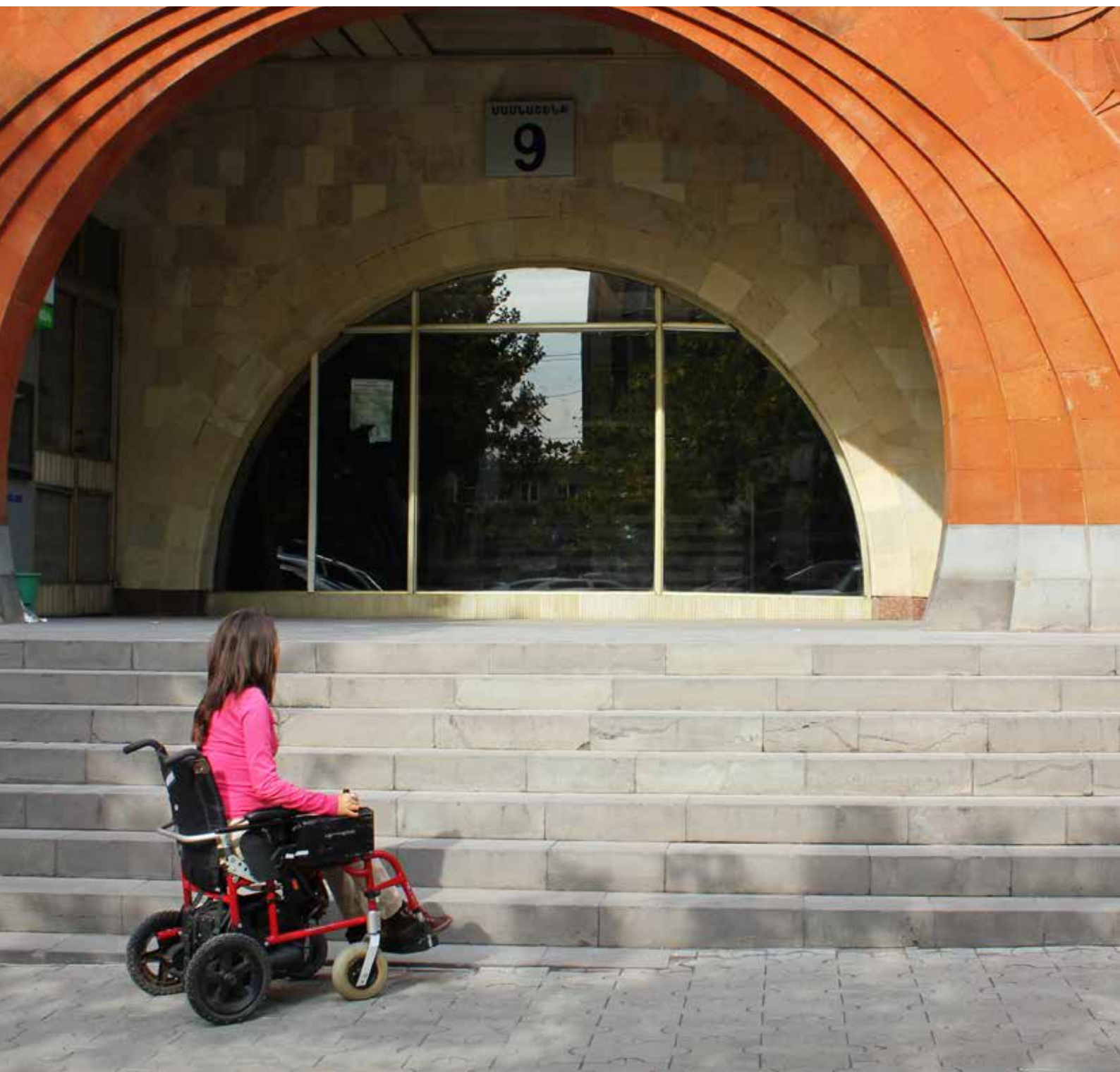


Disability Inclusive Development in UNDP



*Empowered lives.
Resilient nations.*

Guidance and entry points
03 December 2018



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UNDP partners with people at all levels of society to help build nations that can withstand crisis, and drive and sustain the kind of growth that improves the quality of life for everyone. On the ground in nearly 170 countries and territories, we offer global perspective and local insight to help empower lives and build resilient nations.

United Nations Development Programme

One United Nations Plaza

New York, NY 10017, USA

<http://www.undp.org/>

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Zaruhi Batoyan, chief editor of “Sunflower” magazine, protests for equal opportunities and accessibility.

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This is a living document that will be refined with feedback and lessons-learned from ongoing efforts to support disability inclusive development. Any comments or questions can be directed to: disability@undp.org

Foreword

Disability is a multi-dimensional development and human rights issue. Persons with disabilities are one of the largest minority groups in the world, estimated to represent over 15 per cent (approximately 1.5 billion people) of the world's population. 80 percent of persons with disabilities live in UNDP programme countries.

Disability inclusion is instrumental to the Sustainable Development Goals and its central pledge to leave no one behind and to reach the furthest behind first. Inclusive policies and programmes are sound investments in society. They benefit all, particularly those facing intersecting aspects of exclusion, to ensure that all people are counted for and can have their voice heard and participate equally in every aspect of life. This is a matter of equal opportunity, inclusion, justice and economic growth. We know that the costs of exclusion are too high.

In 2006, the United Nations Convention on the Rights of Persons with Disabilities (CRPD) was adopted. This was a watershed moment for the rights of persons with disabilities as it represented a marked shift from a medical and charity model of disability to the social and human rights-based model, and its guiding principles including non-discrimination, participation and inclusion, equality of opportunity, respect and dignity and the respect for diversity. The CRPD clearly puts forth that embracing disabilities as part of human diversity and humanity for all, and helping societies to restructure policies, practices and attitudes as well as dismantling social and economic barriers that prevent the full participation of persons with disabilities, are critical to inclusive development.

UNDP has a clear mandate to advance the core principles of the UN Charter and support disability inclusive development. I am pleased to present this Guidance Note which elaborates on the institutional and instrumental value of disability inclusive development and the twin frameworks within which we are galvanizing momentum: The Convention on the Rights of Persons with Disabilities and the Sustainable Development Goals, which are mutually inclusive.

The Guidance Note incorporates a reflection on UNDP's comparative advantage and the diversity and depth of interventions undertaken by UNDP which is a testimony to the organization's efforts in supporting disability inclusive development across UNDP's mandate, both as a means in itself and a catalyst for sustainable human development. Lastly, it delves into pertinent issues of data, programming and innovation and emphasizes efforts to support civic engagement and participation of persons with disabilities and our strategic and dedicated partnerships to support disability inclusion. I hope this is a useful contribution as we move ahead in fostering our approach to disability inclusive development and as we strive to fulfil the bold promises we have made to achieve the world envisioned in the 2030 Agenda.



A handwritten signature in black ink that reads 'Abdoulaye Mar Dieye'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Abdoulaye Mar Dieye
Assistant Secretary-General
Assistant Administrator and Director
Bureau for Policy and Programme Support

Acronyms

CSOs	civil society organizations
CRPD	Convention on the Rights of Persons with Disabilities
DRR	disaster risk reduction
GDP	gross domestic product
GEF	Global Environment Facility
HRBA	human rights-based approach to development programming
NAP	national action plan
NHDRs	national human development reports
NHRI	national human rights institutions
NCDs	non-communicable diseases
NGOs	non-governmental organizations
OPDs	organizations of persons with disabilities
PDNAs	post-disaster needs assessments
SDGs	Sustainable Development Goals
SES	Social and Environmental Standards
SGBV	sexual and gender-based violence
SGP	Small Grants Programme
UN	United Nations
UNDP	United Nations Development Programme
UNPRPD	United Nations Partnership to Promote the Rights of Persons with Disabilities
UPR	Universal Periodic Review
VNRs	Voluntary National Reviews
WG-SS	Washington Group Short Set on Functioning

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Introduction

“Societies will never achieve the SDGs without the full participation of everyone, including people with disabilities. We cannot afford to ignore or marginalize the contributions of 1.5 billion people. Upholding the rights of people with disabilities is a moral imperative. But it is not an act of charity. It is a recognition of rights and a practical necessity, if we are to build healthy, sustainable societies to the benefit of everyone – those with disabilities, and those without.

Together, we can remove barriers and raise awareness, so that people with disabilities can play a full part in every sphere of society, around the world.”

António Guterres, UN Secretary-General,
Remarks to the 11th session of the Conference of State Parties to the
Convention on the Rights of Persons with Disabilities, 12 June 2018

Persons with disabilities are one of the largest minority groups in the world, estimated to represent over 15 per cent (approximately 1.5 billion people) of the world's population. 3 out of 5 persons with disabilities are women and disability is more common among children and adults who are poor¹. 80 percent of persons with disabilities live in UNDP programme countries.

Persons with disabilities face challenges to fully participate in society which is further heightened by discriminatory social attitudes – this culminates in marginalization and significant barriers to their inclusion and participation in society and in development. The extent of inequalities experienced by persons with disabilities in all areas of development is often the result of shortcomings in the structural, social, political and cultural environments in which they reside, including lack of accessibility of physical and virtual environments; institutional and attitudinal barriers; exclusion; and unequal opportunities². Some people with disabilities face compounded challenges and intersectional discrimination: women and girls with disabilities experience gender-based discrimination and violence in both public and private spheres at disproportionately higher rates³.

Disability has a significant economic and social impact on persons with disabilities and their families, as well as on their communities and society. Employment rates are lower for men and women with disabilities than their peers without disabilities and excluding persons with disabilities from the world of work can cost countries between 1 and 7 percent of Gross Domestic Product⁴. Persons with disabilities are at an increased risk of poverty due to this reduced access to employment and lower wages; they also have extra costs of living associated with various barriers such as medical care, assistive devices or personal support. Populations in poverty are also at an increased risk of disability due to malnutrition, unsafe working conditions, polluted environments, and a lack of access to clean water and sanitation. Moreover, more than half of children with disabilities do not attend school and in some countries it is as high as 90 percent. Persons with disabilities are affected disproportionately in armed conflicts and during natural disasters and recovery. They are more likely to be left behind or abandoned during evacuation operations due to a lack of inclusive preparation and planning, as well as inaccessible facilities, services and transportation systems.

In 2006, the United Nations Convention on the Rights of Persons with Disabilities (CRPD) was adopted and to date there are 177 member state parties. It is among the fastest ratified human rights treaties and aims to

¹ WHO and World Bank, *World Report on Disability*, 2011.

² United Nations, Report of the Secretary-General, *Mainstreaming disability in the implementation of the 2030 Agenda for Sustainable Development*, 22 November.

³ United Nations, Report of the Secretary-General (2017). *Situation of women and girls with disabilities and the Status of the Convention on the Rights of Persons with Disabilities and the Optional Protocol thereto*, 28 July 2017. A/72/227.

⁴ Backup S. *The price of exclusion: the economic consequences of excluding persons with disabilities from the world of work*, ILO, Geneva 2009.

“promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity”. The CRPD represents a marked shift from the medical and charity model of disability to the social and human rights-based model which does not reduce persons with disabilities to their impairments but recognizes that societies can restructure policies, practices, attitudes and the general environment to dismantle social and economic barriers preventing the full participation of persons with disabilities. Guiding principles of the CRPD such as non-discrimination, participation and inclusion, equality of opportunity and equality between men and women, accessibility, respect and dignity, and the respect for difference and embracing disabilities as part of human diversity and humanity for all, are critical to inclusive development.

The achievement of the Sustainable Development Goals (SDGs) relies on the involvement and inclusion of persons with disabilities in all development efforts⁵. As a universal call to action, the 17 SDGs are interconnected and require governments to take a holistic approach to development. The pledge to leave no one behind in our development efforts and reach the furthest behind first is fundamental to supporting persons with disabilities.

UNDP has a clear mandate to advance the core principles of the UN Charter and support disability inclusive development through the twin complementary frameworks of the CRPD and the SDGs which are mutually inclusive. This Guidance Note is for UNDP staff; it seeks to highlight practical ways in which UNDP can operate to jointly implement the twin frameworks, to provide the knowledge base to advance this work by building on previous and ongoing experiences and to improve how we deliver for governments and populations around the world on these frameworks, including for persons with disabilities.

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⁵ United Nations, Report of the Secretary-General. *Mainstreaming disability in the implementation of the 2030 Agenda for Sustainable Development*, 22 November 2016.

Chapter 1

The Business Case for Disability Inclusive Development for UNDP



Design for
Inclusive Living

تصميم معيشة تشمل الجميع

Design for inclusive living. © UNDP Egypt

Persons with disabilities are often left out of development processes and development progress. UNDP is committed to an inclusive approach to sustainable human development which benefits all and ensures that no one is left behind. UNDP has a strong and institutional commitment to mainstream human rights including the rights of persons with disabilities in our work, through the human rights-based approach to our development programming. The inclusion of persons with disabilities in our work is also instrumental to the achievement of human development and the SDGs.

1.1 Inclusion of persons with disabilities – the institutional and instrumental value

Institutional value

UNDP recognizes the centrality of human rights to sustainable development, poverty alleviation and ensuring a fair distribution of development opportunities and benefits. UNDP is committed to supporting universal respect for, and observance of, human rights and fundamental freedoms for all. UNDP's Strategic Plan, 2018 – 2021, aims to support countries in addressing development challenges and recognizes that a set of core development needs underpin those challenges including the need to strengthen gender equality and the empowerment of women and girls, and to ensure the protection of human rights⁶.

In 2015 UNDP adopted Social and Environmental Standards (SES)⁷ which apply to all UNDP programmes and projects and include an overarching principle in UNDP's work to apply a human rights-based approach to our development programming. That means that development programmes and policies should further the realization of all human rights as laid down in the Universal Declaration of Human Rights and other human rights instruments⁸. UNDP works to build the capacity of both duty-bearers (i.e. the state and its institutions at national and sub-national level) to meet their obligations under the CRPD and other core human rights treaties they are state parties to, and to build the capacity of rights-holders (i.e. persons with disabilities and their representative organizations) to claim their rights.

To further the realization of human rights, UNDP is committed to adhere to the human rights principles in our work: accountability and the rule of law, participation and inclusion; and, equality and non-discrimination, including, *inter alia*, on the grounds of disability. UNDP refrains from providing support for activities that may contribute to violations of a state's human rights obligations and the core international human rights treaties including the CRPD. Reflecting the standards and principles enshrined in the CRPD in development programming is part of the UN's and UNDP's overall human rights-based approach to development programming and is essential for fulfilling UNDP's institutional mandate⁹.

Instrumental value

UNDP's human development approach is about expanding capabilities for people to live the lives they value and providing them the freedom to seize opportunities and make choices or, put differently, it is about creating the environment for people to live lives they value. The realization of the rights of persons with disabilities, who can be among the most marginalized groups in society, is critical to the achievement of human development.

⁶ UNDP, *Strategic Plan 2018–2021*, 17 October 2017, para 22.

⁷ UNDP, *Social and Environmental Standards* 2015.

⁸ UNDP also adheres to the United Nations Development Group (UNDG) Statement of Common Understanding of the Human Rights-Based Approach to Development Cooperation and Programming (UN Common Understanding).

⁹ Art 32(a) of the CRPD on International Cooperation recognizes the importance of ensuring that international cooperation, including international development programmes, is inclusive of and accessible to persons with disabilities.

Disability inclusion is recognized in the 2030 Agenda for Sustainable Development and other development frameworks and as a cross-cutting development issue and a human rights imperative, calling for the recognition of and commitment to the specific needs of persons with disabilities in all fields of development, from disaster risk reduction, and humanitarian action, to financing for development and urban development¹⁰. Furthermore, the General Assembly has urged the UN System to make concerted efforts to integrate disability into its work¹¹. Recognizing the role that UNDP plays in supporting governments in development, UNDP is well positioned to promote and foster the importance of disability inclusive development at the global, regional and country levels.

Supporting countries to include persons with disabilities as they seek to achieve the SDGs and further human rights and human development will also help countries in addressing inequality. Excluding persons with disabilities from contributing through employment to their overall economic development has been found to cost countries between 1 and 7 percent of their Gross Domestic Product¹². Taking active steps to eradicate the barriers to the participation of persons with disabilities supports inclusion in public life and economic development and benefits the broader society.

UNDP's Strategic Plan 2018–2021¹³ identifies people with disabilities as a critical target group of its multi-sectoral integrated poverty eradication efforts, and the inclusion of civil society representing people with disabilities as crucial in country efforts to implement the 2030 Agenda. To better capture the principle of leaving no one behind and ensure that contributions to development benefit those most in need, UNDP aims to disaggregate by marginalized groups (including as relevant women, youth, people with disabilities, people living with HIV and indigenous groups) in our Integrated Results and Resources Framework to the Strategic Plan. This, along with new tools such as the “leave no one behind marker” in our programming aims to enable the organization to measure its contributions to the principle of leaving no one behind, including persons with disabilities. UNDP also aims to explicitly mainstream the rights of persons with disabilities in Country Programme Documents¹⁴.

“Addressing the widespread exclusion of disabled people around the world is clearly a human rights issue, but also makes sound economic sense. The loss of productivity resulting from the exclusion of disabled people from education and employment, coupled with the resulting loss of taxes and the economic burden placed on state welfare systems, is hard to quantify but places a significant strain on the already overstretched economies of many low-income countries. When the non-economic costs of disability, such as social isolation and the reinforcement of negative perceptions of disabled people as incapable and non-contributors, are also taken into account, a powerful case can be made for promoting the inclusion and empowerment of disabled people”

[Disability and Development Governance and Social Development Resource Centre](#)

¹⁰ Report of the Secretary-General, *Mainstreaming disability in the implementation of the 2030 Agenda for Sustainable Development*, 22 November 2016, para 4

¹¹ See GA Resolutions 64/131, 64/154, 65/186, 67/226, 71/344, and 72/162

¹² Buckup, S. *The price of exclusion: the economic consequences of excluding persons with disabilities from the world of work*, ILO, Geneva 2009.

¹³ UNDP, *Strategic Plan 2018–2021*, 17 October 2017.

¹⁴ See Chapter 4 of this Guidance Note on Programming, Monitoring and Evaluation

1.2 UNDP's comparative advantage

UNDP is supporting sustainable human development in more than 170 countries and has been involved in disability inclusive development since the 1980's. Disability inclusion is a cross-cutting development issue that has an impact across the development sphere. UNDP has an integration role to support achievement of the SDGs and works across sectors, building capacities of institutions and governments to promote sustainable development. UNDP's Strategic Plan outlines the organization's commitment to promoting sustainable development and to support state efforts to meet their human rights obligations. Recognizing the unique role that UNDP plays in the development sphere with governments and stakeholders where it operates, UNDP has an important opportunity at the global, regional and country levels to strengthen disability inclusion through the SDG framework and its support to the implementation of the CRPD.

An evaluation conducted by the Independent Evaluation Office of UNDP's contribution to disability inclusive development covering the period 2011–2016¹⁵ found that UNDP during that period has provided targeted assistance on disabilities in 29 countries and worked in 51 countries mainstreaming disability inclusive development.

The evaluation further found that UNDP has effectively supported disability work where there was clear national ownership and leadership in advancing the CRPD and that UNDP's work in support of national efforts to achieve the SDGs provides an important opportunity in the coming years to help strengthen the rights of persons with disabilities¹⁶. Several completed country assessments suggest that UNDP programming has been instrumental, and in some cases a major force, in helping to develop and strengthen disability law and policy frameworks that are consistent with the CRPD. UNDP has also had marked success in playing a neutral convener role in bringing government and civil society actors together as required by the CRPD. Stakeholders, including government partners, donors and organizations of persons with disabilities (OPDs), regard UNDP as uniquely well positioned to play a prominent role in advancing the CRPD at global and country levels and to champion the rights of persons with disabilities.

¹⁵ The evaluation was conducted as part of the Mid Term Evaluation Plan (2014–2017) of the Independent Evaluation Office, as approved by the UNDP Executive Board (DP 2014/5).

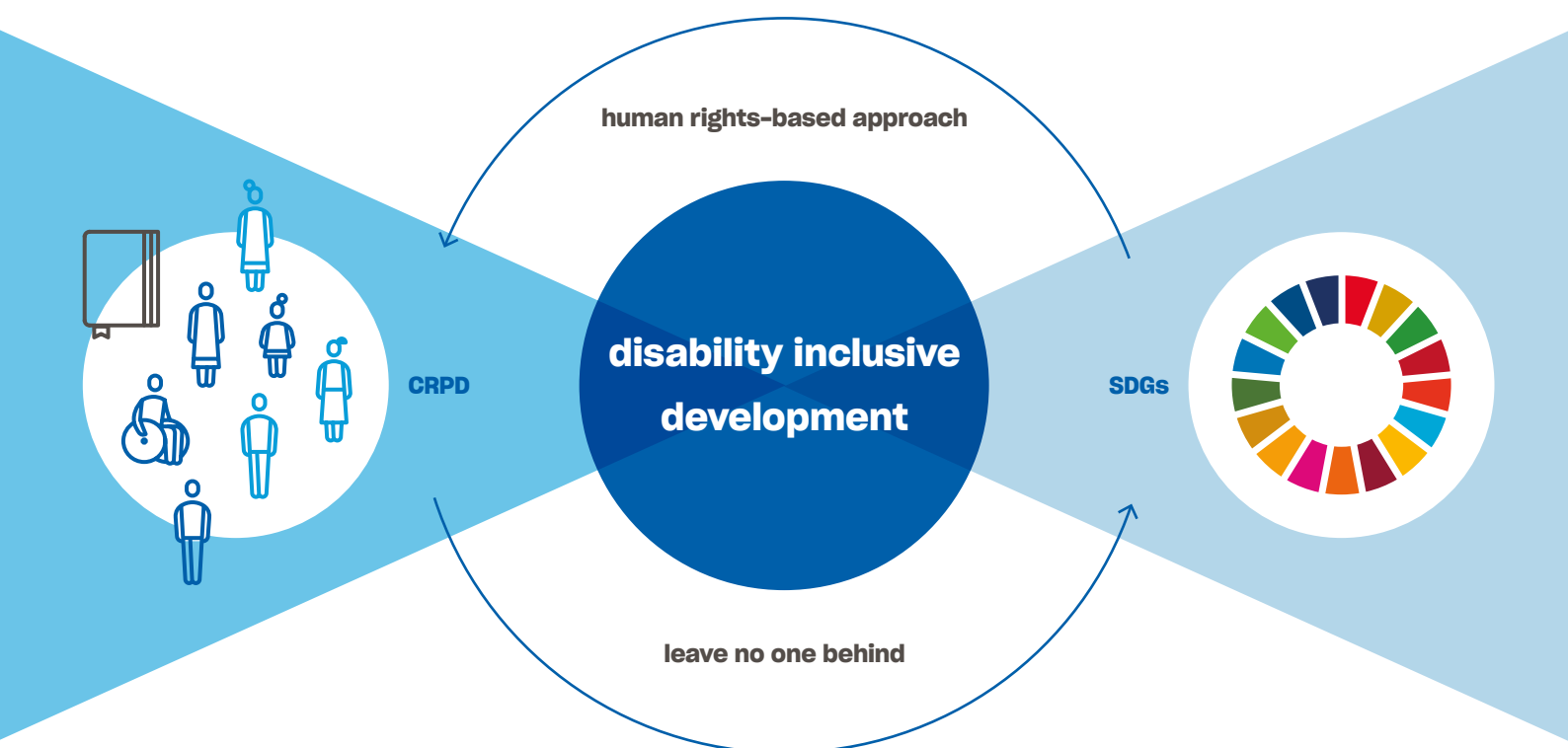
¹⁶ The evaluation also identified areas of improvement to be addressed to ensure the promotion of disability-inclusive development in a clear, coherent and consistent manner.

Chapter 2

The twin framework for disability inclusion in development



As the development branch of the UN system, UNDP supports member states as they seek to achieve the SDGs by 2030 and fulfil their human rights obligations under the CRPD; we do so through a human rights-based approach to our programming. The CRPD and the SDGs are the twin frameworks which are mutually reinforcing and within which UNDP supports disability inclusive development.



2.1 The Convention on the Rights of Persons with Disabilities

The CRPD was adopted by the General Assembly in 2006 and entered into force in 2008. It is the first core human rights treaty of the 21st century and is legally binding to the Member States who are state parties (currently 177 Member States). Together with the Optional Protocol of the CRPD which has 92 Member States as state parties it forms the normative framework to address the rights of persons with disabilities and to ensure that they are included in all development efforts.

The CRPD is an instrument for inclusive development, promoting the universal human rights of persons with disabilities from a disability perspective¹⁷. All human rights conventions relate to everyone, including persons with disabilities, and all human rights conventions include provisions protecting against discrimination. Disability is understood as a ground of discrimination¹⁸. However, the CRPD defines with greater detail how human rights apply to persons with disabilities as well as the obligations of states parties to the CRPD to promote, protect and ensure those rights.

Key features and general principles of the CRPD

The overarching goal of the CRPD is to ensure equality and non-discrimination in the realization of the rights of persons with disabilities. The CRPD outlines that persons with disabilities include those who have long term physical, mental, intellectual and sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others¹⁹. Disability is understood as an

¹⁷ United Nations, Report of the Secretary-General. *Mainstreaming disability in the implementation of the 2030 Agenda for Sustainable Development*, 22 November 2016.

¹⁸ For more information on the CRPD please see [CRPD FAQ](#).

¹⁹ Article 1, CRPD.

evolving concept that results from the interaction between persons with impairments and attitudinal and environmental barriers in society²⁰. This means the focus should be not only on the existence of an impairment but on how we can remove barriers to participation and ensure people with disabilities can be independent and equal actors in society. Importantly, the CRPD therefore marks a distinct shift away from the medical and charity model approach to the social and human rights-based model of disability inclusive development.

The CRPD sets out arrangements for implementation and monitoring both nationally and internationally. Internationally, it establishes a Committee on the Rights of Persons with Disabilities consisting of independent experts with monitoring functions and a Conference of States Parties to consider matters related to the implementation of the CRPD. States Parties are required to report on implementation of the CRPD periodically and receive recommendations on how to improve implementation. The Committee publishes periodic General

Pre-CRPD - medical and charity model:

The **medical model** focused on the person's impairment with the aim to cure or reduce an impairment as much as possible assuming medical treatment and intervention is generally necessary to participate normally in society. The **charity approach** treats persons with disabilities as passive objects of kind and benevolent acts rather than as empowered individuals with rights to participate in political and cultural life and their own development.

Post-CRPD - social and human rights model:

The **social model** identifies disability as a social construct – the result of interaction in society between personal factors and environmental factors. Society can restructure policies, practices, attitudes, environmental accessibility, legal provisions, and political organizations and dismantle the social and economic barriers that prevent full participation of persons with disabilities with policies and laws designed with the involvement of persons with disabilities. The **human rights approach** is rooted in dignity and freedom and seeks to respect, support and celebrate human diversity by creating the conditions that allow meaningful participation by a wide range of persons, including persons with disabilities, not as passive objects of charitable acts.

United Nations Office of the High Commissioner for Human Rights. *The Convention on the Rights of Persons with Disabilities Training Guide*, 2014. pp9–10.

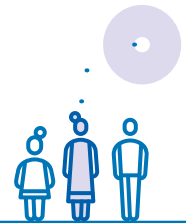
Diversity of Disability

Stereotypical views of disability exist which emphasize wheelchair users and a few other groups such as blind people and deaf people. However, it is important to recognize the diversity in the disability community. People may experience varying degrees of auditory, cognitive, physical, speech and visual impairments. For instance, some may have disabilities from birth, an illness, disease or an accident. Persons may have more than one impairment or they may develop impairments with age. Some may not consider themselves to have disabilities even if they do experience functional limitations. Various groups face different levels of exclusion, e.g. persons with mental health difficulties or intellectual impairments that are the so called 'invisible' disabilities, are among the most excluded. Also, deaf-blind people and people with more severe impairments often experience greater disadvantage. The human rights-based model or social model to disability inclusion does not reduce persons with disabilities to their impairments but recognizes that while there are positive associations with disability and disadvantages on many fronts, not all people with disabilities are equally disadvantaged and the barriers that must be broken for disability inclusion differ.

8 general principles across the CRPD²¹

- 1 Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons

including respecting the right of all people to make their own choices and decisions.



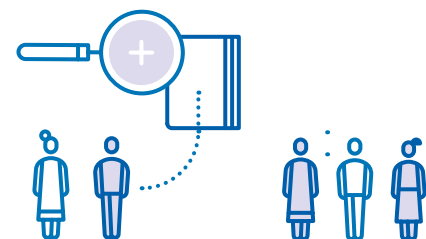
- 2 Non-discrimination

to address any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms. This includes the denial of reasonable accommodation which includes the necessary and appropriate modification and adjustment to ensure accessibility for an individual with a disability in a particular situation where it does not impose a disproportionate or undue burden²².



- 3 Full and effective participation and inclusion in society

in all policy processes including monitoring²³.



- 4 Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity

to ensure non-discrimination and to overcome social barriers, as well as recognizing the diversity among persons with disabilities.



5 Equality of opportunity

as a core message referring to processes through which various systems of society and the environment, such as services, activities, information and documentation, are made available to all.



6 Accessibility

is a precondition for persons with disabilities to live independently and participate fully and equally in society. It is an end in itself as well as a means to enjoy other rights. Accessibility relates to groups, whereas reasonable accommodation is a means of ensuring accessibility for a specific individual in a specific situation, if there is no undue burden on the responsible body. Accessibility is a consideration throughout the built environment which includes different dimensions of accessibility including physical accessibility to buildings and transportation, and information and communication accessibility including documentation, aural information and electronic accessibility to the Internet²⁴.



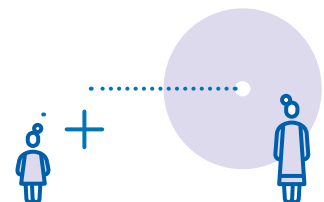
7 Equality between men and women

recognizes the marginalization of women and underlines the issue of multiple and intersected forms of discrimination²⁵.



8 Respecting the evolving capacities of children with disabilities

and respect for the right of children with disabilities to preserve their identities²⁶.



²¹ Article 3, CRPD.

²² Art 2, CRPD and Committee on the Rights of Persons with Disabilities, General Comment No. 2, 2014, para 26.

²³ Article 4(3) and Article 33(3), CRPD.

²⁴ Committee on the Rights of Persons with Disabilities, General Comment No. 2, 11 April 2014, para 7, 25 and 26

²⁵ Article 6, CRPD and Committee on the Rights of Persons with Disabilities, General Comment No. 3, 26 August 2016

²⁶ Article 7, CRPD and Article 23, Convention on the Rights of the Child

Optional Protocol

The Optional Protocol introduces 2 procedures to strengthen the implementation of the CRPD:

- An **individual communication procedure** which permits individuals and groups in a State Party to complain to the Committee on the Rights of Persons with Disabilities that the State has breached obligations under the CRPD
- Upon receipt of reliable information indicating grave or systematic violations of the CRPD, **an enquiry** can be opened with the findings transmitted to the State together with comments and recommendations.

Both the communication and enquiry procedures are confidential and recourse to these procedures is only available to those States that have ratified the Optional Protocol.

Comments on specific aspects of the CRPD to aid with interpretation of substantive provisions and deal with wider, cross-cutting issues²⁷. Nationally, the CRPD requires the establishment of national implementation and monitoring mechanisms²⁸.

There is a Special Rapporteur on the Rights of Persons with Disabilities which was established on 01 December 2014²⁹. The Special Rapporteur makes concrete recommendations on how to better promote and protect the rights of persons with disabilities including on how to promote development which is inclusive of and accessible to persons with disabilities. The Special Rapporteur has a regular dialogue with States and other stakeholders and can make country visits and releases regular thematic reports³⁰.

2.2 The Sustainable Development Goals and leaving no one behind

The SDGs adopted by all member states are a universal call for action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. The 17 SDGs are interconnected – often the key to success on one will involve tackling issues more commonly associated with another. This requires governments to take a holistic approach to development.

The 2030 Agenda for Sustainable Development reflects the needs of persons with disabilities and commits Member States to ensuring their inclusion and participation in society. The SDGs explicitly take persons with disabilities and the inclusion of their rights into account under seven targets however, all goals are considered relevant for persons with disabilities as part of the general population of countries. In addition, the global indicator framework for the SDGs calls for data disaggregation by disability, where relevant³¹. Furthermore, there is also a pledge to leave no one behind in our development efforts and to reach the furthest behind first. People get left behind when they lack the choices and opportunities to participate in and benefit from development progress. Those who experience disadvantage, who cannot realize their rights and have limitations to their choices and opportunities relative to others in society are at risk of being left behind. Unfortunately, as the world's largest minority group, persons with disabilities have been consistently left behind in development gains and in their participation in development processes. Persons with disabilities and their representative organizations should therefore be actively engaged in our efforts to support the SDGs, not only as a group that has been consistently left behind, but also as invaluable partners in our efforts towards inclusion.

²⁷ OHCHR. *Draft General Comment on Article 12 of the Convention – Equal Recognition before the Law & Draft General Comment on Article 9 of the Convention – Accessibility*.

²⁸ Art 33, 34, 35 and 40, CRPD

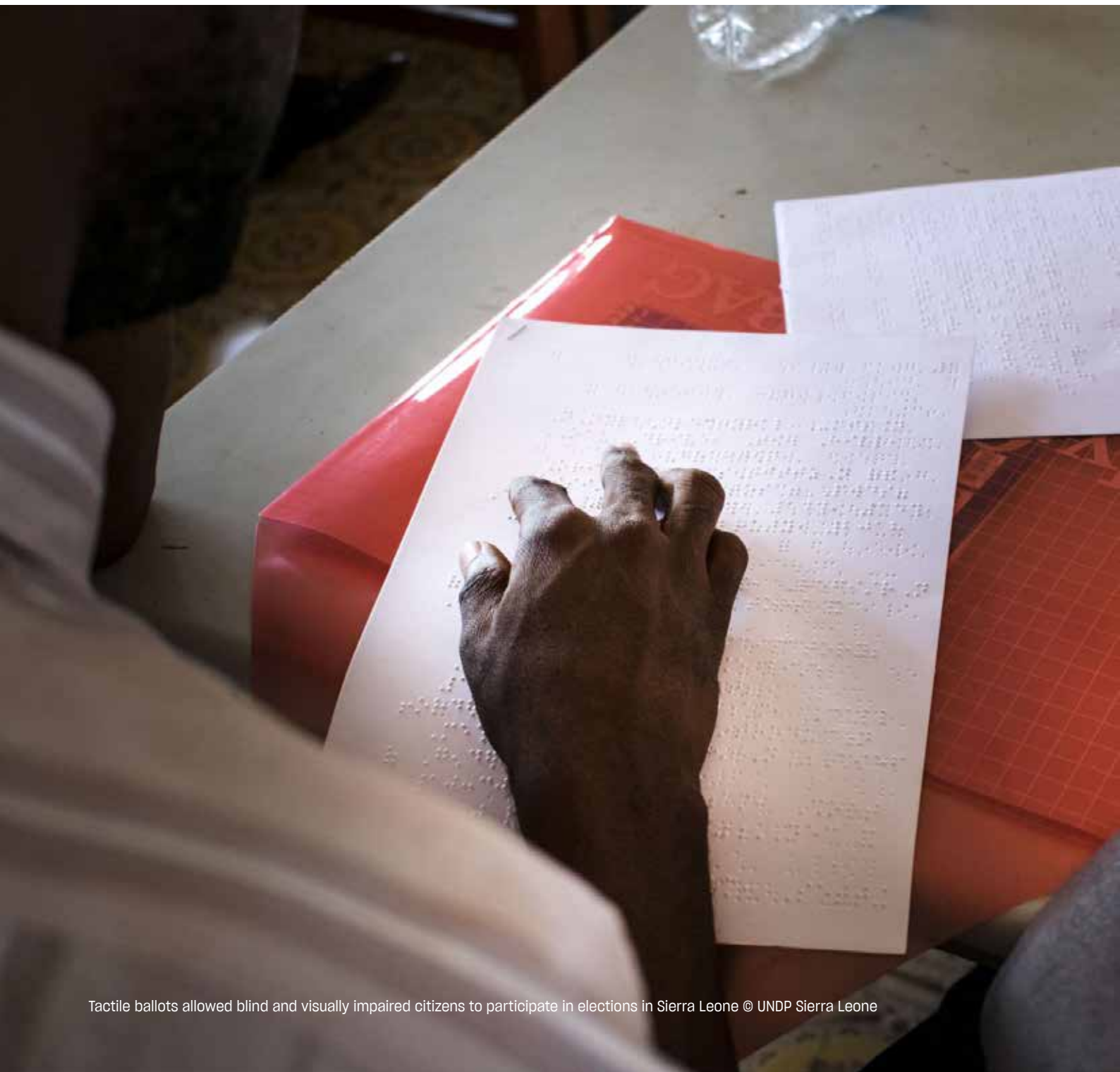
²⁹ Human Rights Council. *Resolution 35/6*.

³⁰ OHCHR. *Special Rapporteur on the rights of persons with Disabilities*.

³¹ United Nations, Report of the Secretary-General. *Mainstreaming disability in the implementation of the 2030 Agenda for Sustainable Development*, 22 November 2016.

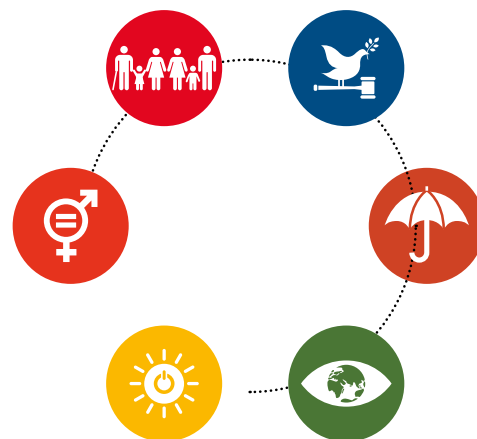
Chapter 3

UNDP areas of work in disability inclusive development



3.1 UNDP's strategic plan and our signature solutions

The UNDP Strategic Plan, 2018–2021 prioritizes development actions to be undertaken across three diverse development contexts: (a) contexts where eradicating poverty in all its forms and dimensions is a primary focus; (b) contexts where accelerating structural transformations for sustainable development is prioritized; and (c) contexts where building resilience to shocks and crises is needed. In some cases, these contexts co-exist within the same country and require tailored solutions that can adequately address specific deficits and barriers. Within these contexts UNDP supports Signature Solutions to address development challenges. They are a set of integrated responses to development in poverty, governance, resilience, environment, energy access and gender equality. The inclusion of people with disabilities is both a development and human rights imperative in all three contexts and UNDP is making efforts to ensure the inclusion of persons with disabilities in different aspects of our work throughout the six Signature Solutions.



Six signature solutions in poverty, governance, resilience, environment, energy access, and gender equality.

“At the UN Development Programme, the organization which I head, we are absolutely committed to play our part. Reflecting this, our new Strategic Plan commits us to ensure that disability is more deeply embedded in all our work, and by the end of the Plan’s duration, I am committed to ensure that UNDP will have made tangible progress in this regard.

At UNDP we firmly believe that to achieve progress, the issue of disabilities cannot be approached as a standalone issue, but needs to be promoted across all policies and programmes.”

Achim Steiner, Administrator of UNDP, Remarks at the Global Disability Summit, 12 July 2018

3.2 Mainstreamed and targeted support

UNDP adopts a twin-track approach of mainstreaming and providing targeted support in our work to support inclusion of persons with disabilities.

Mainstreaming support includes initiatives where UNDP is working broadly to support inclusion of persons with disabilities, in addition to other groups, as one important element or perspective within a broader initiative.

Targeted support includes initiatives where UNDP is working primarily to support inclusion of persons with disabilities in a specific initiative, policy or programme.

Effective support to inclusion of persons with disabilities to ensure no one is left behind requires disability perspectives to ensure that initiatives are non-discriminatory and inclusive in scope, as well as in their application. This is critical to ensure that the support is responsive to the needs and perspectives of persons with disabilities and not perceived as an ‘add-on’ group which can result in inadequate responses and more costly programming. This means more than just periodic consultation with persons

with disabilities and their representative organizations but also their active and meaningful participation and engagement³².



THE GAMBIA

Disability Inclusion in the National Planning Process in The Gambia Mainstreaming and Targeted Approaches

UNDP in The Gambia is mainstreaming the inclusion of persons with disabilities in national development and planning processes. During the development of the National Development Plan 2018 – 2021, persons with disabilities were actively engaged in the formulation process as members of various Thematic Working Groups. UNDP ensured members of The Gambia Federation of the Disabled were engaged to ensure the National Development Plan reflected issues and concerns of persons with disabilities.

UNDP is providing targeted support to disability inclusion by supporting the development of a Strategic Action Plan for the Gambia Federation of the Disabled which is the umbrella body for the 11 OPDs in the country and their members. The constitution of The Gambia provides for the protection and rights of persons with disabilities and UNDP continues to advocate and sensitize stakeholders on the CRPD, support the National Assembly of The Gambia to domesticate the CRPD into law and to strengthen the overall policy and legal framework on disability through assistance with the review and updating of the National Integrated Disability Policy and Disability Bill.

3.3 Action in UNDP programming – entry points and good practices

Below are some illustrative entry points across UNDP's areas of work that highlight good practice to date, demonstrate the linkages to the twin frameworks of the SDGs and the CRPD and draw out recommendations for inclusion of persons with disabilities in these areas of UNDP's work moving ahead³³.

3.3.1 National strategies: advancing the CRPD and addressing stigma and discrimination

UNDP is working in many different areas of our mandate to support disability inclusion, some of which are highlighted later in this chapter. We also are supporting whole-of-society and whole-of-government approaches to support disability inclusion by supporting comprehensive national strategies to implement the CRPD and working to combat the attitudinal barriers including stigma and discrimination that persons with disabilities face in societies. UNDP has a unique convening role as a partner to governments, human rights institutions and stakeholders including civil society and OPDs and can effectively support closing attitudinal gaps where they exist by putting inclusion and awareness at the centre of our work.

Whole-of-government approaches to advance disability rights

UNDP has provided support to member states in the run up to and following member states becoming State Party's to the CRPD including support to preparing for and commencing implementation of the CRPD. UNDP has

³² This is relevant across all areas of UNDP's work. See Chapter 5 on Civic Engagement and the meaningful participation of persons with disabilities and Organizations of Persons with Disabilities and Partnerships, and the Report of the Secretary-General, *Realization of internationally agreed development goals for persons with disabilities and progress made in the implementation of the outcome document of the High-Level Meeting of the General Assembly on Disability and Development*, 27 July, 2016

³³ This is intended as an illustrative list of potential entry points for UNDP and not an exhaustive list.



supported ratification of the CRPD through a variety of measures including development of action plans toward ratification, legislative reviews to align frameworks with CRPD requirements, research on policy options and cost implications, participation of persons with disabilities and organizations of persons with disabilities in policy dialogues and decision making processes, capacity building for civil servants and civil society on disability rights, and campaigns to address attitudinal barriers to disability³⁴.

In **Liberia**, a five-year National Action Plan (NAP) for the Inclusion of Persons with Disabilities was adopted in July 2018 promoting the welfare and rights of persons with disabilities throughout Liberia. The adoption of the NAP followed a two-day national validation meeting organized by the National Commission on Disabilities with support from UNDP and included a joint resolution signed by 24 OPDs and 5 government line ministries on the importance of inclusion of persons with disabilities in the country's governance process. The NAP recognizes that disability is an issue impacting all aspects of society and its adoption furthers efforts to promote development for all³⁵.

In **Viet nam**, a range of advocacy, analysis and policy dialogue initiatives were carried out by UNDP, ILO and UNICEF with the support of the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD), in a process that led to Viet Nam's ratification of the CRPD without reservations in 2014. This included CRPD ratification feasibility and impact studies undertaken in collaboration with the Ministry of Labour, Invalids and Social Affairs and the Ministry of Foreign Affairs, as well as consultative workshops³⁶.



Whole-of-society approaches to advance disability rights

Whilst governments lead efforts, inclusion and transformation requires the efforts of all in society. UNDP is working to support and advocate for inclusion to address attitudinal barriers and ensure no one is left behind. Stigma and discrimination including stereotyping of persons with disabilities and their abilities can severely impede their participation in society. Implicit or explicit attitudinal bias can undermine the opportunities of persons with disabilities to join the workforce or otherwise participate in public life. UNDP has been working with governments, the private sector, general populations and civil society to promote inclusive societies and specifically to combat stigma, prevalent stereotypes and bias. Immediate, effective and appropriate measures to support awareness raising throughout society to foster respect for the rights and dignity of persons with disabilities is implicit in the CRPD³⁷.

UNDP in the **Maldives** initiated a “BeSmart, BeInclusive” campaign on 03 December 2017, to promote positive messaging that is informative to the public and can support citizens living in cities to take action in order to make cities

³⁴ UNDP, *Promoting the Human Rights of Persons with Disabilities in Europe and the Commonwealth of Independent States: Guide*. Regional Centre for Europe and the CIS, 2013.

³⁵ UNDP Liberia, *Persons with disabilities want inclusion*.

³⁶ UNPRPD *Connections Building partnerships for disability rights*. May 2016, pg. 96.

³⁷ Article 8, CRPD

more accessible and friendly for persons with disabilities. Two video spots have been developed³⁸ and a first of its kind forum guided by persons with disabilities was convened to discuss disability inclusion in development with the aim to identify and eliminate barriers to accessibility and promote the concept of Universal Design to feed into the revision of the Maldives Building Code and regulations³⁹.



In **Viet Nam**, as stigma is widespread, UNDP has conducted a research study on stigma and discrimination against persons with disabilities to support evidence-based reporting and monitoring the implementation of the CRPD as well as to form the factual basis for advocacy when reviewing relevant laws and policies relating to persons with disabilities. Following consultations with OPDs, the final report was launched at a thematic discussion in April 2018 and copies shared with the National Assembly for elected legislators to reference while discussing amendments to the Labour Code and the proposed Law on Anti-Discrimination⁴⁰.



ALBANIA

Supporting policy planning processes in Albania - the CPRD and beyond

In 2011, in preparation for ratification of the CRPD, the Government of Albania conducted, with UNDP support, a review of the existing legislation and policy framework to assess their conformity with the CRPD and identify areas where laws and policies needed amendment for compliance.

In June 2016, the Government of Albania approved the National Action Plan on Persons with Disabilities 2016–2020 which promotes the inclusion of persons with disabilities in Albanian society and outlines ways to prevent discrimination and eliminate any barriers to accessing public services and the fulfilment of their rights.



The NAP was drafted in line with principles set out in the Law ‘On the inclusion of and accessibility for people with disabilities’ which was approved by the Parliament of Albania in July 2014 and prepared with UNDP support in close consultation with OPDs which actively advocated for the laws’ approval in Parliament. The NAP identifies priority areas for the Albanian Government to realize the social inclusion of persons with disabilities including key interventions on the part of central and local government institutions in the areas of equality before the law, employment and Vocational Education and Training, education, social care, health care, accessibility and participation in political and public life (including cultural and sports activities).

The planned interventions and measures are also costed, and the Action Plan identifies the funding sources for their implementation as well as the funding gap. The NAP implementation will be monitored by the National Disability Council which is chaired by the Minister of Health and Social Protection and consists of ten ministers from the Line Ministries, 5 representatives of OPDs and 2 representatives of OPDs. Externally, it will be monitored by OPDs, other CSOs and national human rights institutions.

Government of Albania. [National Action Plan, Persons with Disabilities 2016–2020](#).

³⁸ UNDP Maldives. *BeSmart, Be Inclusive, Episode 1* and *BeSmart, Be Inclusive, Episode 2*.

³⁹ UNDP Maldives. *Promote Disability Inclusive Development Forum*.

⁴⁰ UNDP. *Supporting and advancing the rights of Persons with Disabilities*.



In [Ukraine](#), UNDP is working to support inclusive approaches. In 2017, UNDP conducted a baseline study on *What Ukrainians Know and Think of Human Rights*⁴¹. The findings and recommendations are being used to enable the design of more effective strategies and tactics for human rights education and evidence-based approaches. When asked about possible reasons for discrimination in Ukraine, almost 33 per cent of respondents mentioned discrimination against people with disabilities. As part of a series of initiatives to support inclusion, in September 2018 UNDP with the NGO Dovira Foundation supported the first inclusive festival for Donetsk Oblast “*The World for Equality*” in Mariupol⁴². The festival coincided with the City’s Day, and brought together more than 500 persons with disabilities from various cities and districts around the Oblast and over 1,000 guests.



Children with disabilities are engaged in recreational activities at the first “*The World for Equality*” inclusive festival in Mariupol, eastern Ukraine. September 2018 © Serhii Vaganov / UNDP Ukraine



Establishment of “RD Seal” to Recognize Inclusive Good Practices in the Public and Private Sphere in the Dominican Republic

DOMINICAN REPUBLIC

UNDP and the National Council on Disability (CONADIS) made the first delivery of the Inclusive Good Practices Seal “RD Includes 2017”, developed under the framework of the commemoration of the National and International Day of People with Disabilities.

“RD Includes” aims to continue promoting the application of the national and international regulatory framework on the rights of persons with disabilities, through the recognition and visibility of all good practices that promote the full inclusion of people with disabilities in the different areas. It also supports the achievement of the Sustainable Development Goals as it promotes inclusive development and equal participation of people with disabilities.

Launched in March 2017 through a call for applications for five months, proposals were submitted and studied by an evaluation committee comprised of CONADIS and UNDP who assessed practices and regulations and their consistency with the norms in the CRPD. The RD Seal can be awarded as Gold, Silver or Bronze considering the number of qualified practices per entity, its compliance, territorial scope and population scope. In December 2017, the work of 26 entities from the public and private sectors were recognized. As part of their policies, these entities exercise actions and practices in favour of the development and full inclusion of people with disabilities and their families in Dominican society.

UNDP and CONADIS deliver *RD Includes* Seal to entities with good practices for people with disabilities

⁴¹ UNDP. *What Ukrainians Know and Think about Human Rights*, 04 Aug 2017.

⁴² UNDP. *The First Regional Inclusive Festival “The World for Equality”*.



3.3.2 Human rights and access to justice

The CRPD outlines specific arrangements for national implementation and monitoring including a requirement that State Parties designate a focal point within governments and a coordination mechanism to facilitate actions in different sectors relating to implementation. It also requires State Parties to designate an independent mechanism to promote, protect and monitor implementation in line with the principles relating to the status and functioning of national institutions for the protection and promotion of human rights and to ensure the full participation of civil society in the monitoring process⁴³. This unique stipulation in the CRPD emphasizes the importance of national level action on implementation which requires a strong, inclusive national human rights architecture and systems.

Equal and effective access to justice can be a significant obstacle for persons with disabilities including in criminal proceedings and for the determination of civil rights and obligations. These obstacles include denial of their legal standing and due process guarantees and the inaccessibility of the physical and communication environments during proceedings. Furthermore, national legislation can often contain provisions that deny equal treatment of persons with disabilities before courts and other jurisdictional bodies. Persons with disabilities are often deprived of their legal capacity and the exercise of legal capacity is intrinsically connected with the right to access to justice⁴⁴. Access to Justice entails the removal of barriers to ensure access to legal proceedings, to seek and obtain appropriate remedies on an equal basis with others and the promotion of the active involvement and participation of persons with disabilities in the administration of justice⁴⁵.

SUSTAINABLE DEVELOPMENT GOALS



Goal 16.3 promote the rule of law at the national and international levels and ensure equal access to justice for all

Goal 16.B promote and enforce non-discriminatory laws and policies for sustainable development

16.a.1 existence of independent national human rights institutions in compliance with the Paris Principles

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES



Article 13 access to justice on an equal basis with others including promoting training for staff in administration of justice, police and prisons



Article 12 equal recognition before the law



Article 5 all persons are equal before the law and are entitled without any discrimination to the equal protection and benefit of the law and prohibits discrimination on the basis of disability



Article 33 national implementation and monitoring

⁴³ Article 33, CRPD

⁴⁴ *General Comment No 1* (2014) on Article 12: Equal recognition before the law, Committee on the Rights of Persons with Disabilities, 19 May 2014, Para 38.

⁴⁵ *Right to access to justice under article 13 of the Convention on the Rights of Persons with Disabilities – Report of the Office of the High Commissioner for Human Rights*, 27 December 2017, A/HRC/37/25.



UNDP works to strengthen national human rights systems including the capacities of rights-holders to meet their obligations and duty-bearers to claim their rights. Strengthening engagement with the international human rights machinery including the Treaty Bodies and the Universal Periodic Review process (UPR) is a useful entry point for UNDP to support disability inclusion. State Parties to the CRPD are obliged to report periodically to the Committee on the Rights of Persons with Disabilities. In addition, in the three cycles of the UPR thus far over 2000 recommendations have been made to member states specifically on disability issues while a broader number of recommendations will affect people with disabilities⁴⁶.

UNDP supports National Human Rights Institutions (NHRIs) globally. Where 'A' status NHRIs exist⁴⁷ they are often designated as the independent mechanism required to support implementation of the CRPD. Regardless of this designation NHRIs can play an important role in advancing disability rights including: managing complaints; supporting rights-based reviews of legislation and enhancing engagement of persons with disabilities and OPDs to help identify the barriers faced by persons with disabilities in accessing justice. Through their mandate to promote human rights, NHRIs also engage in public awareness-raising and the formulation of human rights education programmes regarding disability rights to promote inclusion and combat discrimination.

The absence of free legal aid is one of the most common barriers to equality of arms and equal access to justice, particularly for persons with disabilities, who number disproportionately among the world's poor and face challenges in affording legal advice and representation⁴⁸. UNDP is working in many countries, supporting the establishment of legislative frameworks on legal aid and building the capacity of legal aid providers. In **Viet Nam** UNDP has supported the Law on Legal Aid which took effect in 2017 and which includes stipulations on the provision of legal aid and monthly allowances including for persons with disabilities. Due to lack of knowledge of rights and entitlements, UNDP has partnered with OPDs to establish the first legal aid network for people with disabilities led by people with disabilities which provided a series of legal aid consultations in different regions providing more than 3,887 (1878 women, 2008 men)⁴⁹ persons with disabilities with the advice they need⁵⁰.

In **Moldova** UNDP implemented a joint programme with OHCHR and UNICEF within the framework of the UN-PRPD, to advance the implementation of Article 12 of the CRPD on Equal Recognition before the Law. As a result of advocacy, technical support and training carried out in a landmark November 2014 pronouncement, Moldova's Constitutional Court explicitly recognized the legal personhood of persons with mental and intellectual disabilities and upheld their right to raise allegations of human rights abuses before the national human rights institutions. This laid the groundwork for wider reform of the incapacitation regime and specifically legal capacity. The Civil code was amended so that guardianship is no longer established by default for all persons with psychosocial or intellectual disabilities. All previously established guardianships have to be reviewed by the Courts and lifted unless in highly exceptional situations⁵¹.

⁴⁶ According to UPR info as at November 2018, 2,177 recommendations have been made to member states related to disabilities. Further information can be found [here](#). It is possible to see both recommendations from Treaty Bodies and UPR recommendations linked to people with disabilities using various tools including the OHCHR Universal Human Rights Index See [here](#).

⁴⁷ 'A' status accreditation is provided to NHRIs in compliance with the Paris Principles. See further information [here](#).

⁴⁸ United Nations, Convention on the Rights of Persons with Disabilities, Committee on the Rights of Persons with Disabilities. *General Comment No. 1, Article 12: Equal recognition before the law*, 11 April 2014. Para 40. Access [here](#).

⁴⁹ UNPRPD *Connections Building partnerships for disability rights*, May 2016, pg. 98.

⁵⁰ UNDP. *Free legal aid helps people with disabilities understand their rights*.

⁵¹ UNPRPD. *Connections Building partnerships for disability rights*, May 2016, pg. 44 and the *UNPRPD Consolidated Annual Report*, 2017, page 8.



In **China**, UNDP helped to assess China's progress in providing an inclusive and accessible society for its 85 million persons with disabilities. UNDP partnered with Wuhan University Public Interest and Development Law Institute and Wuhan East-Lake Institute for Social Advancement to produce the report 'Equal Access to Justice for Persons with Disabilities in China' to explore the extent to which persons with disabilities in China can effectively navigate the judicial system. The study which was launched in Dec 2016, focuses on barriers faced in accessing justice and examines both the supply of legal services and legal demand. It also speaks to the subjective experiences of persons with disabilities in all aspects of the justice system, from access to legal information, awareness of legal aid, to the use of legal services, taking legal action and the ability to resolve legal disputes⁵².

UNDP can support disability inclusion in human rights and access to justice programming by:

- Ensuring inclusion of disability in the design and implementation of judicial procedures and disability specific accommodations to promote access to justice at all stages of all legal proceedings
- Ensuring inclusion of disability perspectives in national legal aid strategies
- Supporting measures to support persons with disabilities to exercise their legal capacity as a rights-holder and an actor under the law and policies to introduce effective procedural safeguards that will ensure persons deprived of legal capacity have prompt access to effective judicial review and remedy
- Promoting legislative measures that remove legal barriers that prevent persons with disabilities from being a judge, member of a jury, or witness or that categorize the testimony of persons with disabilities as null or limited
- Strengthening the inclusion of disability in justice sector information management systems
- Supporting member states to meet their obligations under the CRPD and other human rights treaties and support implementation of the UPR and treaty body recommendations towards disability inclusion
- Strengthening the capacity of independent monitoring framework bodies and National Human Rights Institutions to monitor and support implementation of the CRPD on the ground, raise awareness and support the establishment of rights-based legal frameworks
- Supporting training and awareness raising to address attitudinal barriers that can affect access to justice for persons with disabilities and to avoid negative influence and build capacities on how laws, legal policies, procedures and practices are designed and implemented and improve service delivery to ensure access to justice and equal recognition before the law
- Working with governments and stakeholders including OPDs to establish evidence-based information on the types of barriers that exist for persons with disabilities in a national context recognizing the diversity of disabilities

52 UNDP. *Equal Access to Justice for Persons with Disabilities in China*.

3.3.3 Social protection

A wide body of evidence in the past few decades strongly suggests that social protection programmes can be effective tools to reduce poverty and inequality, increase human capital and protect men, women, girls and boys from risk. Social protection programmes have the potential to directly affect the lives of persons with disabilities and play a crucial role in alleviating and preventing poverty and vulnerability, promoting effective access to health care, rehabilitation and other services, and fostering social inclusion and participation including in reducing consequences of sudden life-changing experiences⁵³. At the same time, social protection programmes “*can enhance the productivity, employability and economic development of persons with disabilities and therefore contribute to their income security by removing social and economic barriers that impede access to employment, and to secure access to capital and skill development programmes, thus creating better income-earning opportunities for persons with disabilities*”⁵⁴.

Social protection schemes aim to ensure a basic level of income security and reduced levels of poverty. Effective national social protection systems can also contribute to building inclusive societies and social cohesion. Contributory social protection programs tend to only cover people in formal employment, and quite often persons with disabilities are engaged in informal employment (primarily self-employment), so reducing their opportunities to benefit from contributory programs. An inclusive social protection system provides for income security, access to social services and employment schemes⁵⁵ and draws linkages between social protection and integrated responses in other sectors to maximize the opportunity for economic empowerment and to dismantle discriminatory norms. These schemes need to address women’s specific social protection needs as well as their specific life contingencies, such as maternity. Social protection schemes can also have a major role in promoting independence and inclusion by meeting specific needs and supporting effective participation in a non-discriminatory manner. Elements of social protection schemes are often related to costs for support services, assistive devices, rehabilitation services or transport for persons with disabilities.

Barriers in the design and implementation of social protection schemes, prevent persons with disabilities from receiving social protection benefits. Reoccurring constraints include the lack of physical mobility that makes it hard for beneficiaries to enroll and collect benefits, lack of sensitivity to their specific needs, difficulty in linking with labour markets, and a problem with defining the criteria of “disability” that encompasses a wide range of sub-categories. Many countries seek to surmount these barriers by creating specific programmes and funds for persons with disabilities.

UNDP has long assisted governments to design, improve and implement social protection strategies, facilitating policy dialogues, generating evidence, convening partners and stakeholders. An important aim of UNDP is to enable the design and implementation of social protection systems that address social exclusion – including through measures and reforms that change disempowering and discriminatory norms and practices and enable the most marginalized to register, access and benefit. UNDP has also played an important part in extending social protection programmes, enabling unified and joined up national social protection systems, fostering innovation and south-south and triangular cooperation and working closely with marginalized or vulnerable communities, including persons with disabilities, to ensure that their voices are represented, and their needs addressed.

Linking social protection programmes with similar objectives or target population groups can improve the overall performance of the system and of the individual programmes. For example, cash transfers can be more effective in preventing poverty and helping people enter employment when accompanied with measures that actively counter bias, discrimination and stigma, ease the burden of unpaid care, develop skills and employability. Unified social registries which are a single database of information are applied by countries to

⁵³ UNDP, *Leaving No One Behind: A Social Protection Primer for Practitioners*, 2016.

⁵⁴ *Report of the Special Rapporteur on the rights of persons with disabilities (theme: the rights of persons with disabilities to social protection)*, para 8, 7 August 2015, (A/70/297).

⁵⁵ *Social Protection Floors Recommendation* (No. 202) recognizes the importance of national social protection floors to provide basic social security guarantees to all persons, including persons with disabilities.

SUSTAINABLE DEVELOPMENT GOALS



Goal 1.3 implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable



Goal 3.8 achieve universal health coverage



Goal 5.4 recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate



Goal 8.5 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value



Target 10.4 adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES



Art 28 right to an adequate standard of living and to social protection

improve social protection, by minimizing errors of exclusion and inclusion, reducing costs, boosting transparency and accessibility. Importantly for persons with disabilities, unified social registries can facilitate the integration of services and provide a single-entry point for beneficiaries to access information and register for the range of services provided by a social protection system as well as other sectors.

In **Uruguay** important strides were made toward more gender and disability sensitive social protection by positioning social care services as a critical complement. UNDP, in collaboration with other agencies and civil society, supported its efforts by generating evidence and advocacy to position early childhood, disability, old age, and care services in the Government's social protection agenda. In **Albania** UNDP has supported the development and adoption of new standards for community services including non-residential community services for children and youth with disabilities and is supporting local governments in setting up new models of community services for children and youth with disabilities.

In **Costa Rica**, UNDP has worked with the Government to adapt pension application forms to be more accessible to persons with disabilities and the elderly, providing documents in larger print and making questions more user-friendly. In Egypt, UNDP worked with the Ministry of Social Solidarity to reform and update the social protection package to individuals with disabilities.





Adoption of a deinstitutionalization strategy and action plan in Moldova

UNDP in The Gambia is mainstreaming the inclusion of persons with disabilities in national development and planning processes. During the development of the National Development Plan 2018 – 2021, persons with disabilities were actively engaged in the formulation process as members of various Thematic Working Groups. UNDP ensured members of The Gambia Federation of the Disabled were engaged to ensure the National Development Plan reflected issues and concerns of persons with disabilities.

Advocacy and technical assistance work carried out by the UNDP with OHCHR, UNICEF, WHO with support from the UNPRPD, significantly contributed in December 2013, to the adoption by the government, of a Deinstitutionalization Strategy and Action Plan aimed at reducing institutional care and transitioning to community-based arrangements as the solution of choice for the provision of mental health care. Following this decision, Community Mental Health Centers were established in each of Moldova's 26 districts over an 18-month period. As a result, the number of beds in large psychiatric hospitals was reduced by 40 percent. Thanks to these efforts, further technical and financial assistance has been secured by the Moldovan government, including support from the Swiss and Czech development cooperation agencies, to support this shift to community based mental health care.

In addition, the project contributed to the establishment in 2014 of Moldova's first organization of users and survivors of psychiatry and the subsequent opening of the country's first user managed community center and multiple-service provider. From the onset, the organization regularly engaged in monitoring visits to psychiatric hospitals and took many important cases of discrimination to the Equality Council, several of which resulted in positive outcomes.

UNDP can support disability inclusion in social protection programming by:

- Advocating for and support governments to move away from traditional disability welfare approaches and adopt equality and rightsbased approaches and develop comprehensive, inclusive social protection systems and disability-specific benefits
- Strengthening national capacities to analyze the context-specific factors that prevent persons with disabilities from fully participating and benefiting from social protection
- Supporting persons with disabilities to access an appropriate and relevant balance of mainstream contributory and non-contributory schemes
- Supporting governments to enable increased participation of persons with disabilities in contributory schemes in contexts of labor market reforms
- Supporting collection of disability disaggregated administrative data to monitor the inclusion of persons with disabilities in social protection schemes
- Advocating for improved deinstitutionalization efforts and better support for community-based and independent living programmes
- Eliminating the barriers that prevent women from accessing social protection programmes and ensure that social protection systems take into account both disability-related and intersecting gender-related factors in design and implementation of programmes
- Ensuring participation of persons with disabilities through their representative organizations, in the planning, design, implementation and monitoring of social protection systems, at all levels of governance

3.3.4 Jobs and livelihoods

The right to work is recognized as a key human right, including the right to free choice of employment, an open labor market, decent work and a safe working environment. There are many barriers preventing fulfillment of these rights for persons with disabilities, including inaccessible workplaces and transport, lack of access to financial services, employment services, personal assistance, training or retraining, and quality education, discriminatory policies, low access to accessible information, and negative attitudes or bias⁵⁶.

Disability has a significant economic and social impact on persons with disabilities and their families, as well as on their communities and society. The economic costs of exclusion are borne not only by the persons with disabilities but often impact their primary care givers and the entire family, this includes the extra costs of living, the impact on labour force participation of persons with disabilities and their family members who often provide care services.

Employment rates are lower for men and women with disabilities than their peers without disabilities. Disproportionately, persons with disabilities can be paid less, hired without a formal job description, forced to take jobs that don't fit their interests or aspirations, and even engaged in undignified or dangerous work⁵⁷. In some cases, persons with disabilities are placed in sheltered or segregated work environments, which often involve repetitive tasks, non-livable wages, and lack of benefits such as social insurance. Such environments do not support the equality of persons with disabilities in the workplace due to their exclusionary nature. Supported employment is an option for persons who may need intensive support including persons with severe or intellectual disabilities. However, they must be carefully designed and monitored, to ensure that conditions are appropriate, safe and respectful. Adequate reasonable accommodation for persons with disabilities may also be required for an inclusive work environment. The main objective in accelerating employment of persons with disabilities is their inclusion in public and private sector jobs, skills development, vocational training and certification programs.

Attitudinal implicit or explicit bias against persons with disabilities can be a major barrier to overcome. Persons with disabilities are often overlooked due to negative misconceptions of their capabilities and cultural beliefs. These attitudes from the community, institutions, the private sector, and at times internalized attitudes of persons with disabilities themselves can undermine their confidence and self-esteem, impacting their ability to access employment opportunities.

SUSTAINABLE DEVELOPMENT GOALS



Goal 8 promoting inclusive and sustainable economic growth and decent work for all including persons with disabilities

Target 8.5 aims to achieve full and productive employment and decent work for all, women and men, including for young people and persons with disabilities, and equal pay for work of equal value

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES



Art 27 right to work on an equal basis with others including the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible

⁵⁶ CBM. *Inclusion Counts. The Economic Case for Disability-Inclusive Development*. 2016. pp. 67-85

⁵⁷ Handicap International, *Situation of wage employment of people with disabilities*, 2016.

UNDP is supporting governments in their efforts to create and sustain inclusive jobs and livelihoods for all people, including persons with disabilities and to ensure that there are opportunities for decent remunerated work. This includes national efforts to improve labor inclusion, supporting inclusive vocational training and skills development and economic empowerment programmes and engagement with the private sector to increase access to job opportunities.

In **Costa Rica** in 2012 UNDP supported the implementation of the National Plan for Labor Inclusion for the Population with Disabilities, which emphasized the right of persons with disabilities to work on an equal basis with others, including the right to earn a living in a freely chosen job that is inclusive and accessible. Other components of the project were training of staff in public institutions on the rights of persons with disabilities; an awareness campaign for employers on recruitment of persons with disabilities; development of Inclusive Business Networks; literacy training for persons with disabilities; enterprise development support for persons with disabilities; and in-school support to high school students with disabilities, aimed at increasing their future employment opportunities⁵⁸.

In **Pakistan** in 2017 UNDP provided vocational training to youth with speech and hearing impairments. The purpose was to develop the skills of persons with disabilities to increase their access to job opportunities. Upon completion of trainings in garment manufacturing quality control, they were referred to prospective employers like Soorty Enterprises, one of the largest denim manufacturers in Pakistan.



Training for persons with disabilities in the garment sector to increase their employability, 05 April, 2017 © Mishal Jawaaid / UNDP Pakistan

In **Kenya** UNDP in partnership with the Deaf Empowerment Society of Kenya (DESK), supported the deaf community creating self-employment opportunities and entrepreneurship skills. 151 deaf and hard of hearing persons (79 male and 72 females) received business management and enterprise development training as well as support in equipment for start-up of small and micro businesses.

In **Egypt** UNDP in partnership with the UNPRPD, supported the training of 41 entities representing public, private, and civil society stakeholders involved in inclusive employment. They were extensively trained on disability inclusion and now have the knowledge and skills to provide disability-inclusive vocational training and employment services. In the **State of Palestine** disability was mainstreamed in the Deprived Families and Economic Empowerment Programme in partnership with the UNPRPD, an initiative that provides access to a package of financial and non-financial enterprise development services to poor households. As a result, 180 persons with disabilities were assisted in preparing business plans and received grants to start businesses. A training manual on the vocational rehabilitation of persons with disabilities was also developed in collaboration with the Ministry of Social Affairs, which was adopted and is being used by field workers to promote the inclusion of persons with disabilities in economic empowerment programmes⁵⁹.

⁵⁸ UNDP Costa Rica, *National Plan for Labour Inclusion*.

⁵⁹ UNPRPD, *Connections Building partnerships for disability rights*, May 2016, pg. 64.



New enterprise opportunities for people with disabilities in The former Yugoslav Republic of Macedonia

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

UNDP is working in close partnership with civil society organizations and organizations of persons with disabilities to design and further workable models for the economic inclusion of people with disabilities. UNDP in partnership with the Ministry of Labour and Social Policy and the Employment Service Agency of The former Yugoslav Republic of Macedonia developed a customized employment measure, which assists people with disabilities to start their own business. The measure aims at fostering the creative and entrepreneurial skills among unemployed persons with disabilities. Each newly created start-up has a chance to immediately employ two additional people to support smooth business operations and help overcome barriers. The self employment programme for persons with disabilities is an essential part of the country's employment strategy and the national active labor market measures which have been designed to promote productive, sustainable and socially inclusive growth. The programme also offers support through mentorship support from experienced business mentors, trainings on entrepreneurship and business skills development, counselling support by experts for business plan development, provision of 5,000 euros grants to expand the business and employ additional staff to support smooth business operations and help overcome barriers. To date, 173 businesses have been registered 34% are female owned and 25% support young people under the age of 29.

UNDP, [New Entrepreneurship Opportunities for People with Disabilities](#)

UNDP can support disability inclusion in jobs and livelihoods by:

- Supporting national partners in developing disability inclusive policies, legislation and regulations that facilitate employment of persons with disabilities including where relevant in anti-discrimination laws, labor code improvements, hiring quotas, wage subsidies and workplace accommodation
- Improving data collection on employment using the Washington Group module in Labour Force Surveys or other household surveys
- Analysing employment trends and barriers to labor market participation of persons with disabilities, women and men, and include persons with disabilities as target beneficiaries of active labour market measures for the mainstream population
- Designing new active labor market measures specific for persons with disabilities for example, supported employment programmes, job intermediation services, and conduct evaluations to learn on the results and best practices
- Promoting disability inclusive income generation, entrepreneurship and microenterprise development including social enterprises that benefit other persons with disabilities in the community, who may be unable to participate in employment themselves or keen to be self-employed
- Facilitating access to mainstream finance through awareness raising amongst providers, establishing partnerships with providers recognizing inclusive employers and helping to build mentoring and peer support networks



- Supporting persons with disabilities participation in mainstream skills development, vocational training and certification programs. Before undertaking vocational skills training, conduct appropriate assessments to acquire information about gaps in skills, opportunities for training and accessibility needs
- Including persons with disabilities in post crisis/disaster and recovery programs and ensure that they are accessible and can benefit various groups e.g. when planning for wage disbursement, consider accessibility of the wage disbursement venues and methods (e.g. cash in hand, vouchers, mobile apps)
- Improving accessibility and reasonable accommodation in initiatives promoting skills development, labor market participation and innovation for jobs

3.3.5 Political and electoral participation

The genuine participation of all citizens in political processes is a cornerstone of democratic governance. Political participation is clearly rooted in the Universal Declaration of Human Rights and participation has subsequently been codified as a principle and human right in other international and regional human rights instruments.

However, persons with disabilities face multiple legal, institutional and social barriers that limit their capacity to exercise their right to vote or to participate in political and public life. For example, in some countries, persons with intellectual and psychosocial disabilities are deprived of their legal capacity, which might restrict them from participating in elections or otherwise limit their full enjoyment of civil and political rights. Even when no legal restrictions exist, persons with disabilities face multiple barriers that prevent them from voting, standing for election for public office and civic participation, engaging in public affairs, or simply having a say in their own lives.

SUSTAINABLE DEVELOPMENT GOALS



Goal 10 reduce inequality within and among countries

Target 10.2 social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic status



Target 16.7 inclusive participatory and representative decision-making

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES



Article 29 right to participation in political and public life on an equal basis with others

UNDP works to support the development policies, leadership skills, partnering abilities and institutional capabilities for inclusive political processes. UNDP is the lead implementer of electoral assistance, constitutional assistance, and parliamentary development support in the UN system.





Not About Us Without Us – Elections are for Everybody in Sierra Leone

UNDP Sierra Leone, in collaboration with the National Election Commission (NEC) and the National Commission for Persons with Disabilities (NCPD), worked with persons with disabilities to increase accessibility to voting ahead of the 2018 elections, which took place in March. Starting in 2017, collaboratively designed solutions include a wide variety: from tactile ballots and information in Braille, to sign language to communicate TV messages, and ramps to polling stations. In addition, persons with disabilities were hired on election day to improve the experiences of all voters. <https://unsierraleone.exposure.co/not-about-us-without-us>

UN Sierra Leone, *Not About Us Without Us: Elections are for everybody*, 03 Dec 2017

As part of the priority to leave no one behind, in its programming, UNDP places high priority on the political participation and civic engagement of persons and groups of society that are marginalized, excluded and often under represented from political institutions and political making processes, among them, persons with disabilities. UNDP can support national efforts toward the elimination of barriers faced by persons with disabilities to exercise the full panoply of civil and political rights, including the right to vote, stand for and hold public office, form and be a member of organizations, engage in public affairs, and monitor the realization of political rights.

Constitution making processes afford opportunities not just to include persons with disabilities, by establishing non-discrimination, equality and full and effective participation as the cornerstones for inclusion but to overcome past practices of exclusion by affirmatively providing accommodations that facilitate participation, and in the process increase awareness of disability. Constitution making processes also serve as a moment for national reflection on the rights and needs of persons with disabilities, and how those rights and needs should be constitutionally reflected. UNDP has the opportunity to promote both the inclusion of persons with disabilities in constitution making processes, and the strengthening of fundamental rights that are central to the realization of full equality and participation in political and civil life when providing this support.

There are two overarching considerations regarding the rights of persons with disabilities during a constitution making process. First, there is the right to full participation in the process itself, which might entail special accommodation for persons with disabilities and groups advocating on behalf of rights for persons with disabilities. This could include ensuring persons with disability have access to constitution making officials and events, which might require reasonable accommodation regarding physical access (ramps, special seating areas, etc.) or accommodation regarding communications (documents in braille, sign language at public events, etc). Another aspect of full participation that has been historically underemphasized is including persons with disabilities on the constitution making bodies themselves (e.g., appointed commissioners, elected officials, members of the Secretariat, etc). The role of organizations of persons with disabilities in this regard is of special importance.

The second consideration regarding the rights of persons with disabilities during a constitution making process involves promoting the rights themselves in the negotiated constitutional text. Many of the most fundamental rights have implications for persons with disabilities for example, equality and anti-discrimination provisions, freedom of movement, respect for human dignity, access to justice, etc. These rights must not only be promoted but also articulated with the rights and needs of persons with disabilities in mind. Additionally, there are numerous constitutional provisions that have particular implications for persons with disabilities. For example, it is common for constitutions to have as among the criteria for holding office that the individual



Supporting accessibility in Timor Leste

In Timor-Leste according to the 2015 National Census, 3.2% of the total population are identified as having some form of disability. In line with SDG 16 and the “Leave no one behind” core principle of SDG Agenda, UNDP supported the assessment of the accessibility of people with disabilities in the Presidential and Parliamentary Elections of 2017, conducted for the first time in a national election, covering all the territory of Timor-Leste. UNDP partnered with Ra’es Hadomi Timor Oan (RHTO), an organisation working for the rights of people with disabilities to conduct Disability Access Monitoring for elections. Focusing on both political campaigns and voting on Election Day. 140 monitors, (all persons with disabilities) observed during the political campaigns, voter and civic education activities and polling day, as well as the counting and tabulation process.

The findings were submitted to Electoral Management Bodies, the Government and the Presidency of the Republic to provide data on some of the urgent needs for the people with physical disabilities. Some of the findings indicated that there was not a cohesive strategic approach by EMBs and other stakeholders to provide access to political and electoral processes. Monitoring found that access for people with physical disabilities in the polling centres was not adequate. 69% of the polling stations visited had stairs or no ramp. The voting compartment was not suitable for voters in wheelchairs in 63% of polling stations and in 50%, the ballot boxes were placed too high.

Difficulty for visually impaired voters was observed in 43% of polling stations where obstacles hindered their movement. Similarly, no approaches were adopted by political parties in promoting access to their campaign events. Nevertheless, efforts were made to include people with disabilities by EMBs with the assistance from UNDP in voter education urging voters with disabilities to participate in the election. OPDs were involved in the training of polling staff to sensitize the provisions in relation to people with disabilities in the electoral processes.

UNDP, Ra’es Hadomi Timor Oan, *Timor-Leste 2018 Early Parliamentary Elections: Disability Access Monitoring*, 04 September 2018



Person with disabilities exercising his polling rights during Parliamentary Elections 2017 Timor-Leste.
© Rochan Kadariya/ UNDP Timor-Leste



UNDP can support disability inclusion in political and electoral programming:

During the pre-elections period:

- Recommending a clear assessment of the needs of persons with disabilities in the country, with clear identification of barriers, actors, and processes, capacity needs that require support and key reforms that need to be undertaken
- Engaging in advocacy and public awareness campaigns to ensure that persons with disabilities can exercise their political and electoral rights without intimidation and with full awareness of their rights
- Advocating and providing technical support for reform to electoral legislation to ensure both that it provides for effective and full participation in elections by people with disabilities and that restrictions in this area are removed
- Supporting voter and civil registration and education material and information in an accessible format and access to voter registration centres, taking into consideration the diversity within the disability community
- Supporting parties to increase the participation of persons with disabilities in the activities and administration of political parties
- Ensuring that there are no unreasonable restrictions on candidate registration or the ability of persons with disabilities to campaign
- Advising parties to make necessary arrangements to ensure access to campaign activities of political parties and candidates, such as rallies

During the elections period:

- Supporting electoral management bodies, OPDs, and persons with disabilities to support more person with disabilities serving as election officials and in election observation
- Supporting polling material made available in an accessible format, such as tactile or braille ballots or electronic voting machines
- Providing support to ensure access to polling/counting centres
- Providing support to ensuring that persons with disabilities are provided with the assistance that they need in polling stations, including assistance in voting by a person of their own choice, to enable them to vote secretly and with dignity

During the post-election period:

- Supporting post-election processes aimed at ensuring that information on complaints and appeals is made available in accessible format and access is available to buildings where complaints and appeals are heard
- Providing support to enhance capacities and ensuring that persons with disabilities can effectively hold office and perform public functions at all levels of government, including access to buildings and necessary information
- Considering ways to promote the participation of persons with disabilities when providing support to constitution making processes

not be “incapacitated,” without further defining the term⁶⁰. Finally, there are special accommodations that constitutions can provide for persons with disabilities, if drafters are cognizant of the issues and concerns. An example here is provisions that mandate positive discrimination on behalf of persons with disabilities in the civil service and other state bodies.

In **Kenya** the Kenyan Constitution, for which UNDP provided support during the constitutional reform process from 2010–2012, calls for the promotion of “the development and use of indigenous languages, Kenyan Sign language, Braille and other communication formats and technologies accessible to persons with disabilities”⁶¹.

3.3.6 Disaster risk reduction and crisis prevention, response and recovery

Crises, whether disasters or armed conflicts, tend to have a greater impact on persons with disabilities. Research has shown that persons with disabilities are disproportionately affected by crises due to their levels of vulnerability characterized by specific livelihood circumstances, their socio-political isolation (perpetuated by stigma, discrimination and exclusion), lack of meaningful inclusion and constraints in accessing natural resources. In addition to socio-cultural barriers, persons with disabilities may not access early warning and risk information on preparedness and response and have limited capacity to cope with crises in terms of physical movement, access to transportation for evacuation, transportation and emergency shelters. Reports from 2004–2014 showed that in disasters, the mortality rate of persons with disabilities was 2–4 times greater than for other members of communities⁶².

Crises may also worsen pre-existing disabilities and create new temporary or permanent disabilities. During armed conflicts the rate of impairment and disability exponentially increase. For every case of a person dying from armed conflict there are, on average, 3–5 cases of injuries and the presence of landmine and other explosive remnants of war contribute to increasing the number of persons with disabilities long after the conflict has ended⁶³. Furthermore, evidence has shown that, during conflict and disasters, the families of persons with disabilities without adequate support often have to choose between risking their own lives while trying to save a relative with a disability or leaving the said relative behind⁶⁴.

In developing countries humanitarian assistance and recovery support may not adequately consider the needs of persons with disabilities. Older persons, women, boys and girls with disabilities are at risk of discrimination, exploitation, violence (including sexual and gender-based violence) and exclusion from support and services in the context of a crisis⁶⁵. Moreover, programme assistance, adequate shelter, communication and means of transportation tend to be inaccessible, which can prevent persons with disabilities from having access to humanitarian aid, including shelter, food and non-food items, medical assistance and family tracing. For example, persons with physical impairments are prevented from reaching collection points, which thus exposes them to substantive deprivation of basic services and goods and to the risk of exploitation owing to a reliance on others for assistance. Additionally in the recovery phase, unless specifically prioritized, assistance can be generic and

⁶⁰ Incapacity is an open-ended concept that can be commonly equated with disability, particularly an intellectual or psychosocial disability. As such, it implies a restriction of rights for persons with disabilities including the denial of their legal capacity. See General Comment 1 on Article 12: Equal recognition before the law, 11 April 2014

⁶¹ Constitution of Kenya, Art. 7(3)(b))

⁶² United Nations, *Disability-inclusive disaster risk reduction. Note by the Secretariat, Economic and Social Commission for Asia and the Pacific*, 2015.

⁶³ It is estimated by the International Campaign to Ban Landmines, that globally 9000 people are killed or injured by landmines each year. This total does not include aerial bombardments, cluster munitions, or other explosive devices which can lay dormant for decades as lurking danger. See.

⁶⁴ Human Rights Watch, *Central African Republic: People With Disabilities Left Behind*, 28 April 2015.

⁶⁵ United Nations. General Assembly. *Report of the Office of the United Nations High Commissioner for Human Rights. Thematic study on the rights of persons with disabilities under Art 11 of the Convention on the Rights of Persons with Disabilities, on situations of risk and humanitarian emergencies*, 30 November 2015.

overlook the specific needs of persons with disabilities and they may be under-represented in consultations in decision-making related to their own recovery. For these reasons, it is critically important that persons with disabilities should be identified in situations of risk and during the response and recovery phase.

SUSTAINABLE DEVELOPMENT GOALS



Goal 1.5 build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.



Target 11.5 significantly reduce the number of deaths and number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES



Art 10 every human being has the inherent right to life and shall take all necessary measures to ensure its effective enjoyment by persons with disabilities on an equal basis with others.



Article 11 all necessary measures are required to ensure the protection and safety of persons with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies and the occurrence of natural disasters

UNDP approaches recovery, be it from a conflict or a disaster, as an opportunity to promote the rights of persons with disabilities in line with the CRPD. UNDP recovery programmes and plans include strategies to address the needs of people living with disabilities, disaggregated by specific needs of women and children with disabilities.

UNDP's disaster risk reduction and recovery efforts aim to risk-informed development in line with the goals and targets of the SDGs and the Sendai Framework for Disaster Risk Reduction (SFDRR 2015–2030). The Sendai Framework⁶⁶ clearly recognizes that persons with disabilities are at disproportionate risk in the context of natural hazards. Persons with disabilities and their organizations are critical in the assessment of disaster risk and in designing and implementing risk reduction measures tailored to their specific requirements, taking into consideration, inter alia, the principles of universal design. The Sendai Framework also recognizes the role of persons with disabilities and their organizations in the development and implementation recovery interventions.

Sendai Framework on Disaster Risk Reduction

Priority 4: Enhancing disaster preparedness for effective response and to 'Build Back Better' in recovery, rehabilitation and reconstruction. Empowering women and persons with disabilities to publicly lead and promote gender equitable and universally accessible response, recovery, rehabilitation and reconstruction approaches is key.

⁶⁶ United Nations. *Sendai Framework for Disaster Risk Reduction 2015–2030*. 2015.



Charter on Inclusion of Persons with Disabilities in Humanitarian Action

UNDP has endorsed the Charter on Inclusion of Persons with Disabilities in Humanitarian Action, launched during the World Humanitarian Summit on 23 and 24 May in Istanbul. By endorsing the Charter, States, UN agencies, the international civil society community and global, regional and national organizations of persons with disabilities commit to render humanitarian action inclusive of persons with disabilities, by lifting barriers persons with disabilities are facing in accessing relief, protection and recovery support and ensuring their participation in the development, planning and implementation of humanitarian programmes.

The Charter establishes five actionable commitments that all humanitarian actors and stakeholders can and should aim to achieve inclusion of persons with disabilities in humanitarian action: non-discrimination, participation, inclusive policy, inclusive response and services, cooperation and coordination.

[Read more here.](#)

Groups who face multiple dimensions of discrimination, such as women and children with disabilities, are those most at risk of being left behind by the impacts of climate change. International normative frameworks have increasingly recognized the equal rights of persons with disabilities to resilience against disasters and climate change, including the right of equal participation in the design and implementation of policies related to disaster recovery, disaster risk reduction (DRR) and climate change adaption.

In the context of implementing Mine action operations in 40 countries over a 20 years period, UNDP has provided victim assistance targeted at both survivors and indirect victims (e.g. families of people injured and killed, as well as people living in affected areas) of mines, cluster munitions and other explosive remnants of war and is provided based on the human rights principle of non-discrimination. Socially and economically, survivors and indirect victims tend to be marginalised and discriminated against, as they are often misperceived as not fully contributing members of a family or society, but rather as a burden. The impairment of household members or the exclusion of indirect victims often heavily affects entire families and the communities at large⁶⁷.

Targeted projects, focused on the rehabilitation and direct assistance to mine victims have been the core of this support to national mine action centres responsible for recording victim data and coordinating and advocating with domestic and international response structures. UNDP has supported orthopedic and rehabilitation centres to provide services to mine victims/survivors and other persons with disabilities and provided support aimed at economic integration through production centers and vocational training for mine victims/survivors. Public advocacy and civil society engagement has been part of the support drawing attention to the consequences of landmines and assistance to victims/ survivors of landmines during the recovery and integration process.

In **Trinidad and Tobago** the UNDP “Preparing you!” a Disaster Preparedness and Emergency Evacuation programme for Persons with Intellectual Disabilities, pioneers the inclusion of people with intellectual disabilities as well as their guardians and caregivers into government programs and services for persons with disabilities. This project partners with the Office of Disaster Preparedness and Management (ODPM) and provides a series of training workshops for disaster preparedness and emergency evacuation. Best practices have been integrated into the National Emergency Special Needs Handbook.

⁶⁷ UNDP. *Leaving No-One Behind: Mine Action and the Sustainable Development Goals*, 07 July 2017.

In **Nepal** UNDP supported the reconstruction of 15 demonstration houses, benefitting household heads who are affected by a disability. The house design was adapted to the specific needs of persons with disabilities making it fully accessible. This initiative was part of a larger project reconstructing 65 Technology Demonstration Houses (TDH) for the most poor and vulnerable households in Sindhu-palchowk and Dolakha districts – Central Nepal. The TDHs were constructed through on-the-job-training of masons and served to impart knowledge on safer construction practices⁶⁸.



Visually-challenged citizen from Sindhu-palchowk, Nepal acquired both his identity papers and a roof over his head through UNDP support.
© Sanjay Pariyar/UNDP Nepal



BOSNIA HERZEGOVINA

Disaster Risk Reduction in Bosnia Herzegovina

Bosnia and Herzegovina is a country of medium-high socio economic vulnerability to potential hazards), with a high proportion of vulnerable groups susceptible to disaster risks. The May 2014 floods caused unprecedented damage and losses amounting to 15% of country GDP and demonstrated how much vulnerable people are exposed to disaster risk. For example, the cities of Doboj and Bijeljina confirmed that persons with disabilities suffered most during the floods, due primarily to the presence of landmines washed away in the floods, non-existence of early warning systems or evacuation protocols in emergency situations customised to the needs of their needs.

Following the floods UNDP tackled this issue through the development of a Disaster Risk Analysis System (DRAS). DRAS is a software that allows free access to scientific hazard data to municipal decision makers and citizens in order to increase disaster risk awareness for a specific locality. Additionally, DRAS enables local government authorities to view information on the number and location of population groups (including persons with disabilities, the elderly, and other socially vulnerable groups, etc.) presented in spatial form, overlaid with the hazard and risk maps as the application can apply categories and subcategories of populations in analysis which can then help to determine the order and type of actions required for different populations in the case of disasters. A mobile application for android and iOS is developed as part of DRAS and is used by social field workers to collect data.

DRAS supports the inclusion of persons with disabilities into tailor made DRR planning, prevention, response and recovery plans. As a follow up to this, UNDP is supporting municipalities on using DRAS for development of local risk assessments and plans of protection and rescue that are taking into consideration data collected including on people with disabilities. After successful piloting, UNDP is supporting the use of DRAS with local governments and the general public via civil protection units in 12 municipalities covering 13% of country population.

See [UNDP Bosnia and Herzegovina's Initiative for Disaster Risk Reduction and DRAS](#)

68 UNDP Nepal. *A future in sight: UNDP helps a visually-impaired man come home.*





TAJIKISTAN

Mine Action Support in Tajikistan

With UNDP support, the Tajikistan National Mine Action Centre (TNMAC) has been instrumental in raising awareness of Tajikistan's obligations under international humanitarian law, to address the needs and guarantee the rights of victims and survivors, in the broader context of disability and development. The mine action centre promotes mainstreaming of disability into all UNDP activities, including in the review and revision of District development plans. TNMAC conducted a situational assessment of disability issues in the country with the aim of identifying priority areas to address the rights and needs of persons with disabilities, including survivors. The victim assistance programme has evolved over the past decade to effectively promote inclusion and address the rights and needs of the 489 reported survivors and increase capacities within government ministries and agencies to take the lead on victim assistance.

A new Disability Support Unit has been established in TNMAC to include victims' assistance support under a broader disability and development strategy. The Disability Support Unit (DSU) has been designed to reinforce the understanding that efforts to assist landmine survivors are part of broader national disability and development frameworks. The DSU Technical Working Group raises awareness on disability inclusive development among members to promotes sustainability of victim assistance. TNMAC and the DSU have collaborated with the Ministry of Labour and Social Protection to develop the State Program on Social Protection of People with Disabilities. Several advocacy and awareness efforts were devoted to the CRPD, leading to Tajikistan signing the CRPD in March 2018.

[UNDP Tajikistan Mine Action Programme](#)



Tajikistan, Mine Victim Assistance Prosthetic Workshop © Olaf Juergensen/ UNDP



In **Syria** UNDP has taken a resilience-based development approach to the crisis. UNDP has sought to enhance the resilience of vulnerable groups, including persons with disabilities, through targeted rehabilitation and livelihoods support. This includes the provision of emergency employment plans, vocational training, and start-up kits for income-generating activities to affected women and persons with disabilities. UNDP has also provided medical and rehabilitation assistance to persons with disabilities, including prosthetics, crutches, and wheelchairs as well as a range of physiotherapy treatment, and psycho-social support.

UNDP can support disability inclusion in disaster risk reduction and crisis response and recovery programming:

- Ensuring disability inclusion in crisis prevention and disaster risk reduction and risk assessments, recovery and post-conflict and post-disaster recovery planning
- Strengthening mechanisms for the effective participation of persons with disabilities in decision making and implementation of DRR and recovery interventions including early warning systems, information sharing mechanisms, preparedness and response plans at the national and local level
- Ensuring conflict and disaster assessments collect disaggregated data on people with disabilities and prioritize needs of people with disabilities in all UNDP recovery programmes
- Supporting capacity building of persons with disabilities and of their organizations to raise their awareness and ensure their engagement to articulate DRR and recovery demands, backed up by data and evidence and fostering collaboration between local, national and international organizations working on disability
- Supporting local authorities to maintain relevant information about the location and diversity of disability and implement specialized awareness and information campaigns for people with disabilities in situations of risk of conflict and disaster and during the recovery phase
- Promoting universal design in all public and community infrastructure and access to basic services and ensure information is provided in accessible formats
- Adopting an integrated approach in reaching direct and indirect mine action survivors amongst wider groups of beneficiaries and link mine action victim assistance to the broader dimensions of disability, vulnerability and social protection as well as human rights and development



Supporting Inclusion in National Peace Processes in South Sudan

In South Sudan, UNDP is supporting inclusion of persons with disability in the national peace process as well as the grassroots peacebuilding initiatives. Through monthly town hall meetings, the Union of Visually Impaired, the Union of Physical Disabled, The Association of Hearing impaired, War Wounded Heroes and Widows have prepared memoranda and presented it to the leadership of the National Dialogue Steering Committee, elaborating their position on issues of peace and reconciliation in the country. For example, they advocated (and were granted) representation in the National Dialogue Steering Committee by a person with disability. They have advocated for equality and representation in the Government as well as elaboration of a law to protect and promote rights of persons with disabilities.

Through a rights based approach which brings together the right holders – the people with disabilities, and the duty bearers – the national and state government representatives, monthly discussions are held on issues such as how to address proliferation of small arms and light weapons in the country, how to unite the divided communities of South Sudan and how to address community level violence, from the perspectives of persons with disabilities. This has given people with disabilities confidence to speak about the root causes of conflict in South Sudan and opportunity to be part of the solutions.

UNDP South Sudan. [People with Disabilities Advocate for Inclusion and Voice in Peacebuilding](#)



Workshop participants in Juba, South Sudan learning about advocacy and peacebuilding with CSO, Helping Hands © UNDP

3.3.7 Environment and climate change

Many of the same groups that face hazards and risks linked to the environment and management of natural resources and the changing climate include people with disabilities who are marginalized. Environmental degradation, pollution, climate change and scarcity of resources can have a negative impact on people with disabilities. In turn, the policy solutions used to address these environmental challenges have both negative and positive impacts on people with disabilities. For these reasons, efforts to mainstream environmental concerns into economic policymaking also need to better integrate the needs and knowledge of people with disabilities. In addition to benefiting from better sustainable development outcomes, the procedural rights of people with disabilities and the civil society groups that represent them need to be promoted and protected, including rights to access to information and legal recourse, as well as meaningful participation in policy processes that affect their lives and livelihoods.

The vulnerability of poor nations, communities, families and individuals to the impacts of environmental degradation and climate change is of growing significance. Persons with disabilities and their families, are often disproportionately affected by these environmental and climate change impacts. Climate change and consequent changes to ecosystems worldwide will “disproportionately impact disabled people⁶⁹. A significant number of persons with disabilities live in developing countries, where they are acutely impacted by “significant challenges in accessing infrastructure, services, information and jobs”⁷⁰. As a direct consequence of environmental degradation and climate change, the quality of life of persons with disabilities will be impacted through decreasing food security; lack of access to clean water and sanitation; increasing natural disasters and emergency evacuations; reduced access to shelter and services; and a wide range of health risks, including from heat waves⁷¹.

As communities engage in projects to develop sustainably and increase their resilience, persons with disabilities need to participate in their design and implementation. For communities and to address environmental concerns and be resilient to the impacts of climate change, it is necessary for all members to be included in decisions about how best to manage environmental and financial resources and therefore to prepare for the best possible outcomes. Environmental degradation and climate change affects progress within all sectors, and development goals can only be achieved when everyone with a stake in the outcomes is included.

UNDP has been helping to address issues of environmental degradation and improve the adaptive capacity of communities and reduce their vulnerability to the impacts of climate change and its variability through various global and national programmes. These include the Global Environment Facility (GEF) Small Grants Programme (SGP), a flagship project dealing with communities. Building upon its emphasis on social inclusion, the SGP is in a unique position to promote and build capacity for disability-inclusive development and support effective resilience projects. UNDP’s work in this area includes: improving the accessibility for people with disabilities to services and resources through environmentally friendly infrastructure/transport; and disability inclusive climate-resilient livelihoods and green jobs.

Through GEF-financed projects in **Kazakhstan** UNDP has worked to improve transit options for people with disabilities when working to implement sustainable transport solutions⁷². In **China** UNDP has supported environmentally sound management of e-waste including collaborating with the China’s Disabled Person’s Federation in Jiangsu province to pilot a community-based collection point. In China where persons with disabilities are often excluded from fair employment; however, this collection point is fully managed and operated by persons with disabilities. This location ended up having much higher collection volume than other pilot sites.

69 Wolbring, Gregor. A Culture of Neglect: Climate Discourse and Disabled People. *M/C Journal*, [S.I.] v.12, n.4, Aug 2009. ISSN 14412616.

70 The World Bank. *Inclusion Matters: The Foundation for Shared Prosperity*, 2013. Page 71.

71 Lewis, David, and Kath Ballard. *Disability and Climate Change: Understanding Vulnerability and Building Resilience in a Changing World*. CBM, 2012.

72 *Improving Pathways to transit for persons with disabilities*.

SUSTAINABLE DEVELOPMENT GOALS



Goal 11 Sustainable cities and communities including a focus on providing safe, inclusive and accessible green public spaces to persons with disabilities



Goal 13 Climate change



Goal 14 Sustainable ocean management



Goal 15 Sustainable landscapes and biodiversity conservation

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES



Article 9 the environment and public transport, as well as information and communications, must be accessible for persons with disabilities on an equal basis with others in urban and rural areas



Article 11 persons with disabilities who are subject to the occurrence of natural disasters and other situations of risk must be included in all protection and safety mechanisms



Article 20 persons with disabilities must be afforded personal mobility in the manner and at the time of their choice and at an affordable cost



Article 28 right to the continuous improvement of living conditions, access to clean water and the promotion of the right to an adequate standard of living for persons with disabilities

In **Barbados** UNDP helped to establish a community-based service to improve the quality of life of persons with mental and physical disabilities and others who have been socially excluded, while providing an opportunity for sustainable economic activity through the production of organic produce⁷³. In **Ukraine** inclusion of people with disabilities to participate in green and cycling tourism has been a key outcome of UNDP work⁷⁴. UNDP has also supported local youth and organizations of persons with disabilities to develop two cycling routes called 'Melitopol – Stone Graves'. *By working closely with local community network organizations, the project strengthened local infrastructure, and equipped the eco-routes with road signs, information stands and parking stations for bicycles benefitting 120 persons with disabilities.*

⁷³ River of Life Organic Farm project

⁷⁴ Biodiversity conservation on steppe landscape with granite extractions'



UNDP can support environmental programming more consistently integrating the needs and knowledge of people with disabilities by:

- Supporting external and internal UNDP capacity building on including the needs of persons with disabilities in environment and natural resources management programming
- Ensuring that organizations of persons with disabilities are more consistently engaged in all community initiatives on environment and climate change adaptation at design, implementation and monitoring stages
- Expanding the body of knowledge related to the inclusion of persons with disabilities in UNDP environment programming, including SGP, in the area of effective natural resource management and linked efforts to strengthen resilience to climate change impacts
- Collecting and assess examples of how persons with disabilities have contributed to and benefited from improved natural protection and security and provide important information and disseminate knowledge to other communities in similar situations
- Ensure the incorporation of clear indicators in all relevant environment and climate resilience projects with an emphasis on functional needs, and how those needs are met through the project's design and implementation using the Washington Group Short Set on functioning to better measure the effective inclusion of persons with disabilities
- Ensuring research and data on different areas of environmental programming is disability inclusive and adequately captures the impact on persons with disabilities

3.3.8 HIV, health and development

Healthy populations are crucial to sustainable development. Persons with disabilities can lead active, productive, long and healthy lives. Having an impairment does not equate to being unhealthy⁷⁵. However, while the world has made encouraging progress on many fronts in ensuring healthy lives for all, many challenges remain.

Persons with disabilities face increased vulnerability to HIV and other health risks, and conversely many people facing health challenges are at increased risk of disability. For example, data from sub-Saharan Africa suggest an increased risk of HIV infection of 1.48 times in men with disabilities and 2.21 times in women with disabilities compared with men without disabilities⁷⁶. Meanwhile, non-communicable diseases (NCDs) – including cancer, diabetes, cardiovascular disease, chronic respiratory disease and mental health disorders – are the world's leading source of premature illness, death and disability. NCDs increase the risk and incidence of disabilities such as blindness or amputation from diabetes and paralysis from stroke. Yet the global health response remains inadequately targeted and accessible to people with disabilities, and many health systems have neither the capacities nor the resources to adequately address disabilities. The impacts of the status quo extend beyond health. For example, without urgent action, medical expenses and lost productive capacities from NCDs project to cost low and middle-income countries US\$21.3 trillion between 2011 and 2030⁷⁷.

⁷⁵ *Report of the Special Rapporteur on the Rights of Persons with Disabilities (theme: the right to health)*, 16 July 2018 (A73/161) para 6,

⁷⁶ UNAIDS Reference. *Disability and HIV*, 2017, page 4.

⁷⁷ Bloom D, Calero E, Jané-Llopis E, Abrahams-Gessel S, Bloom L, Fathima S, Feigl A, Gaziano T, Mowa! M, Pandya A et al: *The Global Economic Burden of Noncommunicable Diseases*. World Economic Forum (WEF) and Harvard School of Public Health (HSPH); 2011.



Additionally, poor health is often a factor in excluding people from social, economic and political life.

SUSTAINABLE DEVELOPMENT GOALS



Goal 3 to ensure healthy lives and promote well-being for all at all ages, does not just focus on addressing morbidity and mortality; it also calls for improving affordable access to healthcare services including for persons with disabilities.

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES



Article 10 right to life



Article 12 exercise of legal capacity in making decisions based on one's own will and preference in relation to one's health and life and being able to access medical care



Art 23 family planning, information and education is ensured by respect for home and the family



Article 25 right to enjoyment of the highest attainable standard of health without discrimination on the basis of disability

Strengthening attention to disability in health and development programming requires uncovering core reasons why people with disabilities are being left behind in health. Evidence suggests that increased vulnerability and exclusion are linked to legal and economic inequities, sexual and gender-based violence, discrimination, and human rights violations against persons with disabilities. Addressing disabilities in the health sector requires improved prevention, care, accessibility and support – and investments to support this. The need for access to health services for persons with disabilities is likely to grow in the context of demographic transition and population ageing particularly with a correlation between ageing in disability with 46 percent of older populations likely to have a temporary or permanent disability. Moreover, to adequately address the health, social and development impact of exclusion on people with disabilities and include them in public health responses there is also a need to improve disaggregated data collection, disability-sensitive data analysis, and disability-inclusive policymaking. For example, at present, many social protection programmes do not consider disabilities in their inclusion/exclusion criteria. UNDP is working with governments to change this.

UNDP's work on HIV, health and development focuses on reducing inequalities and social exclusion that drive HIV and poor health, promoting effective and inclusive governance for health, and building resilient and sustainable systems for health. This includes addressing the increased HIV and health risks of people with disabilities, as well as the needs of persons with disabilities to access justice and non-discriminatory healthcare services. It is important to ensure that persons with disabilities have access, on an equal basis with others, to health promotion and prevention services, including prevention of any further impairments and promotion of relevant treatment. Approximately, 80 percent of vision impairment globally is considered avoidable when effective interventions are available and accessible⁷⁸. Stigma and stereotypes are major barriers to accessing health

⁷⁸ WHO Blindness and vision impairment, Key Facts, 11 October 2018.



Accessible prevention messaging during the west Africa Ebola crisis

Almost one quarter of people with disabilities in Sierra Leone have physical disabilities resulting from polio, many others are amputees from the civil war of the 90s. People with disabilities are on the fringes of society and often resort to begging to make ends meet. They often live in communal homes which can be dilapidated and leave residents vulnerable to further deterioration or harm.

When the Ebola crisis struck in 2014, people with disabilities were amongst the hardest hit with the knock-on effects of the outbreak. Roadblocks prevented movement from town to town, while fear prevented interactions, particularly ones that required physical touch or exchange of money. Not only were people with disabilities limited in earning income during the outbreak, they were also at greater risk of contracting the virus. UNDP worked closely with local NGOs One Family People, to raise awareness on how to protect people with disabilities from contracting the virus in an accessible way including designing a braille booklet, radio shows and sign language messaging. Visits to communal living camps also spread prevention information. During the outbreak, all communities that received Ebola prevention messaging remained Ebola-free.

UNDP, [*Reaching out to people with disabilities in Sierra Leone*](#).

care both on the part of service providers and on the part of persons with disabilities and their families seeking medical attention or rehabilitation. UNDP, in partnership with relevant stakeholders, supports prevention of impairments particularly related to NCDs. UNDP provides policy advice, technical support and capacity development to promote evidence and rights-based approaches to health and development that do not stigmatize persons with disabilities and that leave no one behind and reach the furthest behind first.

In **Cambodia** UNDP leveraged work on HIV-sensitive social protection to promote the inclusion of disability-sensitive criteria in national surveys to determine the eligibility of households for social protection schemes including health coverage. In **Asia** UNDP is partnering with the World Blind Union Asia Pacific to build national capacities and an enabling policy environment in the context of improving access to knowledge among persons with print disabilities. Access to knowledge is a key determinant of health and inclusive development. The work is part of a broader effort to mitigate the impact of NCDs and builds upon UNDP's strong engagement in improving access to medicines. In **Ukraine** UNDP is supporting the reform of the rehabilitation system on the basis of the International Classification of Functioning, Disability and Health (ICF) and is participating in joint UN efforts to promote implementation of Universal Design principles, including in healthcare institutions.

UNDP can support disability inclusion in HIV and health programming by:

- Promoting the 'Nothing about us without us' principle, which ensures affected populations have a voice in policymaking, to guide the disability movement, the global AIDS response and other health movements
- Ensuring efforts in HIV, health, and development should be based on the principles of equal opportunity, non-discrimination and accessibility
- Assisting authorities across sectors of government and health care service providers to ensure that persons with disabilities benefit equally from HIV and other health programmes, including those in the framework of the Global Fund to Fight AIDS, Tuberculosis and Malaria
- Supporting initiatives for persons with disabilities and OPDs that raise the awareness of the rights of persons with disabilities to be treated equally including with respect health services
- Advocating for dedicated attention and investments to address the unique needs of persons with disabilities including women and girls within the context of HIV, health, universal health coverage efforts and pandemic preparedness
- Advocating for information, education and services to increase the understanding and capacity of health service providers to address health needs without stigma or discrimination

3.3.9 Achieving gender equality and empowerment for all women and girls

Disability, gender inequality and discrimination are closely interlinked and often result in the most severe forms of marginalization and exclusion. While a significant number of women and girls are born with disabilities, many women acquire disabilities as a result of lack of access to sexual and reproductive health services, exposure to gender-based violence and harmful practices or lack of access to economic resources. While only 12 per cent of men have a disability, for women that is estimated at 19 per cent⁷⁹. It is also important to note that women with disabilities are far from being an homogeneous group, and often experience multiple forms of discriminations based on other socio-economic factors in addition to gender and disability. Furthermore, the prevalence of disabilities among women is higher than in men.

To advance gender equality and respond efficiently to the rights and needs of persons with disabilities it is indispensable that programmes and policies should address both the differentiated concerns of women and men with disabilities and that efforts are made to ensure the engagement and empowerment of women and girls with disabilities including in the design of policies. Gender equality programmes or disability specific programmes tend to be disability or gender neutral respectively and fail to account for the intersectional experience of women with disabilities. Experience has shown us that unless disability inclusive approaches are specifically included into development programming, women and girls with disabilities may not benefit from them. Programming interventions must address both the inter-sectional or multiple forms of discrimination and barriers that women and girls with disabilities may face as well as other gender-related issues.

79 WHO and World Bank. *World Report on Disability*, 2011, page 28.

Intersectional discrimination and disability

Discrimination is a major cause of exclusion of persons with disabilities. Many people with disabilities may also be facing different barriers and discriminatory attitudes. Some groups of persons with disabilities are at an even greater disadvantage than others owing to multiple forms of discrimination. In particular, higher inequalities are typically observed for women with disabilities, indigenous persons with disabilities and persons with intellectual and psychosocial disabilities.

Women and girls with disabilities are often subjected to multiple forms of discrimination based on their gender and continue to be at a disadvantage in most spheres of society and development. The discrimination is often based on pre-existing socio-economic conditions and the society's attitudes towards their disability based on their gender. For instance, women and girls with disabilities may face significantly more difficulties in attaining access to adequate housing, health, education, vocational training, employment, credit and other productive resources. Compared with men without disabilities, women with disabilities are: three times more likely to have unmet health-care needs, two times more likely to be unemployed or inactive in the labour market; three times more likely to be illiterate; and four times less likely to work as legislators, senior officials or managers. There is also evidence indicating that women with disabilities are four times more likely to suffer sexual violence. It is important to build on the intersection gender and disability with other critical issues including ageing, poverty, health, decent work, inequalities, environment.

UN 2018 flagship report on disability and development: realization of the Sustainable Development Goals by, for and with persons with disabilities, Note by the Secretariat A/73/220, 16 August 2018, para 38

SUSTAINABLE DEVELOPMENT GOALS



Goal 5 Gender Equality and Empowerment of all Women and Girls

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES



Art 6 women and girls with disabilities face multiple and intersecting forms of discrimination and States Parties shall take measures to ensure full and equal enjoyment by them of all human rights and fundamental freedoms.

Preamble refers to susceptibility of women and girls with disabilities to violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation.

The UNDP approach to address needs of persons with disabilities in gender-responsive manner is building on the international commitments and norms and the 2030 Agenda. The 2030 Agenda provides a framework to work towards achieving the SDGs for all women and girls, and address specifically the rights and demands of women with disabilities in the efforts to reach the furthest behind first. The needs of women with disabilities should be mainstreamed across the SDG spectrum, including into the efforts for gender equality and women empowerment under SDG 5, fighting poverty SDG 1, ensuring healthy lives SDG 3, inclusive and equitable education SDG 4, decent work and economic growth SDG 8.

The fulfilment of rights of women with disabilities is monitored by the Committee on the Rights of Persons with Disabilities (CRPD) and the Committee on the Elimination of All Forms of Discrimination against Women

(CEDAW). In a 2018 joint statement both Committees underline: “States parties should fulfill their obligations under articles 5 and 8 of CEDAW and CRPD Conventions respectively by addressing the root causes of discrimination against women and persons with disabilities. This includes challenging discriminatory attitudes and fostering respect for the rights and dignity of persons with disabilities, in particular women with disabilities⁸⁰”.

UNDP Gender Equality Strategy 2018–2021 articulates the core principles and priorities of the UNDP approach to gender equality and provides entry points for achieving the gender equality targets across the three development settings of the UNDP Strategic Plan, 2018–2021. It pursues a human rights-based approach to development in line with the global and regional commitments, and CEDAW and other human rights treaties and standards, including the CRPD and Beijing Platform for Action.

Gendered Dimension of Disability

- Type of disabilities are different for women and men, with women more likely to experience degenerative conditions, while men are more likely to experience injury-related events
- More women than men are classified as disabled
- Women are more likely than men to become disabled throughout the course of their life while disabled people are much more likely to live in poverty, women are likely to be poorer than men; especially in developing countries
- Women are more likely to face discrimination and distress in public spaces, e.g women are more likely to experience sexual violence in relationships and in institutions
- Women experience more extreme social categorisation than men, being more likely to be seen either as hypersexual and uncontrollable, or de-sexualised and inert
- Many women face forced medical interventions to control their fertility
- Women with disabilities achieve lower educational outcomes than men
- Women with disabilities are less likely to be in the paid workforce than either men with disabilities or non-disabled women
- Women are less likely to have access to rehabilitation

Entry points for UNDP which are particularly relevant for women and girls with disabilities include country-led measures to accelerate the advancement of gender equality and women’s empowerment including specific measures to prevent and respond to sexual and gender-based violence (SGBV), strengthening capacities to raise awareness on and undertake legal, policy and institutional reforms to fight structural barriers to women’s empowerment and supporting women’s leadership and participation ensured in crisis prevention and recovery planning and action.

In **Albania**, data gathering and research on violence against women with disabilities provided recommendations on improving the legal and policy framework on violence against women and girls; improving data collection and reporting systems; enhancing cross-institutional cooperation to address issues related to violence against women and girls with disabilities. In addition, five policy papers were drafted and agreed with respective responsible actors at the local level to guide specific municipal interventions.

⁸⁰ OHCHR. *Joint statement by the Committee on the Rights of Persons with Disabilities (CRPD) and the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW)*, 29 August 2018



Support to survivors of Gender-Based Violence in Argentina

UNDP Argentina, the Ministry of Justice and Human Rights, and NGOs “Enlaces Territoriales para la Equidad de Género” and FUNDASOR collaborated to increase access to justice for deaf and hard of hearing GBV survivors combining User-Centred Design, Argentine Sign Language and ICT. Through web tools and in-person workshops, they connect survivors with information and legal aid, while working together to design accessible solutions. They develop tools to build awareness across the deaf community and the violence against women referral pipeline and aim to integrate the methods into public policy increase access to justice systematically.

UNDP, *Agency, ability, access: Co-designing for inclusion*, 24 July 2018



In Argentina, the group “Sordas sin Violencia” helps Deaf and hearing impaired women victims of gender based violence to access justice and navigate the legal system. © Sordas sin Violencia for UNDP Argentina

UNDP can support empowerment of women and girls with disabilities by:

- Including rights of women with disabilities in the process of developing national gender equality strategies and country led measures to accelerate advancement of gender equality and women’s empowerment
- Supporting countries in adopting specific measures to prevent and respond to sexual and gender-based violence
- Advocating for transforming available services for women into services free from environmental, financial, attitudinal, physical and information barriers for women with disabilities
- Supporting meaningful participation of women with disabilities and their representative organizations in mainstream and disability specific programmes, meetings and decision making forums
- Considering differentiated specific needs of women and men with disabilities in the legal, policy and institutional reforms to fight structural barriers to women’s empowerment
- Supporting the capacities of organizations of women with disabilities to cooperate and network with OPDs and women organizations in their efforts to represent the voice and interests of various groups of women with disabilities
- Ensuring that multiple and intersecting forms of discrimination experienced by women and girls with disabilities are specifically addressed in gender equality and women empowerment programmes



3.4 Accessibility, universal design and innovation in disability inclusive programming

Accessibility, Universal Design and Innovation all play important roles in fulfilling UNDP's mission and achieving the SDGs and the CRPD. UNDP's work promoting disability inclusive development emphasizes the importance to focus our collective efforts on inclusive processes and to reinforce the pivot from approaching people as passive beneficiaries, to the full and effective participation and inclusion of people with disabilities in our programming, which is a guiding principle of the CRPD.

Accessibility and Universal Design

Accessibility is essential to enable persons with disabilities to live independently and participate fully in life and is critical for nearly all aspects of the CRPD. It is therefore an end in itself as well, as a means to enjoy other rights. Different dimensions of accessibility include physical accessibility including to buildings and transportation, and information and communication accessibility including documentation, aural information and electronic accessibility to the Internet⁸¹. It is important to note that it costs only 1 percent more to build accessible physical spaces if planned from the design stage however, it will have a significant impact on inclusion of the estimated 15 percent of the population with disabilities⁸².

"Accessibility should be defined as an essential public good that is fundamental in all development policies and programmes and as both a means and goal of sustainable development"

Mainstreaming disability in the implementation of the 2030 Agenda for Sustainable Development, Report of the Secretary General

Accessibility of communications materials and web content –persons with disabilities are faced with many challenges when using the Internet and some use assistive technologies to help them access information. Increasingly, to ensure the rights of persons with disabilities to access, on an equal basis with others, to information and communications technologies and systems efforts should be made to develop materials and websites that are accessible to all. Documents, electronic multimedia files in audio and video, and websites in their entirety need to be made accessible for persons with disabilities. Most of the commonly used software suites, like Microsoft Office, Google G-Suite and Adobe Cloud, among many others, have accessibility features built into their interface and offer an accessibility checker. When creating, documents and other communication materials, everyone can use an approach for print and/or digital formats that meets the needs of all users, also known as 'universal design'⁸³.



UNDP has been supporting the implementation of the Marrakech Treaty to Facilitate Access to Published works for Persons who are Blind, Visually Impaired or Otherwise Print Disabled including working with the World Blind Union on legal reviews for the ratification of the Marrakesh Treaty for persons with print disabilities in the Asia and the Pacific region⁸⁴.

⁸¹ See Chapter 5 for a discussion on attitudinal and legal barriers to participation

⁸² Steinfeld, Edward. World Bank. *Education for All the cost of accessibility*, 2005, page 3.

⁸³ The following websites can be used for more detailed information: <https://support.office.com/en-us/article/make-your-word-documents-accessible-d9bf3683-87ac-47ea-b91a-79dcacb3c66d>; <https://webaim.org/techniques/word/>; <https://www.w3.org/standards/web-design/accessibility>.

⁸⁴ UNDP. *Our right to knowledge: Legal reviews for the ratification of the Marrakech Treaty for persons with print disabilities in Asia and the Pacific*, 02 December 2015.



Universal Design and Technology Enablers to remove barriers to social, economic and educational inclusion of persons with disabilities in Kuwait

In Kuwait, UNDP is partnering with the Public Authority for Disabled Affairs (PADA) for the achievement of the Kuwait 2035 Vision towards Persons with Disability. An important component is supporting Universal Design and technology enablers including the development of the Kuwait Universal Design Code and establishment of a Multi-stakeholder committee to review, adapt and support national implementation of the Universal Design Code and replace the current building code in the country. This includes support to the Public Authority to establish a modern Universal Design unit and develop the capacity of this unit and the Public Authority for the implementation of Kuwait Universal Design Code; support the piloting the Code implementation on the Public Authority and 3 public buildings.

In June 2018, a workshop was held to discuss and launch the Kuwait Digital Accessibility Framework under the patronage of the Minister of Social Affairs and the Minister of Economic Affairs which was developed in collaboration with the Central Agency for Information Technology and Communication and Information Technology Regulatory Authority.

This framework adopts current international requirements to transform the Kuwait digital environment into a qualified and supportive environment for persons with disabilities and enhance opportunities for universal and equitable access to digital information. The framework covers all content that requires an internet connection to operate.

The aim of this support is to promote the removal of barriers to inclusion of persons with disabilities through increasing technical expertise and organizational capacities for the implementation of Universal Design and countrywide use of technology enablers. UNDP will be supporting developing and conducting digital accessibility capacity building and a web accessibility transition strategy including the Public Authority accessible website and a new accessibility policy and dissemination plan.

UNDP, "Kuwait Digital Accessibility Framework" workshop, 21 July 2018

UNDP, Achieving Kuwait 2035 Vision Towards Persons with Disability



Kuwait Digital Accessibility Framework Workshop. © UNDP Kuwait



Universal Design implies creating the design of products, environments, objects, things, programmes and services to be usable by all people to the greatest extent possible, without the need for adaptation or specialized design (although assistance devices for particular groups of persons with disabilities should not be excluded where this is needed). Developing and applying universal design standards for products, environments, programmes and services aims to promote the inclusion and participation of people with disabilities to the greatest extent possible and addresses existing barriers that prevent or limit equal access for persons with disabilities to services and facilities intended for the general public. Universal design supports the human rights of persons with disabilities for healthcare, education, employment, public services and social realization being fully exercised on a daily basis.

In practice, the following concrete steps should be taken to ensure accessibility within the context of UNDP programming:

- Develop fully-costed accessibility assessments in collaboration with persons with disabilities as part of project planning and make financial provisions for reasonable accommodation, as appropriate, in project budgets;
- Hold events, meetings, and training sessions in accessible locations. Ensure accessible transportation when required. Ensure that relevant information and publications are made available in accessible formats and languages, including through the application of W3C standards for web information.

Conducting awareness raising campaigns on disability, accessibility and universal design among key stakeholders and broader public. In [Ukraine](#) UNDP developed a manual including tips and examples of application of the Universal Design principles and accessibility criteria in various areas of life⁸⁵.

Innovation

In the international development innovation context, supporting inclusion and participation of persons with disabilities is framed as approaching people as users of services and actors in adaptive complex systems. A key principle of innovation for development is to design with the user, this includes designing with and for persons with disabilities⁸⁶. UNDP has developed guidance on using user-centric methods to design with people affected by development challenges, building on experiences of designing with persons with disabilities in Egypt and Armenia⁸⁷. Innovation to advance the rights and opportunities for and with persons with disabilities can be framed with these principles:

Take intelligent risks, experiment, and persevere to achieve transformative change for and with persons with disabilities: Understand that experimenting is the essence of progress. Design experiments with persons with disabilities with the utmost ethical standards to identify what works as early as possible. Tap into and leverage local knowledge and processes in developing and scaling innovations.

Address power and political intersections with disabilities and gender: Acknowledge the inequity of existing power structures, social norms, as well as unconscious bias, which affect access to and control over resources and decision-making for persons with disabilities. Work to understand the environment—as well as your own personal biases— and commit to support levers and agents of change, challenging unequal power relations, systemic discrimination, and harmful norms and practices.

⁸⁵ UNDP Ukraine. *Universal Design Practical Tips for Everyone*, May 2018.

⁸⁶ In 2014 UNDP established the Innovation Facility to foster innovation for development and to provide technical support and funding to UNDP teams around the world to test frontier tech and apply new approaches to deliver better results in their overall efforts to achieve the eradication of poverty, and the reduction of inequalities and exclusion.

⁸⁷ The publication 'Design Thinking - A Guide for Prototyping and Testing Solutions for the SDGs' contains tips on how to co-design with users, including with persons with disabilities.

Design for Scale: Designing for scale means thinking beyond the pilot and making choices that will enable wide-spread adoption later, as well as determining what will be affordable and usable at contextual scale, whether by a whole country or region, or by a few pilot communities.

UNDP's work on innovation has demonstrated the importance of focusing on local priorities, relying on local assets and investing in local solutions. This local focus and engagement of persons with disabilities from the very start provide a sound basis for locally driven development solutions and SDG acceleration efforts.

In **Armenia**, UNDP has complemented its work for and with people with disabilities by embracing technology and inclusive design. Emerging technologies, from mobile phones to self-driving cars, have great potential to advance inclusivity and access in our societies. To unfold this potential, however, the front and back end components of technologies need to be designed inclusively.

The Kolba Lab (UNDP Innovation Laba) helped incubate a social enterprise that facilitates inclusive access. Match-eli is an open-source application that indicates locations of physical accessibility for persons with disabilities, based on crowdsourced data. The initial mapping took place through a Mapathon in the capital Yerevan, where half of the population resides. Launched in 2016, it now features over 500 locations in Yerevan alone, and its outreach has extended beyond the capital to include cities across the country. The application is open to all users and continues to expand, increasing access for persons with disabilities to navigate cities and encouraging community participation in building this platform. Engaging citizens in designing and redesigning services is also a core component of the world's first National SDG Innovation Lab, launched in 2017.

In **Bangladesh**, UNDP, the access2information lab and the organization 'Young Power in Social Action', joined forces to design DAISY-accessible reading materials. DAISY are open source books, designed to make education accessible to students who are blind, partially sighted, or have low vision from class 1 to 10. These multimedia books were designed with the users of this technology at the helm. An impact study has shown improvement in school results, with over 55 percent success rate. The open source technology allows easy reproduction of the full-text and full-audio multimedia books, Braille books, accessible e-books and other materials.

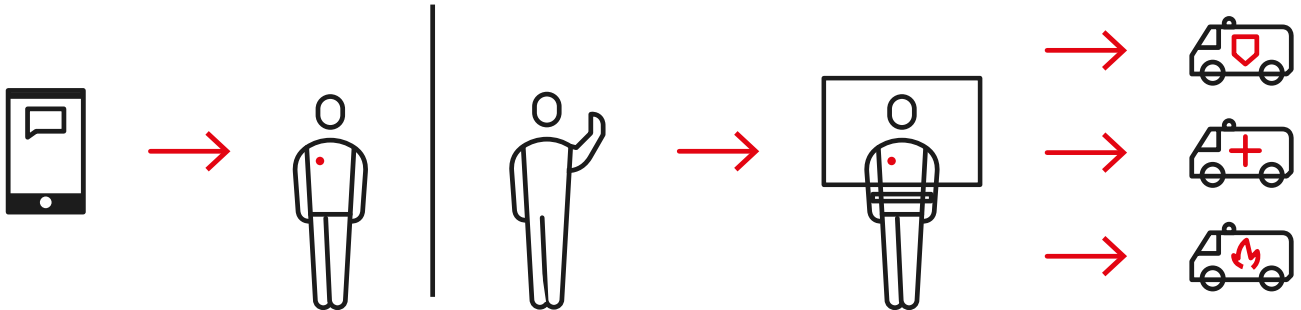
UNDP **Honduras** is utilizing 3D printing technology and vocational support to socio-economic reintegration of returning migrants and victims of violence with disabilities in collaboration with the Chamber of Commerce and Industry of Tegucigalpa, NGO GUALA, and the Fab Lab. Through the initiative, participants are fitted with a quality customized 3D printed hand prosthesis. The lab complements the newly-gained autonomy with vocational training, entrepreneurial opportunities, occupational therapy and seed funding for victims of violence to develop income-generating ventures⁸⁸.



UNDP Honduras, *The Reintegration of Victims of Violence that Use 3D Technology Prostheses* © UNDP Honduras

⁸⁸ UNDP Honduras. *The Reintegration of Victims of Violence that Use 3D Technology Prostheses*.

In **Georgia**, UNDP, Georgia's national Emergency Service 122, ServiceLab and a range of stakeholders with and without disabilities codesigned a system to ensure equal access for all to life saving emergency services. Tested earlier with SMS-based and video-calling service for assessing emergency services, it has expanded to include sign-language interpreters, and scaled to include other service provided by the Public Service Development Agency.



Chapter 4

Data, programming for disability inclusion, monitoring and evaluation



4.1 Data for results

From a policy and programme perspective to support disability inclusion we need to learn about persons with disabilities in the specific contexts where we work. This includes obtaining data on the prevalence of disability and the diversity of disabilities. Depending on the context – whether it is a crisis context or a low-middle income country in a stable security environment – the situation of persons with disabilities may be vastly different. The stigma and discrimination that persons with disabilities may face, compounded by a lack of accessibility can result in persons with disabilities existing in the shadows of society and some of the conventional tools used for data-collection may not be adequate to ensure the inclusion of persons with disabilities and ensure that we leave no one behind. This is a global challenge and countries use different ways to address it.

Ensuring that persons with disabilities are not left behind requires the routine collection of data on the status of the population across all sectors, as a means to monitor and ensure that persons with disabilities, including women and girls with disabilities, and those mostly likely to be left behind, for example persons with intellectual and psycho social disabilities, are fully participating in society and benefiting from development gains. Very often data collected on persons with disabilities by countries are not always comparable as different collection methodologies and terminologies are being used. Data collected from censuses, national surveys, and to some extent from administrative systems, can be useful if they are inclusive of persons with disabilities, as it allows for cross tabulation with other data points generated by them to determine the level of access and participation by persons with disabilities. The quality of existing statistical data on persons with disabilities may vary significantly depending on disability type and source, with greater administrative data likely to be available for persons with disabilities regularly accessing health services or with physical disabilities.

Internationally comparable disability statistics provide a basis for monitoring the achievement of Sustainable Development Goals as well as support to national planning process to develop policies, programmes and services for persons with disabilities and to monitor the level of functioning of the population and to assess the results and outreach of programmes such as social protection. Where inadequate national systems to gather data on disability exist, as an entry point UNDP supports the utilization of the Washington Group on Disability Statistics guidance on disability data collection and population-based measuring of disability for country use and for international comparisons.

The main purpose of the Washington Group is the promotion and coordination of international cooperation in the area of statistics focusing on disability measures suitable for censuses and national surveys. Its major objective is to provide basic necessary information on disability that is comparable throughout the world but also can assist with in-country analysis. The Washington Group question sets are designed to provide common definitions, concepts, standards and methodologies in the production of statistics about persons with and without disabilities. The first tool developed by the Washington Group is the Washington Group Short Set on Functioning (WG-SS) consisting of 6 questions covering 6 basic, universal domains of functioning. While developed initially for censuses, the brevity of the module is also well suited for inclusion in other data collection instruments such as household surveys (household income and expenditure surveys, living standard surveys, labor force surveys, etc.) for the purpose of disaggregating outcome indicators by disability status.

The tools must be used consistently within every country, in line with the collection protocols defined by the Washington Group which address issues that have affected data collection efforts for disability previously including the stigma that may exist and can thwart the accuracy of data on disability⁸⁹. To maximize international comparability, the Washington Group-SS obtains information on difficulties a person may have in

⁸⁹ Guidelines for implementing the WG question sets are available [here](#).

undertaking basic activities that apply to people in all cultures and societies and of all nationalities and so are universally applicable – an analysis on how people function in society⁹⁰.

The Washington Group Short Set on Functioning

The Short Set on Functioning is comprised of questions on six core functional domains: seeing, hearing, walking, cognition, self-care, and communication.

Introduction: The next questions ask about difficulties you may have doing certain activities because of a health problem

1. Do you have difficulty seeing, even if wearing glasses?
2. Do you have difficulty hearing, even if using a hearing aid?
3. Do you have difficulty walking or climbing steps?
4. Do you have difficulty remembering or concentrating?
5. Do you have difficulty (with self-care such as) washing all over or dressing?
6. Using your usual language, do you have difficulty communicating, (for example understanding or being understood by others)?

Each question has four response categories, which are read after each question.

1. No, no difficulty
2. Yes, some difficulty
3. Yes, a lot of difficulty
4. Cannot do it at all

See further information on the Washington Group [here](#).

The overriding principle of the 2030 Agenda and its SDGs is global eradication of disadvantage through the improvement of situations for all peoples. To ensure that “no one is left behind”, the chapeau of the 2030 Agenda notes the importance of disaggregating data by characteristics associated with exclusion and vulnerability, including disability. The SDGs contain 17 Goals, with 169 targets, including a number of specific indicators related to disability under Goals 4 (education), 8 (employment and growth), 10 (inequality), 11 (sustainable cities and communities) and 17 (Partnership for the goals – data collection and the monitoring of the SDGs).

The universal nature of the Agenda means that all Goals and targets are relevant for persons with disabilities, as for any other group of people. SDG target 17.18 supports the strengthening of data available for leaving no one behind, with its emphasis on disaggregation:

By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts.

⁹⁰ The Washington Group also recognizes that assessing disability among children requires different methodologies, so they developed the Module on Child Functioning together with UNICEF. It includes questions to be answered by mothers or primary caregivers of children aged 2 to 4 and 5 to 17. Assessed domains include seeing, hearing, mobility/walking, attention, learning, communicating, self-care, motor skills, emotions, behaviour, play, development of relationships and coping with change.

UNDP supports disability disaggregation in achievement of the Sustainable Development Goals



Goal 16 of the SDGs seeks to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. Target 16.7 calls for responsive, inclusive, participatory and representative decision-making at all levels. Persons with disabilities are consistently under-represented in decision-making processes. UNDP is the interim custodian of Tier III SDG indicator 16.7.1 on proportionate representation in public institutions, namely in legislatures, the public service and the judiciary. As an interim custodian, UNDP is supporting a global expert consultation process around the development of an internationally agreed methodology for this indicator.

Through surveys administered in a selected number of public institutions (namely in legislatures, the public service and the judiciary) across all regions, UNDP is currently taking stock of existing data collection practices with respect to the disability status of employees in the public service and of selected positions in the judiciary, as well as of members of parliaments. The metadata and data collection templates being developed for this Tier III indicator will encourage the collection of such data and will explicitly recommend the use of the Washington Group Short Set on Functioning to do so.

UNDP also partnered with the South African statistical office to pilot-test in South Africa an approach for integrating the WG-SS in the human resources management information system used by the Department of Public Service Administration to maintain personnel and payroll data on public servants. The findings from this pilot experience suggest that using the Washington Group questions for the measurement of disability in the public service is not only possible but is also a marked improvement over the existing administrative data system. This system captures the disability status of employees upon their recruitment, but is not regularly updated thereafter, unless an employee chooses to disclose, update or change her disability status. This pilot experience also confirmed that national statistical offices are ideally placed to guarantee the confidentiality of the responses provided by public servants to such a survey, which is essential to overcome individual reluctance to disclose sensitive personal information. Drawing from this pilot experience, more specific guidelines will be developed for NSOs and public institutions as part of the metadata for the three sub-components of SDG indicator 16.7.1. It is hoped that these guidelines will be useful to parliamentary administrations, Public Service Commissions and Judicial Services Commissions in countries seeking to promote diversity and inclusion in their workforce.

UNDP works to identify national, regional and global trends through our development programming and research and policy work. Often partnering with academic and research institutions to produce flagship research including our Human Development Reports globally, regionally and at country level. UNDP also works to assess multi-dimensional poverty and the determinants that can positively be associated with poverty. Programmatically, we provide support and technical cooperation to key institutions who receive and process data that can assist with monitoring the environment of persons with disabilities in countries including National Statistical Offices and National Human Rights Institutions who also receive complaints of human rights violations which can be monitored for trends that affect specific populations including persons with disabilities. Throughout these areas of work and support UNDP has an important role to also support disaggregation by disability status.

UNDP can support disability inclusion in data by:

- Advocating for dedicated attention and investments to address the unique needs of persons with disabilities within the context of HIV, health and universal health coverage efforts
- Ensuring the inclusion of an analysis of the situation of persons with disabilities including disaggregation in considering national Human Development Reports and national multi-dimensional poverty indices
- Supporting the capacities of National Statistical Offices and other relevant institutions to collect data on persons with disabilities in line with the Washington Group methodologies
- Strengthening national capacities to analyze and use disaggregated data and evidence, including to understand the range of disadvantages and deprivations that leave people with disabilities behind
- Exploring innovative data approaches for persons with disabilities particularly in relation to accessibility
- Supporting disaggregated monitoring of SDG indicators and country reporting
- Supporting OPDs to increase their capacities on data analysis and research

4.2 Programming, monitoring and evaluation

The Integrated Results and Resources Framework (IRRF) translates the UNDP Strategic Plan 2018–2021 into a set of development and organisational results that show how UNDP delivers on its mandate and vision⁹¹. The IRRF reflects country level results that UNDP enables through the implementation of country programmes and projects, in line with national priorities stemming from the 2030 Agenda and the joint response from the UN System as part of UNDAF.

UNDP's contribution to impact is monitored through a set of mostly SDG indicators that are closely related to the vision of the SP. Outcomes in the IRRF are framed according to the three main development challenges identified in the SP. UNDP's contribution to outcomes is monitored through indicators drawn mostly from the SDG indicator framework.

OUTCOME 2: ACCELERATE STRUCTURAL TRANSFORMATIONS FOR SUSTAINABLE DEVELOPMENT

Outcome indicator 2.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable

Outcome indicator 2.5 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group



Corresponding SDG target: 1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable



Corresponding SDG target: 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

91 UNDP, *Strategic Plan 2018–2021*, 17 October 2017.

Under the principles of 'leaving no one behind' and 'reaching the furthest behind first', development setting 2 "Accelerate structural transformations for sustainable development" highlights the importance of the inclusion of traditionally marginalized groups including people with disabilities. Two outcome indicators drawn from the SDG indicator framework target people with disabilities.

UNDP is accountable for the delivery of development outputs. The table below presents IRRF Output Indicators related to persons with disabilities.

OUTCOME	STRATEGIC PLAN OUTPUT	OUTPUT INDICATOR
1 – Advance poverty eradication in all its forms and dimensions	1.1.2 – Marginalized groups, particularly the poor, women, people with disabilities and displaced are empowered to gain universal access to basic services and financial and non-financial assets to build productive capacities and benefit from sustainable livelihoods and jobs	1.1.2.1 – Number and proportion of people accessing basic services. Group: People with disabilities
		1.1.2.2 – Number and proportion of people accessing financial services and non-financial assets. Group: People with disabilities
	1.3.1 – National capacities and evidence-based assessment and planning tools enable gender-responsive and risk-informed development investments, including response to and recovery from crisis	1.3.1.1 – Number of countries with recovery plans and systems in place utilizing sex, age and disability disaggregated data and gender analysis
2 – Accelerate structural transformation for sustainable development	2.1.2 Capacities developed for progressive expansion of inclusive social protection systems	2.1.2.1 Number of countries with policy measures and institutional capacities in place to increase access to social protection schemes, disaggregated by target groups. Group: Persons with disabilities

Organizational performance at UNDP is monitored against a set of indicators assessing if UNDP is fit for purpose to deliver against the SP. Two Organizational Performance Indicators contributing to accelerated delivery of top quality programmatic results for the SDGs will monitor (i) the inclusion of rights of persons with disabilities in country programme documents; (ii) adoption of Social and Environmental Standards in all programmes and projects.

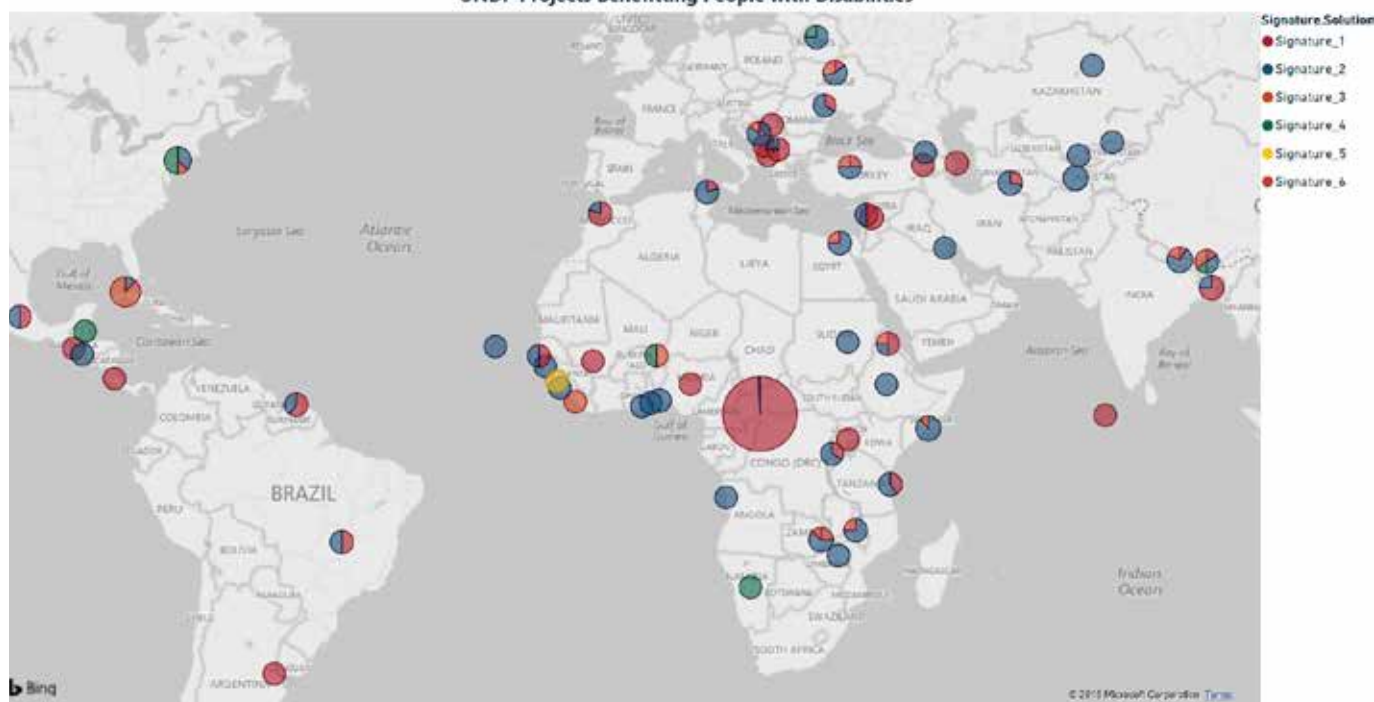
ORGANIZATIONAL PERFORMANCE OUTCOME	OUTPUT	OUTPUT INDICATOR	DEFINITION
1 - Accelerated delivery of top quality programmatic results for the SDGs	1.2 - Cross-cutting approaches fully integrated into UNDP programmes and projects	1.2.3 - Percentage of new country programme planning documents that address the needs of people with disabilities	This indicator is defined as % of new country programme documents (i.e. submitted to the Executive Board for approval each year) whose Results and Resources Framework (RRF) present: (a) at least one output statement that specifically addresses to or reasonably infers to the needs and rights of Persons with Disabilities; and/or (b) an output indicator disaggregated to measure impact on Persons with Disabilities or sensitive to Persons with Disabilities.
		1.2.5 - Percentage of projects that meet corporate social and environmental standards	

UNDP's disability marker to support the principle to Leave No One Behind

UNDP has built a robust system of data collection from all country and regional offices on project interventions and project beneficiaries. In 2018, as part of that process several project level 'markers' have been introduced which will enable UNDP to monitor and report on our contributions to the SDG's principle to leave no one behind and specifically to include a monitoring and analysis tool which will elaborate on 'who' we are supporting in our development efforts.

One such marker is for persons with disabilities. In each country context UNDP will be able to mark which projects have persons with disabilities as their project beneficiaries. This significantly improves how UNDP will be able to monitor the proportion of our programming that is supporting persons with disabilities including expenditures. At the aggregate level it will also support analysis of trends at country, regional and global level in terms of this support.

UNDP Projects Benefitting People with Disabilities



This map visualizes UNDP Projects benefiting People with Disabilities. Global projects are located as in New York. For each location, the *size of the bubble* is proportional to the *number of project output*. The bubbles are *color-coded* according to the *Signature Solution* projects are contributing to.

Social and Environmental Standards

UNDP's Social and Environmental Standards (SES) underpin UNDP's commitment to mainstream social and environmental sustainability in its Programmes and Projects to support sustainable development. UNDP programmes and projects adhere to the objectives and requirements of the Social and Environmental Standards (SES)⁹². Relevant to disability inclusion the SES require that human rights and the human rights-based approach are overarching programming principles in UNDP's work. UNDP's Quality Standards and Assurance policy outlines UNDP standards and mechanisms to assure programming quality⁹³. One of these criteria requires that programme and projects are assessed whether they actively promote the fulfillment of human rights and prioritize the principles of accountability, meaningful participation and non-discrimination. This includes the fulfillment of human rights for persons with disabilities and related principles of accountability, meaningful participation and non-discrimination.

The SES are underpinned by ensuring effective stakeholder engagement as a participatory process. Stakeholder engagement is a critical part of UNDP programming. As such UNDP's SES stipulate that stakeholder engagement plans must be developed for all Programmes and Projects, scaled to reflect the nature of the activity and its potential impacts. At a minimum, every UNDP project must identify key stakeholders and an engagement strategy⁹⁴.

A participatory process is defined as involving relevant stakeholders in the policy making or planning, each stakeholder contributing to the end result, having a stake in the outcome and a role in the monitoring and implementation of the final output. A participatory process allows for full and meaningful consultation of all stakeholders involved and should be representative of the different actors concerned, giving particular weight to the contributions of those whose human rights are directly affected.

⁹² UNDP. *Social and Environmental Standards*, 2015.

⁹³ UNDP. *Quality standards for programming*, 2018.

⁹⁴ UNDP. *Guidance Note Social and Environmental Standards (SES) Stakeholder Engagement*.

It may be necessary at times to undertake differentiated approaches to engaging with certain groups and communities to protect their safety and security if they are subject to forms of discrimination. In addition, additional measures may be required to ensure access and appropriate accommodation and facilitation for stakeholders who may have disabilities. It is important in our efforts to apply the principles of accessibility and make reasonable accommodation for persons with disabilities.

Stakeholder engagement applies through the monitoring and evaluation process. In addition, UNDP's evaluation policy sets out the purpose and basic principles of evaluations, including that evaluations should be guided by the UNDP people-centred approach to development, which enhances capabilities, choices and rights for all men and women. Evaluation abides by universally shared values of equity, justice, gender equality and respect for diversity⁹⁵.

Evaluation of the work of UNDP relating to disability-inclusive development should be considered through the four key principles of the CRPD, namely non-discrimination, participation and inclusion, accessibility and accountability. In this context evaluation ensures that development support from UNDP emphasizes assistance to poor and marginalized populations, including persons with disabilities. UNDP Evaluation policy⁹⁶ highlights national ownership and participation of national partners including the beneficiaries through inclusive and participatory processes in the conduct of all evaluations.

95 Accordingly, the UNDP evaluation policy is guided by Economic and Social Council resolution 2013/16, in which the Council required the systematic integration of human rights and gender equality in evaluating the operational activities for development of the United Nations system.

96 UNDP. *The UNDP Evaluation Policy*.

Chapter 5

Civic engagement and the meaningful participation of the persons with disabilities and partnerships



Nothing about us without us—a principle and an obligation: in addition to highlighting general human rights principles such as equality, non-discrimination, participation and inclusion, the CRPD includes the inclusion of OPDs as a general obligation⁹⁷. Persons with disabilities have firsthand knowledge and experience of the different barriers which prevent them from having equal access to their rights and opportunities and to choices in shaping their lives. Also, they often know best whether approaches work (or not) in their country context. Self-representation and self-advocacy are rights in the CRPD which promise more effective participation. Globally, there is a growing disability rights movement, which includes many organizations and individuals ready to collaborate with and assist government and UN agencies in the development process.



Workshops on participation of persons with disabilities in electoral processes © UNDP Sierra Leone/Carolyn Williams-Gerdes

5.1 Civic engagement and meaningful participation of persons with disabilities

Participation in the conduct of public affairs is a fundamental right, as affirmed in article 25 of the International Covenant on Civil and Political Rights and further articulated in successive instruments, including among others the United Nations Declaration on the Right to Development⁹⁸. The 2016 Human Development Report “Human Development for Everyone” notes that empirical evidence shows that ensuring the full exercise of voice and agency is indispensable to redressing the disadvantage experienced by historically discriminated population groups.

⁹⁷ Article 4(3), CRPD

⁹⁸ General Assembly Resolution A/RES/41/128

The notion that meaningful participation is of institutional and instrumental value is also acknowledged by the CRPD which includes “full and effective participation and inclusion in society” as one of the general principles⁹⁹ and states the following under Article 4 (General Obligations):

“In the development and implementation of legislation and policies to implement the present Convention, and in other decision-making processes concerning issues relating to persons with disabilities, States Parties shall closely consult with and actively involve persons with disabilities, including children with disabilities, through their representative organizations.”

The centrality of this principle – often referred to by the disability movement with the motto “nothing about us without us” – was further confirmed by the decision of the Committee on the Rights of Persons with Disabilities to issue a General Comment on participation¹⁰⁰. To be fully compliant with the CRPD and firmly grounded in a human rights-based approach, UNDP programming needs to have a strong focus on ensuring that persons with disabilities are meaningfully involved in all decision-making processes that affect them and more generally enabled to be leaders of social transformation¹⁰¹.

Whose participation?

While the right of persons with disabilities to participate in public life in an individual capacity should be fully acknowledged and respected, representative organizations of persons with disabilities are a key vehicle to advance the principle of full and effective involvement enshrined in the CRPD.

General Comment no. 7 provides detailed guidance on which entities should be considered “representative organizations of persons with disabilities”, defined by the following features:

- They are led, directed and governed by persons with disabilities. A clear majority of their membership should be recruited among persons with disabilities themselves;
- They are established predominantly with the aim of collectively acting, expressing, promoting, pursuing and/or defending the rights of persons with disabilities.

This includes but is not limited to:

- Umbrella organizations of persons with disabilities, which are coalitions of representative organizations of persons with disabilities;
- Cross-disability organizations, which are composed of persons representing all or some of the wide diversity of impairments;
- Disability specific representative organizations for example, National Federation for the blind or deaf.
- Self-advocacy organizations, which represent the views and advocate for the rights of persons with disabilities, especially persons with intellectual disabilities.

When seeking to engage persons with disabilities, it is highly recommended to carry out a prior horizon scan to identify the representative organizations active in a certain context and understand their relationships. It is important to reflect the diversity of disability by ensuring the involvement of organizations that represent women, men and children with different types of disabilities, as well as a variety of social segments. Attention should also be paid to involving an appropriate range of organizational forms, including umbrella organizations, cross-disability organizations, organizations representing people with a single impairment and self-advocacy groups.

Cultural and power relationships can result into major barriers to participation and need therefore to be proactively addressed. Special consideration should be given to enabling the meaningful participation of per-

⁹⁹ Article 3, CRPD

¹⁰⁰ General comment No. 7 on the participation of persons with disabilities, including children with disabilities, through their representative organizations, in the implementation and monitoring of the Convention, September 2018

¹⁰¹ The next sections offer a series of considerations to be taken into account when pursuing the civic engagement and meaningful participation of persons with disabilities. These considerations build on and complement the guidelines layout in the Guidance Note on Stakeholder Engagement issued as part of UNDP’s Social and Environmental Standards.

sons with disabilities experiencing multiple and intersecting discrimination in their own communities, such as women and children with disabilities, persons with mental or intellectual disabilities, indigenous persons with disabilities, persons with disabilities from ethnic minorities, and refugees with disabilities.

Participation in what?

When determining the scope of participation to be promoted in relation to persons with disabilities within the framework of UNDP programming, UNDP should take steps to involve persons with disabilities and their representative organizations in its own processes and activities. This can include among other things:

- consulting organizations of persons with disabilities as sources of advice and inputs into key strategy and planning documents, including – and very importantly – Country Programme Documents;
- engaging organizations of persons with disabilities as partners in the implementation of UNDP initiatives throughout the different phases of the project (from project design to monitoring and evaluation);
- ensuring representation of persons with disabilities in relevant corporate governance mechanisms, including for instance project steering committees and civil society advisory committees.

In addition to the above, UNDP can and should, whenever possible, advocate for and support the participation of persons with disabilities in broader national processes. This includes, among other things, creating the conditions for persons with disabilities to provide inputs into legislation and policy-making and hold public authorities accountable for the fulfilment of their obligations, contribute to effective service delivery in a range of sectors and be agents of change in their communities with respect to prejudices, stigma and harmful practices.

Importantly, General Comment no. 7 makes it clear that the CRPD obligation is to effectively involve persons with disabilities in processes relating to them covers “the full range of legislative, administrative and other measures that may *directly* or *indirectly* impact the rights of persons with disabilities”. Examples of issues in the first category include: deinstitutionalization, social insurance and disability pensions, personal assistance, accessibility requirements or reasonable accommodation policies. Issues in the second category comprise: electoral rights, constitutional law and access to justice, as well as public policies in the field of transport, education, health, work and employment, just to mention a few.

An important implication of the above is that participation of persons with disabilities should not by any means be confined to “disability projects” but rather be pursued across the various areas of work in which UNDP is active – our mainstreaming approach.

Advancing participation

Persons with disabilities face a host of barriers that significantly curtail their ability to meaningfully participate in public life. A key first step in reversing these barriers is designing accessible participation processes. See Chapter 3 for a discussion on Accessibility, Universal Design and Innovation when considering the process of participation for persons with disabilities. However, process design is not sufficient to create an enabling environment for the participation of persons with disabilities. Action is also needed to remove attitudinal and legal obstacles.

Stereotypes and prejudices about persons with disabilities can be powerful inhibitors of participation, especially when persons with disabilities are seen as “limited” and unable to contribute much of value to public debate or when they are regarded as “fragile” and in need of protection, rather than as independently-minded individuals. Furthermore, at times, persons with disabilities are prevented from meaningfully engaging in public life by law, particularly in the case of persons with mental and intellectual disabilities, who are routinely deprived of their legal capacity, institutionalized, denied the right to vote and kept from engaging in collective action through the establishment of self-advocacy organizations. Programmes aimed at addressing the above challenges can go a long way in advancing the principles of full and effective participation.

In addition to promoting an enabling environment for participation, UNDP can play an important role in strengthening the capacity of organizations of persons with disabilities. In keeping with UN Sustainable Development Group common standards, this work should be based on a broad understanding of capacity, recognizing that

capacity involves a multiplicity of assets – *material*, such as human and financial resources as well as *immaterial*, such as knowledge, social capital and political clout; and that capacity is not only a function of the skills possessed by individuals, but also of the organizational set-ups – systems and processes – in which individuals are situated.

Finally, the removal of barriers preventing the full participation of persons with disabilities in public life cannot be fully achieved without collaborative efforts that bring organizations of persons with disabilities together with governments, civil society actors and a range of other actors, such as the business sector and workers organizations, among others. UNDP can leverage its unique position as trusted convener as well as its access and networks to facilitate multi-stakeholder partnerships with a focus on the CRPD involving governmental, non-governmental and other partners in a spirit of trust, mutual accountability and complementarity.

5.2 Partnerships to support disability inclusion

UNDP works in partnerships at country, regional and global level to advance the rights of persons with disabilities. Some key partnerships are highlighted below:



UN Partnership on the Rights of Persons with Disabilities

ILO | OHCHR | UNDESA | UNDP | UNESCO | UNFPA | UNICEF | UN WOMEN | WHO

The **UN Partnership on the Rights of Persons with Disabilities** (UNPRPD) is a unique collaborative effort that brings together UN entities, governments, OPDs and the broader civil society to advance the rights of persons with disabilities around the world. In particular, the UNPRPD supports coalition-building and capacity-development at country level to facilitate the full implementation of the CRPD. UN entities participating in the UNPRPD are the UNDP, the International Labor Organization (ILO), the Office of the High Commissioner for Human Rights (OHCHR), the UN Department for Economic and Social Affairs (UNDESA), the UN Children's Fund (UNICEF), the UN Educational and Scientific and Cultural Organization (UNESCO), the UN Population Fund (UNFPA), the UN Entity for Gender Equality and the Empowerment of Women (UN WOMEN) and the World Health Organization (WHO). UNDP hosts the Technical Secretariat for the Partnership. To date the UNPRPD has supported 38 UNCTs to implement joint UN programmes to advance the realization of the CRPD. UNDP is an implementing partner in 66 percent of these projects.

Since 2017 UNDP is a member of the **Global Action on Disability (GLAD) Network** which is a coordination body of



GLAD
NETWORK
GLOBAL ACTION
ON DISABILITY

bilateral and multilateral donors and agencies, the private sector and foundations working to enhance the inclusion of persons with disabilities in international development and humanitarian action. Recognizing that to realise the promise of the SDGs to leave no one behind, and to further the principles reflected in the CRPD, GLAD Network members work together to share expertise, coordinate actions, and raise the profile of disability across the broader range of organizations contributing to international development efforts and to strengthen existing partnerships and disability inclusion within global development initiatives.

UNDP is a member of the **Inter-Agency Support Group for the Convention on the Rights of Persons with Disabilities** established by the Chief Executives Board (CEB) in September 2006. The group is tasked with promoting compliance with the Principles of the CRPD and increasing the scale and effectiveness of the United Nations' involvement in disability issues. The General Assembly has urged the UN system to make a concerted effort to integrate disability into its work and encouraged the IASG to continue working to ensure that development

UNDP supports the establishment and registration of the African Disability Forum boosting disability rights on the continent

The African Disability Forum (ADF) is a continental legally recognized umbrella organization of persons with disabilities (OPDs) established to ensure that decisions concerning persons with disabilities are taken with and by persons with disabilities, their families and their organizations at pan- African, sub-regional, national and local levels. Formally registered on 15 March 2017 by Ethiopia's Ministry of Foreign Affairs, the ADF is a broad representative continental membership platform which brings together continental, sub-regional and national organizations of persons with disabilities. Currently, ADF has 55-member organizations across Africa 42 of which are national umbrella OPDs in 42 African countries.

Until the registration of the ADF, Africa was the only region of the world without its own legally recognized umbrella grouping of organizations of persons with disabilities. While the ADF was officially launched in 2014 it has been operating from within the UNDP Regional Service Centre for Africa that supported its establishment and initial activities through a grant provided by the UN Partnership on the Rights of Persons with Disabilities (UNPRPD).

Poverty, illiteracy, unemployment, exploitation, marginalization and exclusion characterize the lives of most people with disabilities, especially women and girls in Africa. The rights of children, youth and adults with disabilities are routinely violated or ignored and people with disabilities have little access to mainstream services and opportunities available to others. OPDs play a significant role in ensuring responsive, inclusive, participatory and representative decision-making processes at all levels. Thus, ADF focuses on two primary objectives namely in unifying and amplifying the voice of persons with disabilities, their families and organizations in Africa at national, regional and international levels and strengthening the capacity of OPDs in Africa to promote the rights and inclusion of persons with disabilities and their families.



African Disability Forum was formally registered on 15 March 2017 © UNDP Ethiopia

programmes, including internationally agreed development goals, policies, processes and mechanisms, are inclusive of and accessible to persons with disabilities.

UNDP supports the **Global Alliance for Reporting Progress on Peaceful, Just and Inclusive Societies** which is a coordinating platform for UN Member States, the private sector, civil society and international entities which work together to promote peaceful, just and inclusive societies. Co-facilitated by UNDP, UNESCO, UN Women, UNHCHR, UNODC and the UN Global Compact, and liaising with partners across the UN system, the Global Alliance brings UN Member States the assistance they need to report meaningfully on progress towards peaceful, just and inclusive societies – and its links to the entire 2030 Agenda for Sustainable Development.

Guidance on the reporting process of the 2030 Agenda for Sustainable Development encourages Member States to engage people from throughout the country in identifying progress on the Sustainable Development Goals (SDGs) in their national ‘Voluntary National Review’ (VNR) reports. Thus reporting on the SDGs creates an opportunity for governments to put inclusion into action: to ensuring that the voice of people with disabilities is heard in shaping policy which promotes progress on the SDGs for them.

The Global Alliance helps countries to conduct those inclusive reporting processes, and to develop the measurement systems needed to ensure that policies and action on SDG 16 is evidence-based, and delivers measurable results for vulnerable people, including those with disabilities. The Global Alliance supported joint Member State-government-civil society delegations of 12 countries in the Latin America and Caribbean and European regions to include persons with disabilities in the implementation, monitoring and evaluation of the 2030 Agenda. Each country then developed ‘mini plans’ identifying specific measures to include persons with disabilities, and generate data disaggregated for persons with disabilities. Subsequently, data disaggregated for persons with disabilities, appearing in the Voluntary National Review report of Mexico the following year (2018) and special measures undertaken to include persons with disabilities in the VNR of Chile for 2019.

Conclusion

Disability is a multi-dimensional and human rights issue. UNDP is working to support disability inclusive development and advance the rights of persons with disabilities across our mandate both in terms of mainstreaming and through targeted interventions. Working in over 170 countries around the world, UNDP has a unique role and opportunity to further disability inclusive development with our partners in the UN system and with persons with disabilities.

Supporting governments to achieve the SDGs and implement the CRPD are the twin frameworks where UNDP can bring to bear our country presences, experiences and integrator function to make a difference. Using new tools including innovation and advancing partnerships to build on what works will benefit persons with disabilities and UNDP to ensure our vision of leaving no one behind in development.

Annex 1: Key resources

General

United Nations, Department of Economic and Social Affairs. *Frequently Asked Questions regarding the Convention on the Rights of Persons with Disabilities*. Available at: <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/frequently-asked-questions-regarding-the-convention-on-the-rights-of-persons-with-disabilities.html#sqc2>

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United Nations, Report of the Secretary-General. *Mainstreaming disability in the implementation of the 2030 Agenda for Sustainable Development*, 22 November 2016. Available at: http://www.un.org/ga/search/view_doc.asp?symbol=E/CN.5/2017/4

Human rights and access to justice

Asia and the Pacific Forum *Human Rights and Disability A Manual for National Human Rights Institutions*, March 2017. Available here: <http://www.asiapacificforum.net/resources/human-rights-and-disability-manual-nhris/>

United Nations, Convention on the Rights of Persons with Disabilities, Committee on the Rights of Persons with Disabilities. *General Comment No. 1, Article 12: Equal recognition before the law*, 11 April 2014. https://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CRPD/C/GC/1&Lang=en

United Nations, *Report of the Office of the High Commissioner for Human Rights, Right to access to justice under article 13 of the Convention on the Rights of Persons with Disabilities* –27 December 2017, A/HRC/37/25. http://ap.ohchr.org/documents/dpage_e.aspx?si=A/HRC/37/25

Social protection

Social Protection Floors Recommendation (No. 202) recognizes the importance of national social protection floors to provide basic social security guarantees to all persons, including persons with disabilities. http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:3065524

United Nations, *Report of the Special Rapporteur on the rights of persons with disabilities, disabilities (theme: the rights of persons with disabilities to social protection)*, 7 August 2015, (A/70/297). Available at: https://www.ohchr.org/EN/HRBodies/HRC/RegularSessions/Session31/Documents/A_HRC_31_62_E.doc

UNDP, *Leaving No One Behind: A Social Protection Primer for Practitioners*, 2016. <http://www.undp.org/content/dam/undp/library/Sustainable%20Development/Leaving%20No%20One%20Behind-%20A%20Social%20protection%20Primer%20for%20Practitioners%20FINAL.pdf>

Jobs and livelihoods

Handicap International. *Inclusive Employment, Partnerships*, 2011. Available at: http://www.handicap-international.us/inclusion_resources

ILO. *Job and work analysis. Guidelines on identifying jobs for persons with disabilities*, 2006. Available at: http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_PUBL_9221178641_EN/lang--en/index.htm

ILO. *Promoting training and employment opportunities for people with intellectual disabilities: International experience*, 2011. Available at: http://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_167316/lang--en/index.htm

Political and electoral participation

United Nations Division for Social Policy Development, Department of Economic and Social Affairs. *Toolkit on Disability for Africa: Participation in Political and Public Life*, 18 November 2016. Available at: <https://www.un.org/development/desa/dspd/2016/11/toolkit-on-disability-for-africa-2/#English>

United Nations, Office of the High Commissioner for Human Rights, *Thematic study by the Office of the United Nations High Commissioner for Human Rights on participation in political and public life by persons with disabilities*, 21 December 2011 A/HRC/19/36

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Annex 2: Relevant policies for inclusion of persons with disabilities in the workplace

UNDP's strategy to effectively include persons with disabilities is based on the following five pillars:

1. Ensure that internal UNDP strategies, policies, procedures and guidance facilitate and promote inclusiveness, with a particular focus on persons with disabilities
2. Increase understanding among managers and staff of diversity and inclusiveness issues. The focus is on building awareness of issues related to working with persons with disabilities, as well as, on strengthening capacity to create a working environment welcoming for all
3. Enable UNDP to employ and retain persons with disabilities through providing reasonable accommodation of their needs, ensuring accessibility, and implementing measures to attract and retain them in the organization
4. Create employment opportunities for persons with disabilities within UNDP, with a focus on young people with disabilities
5. Collect and analyze information about persons with disabilities working in UNDP and their needs, as well as monitoring the impact of these initiatives and programmes.

Employment

UNDP Recruitment and Selection Policy¹⁰² includes provisions related to diversity in the workforce and specifically inclusion of persons with disabilities: "UNDP's workforce will reflect diversity and will strive to include equal numbers of men and women, staff members representing as wide a geographic distribution as possible and individuals from under-represented groups, indigenous groups and persons with disabilities". In addition, the Policy states that "UNDP will not discriminate in its recruitment and selection processes on the grounds of disability."

UNDP-UNV Talent Programme for Young Professionals with Disabilities¹⁰³ is being piloted in several UNDP country, regional and HQ offices in 2018 and 2019. The Talent Programme seeks to:

1. enhance the employability and career prospects of young professionals with disabilities through work experience with UNDP offices;
2. build a talent pipeline of highly qualified professionals with disabilities who can contribute to the attainment of the Sustainable Development Goals (SDGs) at national and global levels.

It is expected that through participation in the programme, young professionals will gain greater knowledge and experience in thematic areas related to the SDGs, programme/project management, operations management and building partnerships.

¹⁰² <https://popp.undp.org>

¹⁰³ <https://diversity-and-inclusion.undp.org/disability-inclusion/disability-talent/#/>



Staff awareness and learning

The on-line course “Persons with Disability, Ability, Capability, and Employability” provides useful insights and practical advice on how to include persons with disabilities in UNDP’s programme and its workforce. To assist managers and staff to create an inclusive workplace for colleagues with disabilities, UNDP jointly with the UN Secretariat has also developed a package of information materials on:

1. Disability etiquette and strategies for communicating and interacting with persons with disabilities
2. Creating disability inclusive job descriptions, recruitment and selection processes
3. Tips for managers: working with and managing persons with disabilities
4. Creating accessible materials and websites

Accessibility

With regards to the accessibility of premises and facilities UNDP operates under United Nations Development Group (UNDG) *Performance-Based Guidelines for the Design and Construction of UNDG Common Premises Office Buildings*¹⁰⁴ and, as such, guides its Country Offices to support the requirement for all new premises to be constructed based on these guidelines and the universal design principles.

Also, UNDP encourages its offices to advance the minimum levels of functional accessibility, including access to the building itself, and to at least one accessible office, one accessible restroom, and one accessible meeting room.

To ensure IT accessibility, UNDP follows the *Accessibility Guidelines for UN websites*¹⁰⁵, which are based on the Web Content Accessibility Guidelines 1.0 of the W3C.

Reasonable Accommodation

With the objective to support UNDP offices in providing accommodation to persons with disabilities corporate long-term agreements (LTA)¹⁰⁶ were established and include:

- Assistive technology products for UNDP employees with Disabilities. This LTA covers the procurement of Braille note takers, screen reading software, sound amplifiers, adapted keyboards and touch screens or joysticks, and some other equipment/devices.
- Solutions to ensure IT accessibility for persons with disabilities, such as rapid remediation, testing and assessment, training, consulting, and training and capacity building.
- Braille embossing on business cards. All staff whose business cards are due and need to be (re-) issued are encouraged to have them embossed in Braille.

¹⁰⁴ <https://undg.org/document/building-performance-manual-for-the-design-and-construction-of-undg-common-premises-office-buildings/>

¹⁰⁵ <http://www.un.org/en/webaccessibility/index.shtml>

¹⁰⁶ <https://intranet.undp.org/unit/oolt/oso/psu/lists/UNDP%20and%20nonUNDP%20LTAs/default.aspx>

Annex 3: Glossary of Terms and Concepts

These terms have been taken from UNDP documents but also from other sources: UNDG Guidance Note, 2011, Including the Rights of Persons with Disabilities in United Nations Programming at Country Level;¹⁰⁷ WHO, 2011, World report on disability.¹⁰⁸

Accessibility

An accessible environment allows for free and safe movement, function and access for all, regardless of age, sex or condition. It is a space or a set of services that can be accessed by all, without obstacles, with dignity and with as much autonomy as possible.

Accessibility can be defined on three levels:

1. Accessibility of the built environment, which includes housing and private buildings, as well as public spaces or buildings, and to the social environment, particularly in services and government offices.
2. “Geographic accessibility,” which looks at the ability to circulate: everybody should have the right and the opportunity to choose their means of transport, to go from one place to another according to their needs, abilities and budget (this dimension is usually included within the previous one – as in the CRPD Art. 9 – but HI field experience shows that in many cases free movement has to be addressed per se in addition to the settings and buildings themselves. This is why it can be useful to make it a distinct point).
3. Access to information and communication (accessible media, accessible dissemination of information and accessible outlets).

Assessment

A process that includes the examination, interaction with, and observation of individuals or groups with actual or potential health conditions, impairments, activity limitations, or participation restrictions. Assessment may be required for rehabilitation interventions, or to gauge eligibility for educational support, social protection, or other services.

Disability

Disability is an evolving concept and results from the interaction between persons with impairments and attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others, as defined in the UN Convention on the Rights of Persons with Disabilities (CRPD). Under the International Classification of Functioning, Disability and Health (ICF) adopted by the World Health Organization (WHO) in 2001, disability is conceived as the outcome of the interaction between impairments and negative environmental impacts. WHO emphasizes that most people will experience some degree of disability at some point in their lives. Accordingly, the ICF classification focuses on a persons’ abilities and strengths and not just impairments and limitations. It also grades functioning on a scale from not impairment to complete impairment. By shifting the focus from cause to impact, ICF places all the health conditions on an equal footing.

Assistive devices; also assistive technology

Any device designed, made or adapted to help a person perform a particular task. Products may be specially produced or generally available for people with a disability.

Braille

A system of writing for individuals who are visually impaired that uses letters, numbers, and punctuation marks made up of raised dot patterns.

¹⁰⁷ http://www.un.org/disabilities/documents/iasg/undg_guidance_note_final.pdf

¹⁰⁸ http://www.who.int/disabilities/world_report/2011/en/



Disabled Peoples' Organisation (DPO)/Organisations of persons with disabilities

A DPO is an organisation representing persons with disabilities focused on the promotion of their rights. These organisations have to be mainly composed of and led by persons with disabilities. In the case of people with significant intellectual or multiple disabilities, they can also be family-based organisations advocating for the human rights of persons with disabilities.

De-institutionalization

Refers to the transfer of people with disabilities or other groups from institutional care, to life in the community.

Empowerment

The empowerment of a group or community increases its strengths and improves its capacity to accomplish its goals. Empowerment is the expansion to participate in, negotiate with, influence, control, and hold accountable institutions that affect their lives.

International Classification of Functioning, Disability and Health (ICF)

The classification that provides a unified and standard language and framework for the description of health and health-related states. ICF is part of the “family” of international classifications developed by the World Health Organization.

Impairment

The term ‘impairment’ is used to refer to the loss or limitation of physical, mental, intellectual or sensory function on a long – term or permanent basis.

Incidence

The rate at which new cases of a condition occur in a defined population during a specific timeframe.

Inclusive Development

Inclusive development is a rights-based process that promotes equality and the participation of the largest possible section of society, especially groups that face discrimination and exclusion. Inclusive development ensures that persons with disabilities are recognized as rights-holding equal members of society, who are engaged and contributing to a development process for all. Inclusive development can be implemented at the national and local level.

Independent living

Independent living is a philosophy and a movement of people with disabilities, based on the right to live in the community but including self-determination, equal opportunities, and self-respect.

Mainstream services

Services available to any member of a population, regardless of whether they have a disability – for example, public transport, education and training, labour and employment services, housing, health, income support systems, etc.

Persons with Disabilities

Person 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 (article 1).¹⁴

Prevalence

The proportion of a population, per 1000 people, with a condition at a given time. For example, the prevalence of child disability is the proportion of children in a population that are found to have a disability.

Reasonable Accommodation

The necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

Social Services

Social services cover a large and diversified range of services, which are intended to improve standards of living, especially of marginalised individuals and groups, those discriminated against or in vulnerable situations. Social services are linked to national welfare schemes and are important tools for the implementation of public policies in the field of social protection, non-discrimination, the fight against poverty and exclusion. They are not conditioned by the contribution of the users and should enhance capacities of individuals for full inclusion and participation in society.

Universal Design

Universal Design is a strategy which aims to make the design and composition of different environments, products, communication, information technology and services accessible and understandable to, as well as usable by, everyone, as far as possible in the most independent and natural manner possible, preferably without the need for adaptation or specialized solutions. It promotes a shift towards user-centred design by following a holistic approach and aiming to accommodate the needs of persons with disabilities, regardless of any changes they might experience in the course of their lives. Consequently, Universal Design is a concept that extends beyond the issues of mere accessibility of buildings for persons with disabilities and should become an integrated part of policies and planning in all aspects of society.

Vocational rehabilitation and training

Programmes designed to restore or develop the capabilities of people with disabilities to secure, retain and advance in suitable employment – for example, job training, job counselling, and job placement services.

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