

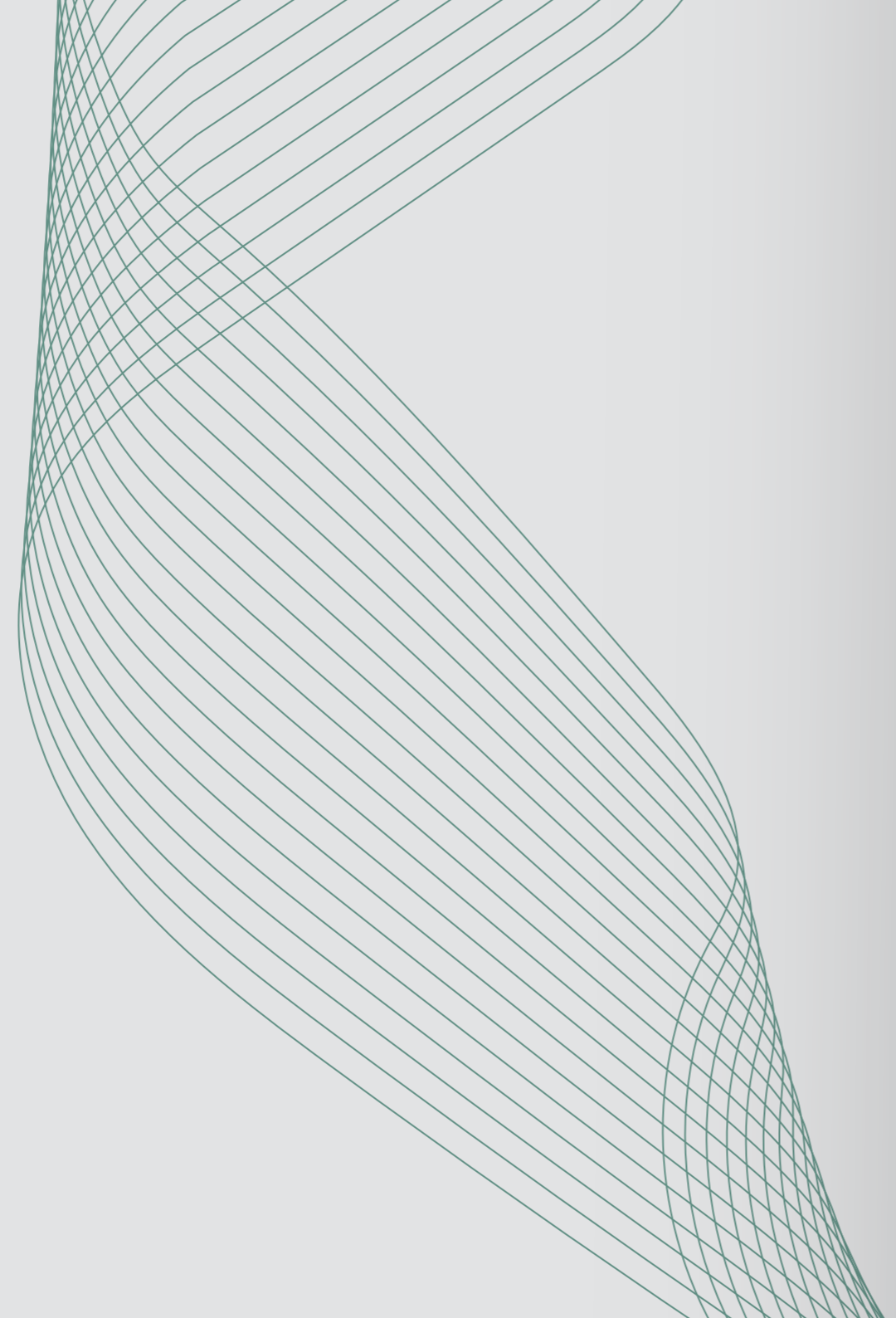
إلى الحقوق

من العاطفة

Annual Report

The Authority of People with Disability

20
23



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Custodian of the Two Holy Mosques
King Salman bin Abdulaziz Al Saud

حفظه الله



His Royal Highness Prince
Mohammed bin Salman bin Abdulaziz Al Saud
The Crown Prince, Prime Minister

حفظه الله



Chapter 01: Preface





Chairman of Board of Directors
His Excellency the Engineer
Ahmed bin Sulaiman Al Rajhi

Forewords 1-1

Foreword by His Excellency the Chairman of the Board of Directors (COB)

With the benevolent guidance and support of the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al-Saud, and His Royal Highness Prince Mohammed bin Salman bin Abdulaziz Al-Saud, the Authority of People with Disability (APD) continues its efforts to empower people with disabilities, secure their rights, and enhance their participation in national development. Through multiple partnerships with community institutions in the public, private, and non-profit sectors, the APD seeks to expand the services provided to PwDs. Additionally, the organization intends to establish qualitative initiatives in a variety of domains, including training, qualification, labor market entry, and various activities that equip PwDs with the required expertise, skills, and experiences. This demonstrates our confidence in the capabilities of PwDs, as well as our commitment to supporting them in attaining their goals and creating a suitable environment for their future endeavors. In 2023, the APD achieves unprecedented achievements with the efforts of the members of the Board of Directors (BoD) and all its employees. This success is facilitated through coordination with the Ministry of Human Resources and Social Development to support pertinent training workshops tailored to the capabilities and needs of PwDs; with the Ministry of Health in the provision of treatment services, psychological care, and rehabilitation programs; and with the Ministry of Education to ensure equal opportunities for all. The APD's representation of the Kingdom of Saudi Arabia at the Conference of States Parties to the Convention on the Rights of Persons with Disabilities (CRPD) in New York City, its recognition by the Great Place to Work organization as the Best Workplace in 2023, and its 92% increase in the index of digital government further support this achievement. We are delighted to provide the 2023 APD annual report, which highlights the key performance indicators and accomplished objectives.

I would like to extend my sincere admiration for the efforts of my colleagues at the APD, including their ambitious goal of continuing to strive for additional achievements in 2024.



chief executive officer
The doctor

**Hisham bin Muhammad
Al-Haidari**

Foreword by His Excellency the Chief Executive Officer (CEO)

It is my pleasure to present the most notable accomplishments for the year 2023 of the Authority of People with Disability in this annual report. Throughout the year, the APD persisted in its endeavors to improve the quality of life for people with disabilities and their families across various domains, to secure their rights and empower them to participate more actively in society, and to streamline the services offered to them by public agencies

The APD has collaborated with a number of private, public, and non-profit organizations to encourage the participation of people with disabilities in all fields and remove all barriers and obstacles that hinder their integration and empowerment. The Council of Ministers issued resolution No. (110) dated 06/02/1445H approving the Law of the Rights of Persons with Disabilities, an extension of the Disability Welfare Law issued in 1421AH. This legislation serves as a foundational element in attaining the APD's goals of safeguarding the rights of persons with disabilities and enhancing the quality of services provided to them, which are consistent with the Vision of the Kingdom 2030. The legislation encompassed essential principles pertaining to disabilities, such as accessibility, reasonable accommodation, and nondiscrimination on the basis of disability. The APD has additionally reached a number of cooperative agreements with private, public, and non-profit organizations, which will be elaborated upon in subsequent sections of this report. These agreements facilitate the empowerment of PwDs, the development and expansion of their technical capabilities and expertise, the promotion of employment opportunities across sectors and establishments, and the provision of a suitable environment for the performance of their functions. Additionally, the APD introduced a series of events and initiatives designed to advance the empowerment of PwDs and increase public awareness regarding their needs. In addition, we are organizing numerous training courses on how to interact with PwDs for government agencies. Over the course of the next few years, the APD aims to establish additional partnerships and initiatives with diverse sectors and maximize its efforts in order to strengthen and solidify the culture of empowering PwDs and create a supportive and empowering environment that ensures their improved quality of life

In conclusion, I wish to extend my heartfelt gratitude to the wise leadership, the COB, board members, and my fellow colleagues at the APD, for their invaluable support throughout the APD's endeavor to empower and integrate persons with disabilities

1-2 Definitions of Terms and Abbreviations

Unless the context dictates otherwise, the following terms and abbreviations have the meanings specified next to each of them:

| Term | Definition |
|---|--|
| Report | The annual report of the Authority of People with Disability in accordance with the Council of Ministers Regulation issued pursuant to Royal Decree No. (13/a) dated 03/03/1414 AH. |
| APD | The Authority of People with Disability. |
| Organization | The organization of the Authority of People with Disability, which was regulated by decision No. 266 of the Council of Ministers, dated 27/5/1439 AH. |
| Relevant authorities | Public, private, and non-profit organizations. |
| Fiscal year | Fiscal year 2023 AD/1444-1445 AH. |
| Person with disability / people with disabilities | Every individual who has a long-term deficiency in physical, mental, intellectual, sensory, or psychological functions that prevents them, when dealing with various challenges, from performing their daily tasks effectively and equally in society. |
| Accessibility | A set of appropriate measures that ensure that services, physical environment, transportation, information, and communication, including technical means and services, are accessible and available to people with disabilities on an equal basis with others in both urban and rural areas. |
| Law | The Law of the Rights of Persons with Disabilities, which was issued by Royal Decree No. M/27 and adopted on 11/02/1445 AH, corresponds to 27/08/2023 AD. |



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1-4 Executive Summary:

The Authority of People with Disability in the Kingdom of Saudi Arabia presents to you its annual report for the fiscal year 1444–1445H, corresponding to 2023. The report was prepared in accordance with Article 29 of the Law of the Council of Ministers issued by Royal Order No. (A/13), dated 03/03/1414H.

In this report, the APD reviews the most important milestones during the fiscal year 2023. This year is considered a continuation of the APD's path to achieving its assigned goals for people with disabilities in the Kingdom. This was achieved through its scientific, technical, and administrative staff and the many projects and initiatives that it presented in cooperation and coordination with government, private, and non-profit organizations.

As part of its report, the APD includes its strategic direction and its contribution to achieving Vision 2030 for PwDs. The APD also highlights its initiatives, activities, work, and achievements. All of which aim to empower PwDs in social, professional, health, scientific, and other aspects.

While the APD takes pride in its accomplishments, such as the recent approval of the new Law of the Rights of Persons with Disabilities, which supersedes the Disability Welfare Law with Royal Decree No. (M/27) dated 11/02/1445 AH, it also candidly discloses the obstacles it encounters and proposes solutions. Additionally, it delineates the opportunities that are accessible to aid in the realization of its vision and mission.

Finally, the APD informs readers of its current state, including its administrative organization and human resources that combine knowledge and professional competence. It also presents its general budget and related projects.

Overview of the Authority of People with Disability (APD)

• Founding and Establishment

The Authority of People with Disability was established pursuant to Council of Ministers Resolution No. 266 dated 27/5/1439 AH. It is organizationally linked to the Minister of Human Resources and Social Development and has legal, financial, and administrative independence.

It is a governmental entity that aims to empower people with disabilities, secure their rights, enhance their role in society, and develop the services provided to them by various sectors.



Members of the Board of Directors



His Excellency,
Eng. Ahmed bin Suleiman Al-Rajhi

Chairman of the Board of Directors of the Authority of People with Disability



His Excellency,
Mr. Majid bin Abdul Rahman Al-Ghanimi

Vice Chairman and representative of the Ministry of Human Resources and Social Development.



His Excellency,
Dr. Abdullah bin Abdul Rahman Al-Namla

Member and representative of the Ministry of Finance



His Excellency,
Dr. Saad bin Awad Al-Harbi

Member and representative of the Ministry of Education



His Excellency,
Mr. Abdullah bin Ghaithan Al-Shamrani

Member and a person with disability



His Excellency,
Dr. Haila bint Abdullah Al-Khalaf

Member and a parent of a child with disability



His Excellency,
Mr. Ayman bin Ishaq Afghani

Member and representative of the Ministry of Economy and Planning



His Excellency,
Dr. Faisal bin Salem Al-Dahmashi

Member and representative of the Ministry of Health



His Excellency,
Mr. Mohammed bin Ibrahim Al-Mulhim

Member and representative of the Ministry of Municipal Rural Affairs and Housing



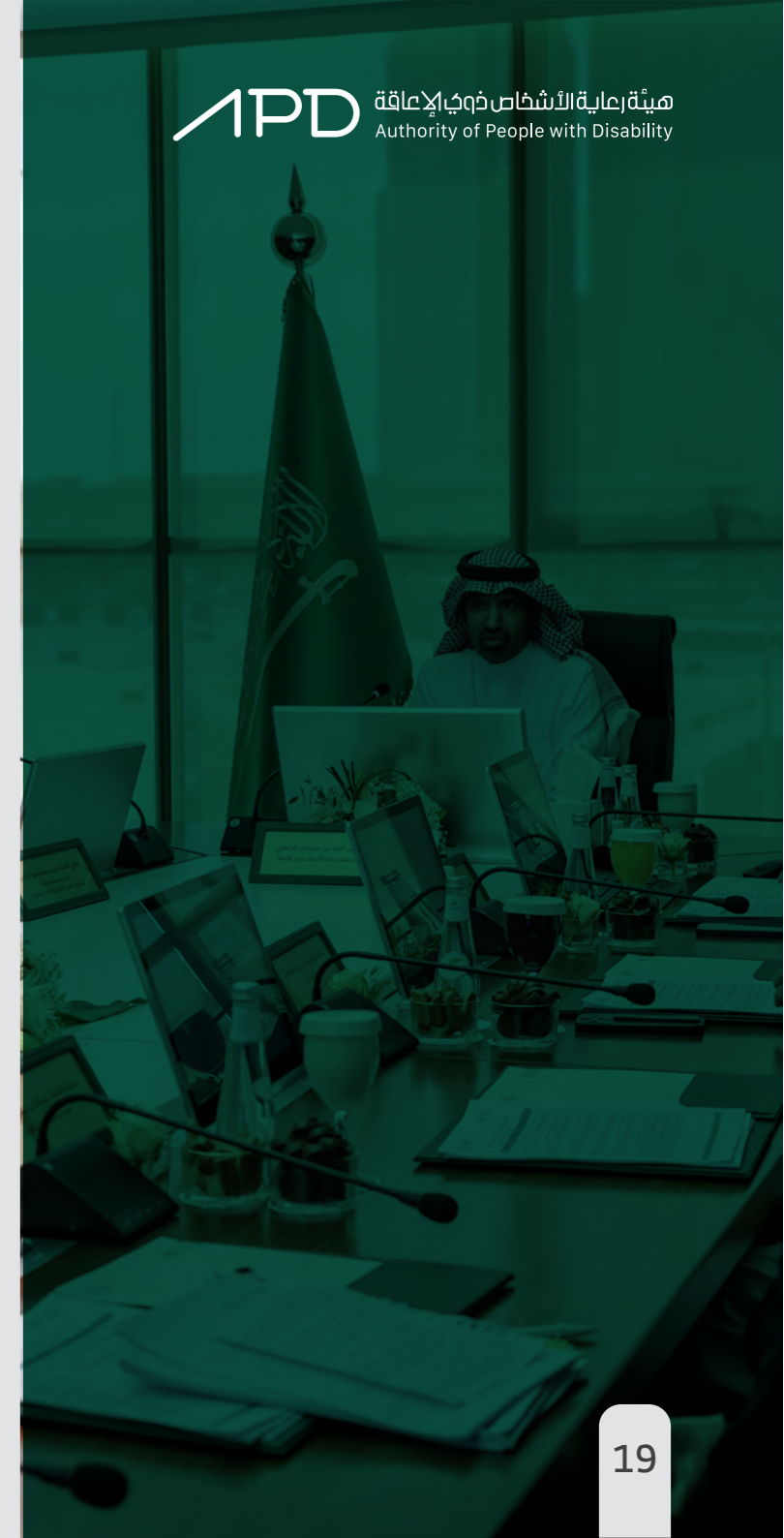
His Excellency,
Dr. Maher bin Saad bin Jadeed

Member and a person with disability



His Excellency,
Ms. Rasha bint Mohammed Al-Balaa

Member and a parent of a child with disability



Chapter 02: The Detailed Report



2-1 Introduction:

Preface

In this report, The Authority of People with Disability reviews its journey during 2023 and the achievements that served the country and its vision. The purpose of this documentation is to serve as a point of reference for subsequent assessments, enhancements, and evaluations. This comes in compliance with the requirements of Article 29 of the Council of Ministers Resolution, which stipulates the following: "All ministries and other government entities must submit to the Prime Minister, within ninety days from the beginning of each fiscal year, a report on the achievements, challenges, and recommendations of each entity."

Through this report, the APD reviews its 2030 Vision-based strategy, which is related to the objectives of its establishment through the vision, mission, objectives, pillars, indicators, and highlights of the work and achievements it has achieved to serve PwDs in Saudi Arabia. Additionally, the report reviews the opportunities available to invest them in a way that best fulfills the hopes and aspirations of the wise leadership.

Report Development Methodology:

The annual reports preparation guide for public agencies, which was approved by Council of Ministers No. 233 on 18/4/1443 AH, was used as a guide during the development process of the annual report of the Authority of People with Disability for 2023. In its report, the Authority of People with Disability (APD) documented the data, actions, and achievements collected from both internal and external stakeholders. It also provides a review and analysis of such content in order to identify opportunities, challenges, and recommendations for maximizing the impact of all APD actions and initiatives.

The Overall Objectives of the Authority of People with Disability (APD):

Article 3 of the organization of the Authority of People with Disability No. 266 issued on 27/5/1439 AH, corresponding to 13/2/2018 AD, stipulates that the APD aims to support people with disabilities, secure their rights, promote the quality of services provided to them by different entities, and facilitate their access to rehabilitation and essential care. Additionally, in coordination and cooperation with the appropriate authorities, the APD seeks to enhance the standard of prevention and execute the required measures.

2-2 Strategic Direction:

The Strategic Direction of the Authority of People with Disability:

The Authority of People with Disability has developed its strategy in alignment with the Kingdom's Vision 2030 and its development plans. The APD's endeavors are guided by predetermined objectives, as well as a set of pillars that ensure the empowerment and integration of PwDs.

In addition, the APD has collaborated with all departments to establish key performance indicators that reflect the degree of advancement towards the APD's internal initiatives and strategic goals.

Furthermore, the APD implemented a series of significant initiatives that played a pivotal role in enhancing its partnerships and refining its services and programs to align with international standards and provide greater diversity and comprehensiveness. To ensure the ongoing progress of the transformation process and remain abreast of evolving circumstances, the APD is presently devising two integrated strategies:

- The National Strategy for Persons with Disabilities.
- Updating the institutional strategy of the Authority of People with Disability.

Through these strategies, a strategic connection will be established between the national strategies and the APD's operations, with ambitious initiatives and goals that advance the cause of people with disabilities and enhance the regional and global role of the Kingdom of Saudi Arabia.



Our Vision

Improving the quality of life for PwDs and empowering them for inclusive .and effective participation in society



Our Mission

Organizing efforts and building a fully comprehensive institutional ecosystem to eliminate barriers for PwDs and empower their inclusion in society without .discrimination



Our Values

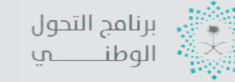
- Participation
- Inclusion
- Empowerment
- Taking Initiative
- Education and Innovation

The Objectives in Relation to the Vision:

The Authority of People with Disability sought to align its institutional strategy with the directions of the Kingdom's Vision 2030 related to people with disabilities, directly or indirectly, which depend on the following three main axes:

- Vibrant Society
- Thriving Economy
- Ambitious Nation

The APD contributed directly to the following Vision realization programs:



The National Transformation Program: **"enabling the integration of people with disabilities into the labor market."**

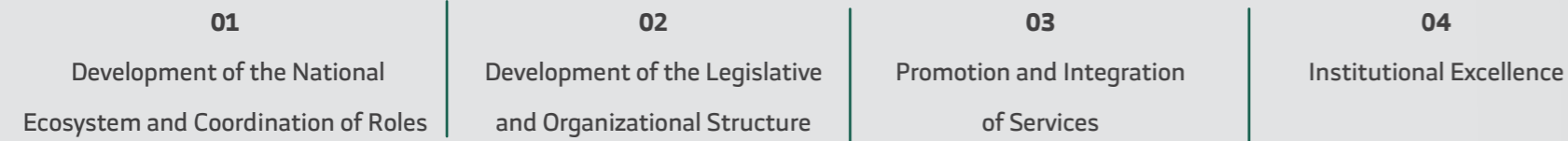


Human Capability Development Program: **"improving equal access to education."**

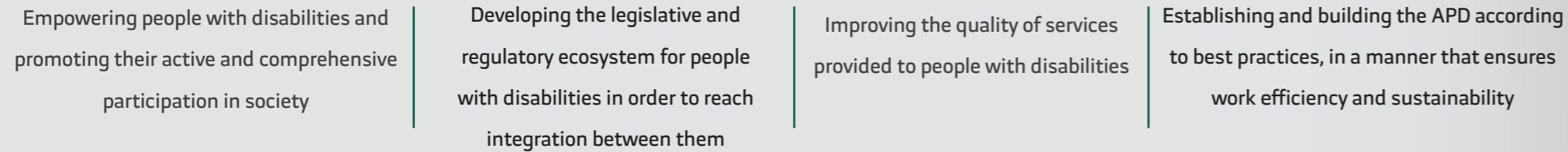
The National Strategy for Persons with Disabilities plays a significant role in advancing the national goals outlined in the Kingdom's Vision 2030. This is due to its alignment with various objectives at the third level, which include the following:

- Promoting** the values of justice and transparency
- Facilitating** access to health care services
- Enabling** the integration of PwDs into the labor market
- Enhancing** the primary outcomes of education
- Encouraging** participation in sporting activities
- Facilitating** the accommodation of a greater number of Muslims undertaking Hajj and facilitating access to the two Holy Mosques

Strategic Pillars



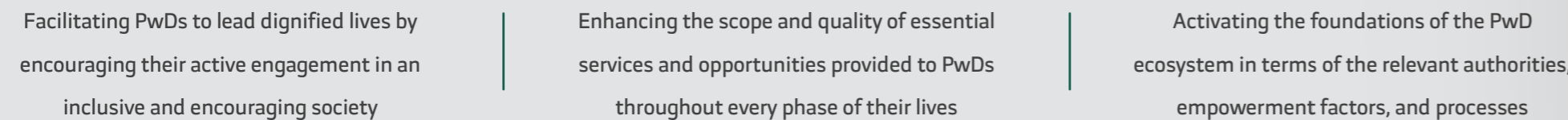
Strategic Objectives



Sector Future Strategy

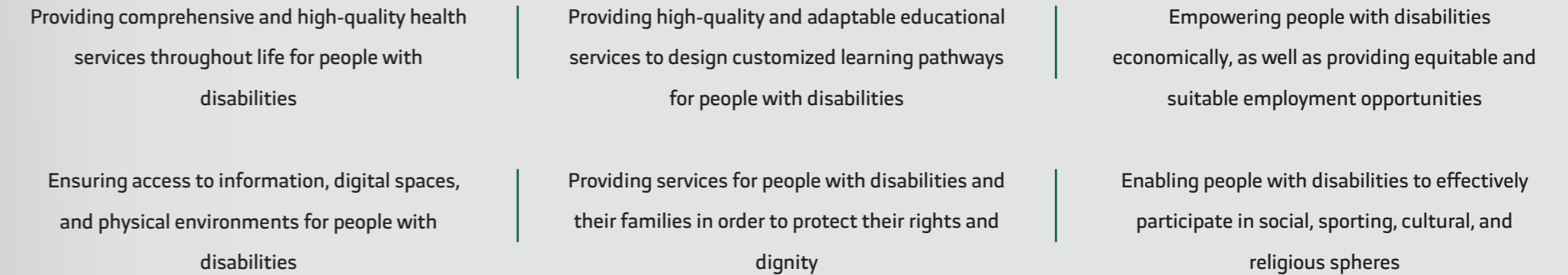
The National Strategy for Persons with Disabilities

By strategically capitalizing on existing opportunities and capabilities, the Kingdom will advance to the forefront of international countries in its endeavor to ensure equality and justice for people with disabilities. As a result, its international stature will be substantially enhanced. The primary areas of emphasis for the National Strategy for Persons with Disabilities are as follows

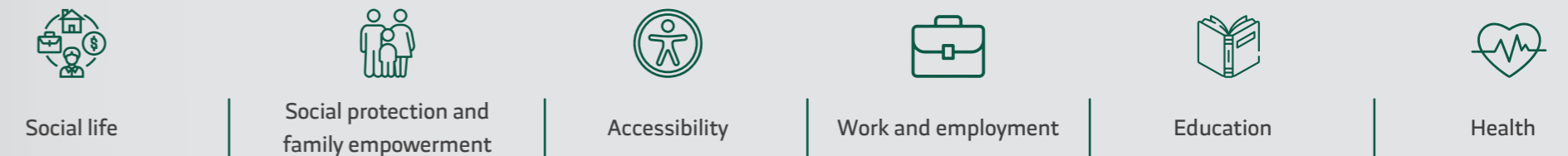


The National Strategy for Persons with Disabilities is currently a draft undergoing the adoption process

The Strategic Objectives of the National Strategy for Persons with Disabilities



The Pillars of the National Strategy for Persons with Disabilities



2-3 Performance Summary

1. Annual Assessment of Key Performance Indicators

Indicators related to the Kingdom's Vision 2030

| Performance Indicator | Target for 2023 | Status of Indicators | Actual Value | Target Value | Fiscal Year | Relevant Vision Realization Program (if applicable) |
|---|-----------------|--------------------------------------|--------------|--------------|-------------------|---|
| First objective: Enabling the integration of PwDs into the labor market | | | | | | |
| Objective Description: Eliminate obstacles impeding the integration of people with disabilities into the labor market, such as social barriers, lack of readiness, and .limited opportunities | | | | | | |
| Type of Target 2: Vision-Related Strategy | | | | | | |
| Ratio of employed PwDs with working capacity | 12.6% | ● | %12.6 | %12.3 | First Half - 2023 | National Transformation Program |

The Institutional Indicators of the Authority of People with Disability (APD):

The indicators described below are measured experimentally, while the institutional strategy of the APD is being revised to incorporate the indicators in their ultimate form.

| Performance Indicator | Target for 2023 | Indicator Status | Actual Value | Target Value | Fiscal Year |
|--|-----------------|---------------------------------------|--------------|--------------|-------------|
| First Objective: Development of the National Ecosystem and Coordination of Roles | | | | | |
| •Objective Description: Empower PwDs and promote their active and inclusive participation in society by establishing an integrated ecosystem in coordination with pertinent authorities, enhancing capabilities, and providing the necessary data. | | | | | |
| •Type of Target 2: The Core Strategy of the Organization. | | | | | |
| Number of disability-related studies and research | 5 | ● | 3 | 3 | 2023 |
| Number of entities that have received training on disability topics | 40 | ● | 40 | 40 | 2023 |
| Second Objective: Enhancement and Integration of Services | | | | | |
| •Objective Description: Improve and integrate the quality of services offered to PwDs. | | | | | |
| •Type of Target 2: The Core Strategy of the Organization. | | | | | |
| Number of local memoranda and agreements signed | 6 | ● | 7 | 6 | 2023 |
| The activation rate of the signed local agreements | 95% | ● | 43 | 40 | 2023 |
| Third Objective: Development of the Legislative and Organizational Structure | | | | | |
| •Objective Description: Developing the organizational and legislative ecosystem for PwDs with the objective of achieving their integration. | | | | | |
| •Type of Target 2: The Core Strategy of the Organization | | | | | |
| The Law of the Rights of Persons with Disabilities status of completion | 100% | ● | 100% | 100% | 2023 |

(1) Indicator status colors:

- Success (99% or more)
- Partial Success (85%-99%)
- Failure (less than 85%)

(2) The primary target type:

- The core strategy of the organization.
- Vision-related strategy.
- The national strategy.
- The sectoral strategy.

| Performance Indicator | Target for 2023 | Indicator Status | Actual Value | Target Value | Fiscal Year |
|--|-----------------|------------------|--------------|--------------|-------------|
| Fourth Objective: Institutional Excellence of the Authority of People with Disability (APD). | | | | | |
| Objective Description: Establishing and building the APD according to best practices in a manner that ensures work efficiency and sustainability. Type of Target: The Core Strategy of the Organization | | | | | |
| Rate of projects delayed | 15% | ● | 15.4% | 15% | 2023 |
| Quality of functional data | 83% | ● | 86% | 83% | 2023 |
| Employee turnover rate | 7% | ● | 13.4% | 7% | 2023 |
| Occupancy rate of vacant positions | 90% | ● | 85.2% | 90% | 2023 |
| Employees with disabilities rate | 15% | ● | 10.7% | 15% | 2023 |
| Trained employees' rate | 85% | ● | 92.6% | 85% | 2023 |
| APD level in the digital transformation index | 40% | ● | 39.4% | 40% | 2023 |
| The expenditure rate of the budget | 90% | ● | 78% | 90% | 2023 |
| Rate of internal audit observations addressed | 100% | ● | 100% | 100% | 2023 |

Status of Adopted Initiatives in Accordance with Official Procedures:

Vision Program-Related Strategic Initiatives:

| Initiative | Date of Commencement | Status of Initiative | Workflow Summary | Percentage of Actual Completion | Percentage of Planned Completion | Scheduled Completion Date | Vision realization program |
|---|----------------------|----------------------|------------------|---------------------------------|----------------------------------|---------------------------|--------------------------------------|
| The establishment of the Authority of People with Disability (APD) | 2018/5/1 | ● | Completed | 100% | 100% | 2021/12/31 | National Transformation Program |
| Mowaamah" Program" | 2017/5/1 | ● | Completed | 100% | 100% | 2021/3/30 | National Transformation Program |
| Implementation of action programs in the national strategy | 2018/4/1 | ● | Completed | 99% | 99% | 2023/12/31 | National Transformation Program |
| The identification and classification of students with disabilities | 2021/4/30 | ● | Completed | 100% | 100% | 2023/2/28 | Human Capability Development Program |

Strategic Initiatives in Accordance with the APD Strategy:

| Initiative | Status of Initiative | Date of Commencement | Workflow Summary | Percentage of Actual Completion | Percentage of Planned Completion | Scheduled Completion Date |
|--|----------------------|----------------------|------------------|---------------------------------|----------------------------------|---------------------------|
| Development and operation of the National Registry of Persons with Disabilities - Phase II | ● | 2023/1/1 | Active | 47% | 57% | 2025/12/31 |
| The development of assessment tests for sign language interpreters | ● | 2023/2/9 | Active | 87% | 94% | 2024/1/8 |
| Cybersecurity: Advisory and awareness-raising services | ● | 2023/6/11 | Active | 49% | 47% | 2024/6/10 |

| The initiative | Status of Initiative | Date of Commencement | Workflow Summary | Percentage of Actual Completion | Percentage of Planned Completion | Scheduled Completion Date |
|--|----------------------|----------------------|------------------|---------------------------------|----------------------------------|---------------------------|
| Updating the institutional strategy of the Authority of People with Disability (APD) | ● | 2023/10/29 | Active | %25 | %25 | 2024/9/24 |
| The development and documentation of policies and procedures | ● | 2023/9/3 | Active | %31 | %31 | 2024/5/2 |
| Implementing regulations: Advise on the development of implementation regulations pertaining to the Law of the Rights of Persons with Disabilities | ● | 2023/9/17 | Active | %11 | %11 | 2024/9/16 |
| Organization of exhibitions and conferences | ● | 2023/7/9 | Active | %99 | %95 | 2024/7/8 |
| Activities involving education, media, communication, and awareness-raising | ● | 2023/9/3 | Active | %65 | %39 | 2024/9/2 |
| Mobile art exhibition | ● | 2023/9/1 | Completed | %100 | %100 | 2023/10/31 |
| Social activities for comprehensive rehabilitation center beneficiaries | ● | 2022/2/3 | Completed | %100 | %100 | 2024/1/24 |
| Training and employment of PwDs | ● | 2022/2/15 | Active | %90 | %95 | 2024/2/14 |
| Updating the National Strategy for Persons with Disabilities | ● | 2022/8/2 | Completed | %100 | %100 | 2023/9/1 |
| Providing disability-related education and awareness services | ● | 2022/9/11 | Completed | %100 | %100 | 2023/9/10 |
| Disability-related studies and research | ● | 2023/1/1 | Completed | %100 | %100 | 2023/12/31 |

3. Ranking of the Kingdom of Saudi Arabia in Accordance with the International Index and International Indicators Correlated with the APD

Form 3: Government organization-associated international indicators for the fiscal year 1444/1445 AH.

| International Performance Indicator | Target for 2023 | Source | Year of Issuance | Status of Indicators | Actual Value | Target Value | Fiscal Year | The Ranking of the Kingdom of Saudi Arabia Over the Last Five Years | Relevant Vision Realization Program |
|---|-----------------|----------------------------------|------------------|----------------------|--------------|--------------|-------------|---|-------------------------------------|
| United Nations e-government development index (APD) | 100 | The Digital Government Authority | 4Q FY 2023 | ● | 97.4 | 100 | 4Q FY 2023 | | |

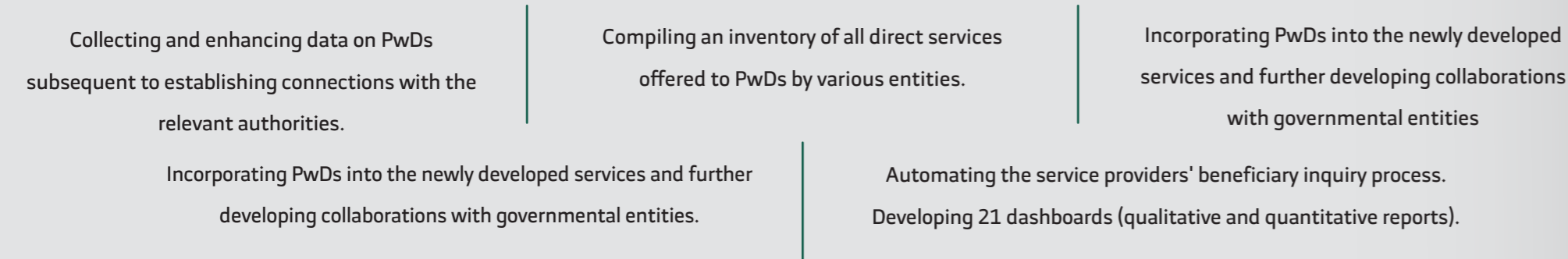


Pillar I: Development of the National Ecosystem and Coordination of Roles.

National Registry

The Authority of People with Disability (APD) is working to provide a central source of data pertinent to persons with disabilities by establishing a unified system, i.e., the National Registry of Persons with Disabilities, which will allow the APD to collect data and information about PwDs and their families, making the registry a reliable source of reference for the entities that provide services to PwDs under a single umbrella.

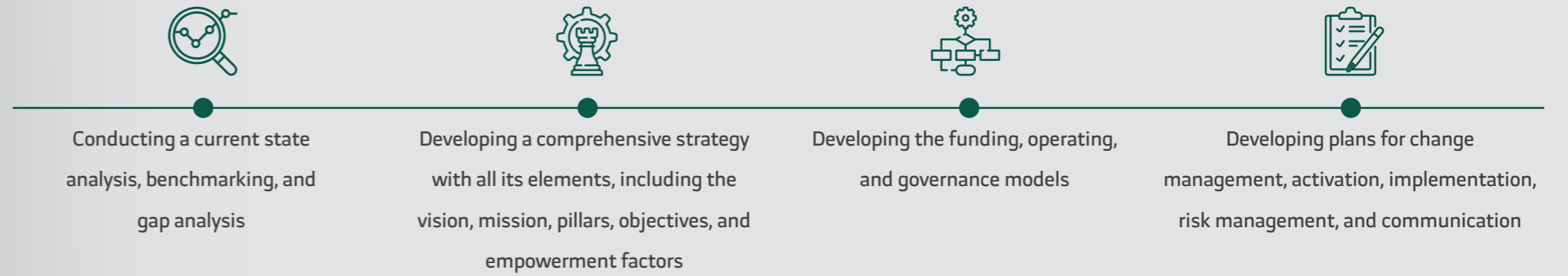
The National Registry of Persons with Disabilities team collaborates with the relevant authorities, including the National Information Center, which hosts PwDs-related data, as well as the Ministry of Human Resources and Social Development (HRSD), the Ministry of Health (MoH), the Human Resources Development Fund (HRDF), the Ministry of Education (MoE), the General Authority for Statistics (GASTAT), and the Digital Government Authority (DGA). Additionally, work processes have been initiated with the Ministry of the Interior (Mol), the Ministry of Municipal and Rural Affairs and Housing (MOMRAH), and the Saudi Post (SPL).



The National Strategy for Persons with Disabilities

In recognition of the significance of ensuring that persons with disabilities in Saudi Arabia enjoy a decent standard of living that advances the goals and programs of the Kingdom's Vision 2030, and in collaboration with more than 25 government entities, the APD has revised the National Strategy for Persons with Disabilities and conducted a thorough evaluation to ensure congruence with developments and modifications in local strategies and stakeholders, such as the Law of the Rights of Persons with Disabilities and the Vision Realization Programs (VRPs), as well as to ensure that developments are kept abreast of the best global practices in relation to disability.

The development of the National Strategy for Persons with Disabilities consists of the following four major stages:



- Incorporate guidance from local and international experts, the UN Convention on the Rights of Persons with Disabilities (CRPD), and global best practices in the field of disability.
- Involve all relevant parties and empower technical working forces throughout all the stages of the project to ensure that it aligns with the great ambition of inclusion and offers sector-level support and pivotal enablers in accordance with the Law of the Rights of Persons with Disabilities.
- Engaging PwDs by means of interviews and focus groups conducted in a number of regions of the Kingdom of Saudi Arabia. Aligning with the National Center for Public Agencies Performance Measurement (Aadaa) and the relevant Vision realization programs. At this time, the APD intends to submit for accreditation the National Strategy for Persons with Disabilities.

General Authority for Statistics (GASTAT):

With the aim of fostering an inclusive society that promotes sustainable development for individuals with disabilities, the Authority of People with Disability (APD) and the :General Authority for Statistics (GASTAT) have entered into a data sharing agreement. The agreement comprises of the following provisions, among others

The content of the data and the purpose of its sharing

The mechanisms for data storage, communication, and utilization

The preservation of data confidentiality, quality, and security

Collaboration in the execution of the disability-related surveys

The transfer and exchange of disability-related data and information

Monitoring social variables of PwDs

National Center for Non-Profit Sector (NCNPS):

With the intention of enhancing the role of the non-profit sector and encouraging their active involvement in disability-related topics, the Authority of People with Disability (APD) and the National Center for Non-Profit Sector (NCNPS) entered into a collaborative agreement. The agreement comprises of the following provisions, among others:

The allocation of government-owned services or enterprises to the nonprofit sector

Exploring volunteer opportunities

Cooperation and implementation of employment initiatives for PwDs

Engagement in collaborative efforts to enhance and construct capabilities and knowledge

Cooperation in launching social investment initiatives

Apart from executing memorandums of understanding, the APD engages in collaborative and coordinated efforts with entities across diverse sectors.

These endeavors are designed to enhance and advance services for PwDs and promote initiatives that guarantee their empowerment through employment prospects and social integration, in accordance with the strategic objectives of the APD.

Shamah Autism Center:

Collaboration was forged between the APD and Shamah Autism Center with the aim of increasing the percentage of employees with disabilities by ensuring that PwDs are afforded access to the career prospects offered by the APD's partners. Furthermore, the APD has collaborated with the center to increase awareness of autism through participation in forums and develop training packages for workers with disabilities, including those with autism.

Saudi Post (SPL):

Collaboration was forged between the APD and SPL in an effort to increase the percentage of employees with disabilities, enhance the experience of beneficiaries with disabilities, and ensure that all modes of communication with beneficiaries are accessible to those with disabilities. Furthermore, sharing data, as well as providing offers to owners of companies and institutions with disabilities.

Field Visits:

1. Al-Ha'ir Prison:

The Authority of People with Disability (APD), in cooperation with the General Directorate of Prisons, visited the prison of Al-Ha'ir to identify the most prominent challenges and address them. The APD undertook a study in response to the visit, which concluded in the formulation of a proposal comprising four tracks, which are as follows:



Accommodation of prisons



Criminal rules of punishment



Circumstances surrounding the commission of the offense or crime



Medical treatment

To ensure adequate assistance, the APD and the General Directorate of Prisons collaborated on the development of practical lines of the visit's findings. These lines were categorized into four sub-tracks, consisting of critical and continuous tracks, with the aim of attaining shared objectives in tackling the aforementioned challenges.

Pillar 1 Pillar 2 Pillar 3 Pillar 4



2. Hail:

In light of the Authority of People with Disability' (APD) responsibility to improve services for PwDs and elevate their social standing, the APD team led by the Chief Executive Officer (CEO) embarked on a visit to several pertinent authorities in the Hail region. The purpose of their visits was to gain insights into the endeavors and experiences of these authorities in empowering and integrating PwDs into society, with the intention of formulating suitable recommendations. The following entities were among those that were visited:



Charitable Society
"To care for the disabled "Hdca



Comprehensive
rehabilitation center



King Hospital
Salman Specialist



Hael University

3. The Eastern Region:

In light of the Authority of People with Disability' (APD) responsibility to improve services for PwDs and elevate their social standing, the APD team led by the Chief Executive Officer (CEO) embarked on a visit to several pertinent non-profit sector entities and cultural centers in the Eastern region. The purpose of their visits was to enhance and improve the services offered to PwDs. The following entities were among those that were visited:



Prince Complex
Sultan Rehabilitation (Efaa)



King Abdul Aziz Center
Cultural (Enrichment)



Center
Axel Generations



Sawaed Association
For motor disability



Candle center
Autism rehabilitation

4. Jazan:

In the interest of the Authority of People with Disability (APD) to set standards for public bodies when providing their services, the Chief Executive Officer (CEO) and a team from the APD visited a number of government agencies in the Jazan region, including:



JAZAN GENERAL HOSPITAL

Jazan General Hospital



Comprehensive
rehabilitation center in Jazan



Jazan University

5. Al-Qassim:

To encourage the private sector and the non-profit sector to make their services accessible for PwDs and to develop programs that offer the essential assistance required for them to initiate, progress, and broaden their endeavors, the Chief Executive Officer (CEO) and a team from the Authority of People with Disability (APD) visited a number of entities in the Qassim region, including:



Unayzah Association for Development
and Human Services



Prince Naif International Airport

To raise awareness and encourage the participation and inclusion of PwDs in the Kingdom of Saudi Arabia, the Authority of People with Disability (APD) also paid visits to the following centers and organizations:



-The Vision Rehabilitation Center at King Khaled Eye Specialist Hospital (KKESH):

Review the services provided by the center and discuss potential areas of collaboration between the two organizations.



-The Gamers Season:

Promoting the Purple Saturday initiative through the Gamers Season's activities.



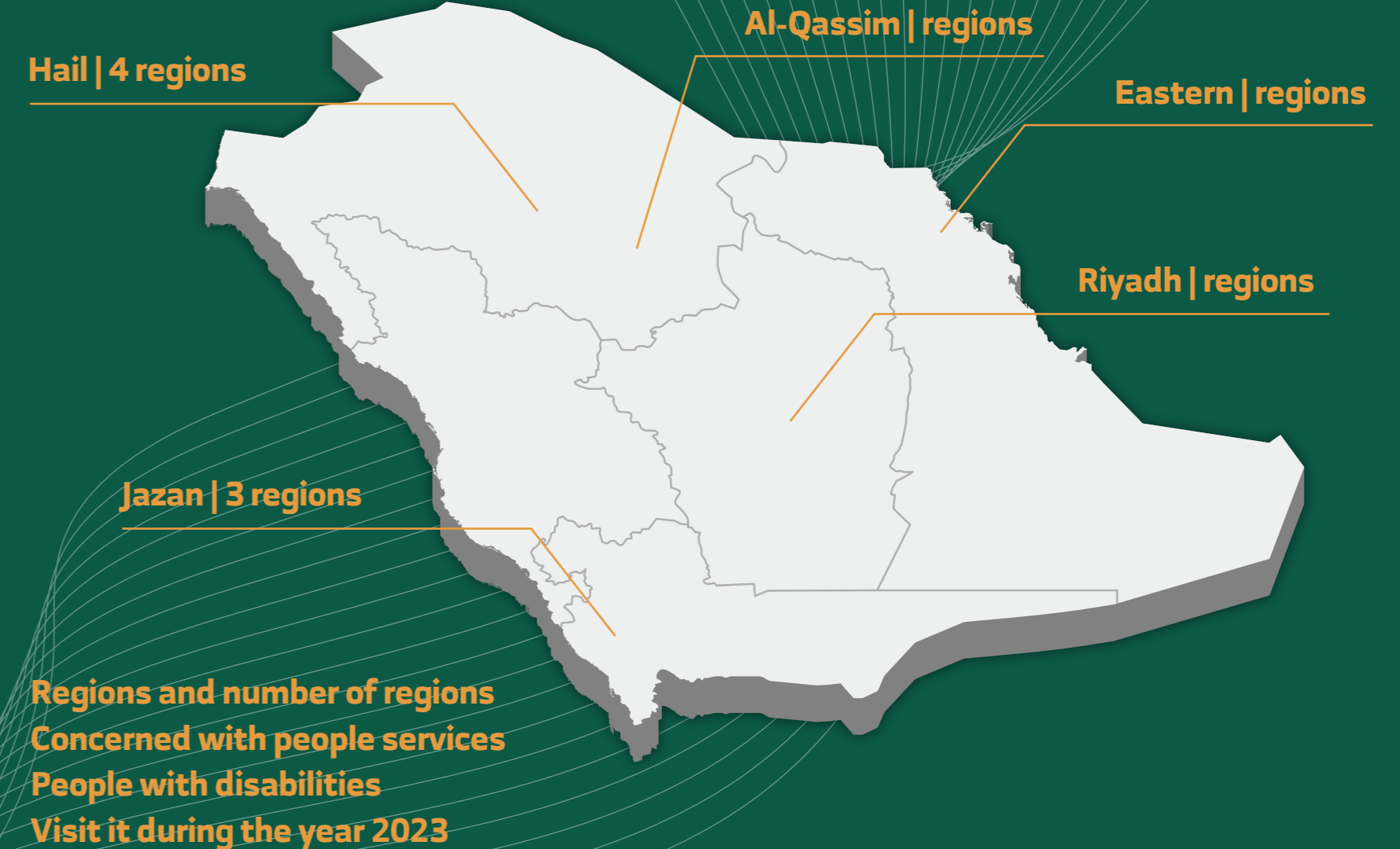
-The Garage:

Review the role of investment in assistive technologies for PwDs.



-Saudi Arabia Railways (SAR):

Discussing the best practices in accessibility and learning about the experience of passengers with disabilities at the North Train Station in Riyadh.





Pillar 2: Development of the Legislative and Organizational Structure



مجلس الوزراء يوافق على نظام حقوق الأشخاص ذوي الإعاقة



● جدة - واس
وافق مجلس الوزراء برئاسة خادم الحرمين الشريفين الملك سلمان بن عبدالعزيز آل سعود، على نظام حقوق الأشخاص ذوي الإعاقة، كما وافق على الترتيبات التنفيذية لمجلس الاستعمار.
وخلص المجلس خلال الجلسة التي عقدها يوم الثلاثاء 6 صفر 1445 هـ الموافق 22 أغسطس 2023 م، في قصر السلام بجدة، على أن تتحمل الدولة عن بقدر مبركته الرسوم والغرامات المترتبة على تلك الحركة إن حث العطور عليها، وتلك من تاريخ يوافق من فقدان مبركته، على ألا يخل تلك بحكومة الدولة بالرسوم والفرمانات على سائر تلك الحركة في حال كانت مسروقة، والمتحاليين من مئذ تلك الحركة.
● التفاصيل ص ٢

The Law of the Rights of Persons with Disabilities:

The year 2023 AD witnessed the approval of the Law of the Rights of Persons with Disabilities pursuant to Royal Decree No. (M/27) dated 11/02/1445 AH.

The new Law superseded the Disability Welfare Law, which had been issued by Royal Decree No. (M/37) dated 23/09/1421 AH. During the drafting of the Law, numerous life necessities were considered in alignment with best regional and global practices. This ensured a clear and solid foundation that enhances the independence, integration, and empowerment of PwDs while also raising their awareness regarding their rights.

In addition to ensuring that PwDs have equal access to all services and protecting and advancing their rights, the Law promotes the following fundamental principles: Non-discrimination on the basis of disability, equal opportunities, involvement of PwDs in disability-related issues, and the implementation of suitable and alternative modes of communication with PwDs, such as Braille and sign language. In addition, it guarantees that legislation addresses the needs of PwDs and that cadres across all

organizations are well-versed in appropriate methods of engaging with PwDs. Enhanced quality of services, including but not limited to accessibility, reasonable accommodations, education, health, employment, recreation, culture, and sports, is a primary objective of the Law. Furthermore, it considers regulatory frameworks that ensure the protection of all human rights, encompassing legal and social dimensions, disability-based non-discrimination, offenses, and penalties.

The Law is intended to cover all aspects of life. As a result, PwDs are now able to access all state-provided services. through a single legal document that will serve as a guide for them and their families. In the past, while their rights did exist, they were dispersed across various laws.

By granting PwDs legal rights to services including education, health, employment, culture, sports, and other services, the Law emphasized the significance of altering the misperception of PwDs in wider society.

In the new Law, the definition of a person with a disability (PwD) is modified to align with the social view of disability. This view shifts the emphasis from the mere presence of disability to the existence of an integrated social environment free of physical and non-physical challenges.

The Law contains a section dedicated to offenses and penalties which is divided into three distinct categories. The first category is offenses committed by individuals towards a person with a disability, such as abuse, mockery, neglect, or impersonation for legal benefit purposes.

The second category is offenses of an administrative nature, which are governed by administrative justice laws and committed by government agencies that provide services covered by the Law.

The third category is offenses committed by the non-governmental sector, for which the Authority of People with Disability (APD) will establish the controls governing them in the implementing regulations of the Law. The extent to which the APD carries out the Law of the Rights of Persons with Disabilities is constrained by the responsibilities specified in the following articles of the Law: The APD, as designated in the pertinent articles, is the governmental entity tasked with overseeing the execution of the Law's provisions and their interpretation.

The Law will facilitate the APD's ability to oversee services, assess their quality, and coordinate their governance with pertinent governing bodies.

The APD is the government body responsible for supervising the implementation and interpretation of the Law. As such, the APD will, when drafting the implementing regulations, govern all services offered by different entities and other rights protected by the Law, as well as determine who is legally responsible for putting them into action.

The APD will work to implement the provision of Article 30 of the Law in order to activate the unified national registry of PwDs to utilize disability data in decision-making.

Legislative Workshops:

The “Effectiveness of Alternative Sanctions for People with Disabilities” Workshop

To promote awareness of disability rights and address the legislative and human rights necessary to modify criminal procedures, establish channels of communication, and attain collaborative efforts with diverse entities, the APD coordinated a workshop that included several legislative and legal department representatives from pertinent government agencies. Such a workshop aims to discuss alternative sanctions for offenders with disabilities. The workshop also aims to foster effective integration among various entities, thus contributing to the advancement of its goals. Furthermore, it seeks to establish partnerships with diverse governmental entities to develop legal recommendations that not only fulfill the purpose of the penitentiary system for PwDs but also contribute to offender reform and benefit the family, society, and the state. To achieve the objectives of this workshop, the APD submitted the workshop’s recommendations to the competent authority in order to achieve its objectives.

Participants:



Body of experts



Ministry of Human Resources and social development



Ministry of Justice



Ministry of Interior



Family Affairs Council



Directorate General of Prisons



Human Rights Commission

The “Rights of Persons with Disabilities: From Compassion to Rights” Workshop

With the objective of providing an introduction and increasing awareness regarding the Law of the Rights of Persons with Disabilities and its articles, as well as developing its implementing regulations, the APD organized a workshop that was attended by a number of PwDs and specialists and covered the following topics:

Communicate the rights of PwDs to relevant parties as stipulated by the Law

Raise awareness among relevant parties regarding how to execute their obligations towards PwDs in accordance with the Law

Consider the perspectives of the audience regarding the potential development of Law implementing regulations

Participants: 17

The “Analysis and Evaluation of the Current State of the Rights of Persons with Disabilities” Workshop

In order to analyze and evaluate the current state of the rights of persons with disabilities, the APD organized the workshop with the participation of a number of PwDs and 26 entities to discuss the following topics:

Identify all the problems and challenges related to the current state of the rights of PwDs

Define the functions and obligations of the relevant bodies to mitigate violations resulting from ambiguity in the terms of reference

Establish clear standards and controls

The Law impact on decision-making support

Participants:



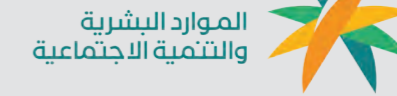
هيئة الزكاة والضريبة والجمارك
Zakat, Tax and Customs Authority



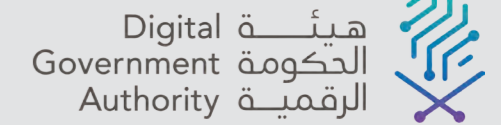
وزارة الشؤون البلدية والقروية والإسكان
Ministry of Municipal Rural Affairs & Housing



وزارة النقل والخدمات اللوجستية
Ministry of Transport and Logistic Services



وزارة التجارة
Ministry of Commerce



Review of Legislative and Regulatory Drafts on the Public Consultation Platform (Istitlaa):

In order to promote the services offered to PwDs and ensure the incorporation of legislation, strategies, activities, programs, and designs tailored to their needs, the Authority of People with Disability (APD) examined over 267 organizational documents, such as draft legislation and regulations, that were submitted on the Public Consultation Platform (Istitlaa). The purpose of this review was to verify that these documents comply with the needs and disability-related rights of PwDs.

Review of the Persons with Disabilities Guide Developed by the Saudi Red Sea Authority (SRSA):

The Saudi Red Sea Authority (SRSA) has prepared a guide for PwDs and shared it with the Authority of People with Disability (APD), which has played its part in the process of reviewing and ensuring that the best standards related to the rights of PwDs are achieved. This encompasses various aspects, such as the significance of providing workers with training on how to interact with PwDs and ensuring their independent, safe, and convenient use of facilities. This has a great impact on reflecting a favorable image of not only the services it offers its citizens and residents, but it also significantly influences how the Kingdom of Saudi Arabia presents tourism to all visitors.

Public Consultation on the Organizational Documents of the Authority of the People with Disability (APD):

The APD published on the Public Consultation Platform (Istitlaa) a number of organizational documents pertaining to PwDs that were subject to public, government, and private sector feedback in an effort to enhance the guidance's provisions and procedures.

1. Emergency Evacuation Guide for Persons with Disabilities.
2. Disability Disclosure Guidelines and Etiquette: This guide was designed with the intention of serving as a simple reference for service providers to encourage PwDs to disclose their disability in an optimal manner, thereby guaranteeing the provision of accessible and appropriate services.

The Authority of People with Disability (APD), through its membership in the National Air Transport Facilitation Committee of the General Authority of Civil Aviation (GACA), has also verified that all requisites are incorporated to enable PwDs to exercise their entitlement to air mobility in the most independent and secure manner feasible. The efforts of the APD have resulted in a discussion of the importance of training airport staff to effectively interact with passengers with disabilities. APD guarantees that all obstacles encountered by PwDs are analyzed and maintains constant supervision over these files.



Pillar III: Enhancement and Integration of Services.

The Authority of People with Disability (APD) has worked to enhance the quality of services for PwDs and their needs in terms of education, treatment, and rehabilitation, employment opportunities, and accessibility of public facilities and services. The main actions and achievements in improving services have been divided into the following main sectors:

A. Health:

His Excellency the Minister of Health (MoH) was received by the Board of Directors (BoD) of the Authority of People with Disability (APD) on April 4, 2023. The purpose of the meeting was to deliberate on the obstacles that PwDs encounter in the health sector; the following recommendations were developed:

1. Development of interim targets to address deficiencies in the health-care coverage of PwDs and construct future goals, such as enhancing the quantity of specialized doctors, in accordance with the anticipated demand for these fields (as determined by database analysis, future projections, and projected growth rates); collaborate to bridge these gaps through specialized human resources or financial assistance.
2. Collaboration between the Authority of People with Disability (APD) and the Ministry of Health (MoH) in the field of prevention and the significance of addressing the underlying factors that contribute to disability; this is to be achieved through programs that promote awareness of prenatal screening, exploratory and pre-marital testing, and traffic safety.
3. Leverage from the best international practices, such as the allocation of 10% of the rehabilitation beds for beneficiaries with disabilities or chronic diseases.
4. Collaboration in order to address gaps in insurance coverage pertaining to continuous rehabilitation services for PwDs, prosthetic devices, and their respective technical features.
5. Suggest strategies to enhance continuous rehabilitation services for PwDs as well as reduce waiting times in both urban and rural areas.
6. Collaboration between the Ministry of Education (MoE) and the Ministry of Health (MoH) to assign health professionals to educational centers and communities under the supervision of the MoE.

7. Grant an investor a joint license from the Ministry of Education (MoE), the Ministry of Health (MoH), and the Ministry of Human Resources and Social Development (HRSD) to provide educational, health, and social services to students with disabilities.
8. Investigate the reasons why PwD parents seek treatment at rehabilitation centers outside the Kingdom of Saudi Arabia and propose appropriate solutions.
9. Cooperation between the Ministry of Health (MoH), the Authority of People with Disability (APD), and the National Unified Procurement Company (NUPCO) to ensure the availability of medicines and medical supplies for PwDs in specialized pharmacies.
10. Data exchange, database enhancement, and statistical monitoring of PwDs.
11. Collaboration and a joint work plan to address all topics agreed upon within a specified time frame, as well as performance measurement indicators presented periodically by Board Member Dr. Faisal Al-Dahmishi.

- **The Authority of People with Disability (APD)** and the Ministry of Health (MoH) collaborated to establish an indicator to measure the satisfaction rate of PwDs with the services offered by the MoH and to review and improve the MoH's satisfaction questionnaires to ensure their accessibility for PwDs.

- The APD participated in the Electronic Health Register Committee for Persons with Disabilities in the Council of Health Insurance.

- The APD participated in the Conference of Individuals with Cochlear Implants in March 2023.

B. Education:

Initiative: Identification and Classification of Students with Disabilities

In order to achieve the objectives of the Human Capability Development Program, the Authority of People with Disability (APD) has completed the implementation of an initiative that aims to identify and classify students with disabilities. It included the design of a general framework for collecting information based on the type of disability, as well as the development of standards and requirements that help students with disabilities integrate into the educational system. The anticipated consequences comprise the following:

Ensure equitable access to educational opportunities for students with disabilities, based upon meeting admission and eligibility requirements

Enhance the efficiency of government spending on the educational system

Bring attention to the fundamental learning outcomes that result from the integration of students with disabilities into the educational system

Enable students with disabilities to benefit from educational services and become active members of the educational system.

Increase the educational value and return of education outputs for students with disabilities.

Assessment of the Services Provided to Persons with Disabilities (PwDs) in Public Universities:

In recognition of the significance of university education and the fact that it is a continuation of the educational process that enables PwDs to increase their chances of achieving independence and prepares them to be active members of society, the assessment was conducted on 27 public universities

The Most Notable Findings of the Assessment Are as Follows:

There are a total of 5682 male and female students with disabilities enrolled in universities.

In Saudi Arabia, 0.4% of university students are individuals with disabilities. With 1569 male and female students, 1.1% of the total enrollment, 793 male and female graduates, and 278 male and female employees, King Abdulaziz University has surpassed all other institutions in terms of the number of students with disabilities.

The Authority of People with Disability (APD) developed a report and recommendations for each university and presented them to his Excellency, the Vice Minister of Education for Universities, Research, and Innovation, who subsequently disseminated them to all universities. Princess Nora bint Abdulrahman University has sent a report detailing the university's implementation of the recommendation.

Education Statistics:



There are 47,515 male and female students enrolled in full integration education.



There are 33,678 male and female students enrolled in special education institutes and programs.

| Performance Indicator | Achieved | Fiscal Year |
|---|----------|-------------|
| Percentage of students with disabilities enrolled in educational institutions | %48 | 2023 |

Education and Training Evaluation Commission (ETEC):

The Authority of People with Disability (APD) and the Education and Training Evaluation Commission (ETEC) concentrated their efforts on the following:

Review the guides detailing how to adjust the National Center for Assessment (Qiyas) examinations to accommodate individuals with visual disabilities.

A study on the exemption of PwDs who satisfy particular criteria from the aptitude and achievement tests.

During the test registration process, the ETEC forms now feature an icon that poses the question "Are you an individual with a disability?" as well as an additional box for reasonable accommodations.

Adapting the National Center for Assessment (Qiyas) website to include an icon representing the services offered to test-takers who have disabilities.

Initiate the Curriculum for "Introduction to Disability" in Saudi Universities:

Curriculum development titled "Introduction to Disability" was proposed by the Authority of People with Disability (APD). At the ministerial meeting, the proposal was deliberated, and it was recommended that the APD, Ministry of Education (MoE), and Ministry of Human Resources and Social Development (HRSD) specialists organize a discussion to examine the matter further. University Affairs in the MoE was then tasked with examining the proposal.

Future of Education for Persons with Deafness and Hearing Loss Forum:

The Arab Open University in Riyadh hosted the Future of Education for Persons with Deafness and Hearing Loss Forum, in which the Authority of People with Disability (APD) participated. The forum's objectives are to empower PwDs, facilitate their integration into society, encourage their independence, and guarantee them equitable educational opportunities.



Economic Empowerment and Employment:

"Enabling the integration of persons with disabilities into the labor market" was one of the primary objectives of the National Transformation Program, and the establishment of the Authority of People with Disability (APD) was a crucial step in achieving this objective. In collaboration with the Ministry of Human Resources and Social Development (HRSD), the APD aimed to accomplish the results of the initiatives and the objectives of the indicators pertaining to the strategic goal.

| Indicator Status | Actual Value | Target Value |
|---|--------------|--------------|
| Ratio of employed PwDs with working capacity: ● | %12.6 | %12.3 |

"Mowaamah" Program:

"Mowaamah" is one of the programs initiated by the Ministry of Human Resources and Social Development (HRSD) to carry out the Kingdom's strategy regarding the rights of people with disabilities (PwDs).

Objectives of "Mowaamah":

Facilitating the access of PwDs to appropriate employment prospects and furnishing them with resources and tools that foster empowerment and success in the labor market.

Encouraging private sector enterprises to ensure that PwDs are provided with an appropriate working environment in accordance with specified criteria and requirements.

| Performance Indicator | Achieved | Fiscal Year |
|---|----------|-------------|
| Number of enterprises that have received a "Mowaamah" certificate | 2989 | 2023 |

Initiative for the Implementation of Action Programs in the National Strategy for Persons with Disabilities:

The Authority of People with Disability (APD) worked on this initiative as part of the National Transformation Program, which seeks to implement a series of programs that assist PwDs in overcoming the barriers to their labor market empowerment and contribute to their rehabilitation and development.

The initiative comprises the programs listed below:

Shadow Assistant:

Train and rehabilitate human resources personnel to serve as shadow assistants for PwDs.

Provide trainees with the necessary skills to actively interact with PwDs.

Provide them with the necessary tools to discover their professional and functional interests.

Provide them with the necessary skills for adapting to the work environment and communicate effectively with them.

Shadow Assistant

In collaboration with a number of organizations, the program qualified and equipped human resources personnel with the skills necessary to serve as shadow assistants for PwDs in order to facilitate their integration into the workplace. The Authority of People with Disability (APD) designed the subsequent education programs in order to accomplish this objective:

- With over ninety companies from Saudi Arabia participating, the APD organized a forum titled "real opportunities for supported employment" to review the implementation of the shadow assistant program in business sectors and corporate environments. The program connects the business sector with program-accredited graduates from throughout the Kingdom of Saudi Arabia. The forum's purpose is to promote the integration and empowerment of PwDs in the workplace.
- A Shadow Assistant certificate was awarded to 35 participants of the third training course for the Shadow Assistant Program, which was conducted at the King Khalid Foundation (KKF) in Riyadh.
- A number of 44 government agencies participated in the virtual training program for human resources personnel in cooperation with the Institute of Public Administration (IPA) and the "Khuninya" Center for Professional and Social Empowerment.

Training and Employment Project:

The Authority of People with Disability (APD) supervises the training and employment project of 1000 PwDs who are willing and able to work in coordination with the relevant authorities. One of the main stages of the project aims to provide training for 1000 job seekers with disabilities. However, this goal was exceeded, and a total of 2150 job seekers with disabilities received training in courses pertaining to the fundamental principles of marketing and customer service, as well as business management in the tourism and hotel industry. The training spanned the years June 2022 to June 2023.

During the first and second quarters, 397 PwDs were employed as a result of the PwD training and employment project. The project increases the participation of PwDs in the Saudi labor market and promotes their independence and social integration through the facilitation of their professional empowerment.

Employment and Sustainability Target (Q1): 160
Achieved (Q1): 206

Training Target (Q1): 300
Achieved (Q1): 965

Employment and Sustainability Target (Q2): 180
Achieved (Q2): 196

Training Target (Q2): 150
Achieved (Q2): 150

Mobile Art Exhibition:

It aims to create a creative interactive space for talented individuals who have disabilities, promote their inclusion in society, and draw attention to disability-related concerns within regulations pertaining to employment and social services. All in pursuit of the overarching aim of establishing stronger ties, promoting integration, and empowering individuals and institutions involved in the kingdom of Saudi Arabia that are dedicated to the welfare of PwDs.

| Exhibition | Eda'ah Forum in Al-Ahsa | Eda'ah Forum in Jazan | Eda'ah Forum in Hail | Eda'ah Forum in Al-Qassim |
|-------------------|----------------------------------|-----------------------------|---------------------------|-----------------------------|
| Date | Feb 4, 2023 - Feb 5, 2023 | May 21, 2023 - May 22, 2023 | Sep 3, 2023 - Sep 4, 2023 | Oct 15, 2023 - Oct 16, 2023 |
| Location | Al-Ahsa (InterContinental Hotel) | Jazan (Radisson Blu Hotel) | Hail (Millennium Hotel) | Buraydah (Mövenpick Hotel) |
| Participants | 37 | 31 | 33 | 37 |
| Visitors | 1200 | 477 | 417 | 801 |
| Workshops | 10 | 7 | 2 | 7 |
| Dialogue Sessions | - | 6 | 2 | 5 |

Entrepreneurship Hackathon for People with Disabilities:

The Authority of People with Disability (APD) has partnered with the National Center for CSR, which aims to develop and empower entrepreneurs with disabilities.

The APD and the Institute of Public Administration collaborated to implement two training programs for 70 employees with disabilities in the government sector:

- Administrative Coordination Program.
- Teams Building Skills.



Private Sector:

In an effort to better services for PwDs and advance initiatives that promote their professional empowerment in the private sector, the Authority of People with Disability (APD) has been eager to collaborate and coordinate with a number of sectors and entities, including those that follow:

- **Amazon:**

Collaboration was forged between the APD and Amazon with the aim of increasing the percentage of employees with disabilities by ensuring that PwDs are afforded access to the career prospects offered by Amazon.

- **Zain Saudi Arabia:**

Collaboration was forged between the APD and Zain with the aim of increasing the percentage of employees with disabilities by ensuring that PwDs are afforded access to the career prospects offered by Zain Saudi Arabia.

- **“Ebdaa Al-Diayfa”:**

Collaboration was forged between the APD and “Ebdaa Al-Diayfa” with the aim of increasing the percentage of employees with disabilities by ensuring that PwDs are afforded access to the career prospects offered by “Ebdaa Al-Diayfa”.

- **Emirates NBD:**

Collaboration was forged between the APD and Emirates NBD with the aim of increasing the percentage of employees with disabilities by ensuring that PwDs are afforded access to the career prospects offered by Emirates NBD.

- **ROSHN:**

Collaboration was forged between the APD and ROSHN with the aim of increasing the percentage of employees with disabilities by ensuring that PwDs are afforded access to the career prospects offered by ROSHN.

| Performance Indicator | Achieved | Fiscal Year |
|---|----------|-------------|
| The number of recipients of recruitment services provided by the Human Resources Development Fund | 2,723 | Q3 FY 2023 |
| The number of recipients of the professional empowerment training programs provided by the Human Resources Development Fund | 41,303 | Q3 FY 2023 |



C.Accessibility:

Hosting the Minister of Transport and Logistics Services

To facilitate the endeavors of the Authority of People with Disability (APD) to contribute to the legislative framework development and role integration in the transport and logistics sector, His Excellency the Assistant Minister of Transport and Logistics Services attended the Board of Directors (BoD) meeting on behalf of the Minister. During the meeting, the Assistant Minister reviewed the progress made in advocating for the rights of PwDs through the implementation of the new legislation. Furthermore, he deliberated on strategies to advance these accomplishments through collaborative endeavors and time-bound projects that facilitate PwDs access to transportation services in adherence to the highest standards.

Launch of the Digital Inclusion Program:

In collaboration with the Ministry of Human Resources and Social Development, the Digital Government Authority, and a number of government entities and non-governmental organizations, the APD hosted the launch ceremony of the Digital Inclusion Program in order to improve the quality of life of PwDs and their experience with digital government services. The program's objective is to increase the percentage of PwDs and the elderly who can independently and securely use digital government services.

To develop and improve the services provided to PwDs and to work on initiatives that assure their empowerment in accordance with the APD's strategic objectives, the APD has been eager to collaborate and coordinate with diverse entities from a variety of sectors.

Renewal of the Partnership with the Cluster 2 Airports:

This partnership aims to raise the quality of service provided to PwDs at airports, apply best practices, and raise awareness among airport staff. The aforementioned partnership resulted in a visit of the newly constructed lounge at Prince Naif International Airport in the Al-Qassim region, which aims to provide passengers with disabilities the utmost in comfort and convenience.

The Saudi Conventions and Exhibitions General Authority (SCEGA):

The APD observed the accessibility services offered to PwDs at the Riyadh International Conventions and Exhibitions Center with the intention of enhancing accessibility for this group at conferences and exhibitions. Following the inspection, the APD delivered a report detailing the necessary adjustments.

Diriyah Gate Development Authority (DGDA):

The APD collaborated with the DGDA in order to identify gaps, pinpoint obstacles, and address accessibility considerations.

One outcome of this collaboration was the provision of workshops to train DGDA employees on how to interact with people with disabilities. Additionally, the potential for the DGDA and its initiatives to hire job seekers with disabilities was deliberated.

“Najm”:

Following several complaints regarding the assistance provided during traffic reports and accidents from people with hearing disabilities, the APD, in collaboration with “Najm” Company, has deliberated on the possibility of enabling sign language translation and provided “Najm” with relevant guides.

The Saudi Data & AI Authority (SDAIA) and Apple Company:

APD, Apple, and SDAIA have formed a partnership with the objective of enhancing the quality of life and experience for PwDs by utilizing technology to create applications for PwDs in the Apple Saudi Store that cater to a variety of disabilities. Additionally, the partnership seeks to expand employment opportunities for PwDs.

Include Males with Disabilities in the Transportation Support Initiative (Wusool):

The APD has presented a proposal to the Human Resources Development Fund (HRDF) regarding the incorporation of males with disabilities in the transportation support initiative (Wusool). This initiative, in collaboration with taxi companies, seeks to reduce the financial burden of transportation expenses for female private sector employees.

“Majlasuna” Forum:

The Authority of People with Disability (APD) established the "Majlasuna" Forum as an extension of its responsibility to integrate and promote services. The forum's objective is to encourage community participation and foster greater awareness across various domains, including social, cultural, familial, educational, health, legal, and economical spheres.

First “Majlasuna” Forum:

For the purpose of discussing sports clubs from the perspectives of PwDs employment and empowerment in the sports industry, the APD organized the initial forum. In attendance were 40 individuals with an interest in this field, as well as investors and athletes with disabilities. Sports clubs' accessibility, best practices, services offered in the sports industry, and the significance of sports in the lives of individuals with disabilities were among the subjects covered. Later, several recommendations were put forth to conclude the forum.

Second “Majlasuna” Forum:

The APD coordinated the second forum, entitled "Compassion or Rights," which was attended by 40 media professionals and individuals with an interest in this topic. Participants engaged with initiatives and ideas that sought to promote a more positive view of individuals with disabilities in the media and raise awareness regarding their rights.

Third “Majlasuna” Forum:

At the third forum, which was organized by the APD, 20 guests, including representatives of delivery applications, PwDs, and investors, gathered to deliberate on the obstacles encountered by PwDs when utilizing these applications. Potential solutions were explored, with an emphasis on the utilization of accessibility tools for digital services.



Workshop: Accommodation of Digital Content

The APD coordinated several workshops with the objective of raising awareness among content and media professionals in private and public service providers regarding the utilization of content accessibility tools to assist individuals with hearing, visual, and sensory disabilities on social media platforms and the websites of the subsequent entities:

Saudi Rowing Federation

Saudi Sports for All Federation

Zain

Nupco

Training Course: Basics of Saudi Sign Language

A number of training courses on Saudi Sign Language were organized by the APD for individuals and organizations that provide services to PwDs. The objective of this course is to instruct service providers on how to interact and communicate with individuals who have hearing impairments using Saudi Sign Language while maintaining their confidentiality and independence. The following individuals and organizations received the training course:

Human Rights Commission (HRC)

Institute of Public Administration (IPA)

The general public

The APD personnel

Guides:

In addition to updating the Emergency Evacuation Guide for Persons with Disabilities, the APD produced four disability-related guides. The purpose of these guides is to enhance the foundation and presentation of the services offered by private, public, and non-profit organizations to PwDs.

Air Travel Guide for
Persons with Disabilities

Tour Guides Guide for
Persons with Disabilities

The Procedures Guide on Disability
Disclosure in the Workplace

Persons with Disabilities Guide
to Attend Stadiums

D. Social Protection and Family Empowerment:

Workshop: Physical and In-Kind Support

A workshop was conducted by the Authority of People with Disability (APD) to examine financial challenges. The participants included individuals with disabilities, their families, charitable organizations, the Ministry of Human Resources and Social Development (HRSD), and several others. The workshop was organized in accordance with the APD's legislative responsibility and the mandate to address challenges. The objective of the workshop was to increase legal awareness regarding disability issues, identify the obstacles and challenges that need legal treatment to enhance the quality of life for PwDs, and to come up with a number of recommendations and submit them to the relevant authorities.

Workshop: Enhancing the Quality of Services Provided by Day Care Centers

To promote joint efforts, the Authority of People with Disability (APD), in cooperation with the Ministry of Human Resources and Social Development (HRSD), organized a workshop with the participation of owners of day care centers, parents of children with disabilities, and the Chamber of Commerce in Riyadh. The workshop aims to enhance and improve the services provided to beneficiaries with disabilities in day care centers. A number of recommendations were made and submitted to the relevant authorities.

Project: Social Activities for Comprehensive Rehabilitation Center Beneficiaries

Social Activities for Beneficiaries of Comprehensive Rehabilitation Centers, a project undertaken by the Authority of People with Disability (APD), was successfully concluded. The project was in line with the action programs outlined in the draft National Strategy for Persons with Disabilities. The primary objective of this project is to accommodate contemporary educational curricula, plans, and objectives that are implemented in social activities. Furthermore, it strives to accomplish the goals outlined in the Kingdom's Vision 2030, which are to enhance the capabilities and skills of personnel working in comprehensive rehabilitation centers, thereby contributing to the advancement of development and progress with regard to the quality of life for PwDs. Studies and research related to this project were designed and conducted by experts in the field of educational research and social sciences. The data collected identified the strengths, weaknesses, and opportunities of the comprehensive rehabilitation centers' services and care, as well as the necessary plans and strategies to enhance rehabilitation and care.

This project facilitates the realization of substantial advantages in the provision of care for PwDs, encompassing the distribution of resources in accordance with training priorities and the comparative significance of yearly objectives and long-term goals. In addition, facilitate the process of monitoring, evaluating, and following up on the establishment's activities and comparing them to the initial plans; fulfill the organization's evolving and urgent needs while considering its adaptation to internal and external changes; and supply the state with scientific and practical expertise in the various disciplines necessary for its operations.

Launching Financing Products for People with Disabilities (PwDs):

Cooperation with the Ministry of Municipal, Rural Affairs, and Housing to Facilitate the Provision of Housing Support for Single Individuals with Disabilities.

The Authority of People with Disability (APD), in cooperation with the Ministry of Municipal, Rural Affairs, and Housing, facilitated the provision of housing support to single individuals with disabilities. The ministry issued a ministerial decision to authorize the amendment of Paragraph (H) No. 4 of Article 3 of the executive regulations governing the organization of housing support: "A person over 25 years of age diagnosed with an incurable disease or severe disabilities shall be accorded the legal status and rights equivalent to that of a separate family unit, as determined by medical assessments conducted by relevant authorities and officially accepted by the Ministry." This decision is the result of collaboration between the APD and the Ministry of Municipal Rural Affairs and Housing to facilitate the acquisition of first-time housing for individuals with severe disabilities. This initiative not only improves the beneficiaries' quality of life but also ensures their financial stability and meets their basic needs.

Sponsoring the Saudi International Exhibition for Disability and Rehabilitation Requirements:

The Authority of People with Disability (APD) was a participant in the three-day exhibition, which attracted over 80 organizations and companies specializing in disability-related areas from 25 countries. The purpose of the APD's participation was to examine the most significant international experiences and best international practices in assistive technologies and medical devices for PwDs.

| Performance Indicator | Achieved | Fiscal Year | Owner |
|---|----------|-------------|---|
| Number of beneficiaries of social services | 2023 | 1,046,305 | The Ministry of Human Resources and Social Development (HRSD) |
| The percentage of PwDs and their families who are satisfied with the social services they receive | 2023 | 80% | The Ministry of Human Resources and Social Development (HRSD) |

Social Life:

The Authority of People with Disability (APD) seeks, through social life, to enable PwDs to effectively participate in social, sporting, cultural, and religious spheres.

Partnership with the Saudi Federation for Special Olympics:

The partnership seeks to provide the Saudi Federation for Special Olympics with technical and logistical support from the APD through the facilitation of PwDs participation in events and the coordination of efforts between the two entities.

Partnership with Sports Boulevard:

Through this partnership, the following points will be accomplished:

- Meet all necessary physical and non-physical accessibility standards in the Sports Boulevard
- Participation in the programs and projects of the Sports Boulevard
- Exchange of scientific and practical experiences in the field of disability
- Exchange of information and statistics in the field of disability

Partnership with the Saudi Rowing Federation:

The objective of the partnership is to enable PwDs to participate actively in sports. The APD collaborated with the Saudi Rowing Federation to increase the number of PwDs participating in rowing by incorporating paralympic rowing for women into the federation's programs, establishing connections between the federation and sport clubs for people with disabilities, and conducting a workshop on how to accommodate digital content for federation employees with disabilities.

Partnership with the Saudi Sports for All Federation:

The partnership aims to enhance the participation of PwDs in community sports events in order to improve the quality of their lives and include them in the Federation programs that are directed to different community groups in different regions of Saudi Arabia. As a result of this partnership, a number of PwDs participated in the Riyadh Marathon 2023 and were offered a registration fee discount.

Partnership with the Saudi First Division League - Yelo:

The objective of this partnership is to establish a comprehensive vision that defines the axes and initiatives that all parties intend to undertake in pursuit of the shared goal. The following areas have been mutually designated as the primary focus of this partnership:

- Promotion by the media for the activities of both parties
- Assistance in hiring PwDs
- Exchange of information and statistics in the field of disability
- Assist individuals with disabilities in gaining physical and non-physical access to public participation

This partnership resulted in the launch of a joint awareness campaign between the Saudi First Division League and the Authority of People with Disability (APD) entitled "Towards an inclusive and harmonious sports community." An event was held at the headquarters of the APD in the presence of a number of children with disabilities.

| Performance Indicator | Achieved | Fiscal Year | Owner |
|--|----------|-------------|-------------------------------------|
| Number of PwDs participating in community sports | 518 | 2023 | The Saudi Sports for All Federation |

On the Authority of People with Disability's (APD) website, a comprehensive compilation of research, studies, and information sources has been established, alongside a unified glossary of terms in both Arabic and English.

Research and Studies





















Undertaking 4 studies and research projects in the field of disability that support the attainment of the APD's goals—ensuring equal access to rights for people with disabilities, improving the quality of services provided to them, empowering them across various spheres of life, and offering data and information that facilitate informed decision-making and contribute to the advancement of scientific inquiry on several crucial subjects. (under action)

- 1- Study on the Effectiveness of Alternative Sanctions for People with Disabilities in the Kingdom of Saudi Arabia.
- 2- Tourism Services for People with Disabilities in the Kingdom of Saudi Arabia.
- 3- The Rehabilitation Challenges of Newly Diagnosed PwDs in the Kingdom of Saudi Arabia.
- 4- The Reality of Sports Services for People with Disabilities in the Kingdom of Saudi Arabia.

E. Training:

In order to improve the quality of services provided to PwDs, the Authority of People with Disability (APD) organized more than 20 training programs for various sectors, involving more than 800 trainees. This aims to raise the efficiency of communication skills with individuals with various types of disabilities, as well as facilitate the transfer of knowledge from trainees to their counterparts, in furtherance of the APD's goals of empowering PwDs and integrating them into society.

20 different entities were presented with the "How to Interact with People with Disabilities" workshop, which included the following:

| | | | | |
|---|---|---|---|---|
|  |  |  |  |  |
|  | Crises, disasters and first aid |  |  |  |
|  |  | Airport companies |  | Air transport companies |
|  |  | أمانة منطقة حائل |  |  |
|  |  | airport security |  |  |

F. Empowerment of People with Disabilities:

A number of educational events and awareness activities focused on PwDs and disability issues were organized by the Authority of People with Disability (APD) in 2023, in accordance with its mandate to educate and promote public awareness regarding the rights of PwDs. To achieve the objectives sought and deliver the necessary messages, these activities and events were distinguished by their accessibility and comprehensiveness, which ensured that the content reached the greatest number of targeted audiences. These events included the subsequent:

The Purple Saturday Initiative

The APD coordinated the Purple Saturday initiative, which achieved outstanding successes in previous years, for the third consecutive year. Until 2023, more than 800 commercial partners and over 5500 sites of sale from various regions of the Kingdom of Saudi Arabia participated.

The objective of this initiative is to redefine the concept of diversity and inclusiveness in the Kingdom of Saudi Arabia through spreading awareness and knowledge regarding the rights of PwDs, facilitating their access to daily activities, and promoting their full participation. By doing so, the initiative seeks to improve the overall quality of life for PwDs.

The initiative provides PwDs with exclusive discounts and offers from a variety of business sectors, as well as health and rehabilitation services rendered by private centers upon presentation of a disability identification card issued by the Ministry of Human Resources and Social Development (HRSD) and available via the “Tawakkalna” application.

The participating sectors included health, education, sports, and recreation. In addition, several brands from the automotive sector, retail, food and beverage, perfumes, electronics, tourism, travel, and household needs participated.



Ceremony to Honor the Purple Saturday Partners:

The Authority on People with Disabilities (APD) honored all Purple Saturday participants in recognition of one of the most significant pillars of the organization and in appreciation of the effective role that numerous sectors played in the initiative's third consecutive year of success. Aware raising among business owners regarding how to interact with and welcome customers with disabilities, as well as how to make their stores, websites, and customer service channels accessible, and a review of the most notable achievements took place during the ceremony. Furthermore, the ceremony examined several successful examples of implementing the Purple Saturday initiative, along with a selection of the obstacles encountered by PwDs in stores. In addition, the APD honored its government sector success partners, including the General Authority for Small and Medium Enterprises (Monsha'at), the Ministry of Commerce, the Saudi Central Bank, the Saudi Arabia Railways (SAR), the Saudi Esports Federation, and other brand representatives.



International Disability Days

International Disability Days are celebrated by releasing and publishing content that raises awareness about disability issues via multiple media platforms and in coordination with the appropriate authorities. These days include the following

- ▶ World Braille Day
- ▶ World Multiple Sclerosis Day
- ▶ World Alzheimer's Day
- ▶ World Cerebral Palsy Day
- ▶ World Sight Day
- ▶ International White Cane Day
- ▶ World Polio Day
- ▶ World Down Syndrome Day
- ▶ International Day of Sign Languages
- ▶ International Day of Persons with Disabilities
- ▶ World Autism Awareness Day
- ▶ International Epilepsy Day
- ▶ International Stuttering Awareness Day

Awareness Field Events and Activities:

Among the field events and activities organized by the Authority of People with Disability (APD) in various regions of the Kingdom of Saudi Arabia were the ones listed below:

Ida'ah Forum:



Internal Activities:

To boost employee awareness of the following topics the Authority of People with Disability (APD) coordinated a sequence of internal activities and events:

- ▶ Cyber risks and threats
- ▶ Discussion sessions on disability topics
- ▶ Introduction to the Law of Rights of Persons with Disabilities
- ▶ Ramadan Campaign Event
- ▶ Eid al-Fitr Event
- ▶ The Founding Day Event
- ▶ Eid al-Adha Event
- ▶ Saudi National Day 93
- ▶ International Mother's Day
- ▶ International Day of Happiness
- ▶ Cybersecurity Awareness Campaign
- ▶ Best Working Environment Event
- ▶ Water Awareness Event

Media Activities:

To raise awareness about the empowerment and inclusion of PwDs in society, the APD coordinated a series of campaigns, media publications, and media appearances:

Public Campaigns

- ▶ Introduction to the Law of Rights of Persons with Disabilities
- ▶ Saudi National Day 93 campaign
- ▶ The Purple Saturday initiative 2023
- ▶ Success story of a person with a hearing disability
- ▶ Awareness publications on accessible content
- ▶ International Day of Persons with Disabilities

:The APD has initiated disability media campaigns in collaboration with the following sectors

- ▶ The collaborative campaign with Sport for All to raise awareness regarding the importance of participating in the Riyadh Marathon.
- ▶ The collaborative campaign with the National Cybersecurity Authority in the national campaign for cybersecurity awareness "La Taftah Majal".
- ▶ The collaborative campaign with the Saudi National Museum on Saudi Founding Day.
- ▶ The collaborative campaign with "Mowaamah".
- ▶ The collaborative campaign with the National Cybersecurity Authority "La Tufsih".
- ▶ The collaborative campaign with the Oversight and Anti-Corruption Authority (Nazaha) on International Anti-Corruption Day.
- ▶ Media engagement and interaction with the Darrajati Association on World Down Syndrome Day.
- ▶ The collaborative media campaign of the National Transformation Program, with the participation of the Authority of People with Disability (APD) to highlight the employment index of persons with disabilities.
- ▶ "Alaikum Bi Sunnati" campaign (follow my Sunnah).
- ▶ The collaborative campaign to raise awareness of International Women's Day.
- ▶ The collaborative media campaign with the Ministry of Human Resources and Social Development in its campaign on social responsibility.
- ▶ The collaborative campaign with the National Water Efficiency and Conservation Center (MAEE).
- ▶ The collaborative campaign with the Saudi Data & AI Authority (SDAIA) "Es'al 'Awan" (Ask first).

Media appearance:

As an extension of the Authority's keenness to build bridges of communication with various segments of society to deliver its awareness messages about the rights and issues of persons with disabilities, it appeared through a number of media channels, including:



#هذا أنا
 اليوم العالمي للأشخاص ذوي الإعاقة
 3 ديسمبر



Pillar IV: Institutional Excellence of the Authority of People with Disability (APD)

Responsibilities and Organizational Tools

The Authority of Persons with Disability (APD) executed its responsibilities and utilized organizational tools to advance the principles of institutional maturity and excellence, which are significant contributors to the attainment of its goals, including but not limited to:



Infrastructure and Information Technology (IT):

United Nations E-Government Development Index (EGDI):

In cooperation with the Digital Government Authority (DGA), a 93% commitment rate for progress and improvements in the development and improvement of the APD website to meet the needs of users was achieved. Through this high percentage, the APD website can be considered advanced and innovative in the provision of its services and content, according to the United Nations e-government development index.

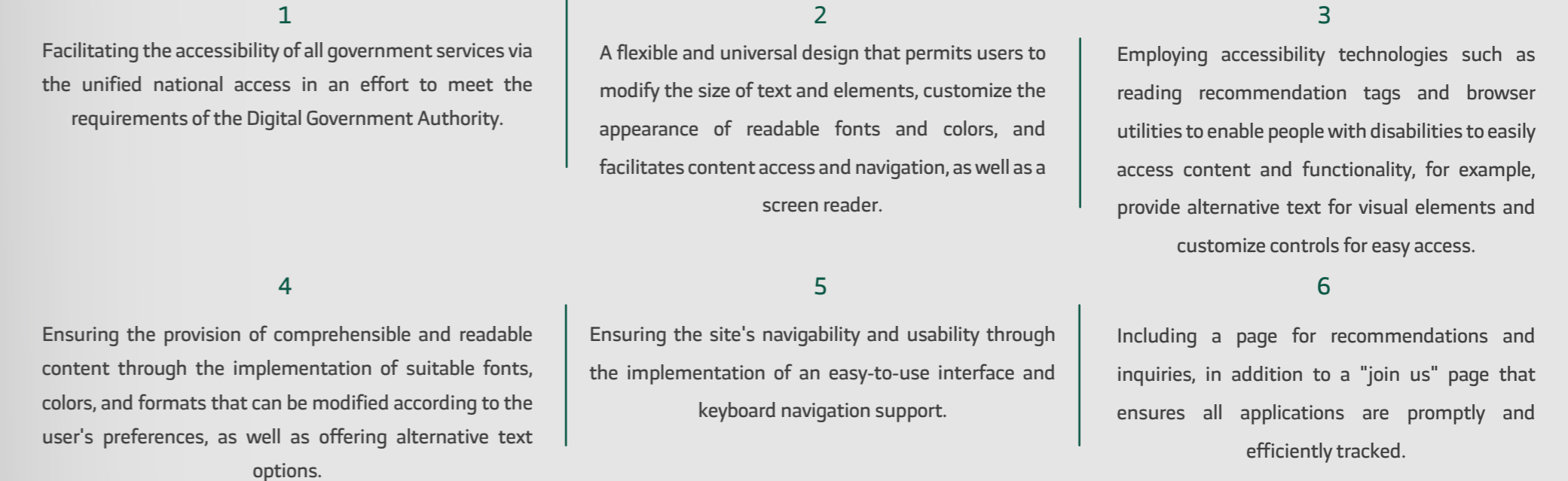
Digital Transformation Index (DTI):

An index utilized to evaluate the APD's performance and progress toward digital transformation. The APD is committed to continuous improvement in order to enhance employee interaction, foster a more efficient and effective work environment, boost productivity, and improve strategic decision-making. Together with the relevant departments, all requirements for this year were determined and submitted to the system. In 2023, the APD consequently attained a value of 39.4%. Several data-sharing agreements (NDAs) were entered into through signing with the subsequent entities:



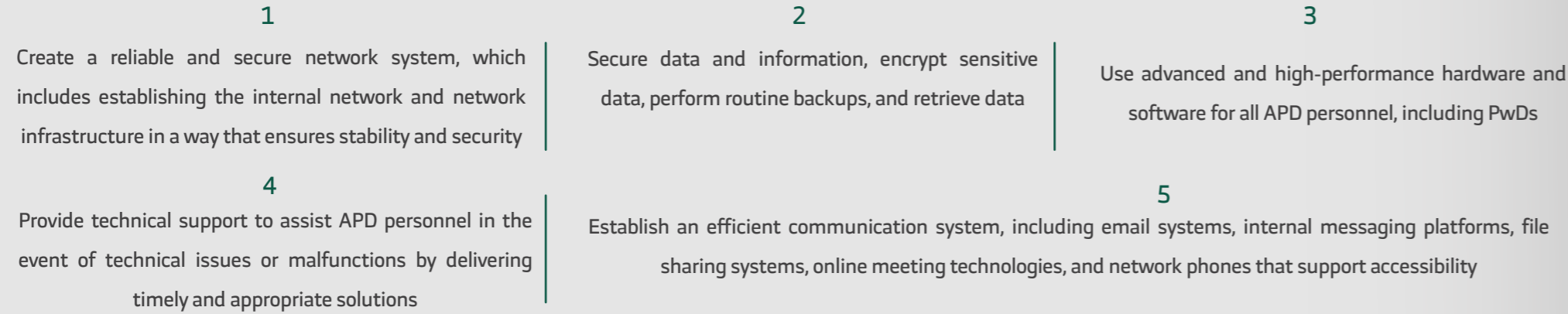
Development of the APD Website:

In pursuit of the APD's commitment to aligning its website with digital accessibility standards and improving the site's usability and browsing experience, the subsequent procedures have been implemented:



The Development of Information Technology (IT) Infrastructure Aligned with Digital Transformation:

The Authority of People with Disability (APD) is dedicated to enhancing the IT infrastructure to maintain business continuity and boost the productivity of its personnel. This commitment is demonstrated through several steps, including:

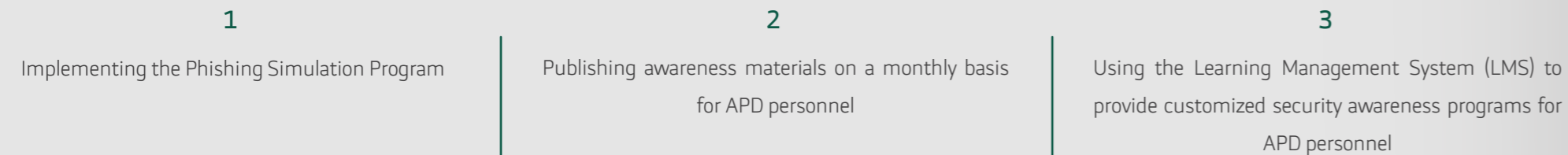


Cybersecurity Controls:

Internal network monitors are implemented in adherence to cybersecurity controls with the purpose of identifying illicit or unauthorized activities transpiring within the network. Firewalls and secure routers are implemented to safeguard against external attacks. Additionally, protection software is utilized to improve server security, protect data, and ensure that the devices of APD personnel remain unaffected by any cyber threats.

- Implementing a secure wireless network throughout the APD building in accordance with best practices and enabling safe access to technical services.
- Raising awareness among personnel regarding information security.

An integrated awareness program was implemented year-round to ensure the security and preservation of APD-sensitive information. In pursuit of this objective, the following steps have been taken:



Automating the internal services to improve the personnel experience, increase efficiency, achieve cost savings, and enhance the management of internal processes in an integrated manner. The automation of some services is complete, such as IT, awareness and education, local partnerships and agreements, and content translation.

- Activating the government (DEEM) and managing 43 servers, which contributes to increased efficiency, enhanced security, and decreased operational expenses. To ensure the confidentiality of information, this cloud utilizes protected servers, encrypted storage, and access controls. Adaptability in terms of resource expansion and contraction is the most critical characteristic of the government cloud.
- Activating the sign language system (AMER) on the APD website.
- Activating the Contact Us system on the APD website.

3. Human Capital Development

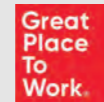
Form 6: The number of training program participants in 2023

| Data | Enrolled | | |
|----------------------------------|----------|----------|---------------------------------------|
| | Target | Achieved | The percentage achieved by the target |
| Administrative training programs | - | - | - |
| Professional training programs | - | - | - |
| Technical training programs | 70 | 66 | 94% |
| Other training programs | 30 | 30 | 100% |
| Total | 100 | 96 | 96% |

4. APD Accomplishments in Social Activities, Conferences, and International and Local Awards:



Mowaamah" Certificate (2023)"



Best Workplace Certification (2023) from Great Place to Work Organization

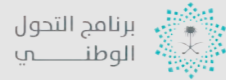


Arab Government Excellence Award for the Best General Manager of a Body or Institution Category

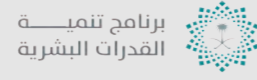


5. Prominent Activities Associated with Vision Programs:

The APD contributed directly to the following Vision realization programs:



The National Transformation Program: "enabling the integration of people with disabilities into the labor market."



Human Capability Development Program: "improving equal access to education."

"Enabling the integration of persons with disabilities into the labor market" was one of the primary objectives of the National Transformation Program, and the establishment of the Authority of People with Disability (APD) was a crucial step in achieving this objective. In collaboration with the Ministry of Human Resources and Social Development (HRSD), we are witnessing today the accomplishment of the results of the initiatives and the objectives of the indicators pertaining to the strategic goal.

| | Indicator Status | Target Value | Actual Value |
|---|--------------------------------------|--------------|--------------|
| Ratio of employed PwDs with working capacity: | ● | %12.3 | %12.6 |

Initiative for the Implementation of Action Programs in the National Strategy for Persons with Disabilities:

It is one of the initiatives of the National Transformation Program, which the Authority of People with Disability (APD) has been working on.

Its objective is to execute a series of programs that support in the rehabilitation and advancement of PwDs, while also equipping them with the means to overcome the obstacles that impede their labor market empowerment.

Programs Included in the Initiative:

Shadow Assistant

Training and Employment Project

Mobile Art Exhibition

Other Prominent Achievements of the Authority of People with Disability (APD):

The Approval of the Law of the Rights of Persons with Disabilities:

The year 2023 AD witnessed the approval of the Law of the Rights of Persons with Disabilities pursuant to Royal Decree No. (M/27) dated 11/02/1445 AH. The new Law superseded the Disability Welfare Law. During the drafting of the new Law, numerous life necessities were considered in alignment with best regional and global practices. This ensured a clear and solid foundation that enhances the independence, integration, and empowerment of PwDs while also raising their awareness regarding their rights. The Law comes as an extension of the integrated work of programs and strategies that the APD is currently working on.

Including Ministers, Leaders, and Individuals with Disabilities in the Meetings of the Board of Directors of the Authority of People with Disability (APD):

In order to work at the highest level to unify efforts and make decisions that will improve the quality of services and reintegrate resources, the Board of Directors (BoD) of the APD invited the leaders of the most significant sectors that intersect with the needs of PwDs to attend BoD meetings, in accordance with the strategic pillars of the APD, which include developing the ecosystem, coordinating roles, developing the legislative and organizational structure, and enhancing services and their integration. In 2023, the APD hosted the Minister of Municipal and Rural Affairs and Housing, as well as the Ministry's leaders. The Secretary-General of the Saudi Health Council was also invited to attend the BoD meeting of the APD in 2023 with the intention of actively promoting integration between the two organizations in the classification of PwDs, data integration, and role coordination.

In addition, the Minister of Health was extended an invitation to assess all joint actions and initiatives, tackle challenges, make decisions and recommendations concerning several new initiatives aimed at improving healthcare services for PwDs, and form collaborative teams comprising representatives from both organizations in order to expedite progress and accomplish goals.

To facilitate the endeavors of the APD to contribute to the legislative framework development and role integration in the transport and logistics sector, the Assistant Minister of Transport and Logistics Services attended the Board of Directors (BoD) meeting on behalf of the Minister. During the meeting, the Assistant Minister reviewed the progress made in advocating for the rights of PwDs through the implementation of the new legislation. Furthermore, he deliberated on strategies to advance these accomplishments through collaborative endeavors and time-bound projects that facilitate PwDs access to transportation services in adherence to the highest standards. Additionally, the BoD invited several individuals with disabilities to share their insights and obstacles, collaborate with the appropriate authorities to surmount these challenges, and deliberate on strategies for improvement.



6/2 Challenges and Required Support:

Considering the accomplishments of the Authority of People with Disability (APD) and a review of the available opportunities, it is important to address the obstacles it faces so that it may collaborate with the relevant authorities to overcome them and accomplish its strategic goals in accordance with the Saudi 2030 Vision:

Form 7: Challenges and Required Support in 2023:

| Challenge | Impact | Required Support \ Decision | Type of Support \ Decision | Support Provider | Main Background \ Justification |
|---|--------|---|----------------------------|---------------------|--|
| Failure to provide adequate human resources to carry out the duties of the APD | High | Support the APD by establishing new positions to carry out the duties of .the APD | Approval | Ministry of Finance | The approval was issued but not reflected in the reporting of the budget |
| Limited allocations of programs and projects due to the budget of the APD | High | Enhance the budget in order to promote the attainment of the APD's .goals | Approval | Ministry of Finance | The APD has been granted restricted funds in the approved budget items to execute critical programs and projects that are integral to attaining the organization's objectives. Additionally, a number of essential initiatives and projects that fulfill the APD's commitment to several projected indicators—including the following—have been denied approval: cybersecurity, the United Nations e-Government Development, Digital .Transformation Index |

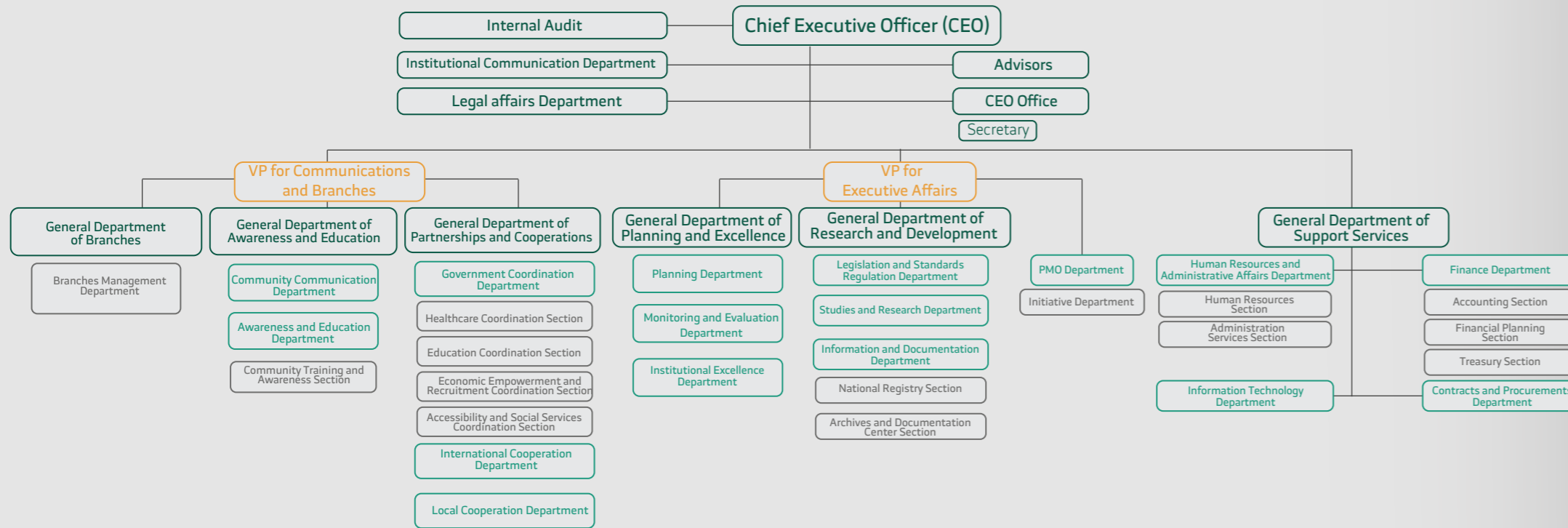
| Challenge | Impact | Required Support \ Decision | Type of Support \ Decision | Support Provider | Main Background \ Justification |
|---|--------|---|----------------------------|--|--|
| Limited buildings that include accessibility requirements for PwDs | High | Assist the APD in obtaining authorization to acquire the building it is presently renting | Approval | State Properties General Authority (SPGA) | The current rented building has undergone investment to ensure accessibility for PwDs; should another building be leased; further investment will be necessary in the new building |
| Limitations on access to the ERP system | High | Enable the APD to acquire an ERP system | Approval | National Center for Government Resource Systems (NCGR) | Enable the APD to acquire the ERP system due to its critical role in facilitating the execution of the APD's .internal operations |

Chapter 03: The Current State of the APD



Organizational Structure:

The administrative and financial regulations were reviewed and developed by the Authority of People with Disability (APD), which also guaranteed their compliance with the Saudi Labor Law. In addition to establishing the organizational structure and guide, the APD oversaw the development of internal capabilities and the transfer of knowledge.

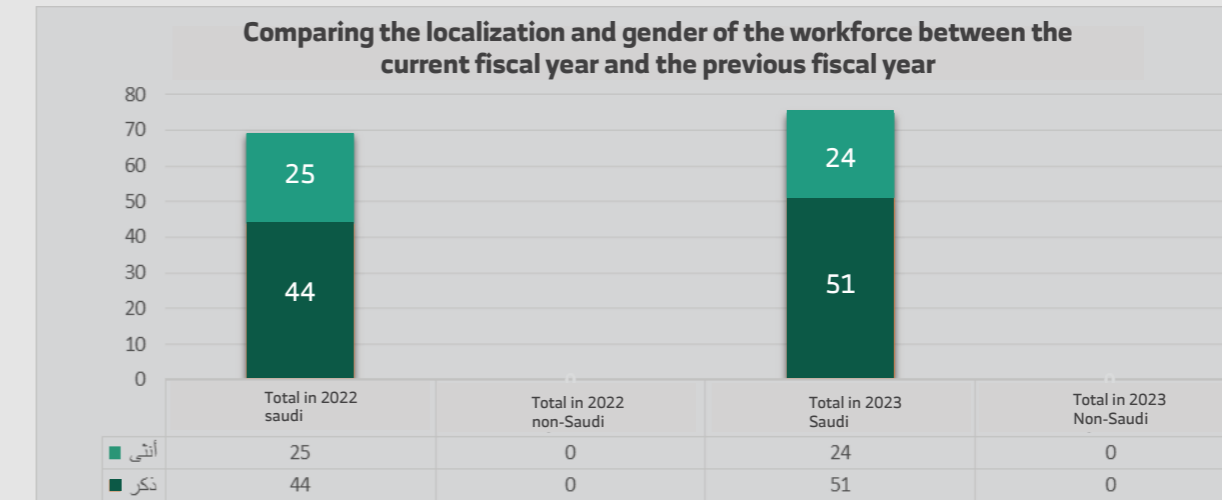


2. Manpower

Form 8: The current state of manpower in 2023

| Total Employment | | | | Numbers | | | |
|--------------------------------------|---|--|------------------------|------------|-------------|--------------|------------|
| Approved for the current fiscal year | Jobs filled at the end of the current fiscal year | Jobs filled at the end of the previous fiscal year | Change in the manpower | Promotions | Recruitment | Resignations | Retirement |
| 88 | 76 | 69 | 7 | 0 | 5 | 10 | 0 |

The following chart shows the current state of manpower for the fiscal year 2023:



5- Project contracts

Model No. (11): Project contracts 2023 AD - 1444/1445

| Contract name and number | Type of Contract ⁽¹⁾ | Name of contractor/executor | Nationality (implementing company) | Award date | Signing date | delivery date | Duration (month) | Cost (SAR) | the site | Implementation % |
|--|---------------------------------|--|------------------------------------|--------------------------|--------------------------|--------------------------|------------------|--------------|------------------------|------------------|
| Providing and activating the postal service Electronic and cloud services Authority for the Care of Persons with Disabilities No. 2022/30 | Operational | Detcon company Saudi Arabia Detasad Limited | Saudi Arabia | 15/06/1444 08/01/2023 | 23/06/1444 16/01/2023 | — | 12 | 549,996.69 | Authority headquarters | %88 |
| Providing digital circuit services to the Authority Care for Persons with Disabilities No. 2022/37 | Operational | Telecom Company Integrated Limited | Saudi Arabia | 28/07/1444 19/02/2023 | 23/08/1444 15/03/2023 | — | 12 | 435,164.60 | Authority headquarters | %65 |
| Supply, installation and operation of information security devices for the Authority for the Care of Persons with Disabilities No. 2023/09 | Operational | Distinctive Solutions Company A closed Saudi joint stock company | Saudi Arabia | 27/08/1444 19/03/2023 | 24/11/1444 13/06/2023 | — | 12 | 1,694,907.36 | Authority headquarters | %75 |
| Consultation services and security awareness for a care organization Persons with disabilities 10/2023 | strategic | Distinctive Solutions Company A closed Saudi joint stock company | Saudi Arabia | 22/09/1444 13/04/2023 | 24/11/1444 13/06/2023 | — | 12 | 699,941.78 | Authority headquarters | %49 |
| Providing computer licenses and content to the Authority for the Care of Persons with Disabilities No. 2023/17 | Operational | Itqan Company Communications and information technology | Saudi Arabia | 20/10/1444 10/05/2023 | 25/11/1444 14/06/2023 | 12/06/1445 25/12/2023 | 12 | 369,997.56 | Authority headquarters | %100 |
| Providing training courses for employees of the Authority for the Care of Persons with Disabilities No. 2023/24 | Operational | Silver Ivory Company One person training company | Saudi Arabia | 17/11/1444 06/06/2023 | 18/12/1444 06/07/2023 | 12/05/1445 16/11/2023 | 7 | 1,100,000.00 | Authority headquarters | %100 |
| Providing services for organizing exhibitions and conferences to the Authority for the Care of Persons with Disabilities No. 2023/04 | strategic | HAP EXPERIENCE LIMITED | Saudi Arabia | 22/11/1444 11/06/2023 | 16/01/1445 03/08/2023 | — | 12 | 2,449,500.00 | Authority headquarters | %98 |

| Contract name and number | Type of Contract ⁽¹⁾ | Name of contractor/executor | Nationality (implementing company) | Award date | Signing date | delivery date | Duration (month) | Cost (SAR) | the site | Implementation % |
|--|---------------------------------|--|------------------------------------|--------------------------|--------------------------|---------------|------------------|--------------|------------------------|------------------|
| Providing educational services Media and communication awareness of the Authority Caring for Persons with Disabilities No. 2023/03 | strategic | Makers Al Khayal Advertising Company | Saudi Arabia | 04/12/1444 22/06/2023 | 15/02/1445 31/08/2023 | — | 12 | 5,325,190.00 | Authority headquarters | %66 |
| Providing operation, maintenance and cleaning services For the building of the Authority for the Care of Persons with Disabilities 13/2023 | Operational | Fikra Al Yamama Contracting Est | Saudi Arabia | 29/11/1444 18/06/2023 | 15/01/1445 02/08/2023 | — | 12 | 1,399,517.63 | Authority headquarters | %44 |
| Providing security guard services for the building of the Authority for the Care of Persons with Disabilities No. 2023/14 | Operational | International Company for Security Guards | Saudi Arabia | 29/11/1444 18/06/2023 | 13/01/1445 31/07/2023 | — | 12 | 849,999.80 | Authority headquarters | %43 |
| Preparing policies and documenting procedural processes Departments of the Authority for the Care of Persons with Disabilities No 06/2023 | strategic | Qudra Expert Solutions Company for Communications and Information Technology is a closed joint stock company | Saudi Arabia | 09/01/1445 27/07/2023 | 13/02/1445 29/08/2023 | — | 8 | 2,495,960.00 | Authority headquarters | %31 |
| Providing consulting services to prepare draft executive regulations Law on the Rights of Persons with Disabilities No. 2023/08 | strategic | Osool Law Firm and Legal Consultations | Saudi Arabia | 07/02/1445 23/08/2023 | 28/02/1445 13/09/2023 | — | 12 | 3,033,300.95 | Authority headquarters | %11 |
| Implementing Hackathon Developing Solutions and Services for People with Disabilities No. 2023/36 | Operational | Falak Al-Aamal Investment Company | Saudi Arabia | 03/04/1445 18/10/2023 | 06/05/1445 20/11/2023 | — | 3 | 1,180,378.40 | Authority headquarters | %44.27 |
| Updating the institutional strategy of the Authority for the Care of Persons with Disabilities 01/01/2023 | strategic | AT Kearney Saudi Arabia Limited | Saudi Arabia | 04/02/1445 20/08/2023 | 15/04/1445 30/10/2023 | — | 8 | 5,950,000.00 | Authority headquarters | %25 |

| Contract name and number | Type of Contract ⁽¹⁾ | Name of contractor/executor | Nationality (implementing company) | Award date | Signing date | delivery date | Duration (month) | Cost (SAR) | the site | Implementation % |
|--|---------------------------------|--|------------------------------------|--------------------------|--------------------------|--------------------------|------------------|--------------|------------------------|------------------|
| Preparing and submitting research studies to enhance services provided to persons with disabilities No. 38/2023 | strategic | Prince Sattam bin Abdulaziz University | Saudi Arabia | 26/03/1445 11/10/2023 | 23/04/1445 07/11/2023 | 11/05/1445 25/11/2023 | 5 | 1,150,000.00 | Authority headquarters | %100 |
| Developing and implementing the quality management system business model for the Authority for the Care of Persons with Disabilities and obtaining the ISO 9001:2015 certificate.No. 30/2023 | strategic | Masar Experts Company | Saudi Arabia | 07/04/1445 22/10/2023 | 09/05/1445 23/11/2023 | — | 12 | 316,250.00 | Authority headquarters | %35 |
| Preparing guides and guidance tools for persons with disabilities No. 28/2023 | strategic | King Saud University | Saudi Arabia | 10/04/1445 25/10/2023 | 09/05/1445 03/12/2023 | — | 5 | 1,454,750.00 | Authority headquarters | %0 |

(1) The type of contract is determined: whether it is (sectoral capital, vision-specific, strategic, sectoral, construction, operational, maintenance-related, or studies and supervision
 If the project is mentioned by a royal order, the number and date of the royal order shall be mentioned *

6- The current status of buildings allocated to the public agency

Model No. (12): The current status of public agency buildings owned and rented for the fiscal year: 1444-1445/.2023

| Sequence | The building's name | the site (city, district, street) | Land area | Number of floors | Type of use (owned, rented) | Annual rental value | tenancy | Notes |
|----------|-------------------------------------|---|-----------|------------------|-----------------------------|--|----------|---------|
| 1 | Caring for people with disabilities | Riyadh, Al-Ghadeer District, Khair Al-Din Zirkli Street | 2450 | 5 | tenant | SR 2,857,142.85 Not including added tax | One year | nothing |

Conclusion:

The Authority of People with Disability (APD) is guided and supported by wise leadership that prioritizes the needs of people with disabilities (PwDs) and ensures that the APD, PwDs, and pertinent authorities receive all essential support. The year 2023 witnessed the APD's close collaboration with numerous sectors in pursuit of its objectives pertaining to the integration and empowerment of PwDs. Innovative projects, inspiring initiatives, and the signature of memorandums of understanding and cooperation agreements all contributed to these successes, which sought to raise institutional and community awareness in order to establish a society that is inclusive and harmonious for PwDs.

In 2024, the APD anticipates further collaboration with the relevant authorities to overcome the obstacles encountered by both the APD and PwDs, with the aim of improving their quality of life. In accordance with the Kingdom's leadership and role in regional and global development spheres, the APD's pursuit of its objectives in alignment with Saudi Arabia's ambitious Vision 2030 will culminate in collaboration with all its partners to realize the aspirations of leadership and PwDs.