



DISABILITY CONFERENCE REPORT



23 April 2014

Conference Theme: “Think Global, Act Local – Maximizing Opportunities for Persons with Disabilities in the Cape Winelands District”

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1. Introduction

The Cape Winelands District Municipality (CWDM) in partnership with provincial departments and the disability sector organizations hosted a District Municipality Conference on the 23rd April 2014. (See Appendix A).

The purpose of the Disability Conference was to discuss and address the realities and challenges facing persons with disabilities in the Cape Winelands District. In addition the purpose was to create a platform for Government Departments and other NGOs working with Persons with Disabilities to network and to chart a way forward for greater alignment between organisations working with Persons with Disabilities and the Cape Winelands District Municipality.

The discussions took place around the following sub themes:

1. Education & Skills Development
2. Economic Development & Employment
3. Policy Directives
4. Wellness, Sport & Recreation & Health



2. Conference Programme (See Appendix)

2.1 Road to Independence

The Key Note Address was done by Mr Fanie Du Toit, who spoke about the Road to Independence.

2.1.1 Overview of the Key Note Address:

The presentation addressed the following:

The Road to Independence Model has developed a "Protocol & Guideline" regarding the functional needs of the hearing impaired adult. These guidelines should be followed when using the Protocol to ensure its intended purpose.

The Protocol addressed:

1. Degree of loss
2. Clinical description
3. The functional impact on employment/social/economic, etc.
4. Recommended management in terms of hearing devices, assistive devices, human rights, access to the environment, services and products in line with the UN Convention on the Rights of Persons with disabilities.

2.2 Global Perspective on Disability

Cllr W.M Blom presented on the Convention on the Rights of Persons with Disabilities and its Optional Protocol.

2.2.1 Overview of Global Perspective on Disability

The presentation touched on the following aspects:

- United Nations Secretariat for the Convention on the Rights of Persons with Disability Timeline
- What is the Convention?
- Definition of Disability
- General principles, articles & rights in the Convention
- International Cooperation
- Accessibility of organizations and their activities
- Monitoring
- Implementation within the UN

2.3 District Perspective

Mr C.V Schroeder, presented the progress of the CWDM on disability.

2.3.1 Overview of District Perspective

The presentation addressed the following:

- Cape Winelands investment in Persons living with disabilities in terms of program
- Reflection on Implementation Plan & Positives



3. Sub-Themes Deliberations

See appendix for profile of facilitators.

3.1 Education & Skills Development

This sub-theme was facilitated by Dr Frans Krige

In this session the following presentations were presented:

1. NID – Impact of the FET Skills Approach- Dr Deon de Villiers.
2. Office of Students with Special Learning Needs (OSSLN) of Stellenbosch University- Marcia Lyner-Cleophas and Melanie Willems
3. EditMicro - Gerhard Erasmus, Coenie Labuschagne and Tamryn Smit

3.2 Policy Directives

This Sub-theme was facilitated by Averal Fortuin.

In this session the following presentations were presented:

1. Policy Framework & Work Place Issues- Mr Trevor Lombard (SALGA)
2. Human Rights Protocol - Mr. Fanie Du Toit
3. Regulations on the Registration of Births & Deaths, 2014: - Adv. Tsietsi Sebelemetja (Dept of Home Affairs)

3.3 Economic Development and Employment

This sub-theme was facilitated by Mr. Claude Schroeder.

In this session the following presentations were presented:

1. Department of Labour Program- Mr. Barend Connan
2. Disability Friendly Tourism- Dr Diane Bell
3. Entrepreneurship for Persons with Disabilities- Mr. W.M Blom



3.4 Wellness, Sport & Recreation and Health

This sub-theme was facilitated by John Maralack

In this session the following presentations were presented:

1. Goal Ball Concept – Mr.Christo Vorster
2. Theories Around Health Related to Different Cultural Groups Particularly Persons with Disabilities- Dr. Gubela Mji



The Cape Winelands District Municipality in partnership with Cape Winelands District Department of Health have implemented an Assistive Devices project since 2011. The main objective of this project is to improve the accessibility of the destitute e.g. community members who cannot afford to pay for assistive devices such as hearing aids, wheelchairs and spectacles for learners. Beneficiaries of this project are identified through the waiting list of the Cape Winelands District Department of Health. The assessment of wheelchair beneficiaries are done by the staff of Department of Health which ensures that allocations are done based on scientific and diagnostic evidence. The wheelchairs are therefore not a standard product but designed according to the needs of the beneficiaries. On the 23rd of April 2014 during the Disability Conference held in Worcester at Ukwanda, CWDM in partnership with DOH handed twenty five wheelchairs to deserving beneficiaries across the Cape Winelands District.

4. Plenary

Five questions were addressed during sub-themes break away sessions, the below table illustrates each sub-theme response to these questions.

Questions	Education & Skills Development	Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
<p>1. <i>What have been achieved and what are the gains made in the first 20 years of democracy in this area?</i></p>	<ul style="list-style-type: none"> The field of special needs education has moved from a segregation paradigm through integration to a point where inclusion is central to contemporary discourse. Even so the concept of inclusion is not unproblematic, both conceptually and practically. 	<ul style="list-style-type: none"> The Policy landscape is well defined and designed, but unfortunately delivery is NOT good. There are also changes to the policies, and mostly the changes are from bad to worse 	<p>Very little gains have been made because society do not pay attention. The reason for this is;</p> <ul style="list-style-type: none"> 97% visually impaired people are unemployed Too many regulation and red tape Business must be sustainable and you must be on the government’s supplier database Tax clearance certificates takes long for people with disabilities. 	<ul style="list-style-type: none"> National commitment to sport for persons with disabilities High levels of commitment from people with disability. Breede Valley Municipality supports the sport. Ukwanda pledge their support for the sport.
<p>2. <i>What are the challenges facing the disabled in this sector?</i></p>	<ul style="list-style-type: none"> Lack of inclusion in education and skills development initiatives for young people attaining decent work. 	<ul style="list-style-type: none"> The involvement of the affected (disabled) people in the 	<ul style="list-style-type: none"> Graduates who are disabled are struggling to get employed 	<ul style="list-style-type: none"> New White Paper for Community Colleges should be further explored.

<i>Questions</i>	Education & Skills Development	Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
<ul style="list-style-type: none"> Fostering an inclusive attitude, skills development and training, it is widely accepted that educators need to have the necessary skills to adapt their teaching methodologies and the curriculum to respond to the different learner’s needs in their classroom 	<p>development of policies should be addressed</p> <ul style="list-style-type: none"> The implementation of the policies poses major challenges The required processes should be put in place to ensure that the implementation of the policies should filter through to where it should have the required impact Policies and the implementation thereof should address the realities The sustainability of the implementation of the policies is questioned The implementation of policies should be continually monitored People should be educated about their rights and the potential impact that the appropriate implementation of the policies on them 	<ul style="list-style-type: none"> Registered disabled students are unemployed, they cannot and are struggling to get casual work. Disabled people do not know their rights and roles, and disabled people should think like disabled people. They should not go and sit in the corner and keep quiet about issues that are bothering them. There is a void and it is not being addressed. There are many gaps - how do we address it? Self-Advocacy is very important – soft skills training and peer support Pro-activeness is very important by people with disabilities 	<ul style="list-style-type: none"> People should properly informed about the MSAT’s in the region 	

<i>Questions</i>	Education & Skills Development	Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
3. <i>How can the challenges be addressed?</i>	<ul style="list-style-type: none"> • Priority should be given to strengthening the relationship between public colleges and universities and the SETAS as well as with employers. • Research should be done on available sources. 	<ul style="list-style-type: none"> • Manager and co-workers (and other stakeholders) should be trained on how to conduct themselves towards people with disabilities • Organization readiness for and towards disabled is another factor. Are there the required infrastructure (ramps, rails, etc.) or the required attitude and mindset towards the disabled? • The affected people should be included in the monitoring of the implementation of the policies • Local Government should ensure that the required policies as it pertains to the disabled be developed and implementation before disabled people are employed • The required training on the policies and the 	<ul style="list-style-type: none"> • Need to lobby for change of legislation to ensure that the disabled are included in the economic activity. • Shift from “social worker” model to community based solution. For 	<ul style="list-style-type: none"> • Multi-disciplinary approach to address wellness. • Important study that indicate the need to have communities taking care of community wellness & health.

<i>Questions</i>	Education & Skills Development	Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
		<p>implementation thereof should take serious priority</p> <ul style="list-style-type: none"> • A Code of Conduct should be developed and implemented to ensure proper and appropriate implementation of the policies. • There should also be a Code of Good Practice regarding the practicalities of the policies • An enabling environment should be created to assist the disabled to overcome unnecessary barriers, whether physical or attitudinal • The implementation should be enforced with the required consequences for non-compliance • The Leaders and Senior Management should lead by example 	<p>example: Peer support for people with disabilities, which will result in entrepreneurs</p> <ul style="list-style-type: none"> • Government should challenge businesses to have mentorships • Break dependence on social grants – you lose your grant or get less once you have income • We are too much in a hurry to accommodate people with disabilities, it takes time and time cost money • Government pays tax incentives to companies to employ people with disabilities – they make a lot of money but plough very little back • It is about making a business case for 	<ul style="list-style-type: none"> • Wellness is more than the physical expression of health, it is rather a reflection of the level of peace and harmony that is present in the family and the community.

<i>Questions</i>	Education & Skills Development	Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
		<ul style="list-style-type: none"> • Safety measures should be addressed in relation to the disabled, e.g. fire alarm should be made accessible to the deaf. There should be clear signs • A Desk for disability should be established at Local Government and other levels of Government. Suitable people should be appointed to manage the Desk. Sensitivity towards the disabled should be a serious criteria for the appointment of people towards this Desk • Government subsidy should be available to ensure that the disabled get the opportunity to work alongside abled people in key positions. This will also assist in breaking down the attitudinal barriers between disabled and abled people 	<p>the employment of people with disabilities.</p> <ul style="list-style-type: none"> • People are afraid to admit they have a disability when they apply for work – they are afraid they won't get the work. • Assist the NGO's sector to get access to the right networks • Internships leads to employability – people with disabilities should be targeted for this • Housing allocation to the disabled should be noted • It is governments responsibility to provide opportunities not work 	

Questions	Education & Skills Development	Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
<p>4. <i>What should the role of local government be in this regard together with other spheres of government?</i></p>	<ul style="list-style-type: none"> Local government should set up a structure. Municipal transformation and organizational development and other role players in the local government sphere should address disability issues. Particular efforts should be made to train and skill people with disabilities. 	<ul style="list-style-type: none"> The resolutions taken at the conference should be implemented as soon as possible The resolutions should have clear deliverables and time-lines and deadlines A Plan of Action (PoA) should be developed and proper capacitation should take place, meaning that those who have the responsibility to deliver the required outputs, should have the skills, the appropriate technology and other support they may need One of the key deliverables of the PoA should be the implementation and monitoring of the policies The required communication lines between the relevant Organisers and other stakeholders should be 	<ul style="list-style-type: none"> An effective and sufficient legislation is needed within the country to address issues & challenges faced by Persons with Disabilities. Shift from “social worker” model to community based solution. For example: Peer support for people with disabilities, which will result in entrepreneurs Government should challenge businesses to have mentorships Break dependence on social grants – you lose your grant or get less once you have income We are too much in a hurry to accommodate people with disabilities, it takes 	<ul style="list-style-type: none"> Local government should look at ways to create spaces/recreational activities where residents can be expose and enjoy nature. Create sports facilities and properly maintain it. Develop a multi-disciplinary approach to create prevention rather than cure. Support NGO’s that focus on wellness rather than illness.

<i>Questions</i>	Education & Skills Development	Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
		<p>established and adhered to</p> <ul style="list-style-type: none"> • The required conversations should take place between Business and other stakeholders to assist in the delivery of the required outcomes. 	<p>time and time cost money</p> <ul style="list-style-type: none"> • Government pays tax incentives to companies to employ people with disabilities – they make a lot of money but plough very little back • It is about making a business case for the employment of people with disabilities. • People are afraid to admit they have a disability when they apply for work – they are afraid they won't get the work. • Assist the NGO's sector to get access to the right networks • Internships leads to employability – people with disabilities should be target for this 	

Questions	Education & Skills Development		Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
<p>5. What are the practical steps that can be taken post conference?</p>	<ul style="list-style-type: none"> The municipalities should look at the accessibility of parking areas for Persons with Disabilities as well as to make it easier. Local Municipalities should host awareness programmes or training programmes to sensitize the community & officials on the right to medical assistance and the social rights of Persons with Disabilities. 		<ul style="list-style-type: none"> A Desk for disability should be established at Local Government and other levels of Government. Suitable people should be appointed to manage the Desk. Sensitivity towards the disabled should be a serious criteria for the appointment of people towards this Desk Government subsidy should be available to ensure that the disabled get the opportunity to work alongside abled people 	<ul style="list-style-type: none"> Local municipalities should assist NGOs & CBOs in establishing a proper networking structure Government should challenge businesses to establish a mentorship programme for Persons with Disabilities Shift the focus from “social worker” model to community based solution, e.g. Peer support for people with disabilities, which will result in entrepreneurs. 	<ul style="list-style-type: none"> How many RDP housed were given to people with disabilities when houses were given to people? It is governments responsibility to provide opportunities not work
	<ul style="list-style-type: none"> Rethinking of strategies to address illness. Local municipalities should not only have a facilities approach but must implement a quality service approach. We have a lot of new facilities but lack the quality service from staff and functionaries. 				

Questions	Education & Skills Development	Policy Directives	Economic Development & Employment	Wellness, Sport & Recreation & Health
	<p>in key positions. This will also assist in breaking down the attitudinal barriers between disabled and abled people</p>			



5. Additional Recommendations

The following recommendations are made in addition to those listed above.

- a) Local Government to be an advocate for Persons with disabilities through the establishment of a Disability Desk
- b) The establishment of structure or reference group to coordinate & lobbying local government.
- c) Action Research to be done as well as evidence-based research and partnership to be formed with academic institutions such as universities and FET Colleges.
- d) A detailed database to be available in conjunction with MSATs
- e) Health Care: Health Care Staff should make house calls for Persons with Disabilities that are unable to access health facilities.
- f) Government should challenge businesses to have mentors for Persons with Disabilities as well as to provide for internships and work experience opportunities for Persons with Disabilities.
- g) Capacity Building on Human Rights for Persons with Disabilities.
- h) The Health Strategy 2030 as adopted by the Provincial Government should be part of the IDP
- i) Invest in sporting activities for Persons with Disabilities.
- j) To establish a Peer Support Programme for Persons with Disabilities that will eventually lead to entrepreneurship



6. Appendix

Appendix A – Conference Stakeholders

Government Departments	NGOs	Other Institutions	Local Government
Department of the Premier	Operation Sukuma Sakhe KZN	University of Stellenbosch	Stellenbosch Municipality
SALGA	EditMicro	Poineer School	Breede Valley Municipality
GCIS	Worcester Museum	Institute for the Blind	Witzenberg Municipality
Department of Health	National Institute of the Deaf		Langeberg Municipality
Department of Agriculture	WC Association for Persons with Disability		
Department of Education	DISWEC		
Department of Home Affairs (National)	DEAFNET		
Department of Social Development	Association for Persons with Disabilities: <ul style="list-style-type: none"> • Breede Valley • Witzenberg • Drakenstein • Helderberg 		
Department of Labour	Paarl Stimulation Centre		
	Microlink SA		
	AHLAD		
	ASTRA		
	Huis Horison		
	Sunfield House		
	Nuwe Hoop		
	Love Life		
	ACVV Robertson		
	Saron Gestremde Vereniging		
	Bridging Ages		
	Age in Action		



Appendix B: Profile of Presenters

Fanie Du Toit: is the Patron of the South African Hearing Institute. He is the Manager of Public Education and Awareness for the National Council for Persons with Physical Disabilities in South Africa. Fanie is also the presenter of the radio program “Leefwêreld van die Gestremde” on Radio Sonder Grense (RSG).

Cllr W.M Blom: is the MMC: Financial Services, Internal Audit, IDP & PMS in the Breede Valley Municipality and serves as Chairperson on Western Cape Association for Persons with Disabilities.

Mr. Claude Schroeder: Is the Executive Director for Community Development & Planning Services for CWDM. Claude is a passionate and committed public servant who serves on various community structures.

Dr Frans Krige: is a project manager and Worcester Campus Manager. Dr Krige was the Director of the Boland/Overberg Region for 12 years, then the Director of the new Overberg District, and joined the Faculty in 2009. He is a SU graduate with a MMed in Community Health, and worked in a rural setting as a family physician in Central Africa. He manages the whole process of the development of the Ukwanda Rural Clinical School.

Averal Fortuin: is a former teacher, principal and also a Senior Lecturer and Head of Department at Zonnebloem College of Education and College for Distance Education as well as a community leader. Averal serves as a consultant on a wide range of topics. He conducts workshops in relation to Organizational Development, business and scenario planning and was a former National Skills Development Facilitator.

John Maralack: is a former teacher and community leader, John is a very versatile and adaptable individual with Commerce, Management and Public Administration. John has extensive training and development experience. He has a strong academic and practical background in all aspects of research and background studies. He also has excellent experience in Financial Management, People Management, Policy Analysis and Project Management Skills.

Appendix C: Conference Program

PROGRAM DIRECTOR: Cllr W.M Blom			
1	08:00 – 08:50	Registration	CWDM Staff
2	09:00 – 09:15	Opening & Welcome	Cllr H.M Jansen -CWDM Deputy Mayor
3	09:15 – 09:45	Keynote Address	Mr Fanie Du Toit
4	09:45 – 10:00	Global Perspective on Disability	Mr W.M Blom
5	10:00 – 10:15	Provincial Perspective	Dept of the Premier: Chief Director – Mr N. Lala
6	10:15 – 10:30	District Perspective	Mr C. V Schroeder – Executive Director Community Development & Planning Services
7	10:30 – 11:00	Q&A Session	All
8	11:00 – 11:15	Networking Refreshment Break	All
9	11:15 – 13:00	Break Away Sessions	Presentations by Specialists on sub-themes in smaller groups
10	13:00 – 13:45	Lunch	Wheelchairs Hand Over
11	13:45 – 14:30	Feedback Session	Groups
12	14:30 – 15:30	Plenary Session	All
13	15:30 – 15:45	Conclusion	Mr C.V Schroeder
14	15:45	Vote of Thanx	Cllr Xoliswa Mdemka



CWDM Disability Conference 2014



The Cape Winelands District Municipality in partnership with the five local municipalities, social partners, National, and Provincial Departments hosted a Cape Winelands District Disability Conference on 23 April 2014 at the Ukwanda Rural Clinical School Auditorium, Worcester. Delegates from various stakeholders were invited to the conference to shed a light on the highly critical issue of people with disabilities.

The aim of the Disability Conference was to discuss and address the realities and challenges facing persons with disabilities in the Cape Winelands District. This is to create a platform where all Government Departments and other NGO's working with persons with disabilities could discuss their contributions on challenges facing the persons with disabilities in the Cape Winelands District.



The conference was opened by the Cape Winelands District Municipality Deputy Executive Mayor, Cllr HM Jansen.

Cllr WM Blom from Breede Valley Municipality acted as program director and presented a

global perspective on disability. The theme of the conference: "Think Global, Act Local - Maximising opportunities for people with disabilities in the Cape Winelands District" was divided into sub themes to address the issues of Education and Skills Development, Economic Development and Employment, Policy Directives, as well as Wellness, Sport Recreation and Health.



"Think Global, Act Local - Maximising opportunities for people with disabilities in the Cape Winelands District"

People with disabilities is high on the Cape Winelands District Municipality's list of priorities and this conference was the first step to ensure better circumstances for the disabled in the Cape Winelands District.



Photo 1: from the Grapevine - CWDM

KWDM Konferensie oor Gestremdheid 2014



Die Kaapse Wynland Distriksmunisipaliteit, in samewerking met plaaslike munisipaliteite, sosiale vennote, nasionale en provinsiale departemente het op 23 April 2014 die Kaapse Wynland Distrik se Konferensie oor Gestremdheid by die Ukwanda Landelike Kliniese Skool se auditorium in Worcester aangebied. Afgevaardigdes van verskeie belanghebbendes is na die konferensie genooi om inligting te deel oor die uiters belangrike kwessie van mense met gestremdhede.

Die doelwit van die Konferensie oor Gestremdheid was om samesprekings te hou en aandag te skenk aan die realiteite en uitdagings wat deur gestremde persone in ons distrik ervaar word. Dit was daarop gerig om 'n platform te skep waar alle regeringsdepartemente en ander NRO's wat met gestremde persone werk, hulle bydraes tot die uitdagings waarvoor persone met gestremdhede in ons distrik te staan kom, kon bespreek.



Die konferensie is deur die Kaapse Wynland Distriksmunisipaliteit se Uitvoerende Onderburgemeester, Raadslid HM Jansen geopen.

Raadslid WM Blom van Breedevellei Munisipaliteit het as programdirekteur opgetree en 'n globale perspektief oor gestremdheid aangebied.

Die tema van die konferensie: "Dink Globaal, Tree Plaaslik Op – Maksimering van geleenthede vir persone met gestremdhede in die Kaapse Wynland Distrik" is in subtemas verdeel wat gehandel het oor Onderwys en Vaardigheidsontwikkeling, Ekonomiese Ontwikkeling en Indiensneming, Beleidsriglyne asook Welstand, Sport, Ontspanning en Gesondheid.



"Dink Globaal, Tree Plaaslik Op – Maksimering van geleenthede vir persone met gestremdhede in die Kaapse Wynland Distrik"

Persone met gestremdhede is hoog op die Kaapse Wynland Distriksmunisipaliteit se lys van prioriteite en die konferensie was die eerste stap om beter omstandighede vir gestremdes in die distrik te verseker.



Photo 2: from the Grapevine - CWDM

INkomfa yoKhubazeko yeCWDM yowama-2014



UMasipala weSithili saseCape Winelands (CWDM) esebenzisana nomasipala wasekuhlaleni, amasebe eLizwe, amasebe ePhondo ngamanye kunye namaqabane awo ezentlalo uqhube iNkomfa yoKhubazeko yeSithili saseCape Winelands ngowama-23 kuEpreli 2014 kwiUkwanda Rural Clinical School Auditorium, eVostile. Abathunywa abebemele ababandakanyekayo baye bamenyelwa kule nkomfa ukuze kugxininise imiba ebalulekileyo echaphazela abantu abakhubazekileyo.

Injongo yeNkomfa yoKhubazeko ibikukuxoxa nokusingatha izinto ezenzekayo nemiceli-mngeni abajongene nayo abantu abakhubazekileyo kwisithili sethu. Injongo kukudala iqonga apho onke amaSebe kaRhulumente kunye nezinye iINGO ezisebenza nabantu abakhubazekileyo zinokuxoxa ngegalelo lazo kwimiceli-mngeni abajongene nayo abantu abakhubazekileyo kwisithili sethu.



Le nkomfa ivulwe nguSekela-sodolophu woMasipala weSithili saseCape Winelands uCeba uHM Jansen kwaye intetho eyintloko yenziwe nguMnu F Du Toit kwaye nezinye izithethi ezahlukeneyo ziye zathetha kule

nkomfa. UCeba uW M Blom ebengumlawuli wenkqubo kwaye uchaze imbono wehlabathi ngokhubazeko.

Umxholo wale nkomfa obusithi: "Cinga ngeHlabathi, Wenze ekuHlaleni – Ukukhulisa amathuba abantu abakhubazekileyo kwiSithili saseCape Winelands" wahlulwe waba yimixholwana emithathu ukuze kuthethwe ngemiba yeMfundo noPhuhliso lobuChule,



uPhuhliso loQoqosho neNgqesho, uLwalathiso lweeNkqubo-mgaqo neMpilo-ntle, imiDlalo yokuziHlaziya neMpilo.



Abantu abakhubazekileyo baphezulu kuludwe lwabantu abakwindawo yokuqala kuMasipala weSithili saseCape Winelands kwaye le nkomfa ilinyathelo lokuqala lokuqiniseka ukuba iimeko ziba bhetele kubantu abakhubazekileyo abakwisithili zethu.



Iphaphandaba Iakwa Masipala Wase Cape Winelands

Photo 3: from the Grapevine – CWDM

Appendix D: Presentations

(See attached)

1. Department of Labour Program- Mr. Barend Connan
2. Disability Friendly Tourism- Dr. Diane Bell
3. Entrepreneurship for Persons with Disabilities- Mr. W.M Blom
4. Theories Around Health Related to Different Cultural Groups Particularly Persons with Disabilities- Dr. Gubela Mji

