



# **CITY OF BULAWAYO**

# **DISABILITY POLICY**

*The undermentioned policy was crafted under the Bulawayo City Council Civil Society Organisation-Water, Sanitation and Hygiene (CSO-WASH) and the Bulawayo Water and Sewerage Services Improvement Project in collaboration with partners who included the Federation of Organisations of Disabled persons in Zimbabwe (FODPZ) and World Vision with the view to promote gender equity and social inclusion of all.*



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## **Definition of Terms**

**Council refers to the City of Bulawayo**

***Persons with disabilities refers to and includes those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others***

## **1. INTRODUCTION**

This policy aims to ensure that disability is mainstreamed in the policies, bye-laws, /regulations, standing orders, code of conducts/conditions of service, plans, programmes, service delivery, institutional and management practices of the City of Bulawayo. The provisions of this policy shall be cross referenced with all policies of the City of Bulawayo.

## **2. PREAMBLE**

Persons with disabilities constitute about 15% of the population according to World Health Organisation (2016). Unemployment is generally higher in females than men. As such, women with disabilities are less likely to be employed than their male counterparts

## **3.POLICY OBJECTIVES**

**3.1.** To promote disability mainstreaming in council through service delivery

**3.2.** To strengthen disability mainstreaming linkages and collaboration with stakeholders



#### **4. BASIS OF THE POLICY**

In implementing this policy council shall stand guided by the Constitution and Disabled Persons Act of Zimbabwe and other national instruments on disability.

Council therefore commits to the following policy provisions;

#### **5. DISABILITY MAINSTREAMING ORIENTATION**

While in the past disability was considered to be a purely medical or individualized concept, it is now largely accepted that this medical or individual model does not accurately describe the concept of disability; it neglects the highly important contextual factors which may greatly improve the functional limitations a person with disabilities experiences.

Maintaining the medical or individual views of disability will, therefore not result in the inclusion of persons with disabilities in society.

To that end to include the perspectives of persons with disabilities in any process require that the contextual factors which serve to exclude persons with disabilities need to be recognized and addressed. Henceforth councillors, management and staff shall be oriented on key disability concepts through training, awareness campaigns and other capacity building platforms.

Council through the policy therefore commits to the elimination of all forms of discrimination and stigma against persons with disabilities in all its operations.

#### **6. APPLICATION OF THIS POLICY**

All matters relating to persons with disability in Council shall be guided by this Policy as reviewed from time to time .

#### **7. IMPACT OF COUNCIL DECISIONS ON PERSONS WITH DISABILITIES**

Council recognises that every policy decision affects women and men, boys and girls with or without disabilities differently. In order to ensure that the impact of all policy decisions addresses the specific interests and needs of persons with disabilities in as much as disabilities are different and require different attention, Council will assess how every policy decision



affects them in their diversity and seek to ensure that the policy achieves their social and economic inclusion .

## **8. PARTICIPATION**

Council commits to ensuring the participation of persons with disabilities through providing services which remove barriers which may be physical, communication, policy or any other barriers which may be identified from time to time.

Council will continue to improve communication through the use of braille, sign language or other specialist technology and training designed to assist access to current information and key messages in appropriate formats that meet specific needs.

Council will also engage, consult and collaborate with people with disabilities, their families, care givers, Disabled Persons Organisations (DPOs) and other service providers to develop appropriate, relevant and effective services.

## **9. LAND USE PLANNING**

Council will mainstream disability in all its land use Master plans, local plans and will reserve land for housing development for persons with disabilities mindful of the need to mix persons with disabilities with the general community in its diversity as giving them exclusive areas will not address the issue of inclusion and discrimination.

## **10. ACCESSIBLE INFRASTRUCTURE**

**10.1** Council will ensure service development and provision is based on the principles of universal design to allow access for people with disabilities to public buildings, schools, clinics/hospitals and open spaces.

**10.2** Roads, parking spaces or buildings directional signs shall be clear and user friendly to persons with disabilities in their diversity.



**10.3** Council will engage with the service providers to promote access to nursery schools and crèches by children with disabilities.

## **11. POVERTY REDUCTION**

Disability leads to poverty and deepens poverty at individual level, at the community level and at national and global level. The extent of poverty is known to be higher in households with persons with disabilities as family members spend time and money taking care of their family member who needs special assistance and has not had access to support services or rehabilitation which would lead to independent living.

Council will thus consider the impact of poverty on persons with disabilities and will undertake poverty reduction programmes in a sustainable and gender sensitive manner such as allocate , informal trading facilities equitably to women and men, able bodied and disabled, reduced rates as may be prescribed, reduced fees at council health facilities and housing waiting list charges.

## **12. ECONOMIC EMPOWERMENT**

**12.1** Council will ensure equitable economic development among the residents. Council will ensure that employment creation programmes and initiatives for decent work target both women and men, youths and persons with disabilities.

**12.2** Vocational Training – Council will disaggregate data by sex and type of disability for persons with disabilities to assess who participates in the vocational training and types of courses with the view of improving access and relevance to all.

## **13. HEALTH SERVICES**

**13.1** Sexual and reproductive health care provided at council facilities will be accessible to all members of the community especially women and girls with disabilities.

**13.2** Council's health care workers will undergo training to equip with the skills to communicate and deliver services to persons with disabilities with increased awareness and sensitivity to issues that create institutional and social barriers to access to health care



**13.2** Council's public health programmes that address communicable and non communicable disease conditions will be accessible to all persons with disabilities at all stages, eg consultation, awareness campaigns, treatment/prevention using communication methods referred to above.

#### **14. WATER SANITATION AND HYGIENE**

Water, sanitation and hygiene are services where a high degree of disability inclusion is required as poor access for any reason has far reaching consequences for all including persons with disabilities.

To this end council commits to ensure participation, representation and sensitivity to the needs of persons with disabilities in water, sanitation and hygiene service delivery.

#### **15. PUBLIC SAFETY**

Council will ensure that Public Transport will be safe and accessible to all persons with disabilities.

#### **16. RECRUITMENT OF STAFF**

Council is an equal opportunity employer.

Council therefore commits to employ persons with disability who qualify for jobs available in the organisation and will take all the necessary measures to eliminate all kinds of barriers that may make the workplace not responsive to the needs of employees with disabilities

Council will monitor the implementation of the policy and will incorporate it in its management system.

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