of Information Communication | <p>The Ministry will be responsible for designing and enforcing communication in alternative formats; develop disability ICT and communication strategy and ensure its implementation</p> |

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| and Technology (MICT) | and lead in ICT innovations for inclusion of Persons with disabilities among others. |
| Development partners for example: UNICEF, WHO, FCDO/UKAID, EU, AUSAID, USAID | These will largely provide financial, material and technical resources for the implementation of the POLICY. In addition, the development partners will play a key monitoring role. |
| Civil Society Organisations and Organisations of Persons with Disabilities (OPDs) | <p>These shall be operational partners to implement strategy. They will also support government on policy related issues, research on disability and suggesting workable actions for government and her partners</p> <p>The OPDs will mainly support the implementation and advocacy components of the policy</p> |
| Government agencies (UNEB, DES, UCC, UHRC, NCC, NCPD, EOC) | Implement specific actions, Monitoring, Evaluation and oversight in accordance with their establishing law(s) |
| Training and research Institutions such as, Kyambogo University, COMBRA and CORSU | Enhance performance of stakeholders and actors in the fields relating to rehabilitation. The institutions will also undertake research on emergent issues in disability and try out the workable solutions therein. |
| Community members, Religious and cultural leaders (including elders) | The community consists of key gatekeepers of social norms and practices. They will be the major implementers, advocates and monitors of the progress in respect of changing of norms and practices towards disability discrimination. |
| Ministry of Internal Affairs/ Uganda Police, Ministry of Justice and Constitutional Affairs | The role of these ministries is to work in partnership with MGLSD to implement PIAP specific interventions; Office of the Prime Minister will provide overall oversight and coordination of sectors and programmes. These will take lead in ensuring protection of the rights of Persons with disabilities. |
| Private sector- led Institutions | <p>These will lead in making services accessible to Persons with disabilities. Specially, the Private sector led institutions will:</p> <ul style="list-style-type: none"> • Subsidise services for Persons with disabilities; • Enter into Public-Private Partnership (PPP) with government on the provision of scarce equipment and resources; • Have a disability responsive focal person for inclusive service delivery; • Give back for the welfare of Persons with disabilities as part of their Corporate Social Responsibility and; |

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| | <ul style="list-style-type: none"> Provides incentives for Persons with disabilities to participate in their programmes |
| Persons with Disabilities | These are directly responsible for all actions geared towards their welfare. Persons with disabilities will be consulted and make decisions on all actions to be undertaken (regardless of impairment and gender) |
| Parents of Persons with disabilities | The parents will provide all the necessities of life but above all ensure that their Persons are no discriminated against and they continue participating in all programmes. Parents will be encouraged to belong to Parents Support Groups (PSGs) for continued and sustained learning. In addition, they will provide: The Home-based Therapies, the physiological needs of the Persons with disabilities and; ensure that Persons with disabilities access all services and support due a child. |
| Persons without Disabilities | Persons without disabilities will provide direct support to Persons with disabilities both in the community and at school. They will be Child to child champions, provide both physiological and psychological support but above all be a champion of behavioural change in as far as disability is concerned. |
| Councils for Persons with Disabilities | The councils will monitor and report on inclusion and take on other components of the policy as prescribed in the Persons with Disabilities Act 2020. |
| Uganda Bureau of Statistics (UBOS) | Provide annual statistical analysis with Disability, make disability-related projections and provide statistical data required for planning and implementation. |

Other actors will include:

- **Ministry of Public Service and the constituent service commissions/ appointing authorities** – ensure that there are disability quotas in national employment, adequate work-mans and disability compensation and supporting reasonable accommodation in recruitment, employment and deployment among others;
- **Parliament and other pollical councils** – appropriation of resources and legislation for inclusion and; follow up on cases of abuse (for persons with disabilities and resources);
- **Ministry of Works and Transport and the Constituent Building Control Board** – ensure accessibility to public works and enforcement of accessibility standards;

- **Ministry of Foreign Affairs** – support ratifications, domestication of ratified protocols and conventions and, monitor implementation of ratified protocols and conventions among others and;
- **Uganda Revenue Authority** – Design and implement all services that are of equity to persons with disabilities including tax holidays, exceptions on goods and services and, invocation and revocation on disability performance issues among others.

9. MONITORING, EVALUATION REVIEW AND LEARNING FRAMEWORK

9.1 Monitoring and Evaluation Framework

The policy is expected to foster resilience and inclusion of Persons with disabilities in development and therefore improve the lives of persons with disabilities in Uganda. This impact will be monitored and evaluated based on the set-out intervals.

Monitoring of the implementation of the Policy shall be carried out on a regular basis using appropriate indicators. The Policy measures shall be evaluated at midterm (at 5 years) and after 10 years to establish impact, gaps, emerging issues and challenges. Monitoring and Evaluation shall involve full participation of the Government Ministries, Departments and Agencies, Private Sector and Civil Society – including Organisations of Persons with Disabilities (OPDs).

A National Action Plan on Disability (with M&E indicators and targets) has been developed along the policy to support the M&E function.

9.2 Policy Review

Best practice requires that Public Policies are regularly reviewed to determine what has worked and what has not worked in serving the citizens for better impact. In line with the best practice, the policy will be reviewed regularly to assess the status of implementation and identify areas that require improvement.

9.3 Policy Audit

Policy audit will be conducted to determine whether the planned interventions were achieved or not achieved as per the released funds. Efforts will be made to ensure that the funds are spent in line with the planned activities.

10 CONCLUSION

The Ministry of Gender, Labour and Social Development anticipates that the National Disability Policy will make significant progress towards the achievement of the National Development Plan objectives as spelt out in the NRM manifesto 2021 – 2026, the Strategic Plan of MGLSD - 2020/21 – 2024/25 and the National Development Plan III -2020/21 – 2024/25.

The policy is addressing vulnerability associated to income insecurity, and therefore is in sync with the NDP III goal. The major goal of the NDP III is to increase household income and improve the quality of life of all Ugandans in line with the adopted a programmatic approach to planning, budgeting, and implementation and reporting.

Section 5.4 of the Vision 2040 provides for care and protection for the vulnerable population groups. In here the State recognizes the need to provide assistance to people who are vulnerable either by age, social class ,location, disability, and gender, disaster or don't earn any income. The national disability policy builds on government commitment to care and project persons with disabilities who are among vulnerable populations groups.

11. ANNEXES

Annex 1: Policy Implementation Plan

Annex 2: Regulatory Impact Assessment Report

Annex 3: Stakeholders Consultative Report

APPENDICES

Annex 3.1: Report on the regional consultations in relation to the policy priorities and action areas

| Priority | Strategies And Priority Actions |
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| <p><i>Economic Empowerment</i></p> <p><i>The priority area aims at addressing a significant determinant of exclusion and vulnerability – poverty as a result of limited access and utilisation of economic opportunities by Persons with Disabilities. The policy will address this by supporting social security interventions; market-led skills development; employment and; access and effective utilisation of financial services as addressed in the strategies and priority actions below.</i></p> | |
| <p><i>Create direct income support schemes for vulnerable Persons with Disabilities;</i></p> | <ul style="list-style-type: none"> ▪ <i>Develop and implement direct income support programmes for vulnerable Persons with Disabilities;</i> ▪ <i>Advocate for, implement and support financing of direct income support programmes for Persons with Disabilities and/ or their caregivers;</i> ▪ <i>Mobilize Persons with Disabilities and their caretakers to participate in direct income support schemes.</i> |
| <p><i>Step-up financing for and effectively implement the special grants programme for Persons with Disabilities</i></p> | <ul style="list-style-type: none"> ▪ <i>Increase the special grant for Persons with Disabilities;</i> ▪ <i>Provide management and other skills-based trainings to grantees of the special grant for Persons with Disabilities grantees;</i> ▪ <i>Measure impact of the special grants programme and generate learning for effective implementation and;</i> ▪ <i>Periodically review the special grants guidelines, update and disseminate them to the special grants’ committees and Persons with Disabilities.</i> |
| <p><i>Enhance participation of Persons with Disabilities in all existing and future mainstream economic empowerment programmes and policies</i></p> | <ul style="list-style-type: none"> ▪ <i>Mobilize Persons with Disabilities to participate in all existing and future economic empowerment programmes;</i> ▪ <i>Provide a platform for information and participation of Persons with Disabilities and their leaders in economic empowerment programmes and policies at regional and national levels;</i> ▪ <i>Provide affirmative action for Persons with Disabilities to access, learn, utilize and benefit from all economic empowerment programmes;</i> ▪ <i>Create awareness about the existing economic empowerment programmes;</i> ▪ <i>Train service providers in disability mainstreaming during implementation of economic empowerment programmes;</i> ▪ <i>Empower Persons with Disabilities with vocational and employable skills;</i> ▪ <i>Provide Persons with Disabilities with adapted and other start-up capital and tools.</i> |
| <p><i>Enhance access to financial services</i></p> | <ul style="list-style-type: none"> ▪ <i>Promote inclusion of Persons with Disabilities in financial programmes by enforcing inclusion regulations and laws and incentivization approaches;</i> ▪ <i>Provide financial and capacity building support to small scale saving groups inclusive of Persons with Disabilities and their caretakers;</i> ▪ <i>Create awareness among Persons with Disabilities on existing financial enhancement programmes and;</i> ▪ <i>In partnership with Organisations of Persons with Disabilities, build capacity of financial institutions on disability inclusion and mainstreaming.</i> |
| <p><i>Promote affirmative action for Persons with Disabilities in employment</i></p> | <ul style="list-style-type: none"> ▪ <i>Create employment quotas for Persons with Disabilities in public, civil society and private sectors;</i> |

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| | <ul style="list-style-type: none"> ▪ <i>Develop, disseminate and implement guidelines for disability inclusion for the service commissions and public employment agencies (Public Service Commission, Health Service Commission, Judicial Service Commission, District Service Commissions and various appointment, service and promotion boards);</i> ▪ <i>Provide incentives (both financial and non-financial) for companies employing and/ to employ Persons with Disabilities;</i> ▪ <i>Engage Federation of Uganda Employers (FUE) and, other trade and labour organisations to provide opportunities for Persons with Disabilities in the private sector;</i> ▪ <i>Engage labour unions to advocate for inclusion of Persons with Disabilities in employment;</i> ▪ <i>Train employers on disability awareness and reasonable accommodation for Persons with Disabilities at the workplace - including on recruitment, hiring and retention practices;</i> ▪ <i>Train employers on occupational health and safety for workers.</i> |
| Promote decent employment for Persons with Disabilities in all sectors | <ul style="list-style-type: none"> ▪ <i>Continually inspect employment facilities to ensure that Persons with Disabilities are not held in slavery or in servitude, and are protected, on an equal basis with others, from forced or compulsory labour and;</i> ▪ <i>Expedite cases associated with disability-based discrimination brought to courts of law, human rights and other accountability commissions, tribunals and councils;</i> ▪ <i>Ensure equal pay for equal work;</i> ▪ <i>Employ auxiliary support service provides (sign and tactile language interpreters, guides and aids) for Persons with Disabilities who need them;</i> ▪ <i>Continually undertake health audits for all employees and adequately advise and place Persons with Disabilities and;</i> ▪ <i>Undertake workers compensation for all including Persons with Disabilities.</i> |
| Train persons in employable and market-led skills | <ul style="list-style-type: none"> ▪ <i>Undertake a market assessment to ascertain new and emerging as well as employment and trade trajectories of and for Persons with Disabilities;</i> ▪ <i>Review the training curricular of the Vocational Rehabilitation Centres (VRCs) in order provide market-led employable skills for Persons with Disabilities;</i> ▪ <i>Equip VRCs with tools for market production;</i> ▪ <i>Incorporate life and social skills training in the VRC training curriculum and;</i> ▪ <i>Utilise the existent sheltered workshops and VRCs to manage production lines in the production sector.</i> |
| <p>Protection of Persons with Disabilities against abuse, neglect, and exploitation:</p> <p><i>The priority area will focus on addressing the socially constructed knowledge, attitudes, practices, perceptions and behaviours towards Persons with Disabilities. The proposed strategies and priority actions will sustainably reduce the stigma and discrimination experienced by Persons with Disabilities whilst offering 'soft alternatives' to enforcement of non-discrimination laws as enshrined in the Constitution of the Republic of Uganda 1995 and the Persons with Disabilities Act 2020.</i></p> | |
| Mitigate violence against Persons with Disabilities | <ul style="list-style-type: none"> ▪ <i>Create awareness on the rights of Persons with Disabilities (in the communities and amongst the Persons with Disabilities themselves);</i> |

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| | <ul style="list-style-type: none"> ▪ Create avenues for Persons with Disabilities to access justice; ▪ Strengthen family and community support systems to prevent and respond to abuse against people with disabilities; ▪ Mainstream disability in the Sexual and Gender Based Violence (SGBV) tracking, referral and reporting system; ▪ Train institutions in the Justice, Law and Order Sector (JLOS), including judicial officers, lawyers, advocates, probation officers and police forces on disability rights, mainstreaming and inclusion ▪ Advocate for disability inclusive planning, budgeting and reporting in the Justice, Law and Order Sector (JLOS); ▪ Strengthen investigation and reporting of cases of disability-based discrimination and abuse; ▪ Mobilise care-givers of /and Persons with Disabilities to form support groups for response and mutual support; ▪ Build capacity of OPDs, CSOs, care-giver and Persons with Disabilities support groups to respond, report and address cases of violence against Persons with Disabilities. |
| Enhance Communication to report, investigate, mitigate and eliminate disability-based discrimination and abuse; | <ul style="list-style-type: none"> ▪ Strengthen disability inclusion in the SGBV Management Information System (MIS); ▪ Provide information on rights and legal procedures in accessible formats and; ▪ Provide legal aid and related support services to Persons with Disabilities. |
| Promote positive cultural practices, beliefs and expectations | <ul style="list-style-type: none"> ▪ Create awareness on causes of disability and disability rights among authorities, service providers, opinion leaders, communities and Persons with Disabilities; ▪ Mobilize traditional and cultural leaders to promote positive cultural practices and beliefs on disability; ▪ Promote disability cultures and arts performed by Persons with Disabilities. |
| Enhance counselling and psychosocial support to Persons with Disabilities and their caretakers | <ul style="list-style-type: none"> ▪ Train counsellors on disability rights and inclusion; ▪ Provide psychosocial support to victims of abuse and caretakers of Persons with Disabilities. |
| <p>Access to goods, services and facilities:</p> <p><i>Access to essential goods, services and facilities is at the helm of participation of Persons with Disabilities. Participation equally enhances inclusion and therefore Government of Uganda and her partners will promote equal and equity-based access to goods, services and facilities by addressing the institutional, environmental and attitudinal barriers to access and utilisation through the Accessibility, Affordability, Availability and Quality (AAAQ) approach. Below are the strategies and priority actions to address the strategy</i></p> | |
| Step-up provision of assistive technologies and devices | <ul style="list-style-type: none"> ▪ Conduct assistive technology needs assessment for Persons with Disabilities; ▪ Advocate for funding for procurement of the assistive technologies and devices; ▪ Procure and distribute assistive devices and technologies to users taking into consideration mechanisms for servicing and repair; ▪ Train Persons with Disabilities on the use of assistive technologies and devices; ▪ Support training of specialist technicians (including Allied Health Workers) in management of Assistive devices and technologies; ▪ Map service providers for assistive technologies and devices; |

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| | <ul style="list-style-type: none"> ▪ Lobby for tax exemptions on assistive technologies, devices and the spare-parts thereof; ▪ Promote local production of assistive technologies and devices; ▪ Develop a national Priority Assistive Product List (APL) and include it in the essential equipment list; ▪ Strengthen production and innovation for assistive technologies; ▪ Advocate for domestication of the Marrakesh Treaty to address the requirements for patents, royalties and other intellectual property rights on Assistive Devices and technologies; ▪ Create awareness on the importance of assistive technologies among key stakeholders; ▪ Strengthen assistive technologies workshops across the country; ▪ Train relevant personnel and institutions in designing, identifying users, fitting, distribution and maintenance of assistive technologies; ▪ Strengthen use of assistive technologies and devices in institutions of learning; ▪ Conduct research on assistive technologies; ▪ Advocate for financing on assistive technologies by government and other partners; ▪ Ensure meaningful participation of Persons with Disabilities and their representative organisations in the decision-making processes regarding the development of assistive technologies and devices plans and policies; ▪ Integrate assistive technologies in national plans; ▪ Advocate for finalization of the ICT disability policy; ▪ Promote use of assistive devices and technologies; ▪ Commission studies on assistive technologies for Persons with Disabilities and; ▪ Advocate for financing of assistive technologies for Persons with Disabilities. |
| <p><i>Enhance social care and support for Persons with Disabilities</i></p> | <ul style="list-style-type: none"> ▪ Lobby and advocate for inclusion of Persons with Disabilities in social care and support service provision; ▪ Mobilise and link Persons with Disabilities to access social care and support services; ▪ Coordinate service providers in provision of social care and support services; ▪ Map, assess capacities and document existing service providers for social care and support; ▪ Scale up habitation and rehabilitation programmes for Persons with Disabilities; ▪ Build capacity of the service providers on disability inclusion and service provision; ▪ Develop a minimum care package for Persons with Disabilities to access social care and support services; ▪ Build capacity of care givers, guardians and parents on existing social care and support services and ▪ Monitor service providers of social care and support services. |
| <p><i>Promote provision of appropriate social services for Persons with Disabilities as a human right</i></p> | <ul style="list-style-type: none"> ▪ Advocate for provision of support and other auxiliary services to Persons with Disabilities; ▪ Provide information in accessible formats for Persons with Disabilities; ▪ Provide disability identifiers (on functional limitation and disability category) on the National Identity Card; ▪ Provide timely and accurate information for Persons with Disabilities on how to access, utilize and keep their national identity cards; |

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| | <ul style="list-style-type: none"> ▪ Provide alternative authenticators for Persons with Disabilities whose thumb prints are not readable; ▪ Mobilise and link Persons with Disabilities to access social services; ▪ Build capacity of service providers to provide disability responsive services; ▪ Strengthen implementation and training in Community Based Rehabilitation in partnership with local and national organisations; ▪ Advocate for accessibility for Persons with Disabilities to service centres; ▪ Advocate for disability responsive planning and budgeting in all sectors; ▪ Map, assess capacities and mobilise service providers for inclusion of Persons with Disabilities; ▪ Coordinate service providers for appropriate service delivery; ▪ Advocate for inclusion of disability in Social Development Sector Management Information System and |
| <p>Scale up provision of sexual and reproductive health services to Persons with Disabilities</p> | <ul style="list-style-type: none"> ▪ Mobilise adolescents and young Persons with Disabilities to access and utilise sexual and reproductive health services; ▪ Promote Sexual and Reproductive Health education for Persons with Disabilities in appropriate and using varied and accessible communication methods best understood by Persons with Disabilities; ▪ Involve Persons with Disabilities, OPDs and CSOs in community mobilization and SRHR outreaches services; ▪ Ensure meaningful participation of Persons with Disabilities and/or their representative organisations in national and local SRHR committees. ▪ Develop Inclusive Information Education and Communications (IECs) on Sexual and Reproductive Health ▪ Train health workers and other service providers on disability rights, inclusion and mainstreaming in sexual and reproductive health programmes; ▪ Advocate for accessible healthcare facilities and services; ▪ Advocate for recruitment and placement of disability support personnel at healthcare facilities and; ▪ Advocate for inclusion of Persons with Disabilities in sexual and reproductive health programmes. |
| <p>Promote access and participation to successful quality and equitable education for learners with disabilities</p> | <ul style="list-style-type: none"> ▪ Review pre-service and in-service training curriculum to include inclusive education for all level teachers from pre-school to higher education, including TVET and non-formal education; ▪ Advocate for recruitment and training of teachers in special needs (visual, hearing and intellectual disabilities) and inclusive education; ▪ Support development and distribution in schools of specialized learning materials for learners with disabilities; ▪ Develop with the Ministry of Education and Sports minimum standards for accessibility and verification accessibility checklist for school infrastructures; ▪ Provide technical support to school authorities to improve school accessibility; ▪ Advocate for curriculum review regarding needs of learners with disabilities; ▪ Advocate for examinations adaptations to cater for the needs of learners with disabilities; ▪ Advocate for early identification and assessment of learners with disabilities to allow school and teacher to cater for their needs; ▪ Promote use of ICT in education of learners with disabilities; ▪ Advocate for recruitment of support personnel (e.g. braille transcribers, sign language interpreters and guides) in the education service; |

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| | <ul style="list-style-type: none"> ▪ <i>Support, along with OPDs and CSOs, awareness raising campaigns on the rights of children with disabilities, including the right to go to school;</i> ▪ <i>Support, along with OPDs and CSOs, targeted campaign towards parents of children with disabilities;</i> ▪ <i>Advocate and support programmes ensuring free access to school for children with disabilities and supporting additional costs linked to disability;</i> ▪ <i>Advocate for inclusion on children with disabilities in pre-primary education;</i> ▪ <i>Advocate for inclusion of Persons with Disabilities in skilling and other BTVET programmes;</i> ▪ <i>Determine a quota for students with disabilities to receive the Higher Education Financing;</i> ▪ <i>Popularise the disability quota for public universities scholarship;</i> ▪ <i>Increase the number of students admitted to public universities on government scholarship;</i> ▪ <i>Lobby and advocate for increased financing for the capitation grant for learners with disabilities</i> ▪ <i>Management and Leadership: Build capacity of education sector and service providers on disability rights, inclusion and mainstreaming as well as on inclusive education principles;</i> ▪ <i>Laws and policies: Advocate for financing and implementation of the National Inclusive Education Policy and</i> ▪ <i>Data and evidence: Advocate for systematic disaggregated data collection at all levels of the school system to monitor performance and progress.</i> |
| <p><i>Promote advocacy for disability responsive planning and budgeting in all sectors</i></p> | <ul style="list-style-type: none"> ▪ <i>Advocate for disability quotas in all sector plans and budgets;</i> ▪ <i>Generate sector-based disability disaggregated data;</i> ▪ <i>Conduct budget analysis for disability responsiveness;</i> ▪ <i>Build capacity of sectors for disability inclusive planning and budgeting</i> ▪ <i>Disseminate the National Disability Inclusive Planning Guidelines for Uganda;</i> |
| <p><i>Enhance access to public information</i></p> | <ul style="list-style-type: none"> ▪ <i>Engage OPDs and CSOs in partnerships to develop inclusive public information materials;</i> ▪ <i>Advocate for production of public information in accessible formats;</i> ▪ <i>Promote the development and use of tactile communication;</i> ▪ <i>Promote the use of sign language in all public communication as well as the use of easy-to-read versions adapted for persons with intellectual or cognitive disabilities;</i> ▪ <i>Strengthen partnerships with service providers on disability inclusive information provision;</i> ▪ <i>Train the media in disability inclusive communication and</i> ▪ <i>Regulate and certify sign language interpretation and tactile communication services.</i> |
| <p><i>Advocate for inclusive physical environment</i></p> | <ul style="list-style-type: none"> ▪ <i>Lobby for reasonable accommodation where accessibility is limited;</i> ▪ <i>Popularize and implement the building control Act 2013, regulations (2018), and accessibility standards (2010);</i> ▪ <i>Promote research and development of universally designed goods, services, facilities, and equipment</i> ▪ <i>Review and update Uganda’s accessibility standards to meet internationally recognised standards;</i> ▪ <i>Promote modification of the built-up environment and;</i> |

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| | <ul style="list-style-type: none"> ▪ <i>Build the capacity of building control committees and disability councils at national and district levels to monitor disability inclusion.</i> |
| <p>Capacity building for disability inclusion:</p> <p><i>Limited. capacities have always been reported as a barrier to access and utilisation of essential goods, services and facilities for Persons with Disabilities. The interventions will focus on the three performance tenets of: capacity enhancement, motivation for work and, creation of an enabling environment. These interventions will be implemented in coordination with OPDs to ensure empowerment and ownership. This will be addressed through the following Specific action areas: Strategies and priority actions on capacity building on disability inclusion</i></p> | |
| <p>Build the capacity of duty bearers on disability inclusion</p> | <ul style="list-style-type: none"> ▪ <i>Enhance knowledge and skills on disability issues for duty bearers and rights holders;</i> ▪ <i>Mapping to identify duty bearers and rights holders;</i> ▪ <i>Undertake capacity needs assessment of duty bearers and rights holders on disability;</i> ▪ <i>Develop disability resource manuals and;</i> ▪ <i>Carry out training, awareness creation, coaching, and mentoring of duty bearers and rights holders</i> |
| <p>Strengthen capacity of institutions at all levels to mainstream disability</p> | <ul style="list-style-type: none"> ▪ <i>Capacity needs assessment of institutions;</i> ▪ <i>Adapt disability resource manuals;</i> ▪ <i>Carry out training, coaching, and mentoring of institutions;</i> ▪ <i>Advocate for recruitment of support personnel in institutions;</i> ▪ <i>Exchange programmes for institutions to model disability inclusive programmes and;</i> ▪ <i>Strengthen community-based response mechanisms for supporting Persons with Disabilities.</i> |
| <p>Promote training of specialised personnel (in health and education) in disability management</p> | <ul style="list-style-type: none"> ▪ <i>Advocate for review of the training institutions curricula;</i> ▪ <i>Advocate for incentives and rewards for specialist and specialized personnel;</i> ▪ <i>Support refresher training for specialist personnel in new technologies and emerging disabilities and;</i> ▪ <i>Strengthen training for specialist personnel in disability management.</i> |
| <p>Strengthen implementation of laws, policies and guidelines on disability</p> | <ul style="list-style-type: none"> ▪ <i>Advocate for implementation of the legal and policy framework on disability;</i> ▪ <i>Disseminate and popularise the policy and legal framework on disability;</i> ▪ <i>Train duty bearers on disability specific and inclusive laws, policies, and guidelines;</i> ▪ <i>Advocate for financing of the implementation of the disability specific and inclusive policies and;</i> ▪ <i>Ensure laws, policies and guidelines on disability are enforced and that action can be engaged when those are not implemented.</i> |
| <p>Strengthen data collection, utilization, and storage (MIS)</p> | <ul style="list-style-type: none"> ▪ <i>Advocate for inclusion of disability disaggregated data in national researches;</i> ▪ <i>Adapt the Washington group questions to suit Uganda's data needs</i> ▪ <i>Advocate for the inclusion of SDG disability indicators in data collection;</i> ▪ <i>Build the capacity of the SDG secretariat and SDG focal personnel to include disability in SDG monitoring and reporting (leave no one behind transversal goal);</i> ▪ <i>Commission periodic surveys on disability;</i> |

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| | <ul style="list-style-type: none"> ▪ Lobby NCST to include mandatory disability sensitivity check in their research ethical approval processes and; ▪ Advocate for financing of disability related research |
| Strengthen partnership with research and academic institutions on disability research | <ul style="list-style-type: none"> ▪ Build synergies between academic and practitioner disability research; ▪ Build capacity of NIRA to understand and include disability; ▪ Promote registration of Persons with Disabilities for national identification and programmes; ▪ Lobby registration institutions to provide reasonable accommodation for Persons with Disabilities; ▪ Lobby for improvement of registration mechanisms for Persons with Disabilities in NIRA and ▪ Mobilise Persons with Disabilities to register for national identification and other programmes. |
| Promote mindset change towards Persons with Disabilities | <ul style="list-style-type: none"> ▪ Undertake media campaigns to change negative attitudes towards disability; ▪ Promote the use of role models of Persons with Disabilities in mind-set change; ▪ Undertake community dialogue on disability issues and ▪ Develop common programmes with national OPDs to tackle attitudinal barriers and stigma |
| Strengthen coordination with OPDs and other partners working in the field of disability | <ul style="list-style-type: none"> ▪ Map OPDs and partners working in the field of disability and inclusive development; ▪ Build partnerships and networks for disability inclusion. ▪ Develop guidelines and regulate operations of OPDs and partners working with Persons with Disabilities; ▪ Create an enabling environment for OPDs and other partners to support Persons with Disabilities; ▪ Promote partnership between government, OPDs and other partners and; ▪ Promote meaningful participation of Persons with Disabilities and their representative organisations (OPDs) across governmental processes at local, national and international levels. |
| <p>Enhanced participation of Persons with Disabilities in decision making</p> <p><i>Persons with Disabilities seldom participate in development processes. Limited participation is a key precipitate of powerlessness and ultimately access and utilization of goods and services for Persons with Disabilities. The interventions will focus on improving participation of Persons with Disabilities in development processes as well as protecting their rights. This will be addressed through the following Specific action areas.</i></p> | |
| Enhance access to inclusive communication and information for Persons with Disabilities | <ul style="list-style-type: none"> ▪ Step-up mobilization of Persons with Disabilities to participate in development initiatives; ▪ Support Ministries, Departments and Agencies (MDAs) to mainstream disability in all programmes; ▪ Advocate for representation and meaningful participation of Persons with Disabilities in all councils, committees and associations; ▪ Promote affirmative action and assignment of responsibility in decision making spaces at all levels; ▪ Build the capacities of councils and other human rights institutions such as, the Equal Opportunities Commission (EoC), National Council for Persons with Disabilities (NCPD) and disability departments in disability inclusion; |

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| | <ul style="list-style-type: none"> ▪ <i>Advocate for strengthening of Ministries, Departments and Agencies particularly the Equal Opportunities Commission, NCPD, Department of Disability and Elderly and, Uganda Human Rights Commission (UHRC) charged with equity and inclusion of Persons with Disabilities to effectively execute their mandates.</i> ▪ <i>Monitor the performance, participation and abilities of representatives of Persons with Disabilities in decision making processes;</i> ▪ <i>Undertake disability audits, monitoring and supervision of institutions and agencies for disability inclusion;</i> ▪ <i>Support the networking and sharing of information with MDAs and coordination and;</i> ▪ <i>Effectively coordinate government, private sector and civil society to ensure they are disability inclusive and compliant with the equity laws of Uganda.</i> |
| <p><i>Enhanced disability inclusion in humanitarian and disaster risk response</i></p> <p><i>The action aims at improving inclusive actions and visibility of Persons with Disabilities in humanitarian and disaster situations. This will be addressed through the following Specific action areas:</i></p> | |
| <p><i>Promote mainstreaming of disability in humanitarian and disaster risk preparedness and management at all levels</i></p> | <ul style="list-style-type: none"> ▪ <i>Map service providers in humanitarian and disaster risk preparedness and response;</i> ▪ <i>Promote disability-inclusive humanitarian and disaster risk management information;</i> ▪ <i>Advocate for inclusion of Persons with Disabilities and OPDs in preparedness, planning and designing of humanitarian and disaster response interventions;</i> ▪ <i>Strengthen coordination between MGLSD, OPM, and other MDAs on humanitarian and DRM functions;</i> ▪ <i>Step-up inclusive education and livelihood opportunities in humanitarian and disaster risk response programmes;</i> ▪ <i>Ensure all sectors of intervention, ie protection, health and nutrition, WASH, Livelihood, Education, Environment and Energy, Shelter and NFI have included Persons with Disabilities in their needs assessments, plans and budgets;</i> ▪ <i>Ensure SGBV, child protection and SRHR services are inclusive of men and women, boys and girls with disabilities;</i> ▪ <i>Ensure humanitarian programming accounts for caretakers of Persons with Disabilities;</i> ▪ <i>Promote participation of impacted populations with disabilities to all steps of the humanitarian project cycle: needs identification, response design, response monitoring and evaluation;</i> ▪ <i>Ensure feedback and complaints mechanisms are accessible for all Persons with Disabilities;</i> ▪ <i>Ensure information on humanitarian services are accessible for all Persons with Disabilities;</i> ▪ <i>Promote participation of Persons with Disabilities and their representative organisations to humanitarian response coordination mechanisms and;</i> ▪ <i>Undertake early identification and assessment of Persons with Disabilities.</i> ▪ <i>Provide food, Non-food items (NFIs) and medical supplies including assistive devices to impacted populations with disabilities;</i> ▪ <i>Make available inclusive Mental Health and Psychosocial Services to all impacted populations at all levels of the pyramid of services.</i> |

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| | <ul style="list-style-type: none"> ▪ Support design of a response plan inclusive of Persons with Disabilities needs in humanitarian response interventions; ▪ Promote participation of Persons with Disabilities and their representative organisations to humanitarian workers trainings; ▪ Train humanitarian workers in disability inclusive programming, implementation and monitoring; ▪ Ensure humanitarian response data includes age, gender and disability disaggregated data and; ▪ Promote accessibility in humanitarian undertakings |
| <i>Advocate for inclusion of impacted populations with disabilities¹⁵ in government programmes</i> | <ul style="list-style-type: none"> ▪ Support social protection interventions for Persons with Disabilities (social care and support) in humanitarian settings and; ▪ Undertake Labour intensive public works for refugees with disabilities. |

Annex 3.2: Stakeholders and their roles and responsibilities

| Stakeholders / Actors | Roles and Responsibilities |
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| Ministry of Gender, Labour and Social Development (MGLSD) | <ul style="list-style-type: none"> ▪ This is the main coordinating agency responsible for Disability and inclusion. It will provide overall leadership, technical support, coordination, Monitoring and Evaluation. MGLSD will specifically: ▪ Circulate global and national laws, policies, guidelines and regulations relating to disability to all government ministries, departments, agencies, non-state actors and all governance structures; ▪ Constitute and host a CBR/ Disability Technical working group – That will be convening at least quarterly to support and track progress on the implementation of the policy; ▪ Capacity building and motivation of technical staff including CDOs to implement the policy; ▪ Support the organisation of annual Disability symposia and document all lessons and good practices for replications; ▪ Establish and operationalize the DMIS in accordance with the existent structures and system and; ▪ Maintain a national Mapping tracker of all Persons with Disabilities and Disability-related interventions undertaken in Uganda – By District. |

Wherever Refugees with Disabilities are mention, it is implied that the policy target is 70% refugees and 30% host communities

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| <p>Ministry of Education and Sports (MoES)</p> | <ul style="list-style-type: none"> ▪ <i>To promote the education and technology related areas of the policy especially:</i> ▪ <i>Ensure that Persons with Disabilities access and utilize education and training programmes by delivering the curriculum in the most appropriate way to Persons with Disabilities;</i> ▪ <i>Advocate for a review and passing of the NIEP;</i> ▪ <i>Draft, design, pre-test and circulate in-school guidelines on implementation of Inclusive Education in all schools;</i> ▪ <i>Document education-related practices that support education and learning of Persons with Disabilities;</i> ▪ <i>Ensure adequate educational assessment and Individual Support programming (ISP) for Persons with Disabilities;</i> ▪ <i>Ensuring standardized physical access in all education institutions;</i> ▪ <i>Provide teaching and learning materials or support local development of teaching and learning materials for Persons with Disabilities;</i> ▪ <i>Adequate staffing and remuneration SNE trained teachers and;</i> ▪ <i>Capacity development of teachers in SNIE through the existent TDMS programmes.</i> |
| <p>Ministry of Health (MoH)</p> | <ul style="list-style-type: none"> ▪ <i>The Ministry of Health has a Division responsible for Disability and Rehabilitation. The Ministry will primarily be responsible for the health aspects of disability such as: identification and detection, assessment, prevention and management, health education and, provision of Assistive Devices and essential drugs/ regimens.</i> ▪ <i>The Ministry will also be responsible for:</i> ▪ <i>Training, recruitment, skilling and deployment of disability- leaning specialists in the entire country;</i> ▪ <i>Procure and/ or produce and distribute assistive technologies and devices;</i> ▪ <i>Develop a national Priority Assistive Product List (APL) and include it in the essential equipment list;</i> ▪ <i>Train relevant personnel and institutions in designing, identifying users, fitting, distribution and maintenance of assistive technologies;</i> ▪ <i>Strengthen use of assistive technologies and devices in institutions of learning and;</i> ▪ <i>Commission health and disability-leaning studies including on emerging and disabling conditions and assistive technologies among others.</i> |
| <p>Ministry of Finance, Planning and Economic Development (MoFPED)</p> | <ul style="list-style-type: none"> ▪ <i>Ensure that Persons with Disabilities' issues receive adequate resources in the national budget – especially the key sectors of education, health and social development. The MFPED will specifically:</i> ▪ <i>Ensure that there are disability quotas in all sector plans and budgets;</i> ▪ <i>Generate sector-based disability disaggregated data;</i> ▪ <i>Conduct budget analysis for disability responsiveness;</i> ▪ <i>Build capacity of sectors for disability inclusive planning and budgeting;</i> ▪ <i>Disseminate the National Disability Inclusive Planning Guidelines for Uganda;</i> ▪ <i>Revise the school's capitation grant formula to factor in Inclusive education in funds allocated to mainstream schools;</i> ▪ <i>Finance the construction of at least 2 secondary schools per region of Uganda and;</i> ▪ <i>Support training of SNE teachers (for both primary and secondary schools) and Rehabilitation staff in accordance with the National Development Plan III and;</i> ▪ <i>Working with the National Planning Authority, provide funding to implement CBR/ Social rehabilitation in accordance with the NDP III</i> |
| <p>Ministry of Local Government (MoLG), Decentralised Local and</p> | <ul style="list-style-type: none"> ▪ <i>The delivery of policies and action plans will take place in local governments with the CDO (charged or responsible for Disability and elderly affairs) as the focal person and,</i> |

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| lower local Government Administration | <i>the Councils for Persons with Disabilities playing an oversight role. Local government will offer the primary structures for the implementation of the strategy.</i> |
| Ministry of Information Communication and Technology (MICT) | <ul style="list-style-type: none"> ▪ <i>The Ministry will be responsible for designing and enforcing communication in alternative formats; develop disability ICT and communication strategy and ensure its implementation and lead in ICT innovations for inclusion of Persons with Disabilities among others.</i> |
| Development partners for example: UNICEF, WHO, FCDO/UKAID, EU, AUSAID, USAID | <ul style="list-style-type: none"> ▪ <i>These will largely provide financial, material and technical resources for the implementation of the POLICY. In addition, the development partners will play a key monitoring role.</i> |
| Civil Society Organisations and Organisations of Persons with Disabilities (OPDs) | <ul style="list-style-type: none"> ▪ <i>These shall be operational partners to implement strategy. They will also support government on policy related issues, research on disability and suggesting workable actions for government and her partners</i> ▪ <i>The OPDs will mainly support the implementation and advocacy components of the policy</i> |
| Government agencies (UNEB, DES, UCC, UHRC, NCC, NCPD, EOC) | <ul style="list-style-type: none"> ▪ <i>Implement specific actions, Monitoring, Evaluation and oversight in accordance with their establishing law(s)</i> |
| Training and research Institutions such as, Kyambogo University, COMBRA and CORSU | <ul style="list-style-type: none"> ▪ <i>Enhance performance of stakeholders and actors in the fields relating to rehabilitation. The institutions will also undertake research on emergent issues in disability and try out the workable solutions therein.</i> |
| Community members, Religious and cultural leaders (including elders) | <ul style="list-style-type: none"> ▪ <i>The community consists of key gatekeepers of social norms and practices. They will be the major implementers, advocates and monitors of the progress in respect of changing of norms and practices towards disability discrimination.</i> |
| Ministry of Internal Affairs/ Uganda Police, Ministry of Justice and Constitutional Affairs | <ul style="list-style-type: none"> ▪ <i>The role of these ministries is to work in partnership with MGLSD to implement sector specific interventions; Office of the Prime Minister will provide overall oversight and coordination of sectors. These will take lead in ensuring protection of the rights of Persons with Disabilities.</i> |
| Private sector- led Institutions | <ul style="list-style-type: none"> ▪ <i>These will lead in making services accessible to Persons with Disabilities. Specially, the Private sector led institutions will:</i> ▪ <i>Subsidise services for Persons with Disabilities;</i> ▪ <i>Enter into Public-Private Partnership (PPP) with government on the provision of scarce equipment and resources;</i> ▪ <i>Have a disability responsive focal person for inclusive service delivery;</i> ▪ <i>Give back for the welfare of Persons with Disabilities as part of their Corporate Social Responsibility and;</i> ▪ <i>Provides incentives for Persons with Disabilities to participate in their programmes</i> |
| Persons with Disabilities | <ul style="list-style-type: none"> ▪ <i>These are directly responsible for all actions geared towards their welfare. Persons with Disabilities will be consulted and make decisions on all actions to be undertaken (regardless of impairment and gender)</i> |

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| <i>Parents of Persons with Disabilities</i> | <ul style="list-style-type: none"> ▪ <i>The parents will provide all the necessities of life but above all ensure that their Persons are not discriminated against and they continue participating in all programmes. Parents will be encouraged to belong to Parents Support Groups (PSGs) for continued and sustained learning. In addition, they will provide: The Home-based Therapies, the physiological needs of the Persons with Disabilities and; ensure that Persons with Disabilities access all services and support due a child.</i> |
| <i>Persons without Disabilities</i> | <ul style="list-style-type: none"> ▪ <i>Persons without disabilities will provide direct support to Persons with Disabilities both in the community and at school. They will be Child to child champions, provide both physiological and psychological support but above all be a champion of behavioural change in as far as disability is concerned.</i> |
| <i>Councils for Persons with Disabilities</i> | <ul style="list-style-type: none"> ▪ <i>The councils will monitor and report on inclusion and take on other components of the policy as prescribed in the Persons with Disabilities Act 2020.</i> |
| <i>Uganda Bureau of Statistics (UBOS)</i> | <ul style="list-style-type: none"> ▪ <i>Provide annual statistical analysis with Disability, make disability-related projections and provide statistical data required for planning and implementation.</i> |

Sign Language Alphabet



Aa



Bb



Cc



Dd



Ee



Ff



Gg



Hh



Ii



Jj



Kk



Ll



Mm



Nn



Oo



Pp



Qq



Rr



Ss



Tt



Uu



Vv



Ww



Xx



Yy



Zz



Revised National Policy on Persons with Disabilities 2023

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February 2023

Published by : Ministry of Gender, Labour and Social Development

Copyright : Ministry of Gender, Labour and Social Development

ISBN :

ISBN 978-9913-600-10-1



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