



UNITED ARAB EMIRATES  
MINISTRY OF COMMUNITY DEVELOPMENT

# National Policy to empower People of Determination





“Building human capacity is the ultimate goal which we strive to achieve.”

“Our aim is to become one of the best countries in the world, and this can only be achieved through the cohesion of the society's nucleus, the family”



“Achieving optimal social development through developing our society as an integral system continues to be a major goal for the UAE public policy”

## Current Situation in the UAE

☆☆ There are **15,782** various disabilities registered on cards held by people of determination

Of whom % 62 are UAE nationals

the total number of People of determination (UAE nationals) is **9869**

the total number of People of determination (expatriates) is **5913**

### Types of disabilities

Visual • 

intellectual • 

Hearing • 

Autism •   

Physical • 

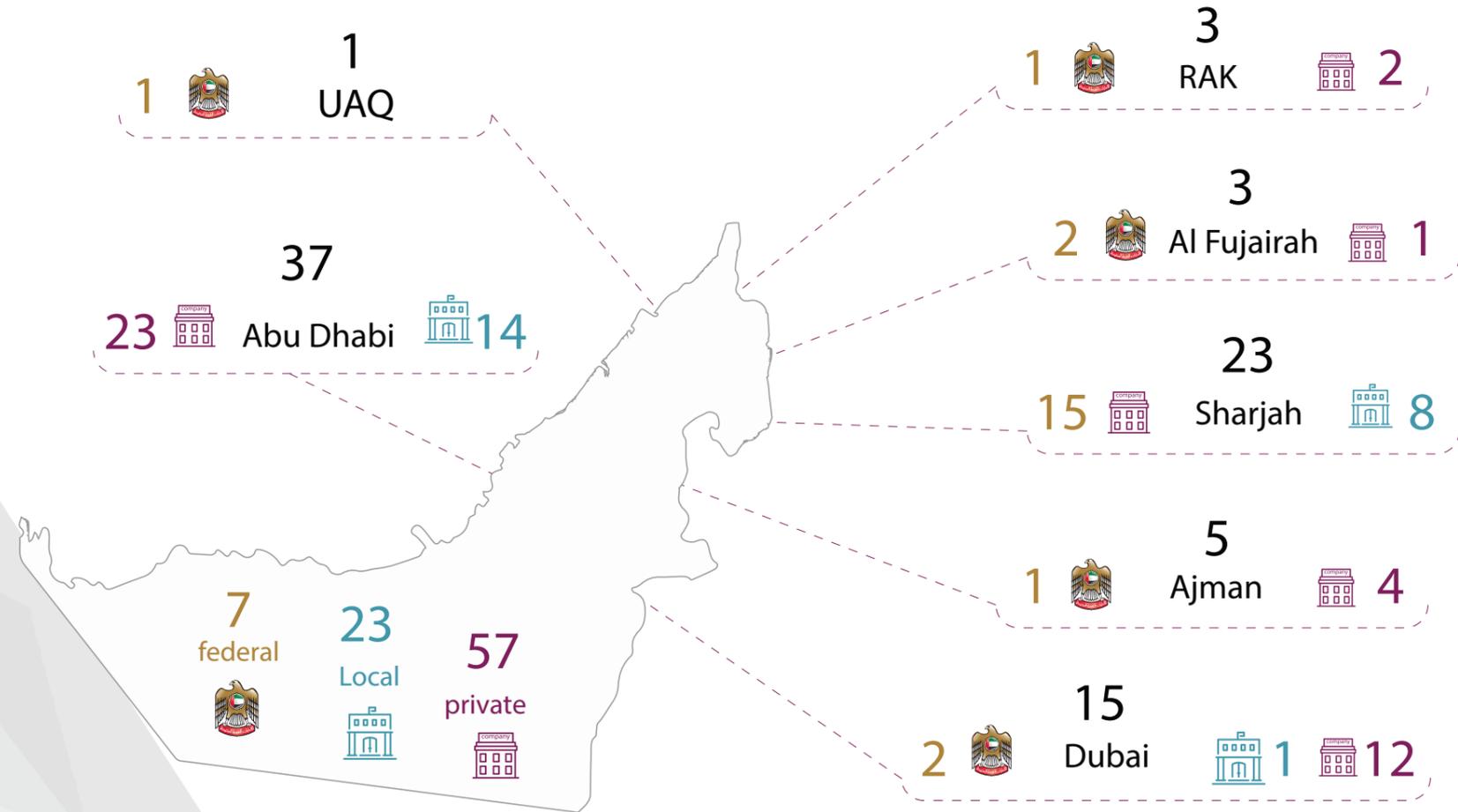
Multiple • 

☆☆ Cards issued by Ministry of Community Development

☆☆ Based on the latest statistic issued in 2016

## Centers for the rehabilitation across UAE

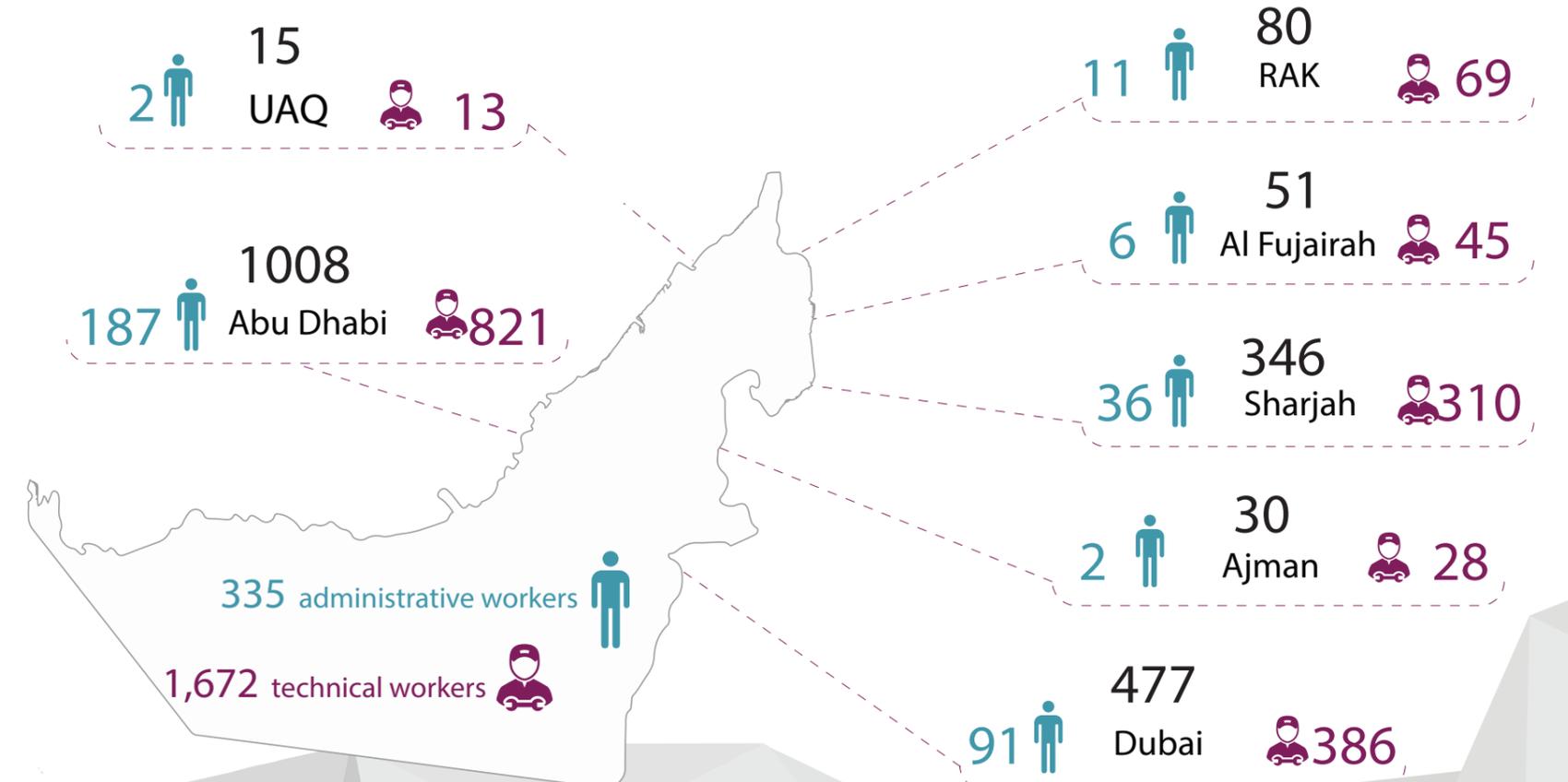
☆ The number of rehabilitation centers for people of determination (87)



☆ Based on the latest statistic issued in 2016

## Workers at centers for the rehabilitation

☆ The number of workers in rehabilitation centers for people of determination (2,007)



☆ Based on the latest statistic issued in 2016

# Directive is to Transform the

## The Medical Model

- Patient
- An unchanged community
- The disability is the problem of an individual
- Based on a charity method
- Focusing on the disability
- Exclusion
- Differences in abilities perceived as a weakness
- Selection process does not pass through people of determination
- The foundation is the director
- Specialists are more knowledgeable
- Treating people of determination

## to a Social Model

- Member of the community
- Developing community
- A disability if the problem of the community
- Based on rights
- Focusing on strengths
- Recognition and integration
- Differences in abilities perceived as a strength
- The right to choose and decision making in the hands of people of determination
- Society is the director
- Respect the diverse knowledge amongst people
- Overcoming barriers in the community, amending policies, and modifying behaviors

## Policy

### The Vision

An integrated community, free from barriers, which empowers people of determination and guarantees their right to a dignified life

### Mission

Empowering people of determination and their families, through setting policies and innovating services that allow them to enjoy a high quality of life

### Objectives

- Achieving social inclusion
- Active participation
- Enhancing equal opportunities
- Supporting individuals and their families to perform their roles

## Policy pillars

1 Healthcare and rehabilitation



2 Education



3 Vocational training and employability



4 Vocational training and employability



5 Accessibility



6 Public, cultural and sports life



# I Pillar – Healthcare and rehabilitation



## 1.1 Goal Guaranteeing a comprehensive and high quality healthcare

- Initiatives
- Expanding healthcare services and programs to cover all factions of community
  - Expanding the scope of services provided by development clinics and ensuring that develop–ment surveys are mandatory
  - Developing regular and post–accident rehabilitation programs
  - Developing special plans for the elderly of determination
  - Providing a set of medical tests for the various stages of pregnancy and postpartum, as a pre–vention from possible disabilities

## 1.2 Goal Accurate and high quality diagnosis of disabilities

- Investing in research and studies on disabilities, hereditary syndromes and rare diseases that cause disability
- Launching a national program for the early detection and diagnosis of disabilities and delayed development including neo-natal and pre-marital tests
- Standardize diagnosis procedures and measures

## 1.3 Goal Providing information on all people of determination in the UAE

- Initiatives
- Launching a national registrar for newborns with disabilities and delayed development
  - Establishing a central database for people of determination (all cases in the UAE)

## 1.4 Goal Providing specialized medical staff and health specialists in disabilities

- Initiatives
- Launching a qualification program for national workers in the domain of early detection of disabilities and delayed development, in addition to training them on the variations causing disabilities and how to prevent them
  - Launching training and qualification programs for national workers in the fields of disabilities and supporting treatment services

### Stakeholders

- Ministry of Health and Prevention
- Ministry of Community Development
- Local Health Authorities
- Federal, Local and Private Disability Centers
- Schools
- Universities and Higher Education Institutions

## 2 Pillar – Education



### 2.1 Goal Enhancing the inclusion in education (public, vocational and higher education)

#### Initiatives

- Providing a clear education track for people of determination through all stages
- Redesigning and adapting the curricula to respond to the needs of people of determination
- Providing additional resources, tools and technologies to support the education of people of determination
- Providing treatment support services (speech, functional, behavioral...)
- Empowering and engaging communities and families in educational, entertainment, arts, sports and cultural activities
- Launching awareness campaigns targeting the community and school students on the importance of inclusion
- Launching home schooling programs for certain disabilities

### 2.2 Goal providing highly qualified teachers and experts in education for people of determination across different learning stages

#### Initiatives

- Inaugurating specializations in education for people of determination in universities and colleges (such as education in the cases of autism and severe disabilities)
- Ensuring that universities introduce the teachers in the pre-service stage, to the principles of teaching and assessing students with disabilities and learning difficulties
- Launching a training program for Emirati nationals working in the fields of disabilities, including teachers and education specialists

#### Stakeholders

- Ministry of Education
- Ministry of Community Development
- Local Education Authorities
- Education councils
- Schools
- Federal, Local and Private Disabled Centers
- Universities and higher education institutions
- Associations
- Parents of disabled children

### 3 Pillar – vocational training and employability



#### 3.1 Goal providing vocational training adapted to different disabilities and levels of severity

- Initiatives
- Developing training programs to respond to the requirements of the labor market
  - Launching vocational programs for people of determination in collaboration with various public and private organizations

#### 3.2 Goal providing adequate employment opportunities for various types of disabilities and levels of severity

- Initiatives
- Elaborating policies to employ people of determination in both the public and private sectors
  - Providing a database about people of determination in search of vocational training and employment, possible employers of people of determination Adopting and implement employment support programs in competitive work environments
  - Providing a channel of communication between the public and private sectors to support the employment of people of determination
  - Establishing partnerships to provide micro-financing and market the products of people of determination

#### 3.3 Goal providing vocational training adapted to different disabilities and levels of severity

- Initiatives
- Providing incentives, rewards, and exemptions to encourage the recruitment of people of determination in the private sector. Providing qualifications and vocational training programs
  - Training work colleagues and employers to ensure optimal treatment of people of determination
  - Adopting an assessment program to evaluate the work environment and its adequacy to people of determination, and accordingly introduce the required changes

#### Stakeholders

- Ministry of Human Resources and Emiratization
- Ministry of Community Development
- Federal Authority for Government Human Resources
- Ministry of Education
- Federal, Local and Private Disabled Centers
- Zayed Higher Organization for Humanitarian Care
- Community Development Authority - Dubai
- Sharjah City for Humanitarian Services

## 4 Pillar – Accessibility



### 4.1 Goal providing standardized specifications for buildings in the UAE taking into account the needs of people of determination

- Initiatives
- Developing national standards and specifications for buildings to reflect the needs of people of determination, elaborate an implementation mechanism with a set of sanctions to penalize violators
  - Launching the disabled friendly building award, and the disabled friendly hotels standards

### 4.2 Goal providing easy access to people of determination to various information, depending on their individual abilities

- Initiatives
- Providing information about the services to the disabled and their families in all the emirates; ensuring they are easily accessible (for instance, treatment facilities, types of services, available activities, etc.)
  - Making information accessible to people who suffer visual and hearing disabilities using modern technology

### 4.3 Goal ensuring people of determination have safe and easy access to various places and services

- Initiatives
- Improving public transportation for the disabled through the adoption of a set of specifications for various modes of transport
  - Introducing changes to public places, services and buildings to facilitate the access of people of determination to them

### 4.4 Goal allowing people of determination to communicate with service providers as best suited with their abilities

- Initiatives
- Launching service-related standards in all of the UAE
  - Launching programs to train and license sign language translators
  - Training service providers on how to address and communicate with people of determination

continued

## 4 Pillar – Accessibility



**4.5 Goal** providing easy access for people of determination to their homes and facilitate their day lives

- Initiatives
- Developing standards for accessible equipped homes for people of determination and their families, equip current houses

### Stakeholders

- Ministry of Infrastructure Development
- Municipalities
- Departments of Transport
- Telecommunications Regulatory Authority
- Sheikh Zayed Housing Program
- Mohammed bin Rashid Housing Establishment

## 5 Pillar – Social protection and family empowerment



**5.1 Goal** developing social security policies that are adequate for people of determination

- Initiatives
- Unifying categorization of disabilities in the UAE
  - Increasing the number of registered people of determination for the card through linking it to services (healthcare, education, etc.)
  - Linking the card for people of determination to the Emirates ID

**5.2 Goal** ensuring the respect of the rights of the people of determination and protect them from any exploitation or abuse

- Initiatives
- Establishing a hot-line to ensure the complaints people of determination are heard when their rights are violated, or they are victim of exploitation and abuse
  - Elaborating policies to limit and prevent any abuse of the disabled, put in place mechanisms to detect disabilities and rehabilitate victims of abuse
  - Launching a training program for females of determination with specific training to protect them from exploitation and abuse

continued

## 5 Pillar – Social protection and family empowerment



### 5.3 Goal making care and rehabilitation services available for severe disabilities

- Initiatives
- Launching a mobile unit to deliver various care and rehabilitation services for severe disabilities and their families in their homes

### 5.4 Goal actively engaging the family in providing rehabilitation services

- Initiatives
- Launching a support program for families and care providers (training, consultations, habilitation, training on sign language,...etc)
  - Certification of all special education specialists, treatment support services, and all relevant fields

### Stakeholders

- Ministry of Community Development
- Ministry of Health & Prevention
- Ministry of Justice
- Ministry of Education
- Ministry of Culture and Knowledge Development
- Ministry of Infrastructure Development
- National Council
- Local Executive Councils
- Emirates Identity Authority
- Zayed Higher Organization for Humanitarian Care
- Community Development Authority - Dubai
- Sharjah City for Humanitarian Services
- Humanitarian Associations
- Associations
- Federal Competitiveness and Statistics Authority
- Statistics Centers

## 6 Pillar – Public, cultural and sports life



### 6.1 Goal integrating people of determination in different cultural and social activities

- Initiatives
- Organizing competitions to engage people of determination in various cultural, sports and social activities

### 6.2 Goal providing services to people of determination is a right and not charity

- Initiatives
- Launching awareness campaigns targeting various segments of society to educate them about disabilities

### 6.3 Goal empowering people of determination to take part in sports activities, local and international competitions

- Initiatives
- Launching sports activities that ensure the participation of people of determination
  - Expanding the scope of inclusive sports clubs at the national scale

### 6.4 Goal adopting the creativity of people of determination and sponsor them in various cultural activities, sports and arts

- Initiatives
- Launching a national program to discover talents among the disabled in different areas of sports, arts and culture
  - Establishing special arts groups

#### Stakeholders

- Ministry of Culture and Knowledge Development
- General Authority of Youth and Sports Welfare
- Ministry of Community Development
- Ministry of Infrastructure Development
- Clubs for the people of determination
- Federal, Local and private centers for people of determination



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