

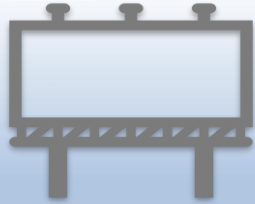


Welcome

# Disability inclusive programming

Building inclusive tax and public  
finance programmes

# Agenda for the session



## Setting the scene

- DFID expectations and commitments



## Rights based approach

- Key information on disability
- Disability in development
- Key national and international frameworks



## Potential entry points

- Barrier approach and intersectionality with gender
- Social protection; open government; data
- Inclusive work practices



## Sources of further information

- Help desk information
- Useful websites

# UK Aid approach

THE GLOBAL DISABILITY SUMMIT 2018  
**CHARTER FOR CHANGE**  
#DisabilitySummit #NowIsTheTime



**We gather here in London and across the world to achieve a common aim: to ensure the rights, freedoms, dignity and inclusion for all persons with disabilities.**

Important progress has been made in the decade since the adoption of the United Nations Convention on the Rights of Persons with Disabilities (CRPD). But we must do more. We must strive for real change through the Convention's implementation and the delivery of the Sustainable Development Goals for persons with disabilities. Now is the time.

#### SO TODAY WE COMMIT TO:

1. Catalyse political will and leadership to turn our promises into change; in long-term plans that we invest in, implement and review.
2. Promote the leadership and diverse representation of all persons with disabilities to be front and centre of change; as leaders, partners and advocates. This includes the active involvement and close consultation of persons with disabilities of all ages.
3. Eliminate stigma and discrimination through legislation and policies that make a difference, promoting meaningful leadership, and consistently challenging harmful attitudes and practices. All people deserve dignity and respect.
4. Progress and support actions that advance inclusive quality education for people with disabilities, with the necessary resources to put plans into practice: every child has the right to learn from birth.
5. Open up routes to economic empowerment and financial inclusion so that persons with disabilities can enjoy decent work and achieve financial independence. This will mean creating more and better jobs, providing social protection, ensuring the necessary skills training, making workplaces accessible and hiring people with disabilities.
6. Revolutionise the availability and affordability of appropriate assistive technology, including digital, which will enable persons with disabilities to fully participate and contribute to society.
7. Change practices to make all humanitarian action fully inclusive and accessible to persons with disabilities. We will mainstream inclusion across all Disaster Risk Reduction and humanitarian sectors, and implement our commitments in the Charter 'Inclusion of Persons with Disabilities in Humanitarian Action'.
8. 'Leave no one behind' and put the furthest behind first. We will champion the rights of the most under-represented and marginalised persons with disabilities, of all ages, affected by any form of multiple discrimination, and notably women and girls with disabilities.
9. Gather and use better data and evidence to understand and address the scale, and nature, of challenges faced by persons with disabilities, using tested tools including the [Washington Group Disability Questionnaire Sets](#).
10. Hold ourselves and others to account for the promises we have made here today. We agree that our individual commitments will be reviewed, assessed and published on a regular basis, with the results published on-line.

## DFID have made significant commitments to disability



© L Waping

Kinango school for the deaf, Kenya

# Current standards & commitments

## Minimum and high achievement disability<sup>1</sup> inclusion business standards for each DFID business unit

Strand	Minimum standard by July 2019	High achievement
<b>Office wide approach and culture</b>	Clear commitment from head of Office/Mission/Department. Disability champion appointed. Disability inclusion plan/strategy in place including to increase staff with disabilities and ensure HR processes, communications and IT are accessible.	Continued strong signalling from leadership. Disability is included in country/Department strategy and plans. Increased capacity of staff and numbers of staff with disabilities.
<b>Engagement and empowerment of people with disabilities</b>	Annual (at least) consultation at business unit level with Disabled Peoples Organisations (DPOs) on design, implementation and evaluation of programmes and office policy and strategy. Consultation carried out in a way that builds capacity and involving groups that are sometimes excluded such as women and people with psychosocial or intellectual disabilities.	Active support by DFID to build strong networks of Disabled Peoples Organisations in developing countries who know how to influence government policy, including through alliances with women's rights organisations.
<b>Influencing</b>	Regular engagement on disability inclusion with stakeholders including private sector. Consistent signalling that disability inclusion and gender equality are important to DFID and mutually reinforcing. Countries only: Regular advocacy with country governments. Existing donor/civil society co-ordination mechanisms involve Disabled Peoples Organisations and ensure women's voices are well-represented.	Governments/other stakeholders are supported to address stigma and discrimination and implement their commitments under the UN Convention on the Rights of People with Disabilities and those made at Global Disability Summit and subsequent summits. Dedicated donor/civil society co-ordination mechanism for disability issues involves Disabled Peoples Organisations.
<b>Programming</b>	Stocktake of programmes carried out to assess whether they are disability inclusive. All new Business Cases, terms of reference for suppliers and all Annual Reviews consider the needs of people with disabilities, including the differential needs of women and girls in line with the Gender Equality Act. Flagship programmes in focus sectors pilot an in-depth approach to mainstreaming with involvement of Disabled Peoples Organisation. All programmes are marked against the disability spend marker.	All programmes in the focus sectors are considering the needs of people with disabilities, including the differential needs of women and girls, and justify if and how they are actively supporting them. Flagship programmes delivering results at scale for people with disabilities. Programmes are addressing stigma and discrimination against people with disabilities.
<b>Data, evidence and learning</b>	All new programmes collect and use disability disaggregated data for relevant indicators. Lessons from pilot programmes are shared regularly.	Cutting-edge evidence and learning generated that informs gender-responsive, disability inclusive programming in DFID and beyond. Countries only: Information is collected on barriers and enablers for women, girls, men, and boys with disabilities.

<sup>1</sup> Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

- [DFID Disability Inclusion Strategy](#) published 3 December 2018
- Economic empowerment one of four pillars in the strategy alongside inclusive education, social protection and humanitarian response
- [Deliverables](#) include building inclusive workplaces, working with CDC and IFC and reviewing PIDG's work on disability



**Disability as a  
human and  
economic  
development  
issue**



# Why disability is significant

- Over **one billion persons with disabilities** in the world. This corresponds to about 15% of the world's population, although this varies with age (*WHO, 2011 World Report on Disability*)
- **One in four people will develop a mental health condition in their lifetime.** Common conditions such as clinical depression and anxiety being twice as common in women.
- **Lower rates of economic and labour market participation** equate to higher welfare costs on governments (*World Bank 2018 Disability Inclusion Framework*)
- In middle-income countries, the **loss to GDP** from the exclusion of women and men with disabilities from the labour market is **estimated to be between 3 and 7 percent** of GDP (*DFID Disability Inclusive Development Strategy*)
- Prior to COVID-19, **mental health conditions were expected to cost the global economy US\$16 trillion in lost economic output** by 2030 (US\$7 trillion in LMICs).
- Previous pandemics have had **severe long-term impacts on mental health** for example through post-traumatic stress, depression and chronic fatigue.

*"Sustainable, equitable progress in the agreed global development agenda cannot be achieved without the inclusion of persons with disabilities."*

UN Inter- Agency Support Group, 2011 p 13

# Disability from a rights perspective

Human rights approach (social model)



**Explicit** recognition of disabled people as a normal part of *all* social groups.

Rights based understanding  
Focused on identifying barriers

Impairment + Barriers = Disability

# Key development issues



Disabled people are more likely to be socially and economically marginalized as a result of discriminatory attitudes and beliefs



Persons with disabilities are more likely to be denied their human rights, even when these are guaranteed by national and international laws and progressive legislation.



Strong correlation between disability and poverty



Persons with disabilities are less likely to be reached by mainstream anti-poverty campaigns



Lack of design standards for incorporating disability inclusion requirements into government programmes and investments



	<b>UK</b>	<b>Uganda</b>	<b>Bangladesh</b>	<b>Kenya</b>	<b>Brazil</b>
Disability prevalence	21%	6.5%	1.4%	3.5%	23.9%
Unemployment rate (15-24 years)	9% disabled 3.8% non-disabled	22% disabled 16% non-disabled	9% disabled 7% non-disabled	16% disabled 16% non-disabled	54% disabled (any age) 44% non-disabled
Proportion below national poverty line	30% disabled 19% non-disabled	57% disabled 45% non-disabled	28% disabled 24% non-disabled	67% disabled 52% non-disabled	Info. not found

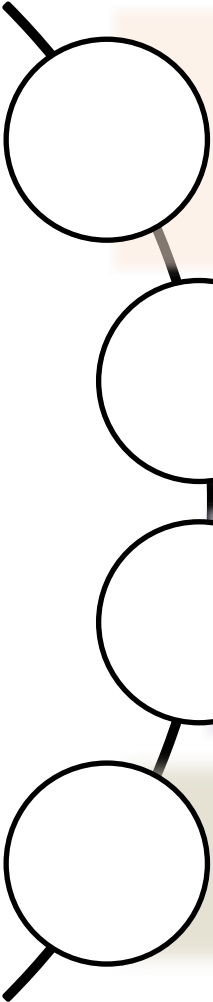

# Disability and the SDGs

Sustainable development goals (SDGs) explicitly reference persons with **disabilities in targets and indicators**

**Disaggregation of data** by disability is encouraged across all SDGs (follow up and review)



# Key developments around disability inclusion



DFID's Economic Development Strategy commits DFID and ODA spending departments to **focus on the poorest and most marginalised people** - women and girls and people with disabilities are highlighted in particular

UK is in process of developing a new **UK National Disability Strategy** in 2020 after widespread consultation – likely to have an international angle.

The **World Bank launched its disability inclusion and accountability framework** in 2018 including ambitious targets for inclusive projects, including around social protection and employment

**World Economic Forum (2019)** made strong economic case for disability inclusion and stressed the need for a **global standard in workplace disability equality**.

# Implementing disability equitable programmes





# Disability is a sticky problem in DFID development programming

**Invisibility** of people with disabilities in data that exists;

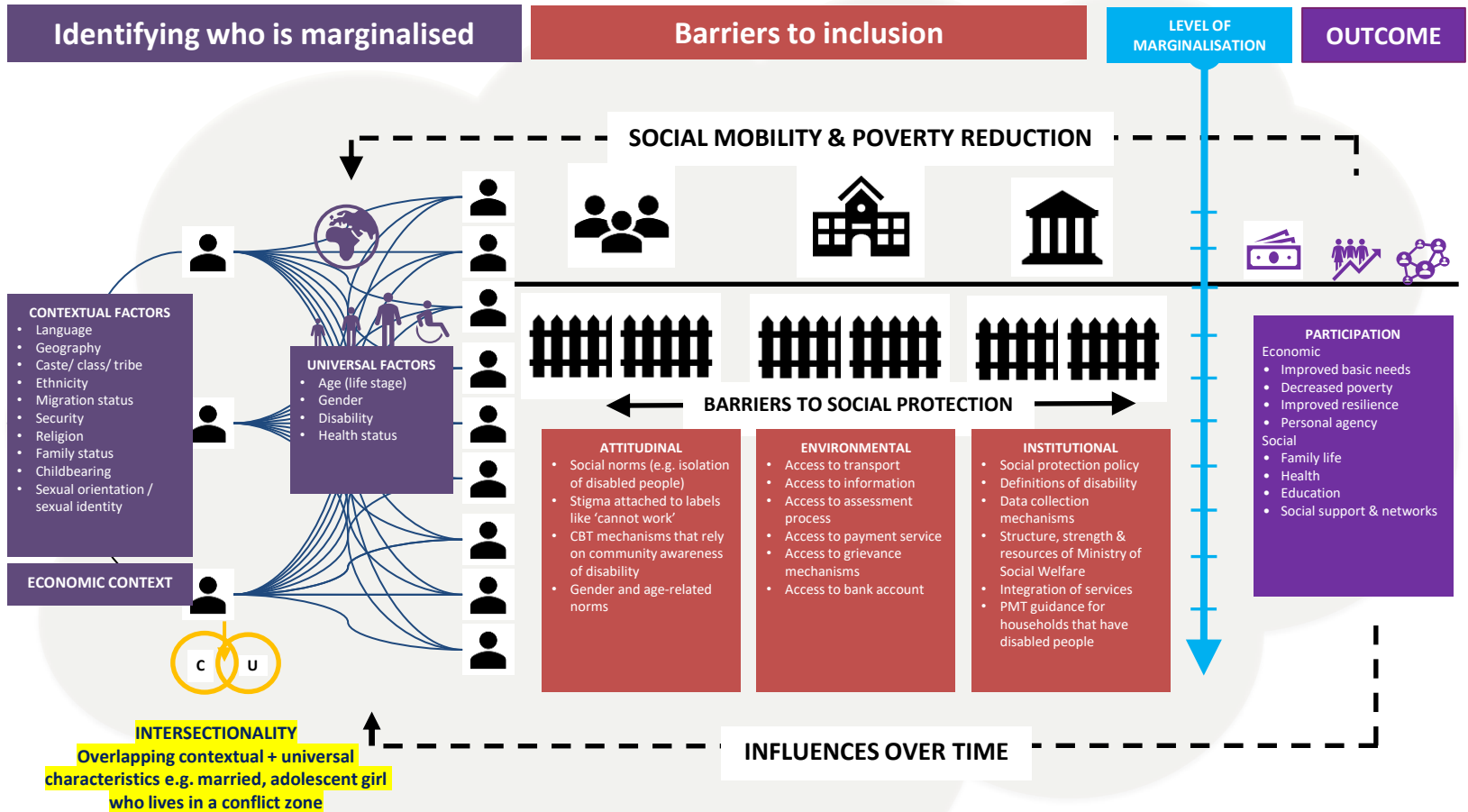
Disability from a **rights perspective** is still poorly understood in mainstream development;

**Homogenisation** of disabled people's experiences.

General lack of documented experiences in relation to disability inclusion  
**(knowledge gap)**

**Underestimation of the impact disability has on development outcomes at all levels**

# Barrier approach - intersectionality



# Potential entry points



Inclusive  
social  
protection

Open  
government  
opportunities

Revenue  
authority  
accessibility

Improving  
knowledge  
base

# Open government entry points



BARRIERS TO PARTICIPATION



## ATTITUDINAL

Disabled people don't need this information

Disability negatively portrayed

Focus on physical impairments

Negative assumptions of decision-makers

Gender and age-related norms

## ENVIRONMENTAL

Access to information

Access to public spaces and processes

## INSTITUTIONAL

Legal definitions and guidance documents (institutionalization practices)

Legal capacity + ownership of assets, land etc.

Data



# Inclusive social protection entry points



← BARRIERS TO SOCIAL PROTECTION →

## ATTITUDINAL

Social norms (e.g. isolation of disabled people)

Stigma attached to labels like 'cannot work'

CBT mechanisms that rely on community awareness of disability

Gender and age-related norms

## ENVIRONMENTAL

Access to transport

Access to information

Access to assessment process

Access to payment service

Access to grievance mechanisms

Access to bank account

## INSTITUTIONAL

Social protection policy

Definitions of disability

Data collection mechanisms

Structure, strength & resources of Ministry of Social Welfare

Integration of services

PMT guidance for households that have disabled people

# Impact of COVID-19

## Issues

- At greater risk of more severe and long-term impacts
- Disabled people in LMICs are losing work and income, and may take longer to return to work
- Many report social protection schemes are not accessible or are insufficient during the pandemic. Need for expanded coverage
- Austerity measures and cuts to disability services have disproportionate and negative impact on disabled people over the longer term.

## Responses

- Collect and monitor GESI disaggregated data using WG questions
- Expand coverage of social protection + ensure it includes disability related expenditure
- Encourage cross-sector collaboration
- Fund relief and reconstruction programmes that are inclusive and meet the needs of disabled adults and children

# Inclusive work practices



## **Environmental barriers**

Accessibility audits  
Universal Design approaches  
Communication practices



## **Institutional barriers**

Recruitment processes  
Retention and promotion policies  
Reasonable adjustment policy  
Work practices



## **Attitudinal barriers**

Staff awareness  
Support to managers  
Communication materials

**Summary and  
where to go  
for further  
support**





# What the Disability Inclusion Helpdesk offers

The Helpdesk is run by Social Development Direct alongside the DID programme consortium.

We have a pool of **over 70 disability inclusion experts** together with an in-house team of **helpdesk researchers**.

We **maintain flexibility** to respond to requests

We can provide:

- **rapid turnaround desk-based** queries – evidence reviews, mappings etc.
- **expert input** into programme design, policy, data and evidence



# Examples of recent queries

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**Rapid evidence review** on the impact of training for people with disabilities

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**Call an expert** on designing a new investment climate programme

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Currently development **disability awareness training** for UK Prosperity Fund

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Useful resources on the ICED website:  
**<http://icedfacility.org/disability/>**

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# Find out more about the Helpdesk



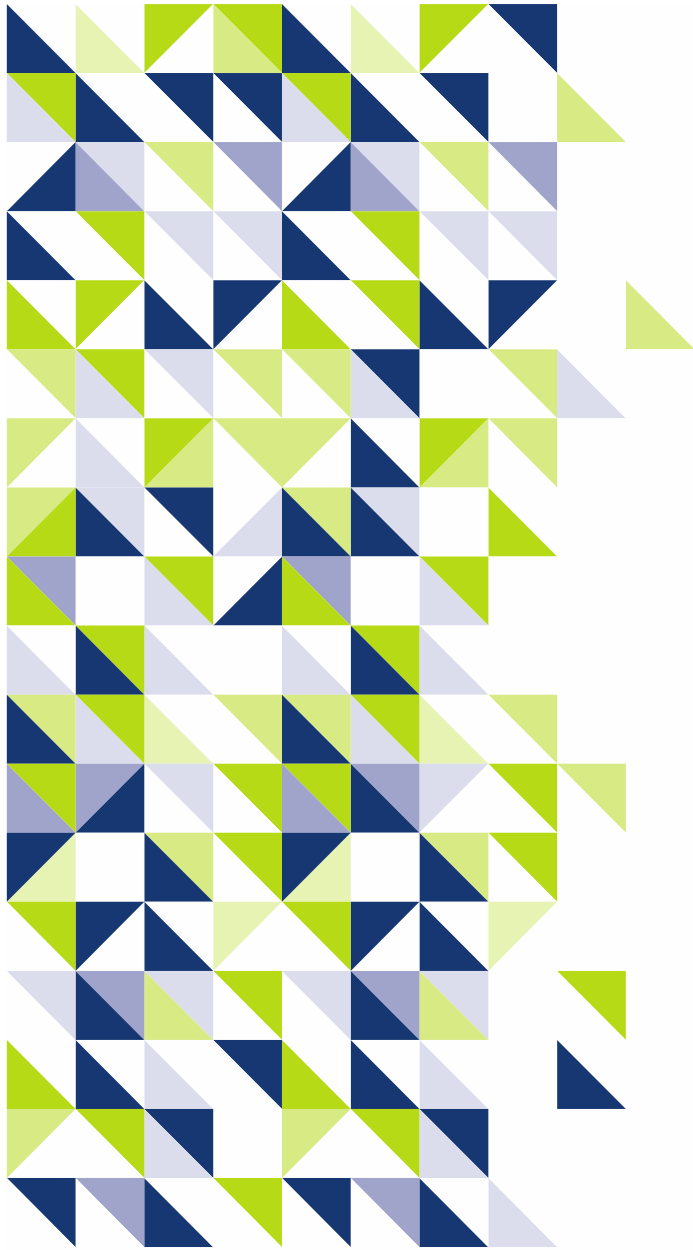
For more info on our services, have a look at our <u><a href="#">flyer</a></u>
Our <u><a href="#">recent queries</a></u> are published on gov.uk
And read our <u><a href="#">quarterly evidence digest</a></u> a roundup of the latest evidence, policy news and updates from DFID-funded programmes
<b>Contact the Helpdesk</b> using this email address: <u><a href="mailto:enquiries@disabilityinclusion.org.uk">enquiries@disabilityinclusion.org.uk</a></u>

For more info on our services, have a look at our [flyer](#)

Our [recent queries](#) are published on gov.uk

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# Thank you

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