THE LEVEL OF AWARENESS ON THE AFRICAN DECADE OF DISABLED PERSONS (ADDP) BY PEOPLE WITH DISABILITIES IN ZIMBABWE

BY

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THE STORY OF MY LIFE

I was born into a family of over forty siblings since my father was a polygamist married to six wives. My mother was the last wife and sister to the second wife. At the age of two, I was the only one in my family to get polio.

I was not sent to school and my family did not prepare me for an adult role in life as was being done for the other children. The reasons were that since I was disabled I would not have a normal future and since my father was a poor peasant farmer, it was regarded a waste of resources because I was not an 'investment' or 'insurance' to my parents. Children in peasant families were looked upon as future investments or insurance for their parents. Girls were regarded as future investments or insurance for their parents from birth even if they were without education because of lobola (the dowry or bride price) that was paid at marriage. All my sisters and brothers were sent to school. I went to school through an accident of fortune at the age of twelve.

Everything I am now is simply because of these accidents of fortune. In 1956, the first accident of fortune occurred. One of my brothers had an accident and he broke his arm and leg and was admitted to hospital. There my brother met a man named Jairos Jiri who was developing a social service network. This network is now a very big charity agency made up of 25 to 30 institutions. My brother talked with Jairos Jiri about his situation and Jairos Jiri said he was trying to help disabled people — he used other words but that is what he was attempting. After the discussion, my brother told Jairos Jiri about me. Jairos Jiri organised for me to come to his institution. Although my parents did not want me to go, there was obviously nothing at home for me. I was very young (12) and had never been to school so all this was very new (Woods, 1993).

Jairos Jiri began to train me in leather craft and I had some classes for reading (literacy classes) and mathematics. They wanted me to be a cobbler. In 1959, there was another accident of fortune for me. In that year, Jairos Jiri received money from the government to bring in a trained teacher. This teacher noticed that education was easy for me and he encouraged me to go to school.
Although the people at the institution did not want me to go, this teacher kept on encouraging me.

From day one I had an inborn attitude not to accept oppression. From 1965 to 1967 I became very conscious of disability. By 1965 I began organising disabled people as I knew things were not right. At first we called ourselves the ‘Inmates Representative Council’ and then the ‘Trainees Representatives Council.’ Later we became the ‘Council for the Welfare of the Disabled’. By the mid 1970s, along with a few others, we wanted to reject all oppressive ideas within institutions and start our own organisation. Together with my fellow disabled Zimbabweans I tried to find out why the disabled were not involved in their own affairs. We sought to define what role we should play and how we should go about it. We finally came up with the idea of forming an organisation for disabled persons to fight for our rights as human beings and to have access to all community services. Our basic philosophy was none other than that we the disabled are citizens with rights and obligations to society.

I was the first Jairos Jiri person to go through primary and secondary school. Then I went to technical college and was probably the first black to go to a technical college in Bulawayo. When I graduated with a certificate in book keeping I could not get a job except at Jairos Jiri. My job escalated there from accounts clerk to bookkeeper and to administrator of the biggest Jairos Jiri project. When I left in 1980 I was the CEO of the Jairos Jiri Association. At that time, another accident of fortune occurred.

1980 was an important year because at this time Zimbabwe became independent. A fellow from OXFAM visited Jairos Jiri to see about funding its programmes. In the meeting I could tell he did not want to fund a charity. He was mostly interested in development and not services. I told him that I detected he had some reservations about Jairos Jiri and I told him about a disability group I was involved with, that we were starting to organise ourselves but that we had no funds. I requested him to fund us because we were interested in civil rights and changing the world’s view about disability. He agreed to assist us and he also funded my trip to an international conference in Canada. I attended the Rehabilitation International (RI) Conference in Winnipeg.
in June 1980. 1981 was the International Year of Disabled Persons, a year
dedicated to the full participation of disabled persons. However, RI did not really
practise this. At this conference there were 5000 delegates but only 200 were
disabled persons. So, the disabled delegates got together and demanded equal
representation between the disabled and able-bodied in the executive
committee. That was overwhelmingly rejected so there was a split and the 200
disabled persons and some others formed Disabled People International at
which I have held various posts since 1980 up until 2006.

When I returned from Winnipeg in 1981 I was a changed person. When I left I
was very passive; when I returned I was very radical. Immediately, we changed
our name from National Council for the Welfare of the Disabled to National
Council of Disabled Persons in Zimbabwe (NCDPZ). At that time, we began to
recognise that disability was about human rights, about social change, about
organising ourselves. We did not want to emphasise welfare but organisation.
Dredger writes:

Joshua Malinga returned to Zimbabwe inspired by the happenings of
the Winnipeg Congress. He had gained a clear understanding of the
DPI philosophy of disabled people speaking for themselves and
demanding their right to participate in society, which he shared with
his organisation in Zimbabwe. Malinga also spread the word about
DPI's upcoming congress in Kenya, Zambia and Botswana (Dredger,

When the UN Decade was declared, I was the World Treasurer and also
Deputy Chairperson of DPI. It was an idea developed by the movement and the
UN. From 1983 to 1992 I was deeply involved as a senior member of the
movement.

At the end of the UN Decade in 1992 I was the World Chairperson of DPI. I
attended the meeting in New York. I was involved in mooting for the idea of the
ADDP with my colleagues. Some of the colleagues present were Alexander
Phiri and Rachel Hurst, among others, and they received a lot of support from
DPI. We sold the idea to our nations and it culminated in the Declaration of the
Decade in 1999. In 1998 I was personally tasked with the responsibility as PAFOD Secretary General to develop the business plan which forms the basis of the AU Plan of Action. I got help from the South African government, DPI, the worldwide Disabled Rights Movement (DRM), Alexander Phiri and a Swedish consultant to develop the plan. I can rightly claim, the Decade was decided and driven by disabled people. We had felt that the UN Decade was not owned and driven by DPOs and disabled people and it was not properly publicised and marketed. It was not well funded. I developed the Decade and I was also involved in providing leadership. I made sure that the road map was well developed and getting help from Shuaibchalken was part of the Decade until we arrived at the point where the Secretariat was established in 2003.

I am on the Board that oversees the Secretariat. I was Chairperson of the Board from 2003 to May 2005. I must admit that I am a movement person; a lot of things did not go right at the African Regional Consultative Conference (ARCC) on the African Decade. The Office on the Status of Disabled People (OSDP) and the South African government called the meeting. When we were about to implement the Decade, I had problems with the funders (SIDA). They started working only with the government of South Africa. They questioned my role as a politician in Mugabe’s party and government in Zimbabwe. They said I was not supposed to have access to their resources; I was not suitable for the Decade. During the African Regional Consultative Conference (ARCC), the movement lost it all to some structure known as the Secretariat of the Decade. People who were supposed to control the Decade lost. The Decade was supposed to be driven by DPOs and disabled persons and not the Secretariat.

My long journey to becoming a disability researcher

I grew up as a disabled person (attacked by polio or bewitched at the early age of two years), born to poor peasantry and black. I bring into the world the unique expertise and experience of having suffered racism, poverty, oppression as a black person and being disabled. I also experience tribalism in many ways. Coming from the developing or underdeveloped world, I experience double-pronged underdevelopment as a person from the Third World and as being disabled. I started school late, at the age of twelve.
I realise that while we disabled people from the Third World and those from the first and second world share a lot in common, disability in my world is a survival issue where we are fighting for basic human rights. Disabled people in any part of the world do not have privileges and are not fighting for privileges. Disabled people in the North are just as marginalised as we in the South are and are still fighting to achieve the same standards that the non-disabled enjoy. I have realised that unless and until our struggle is part of academia and development, it will not be regarded as an issue of importance. Our struggle is only winnable if it is linked to development and human rights. I have discovered that once you start organising yourself in society, development happens because people are voicing themselves as one.

I developed an interest in research when I was elected for the second term as DPI President (1998–2002). As an activist sporting over thirty years in disability, I realised that parliamentarians, leaders and professionals need facts and figures. People are not interested in verbalisation without substantiated data.

Research is a systematic and scientific way of gathering information, so I needed to back up my experience with theoretical knowledge. Since engaging in research, I now live in the two worlds of activism backed by the systematic way of looking at issues and advocacy. I am now a better speaker and person and governments, the general public and academia listen to me with interest because the data I now present make me feel confident.

I always loved discoveries during my secondary education. I had a lot of interest in science. In 1982 I was involved in the first disability survey in Zimbabwe. I have always wanted to get the correct information about disabled people. I also developed an interest in the research studies of the African Decade when I was Chairperson of the National Disability Board in the 2001 and found myself tasked to go around the country conducting community awareness programmes about disability. When I attended the African Regional Consultative Conference (ARCC) in 2003 my interest in research about disability grew even more.

Why have I told this story?
This is my autoethnography. It has helped me to reflect objectively on my past experiences and my contributions to the disability movement. According to Schwandt (2001) the approach helps readers to relive their experiences rather than inviting them to interpret or analyse what was written.

I want to believe that this has been achieved, and that my story has helped you to reflect on your participation in changing the world to be a better place to live and to reduce inequality. Human development cuts across all sectors: economic, social, political, cultural and environmental.
Declaration

I, Joshua Teke Malinga, hereby declare that the work on which this dissertation is based is my original work (except where acknowledgements indicate otherwise) and that neither the whole work nor any part of it has been, is being, or is to be submitted for another degree in this or any other university.

I empower the university to reproduce for the purpose of research either the whole or any portion of the contents in any manner whatsoever.

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Signature

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Date
Abstract

The aim of this qualitative, descriptive study was to determine the levels of awareness for communication and flow of information dissemination among the leadership and grassroots members of Disabled People’s Organisations (DPOs) in the African Decade of Disabled People (ADDP). It examined the impact of both the United Nations (UN) and the ADDP on the lives of disabled people in Zimbabwe at the grassroots level. Similar problems of marketing and implementing the UN World Decade and the Asia/Pacific Decade also affected the African Decade that is now in its final two years of implementation and where there are no tangible and/or measurable milestones. A qualitative research approach was used as it facilitated the identification and description of barriers and enablers that influence the awareness levels and participation in the activities of the Decade. An exploratory, descriptive study (direct interviews and focus group discussion) captured various and divergent views and helped to obtain first-hand information from the disabled people themselves. Bulawayo, in particular, was selected as the place of study mainly because it is a unique city in Zimbabwe insofar as many national, regional and international disability movements, such as the Southern African Federation of the Disabled (SAFOD), Pan African Federation of Disabled (PAFOD) and Disabled People’s International (DPI), have their headquarters there. A cross disability organisation, the National Council of the Disabled Persons of Zimbabwe (NCDPZ) was also chosen for the study because it caters for all forms of disability and has pioneered disability rights by playing a significant role in developing and strengthening DPOs both nationally and internationally. The results of the study show that grassroots members were not aware of what was happening and were not engaged in any African Decade activities. Often they did not know when it was declared, launched or what it was all about. This agrees with the available literature, various correspondence, memoranda and the media. It emerged from the study that it is everyone’s role, including African governments, to prioritise disability issues. These stakeholders together with the Secretariat should work to find ways of incorporating the disability agenda. The success of the ADDP is heavily dependent on the response of different stakeholders and the various membership levels to encourage disabled people and to not merely give lip service to disability issues.
Acknowledgements

The completion of this research thesis would not have been possible without the assistance of several persons, some of whom are stated below:

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- Special thanks go to my family for financial and emotional support from year one until the thesis has seen the light of the day. My family has been a source of inspiration, joy and hope in trying times and I thank every member, especially my wife and children for their unconditional love and continued support.
- Sincere and heartfelt thanks to Rachel Hurst who has encouraged me to explore the avenues of academic research and who has been a pillar of support throughout the twenty years of our friendship.
- I would like to express my appreciation to Miss Charity Moyo for typing all the research material and taking care of my research resources from text books and articles to photographs and newspaper cuttings.
- I extend my heartfelt and warm gratitude to the leadership of both National Council of Disabled Persons in Zimbabwe (NCDPZ) and Southern African Federation of the Disabled (SAFOD) who allowed their membership to be involved in the process and without whom this study would not have been possible.
- Many thanks go to God the Almighty, and my Ancestors who love me and have given me a sound body, mind and spirit, without which I could not have done this research.
- Last but not least thank you to Lorraine Johnstone for proof reading my thesis and for her assistance in picking up all the typographical errors.

My Lord will continue to be the source of my strength and joy. Many thanks to all my friends, colleagues, associates and all those around me.

25 March 2008
BULAWAYO, ZIMBABWE
List of acronyms

ADDP – African Decade of Disabled Persons
AFUB – African Union of the Blind
ARI – African Rehabilitation Institute
AU – African Unity
CAFOD – Central African Federation of the Disabled
CBR – Community-based Rehabilitation
DPI – Disabled People's International
DPOs – Disabled People's Organisations
DRM – Disability Rights Movement
EAFOD – East African Federation of the Disabled
NAFOD – North African Federation of the Disabled
NCDPZ – National Council of the Disabled People of Zimbabwe
NDBZ – National Disability Board of Zimbabwe
NGOs – Non-governmental Organisations
OAU – Organisation of African Unity
PAFOD – Pan African Federation of Disabled
PWDs – People With Disabilities
RECs – Regional Economic Communities
RICAP – Regional Inter-Agency Committee for Asia and the Pacific
SAFOD – Southern African Federation of the Disabled
UDSPD – United Division for Social Policy and Development
UN – United Nations
WAFOD – West African Federation of the Disabled
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CHAPTER 1

INTRODUCTION

1.1 General introduction

This chapter describes and gives a general background to the African Decade of Disabled Persons and its implementing partners. The chapter highlights the significance of the study, the research questions, the aim and the objectives of the study. It ends by defining the terms used in this study.

1.2 Background

The United Nations Decade of Disabled Persons (1983–1992) was the period when United Nations (UN) member states were expected to implement the World Programme of Action Concerning People with Disabilities. The UN Decade raised many expectations on the part of disabled people everywhere. It had been hoped that after the UN Decade, the quality of life of disabled people in the world would have been improved and that they would become part of mainstream society. While some member states did something notable in the UN Decade, others let it pass by.

According to the Plan of Action for the African Decade of Disabled persons, the UN Decade had its successes and failures. Some of the more pronounced successes in the Northern hemisphere rather than elsewhere were as follows:

- It provided an opportunity for disabled people to meet globally to discuss their issues.
- It improved attitudes in some parts of the world towards people with disabilities.
- It led to the formulation of the Standard Rules on Equalisation of Opportunities for People with Disabilities.
- It created more organisations of disabled people during the UN Decade than at any other time, and strengthened those already in existence.
• It led to the establishment of the African Rehabilitation Institute (ARI) by
the Organisation of African Unity to spearhead disability issues in Africa
(African Union, 2002: 1)

However, specific problems were observed:
• The UN Decade was not well publicised by the UN; and some
governments, despite supporting the UN Resolution, did little to promote
the UN Decade.
• The UN itself and many member governments did not provide adequate
funding for the UN Decade activities.
• The funds that were mobilised for the UN Decade were not adequate,
resulting in the ineffective monitoring and promotion of some programmes.
• The UN Decade was, by and large, a global approach to the problems of
disability and the solutions offered were general and global – based on
assumptions of the availability of economic and technical resources.

The experience of the UN Decade led to calls for a Decade of Disabled People
in various continents, including Africa, that was supposed to offer a local
approach to the problems of disability and thus develop local solutions to the
problems.

The Asian and Pacific Decade of Disabled Persons (1993–2002) benefited from
the commitment of regional governments to the Proclamation of the Decade
that was signed by 41 governments (African Union, 2002). The Trust Fund for
the Asian/Pacific Decade proved to be useful, though not sufficient as a source
of funding for Asian/Pacific Decade-related initiatives. Annual meetings of the
Regional Inter-Agency Committee for Asia and the Pacific (RICAP) Sub-
Committee on Disability-related Concerns, comprising representatives of
government, UN specialised agencies, NGOs and DPOs, provided a valuable
opportunity for information exchange and to develop co-operation on disability-
related matters within the region. A mid-term assessment indicated significant
progress in achieving set targets.
1.3 The theoretical framework on disability

Disability can be understood as having gone through development phases (Finkelstein, 1980) that are traceable through history. The emphasis in phase one was on agriculture and small-scale industry, whereby disabled people were generally included in the workforce to the level of their individual ability. Deafness was not a very limiting condition when working at agricultural tasks that were learnt by observing older members of the community. Blindness was also less debilitating in a familiar environment where routine tasks could be learnt and practised. Disabled people were not segregated from society but considered individually unfortunate.

However, phase two witnessed the exclusion of the majority of disabled people from the more structured, demanding and uniform production process based in factories. The regimented timetables and disciplined production methods were a very negative change from the more relaxed and flexible methods of work into which many disabled people had previously been integrated. The separation of home and work was a new concept that created a divide between disabled and non-disabled people. Capitalism led to people being judged by how productive they were, rather than by who they were. An individual’s worth became relative to the person’s value in the labour market. In this way, disabled people came to be viewed as a social and educational ‘problem’.

The advent of capitalism resulted in the economic and social exclusion of disabled people (Oliver, 1996). As a consequence of this exclusion, disability was depicted in a particular form as an individual problem requiring medical treatment.

Historically, individuals existed as a component of a larger social grouping, such as a family, clan or community, but the rise of capitalism forced the focus to the individual’s capacity and capabilities.

Oliver (1990: 47) maintains that the idea of disability as individual pathology only becomes possible when we have an idea of individual able-bodiedness, which is itself related to the rise of capitalism and the development of wage
labour. Prior to this, the individual's contribution had been to the family, the community or the bank in terms of labour, and while differences in individual contributions were noted and while sanctions were often applied, individuals did not, in the main, suffer exclusion.

Gleeson (1999: 106) cites Karl Marx as noting that industrialisation and urbanisation produced an excluded 'incapable' social stratum, made up of those who could not keep up with the productivity demands of the industrialised marketplace and who consequently either relied on the assistance of others or participated in the informal sector. Working at home became a common practice for disabled people, keen to contribute to their household income. Common areas of contribution were in the production of clothing and footwear, matchboxes, parasols, flowers, brushes and cardboard boxes. Through these cottage industries, industrialists could exploit a category of cheap non-militant labour made up of women, children and disabled people. Others able to participate in such home-based industries were frequently gated from society and incarcerated in the newly-established workhouses, asylums and special schools. As a result disabled people were made to be dependent as an unavoidable side effect of the social policies present in modern industrial society.

The introduction of the welfare state and the promise of 'cradle to grave' care was seen as a way to deal with disabled people who had been pushed out of the workplace. The medical profession became the authority for defining who was unable to work through sickness, and disability became attached to sickness as a medical categorisation. Disabled people were viewed as tragic figures needing care.

A paradox of this course of events is that as a result of industrialisation, the development of the medical profession, and in particular the introduction of rehabilitation, helped disabled people to become more independent. However, the structure of society limited their inclusion in the workforce. In this way their increased abilities led to their raised expectations which were being frustrated.
Finkelstein (1980) visualises phase three as the liberation of disabled people as a result of the partnership of professionals and disabled people to achieve common goals, as well as the utilisation of new technologies. He sees disability as a paradox that emerged in phase two but as being addressed in phase three where disability is seen solely as a social restriction.

Phase three could be realised if the social model of disability (discussed in the following section) were to become widely accepted and adopted as a framework to address the rights and needs of disabled people. More recently, development experts have seen that there is a huge waste of human capital when traditional societies and economies adjust to market-based economies and that high costs are incurred when providing for unproductive members of society. It has been seen in the North that there are positive economic and social results when strategies are employed that are inclusive and empowering. This could provide the political will to enable countries of the South to 'leapfrog' over phase two of Finkelstein’s model to develop their societies with the inclusion of disabled people.

This idea is still on a distant horizon since globalisation recreates the disabling conditions of the western industrial economies in the South through industrialisation, led by the multinational companies of the North. For example, Holden and Beresford (in Barnes, Oliver and Barton, 2002) observe that the irony of globalisation is the way it reinforces disability through its effects, but that it is in tandem with helping to create an international social care industry to cater for the needs that it generates.

Albert (2007) highlights the business side of the disability industry, which has driven much of the development assistance, particularly where international aid budgets are tied to the purchase of equipment and resources from the donor country. The author authentically states that

Disability is the focus of a multibillion dollar business comprised of diverse stakeholders in a capitalistic marketplace, where helping disabled people and making money are important goals. The stakeholder groups include health care and medical professionals; hospitals, therapy businesses and home care agencies; assisted care
living facilities; the pharmaceutical, medical supply and technology industries and insurance companies; architects, law practices, banks and accounting firms specialising in disability; government. The consumer/disabled person is the stakeholder with the least power (Albert 2007: 585).

Through the channels of civil society, disabled people must develop their own responses to globalisation to minimise its negative impact. This idea generated a lot of interest that saw the formation of the DPI as a worldwide coalition of organisations of disabled people that provided an opportunity for disabled people to speak with one voice on issues of self representation and self expression. Through DPI, disabled people had an international voice that set out its terms of participation. Since then the world has never been the same. Disability is now on every agenda, for example, politics, economics and socio-cultural aspects. In September 2006, all heads of government at the General Assembly of the United Nations adopted the Convention on the Rights and dignity of Persons with disabilities as an instrument which would become law to protect and promote the rights of disabled people. When this Convention is adopted by a nation it becomes a law of that country.


The World Programme of Action concerning Disabled Persons was adopted on 3 December 1982. The period 1983–1992 was proclaimed the United Nations Decade of Disabled Persons as a long-term plan of action. Among the UN Decade’s resolutions was the Economic and Social Council Resolution 1983/CAPut! of 26 May 1983, in which the Secretary General was requested to monitor and support the implementation of the World Programme of Action Concerning Disabled Persons by enlisting extra budgetary resources. The UN Decade ended in 1992 and that is when the governments of 58 per cent of the world’s population made an historic decision in its concluding year. The Economic and Social Commission for Asia and the Pacific (ESCAP), at its forty-eighth session in April 1992, declared the period 1993–2002 as the Asian and Pacific Decade of Disabled Persons.
1.5 The Asian/Pacific Decade (1993–2002)

This unique regional initiative was launched at a meeting convened by UNESCAP at its forty-eighth session that was held in Beijing, China in December 1992. The Beijing meeting adopted the Proclamation on the Full Participation and Equality of People with Disabilities in the Asian and Pacific Region, as well as the Agenda for Action for the Asian and Pacific Decade of Disabled Persons. The Proclamation and Agenda for Action for the Decade were endorsed by the Commission at its forty-ninth session in April 1993.

According to Ueno (2002) the Asian/Pacific Decade, among other things, aimed to work on information dissemination, public awareness, accessibility and communication, education, training and employment, prevention of the causes of disability, rehabilitation services, assistive devices and the establishment and strengthening of disabled people’s organisations. However, the Asian/Pacific Decade seems to have fallen casualty to the same situation of non-funding as the World Decade and has since been extended to 2012 (Ueno, 2002: 3). In the evaluation of the Asian/Pacific Decade of Disabled Persons 1993–2002 (Ueno, 2002: 3), the Regional NGO Network (RNN), (for the promotion of the Asian and Pacific Decade of Disabled Persons) states that

RNN did not promote a result that is the decision at the General Assembly of UNESCAP to extend the Asian and Pacific Decade of Disabled Persons from 2003 to 2012. We are gratified that regional efforts can continue in the coming Decade (Ueno, 2002: 3).

As stated in the African Decade’s Plan of Action, very few African governments attempted to implement the UN Decade. Eide et al (2003: 3) give an account whereby

this work (ADDP), strongly believe[s] that disability studies, in combination with other efforts, have a strong potential for contributing
to an improvement of the living situation for people with disabilities, as they have in many high income countries.

This statement suggests that the World Decade had an impact in high income countries as opposed to developing countries. The United Nations, realising the shortcomings of the World Decade (1982–1993), pledged its full support for the African Decade initiative as it had done with the Asian/Pacific Decade (1993–2002). The UN Economic and Social Council encouraged international support for the ADDP to promote equalisation of opportunities for persons with disabilities and to promote and protect human rights.

1.6 The African Decade of Disabled Persons (ADDP) (1999–2009)

The Declaration of the Africa Decade called upon the African Unity member states to study the situation of disabled persons, with a view to formulating measures favouring the equalisation of opportunities, full participation and the independence of disabled persons in society. Among other actions, member states are called upon

- to formulate or reformulate policies and national programmes that encourage the full participation of persons with disabilities in social and economic development;
- to create or reinforce national disability co-ordination committees and to ensure effective representation of disabled persons with disabilities and their organisations;
- to support community-based service delivery, in collaboration with international development agencies and organisations;
- to promote more efforts that encourage a positive attitude towards children, youth, women and adults with disabilities, as well as the implementation of measures to ensure their access to rehabilitation, education, training and employment, cultural and sports activities and access to the physical environment; and
- to develop programmes that alleviate poverty among disabled people and their families.

1.7 Implementing partners of the ADDP
For the goal of the African Decade of Disabled People to be achieved, the Decade Plan of Action should be implemented by government line ministries and departments, DPOs, the OAU/AU and its specialised agencies, as well as the Regional Economic Communities (RECs), international organisations including the United Nations and its Specialised Agencies, social partners (organisations of employers and workers), non-governmental organisations (NGOs), religious organisations, other civil society organisations, and individuals committed to the full participation, equality and empowerment of people with disabilities on the African Continent.

Among other major outcomes of the UN Decade of Disabled Persons was the adoption of the Standard Rules of the Equalisation of Opportunities for Persons with Disabilities (United Nations, 1994). Although this is not a legally binding instrument, the Standard Rules are a strong political instrument for governments and civil society to promote inclusion and equalisation of opportunities for disabled persons. The 22 Rules cover internationally agreed priorities and approaches to improve specific situations for disabled people. Governments and civil society, especially in Africa, must promote and support disabled people’s participation in regional and sub-regional institutions, in parliament, in policy-making positions in the public service, as well as in decentralised structures of governance.

1.8 The United Nations (UN) Decade for Women (1976–1985)

The United Nations Decade for Women (1976–1985), aimed to raise awareness on the situation of women in the whole world. According to Mrs. Shahan, the Secretary-General of the World Conference, women make up more than half the world’s population, yet perform two thirds of its work, receive one tenth of its income and own less than one hundredth of its property. Increasing global awareness of these and other inequities between the sexes was one of the goals of the Decade.
The United Nations Development Fund for Women (UNIFEM) made US$30 million available to 400 projects targeting rural and urban poor women in Africa, Asia, Latin America and the Caribbean. The fund was created by the General Assembly in 1976 as the Voluntary Fund for the United Nations Decade for Women and was renamed in 1985. It worked in autonomous association with the United Nations Development Programme (UNDP), providing direct financial and technical support to women involved in co-operative activities, food production, fuel and water supply, health services, small business, management and planning. It ensured the needs of both women and men were considered when large-scale assistance was given to developing countries.

The fund trained health, sanitation and pump repair workers in Kenya, helped to create a tailoring, weaving and knitting factory in China which employed 400 young urban girls and women; provided credit support for informal entrepreneurial activities; and collaborated with agencies of the United Nations system on the integration of women in their activities. As the UNIFEM celebrated the end of its first Decade in October 1987, the General Assembly recommitted itself to principles of sexual equality in late November, adopting seven resolutions concerning the advancement of the status of women.

According to the Javier Perez de Cuellar, the emphasis on the strengthening of national human and institutional capacities to effect the involvement of women in mainstreaming development efforts honoured the vital purposes of the United Nations system. At the ceremony on 22 October, six UNIFEM projects in Barbados, China, India, Kenya, Peru and Togo were cited for innovative contributions to the advancement of women. The Decade caused the invisible majority of humankind – the women – to become more visible on the global scene. The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, held in Nairobi, Kenya from 15–27 July
1985, assessed steps taken during the Decade. Convened ten years after International Women’s Year (1975), the Nairobi meeting was the third international conference on the status of women sponsored by the United Nations (the World Conference of the International Women’s Year met in Mexico in 1975 and a second conference was held at mid-Decade in 1980, in Copenhagen).

On 27 July 1985, after hours of continuous debate, the conference reached a consensus. However, the Conference to Review and Appraise the Achievements took place against the backdrop of conflicts over issues, such as Zionism, apartheid and the still unresolved new international economic order. Some 157 governments were represented at the Nairobi Conference, along with intergovernmental organisations, United Nations bodies and agencies, non-governmental organisations and national liberation movements. More than 80 per cent of the 2 000 delegates were women, and women headed approximately 85 per cent of the delegations. The Decade’s themes of equality, development and peace and its sub-themes of education, health and employment were reiterated throughout the work of the conference.

In America the Regional Action Plan for the Decade of Women (1976—1985) sought full and equal participation of women in the social and economic life of the OAS member states by improving the conditions of women, giving them greater equality, widening women’s access to technical education, training, rural credit and agricultural property. It concentrated on the rural and marginalised urban populations. Under the Plan, CIM carried out an ambitious programme of technical co-operation in 30 OAS member states, executing more than 200 projects on a wide variety of issues, including women in the labour force, skills training for rural women, the organisation of craft co-operatives and the marketing of their products, legal aid for women, the development of small
businesses, alternate forms of gainful employment, appropriate agricultural and livestock raising technologies, and leadership training for women in labour unions, rural communities and political organisations. A number of these programmes were directed toward indigenous women.

Just like other United Nations decades, the Women’s Decade did not achieve many of its objectives and goals. According to the opening address to the conference by Mrs. Shahan, the Decade for Women had fallen short of its goals in most areas. However, the significant lessons had emerged from the implementation of the Decade. For example, there was a greater awareness of the ways in which global economic and political issues directly affected women’s lives. Progress during the Decade had been most substantial and visible in the area of legal equality.

The Women’s Decade managed to raise consciousness. It advocated for improvements in the situation of women and devised strategies for their further advancement. However, it failed to push for concrete actions and practical measures for change. There was need for a torch bearing the flame of equality, development and peace to all women and men. This would enable men and women to work together, as partners, for a better world for everyone. The full and equal participation of women in all aspects of human endeavour, which throughout history had been obscured and suppressed, assumed an importance and a vitality which gave an irresistible momentum to the various practical efforts. However, there was need for a healthy dimension within political thinking worldwide to improve the situation of women.

1.9 International Decade for Clean Drinking water (1981–1990)
The 1977 United Nations Water Conference set up an International Drinking Water Decade from 1981–1990. It declared the ten years of 1981–1990 as the International Drinking Water Supply and Sanitation Decade with the aim of providing safe drinking water and adequate sanitation systems for all people by 1991. Its goal was to make access to clean drinking water available across the world. During the Clean Drinking Water Decade, it was estimated that more than a billion people gained access to safe drinking water. In the 1980s, there were 1.8 thousand million people living in the rural areas of developing countries. Only one person in five had access to clean water. 590 million (41 percent) of the children under 15 years old did not have clean water. In the developing countries, one hospital patient in every four suffered from an illness caused by polluted water (Choguill et al, 1993).

The Decade for Clean Drinking Water brought water to over 1.2 billion people and sanitation to almost 770 million. However, growth and rapid urbanisation, together with a low level of public awareness about health, drastically reduced the ability of many countries to keep up with prevailing needs. Today, there are still almost 1.1 billion people who have inadequate access to water and 2.4 billion without appropriate sanitation. Among the obstacles facing the supply of clean water included the failure of developing countries to give water and sanitary disposal a high enough priority to get results. There was also a failure to create effective organisations within countries to carry out a water and waste programme. Problems related to manpower training, financing and adopting appropriate technology also hampered the Clean Water Decade.

The United Nations proclaimed the period from 2005–2015 and commencing on World Water Day (22 March 2005), to be the International Decade for Action Water for Life. This was the second international decade on water-related issues that fell under the auspices of the United Nations, after the 1981–1990
International Decade on Drinking Water Supply and Sanitation. The second decade called upon the international community to strengthen efforts to increase access to water and sanitation for all. The decision to establish this second decade was made by the General Assembly during its 58th annual session. As the International Decade for Action Water for Life 2005–2015 began, the United Nations and its member governments were seeking to galvanise efforts to meet the internationally agreed targets of halving the number of people without access to safe drinking water and basic sanitation by 2015. Ministers and government delegates met in April 2005 in New York to take policy decisions on practical measures and options to accelerate progress towards these and other water-related goals.

1.10 Special groups

In most countries the number of elderly people is increasing, and already in some countries, as many as two thirds of disabled people are also elderly. Most of the conditions which cause them disability (for example, arthritis, strokes, heart disease and deterioration in hearing and vision) are not common among younger disabled people and may require different forms of prevention, treatment, rehabilitation and support services. Ageing is a natural process which individuals and the society must be prepared to deal with. As a natural process it tends to have a greater impact on women. Ageing brings with it disabling conditions, such as eye, ear, back, teeth, bones and memory problems. The elderly disabled people need love, care, good health facilities, good food and programmes in which they are actively involved. They are also vulnerable to all forms of abuse arising from close family members, relatives and friends; hence there is need for our governments to implement policies that adequately and efficiently address the needs of the elderly disabled people.

Ageism, racism, tribalism, sexism and other forms of discrimination result in economic, socio-political and total exclusion and marginalisation. Severely disabled people, like the deaf, blind, mentally disabled and those with multiple
Impairments suffer more rejection, neglect and lack of support by society and assistive devices.

Not only the elderly, but also children face marginalisation because of disability. For many children, the presence of an impairment leads to rejection or isolation from experiences that should form part of their normal development. This situation may be exacerbated by faulty family and community attitudes and behaviour during the critical years when children develop their personalities and self-image.

1.10.1 Problems faced by elderly people

The following are some of the problems that elderly disabled people face in their day-to-day lives:

- loss of independence;
- rejection by members of the family and hence, loneliness;
- being regarded as hopeless and a burden simply because they are elderly disabled people;
- serious financial difficulties and hence, having to live in abject poverty;
- the experience of physical and emotional abuse;
- loss of the right to property;
- the double discrimination on the grounds of disability and ageing;
- ageing an impairment process which for persons with disabilities becomes even more pronounced; and
- the compounded problems of old age for disabled women, that is, as a woman per se; as a disabled people; and as an older disabled woman.

1.11 Problem statement

The problems of marketing and implementing both the UN World Decade and the Asia/Pacific Decade also affected the African Decade that is now in its last two years of implementation. This is the premise of the researcher’s investigation of the stakeholders’ level of awareness of the ADDP and the dissemination of information during the African Decade. The researcher’s experience as a disability activist for over 40 years in Zimbabwe and in various
capacities of leadership on the international stage has enabled the researcher to witness or observe minimal participation at conferences or workshops by disabled persons themselves. At all levels (and especially at grassroot level) the disabled people themselves are not being seen to be active in the affairs of their organisations. The Disability Rights Movement (DRM) in Zimbabwe is perceived to be passive which implies a general apathy by the DPO leaders and members. It is also observed that most of the leadership tends to be elitist and this in turn could affect communication with the DPO members. Hence, the researcher conducted this study to find out information on the actual level of awareness on the African Decade of Disabled Persons (ADDP) by people with disabilities, and explored this awareness by the leaders of DPOs and their membership in Zimbabwe using NCDPZ, a DPO in Bulawayo as a case study.

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The researcher’s life embraces a passion for the disability movement. Thus the problem statement identifies the epitome of the researcher’s focus for this research. The researcher believes that this research would help in demonstrating how the Disabled People’s Organisations (DPOs) play the role of a change agent through their work. The researcher assumes that the problems of marketing and implementing previous Decades resulted in the limitations of the DPOs’ systems for the dissemination of information. The researcher anticipates exploring strategies implemented among and/or by the stakeholders with regards to the level of awareness of the ADDP.

In addition, the researcher seeks to investigate the issue of the DPOs as an agent for change. If the problem of marketing and implementation is so entrenched in both the UN World Decade and the Asia/Pacific Decade that have also affected the African Decade, then how could DPOs be effective as change agents? It should be made clear from the onset that change is not a simple adaptive or reactive process in a society which is essentially cohesive.
but a process resulting from conflict between elements within a society. In this view, conflict, not equilibrium, is the normal condition of a society and the occasions for conflict increase as a society becomes more complex.

The researcher assumes that many stakeholders view the African Decade as a viable programme. They (the stakeholders) see it as a home-driven programme that is propelled by the needs and the desired vision for and by people with disabilities themselves. In other words, people with disabilities own the process. The assumption that makes it viable is the concept behind its creation – a need among DPOs for a homegrown African Decade. The Asia-Pacific Decade has a lasting impact to the formation of the African Decade. However, the problems of marketing and implementing the Decade are so glaring that this research is undertaken to determine and/or ascertain the level of implementation of the African Decade of People with Disabilities (ADPD) with specific reference to the nation of Zimbabwe. It would be recalled that when the United Nations (UN) proclaimed 1983–1992 as the UN Decade of Disabled Persons, a lot of awareness was raised regarding disability issues and efforts were deployed to prevent disability and rehabilitate people with disabilities. People with disability living on the African continent did not feel the impact of this declaration, as they did not witness any form of change and/or improvement in their quality of life. If anything, their conditions deteriorated as the number of people with disability continued to increase, thus the difficulties encountered hindered the implementation of the Decade's objectives.

Since the Decade aims at increasing awareness of disability issues (recognition and appreciation of people with disabilities) and aims to change the conditions of people with disabilities by addressing issues concerning their full participation and equalisation of opportunities regarding education, training, employment and access to rehabilitation appliances, the researcher has set out to seek and pursue an investigation of the stakeholders' level of awareness of the ADDP and the dissemination of information during the African Decade.

1.11.1 Research questions
1. What is the level of awareness on the ADDP of DPOs and their grassroots membership?
2. What strategies are being used by the Government of Zimbabwe and the DPOs to raise awareness and disseminate information at grassroots level?

1.11.2 Aim
The aim of this study is to determine the existing levels of awareness on the African Decade of Disabled Persons by Zimbabwean DPOs and grassroots membership.

1.11.3 Objectives
1. Describe how people with disability have been informed about the African Decade.
2. Describe the activities and programmes of ADDP that DPOs are involved in.
3. Discuss relevant strategies that have been used to raise awareness of the ADDP.
4. Identify the stakeholders to and with whom the DPOs and disabled people disseminate and share information.

1.12 Purpose and significance of the study

The Government of Zimbabwe (GoZ) took the lead in implementing the Plan of Action of the UN. This is evidenced by its support of the local DPOs in areas such as enacting the Zimbabwe Disabled Act of 1992 as a response to the call of the UN Decade. The Zimbabwean Government reached the level of establishing a Disability Board where the majority of board members are leaders of the DPOs and where the chairperson is disabled.

Studies carried out by Eide et al (2003) showed that eighty percent of disabled persons in Zimbabwe lived in rural areas. Of the remaining twenty percent, only two percent have access to rehabilitation and formal education. In general, our government takes a serious concern in the affairs of the rural population, be they political or social issues. A lot of resources for development are poured into
the rural districts. The National Disability Board of Zimbabwe (NDBZ) is charged with the responsibility of mainstreaming disability in all government programmes and projects.

The United Nations Standard Rules are about *awareness raising*. Rule 1 stipulates that 'states should take action to raise awareness in society about persons with disabilities, their rights, their needs, their potential and their contribution' (United Nations, 1994: 17). The Information Kit (United Nations, 1994: 17) further stresses that there are nine recommendations under this Rule which state that information should be available in accessible forms; that information campaigns on disabled people should be supported; that positive portrayals of disabled people in the media should be encouraged; and that disabled people should be educated about their rights and potential.

The researcher strongly believes that it is when people are aware or when information is accessible to them that they begin to take action. The main focus of this study is therefore to determine the existing level of awareness about ADDP. The objectives of the ADDP were clearly meant to be used as a tool by the DPOs in the promotion of disability rights movement activities. They are also meant to evaluate the level of communication between the DPOs and the GoZ in institutions. The study is neither going to raise awareness nor form an intervention strategy of any sort. The exploratory descriptive approach of this study envisages that the findings may inform a participatory action research study in the future. The results may also be useful to the DPOs and the Government of Zimbabwe when formulating policy to do with implementation of the aims of the ADDP.

1.13 Definitions

A number of terms have been used in this research. These terms have specific meanings in the context of the study and their definitions have been given below.

*Disability* is the social effects of physical or mental impairment. The term disability serves as an umbrella term for impairments, activity limitations or
participation restrictions. There is a clear distinction between the impairment per se (such as a medical condition that makes a person unable to walk or unable to sit) and the disabling effects of society in relation to that impairment.

**Dissemination** is the transmission of information, whether orally, in writing or by electronic means by or to anyone outside the agency which maintains the information. It can also be defined as the systematic distribution of information or knowledge through a variety of ways to potential beneficiaries.

**Grassroots** refers to people at a local level, at the source rather than at headquarters. They can be defined as the common citizens or local people.

**Implementation** is the carrying out or physical realisation of something from concept to design. The verb ‘to implement’ means to develop a practical solution to a project characteristic.

**Information** is organised data that have significance and meaning, that have been processed and presented in a form suitable for human interpretation, often with the purpose of revealing trends or patterns. Information can be further defined as organised data that have been arranged for better comprehension or understanding.

**Sharing** is the human behaviour that describes the exchange of knowledge. It is a social activity that may occur in face-to-face meetings or via written or visual stimuli.

**Stakeholders** refer to individuals, groups or organisations who have a specific interest or ‘stake’ in a particular need, issue, situation or project and may include members of the local community (residents, representatives such as politicians), community groups (interest groups and associations), local and state governments. Stakeholders can also be defined as individuals, groups or organisations that are affected by and/or have an interest in a particular issue.
A strategy is the basic idea of how the struggle of a specific campaign shall develop, and how its separate components shall be fitted together to contribute most advantageously to achieve its objectives. It can be defined as a planned, deliberate procedure that is goal oriented and has an identifiable outcome.

1.14 Thesis outline

This thesis is arranged into six chapters. Chapter 1 covers the general introduction and background of the study. The background of the UN Decade is extensively discussed. The chapter also focuses on the objectives of the African Decade and the implementation of other Decades from other regions and their experiences. The statement of the problem, the aims and objectives, as well as the justification for the study are discussed in detail.

Chapter 2 discusses relevant literature for this study. Some aspects highlighted are the roles and functions of DPOs and DPOs as agents of social change.

Chapter 3 focuses on the research methodology (data gathering and how data was analysed) of the study. The chapter describes in detail the selection of participants, the study design and methods of establishing trustworthiness.

In Chapter 4, the findings from the semi-structured and focus group discussions are presented. A detailed description of the respondents’ involvement with the activities, projects and programme of the African Decade of the Disabled Persons in Zimbabwe and the barriers that affect participation or information flow are discussed.

Chapter 5 discusses the major findings from the research. Comparisons with previous research in the area are also made. The chapter looks at possible ways of addressing the participants’ concerns about involvement and participation in the ADDP activities and programmes.

In Chapter 6 the conclusions and recommendations emanating from the study are presented. The chapter ends by presenting the limitations of the study.
CHAPTER 2

LITERATURE REVIEW

2.1 Introduction

The first section of the literature review looks at the roles and functions of Disabled People’s Organisations (DPOs). The second section includes the theoretical framework on disability that underpins the need for DPOs and deliberately traces backwards the phases or historical development among people with disabilities. The third section looks at DPOs as agents of social change. These should be viewed as separate entities because there are specific roles assigned to DPOs that should be regarded not so much in isolation to the DPOs’ work, because effective implementation of their work leads to their becoming agents of social change. The other aspects of the review consider information dissemination and other strategies. Although the researcher has tried to consult all the relevant literature, there is very little information available about disability especially in developing countries like Zimbabwe (Charlton, 1998).

2.2 DPOs as agents of social change

For the purposes of this literature review, DPOs shall be understood to mean ‘a social movement’ for disabled people, a vehicle and/or tool to spearhead change. As a social movement, DPOs are governed by policies, values, norms with certain qualities and goals and objectives that have to be met. The major objective of DPOs is being able to mobilise disabled persons, to build a movement that would be a vehicle of self-help, self-development, self-expression and self-representation. These all help to build a strong movement and to equip DPOs for the future. The desire for this is summarised by Henry Enns (in Dredger, 1989: 94): "we, the disabled, demand the right to speak for ourselves at this and all other international gatherings".

These words emphasise that disabled persons need to be heard in their own voice. It was at this meeting that DPOs formed a protest movement called the
Disabled Peoples International. Change is not a simple adaptive or reactive process in a society, which is essentially cohesive, but a process resulting from conflict between elements within a society (Thompson, 1981). In this view, conflict, not equilibrium, is the normal condition of a society and the occasions for conflict increase as the society becomes more complex (Thompson, 1981).

Furthermore, the place of the DPOs and/or their dissemination of educative literature (education) is central to the process of social change. Thompson (1981: 78) observes that ‘many of us have grown accustomed to thinking in terms of education as an instrument of social change’. Over the years, education has been seen as one of the main levers for bringing about change.

Rowland (2004: 157) gives an apt account for how an agent for change is born. He says:

At the heart of any social movement has to be the sense that something is not right, for yourself and for others, and that it can be put right. And then people begin to discover each other in a common cause, and as that cause is translated into action it becomes a force of increasing irresistibility … That’s certainly how I see the genesis of the disability rights movement in South and Southern Africa: at the beginning a handful of activists; later a mass movement of many thousands, brought together by accident or design, from the extremes of poverty and violence.

It took slightly longer for disabled people to group and form themselves into a recognised movement. The efforts were not well co-ordinated as the initial stages had to face opposition or resistance. Dredger (1989: 28) corroborates this thinking when he states that

In 1980 disabled people asked for the last time for an equal say in decision making in Rehabilitation International (RI), an organisation of professionals. They broke with the RI after being turned down once again. Indeed, disabled people, most of them professionals, were denied an equal voice in RI throughout the 1970s … They had asked to be party to decisions about policies that affected the lives of
was now seen as a political, socio-cultural and human rights issue, that called for political action by disabled people.

DPOs therefore stand a better chance to be agents of social change if they pursue the line of continued organisation for development. The disabled people are out in the streets demonstrating and disability is the issue on the table. Every country in the world has legislation and policies to promote and protect the interests of disabled people. The majority of countries in Southern Africa have representatives of disabled people at all levels of decision making including parliament (Dredger, 1989). This is a sign of change and good times to come.

2.3 Roles and functions of DPOs related to the African Decade

DPOs are expected to drive the implementation of the African Decade. However, various stakeholders have different roles to play to ensure that this implementation is a success story. To this end, PAFOD envisions the roles for the various stakeholders, as outlined in the Bamako, Mali workshop on the operationalisation of the Continental Plan of Action (PAFOD, 2004). In addition, the Plan of Action stipulates that

[The African Rehabilitation Institute (ARI) which is the specialised agency of the African Union (AU) relating to disability issues on the continent, will assist governments and Disabled People’s Organisations (DPOs) at continental, regional and national levels to implement the Plan of Action (African Union, 2002: 11).]
The Plan of Action is intended for use by the AU, ARI and DPOs as an instrument to monitor the progress of national governments in achieving the goal of the Decade (African Union, 2002: 11).

DPOs are to implement programmes and activities that will create awareness of the need to employ disabled people. They (DPOs) should, in addition to this initiative, develop and promote cultural activities and sports events by people with disabilities to raise public awareness of their abilities; and to advocate for the promulgation by national parliaments and provincial parliaments of policies that will ensure that employers deliberately employ disabled people. DPOs should ensure that skills training institutions have a policy for the enrollment of disabled people.

To that effect, DPOs are the heart, soul and spirit of the African Decade. They own each and every step of the process. Humphrey (1999: 177) says:

Whilst the ownership of problems is integral to the formation of political movements, it becomes counter-productive if it results in the failure to recognise the other groups which have a stake in the problem.

Humphrey, in this case, was inclusive in his argument for the involvement of lesbians, as well as women affected by HIV/AIDS. In relation to the same principle, DPOs should ensure that disabled people are included in poverty reduction programmes. They (DPOs) should lobby for the inclusion of disabled people in government and political parties. They should lobby for government to provide appliances for disabled people. Cooper (1999) writes that when the US Secretary of Health Education and Welfare, Califano, refused to sign 504 of the Rehabilitation Act, which dealt with discriminatory exemptions, 300 disabled activists held the legendary 30-hour live in the HEW Office.

In some cases, DPOs have to go to these extremes to get things done. In addition to recording such successes, DPOs have to collect and disseminate information on the reproductive health needs of disabled women (Humphrey, 1999: 177). They have to monitor and ensure that good quality education is provided and that the conditions are as inclusive as is possible (Cooper, 1999).
They have to ensure that elderly disabled persons are protected by policies and laws and at the same time monitor the implementation of Article 23 of the Convention on the Rights of Children (Cooper, 1999). DPOs have to organise and support the inclusion of disabled people in sports and culture (Cooper, 1999). It is their responsibility to disseminate information on the rights of disabled people and to engage in awareness raising on disability issues (Cooper, 1999).

DPOs are to advocate for laws that protect and enhance the rights of disabled people and must educate members of the organisation on what their rights are and how they can protect and advance them (Cooper, 1999). Training is yet another tool to capacitate DPOs. Thus, DPOs have to train disabled people in organisational management, advocacy and lobbying skills. In achieving these levels, they raise resources to ensure the sustainability of the organisation. DPOs should vigorously seek representation at national co-ordinating committees and establish a national task force to monitor the implementation of the ADDP. Finally, they should design and implement programmes on disability awareness and rights (Cooper, 1999).

2.4 Information dissemination and other strategies

A small seed of information creates a groundswell of activity. Ideally, the community-based rehabilitation (CBR) implementer or animator should unlock and place value on indigenous knowledge about disability, and balance the local expertise with the sensitive application and adaptation of knowledge gained outside the community. Miles (1996: 504) pointed out that

CBR can be seen as a vehicle for the exchange of information between communities and governments, and between disabled community members and national DPOs.

The information that needs to be disseminated includes, but is not limited to, information on the rights of disabled people, awareness raising on disability issues and empowering information that leads to advocating for laws that protect and enhance the rights of disabled people.
Rowland (2004: 163) noted the following when the Southern Africa Federation of the Disabled (SAFOD) was formed in 1986:

our strategy in SAFOD was to activate and support disability movements in all ten countries of the region and our handbook was the World Programme of Action Concerning Disabled Persons.

Whenever information has to be disseminated, there is bound to be literature in whatever form. As evidenced again in Rowland (2004), the UN instrument, adopted in 1982, proposes practical measures to be implemented by governments in the fields of rehabilitation, prevention of disabilities and the equalisation of opportunities. There is no better strategy than to make use of the opportunities available.

Eide et al (2003: 46) state that

in light of the ADDP, there is need to strengthen and streamline the collection of data on disability into the general data collection system. However, without losing sight of the ADDP’s focus, the most coveted thing to do is to encourage full participation, equality and empowerment of the disabled people in Africa.

Eide et al (2003: 46) continue:

Furthermore, countries should maintain a network of persons involved in the measurement of disability in the region to facilitate the exchange of information on methodologies used and results obtained.

Studies from as early as 1981 promoted the importance of research on disability issues. (Thompson, 1981: 78). The outcomes of these studies would only succeed if the disabled people’s organisations in the grassroots were involved. Indeed if the data were harnessed, they would improve the quality of life for people with disabilities. Data from research would be used as a basis to allocate resources, authority and even power. If inclusive approaches are used, then the social agent of change through the ADDP would make a positive impact and improve the quality of life among the disability community in Zimbabwe and beyond.
One thing to recognise is that at times the dissemination of information is vital and important because it provides the members with necessary information and is also acted upon by other agendas operating in our societies. To a larger extent, what dissemination of information does is to create awareness. It demarcates roles and shows specifically who needs to do what. Rowland (2004: 163) stresses this idea when he says that rehabilitation and prevention, we argued, were indeed the business of government, and sometimes NGOs, but the equalisation of opportunities was our domain, our agenda to be negotiated with policy makers in government.

By and large, the disability movement strongly believes that individuals and groups with their different perceptions – and the whole social context within which our social movement works – will moderate what is achieved by any of us (Humphrey, 1999: 177). It is a strategy to be achieved from an all-inclusive perspective.

As evidence from the literature shows, much work has been done on the subject of information dissemination. However, the work has focused primarily on the requirement of changing the face of the society through all the actors that make the social movement, which includes all the stakeholders who have been mentioned previously. The monetary component to these strategies would require astute persons with formidable fundraising skills. Seminars for women have become a very good channel to disseminate information.

Nevertheless, the problem of capacity remains and Miles (1996: 506) points out that many of the region’s DPOs lack the capacity to involve themselves in anything other than the development of their own organisations. Others are reluctant to get involved because of their uneasiness about the underlying philosophy of rehabilitation, which places the power firmly in the hands of the professionals.
It is issues such as these that hamper the effective dissemination of vital information for the betterment of the movement.

2.5 Conclusion to the review

This literature review addressed the level of awareness by disabled people in Zimbabwe about the ADDP in the three areas of roles and functions of DPOs, DPOs as agents of social change and information dissemination and other strategies.

As DPOs endeavour to be strengthened into reputable institutions, it should cause persons with disabilities to pass from one phase to another (Finkelstein, 1980). This process would make the DPOs agents for change.
CHAPTER 3

METHODOLOGY

3.1 Introduction

This is a qualitative, descriptive study that seeks to determine the existing level of awareness and knowledge about the ADDP and the quality of the information flow between the DPOs and other stakeholders, such as NGOs and government.

A qualitative research approach has been used as it enables the researcher to identify and describe the barriers and enablers that influence the awareness level and participation in the activities of the African Decade. An exploratory, descriptive study was used to capture various and divergent views and to get first-hand information from the disabled people themselves.

3.2 The qualitative research paradigm

According to Cresswell (1994) a qualitative study is defined as an inquiry process of understanding a social or human problem, based on building a complex, holistic picture, formed with words and reporting detailed views of informants. The qualitative study is conducted in a natural setting.

Qualitative research relies more on non-positivist approaches to data gathering. It relies greatly on a non-linear path and logic in practice. The researcher chose the method as the research was conducted in natural settings rather than controlled ones and because this method assumes that humans use what they see, hear and feel to make meaning of social phenomena. The method also allows for a variety of data gathering techniques (Neuman, 1994).
Qualitative research places emphasis on understanding through looking closely at people's words, actions and records. It examines the patterns of meaning that emerge from the data that are often presented in participants' own words. The task of the qualitative researcher is to find patterns within those words and actions and to present those patterns for others to inspect while at the same time staying as close to the construction of the world as the participants originally experienced it. The characteristics of qualitative research include, among others, an exploratory and descriptive focus, data collection in the natural setting, an emphasis on the human person as instrument, as well as early and ongoing inductive analysis.

3.3 Exploratory, descriptive study design

The study used a descriptive and exploratory design. The researcher attempted to understand people in terms of their own definition of their own world. According to Denzin and Lincoln (in Lincoln, 1994) qualitative research involves an interpretive, naturalistic approach to the subject matter. This means that the researcher studied disabled people in their natural settings, attempting to make sense of or to interpret the phenomena that emerged in terms of the meanings that people bring to them.

The goal of qualitative research is to discover patterns that emerge after close observation, careful documentation and thoughtful analysis of the research topic. What can be discovered by qualitative research are not sweeping generalisations but contextual findings. This process of discovery is basic to the philosophy underpinning the qualitative approach.

The researcher opted for the case study approach to the problem due to the sole reason that a case study is one of several ways of doing social science
research. According to Kathleen (1989) the case study is a research approach, situated between concrete data taking techniques and methodological paradigms. Its strengths provided an empirical inquiry that helped investigate a phenomenon within its real-life context. Rather than using large samples and following a rigid protocol to examine a limited number of variables this case study method involved an in-depth, longitudinal examination of the ADDP for the period of its implementation. This approach provided a systematic way of looking at the methods of raising awareness, collection of data and analysing the information. As a result the researcher gained a sharpened understanding of the involvement of the different stakeholders. It also helped the researcher to discover more areas for extensive future research.

3.4 Target population

The population of the disabled people’s organisations in the city of Bulawayo in Zimbabwe was the overall target. Bulawayo was selected because it is the birth place of many democratic, progressive liberation movements ranging from trade unions, political parties and DPOs to women’s organisations, among others. Besides that, many of the national, regional and international disability movements, such as the Southern African Federation of the Disabled (SAFOD), Pan African Federation of Disabled (PAFOD) and Disabled People’s International (DPI), have their headquarters in Bulawayo.

3.4.1 Study sample

The researcher chose a cross disability DPO in Bulawayo, the National Council of the Disabled People of Zimbabwe (NCDPZ) for the study. NCDPZ is a national DPO and was selected out of fifteen DPOs in the country. In addition, the researcher chose to target this particular DPO because the movement is in direct contact with the activities of the ADDP and because it plays a strategic role in the evaluation of the ADDP which has a bearing on the lives and conditions of disabled people in society. NCDPZ was registered as a welfare organisation in 1975 as the Council for the Welfare of the Disabled. In 1983 the name of the organisation changed in response to persistent campaigning by members to be inclusive as equal partners in the life and work of the group. The
impairment of participants in the study whom the researcher targeted varies from person to person but was not limited to the inclusion of physically, visually or blind, deaf or hearing impaired participants.

NCDPZ is an organisation OF and not FOR disabled persons. Charity, welfare and rehabilitation organisations FOR the disabled have their roles to play in the community, but there is need for an organisation OF the disabled, as an equal partner, to assist with planning and decision making within programmes that affect their own lives.

Community education is another aspect of NCDPZ's work. Because superstitious fears about disability are common, people with disabilities have not been able to take part fully in community life. NCDPZ believes that disability does not mean inability. With support from the national level, disabled people themselves are countering old superstitions and fears as they demonstrate their ability to take part in most aspects of community life.

3.4.2 Sampling
As stated above, the researcher selected different leadership levels and grassroots membership to find out their awareness and involvement in ADDP.

The national executive of NCDPZ assisted the researcher in identifying the sample of six (6) people from their organisation. These persons were included as participants because of either their skill or relevance for the study. One (1) person with a higher (executive) position in the organisation was identified as a key informant. The other five (5) people were selected from the organisation, two (2) at management level, two (2) from the general membership and one (1) youth. The researcher was aware of gender representation and deliberately endeavoured to strike a balance in the selection process of the members. The sample ensured a wider representation from disabled people, including the grassroots levels.

The focus group members comprised of six (6) selected members from the NCDPZ, an urban and rural based DPO. Issues pertaining to decision-making processes within Zimbabwe's DPO systems, power positions, the choice of
being associated with the disability issues and the DPOs' contribution to the process were discussed.

3.5 Membership and profile of NCDPZ

National Council of the Disabled People of Zimbabwe (NCDPZ) is a mass membership organisation of disabled persons, as well as some non-disabled friends and relatives who endorse the objectives and are willing to participate in the work of the organisation. A membership subscription is payable each year, but no disabled person is barred from membership for lack of money.

Members meet together locally on a regular basis as NCDPZ branches and elect their own leaders. They govern themselves for their own self-help and development. Branches offer support for individual members who share similar problems. The collective wisdom and action of the members can advocate and achieve, over time, better living conditions for everyone in such areas as employment, education, housing, transport and mobility.

Leaders and activists from the branches compete for election to the National Executive Committee of NCDPZ that consists of 15 members. They, in turn, elect national office holders, set policy at the national level, and appoint an Executive Director as the person responsible for the overall management of NCDPZ's affairs.

3.6 Data gathering tools

The methods used to fulfill the study objectives were the focus groups at grassroots level, semi-structured interviews for the leadership participants and a document analysis of information from the records of the organisation, such as minutes of meetings or records of activities. The researcher reviewed secondary information from the annual general minutes, as well as workshop reports. Primary data were also used. This data came mainly from semi-structured interviews and focus group discussions.
3.6.1 Semi-structured interviews

The researcher understands an interview to mean a conversation between two or more people where questions are asked to obtain information about the interviewee. Among other things, the interviews involved face-to-face situations. The researcher interviewed the key informants. These interviews were more informal. The interviewer had a series of prepared questions (Appendix 2), but allowed some degree of flexibility.

Informed consent was obtained for all the participants. Participants were informed that they could pull out of the interviews at any time without being judged in any way since there are no right and wrong answers to the questions. The researcher preferred to conduct a field-based semi-structured face-to-face interview with DPO leadership. This type of interview involved asking questions, as well as listening to and recording what was being said. Interviews helped the researcher to understand the levels of awareness among people with disabilities in addition to gathering their impressions or experiences. Interviews also enabled the researcher to obtain a full range and depth of information from the participants and allowed flexibility in that the researcher was able to probe particular interesting avenues that emerged and the participants were able to give a fuller picture. The researcher was aware that members are active individuals whose insights, feelings and co-operation are essential parts of a discussion process that reveals subjective meanings. This thought is stressed by Mishler (1986: 82, in Neuman, 1994).

... the interviewer’s presence and form of involvement – how she or he listens, attends, encourages, interrupts, digresses, initiates topics and terminates responses – is integral to the respondent’s account.

Time was dedicated to building rapport and steering the conversation away from evaluative or highly-sensitive topics. The researcher avoided probing inner feelings until rapport was established.

The interviews were conducted at three venues, namely, Freedom House, where the NCDPZ offices are housed, at the SAFOD offices and at the PAFOD offices where the researcher was normally based.


3.6.2 Focus group discussions
Focus group discussions were carried out on completion of the face-to-face interviews. These were conversations in which the researcher used a guiding topic framework to ask interviewees questions. Neither the exact wording of questions nor the order of the questions were predetermined. However, the participants were recorded under prepared headings. The focus group participants comprised of different and/or mixed levels of organisational staff and membership that had been selected by the Executive Board of the organisation.

Focus group discussions were an ideal method of data collection, as they helped the researcher to determine the level of awareness of the ADDP by disabled persons. Focused interviews were chosen primarily for their flexibility. According to Mishler (1986: 82, in Neuman, 1994) focus group discussions have several advantages that include eliciting candid discussions by fostering an open atmosphere. They also encourage spontaneous discussions about defined topics. They are a quick, reliable and efficient way of getting in-depth information. Focus group discussions enabled the researcher to probe participants and re-focus the questions according to the activities and programmes of ADDP (Appendix 3).

3.7 Protocol
The proposal was completed over a reasonably long time to fine tune it for perfection. It was submitted to and approved by the UCT Ethics Committee after amendments were implemented by the researcher.

3.8 Pilot studies
The researcher tested the data gathering instruments by way of pilot studies. The interview questionnaire (Appendix 2) was tested by carrying out direct interviews on six participants. The focus group discussion was piloted on six clients of the researcher. After the pilot studies, the questions for direct interviews were reduced from five to four to avoid ambiguity and to be specific. The focus group discussions questions were not adjusted and were maintained
after the pilot studies.

3.9 Data collection

The researcher and a research assistant carried out the direct interviews. Data was recorded both on the paper instrument and tape recorder. The focus group discussion was conducted by the researcher, the research supervisor from the University of Zimbabwe who came to Bulawayo and a research assistant.

During the interviews the researcher had taped the information using a portable tape recorder. The same information was written down during the interviews; hence the first step was to listen to the audiotape so as to compare the two sets of information. Transcribed information was compared to audiotape recordings and all the gaps were filled in. To ensure accuracy, transcripts were carefully read through several times and thoroughly scrutinised. After double checking, the researcher was satisfied with the accuracy of the data.

3.10 Review of documents

With regard to secondary data, the researcher reviewed some journals, newspaper articles, workshop reports, minutes of meetings/conferences, to gain a better understanding of the awareness on the subject of the African Decade of Disabled Persons in Zimbabwe. The sources provided the basic history of the ADDP and efforts being done by Zimbabwean DPOs to disseminate information for awareness on the ADDP to their membership.

3.11 Data analysis

Specific procedures and techniques of qualitative data analysis were followed. The selective coding of themes technique was used by the researcher for easy analysis. Field notes were critically analysed to reveal key terms, events and themes. Causes and consequences, conditions and interactions, as well as strategies and processes were categorised for easy analysis. Major themes or concepts were used to guide the researcher.
The researcher started data analysis by doing an analysis of the content. Content analysis is the process of analysing texts, such as the interview and focus group discussion transcripts. This process is achieved through unpacking large volumes of qualitative data and identifying core consistencies and meanings from them.

From the core consistencies and meanings, the researcher identified the smallest amount of information that was useful in analysing the data, commonly known as information units. The researcher categorised the units of meanings into sub-categories. The data from the interviews and focus group discussions were coded into broad categories paying particular attention to the research questions.

Related sub-categories were grouped into broader themes, such as Knowledge of the African Decade; Activities, programmes and projects related to the ADDP; Strategies that raise awareness of the ADDP; and the Role of the key stakeholders in promoting the ADDP.

Initially, category coding was done so as to identify and code the major themes in each interview. The identified themes were written in the margins of each interview transcription. Lastly, all the themes were grouped into categories.

3.12 Establishing trustworthiness

The researcher believes that the trustworthiness of a qualitative research study is judged by the four interrelated criteria of credibility, transferability, dependability and confirmability. The researcher established these four aspects of trustworthiness through various strategies. The interviews and focus group discussions were conducted in a transparent way. This process has to be in conformity with the normal trends in research. Acknowledgements (particularly those informants who would have shown interest in being known as opposed to remaining anonymous) would be transparently and accurately cited and/or acknowledged. The research assistant and the UZ supervisor were both present at the focus group discussion.
3.12.1 Credibility
The work under research has to be credible to the readers and the providers of the information (researcher sources). The researcher believes that this study must be credible to other users, whether they are other researchers, policy makers, practitioners, or the participants themselves. Becker (1970c, in Neuman, 1994: 365) explains the issue of credibility saying that those who study deviants or low level subordinates in an organisation are viewed as biased whereas those with authority are assumed to be credible. In groups with hierarchies or organisations, most people assume that those at or near the top have the right to define the way things are going to be, that they have a broader view and are in a position to do something.

The researcher’s decision to conduct a qualitative research and focus on a DPO was influenced by his immersion in the world of the less powerful. If this viewpoint is understood, they (targeted informants) would be expressing a rarely heard perspective. The informants may be viewed as biased because they give a voice to parts of society that are not otherwise heard.

To ensure credibility of the study for the participants, member checking was done after the interviews and focus group discussions. Participants validated emergent categories and themes and they also confirmed the accuracy of interview transcripts. The Zimbabwean supervisor peer reviewed the transcribed data. Participants shared their experiences of the African Decade objectives and its achievements so far.

3.12.2 Transferability
Transferability is demonstrated through acknowledgement of sources as the information is transferred to the researcher’s credit. The research results are useful to other future and further researches and studies. Participants’ verbatim quotations are also provided in the results (see Chapter 4). These allow for an assessment of the aspect of transferability by other users of the thesis.

3.12.3 Dependability
Participants displayed zeal to participate in the study. The honest and informative responses from participants during interviews with key informants and focus group discussions showed dependability. Respondents were only informed about the venue, time and purpose of the interviews without shedding more light on the details of the questions, hence their responses are taken as dependable and unbiased.

3.12.4 Confirmability
Last but not least, the important concept of confirmability can be verified by checking the process of data collection and analysis. These processes are described and explained clearly such that users of the thesis can easily follow and understand the research path. Confirmability is closely related to objectivity. The research material and excerpts in the results chapter can be used to verify and justify the researcher’s conclusions and recommendations. Use of both tape recordings and direct compilation of responses to the questionnaires confirmed the responses collected.

3.13 Ethical considerations

The study has been ethically conducted with sensitivity to the politics of the topic and setting. The researcher obtained permission from the Faculty Research Ethics Committee and from the NCDPZ leadership, particularly from the president of the organisation (Appendix 1). Besides the permission obtained from these institutions, a letter explaining the details of the study was presented to the participants, whereby the purpose of the research was explained. Written and informed consent was obtained from the respondents who participated in the study (Appendix 2). The informed consent form made it clear that participation was entirely voluntary and the participants had the option of withdrawing from the study at any time if they wished without prejudice. While the researcher was aware that it was his responsibility to maintain confidentiality, he was also aware that voluntary participation by respondents was inculcated. Participants were assured of confidentiality and anonymity throughout the study and during the write up and submission of the thesis. It was the researcher’s responsibility to ask well-developed questions in a sensitive way, to treat respondents with respect and to ensure confidentiality. All
this was established through creating good rapport with the informants before, during and after the process of the interviews.

As a researcher, responsibility for protecting the confidentiality of data was important. In addition, the researcher pledged to treat all respondents with dignity and to minimise anxiety or discomfort by creating a conducive environment during interviews. Neuman (1994: 253) supports the notion that respondents have to agree to answer questions and can refuse to participate at any time.

The researcher was dedicated not to publicise members’ secrets, to violate privacy, or to harm reputations. It was also important to confirm with the informants what has been documented before anything was made public. This helped to maintain the informants’ confidence and confidentiality. A major issue in qualitative research is the invasion of privacy. Neuman (1994: 253) writes and stresses this when he says:

Survey researchers can intrude into a respondent’s privacy by asking about intimate actions and personal beliefs. The right to privacy is the right to decide when and to whom to reveal personal information. Respondents are more likely to provide such information when they believe answers are needed for legitimate research purposes and will remain confidential.

During the research process, proper introductions were made to the panel and to the participants.

The results of the study will be made available to the President of NCDPZ, SAFOD and on request to all participants and stakeholders.

3.14 Conclusion to methodology

This methodology chapter outlined the qualitative approach to data collection and analysis. Interviews and focus group methods of data collection were clearly presented. The chapter also highlighted clearly the research setting, the selection of subjects, research designs and paradigms, as well as the inclusion
criteria. The issues of credibility, confirmability, transferability and dependability were discussed. The chapter ended by describing ethical considerations. Data analysis was compiled from information collected from participants who were keen to share their experiences freely. The smooth flow of data gathered made it easy to deduct the themes and sub-categories as presented.
CHAPTER 4

FINDINGS

4.1 Introduction

Chapter 4 presents the findings that emerged from the data analysis. The demographic characteristics of participants are given and include pseudonyms, age, education level and gender. Pseudonyms are used to protect the anonymity and confidentiality of participants.

Descriptive statements are used throughout the chapter to present the participants' views. Four broad themes were clearly identified. Four sub-themes or categories also emerged from each of the four broad themes. Selected verbatim quotations of participants provide 'thick description' of the themes that emerged from the study. Descriptions of the participants' level of awareness and knowledge of the African Decade, as well as their involvement in the activities, programmes and projects that directly deal with its implementation are presented.

4.2 Demographic profile of the participants

The sample consisted of twelve (12) disabled persons, six (6) men and six (6) women from the city of Bulawayo in Zimbabwe (see Table 4.1). Ages ranged from 26 to 57 years.
Table 4.1 Demographic profiles of the participants (N = 12)

<table>
<thead>
<tr>
<th>Participant's name</th>
<th>Organisation</th>
<th>Age</th>
<th>Gender</th>
<th>Level of education</th>
<th>Years of experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taurai</td>
<td>Ordinary member – branch level</td>
<td>42</td>
<td>Male</td>
<td>Tertiary</td>
<td>Over 20</td>
</tr>
<tr>
<td>Mkhululi</td>
<td>Senior officer – national level</td>
<td>52</td>
<td>Male</td>
<td>Tertiary</td>
<td>Over 35</td>
</tr>
<tr>
<td>Thulani</td>
<td>Senior officer – national level</td>
<td>32</td>
<td>Male</td>
<td>Tertiary</td>
<td>Over 15</td>
</tr>
<tr>
<td>Sijabuliswe</td>
<td>Senior officer – branch level</td>
<td>44</td>
<td>Female</td>
<td>Tertiary</td>
<td>Over 20</td>
</tr>
<tr>
<td>Thandekile</td>
<td>Youth officer – branch level</td>
<td>26</td>
<td>Female</td>
<td>O level</td>
<td>Over 5</td>
</tr>
<tr>
<td>Chipo</td>
<td>Senior officer – national level</td>
<td>45</td>
<td>Female</td>
<td>O level</td>
<td>Over 30</td>
</tr>
<tr>
<td>Sinikiwe</td>
<td>Senior officer – national level</td>
<td>44</td>
<td>Female</td>
<td>O level</td>
<td>Over 20</td>
</tr>
<tr>
<td>Maidei</td>
<td>Senior officer – branch level</td>
<td>55</td>
<td>Female</td>
<td>ZJC</td>
<td>Over 30</td>
</tr>
<tr>
<td>Mandla</td>
<td>Ordinary officer – branch level</td>
<td>41</td>
<td>Male</td>
<td>ZJC</td>
<td>Over 20</td>
</tr>
<tr>
<td>Tendai</td>
<td>Senior officer – branch level</td>
<td>57</td>
<td>Male</td>
<td>ZJC</td>
<td>Over 30</td>
</tr>
<tr>
<td>Tatenda</td>
<td>Ordinary member – branch level</td>
<td>50</td>
<td>Male</td>
<td>ZJC</td>
<td>Over 15</td>
</tr>
</tbody>
</table>

Two males and two females have senior national positions in the organisation and are responsible for implementing the ADDP at the national level. Two females and a single male have senior positions at branch level within the city of Bulawayo. Four participants have either minor positions within the Bulawayo branch or are just ordinary members of the DPO. Only one is a youth with a senior position within the Bulawayo branch. The youth is responsible for spearheading youth developmental programmes.

4.3 Factors influencing the level of awareness of the ADDP

The study sought to identify the level of awareness on the ADDP within the disabled community in Zimbabwe. Four major and conspicuous themes were inductively established. The themes emerged from the semi-structured interviews and focus group discussion, and these were:

1. **Limited knowledge and awareness of the ADDP**: The level of awareness was established with a few participants displaying some knowledge of the

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1 Tertiary level – Professional training after secondary school
O Level – Four years of secondary education
ZJC – Two years of secondary education
African Decade, while most knew very little and a few knew nothing at all about the ADDP.

2. *Strategies for raising awareness of the ADDP:* The participants' knowledge about the ADDP and the strategies that they have used to raise awareness were explored.

3. *Activities and programmes related to the ADDP:* This category aimed to determine the involvement of the participants in the activities, programmes and projects that deal directly with the implementation of the African Decade.

4. *Key stakeholders of the ADDP:* Various stakeholders that have a stake in raising awareness of the Decade were studied.

4.3.1 Theme 1 – Limited knowledge and awareness of the ADDP
The theme describes participants' responses about their knowledge of the ADDP. Fundamental to knowledge and awareness of the ADDP theme were the issues of the participants' information about the Decade. Four sub-themes are embedded in this theme (see Table 4.2).
<table>
<thead>
<tr>
<th>Theme 1</th>
<th>Sub-themes</th>
<th>Categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limited knowledge of the ADDP</td>
<td>1. Ignorance of the African Decade at grassroots</td>
<td>If there is anything happening I have no idea</td>
</tr>
<tr>
<td></td>
<td></td>
<td>I have never heard of the ADDP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>I have no information</td>
</tr>
<tr>
<td></td>
<td></td>
<td>When is the Decade starting by the way</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The African Decade does not exist</td>
</tr>
<tr>
<td></td>
<td></td>
<td>It does not mean anything to me</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Just heard about it</td>
</tr>
<tr>
<td></td>
<td>2. Knowledge limited to leadership level</td>
<td>I participated in the meeting in May 2003</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Branch heads attend meetings at the national level</td>
</tr>
<tr>
<td></td>
<td></td>
<td>I greatly contributed to the development of the African Decade</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Those at the top with exposure have the information</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The leadership is hardly seen at any of our meetings</td>
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<td></td>
<td></td>
<td>I was involved in the birthing of the idea itself</td>
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<td></td>
<td>3. Barriers to participation and awareness raising</td>
<td>Financial resources are lacking</td>
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<td></td>
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<td>Lack transparency in all the dealings</td>
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<td>Sourcing of finances is difficult</td>
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<td>It needs separate funding</td>
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<td></td>
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<td>Style of leadership is not conducive</td>
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<td>Ordinary members are not chosen to leadership positions</td>
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<td></td>
<td>4. Poor and ineffective methods of information dissemination to grassroots members</td>
<td>Irregular general meetings</td>
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<td>No regular articles in the newspapers</td>
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<td>Honestly I do not have that information</td>
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<td></td>
<td></td>
<td>No empowerment of the communities to carry on the message to the people</td>
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<td></td>
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<td>Letters used to be written to people and posted to their homes – it’s no longer the norm</td>
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</tbody>
</table>
4.3.1.1 Ignorance of the African Decade at grassroots levels

Participants at grassroots level displayed little or no knowledge at all about the African Decade. A senior officer at national level expressed some ignorance when asked about how she came to know about the African Decade and her involvement in its activities, projects and programmes. Sinikiwe said:

*The African Decade does not exist according to my own knowledge, it does not mean anything to me, I only heard about it during the first years. Honestly, I do not have that information. I have nothing to say, I am not knowledgeable."

Sijabulisiwe had this to say in response to the same question:

*I have no information; I never heard of it, I only heard of it now. I only heard about it many years ago at inception stage and since then nothing has been said.*

Taurai displayed the same ignorance about the African Decade. His response was very sharp and encompassing:

*We do not know anything about African Decade, you may have heard about African Decade, but most disabled people don’t know anything about it.*

The same sentiment was expressed at branch level. Tendai said:

*I thought it was in South Africa, I did not know about the Decade. Only people at national level know these things.*

Maidei had this to say:

*I just heard about it. Information is not being shared.*

Thandekile, the youth officer at branch level, responded and ended by posing a question as to when the African Decade had started:
I have never heard about it since I have been a member of NCDPZ from 1992; I thought the Decade is starting this year. When is it starting by the way?

Most of the study participants did not know anything about the African Decade and were not involved in activities, programmes and projects that directly dealt with it.

4.3.1.2 Knowledge limited to leadership level

The sub-theme clearly describes participants’ responses about their knowledge and involvement with the African Decade activities, projects and programmes. Only two participants said they knew and were actively involved in the implementation of the African Decade. Mkhululi, a senior officer at national level, participated in the planning and development of the Decade in its early stages.

I did not only come to know about the African Decade (AD), but was involved in the birthing of the idea itself. In my capacity as the Deputy Chairman responsible for development in the Southern African Federation of the Disabled (SAFOD) in the early 1990s, I was instrumental in the review of the UN Decade in New York. After the UN meeting together with other like-minded people with disability, we mooted the idea of the African Decade while at the Holiday Inn in New York in October 1992. Many African countries then had done nothing about this.

Chipo talked about her involvement with disabled people in the country at national level and how she is helping to implement programmes and projects that are related to but deal indirectly with the African Decade mainly because the Decade is not mentioned whenever the activities are being implemented.

I am involved in advocacy and lobbying for the rights of disabled people. Legislation, for example, law – if you rape a woman with disabilities – gets more severely punished than before. Issues that affect disabled people – poverty, shelter, education, accessibility. Police, magistrates, parliamentarians are being sensitised on
disability issues. We have created 82 branches of NCDPZ in all provinces in the country.

Both Chipo and Mkhululi held senior positions in the national executive committee.

4.3.1.3 Barriers to participation and awareness raising

The sub-theme of barriers to raising awareness describes participants’ comments about the African Decade and what they think are the factors affecting its implementation. Several participants mentioned the shortage of funds as the main factor contributing to the ineffectiveness of the Decade. Some participants gave the style of leadership as the barrier to information flow. The leadership was said to lack transparency and commitment. The other problem was lack of clear roles and responsibilities on DPO leadership that greatly affects awareness raising activities. Sinikiwe said:

There is a problem of lack of funds. Somebody should do something about the issue of funds. There are no funds for information dissemination. I never attended meetings to discuss African Decade, perhaps leaders know. Who should start the ball rolling? Who should play the role of information dissemination? Is it the government’s obligation? I do not know whether FODPZ can do it. We do not know what it is and who to push the leadership. Who should push who? Who is to account to what? Don’t even know if SAFOD has a role.

Participants were much concerned about the leadership style and much emphasis was given on the attitude of DPO leaders. Most participants reiterated that there is need for a separate funding meant specifically for the African Decade. Many participants related attending meetings where the African Decade would be mentioned; however, the meetings were very seldom.

Sijabuliswe said:

Another problem besides funds was style of leadership. The leadership is selfish; no information is passed to grassroots by the leaders. There are no regular meetings at branch level. The Praesidium is keeping information; they do not pass information. The
National Office knows everything but does not pass it on. They have meetings at national level and I do not know what is going on. There is a lot of power struggle.

4.3.1.4 Poor and ineffective methods of information dissemination at grassroots

This sub-theme describes participants' statements about methods of information dissemination in the organisation at both branch and national levels. Many participants described how the absence of meetings and conferences at both branch and national levels had affected information flow and their knowledge about the Decade. Several participants described how they had resorted to the grapevine in order to get information about events and activities concerning them. For instance, Mandla said:

We don't receive information, only chairpersons get information. Information only comes after 5–6 years. People hide information. But most of the leaders are ignorant. – They go round the world leaving their people here. As an organisation looking for funds perhaps African Decade comes secondary. During the few meetings we attend people are always busy with bread and butter issues. They rarely mention the African Decade.

4.3.2 Theme 2 – Strategies to raise awareness

Theme 2 describes the responses of participants about their experiences and involvement in awareness raising and the strategies that are being used. Essential to the theme were the issues of participants' information about the various strategies that are used to raise awareness about the Decade. The study revealed four sub-themes (see Table 4.3).
Table 4.3 Theme 2 and sub-themes

<table>
<thead>
<tr>
<th>Theme 2</th>
<th>Sub-themes</th>
<th>Categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategies of raising awareness of the ADDP</td>
<td>1. Attendance of meetings and conferences</td>
<td>Make the disability agenda felt in all sections of society</td>
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<tr>
<td></td>
<td></td>
<td>Meetings at branch level held four times a year inform people about the programmes</td>
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<td>Annual general meetings with all the members</td>
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<td></td>
<td>2. Disseminating information strategies</td>
<td>Produces newsletters</td>
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<td></td>
<td>Youth development programmes</td>
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<td></td>
<td></td>
<td>Meetings with influential people</td>
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<td></td>
<td>3. Building capacity of DPO leadership</td>
<td>Courses conducted on building the capacity of DPO leaders</td>
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<td></td>
<td></td>
<td>Sharpened disability leaders</td>
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<td></td>
<td>Consistent funders for training</td>
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<td></td>
<td>4. Mainstreaming disability in all projects and programmes</td>
<td>Disability agenda should be in all structures in society</td>
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<td></td>
<td></td>
<td>Produced a national plan of action</td>
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<td>Disability should become part of normal life</td>
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<td>More organised planning</td>
</tr>
</tbody>
</table>

4.3.2.1 Attendance of meetings and conferences

The sub-theme describes participants' responses and strategies that are being used to raise awareness of the African Decade. Mkhululi narrated his involvement and attendance of meetings and conferences to market the Decade.

_I was also involved in the establishment of the structures that implemented the African Decade. I also participated in the meeting in May 2003 in Johannesburg that moulded the Secretariat that was responsible for running the Decade and in the appointment of the Board that would supervise the Secretariat. To this effect, I greatly contributed to the objectives of the African Decade._
Everything that followed about the African Decade came from the concept papers that were developed from my ideas. Meetings are held frequently with people who have positions of influence, such as the ministers, senators and members of parliament to conscientise them on disability issues.

When asked about attendance of meetings and conferences that talk about the Decade, Thulani commented:

At branch level we used to meet three times a year, however, we are meeting once every year because of financial constraints.

Thandekile echoed the same sentiment when she said:

We used to have regular meetings at branch level, but due to shortage of funds we no longer hold these meetings.

Thabo reiterated a decrease in the frequency of meetings at branch and national level:

Meetings and conferences are only held once in four years at national level. Only two representatives are sent to attend the national conference and they in turn report back to membership.

Several participants raised concerns about the absence of meetings and conferences at both branch and national levels. They only hoped that the government and donors would intervene to provide funding for holding meetings.

4.3.2.2 Strategies for disseminating information

The second sub-theme concerns information dissemination about the African Decade and it describes the different ways in which participants’ receive and give information about the Decade. Several participants related experiencing problems in accessing information about the Decade’s activities, programmes and projects.

Mkhululi said in response to information dissemination:
The organisation also produces newsletters, for example, Disability Frontline, Disability Dialogue and Research Bulletin as avenues to raise awareness among its members.

Taurai said there were problems with accessing information.

*We struggle to get information and the DPO structures are not conducive to passing on information to grassroots members. People hide information, no information passes down to grassroots members.*

As an ordinary branch member, Mandla was critical of the leadership.

*There is no information that is passed to us. It is because of the style of leadership. There is no dissemination at all. The Praesidium keeps information, it does not pass information, there is only the grapevine.*

Sijabulisiwe supported the allegations of other participants, when she said:

*The National Office knows everything but does not pass it on, they have meetings at national level, I do not know what is going on, there is no information at all, no information on anything, we only talk about bread and butter issues.*

Sinikiwe reiterated the other participants' responses.

*There is no information, I never attended meetings to discuss the African Decade, perhaps leaders know, but we have no information. Who should start the ball rolling? Somebody should do something, is it funds? Who should play the role of information dissemination?*

Chipo echoed the same sentiments:

*There is no information, women especially disabled, are vulnerable, there is a lot of information in DPOs, but circulation of information is not done. There is an oversight by people with information who think that the African Decade is known. There are some programmes for sensitising youths on human rights, HIV/AIDS and grooming the youths for future leaders. It is during these discussions that the philosophy of the disability movement is imparted. Women’s*
programmes, for example, those which try to resolve gender-based violence and addressing the issues of reproductive health education are also in place.

Tatenda said:

Youths are not being groomed to know about disability politics. People should work to advance the cause of disabled people. People are personalising disability. No empowering is being done to the disabled people.

4.3.2.3 Building the capacity of DPO leadership

The sub-theme of building the capacity of DPOs through training describes the activities and objectives of the Decade that can enhance and improve leadership skills and management of DPOs. Leaders of DPOs need to be trained to achieve effective and efficient leadership. For instance, Mkhululi said:

There is need for outcomes to show sharpened disability leader's skills in management, peer counseling, networking, organisational building, accessibility, project design and independent living. Cascade the training through training of trainers so that country specific training would be conducted instead of a permanent reliance on people going to Japan for training. The principles and philosophies of the African Decade are used and followed by SAFOD, for example, the Capacity and Institutional Building Strategy (CIBS) to build the capacity of disabled organisations. DPO leaders from SAFOD are trained in Japan for leadership qualities and as a result they are empowered, which is one of the objectives of the African Decade.

Mandla said in support of the idea:

Another problem besides funds was style of leadership, what type of leadership is needed? Transparent, knowledgeable and dedicated leadership.

4.3.2.4 Mainstreaming disability in all programmes and projects
This sub-theme advocates for the prioritisation of disability issues in all development programmes. It calls for the involvement of grassroots people, women and youth, in all projects. Mkhululi responded to mainstreaming of disability issues by saying:

*We are fully engaged in lobbying and advocating for the mainstreaming of disability in development projects. On the one hand, the disability agenda should be in all societal structures; while on the other hand, awareness raising is all about making the disability agenda felt in all sections of society.*

### 4.3.3 Theme 3 – Activities and programmes related to the ADDP

This was the third theme that emerged from the study findings. The theme describes the activities, programmes and projects that are related to the Decade (see Table 4.4).

<table>
<thead>
<tr>
<th>Theme 3</th>
<th>Sub-themes</th>
<th>Categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activities and programmes related to the ADDP</td>
<td>1. Initiation of donor activities</td>
<td>Support from the donor community</td>
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<tr>
<td></td>
<td></td>
<td>The Japanese government offered financial support for training DPO leaders</td>
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<td>Services of the Japanese International Agency (JICA) in capacity building</td>
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<td>Courses for DPO leaders on how to mainstream disability</td>
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<td></td>
<td>2. Disabled women and youth programmes</td>
<td>I haven’t dealt with any programmes that deal with the implementation of the African Decade</td>
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<td></td>
<td></td>
<td>Development programmes are not directly linked to the African Decade</td>
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<td>Process of meeting the objectives</td>
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<td>Confidence building</td>
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<td>Lack of resources – operations have been disturbed</td>
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<td>Most of our programmes try to link to the ADDP</td>
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<td>There are development programmes such as employment creation</td>
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<td>Education programme – education scholarship</td>
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<tr>
<td>Theme 3</td>
<td>Sub-themes</td>
<td>Categories</td>
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<td>Appliances programmes</td>
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<td>There is a youth interim committee that is involved and participates in the development of youths</td>
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<td>Programmes for sensitising youth on human rights, HIV/AIDS</td>
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<td>Grooming the youth for future leaders</td>
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<td>Girl child – educating the girl child – have gone well in helping girls</td>
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<td>Empowering women to be economically and independent, single mothers</td>
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<tr>
<td>Activities and programmes related to the ADDP</td>
<td>3. Research and education development programmes</td>
<td>Alleviate poverty through income-generated projects.</td>
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<td></td>
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<td>We keep our youth busy</td>
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<td>What are those – I have never – I did not read the document relating that to the Decade</td>
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<td></td>
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<td>Got the ideas from informal discussions</td>
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<td>Studies are being carried out to determine the living conditions of people with disabilities</td>
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<td>Social welfare – public assistance – it’s nothing at all – $1000 per month is given per person – government to renew its policies and procedures</td>
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<td>It has not been followed effectively – not much has been forthcoming</td>
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<td>Two years back things were not good in the organisations</td>
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<td>NCDPZ – the Decade is coming to an end but nothing has been done</td>
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<td></td>
<td>4. Production of newsletters, articles and radio programmes</td>
<td>Production of newsletters, for example, <em>Disability Frontline</em>, <em>Disability Dialogue</em> and <em>Research Bulletin</em> as avenues to raise awareness among its members</td>
</tr>
</tbody>
</table>

### 4.3.3.1 Initiation of donor activities

The sub-theme of Initiation of donor activities describes and presents the participants' contact with donors so as to get funds for the activities of the DPOs. Many participants talked about the help they get from donors for most of the activities, programmes and projects. They talked about the support they used to get from donors and how they get affiliated to the donors. For instance,
Mkhululi described how he got affiliated to donors for leadership training and support.

*The organisation is one of the structures within the Pan African Federation of the Disabled (PAFOD). Based on the continental plan of action, I looked for support from the donor community of which the Japanese government was the first to respond by offering financial support for training DPO leaders from SAFOD. We have engaged the services of the Japanese International Agency (JICA) in capacity building. Together with JICA, we have designed and agreed on a course conducted on building the capacity of DPO leaders on how to mainstream disability. A consistent lobby is made to the JICA for support of a programme in training the leaders from SAFOD member organisations (in mainstreaming and empowering people with disabilities in Southern Africa).*

The sentiments on initiation of donor activities were shared by most participants.

Sijabulisiwe said:

*We used to have regular meetings, workshops and conferences as well as projects but when donors ceased to sponsor they are now history. There is need to revive donor funding to improve on DPO leadership and programmes. DPO leaders are trained in Japan for leadership qualities and as a result, they are empowered, which is one of the objectives of the African Decade.*

4.3.3.2 Women’s and youth programmes

This sub-theme describes participants’ statements about the women’s and youth programmes that are related to the African Decade. A number of programmes emerged from the study; however, they were not closely related to the Decade.

4.3.3.3 Research and education development programmes

This sub-theme describes the research and development as well as educational programmes that participants identified. It emerged that researches are very
minimum and development programmes are not very pronounced and effective. The study discovered that DPOs are assisted to influence their respective governments to have pro-disability policies, for example, education, economic empowerment and gender policies. For instance, Mkhululi said:

In each country of Southern Africa, studies are being carried out to determine the living conditions of people with disabilities. This raises awareness about the situation of the disabled people. In addition, meetings are held with people who have positions of influence such as the ministers, senators and members of parliament. Realising the importance of educating the disabled about their rights, there are programmes of public education, for example, radio programmes. The organisation has organised a lot of branches, about 82 branches have been organised in the country. The core business is advocacy. There are also HIV/AIDS programmes. There are also micro projects, a loan revolving scheme.

4.3.3.4 Production of newsletters, articles and radio programmes
This is the other sub-theme that emerged in the study. The organisation used to publish newsletters but is facing a number of challenges of late. Mkhululi said:

The organisation also produces newsletters, for example, Disability Frontline, Disability Dialogue and Research Bulletin as avenues to raise awareness among its members.

4.3.4 Theme 4 – The roles of key stakeholders
This was the last theme that emerged from the study findings. The theme describes the key stakeholders and the roles they play either as enablers or barriers to the implementation of the African Decade. All data related to stakeholder participation and involvement with the Decade was coded into the one broad theme of Key Stakeholders. It merged from the study that it is everyone’s role, including African governments, to prioritise disability issues. The study discovered that there are various stakeholders (see Table 4.5).
### Table 4.5 Theme 4 and sub-theme

<table>
<thead>
<tr>
<th>Theme 4</th>
<th>Sub-themes</th>
<th>Categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>Key stakeholders of the ADDP</td>
<td>1. ADDP implementing agencies</td>
<td>The African Union (AU)</td>
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<tr>
<td></td>
<td></td>
<td>African Rehabilitation Institute (ARI)</td>
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<td>National governments</td>
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<td></td>
<td>The National Disability Board and FODPZ affiliate organisations</td>
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<td></td>
<td>2. ADDP monitoring agencies</td>
<td>The African Decade Secretariat and the Board</td>
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<td>DPOs should monitor the Governments at National level</td>
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<td>Parents of children with disabilities and communities</td>
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<td>DPOs, professionals and policy makers</td>
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<tr>
<td></td>
<td>3. ADDP funding agencies</td>
<td>The AU</td>
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<td></td>
<td></td>
<td>National governments</td>
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<td></td>
<td></td>
<td>Donors</td>
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<td></td>
<td>4. Civil society organisations</td>
<td>Human rights organisations and faith-based organisations</td>
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<td></td>
<td></td>
<td>Parents of children with disabilities</td>
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<td></td>
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<td>Professionals (research and publications on disability)</td>
</tr>
</tbody>
</table>

#### 4.3.4.1 ADDP implementing agencies
The sub-theme of implementing agencies of the African Decade of Disabled Persons describes participants' statements about the stakeholders they think are in a better position to promote the ADDP. Very few participants mentioned the African Rehabilitation International (ARI), the African Union (AU) (former (OAU), the Government of Zimbabwe and Disabled Persons Organisations (DPOs) as the major stakeholders that should implement the Decade. For instance, Mkhululil identified the stakeholders that are supposed to implement the Decade and described their roles.

The vast stakeholders in the AD can be likened to a building, which is made up of different parts while each part has its own role to play. If people are not made aware of the African Decade they may not be in a position to play any meaningful role. African governments adopted the Decade and came up with a Continental Plan of Action for the Decade hence they must be at the forefront of implementing the Decade. The AU and ARI must also facilitate the implementation of the Decade.

However, most participants could not even identify, let alone describe the roles of key stakeholders in implementing the Decade. Sijubulisievwe said:

I do not know about implementation, I have not been involved.
I've never came across it, I was not involved at all, I have no idea who should push who. Who is to account? I don't even know if SAFOD has a role.

Sinikiwe said:

As an organisation looking for funds the African Decade comes secondary The organisation is busy with bread and butter issues. I have not seen the document; I do not know which organisation should Implement the Decade. Is it the Disability Board or the government?

The Board should also play a role. There are only two years left; I don't even know who should implement it. SAFOD people should release information to umbrella bodies, the Disability Board or the Secretariat.
Taurai did not know the organisations that are supposed to implement the Decade. He said:

*FODPZ should do anything to implement the African Decade. ZIFOD is not yet dissolved; hence there is confusion and conflict. DPOs and the disabled youths are being left out. Youths are not represented. Who is doing what? Regional seminars are being done leaving out Zimbabwe The movement should do something, we are disempowered.*

### 4.3.4.2 ADDP monitoring agencies

This sub-theme describes participants' statements about the stakeholders whom they in their opinion think should monitor the implementation of the African Decade. The sub-theme was described by participants as critical to the successful implementation of the Decade. Mkholulili identified and described the roles of the monitoring agencies.

*The Secretariat and the Board are supposed to monitor the activities of the governments in implementing the ADDP on behalf of the DPOs at a continental level. The unfortunate part of it is that it has been more of a South African affair. The headquarters are far removed from most African states as it is in Cape Town. DPOs should operate at national level acting as watchdogs, monitoring what their governments are doing in implementing the Decade. DPOs should hold the governments accountable; however, the DPOs are not playing their role. On the other hand, the Board and the Secretariat are not functional and effective.*

*The Secretariat avoided political engagement with governments, for example, the AU, NEPAD and the parliaments of African governments. Instead of going around countries forming steering committees, the Board and the Secretariat should facilitate networking dialogues and disseminating information about the ADDP to DPOs. These stakeholders together with the Secretariat should work together to find ways of incorporating the disability agenda. The success of the ADDP is heavily dependent on the response of these*
different stakeholders at various levels and should take heed of the call by disabled people so that they do not give lip service to disability issues. It appears the headquarters of the ADDP in Cape Town, South Africa is dominating and monopolising the whole affair.

4.3.4.3 ADDP funding agencies
This sub-theme describes the participants’ statements about the stakeholders who in their view should fund the ADDP activities, programmes and projects. Some participants were unsure about the organisations or institutions that should finance the African Decade activities. Mkhululi, the most knowledgeable participant, said:

The government and donors should finance the African Decade and DPO leaders should do their jobs properly if the Decade is to succeed. The AU pledged to come up with a Decade fund, but nothing materialised. National governments should also fund DPO activities related to the ADDP. Donors may also help governments by funding ADDP activities thus complementing efforts by states and national governments. This interview would not be complete if I leave out DPOs as they are the key stakeholders that should take their own initiative and resources to promote the ADDP, just the same way we are doing at SAFOD.

Taurai also said:
Money is a problem, the African Decade Secretariat in South Africa did not fund the programme – other countries were funded. The Decade should be funded. DPOs fight for funds to do projects.

Chipo supported the sentiments when she said:
The African Decade needs to be a separate programme. There should be financial resources that target the African Decade only. Sponsorship is needed. I will tell my people to mention African Decade. Resources are lacking. Sourcing of finances is difficult.

4.3.4.4 Civil society organisations
The sub-theme of civil society organisations emerged from the study findings. It describes participants' statements about the involvement of other organisations that should play a pivotal role in marketing and implementing the African Decade. Mkhululi said:

*Other organisations, although not key, that should participate in furthering the disability agenda include human rights organisations; and faith-based organisations should adopt the disability agenda and set it within their work. Parents of children with disabilities should help society to accept disability through attitude change initiatives. Professionals may also play a pivotal role in setting the disability agenda and influence society to change its attitude towards disabled persons.*

*It is these stakeholders together with the Secretariat that should sensitise the SADC on how they could incorporate the disability agenda.*

*The success of the African Decade is heavily dependent on the response of these different stakeholders and the various levels to heed the call of disabled people, so that they do not give lip service to disability issues.*

*During the first ten years, what is only possible is to raise awareness of the existence of the African Decade and there is a need to declare another Decade to implement whatever has been structured in the current ten years.*

As a way forward, participants echoed that during the first ten years, what is only possible is to raise awareness of the existence of the African Decade of Disabled Persons and there is a need to declare another Decade to implement whatever has been structured in the current ten years.

4.4 Conclusion to findings
This chapter presented the findings by way of the four themes that emerged from the study. The participants' views, involvement and level of awareness of the ADDP are presented through the use of descriptive statements and illustrated by selected verbatim quotations from the interview transcripts to emphasise the themes highlighted.

The first theme that emerged pertains to the *limited knowledge and awareness of the ADDP*. A level of awareness was established with a few participants displaying some knowledge of the African Decade while most knew very little and a few knew nothing at all about the ADDP.

The second theme was about the *activities and programmes related to the ADDP*: This category helped to determine the involvement of participants in the activities, programmes and projects that deal directly with implementing the African Decade.

The third theme dealt with the *ADDP’s strategies of raising awareness*. It explored the participants' knowledge about the ADDP and strategies used to raise awareness.

The fourth and last theme that came out of the findings concerned the *key stakeholders of the ADDP*. Various stakeholders that have a stake in raising the awareness of the Decade were studied.
CHAPTER 5

DISCUSSION

5.1 Introduction

The study managed to determine the level of awareness on the African Decade of Disabled Persons by disabled persons in Zimbabwe. The findings described the participants' knowledge about the African Decade, the strategies that are used to raise awareness, the activities and programmes directly related to the implementation of the Decade and the role of the key stakeholders that in the opinion of the participants are supposed to implement the Decade. In this chapter the findings are discussed and contrasted to other research and literature in the area. The relevance of the findings to the African Decade and its implementation are also discussed in order to highlight key lessons learnt.

5.2 Participation of the grassroots membership

The findings of the study indicate low levels of participation mainly by grassroots members. There is a striking congruence between this study and other studies that have also identified low levels of involvement by disabled people at grassroots level in activities and programmes of the Decade due to lack of knowledge about the existence of the African Decade. In a survey of views and perspectives of people with disabilities in Zimbabwe, NASCOH (2006) found that disabled people are not actively participating in Decade activities. They are viewed and regarded as people who are passive. In a scoping study by DFID (Lang, 2007) it was found that disabled people encounter multiple attitudinal, environmental and institutional barriers that militate against their effective inclusion in Zimbabwean society. This means that even if there are activities taking place in the city of Bulawayo the grassroots members will not be part of the programmes and projects. The disabled grassroots members have low literacy levels that make it difficult for them to easily access information that is very crucial to their lives and even to read and interpret it. Grassroots disabled people are poor which makes it difficult for them to get time to participate in Decade activities as they will be busy trying to eke
out a living from menial jobs. Most of them are not employed and are involved in vending activities and begging, thus leaving them little or no time to participate in Decade activities that are regarded as time wasting by the poor who take disability rights as a luxury. Some disabled persons at grassroots level have children to look after and feed. Hence, they value bread and butter issues instead of seemingly far-fetched human and disabled rights issues.

The DPO leadership is not involving grassroots membership in their activities. They are not organising and mobilising the grassroots members as expected. Information is not being disseminated or shared with grassroots members since the leadership use the information to empower themselves. They attend meetings and fail to report to their constituencies thus depicting selfishness within the leadership. NASCOH (2006) in conjunction with PROGRESSIO Zimbabwe conducted a survey on the needs of people with disabilities and found that DPOs are not carrying out awareness campaigns to educate their constituencies and disabled communities. Advocacy programmes are not conducted to ensure involvement of people with disabilities especially at grassroots level.

One of the reasons given for minimal involvement was that activities and programmes that were being conducted were not ensuring the involvement of most disabled people. Lack of knowledge or information about disability policies that guide the grassroots members in their involvement in various activities critically limit their participation in the programmes and projects. There is no policy in place that has been put forward to guide the involvement of disabled persons in the activities of the African Decade. Zimbabwe has been without a disability policy to guide activities as a response to the African Decade. For instance, visually impaired people were particularly excluded, as there is no information available in Braille about their voting rights and the electoral process itself in the country. Visually impaired people are sensitive about confidentiality and anonymity, but have to rely on a second party to register them on their behalf. It is therefore imperative that the necessary information and facilities be made available and accessible to disabled people.
There are a lot of barriers that inhibit participation by grassroots membership. These include the bad economic situation in Zimbabwe at present that poses great challenges to the grassroots membership. Transport costs are very high for poverty-stricken grassroots members, for example, if there is a meeting at Freedom House. They find it difficult to attend them. Freedom House is the headquarters for NCDPZ. The place has a hall for meetings and workshops and sporting facilities. Because of power struggles within the leadership, little attention is given to grassroots concerns. The style of leadership does not promote the participation of grassroots members, which it is disempowering. There are also financial barriers that grassroots members have to face. There is no or little funding of grassroots projects by government and DPOs.

According to the *Chronicle* of 14 July 2007, the National Disability Board (NDB) must be given funds to provide infrastructure that would allow and promote participation for disabled. There is need for a better environment so that disabled people can participate. Social and physical accessibility to services buildings should be addressed. There are no ramps for disabled people. Roads are provided without lanes for wheelchairs, thus resulting in social segregation or discrimination (*Chronicle*, 29 September 2007).

There are also ineffective methods of information dissemination. DPOs have no money to communicate effectively to the grassroots. The common method of communication that is used by DPOs is the grapevine which distorts information, causes confusion and makes it difficult to reach everyone since it is limited to geographical area.

To ameliorate the situation DPOs should call and hold meetings within residential areas where members stay to avoid the need to commute. This reduces the costs of information dissemination and ensures a wider coverage and attendance. There is need to restructure the organisation so that information can reach people at grassroots level through the implementation of structures at national, provincial, district, ward and cell levels. Small organs below the branch within different suburbs may help to disseminate information. However, this might prove to be difficult to implement due to power dynamics. Using structures in the organisation, for example, members who have the
means and more resourceful people to pass on messages about meetings can go a long way towards solving the problems. The sentiment is supported by the DFID scoping study (Lang, 2007) which found that DPOs lack sufficient organisational capacity of which NCDPZ is no exception. The organisation lacks sufficient capacity to play a lead catalytic role at grassroots level (Chronicle, 10 June 2007).

There is a need for total or active participation, through effective communication. Working towards the reduction of poverty levels among grassroots members will help to promote participation in African Decade activities and programmes. The struggle within the disability movement in Zimbabwe is mainly for survival.

According to UNESCO (2003) one of the greatest problems facing the world today is the growing number of persons who are excluded from meaningful participation in the economic, social, political and cultural life of their communities. Education is a human right as pronounced in the Universal Declaration of Human Rights in 1949.

5.3 Awareness raising strategies

Very few participants mentioned and discussed extensively the strategies that are being used to raise awareness. It came out clearly from the study findings that information is not being passed from the leaders to the grassroots. The biggest challenge surrounding the African Decade is to create awareness and to build public support for concrete improvement in the lives of disabled people. According to SAFOD (2007) there is very little that has happened in terms of African Decade programme implementation. It is critically important that the African Union declares a second Decade to run from 2010–2019, and this should be declared a Decade for implementing all the plans and programmes drawn up during the first Decade.

A number of factors which negatively affect the implementation of the African Decade were highlighted by participants and are reflective of what has been mentioned above.
An attempt is being made by DPOs to develop a number of strategies to raise awareness, for example, a co-ordinated approach would help. However, meetings are hardly held because of lack of monetary or material resources or support from the business fraternity, as well as funding agencies and the general public that used to donate. For instance, the NCDPZ used to have annual general meetings and regular national executive meetings and the national congress every four years. However, this has not been happening since 2003. To improve the situation and revive the spirit of organising and attending meetings, members should fundraise by writing project proposals and sending appeals and demanding the allocation of resources from the government.

There are also strategies that are used to raise awareness through disseminating information to grassroots membership. These include the production of newsletters, circulars and development programmes for women and youth. However, these were used during the early years of the African Decade around 2001 and 2002 and most of them were not about the Decade itself but other social development programmes like HIV and AIDS, children, women and youth. The strategy had been abandoned due to poor coordination and lack of financial resources. DPOs should be proactive and raise funds to revive and reintroduce these strategies. The government should also support and finance DPO strategies to raise awareness. Just in HIV and AIDS awareness they use networks and structures at different levels such as national, provincial, district, ward and villages levels. This could be done by DPOs if these structures are developed in NCDPZ. Gender departments in the country have created effective communication systems along the same structures as those of the National Aids Council.

One of the strategies that was being used to raise awareness of the African Decade was building the capacity of DPO leadership. However, the strategy was implemented to a lesser extent because of financial challenges. Little funds were allocated to the National Disability Board to finance leadership training. A case in point is the Matabeleland (Zimbabwe)-Limpopo (South Africa) Exchange Programme on the African Decade of 2004 where some leaders of NCDPZ
were trained in Limpopo, South Africa (November 2005). The strategy has failed to continue raising awareness due to lack of funding from the agencies.

The funding and training of leadership through the arrangement that was done by SAFOD in Zimbabwe is not effective because every year only two people go to Japan for training. The number of people who are trained is very low considering how many DPOs there are in Zimbabwe. According to the DFID scoping study (Lang, 2007: 29) it is estimated that there are approximately 35–40 DPOs in Zimbabwe. This shows that the programme can only be effective if they introduced a national training for all the DPO leaders at once in the host country Zimbabwe. However, such an arrangement may not be in line with the foreign policies of the funding country and DPO leaders benefiting from visiting Japan for training through allowances may resist bringing it home where they do not get highly paid.

This programme to a certain extent is not empowering the community since those who are trained do not in turn pass on the information and skills to the grassroots members, as is the philosophy of disability movements. In Zimbabwe empowering a DPO leader is not the same as empowering the community of disabled people since there is no feedback at the lower levels.

At a workshop that was held between the 28–30 September 2002 in Zimbabwe about stakeholders in disability and development, it was agreed that the DPO leadership should work with the grassroots membership in achieving the objectives of the African Decade.

The other strategy that is being used to raise awareness of the African Decade is mainstreaming disability in all development projects and programmes in the country. The strategy has been used extensively during the early years of the Decade (around 2002–2005) where the top leadership of the National Disability Board went around the country addressing community leadership to incorporate disability issues in all their development programmes and projects and to ensure representation in all development committees from village to provincial levels. The process succeeded in creating positions for disabled people in governance structures from village levels up to the provincial strata. For
instance, the Minister of Local Government should appoint people who are disabled to represent disabled persons in all councils from town boards to cities. However, mainstreaming has only been done in ZANU PF where seats have been reserved for disabled people from the ward to the national level in Zimbabwe. However, it has to be extended to every ministry, departments, private enterprises and non-governmental institutions. Again disability in Zimbabwe should be in the President’s Office so as to compete fairly with other social aspects such as gender for funding and attention. Funding is the key facet in raising awareness of the African Decade. DPOs have no funds to issue press statements about the Decade itself.

There are but very few weak strategies to raise awareness. The use of radio interviews about the African Decade, invitations to give talks around the community on topical Decade issues also help in raising awareness. The few initiatives are not exclusive and effective for all types of disabilities. This is because there is no information in Braille for the blind people. Information is in an inaccessible format for the deaf and dumb since sign language is not used in some of the meetings and workshops. Besides organisations of people with disabilities have no link to what is happening on the ground. There are no alliances with other civil society organisations such as non-governmental organisations.

The other strategies that should be used to create awareness include the use of participatory rural appraisal (PRA) techniques in order to understand and demonstrate the prevalence of disability, enhance understanding of disability issues and sensitise all stakeholders on the extent of disability. This (PRA) would need the involvement of key stakeholders (individuals, families, communities, local leaders, teachers, NGOs and INGOs, government, corporate sector, builders and planners) and its outcomes should be shared with policy makers and used in advocating for using different media and tools to raise awareness. This would involve the use of different strategies depending on whether the audience is a focused audience, whose characteristics are known, or a mass media audience. Focused audience – reached through street plays/circus, role plays, puppet shows/film screenings, folk dance/drama (in Gujarat, people with disabilities produce and present community dramas),
issue-based mimes, flashcards or picture stories, training modules and manuals, and newsletters. The general audience is reached through the mass media like the Internet websites, films (for example, the film ‘Black’ in India about a deaf blind girl), radio and television (in particular community radio), community wall news, posters, testimonies, sharing case studies and stories in events and forums (for example, the International Health Forum and World Social Forum), directories of services available for people with disabilities using brand ambassadors, and including people with disabilities in ongoing awareness programmes through sharing their stories and experiences.

5.4 Activities and programmes of the ADDP

Participants in this study talked extensively about the activities and programmes that are being implemented by DPOs. However, most of the participants recognised that the programmes were not directly related to the ADDP. The participants reported that the African Decade was not even mentioned during planning and implementation of the programmes; hence, they were not directly linked to the Decade. The Decade is not mentioned during the implementation process mainly because disabled people are not aware of the Decade. Even those few who know about the existence of the Decade do not link it with the programmes because there is no commitment financially, morally, politically and socially to the Decade by the leadership. NCDPZ has started AIDS awareness programmes for its members but these were being affected by lack of resources. ‘We have programmes on prevention of mother to child transmission and behaviour change among disabled youth’ Sithole in Chronicle, 14 June 2007: 10). According to the newspaper article there are a number of HIV and AIDS activists paying more attention to the able-bodied programmes while ignoring the hearing impaired people. There is no sign language-based programme on TV. ‘We have teaching aids for those who can hear, see and run’. This was echoed by the Chief Executive Officer for the Midlands AIDS Service Organisation, Mr Tichafo Masimira, who agreed that people with disabilities have been left out of most AIDS programmes. He said he was not aware of any material on HIV and AIDS printed in Braille to enable visually impaired persons to read it. The Director of the National Council of Disabled Persons of Zimbabwe (NCDPZ), said although people with disabilities were at
times invited to District AIDS Action Committee meetings, such invitations were ‘acknowledged’ but their contributions were not taken seriously.

The results of this study agree with what Sithole said as regards the attitude of donors. ‘The major challenge is that big donors putting money into AIDS programmes seem to be forgetting the disabled. It’s a question of attitude. They think the disabled are not affected by HIV and they don’t contribute to the development of the country’. ‘Look at the condom. How do you teach the deaf or blind person on how to use the condom?’ Mr Sithole said in almost all government sponsored AIDS programmes, there was no one with expertise to talk to the disabled.

According to Harrison (in Albert, 2007) although Zimbabwe is participating in the African Decade of Persons with Disabilities running from 1999 to 2009, nothing much has been done to include people with disabilities in influential positions and the Decade is almost coming to an end. Women and girls with disabilities are more at risk of being taken advantage of because of their condition and their lack of information about their rights (Eide et al, 2003).

The study also found that very little research about disability is being carried out. The studies however do not benefit the disabled people themselves. In a study by Harrison (in Albert, 2007) disabled people were not benefiting from research as their inputs were not taken seriously or implemented.

Among the activities and programmes that are related to the ADDP is the initiation of donor activities. The Japanese government offered financial support to train the leadership of DPOs and to implement some other programmes. Also women and youth programmes have been strengthened after the commencement of the African Decade. One programme that is receiving serious attention in Zimbabwe is HIV and AIDS for disabled women and youth.

The discussion now focuses on the concepts of mainstreaming and inclusion, the challenges of mainstreaming disability, and strategies to overcome the challenges.
In practice it is difficult to find one clear definition of the concepts mainstreaming and inclusion and whether mainstreaming is an outcome of the strategy of inclusion, or vice versa. However, mainstreaming should enable people with disabilities to be part of local governance structures and they should be represented in the target communities of NGOs. People with disabilities should enjoy equal access to local vocational training institutions.

There are also children’s programmes which were introduced after parents advocated for their children’s rights. This is only happening when these children are still unable to speak for themselves. When they reach the age when parents cannot represent them any more, the youth need to stand on their own and lobby for their rights. This is where Youth With Disabilities come in. Hence, the link between the children and youth programmes (SAFOD, 2007).

There is however a lot of work that needs to be done now and in future to urge and influence the donor community and their respective governments to mainstream disability in development. Disability is not a priority area with a majority of African governments who, ironically, are receiving a considerable amount of support from the international community, but with very little of this support reaching disabled people. Disabled people themselves, through their organisations and working together with partners should play a crucial role to lobby and advocate for mainstreaming disability issues. All possible avenues should be explored and used to influence the donor community and their governments, especially during the Africa Decade.

Disability like gender is a development concept. Mainstreaming gender means incorporating equal opportunities for women and men into all community, policies and activities. It is a strategy for making the concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, so that women and men benefit equally.

Gender brings together the experience, knowledge and interest of men and women to bear on the development agenda. Gender interventions target women and men to enable them to participate equally in and benefit from the
development processes. The same should happen with able-bodied and disabled people. Just like gender, disability needs to be integrated into the development process. DPOs need to have a clear understanding of disability issues just like gender issues and how to address them and how to mainstream disability into all development programmes. Presently, there are no specific programmes related to the African Decade due to poor funding. Disabled people tend to be the last to be hired and the first to be fired since it is not a priority in most development projects and programmes.

There are HIV/AIDS programmes for the disabled although not related to the African Decade. There are programmes to build capacity of both women and youth and a few income generating and employment creation projects, for example, gardening, vending and craft.

Disabled women have developed their organisations, for example, Zimbabwean Women with Disabilities in Development (ZWIDE) and Disabled Women Support Organisations (DWSO). The youth have also managed to develop their own organisation, for example, Shanduka. These programmes have grown from strength to strength after the commencement of the African Decade in December 1999. All this shows that women and youth are being empowered. However, all these programmes are not directly related to the Decade and it is not even mentioned. Instead of building a strong disability movement the creation of numerous splinter organisations brings more confusion, competition and decisions since they do not work together to fight a common cause. It has been proved that poor and powerless people always fight among themselves instead of fighting the enemy (Yeo, in Albert 2007).

This helps to bring disabled people together in a common struggle for equality and rights. Disabled people are empowered by the social model to be actors in their own lives, rather than passive recipients of care. The model is powerful because it illuminates that the roots of poverty and powerlessness are not biological but social (Hurst in Albert, 2007).

One programme that is receiving serious attention and which is part of the African Decade is the HIV/AIDS programme in NCDPZ. The organisation is
embarking on programmes to assist disabled people to access information related to HIV/AIDS. This is just a gesture to strengthen already existing programmes for youth, women and other activists with disabilities. Information dissemination and advocacy is being done to inform disabled people about HIV and AIDS. The programme is being extended to target disabled people and their facilities in rural areas. Suburban peer educators who will be working in their respective communities are being trained to disseminate information on HIV/AIDS prevention strategies (Chronicle, 9 January 2008). Likewise in South Africa in the South African National Aids Council’s (SANAC) disability sector an HIV and AIDS implementation plan was developed to create awareness in the sector and in government. The plan centres on prevention, treatment and care, research, monitoring and evaluation and access to justice. There is also facilitation to income and the integration of disabled people in HIV and AIDS related services and programmes. The document acknowledges that disabled people have limited success to HIV testing, care and treatment due to social and economic obstacles, physical access challenges, prejudicial attitudes towards persons with disabilities and misconceptions that disabled people are asexual. Hence the approach is multipronged, although sector specific and integrates disabled people into mainstream intervention, training and capacity building for community health workers, health professionals and organisations, target group specific interventions and research, monitoring and evaluation. DPOs form partnerships and engage other structures outside their sector thus ensuring integration into mainstream activates, while at the same time undertaking their sector specific initiatives (South African National Council for the Blind, 2007).

According to Albert and Miller (in Albert 2007) mainstreaming disability can be linked to the process in which gender is being strategically included to make women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally and whereby inequality is not perpetuated. This definition easily applies to disability mainstreaming. It is not an end in itself but rather a strategy to achieve disability equality. Disability is part of diversity like race, sex, tribe, height and colour. This means that it comes in different shapes and sizes
and political status. It is a difference like all other differences. All that can change is the society’s construction. To achieve disability equality therefore means removing the social, culture and environmental barriers that violate disabled people’s basic human rights preventing them from playing a full and equal role in society. It is a human rights issue and mainstreaming can be emulated in gender mainstreaming in Zimbabwe. Its an effective strategy both to reduce poverty and achieve equality in development. Zimbabwe has done well in mainstreaming gender, youth and HIV and AIDS but has failed in disability rights, children and the elderly – these are human rights issues that have not been accorded attention.

Just like gender mainstreaming the outcome of disability mainstreaming in Zimbabwe has not lived up to expectations. Attitudinal change about gender equality is crucial in ensuring the level of commitment needed for staff to begin to build their capacity, knowledge base, skills for gender analysis and gender planning. The same is true for disability, with of course special attention and care paid to eradicate the very deep-seated assumption that disability is a medical/rehabilitation problem best left to express that everyone should take responsibility for disability equality. Everyone should take responsibility for disability equality. The experience from gender mainstreaming is that unless there are dedicated structures, staff and resources, no one takes responsibility. Hence, there should be proper institutional arrangements to support mainstreaming for mechanisms to ensure that disability concerns are integrated throughout an organisation as well as for specialist units or focal points in order to keep the issues on the agenda (Albert and Miller, in Albert 2007).

In order for the mainstreaming of disability to succeed one of the ways of ensuring that it takes place would be funders or donors as a requirement to fund the organisation. Another requirement is that all programmes should include disability issues, just like gender and environment issues. Harknett (in Albert 2007) mentions that disability can also be used as a criterion for funding purposes and built in as a monitoring process for adherence to funding requirements. He points out that disability is a social construction. It measures individual citizens according to criteria that establish their inclusion within mainstream society. According to the Ecumenical Disability Advocates Network
(2005) disability is often looked upon as a charity issue and not a justice issue. It is however the right of disabled people to be included in society, particularly in the area of education.

Community mobilisation should ensure that the AIDS epidemic is owned and responded to by all levels of society. The same can happen with disability where it has to be felt and mainstreamed in the communities. Just like HIV/AIDS disability requires investment and support and cannot be taken for granted. There is a need for the mobilisation of community leaders and religious groups in HIV and AIDS programmes. The same sectors should advocate or provide for disability where community leaders like chiefs can help mobilise to accept and include in all their programmes disabled persons. As with mainstreaming HIV/AIDS in national development processes in Zimbabwe disability issues should be processed in a similar way. Mainstreaming HIV/AIDS in national development plans in terms of institutional structure involves building commitment among the relevant ministries, integrating AIDS into national economic and development planning, into development goals and establishing committees at local levels, for example, districts. The same can be done in Zimbabwe with disability issues. It is a process whereby developmental issues like disability become part of the society. It means disability should be part of national politics. Disability mainstreaming has to do with institutional discrimination, unequal power relations (disabled people being done for and done to by others).

According to Harknett (in Albert, 2007) disabled people in developing countries are usually excluded from development initiatives because they are the poorest, most uneducated people in society. They are marginalised in terms of poverty and discrimination. Disabled people tend to be scattered throughout a community thus making it difficult for them to come together to raise their profile. To bring marginalised people, especially the disabled people into the development process, the Cambodian NGOs and development practitioners used participatory methods such as PRA. It helped to reverse the traditional roles of the external research and the community being researched. The communities themselves studied and analysed issues, drew conclusions and made recommendations about their priorities and how to solve their problems.
The process involved a complete reversal of power relations between the development agency and the communicating. There was a corresponding change in attitude. Harknett (in Albert, 2007) shows how Disability Development Services Pursat (DDSP), a Cambodian NGO, worked hard to narrow the power gap between its staff and its target population. The same could be applied in Zimbabwe. The use of displaced people in PRA researches in Cambodia, who had different positions to the community and no experience of research helped to bridge the gap between the elite and the grassroots and by so doing promoted participation among disabled people.

These experiences and lessons can also be applied in Zimbabwe by DPOs and NGOs. Ncube (in Albert, 2007) shows how the extent of the levels of poverty, levels of education and literacy, lack of income and employment opportunities and widen the gaps between leaders and ordinary members thus reducing the effectiveness of DPOs as representatives of the wider constituency. He also mentions the lack of involvement of disabled women in all the activities in Mozambique.

5.5 The role of key stakeholders

As in other studies (NASCOH, 2006; SAFOD, 2007) Disability Policy in Action, 2007 the African Decade Secretariat, the African Decade Board, Parents of children with disabilities, communities, DPOs, professionals, policy makers and central and local governments were identified as the key stakeholders that should spearhead the implementation of the African Decade. Some of the players like the Zimbabwean government were also mandated in the Continental Plan of Action to take centre stage in implementing the Decade. Governments and state organs should take the lead and responsibility for the successful implementation of the Decade’s plan of action (Harrison in Albert, 2007).

Zimbabwe like many other African states has made little effort to support and implement the African Decade. The government is not doing much to improve the plight of disabled people and bring disability issues in line with the Decade’s objectives. The monthly payments that disabled people were receiving from the
disability fund were too little. There is need for a clear-cut policy that effectively addresses cross-cutting issues such as provision of health, education, empowerment, transport, accommodation, information and vocational training, among others, to cater for people living with disabilities. The finding is supported by Harrison (in Albert, 2007) who points out that Zimbabwe was one of the first countries in the world to enact disability discrimination legislation, but has not developed the necessary administrative infrastructure for its effective implementation. Disability issues have low priority within the government of Zimbabwe, despite the establishment of the National Disability Board and the recent appointment of a Presidential Advisor on Disability Issues. In 2007 the government allocated housing stands to disabled people (Chronicle, 10 November, 2007).

Senator Joshua Malinga a representative of disabled people in Parliament appears to be doing his job and apparently doing it well in his endeavour to try and mainstream disability in all government service organs. Most participants called for the government to establish Department of Disabled Persons in the President’s Office to enhance the participation of disabled persons in the country’s economy (Chronicle, 6 October 2007).

Participants also identified the African Union as one of the key stakeholders alongside the government. The finding is congruent with that of a study about funding agencies that was conducted by NASCOH (2006). According to NASCOH a special fund was supposed to be set up by governments at African Union level to facilitate the implementation of African Decade activities at continental, regional and national levels. No African government has set up any specific fund to meet the activities of the ADDP.

Few participants identified the implementing structure of the African Decade, called the Secretariat of the African Decade of Persons with Disabilities, which came into being in 2004 following the proceedings of the African Region Consultative Conference (ARCC). The Secretariat, supervised by a Decade Board comprising representatives of the African Rehabilitation Institute (an organ of the African Union) and the African DPOs mentioned above is based in Cape Town, South Africa (SAFOD, 2007). The launch of the Decade Secretariat
was an important achievement, which at least helped to get some Decade activities off the ground. However, implementation has taken place at a very slow pace with only five countries covered so far by the Secretariat out of 52 in the African continent. On the whole there has not been much tangible support for implementation of the African Decade from Africa itself other than lip service. Participants in this study talked extensively of poor and incompetent leadership. Almost all participants were not happy with their leaders' performance and the way they handled disability issues. The finding is supported by *International Rehabilitation Review* (Michael, 2005) which found out that disabled people's organisations in Zimbabwe were not carrying out awareness campaigns to raise awareness among and educate their constituencies and communities on ADDP. It is unfortunate that little or no effort was made to assist people with disabilities to understand policies and legislation that uphold their rights and livelihoods.

The results also showed that disabled persons and their organisations are rarely referred to as stakeholders or beneficiaries. Instead they were mentioned as 'vulnerable groups' in these global economic initiatives. People with disabilities need special support such as skills training, appropriate technology and access to information to sustain their livelihoods. Zimbabwe has been a breeding ground for some of the most dynamic and most influential disabled people in the world, who have been at the forefront of the development of the international disability movement. Notwithstanding this, the 35 to 40 DPOs that do exist are small, lack sufficient organisational capacity, and are populated by single implement groups. In recent years, attempts have been made to establish a national, multi-impairment DPO – the Federation of Disabled People in Zimbabwe. However, it currently lacks sufficient capacity to play a leading catalytic role at national level, in terms of advocating for disability policy development.

The old leadership's spirit has vanished. The current leadership is not dedicated and ironically disability is a liberation issue where disabled people should liberate themselves. Disabled people should be at the forefront and control the process. DPOs are membership organisations and the functions cannot be done by professionals. Furthermore, charities create dependency and they cannot be responsible for equalising opportunities. Disabled do not need care
but they do need a guarantee of their rights. Apart from that the majority of funds, about 90% tend to be used for administrative purposes by donors and not for the development of disabled people. DPOs need to work and sustain themselves. They should be able to find ways of making money to finance their programmes. Disability should be moved to the President’s Office so as to equally compete for resource allocation. This would enable disabled people should make their governments accountable.

According to SAFOD (2007) awareness of the Decade must be raised and felt in all the African Union member states. The main actors who should take the lead in this process come from the African Decade Secretariat itself, the African Rehabilitation Institute (ARI), the Pan African Federation of the Disabled (PAFOD) and its member organisations, ministries of information in AU member states, the media and other development partners. At the African Union level a special fund should be set up to facilitate implementation of the Decade activities at continental regional and national levels so that the Continental Plan of Action as pronounced and adopted by the same AU will not be reduced to a ‘talk show’. In fact, AU governments and state organs should take the lead and responsibility for the successful implementation of the Decade Continental Plan of Action. The support is for related activities, particularly in terms of awareness raising and leadership development, research into the living conditions of people with disabilities and the facilitating the inclusion of youth and women with disabilities.

The rest of the world should support the implementation of the African Decade. Here, key players would include the international donor community, the European Union, the Commonwealth Foundation, the World Bank, the United Nations and its specialised agencies, religious groups, other governmental organisations, and, more importantly, the African Union member states and the disabled people themselves need to put more effort and resources into the realisation of the African Decade objectives. The AU did not meet its responsibility and there is lack of political will to fight for the cause of disabled people. They are not seen as part of the development issue. Disabled people are not given their rights. They are not regarded as contributors to social
development. ARI was supposed to act as a conduit in implementing the Decade.

DPOs in Zimbabwe have not managed to make governments aware of the disabled people’s plight. They are neither vocal nor visible; they do not demand services or their constituency’s rights. DPOs should start getting more funds to run their programmes and activities from the government. They should not be afraid of the state and instead should develop and map out strategies to get funding from the state. There is also the need to promote the interest of disabled persons.

The responsibility of spearheading the implementation of the African Decade among DPOs should be led by the umbrella body, which is the Federation of Organisations of Disabled People in Zimbabwe (FODPZ). It is a very weak structure and there is confusion about whether it was properly constituted and legitimated. It does not have the support of the major organisations of disabled people, for example, NCDPZ. There is no funding, no territory to operate from, and there are no programmes to implement. A democratic system should be developed where every disabled voice is heard as long as it belongs to an organisation.

In the original African Decade business plan the movement through PAFOD, AFUB and other continental DPOs were going to be in control of the implementation of the programme, but due to pressure from the donors or interference, there was an African Regional Consultative Conference in May 2003. This Conference recommended the creation of the African Decade Secretariat. In many ways the Secretariat was comprised of the leadership taking ownership of the Decade. Since then there has been a lot of confusion about who is doing what between ARI, as an agent for implementing the Decade, government, the AU and civil society. This is not a negative or destructive criticism of the Secretariat, because it played an important role in fundraising and empowering parents, children and women, specifically in the development of continental bodies for albinos, the deaf, blind and former psychiatric and psychiatrically ill people.
Great confusion has been created in the duplication of another continental body of disabled women while there was another one in existence. It is clear that the Board is not controlled by governments, disabled people and their organisations and there are indicators that it is being controlled by donors. In other cases the donors have been deploying nationals of donor committees in the African countries. Accordingly the mid-term evaluation was done by nationals of other countries instead of the African owners of the Decade. The Decade Secretariat is very limited in scope and function. It lacks capacity as well. It is difficult to co-ordinate a lot of weak agencies, such as ARI, DSC without the mandate of the beneficiaries. Up to now the DSC is operating in five countries out of fifty-five. By 2009, it would have covered only nine countries. The present board has not lived its life and is not accountable to the stakeholders in the main. With the way the Secretariat is working, it is competing with the main stakeholders for limited resources which process is disempowering disabled people and their organisations. All DPOs need massive information about the Decade, its existence, objectives and how it should be implemented. Leave the DPOs to engage their national governments and political leadership and the continental DPOs to engage the AU directly, while regional DPOs engage regional governments and political leadership.

It is critical that DPOs forge strong working partnerships with local NGOs, international organisations and national governments so as to strengthen their activities (Woods, 1993).

The flow diagram below illustrates a typical example of how the researcher envisages a simple structure of how DPOs should be co-ordinated.
DPI needs to engage UN

PAFOD needs to engage AU
AFUD

SAFOD needs to engage SADC

FODPZ needs to engage GoZ

(35–40 DPOs in Zimbabwe)
DPOs should engage NCDPZ

Funders or donors secretly financed countries of their own choice and excluded others. A case in point, would be the five countries that were financed since the Decade commenced. The totality or strengths of DPOs lies in their unity or vigilance, but funders chose to divide the countries by selective funding. Development cannot be regionalised or localised and every effort should embrace and include the whole African continent.

According to Bullock and Malon (2000) humanity has replaced inhumanity, inclusion has replaced exclusion, justice has replaced injustice, education has replaced misinformation and consideration has replaced ignorance. However, DPOs have opportunities to advocate in favour of new policies and programmes at government and civil society levels, for example, the need for government support to DPOs to increase access to social services for disabled people, the education of disabled children and the inclusion of disability in HIV/AIDS programmes of other organisations. There is a fragile unity among DPOs and this remains a major problem undermining disabled people’s ability to have a
sufficient authoritative political voice. The effectiveness of DPOs can also be enhanced by building relationships with other national DPOs and opening new lines along which co-operation could be built. Building strong DPOs has a wider social and political purpose. DPOs should not be treated as clients and objects of capacity building, they should be parties who support these by genuinely listening and allow them space to discuss their issues and formulate strategies to address these strategies (Ncube in Albert, 2007).

According to Dube (in Albert, 2007) DPO participation in the formal PEAP process was in the context of a government instated civil society task force comprised of international and national NGOs operating in Uganda, with the Uganda Debt Network becoming the lead agency for civil society participation. Dube (in Albert, 2007) maintains that Uganda experienced that deliberate efforts were needed to build the capacity of DPOs especially the national organisations if they were to have greater impact on policy planning, implementation, monitoring and evaluation. DPOs need to build the capacity at grassroots levels so as to monitor policy implementation. The Ugandan experience shows monthly press conferences of leading government officials, regular publications, radio broadcasts in different languages, special explanatory publications and indicators to end issues even at the programme level in educational and health facilities. For many disabled people information was not accessible because of high levels of illiteracy or failure to provide materials in different formats. Poverty limits access to things like the Internet and even television or radio.

There is a need for information for disabled people to meet their specific needs such as access to equipment and the extent to which specific disabilities are currently preventing economic participation or reducing people's productivity. According to Harrison (in Albert, 2007) there is no capacity in a world where disabled people's rights are violated, their needs and their voices are ignored, or where they are excluded and marginalised. However, due to continued and effective lobbying by the disability movement, things have been changing since 1990. All disability projects should employ a sectoral model for an understanding of disability. The roots of disabled people's exclusion and poverty
do not reside in biology but in society. Disability mainstreaming tends to focus on the activities of aid agencies and international financial institutions.

It is also important, according to Harrison (in Albert, 2007) to consider the political and legislative environment facing disabled people within developing countries. Most of the disabled people are in a position to lobby their governments effectively and by doing so ensure that those governments in turn indicate to donors that disability is a key concern that needs to be mainstreamed in all sectors and instruments. Yet, disability continues to be ignored in development co-operation. According to Dube, Hurst and Light (in Albert, 2007) South Africa has a strong, well-established disability movement where disabled people are fully integrated into the political process at all levels of government. However, Dube (in Albert, 2007), maintains that this has not been enough to ensure an excellent hearing of disabled people's voices and delivery has been exceedingly poor. As a result the policies have had little impact on the lives of disabled people. In India and Srilanka there has been some evidence of inclusion with respect to receiving aid. However, disabled people were not mainstreamed in relief programmes nor were they consulted at any stage. Inclusive education was one of the first issues to be recognised internationally as a key development concern, not just for disabled children but for all marginalised groups. However, increasing evidence of its success and the high level of international support has yet to overcome questions about its practicability and effectiveness.

The whole discourse about participation, strategies to raise awareness, activities and programmes of the African Decade, as well as the roles of key stakeholders can be simply summarised and presented as a diagram (see Figure 5.1 below).
Figure 5.1 Depiction of discourse pertaining to the African Decade

5.6 Conclusion

Disabled people in Zimbabwe face numerous challenges in achieving equality of opportunity. They face environmental and access barriers, legal and institutional barriers, and attitudinal barriers that cause social exclusion. The evidence of this study revealed a lack of information about disabilities in Zimbabwe, outdated disability policies that are in place, the underfunded and largely invisible national body of people with disabilities, the dysfunctional and fragmented disability sector, and the failure to address the growing needs of people with disabilities. The main challenge surrounding the African Decade is the general slow response by the international community to the disabled people's appeal for support. It would appear that there are not many donors out there that are interested to associate themselves with the African Decade of Disabled Persons. As part of the African Decade there is a need to urge development aid agencies to seriously consider introducing a disability dimension in their policies with a view to incorporating the needs of disabled people in their development aid programmes.
CHAPTER 6

CONCLUSIONS AND RECOMMENDATIONS

6.1 Introduction

This chapter presents a brief summary, the conclusions and recommendations of the study. Based on the findings from interviews, focus group discussions and document reviews a number of conclusions were drawn and similarly recommendations were made with respect to raising awareness of the ADDP in Zimbabwe. The chapter ends with a presentation of the study’s limitations and constraints.

The study aimed to determine the level of awareness of the ADDP by the Zimbabwean DPOs and their grassroots membership. The study managed to identify the activities and programmes related to the implementation of the objectives of the ADDP, as well as identify the strategies that are used to raise awareness of the ADDP. The study managed to identify and describe the key stakeholders and their roles in implementing the ADDP.

The study was conducted on the basis of the scantiness of information concerning the implementation and awareness of the ADDP. Research about previous decades such as the World Decade, the Women's Decade and the Asian/Pacific Decade also indicates very little success mainly as a result of poor funding and lack of commitment by relevant governments and other stakeholders.

A qualitative approach to research was successfully used to gather information by way of structured face-to-face interviews and focus group methods of data collection. The interviewees were found to be keen participants. The results could therefore be inferred to represent the majority of DPOs in Zimbabwe.

The researcher found that most participants were not knowledgeable of the African Decade. The level of awareness is very low at grassroots with members displaying ignorance of the Decade while the leadership has some higher level
of awareness. This situation is a result of a number of factors, such as a leadership style that is not transparent and unwilling to share and disseminate information to the grassroots.

6.2 Conclusions

The study revealed that the African Decade has not been planned and that information about the Decade has not been disseminated properly in Zimbabwe. The findings of the study indicate that participants were not aware of the existence of the Decade and information is not being disseminated from the DPO leaders to grassroots members. There were very few grassroots members who knew about the Decade. Basic information about the Decade, such as when the Decade started and when it is ending is not known by some people at grassroots level. The findings of this study indicate that participants were not involved in activities and programmes that are directly related to the objectives of the ADDP. The study also revealed a number of key stakeholders who should be at the forefront and drive the Decade. However, from the findings little is being done by these stakeholders to implement the ADDP. Various factors were highlighted and linked to the failure of information dissemination and the low level of awareness of the Decade including lack of funding, ignorance by leaders of DPOs and lack of political will.

6.3 Recommendations

A number of recommendations have been made based on the findings of this study.

6.3.1 Zimbabwean government

The Zimbabwean government should play a meaningful and pivotal role in the implementation of the African Decade. It is recommended that the government help DPOs financially and materially to publicise and implement the activities and programmes of the ADDP. From the findings of this study, it is clear that financial support is key to the full participation of DPOs grassroots membership have limited financial capacity to implement the Decade and should be given support. The government should also train DPO leaders in practical ways of
communicating and disseminating information about the objectives of the ADDP to their membership.

The Government of Zimbabwe (GoZ) needs to declare 2009 as a National Year of the Disabled and give special attention to the issues of disabled people and ensure that disability is mainstreamed into all development programmes and projects of all government ministries, offices and departments at all levels from village to national.

The GoZ working with the DPOs should provide leadership in the implementation of the Decade and take the following steps and measures:
- Government should promote African Decade awareness on disability through activities of DPOs and through training people with disabilities.
- There is need to develop a direct intake between disability issues and other all national poverty reduction strategies and programmes, for example, economic resources strategy – National Economic Priority Development (NEPAD).

6.3.2 Continental and regional organisations
The African Union, the Secretariat and the Board should spearhead both raising awareness and the implementation of the African Decade and support all African countries in this. From the findings of the study, the two are key stakeholders in the implementation of the ADDP. They should set up structures in all African countries that specifically spearhead the implementation of the Decade.

Rather than the African Decade Secretariat delving into the political domain of the movement, it should concentrate on the production of manuals, fundraising, information sheets and creating a networking system. Disability is a struggle for disabled people – others can support their struggle.

6.3.3 Disabled People’s Organisations
Financial resources should be made available to DPOs for all the African Decade activities. There is therefore need for a fund specifically earmarked for the implementation of the Decade by relevant authorities. Donors should
complement government efforts in financing Decade activities, projects and programmes.

DPOs decided, developed and drove the African Decade from the beginning. For them to sustain ownership of the programmes, they must create a mechanism of working together under an umbrella organisation to unite their voices, make them stronger and to enable them to put more pressure on government and civil society.

DPOs in Zimbabwe, working together with civil society, regional and continental DPOs, should lobby, advocate and demand another African Decade beginning on 1 January 2010 and ending 31 December 2019.

DPOs should include in their public education programmes the development of skills in advocacy and lobbying among the grassroot members.

DPOs should give priority to awareness raising and information dissemination, through meetings, conferences, workshops, seminars, print and electronic media, radio and television programmes (newsletters, bulletins and magazines).

There is a need to train DPO leadership in management skills – especially financial, strategic and project planning and implementation, advocacy skills as well as communication between grassroots members and leaders.

Leadership should develop and use public relations tools to build bridges or create awareness of the African Decade among the disabled thus strengthening grassroots disabled persons.

DPOs should be part of the monitoring agents of the Decade’s activities and its implementation.

6.3.4 National Council of Disabled Persons of Zimbabwe (NCDPZ)
There is need to restructure and rationalise the NCDPZ into smaller effective units encompassing cells, wards, districts and branch levels.
Currently, the branch is the smallest unit in NCDPZ. In Bulawayo with its population of 2 million people, there are 200,000 disabled people in the city. It is difficult for one person (the Bulawayo branch chairperson) to co-ordinate more than 50 residential suburbs/areas in Bulawayo.

6.3.5 African Decade of Disabled Persons (ADDP)
There is need for a second regional Decade (2010–2019) for the ten Southern African countries and a National Plan of Action for Zimbabwe to implement the second Decade with clearly defined roles for all the stakeholders.

6.3.6 Disabled people
Disabled people should realise the importance of a strong and united voice with which to engage intellectuals with other stakeholders instead of promoting fragmentation in the movement. Divided they will fall; united they stand. They need to be proactive and aggressive.

The Movement of Disabled People in Zimbabwe should emulate the deployment style of disabled people in various sectors (economic, social and political) in order to influence or effect change in their favour. In South Africa they are part of every department, institution or organisation, parastatals and government, as well as utility boards and human rights organisations – so that they have a voice in important decision-making processes.

Disability is a cross-cutting development issue. There is need for disabled people to contribute to every development issue if disability is going to be mainstreamed in every programme.

6.3.7 Professionals
Working with the academics, disabled people may benefit. Universities should be involved in disability studies. Disabled people are not part of the development process. Short courses in development and studying towards certificates, diplomas and degrees would bring disabled people into the development process.

6.4 Recommendations for further studies
Further studies should focus on how the African Decade has been implemented in Africa as a whole starting with the SADC region and thereafter covering other regions on the continent. From the findings of the study, the Decade was not publicised and very few people knew about it. There is need to do further studies about the implementation of the Decade in Southern African Countries or any part of Africa.

Further research is needed on factors that hinder information flow and dissemination from leadership to grassroots members. Possible solutions and appropriate structures that could be used in awareness raising strategies must be examined.

Barriers preventing disabled people from participating in their communities and societies need to be investigated.

6.5 Limitations and constraints of the study

The study was exploratory and descriptive thus giving the design some limitations and constraints. One limitation was the purposive sampling used to select participants for semi-structured interviews. The other limitation concerned use of the official language of communication in framing the questions. The English language may have restricted respondents in expressing themselves during the interviews and focus group discussions. However, they were allowed to express themselves in the vernacular for the purposes of clarity. English is the official language in Zimbabwe and as a result almost all academic studies are done in English.

The constraints included time to do the interviews and focus group discussions and shortages of fuel due to the economic melt down of the country. This impacted on planned visits to participants on the agreed dates and time. There was also the problem of participants not being available as planned and the researcher had to re-organise and plan the interviews again. Unavailability of participants occurred because they had prior personal commitments or were involved in income generating projects to feed themselves and their families.
The progress was sometimes affected by intermittent electricity blackouts, as electricity would sometimes go out when the researcher was busy working on the thesis. Electricity is a big problem in the country as consumption is higher than supply or generation of power.

However, the study managed to establish interesting and valid insights and points about the issues affecting the implementation of the African Decade in Zimbabwe.
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Somerset: Frome


United Nations General Assembly Resolution 217 session 58 page 2 on 23 December 2003


Appendix 1

Information sheet

My name is Joshua T. Malinga (referred to here as the researcher). Joshua Malinga wishes to introduce himself to you as a candidate enrolled as a Master of Philosophy (M Phil) in Disability Studies at the University of Cape Town, South Africa. As partial fulfillment and a requirement of this post-graduate degree, the researcher has to conduct a research with the title: *To determine the level of awareness by People With Disabilities (PWDs) in Zimbabwe about the African Decade of Disabled Persons (ADDP).* In order to conduct this research, the researcher seeks your consent by signing the tear off slip as proof that you accept to participate in this study. The information would be used for purposes of this research. The researcher appreciates your co-operation, support and willingness to help him achieve his task.

**Context of the research question**

This research is undertaken to determine and/or ascertain the existing levels of awareness of the African Decade of Disabled People (ADDP) with specific reference to the nation of Zimbabwe. It would be recalled that when the United Nations (UN) proclaimed 1983–1992 as the UN Decade of Disabled Persons, some level of awareness was raised regarding disability issues and efforts were deployed to prevent disability and rehabilitate people with disabilities. At its inception, the Decade aimed at increasing awareness of disability issues: recognition and appreciation of people with disabilities.

The above explanation gives us an international perspective. The main focus of this study is on the assessment of the existing levels of awareness on the ADDP in Zimbabwe by DPOs. The researcher will conduct the interviews and focus groups in compliance with all the privacy and confidentiality norms observed in research ethics. The researcher knows that issues of confidentiality are crucial and that the challenge has two elements: protecting participants' privacy (identities, names and specific roles) and holding in confidence what they share with the researcher. Once again, thank you.

(Joshua T. Malinga (herein referred to as the researcher) will use the information that you are providing for the sole reason of the production of a dissertation for the M Phil in Disability Studies).
Informed consent form

a) As a participant, the above data fully informs me about the study's purpose and the nature of my participation in the study.

b) I have given my consent to participate willingly.

c) I understand that I may withdraw from the study at any time without prejudice.

#Please indicate with a tick in the box below your choice to or to not participate in this study.

☐ I do want to be involved in your research project.

☐ I do not want to be involved in your research project.

Personal Information

Surname __________________________ Title __________________________

First name __________________________ Other names __________________________

Sex   ☐ Male   ☐ Female

Date of Birth __________________________ Citizen __________________________

Telephone __________________________ Fax __________________________

E-mail __________________________

Signature __________________________ Date __________________________
Appendix 2
Semi-structured interviews

Personal Information

Surname __________________________________ Title __________________________
First name ____________________________ Other names ___________________
Sex   □ Male   □ Female
Date of Birth __________________________ Citizen _______________________
Telephone _____________________________ Fax ___________________________
E-mail ________________________________

Signature _____________________________ Date __________________________

1. How did you come to know about the African Decade?
2. In your own capacity, what has been your involvement in the activities, programmes and projects that directly deal with the African Decade?
3. What strategies have you used to raise the awareness of the African Decade in your organisation and community?
4. What activities, programmes and projects are your organisation doing related to the implementation of the objectives of the African Decade?
5. In your own opinion, who are the key stakeholders in promoting the ADDP and how would you describe their role?
Appendix 3
Focus group discussion questions

Personal information

Surname ______________________ Title ______________________
First name ______________________ Other names ______________________
Sex □ Male □ Female
Date of Birth ______________________ Citizen ______________________
Telephone ______________________ Fax ______________________
E-mail ______________________
Signature ______________________ Date ______________________

1. How often do you hold General Meetings with your leadership and what items do you discuss in your general meetings?
2. What do you know about the African Decade of Disabled People (ADDP)?
3. What discussions, if any, do you engage in at the local level concerning the ADDP?
4. How do you receive information from your DPO leaders?
5. What other DPOs have collaborated with your organisation in ADDP programmes and projects?
6. What support and assistance, if any, have you received for ADDP programmes and projects?
Appendix 4

Objectives and functions of the NCDPZ

Objectives of NCDPZ

- To maintain and develop a powerful, effective and united movement of disabled persons in Zimbabwe independent of any external or internal domination and dedicated to the task of promoting the rights and interests of disabled people.
- To provide a forum of exchange of information and to advise in programme development, transportation, education, housing and the provision of mobility and other technical aids.
- To represent disabled persons at various levels of planning, decision making and implementation of programmes affecting the lives of disabled persons in Zimbabwe.
- To monitor and evaluate legislation, programmes and services affecting disabled persons and to work for necessary changes therein.
- To promote solidarity among disabled people in Zimbabwe.
- To work hand-in-hand with any organisation or institution that is involved in rehabilitation; planning and implementation of programmes that affect the lives of disabled people.
- To provide a forum for public education, through the organisation of conferences or seminars and the dissemination of such literature as will assist in the attainment of this objective.
- To establish schemes, projects and such programmes as are desirable for the benefit of disabled people in Zimbabwe, in line with the philosophy of the Council.
- To foster in disabled people the spirit of self-reliance and reliance and independent living.
- To promote the social, educational, economic and political life of all disabled people in Zimbabwe.
- To develop and maintain co-operation with government on issues of legislation aimed at the protection and promotion of the rights of disabled persons, and to advise government and relevant organisations in matters that affect disabled people.
• To represent the Council in international forums and to promote international friendship, solidarity, co-operation and fraternal understanding with other movements of disabled people in the world.
• To develop, document, interpret and protect the philosophy of the Council.
• Generally, to do all lawful things as are incidental and conducive to the attainment of any of the above objectives mentioned.
• To afford protection to members against unjust suspension, discharge or other unfair treatment.

Functions of NCDPZ
• Advocacy
• Grassroots organising
• Training and leadership development
• Advice and consultancy to member branches
• Assistance with project planning
• Assistance with fundraising
• Monitoring of equal rights
Appendix 5
A possible timetable for the completion of the research project

- Submit proposal for ethical approval: July–August 2006
- Three months field research (focus group discussions and interviews): September–November 2006
- One month research (data gathering): December 2006
- One month data analysis, literature review and synthesis (ongoing as I do interviews, focus group discussions and document analysis): September–December 2006
- Three months academic writing: January–15 March 2007

Amendments to the timetable for the completion of the research project
If approval is obtained by June 2007 then
- One month: data collection and analysis
- Two months: write up, professional proofreading and editing
- Submission of the final dissertation in September 2007
Appendix 6

Budget for the research project in ZAR

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</tbody>
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\(^2\) Travelling costs to be incurred by the researcher when travelling to and from meeting venues with informants, e.g. petty cash for usage as and when necessary.

\(^2\) Research assistant would be paid for actual days involved. During the eight months the research assistant is expected to dedicate at least three working days in a month to provide professional guidance to the student. This means he would dedicate fifteen days to the project.

\(^3\) These are costs that include refreshments and other eats to be provided to informants during focus group meetings. The researcher plans to conduct five sets of meetings with the same group of informants.

\(^4\) These costs include printing of interview questions and the other stationery involved, such as envelopes and bond paper.