Awareness session FSL Cluster - Disability Inclusive programming in FSL sector

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Objectives of this session

• Increase the understanding of FSL cluster members on **Inclusive humanitarian action, disability, impairments and barriers**

• Introduce HIs approach to mainstreaming disability & Inclusion within project cycle

• Introduce IASC guidelines on disability Inclusion in humanitarian action - extra focus on FSL guidelines

• Share good practices & lessons learnt
WHY IS IT SO IMPORTANT TO BE « Inclusive »?

Persons with disabilities comprise an average of 15% of any community (WHO), Approximately 10 million persons with disabilities are on the move due to conflict and disasters and many millions in crisis affected countries.
Who are persons with disabilities?

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. (UN Convention on the Rights of Persons with Disabilities, 2006)

What are impairment?

What are barriers?
Barriers faced by persons with disabilities in humanitarian settings to accessing food/nutrition

Environmental barriers:
• Inaccessible and unsafe food distribution points
• Lack of accessible information and communication related to food entitlement, distribution and nutrition programmes
• Inaccessible transportation, buildings and food package formats

Attitudinal barriers:
• First responders lack awareness and knowledge about persons with disabilities
• Lack of awareness and knowledge about specific nutrition requirements of persons with disabilities

Institutional barriers:
• Lack of technical capacity to promote the inclusion of persons with disabilities in food security and nutrition policies and programmes
• Government food security and nutrition policies and programmes are not inclusive of persons with disabilities
• Lack of accurate data on persons with disabilities and their locations
Barriers faced by persons with disabilities in humanitarian settings to accessing livelihood

**Environmental barriers:**
- Inaccessible and unsafe markets, places of work and related facilities (e.g. toilets)
- Lack of accessible information on markets, social protection, how to use facilities, opportunities such as skills training, job openings, micro-credit or other financial services
- Inaccessible transportation and road infrastructure

**Attitudinal barriers:**
- Negative attitudes and discrimination against persons with disabilities in the workplace
- Lack of awareness and knowledge about capacities of persons with disabilities and their possible contributions in the workplace
- Lack of confidence in the ability of persons with disabilities to successfully utilize financial services

**Institutional barriers:**
- Lack of technical capacity to promote the inclusion of persons with disabilities in the workplace and in financial services
- Restrictive entry requirements for access to vocational training or micro-finance schemes such as educational qualifications, collateral, etc.
- Employment policies and programmes are not inclusive of persons with disabilities
- Lack of accurate data on persons with disabilities
The Disability Inclusive Project Cycle
Inclusion doesn’t occur by accident

To ensure you are including people with disabilities in your project, you can use universal design principles to ensure people with disabilities can benefit equally, improving the lives of everyone.
What is the disability-inclusive project cycle?

Similar to any other type of design – products, services, cars, buildings, etc., in humanitarian project cycles you must consider disability and inclusion from the beginning

Universal design
Why “disability-inclusive?”
✓ Exclusion is widespread across humanitarian crisis settings, but that is changing. As SS we need to be part of the change
✓ Mainstreaming approach vs. targeted
  o Disability-targeted activities do not equal inclusion
  o This means we have to take a twin track approach
✓ Simply reporting the number of people with disabilities you reach is not enough
✓ If you aren’t considering inclusion from the beginning of the project, you won’t design or budget for inclusion
✓ Donors are increasingly requiring it!
✓ Current HNO/HRP process for South Sudan is focusing on disability mainstreaming – How do we do it? what are we doing wrong/right?
Disability mainstreaming within the project cycle
Inclusion within the project cycle

- Needs Assessment
- Project Planning and Design
- Project Implementation and Monitoring
- Project Evaluation
Needs Assessment

1. Recognizing the importance of beneficiary diversity
   • What are the criteria to select beneficiaries for the project?
   • Establish a non-discriminatory criteria and stick to it

2. Identification and participation of people with disabilities
   • Use the Washington Group questions for data collection
   • During situational assessments / whenever collecting baseline data, ask questions about people with disabilities access to services, how people with disabilities participate in decision making, and potential barriers & risks to participation in projects

3. Map all services available
Project planning & Design

1. Removal of environmental and social barriers throughout the design of the project intentionally
   • Adding in budget lines for reasonable accommodation

2. Targeted and tailored approaches in the project design (the “Twin Track” approach to project design)

3. Number and capacity of staff
   • Training staff
   • Increasing staff if you anticipate needing more support
Implementation

Recognition of diversity of beneficiaries during beneficiary selection and throughout the implementation

• Is your beneficiary selection non-discriminatory according to social and personal factors? Times, places...

Implement strategies for disability inclusion developed during the design to ensure the participation of persons with disabilities

• Inclusion of OPDs throughout implementation process
• Meaningful participation of people with disabilities in activities – don’t assume!

Considerations for mainstream organizations to implement inclusive activities

• Environmental or physical accessibility
• Communication methods
• Community-level and individual level adaptations

Provide targeted supports
Monitoring

Monitoring progress towards disability inclusion is critical to understand whether strategies adopted are successful, and additional strategies can be developed if needed.

Example indicators to monitor can include:

- **Targets**: specific number or % of people with disabilities to reach;
- **Referral mechanisms**: access of beneficiaries to disability-specific services, including rehabilitation services; e.g. Number of distribution points or markets retrofitted or constructed in accordance with universal design standards
- **M&E and data collection**: collection of data on disability, inclusion of disability in M&E Frameworks;
- **Staff capacities**: staff are in a position to identify and refer people with disabilities, understand the need for a tailored approach for people with disabilities and collect data on disability;
- **Selection process for beneficiaries**: does not exclude people with disabilities and includes not only economic status but other social considerations, focusing on individual and household level;
- **OPDs**: Linkages with OPDs or any organization of people with disabilities.
Evaluation (1 of 2)

Ensure a diverse number of beneficiaries and of partners are interviewed for the evaluation.

Ensure the participation of persons with disabilities and OPDs:

- Consider partnering with Organizations of persons with disabilities to complete the evaluation.
- Include people with disabilities and/or a disability specialist if available as part of the evaluation team.
- Specifically plan how people with disabilities will be consulted.

Include specific questions on disability inclusion in the terms of reference to measure inclusion, e.g. evaluate the removal of physical and social barrier as a component of the project.

Key indicator: the number of people with disabilities who meaningfully benefit from the project.
Other evaluation design considerations:

- **Budget** in the evaluation for reasonable accommodation of people with disability in consultations (e.g. costs of transport, sign language interpreters, accessible venues, personal assistants etc).

- **Consider utilizing qualitative techniques** such as gathering personal stories, conducting focus groups, or photo elicitation. These can both gather different types of data, as well as provide opportunities for both children and adults with disability and those with various impairments to be involved.

- Train the evaluators to be able to ensure the participation of persons with disabilities and to collect the feedbacks of a representative group of beneficiaries and partners. Also to avoid stigmatizing language
Example: Microenterprises (1 of 2)

Needs assessment:

- Capture the voices / economic status of people with disabilities in the community
- Does the socio-economic status of people with disabilities differ from that of people without disabilities?
- Do you need a disability analysis in addition to an economic needs assessment?

Beneficiary selection:

- How are you targeting community members? Is the time and place accessible for women, people with disabilities, other vulnerable groups...?
- Disabled People’s Organizations can help identify beneficiaries
- Are you targeting people with disabilities or their families? Is there a specific way you are targeting them e.g. specific quotas

Implementation:

- Which parts of the project implementation area are accessible? Which are not?
- Are staff trained to work with people with disabilities? What types of additional supports can you tap in the community?
- Determine professional goals/aspirations and pre-determined skills
- What types of adaptations does the person need for their desired business activity?
- Refer the person to specific services, e.g. rehab if needed
Example: Microenterprises (2 of 2)

Monitoring & Evaluation

- Indicators to measure for impact:
  - Number of people with disabilities reached
  - Proportion of people with disabilities reached
  - Number of microenterprises created or strengthened
  - Increased business revenue and/or household income
  - Number of workplace / tool adaptations
  - Number of environmental and social barriers removed
  - Change in income of people with disabilities
  - Change in self-reported well being of people with disabilities with disabilities

Evaluation: research questions can measure both the impact of the project, but can also measure the level of inclusion within the project cycle.
In summary:

• Include people with disabilities throughout the entire project cycle, e.g. partnering with OPDs
• Hire staff with disabilities
• Write in modifications needed for reasonable accommodation throughout the project cycle
• Understand your end user / beneficiary (data!)
• Budget for reasonable accommodation
Background

Guidelines developed in consultation with persons with disabilities

IASC Reference Group on Inclusion of Persons with Disabilities in Humanitarian Action:

http://www.internationaldisabilityalliance.org/drg
Key Approaches to Programming

Must do actions highlighted in the IASC guidelines

1. Promote meaningful participation
2. Remove barriers
3. Empower persons with disabilities; support them to develop their capacities
4. Disaggregate data for monitoring inclusion
Do you have any questions?

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Links to IASC Disability Guidelines, Tools and Resources
