

# PPA Self-Assessment Review<sup>1</sup>

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Reporting Year	2009
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## Part A – Basic Information<sup>2</sup>

PPA partner	Action on Disability and Development (ADD International)
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Niche statement	ADD's vision is of a world where physical, social, economic and environmental barriers do not prevent anyone from enjoying their rights, fulfilling their responsibilities and obligations, and participating as fully as they choose at any level of society. To achieve the MDGs, ADD works to ensure the inclusion of one of the most marginalised groups, specifically disabled people.
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	2004/5	2005/6	2006/7	2007/8	2008/9	2009/10	2010/11
PPA funding (£)	£0.575 million	£0.95 million	£0.95 million	£0.95 million	£0.98 million	£1.01 million	£1.04 million
As % of total organisational income	18%	28%	25%	22%	26%	25%	Tbc

	2004/5	2005/6	2006/7	2007/8	2008/9	2009/10	2010/11
Other DFID funding (£)	N/A	N/A	See below Manus her Jonno	See below Manus her Jonno	See below Manus her Jonno	See below Manus her Jonno	

<sup>1</sup> This self assessment review is only part of the reporting story. Organisations will be able to supply evidence, case studies and other material they feel will show impact on the ground

<sup>2</sup> Part A is a useful snapshot of the full relationship between DFID and each PPA holder.

There is an opportunity to expand on some of the non-financial aspects in Part D 'Partnership with DFID' but we wanted to expand Part A to reflect the fact that our partnership is not purely financial.

### Summary of partnership with DFID and other DFID funding<sup>3</sup>

E.g. list of other DFID contracts or description of sectors worked in with DFID. (Approx. 300 words.)

Partnership working between ADD and DFID includes funding arrangements with DPOs, disability training to DFID staff and collaboration in preparations for visiting MPs. ADD Bangladesh receives funding from Manusher Jonno and growing numbers of DPOs receive funding from the Disability Rights Fund. See 2008 report for details

#### **The partnership between ADD and DFID was the driver for two significant events in 2009.**

1. DFID facilitated a dialogue through a video conference on disability on 16th November 2009. This involved DPO representatives from Bangladesh, Zimbabwe, Rwanda, Uganda and Tanzania plus the UK, the UK Disabled People's Council (UKDPC), and staff from VSO, ADD and DFID in the UK and all 5 countries. This was a unique opportunity for disabled people to speak to each other across countries and to the development organisations involved. In his follow up letter to ADD of 9<sup>th</sup> December, Mark Lowcock highlighted the key messages he had taken from the meeting:

The core principles:

- Mainstreaming disability across DFID's development programme
- Ensuring DPOs have resources – the importance of the Disability Rights Fund acknowledged
- Empowering disabled researchers
- Engaging with the UNCRPD

And thematically

- Ensuring disabled children have an education
- Acknowledging disabled women and girls
- Working with the World Bank to engage on disability

He made a commitment for DFID to hold another such meeting during 2010.

2. At DFID's recommendation the British Council asked ADD meet a government delegation from Uzbekistan, which was on a study tour to the UK to understand what a government needs to do to develop disability policies and practices through all walks of life. The delegation met a number of organisations from both the public and private sector which had exemplary

<sup>3</sup> This is intended to be a cumulative list of DFID contracts etc. from when your PPA began. If there is a large amount of information, please summarise by e.g. department and add any additional information to an appendix. We wanted to leave this section quite open to interpretation by each organisation. Note the wording has changed from 'relationship' to 'partnership'.

disability policies and practices. ADD's experience in Africa and Asia of promoting the voice of disabled people from grass roots to government levels gave to the Uzbekistani delegation insight to the range and scope of the issues they would need to address.

**Approximate % of total organisational expenditure allocated by sector or theme<sup>4</sup>**

Capacity building including technical development work 85%; Advocacy 15%; Gender - cross cutting; HIV/AIDs, inclusive education, governance, civil society strengthening and other themes are subsumed in capacity building and advocacy

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<sup>4</sup> This should provide an indication of your overall organisational allocations by sector or theme (i.e. not limited to your PPA).

The % breakdown may change from year to year and is intended to reflect key organisational priorities for the Reporting Year under assessment.

## Part B - Progress against PPA Strategic Objectives<sup>5</sup>

### Progress to date against PPA purpose statement (report against the MDGs if you are working to a sufficient scale for monitoring purposes)

To support organisations of disabled people in Africa and Asia to influence policy and practice to end social exclusion and poverty, thus contributing to the achievement of the MDGs, especially 1, 2, 3 and 6

Progress against the PPA purpose statement has been positive. By the end of the PPA period in March 2011, it is likely that strategic objectives 1 and 2 will be largely achieved and that strategic objectives 3 and 4 will be partially achieved.

When the agreement was drawn up between DFID and ADD, the UNCRPD had not come into force, but since then all 11 of the countries ADD works in have signed and 6 countries have ratified both the Convention and its Optional Protocol. ADD has been a key player in mobilising the Disability Movement to influence their governments to sign and then ratify the Convention. Where this has happened ADD is working with the disability movement to lobby their governments to implement the provisions of the Convention and to involve and appoint disabled people into their decision making structures and monitoring bodies.

The feedback from the DFID consultant on the baseline data and the 2008 report highlighted the need for more evidence of ADD's contribution to some of the changes and that some indicators may need reviewing. Given there was less than 18 months before the expiry of the PPA, it was decided to leave the strategic objectives and indicators unchanged, with the exception of:

- splitting SO1 Indicator 1 into 1a and 1b,
- adding a 4<sup>th</sup> indicator to objective 1 which more directly demonstrates the impact on the lives of disabled people, and
- changing the indicator for objective 4.

We recognise that a different strategic objective on the lines of: **Enhanced disabled people's participation and access to development policy formulation, public services and resources** could have given a number of indicators demonstrating the impact on disabled people's lives. The extra indicator included under objective 1 shows the impact of influencing policy and practice.

While recognising the limitations of some of the indicators, it was felt

<sup>5</sup> The phrasing in this section is intended not to preclude referencing back to previous work in a different reporting period.

This is also an opportunity to generate a rich picture of PPA funding and demonstrate its value.

important not to lose sight of the aspirational aims of the partnership with DFID, whose internationally leading role in development might make them achievable in the medium if not the short term.

**Progress against PPA Performance Framework by each Strategic Objective**

**Strategic Objective 1:**

**Strong vibrant disability movements in Africa and Asia**

Please explain choice of indicators reported on below <sup>6</sup>

**Indicator 1a:**

**Increased number and size of disabled people’s organisations (DPOs) (supported by ADD) in 8 of the 11 countries in which ADD works during the period of this PPA**

**Progress achieved and challenges faced<sup>7</sup>**

Membership of DPOs increases year on year as ADD continues to promote Self Help groups and the formation and growth of DPOs. Membership numbers indicate the direct beneficiaries of ADD’s work. In 2005 there were 125,494, in 2008 315,045, excluding India. In 2009 membership grew further, precise figures are still being collated. The gathering and amalgamation of such data in a systematic way is a challenge for many DPOs at district and national level. We provide here the figures available for 2009. In Ghana outreach visits to DPOs enabled the registration of 335 new members in 2009; in Tanzania 2075 disabled people became members of the disability movement in 3 new regions, Coast, Lindi and Mtwara; in Cambodia 1532 new members joined 106 self help groups.

In Bangladesh the cumulative total of 22,070 disabled people (it was just 11496 in 2005) are members of DPOs under the umbrella of ADD; in Sudan new groups of disabled people have been established in 5 states and the number of women with disabilities who have become members of DPOs has also increased; in Uganda there are growing numbers of young disabled people are joining the recently formed young people’s DPO, which has now been registered, and in Mali, Burkina Faso and Zambia membership of DPOs

<sup>6</sup> Agencies should report against a sufficiently full set of indicators (including LAPPA objectives).

<sup>7</sup> Indicate the period referred to: in some cases it may be artificial to focus just on the prior year, and a focus on overall progress may be more helpful

also grew.

Improved data collection is an aim in itself for DPOs, both for the disability movement to collect and for the government to include disaggregated disability and gender statistics in every sector of its work.

This indicator will need to be modified in any future agreement. In addition, if ADD withdraws from a particular area the issue of attribution to ADD will become more complex. The involvement of the disability movement in the monitoring of the implementation of the UNCRPD will become a more relevant measure of the strength of the disability movement over the next few years.

#### List any documentary evidence of achievements<sup>8</sup>

List of partners funded in ADD International's 2009 Annual Report, pdf version attached

Reports of partner DPOs to ADD

#### Indicator 1b:

#### Increased capacity and independence of disabled people's organisations in 8 of the 11 countries in which ADD works during the period of this PPA

#### Progress achieved and challenges faced<sup>9</sup>

The independence of DPOs is a gradual process, involving great leaps forward and periods of consolidation. In at least 5 of the countries ADD works in, several impairment specific and cross disability national umbrella body DPOs are demonstrating leadership, taking the initiative and increasingly working with their membership in democratic and accountable ways. The deaf, albino and mental health DPOs in Tanzania, the Sudan National Union of the Deaf, the Zambia Federation of Disabled People, the National Union of Disabled People of Uganda and 79 DPOs in Bangladesh are examples of such independence. In 10 of the 11 countries where ADD works, DPOs at every level are working with greater capacity and independence: women's DPOs in Ghana, Mali and Burkina Faso and at least 6 key DPOs in Cambodia.

The measures of increased capacity and independence vary but include:

- making links with other organisations e.g. The Ghana Federation of the Disabled has linked up with international disability networks;
- developing regional and district committees for the proper

<sup>8</sup> This can also be used as an opportunity to provide DFID with case studies, YouTube clips etc for 'building support for development'.

<sup>9</sup> Indicate the period referred to: in some cases it may be artificial to focus just on the prior year, and a focus on overall progress may be more helpful

- managing their organisations and finances with minimal outside help e.g. In Bangladesh, Cambodia and Tanzania increasing numbers of DPOs have greatly improved their record keeping, documentation, reporting and implementation of their plans and budgets;
- federations take the lead to mobilise DPOs at regional and district level e.g. In Sudan the National Union of the Deaf implemented unification of sign languages into 1 nationally accepted language; the Zambia Federation of Disabled People has taken the lead in a pilot in 3 provinces to ensure the disability movement's involvement in the constitution review process, the litigation process, the accessibility audit and economic empowerment activities.
- The national cross disability federations lead the disability movement e.g. in Uganda NUDIPU is the recognised umbrella membership body of the disability movement and ADD's role is changing.

ADD works closely with DPOs to achieve such independence and capacity.

#### List any documentary evidence of achievements<sup>10</sup>

ADD country programme reports

ADD's 2009 Annual Report

Case study You Tube video

<http://www.youtube.com/watch?v=v5KZm0KrnfU&feature=related>

#### Indicator 2: Note: indicator 4

#### 50% increase in members of DPOs standing for election

With elections due in 2010 in several countries there will be more to report on this indicator in 2011. To give a better sense of the impact of ADD's work on the lives of disabled people we have included this 4<sup>th</sup> indicator:

#### Number of disabled people who have gained access to public services and resources

#### Progress achieved and challenges faced<sup>11</sup>

With ADD's support, DPOs have achieved improvements for the lives of thousands of disabled people. Examples by country follow.

In Ghana:

- 107 people received skills training for livelihoods
- 9 people received support for livestock rearing and crop farming in the

<sup>10</sup> This can also be used as an opportunity to provide DFID with case studies, YouTube clips etc for 'building support for development'.

<sup>11</sup> Indicate the period referred to: in some cases it may be artificial to focus just on the prior year, and a focus on overall progress may be more helpful

- 22 people received white canes, 4 wheelchairs and 5 tri-cycles
- 5 people received support for surgery

In Uganda:

- 2 key banks have improved their physical access
- Mental Health legislation has been amended to include provision of medicine to people with mental health problems
- 57% of disabled people have been voluntarily tested for HIV/AIDS and referred to mainstream services as necessary.

In Tanzania:

- ADD and local DPOs convinced the planning officer of a district in Coast region to include provision for the needs of disabled people in the local budget
- Disability friendly schools were set up in two towns
- DPOs set up a credit scheme for disabled people with support from Lindi regional commissioner
- District commissioners provided transport to disabled people to celebrate International Day of Persons with Disabilities

In Sudan:

- Children under 5 have gained free access to health services
- Almost 300 disabled children entered mainstream education for the first time
- More government institutions and NGOs provide hearing aids for deaf people
- 90 blind children received supplementary education
- 63 disabled children attended summer school
- Sign language interpretation is now on State TV news
- DPO leaders participated in an immunization campaign

In Zambia:

- The Zambia National Association of Physically Disabled distributed 80 wheel chairs, 80 pairs of crutches, 11 hearing aids
- 200 people provided with loans for income generating projects with a 99% repayment rate
- 7 disabled women generated income for school fees and other costs from the poultry project they started up with a small loan
- Disabled people are being offered bursaries for higher education by the government
- Disabled people in Central Province are accessing residential and farming land after successful advocacy work



**In Cambodia:**

- 1830 (848 women) people gained access to services including water and sanitation, rehabilitation, healthcare, HIV/AIDs services, skills training and income generating schemes from commune councils and other service providers

**In Bangladesh:**

- 231 Self Help Group members received a disability allowance
- 7 disabled people received loans from banks; 10 from NGOs and 256 received interest free loans from the department of social welfare
- 179 received an old persons allowance and 42 people received widow's allowance
- 2554 people received Vulnerable Group Development/VGFood support and 38 sanitation support
- 530 disabled people received wheel chairs
- Hearing impaired people could access news bulletins on television through sign language interpretation
- 98 disabled children enrolled in mainstream schools
- 54 students received a stipend for materials and living expenses

**Burkina Faso and Mali:**

- The education authorities in both countries have committed to support inclusive education, including the opening of Braille and Sign language classes

Each example represents a significant milestone.

**List any documentary evidence of achievements<sup>12</sup>**

Reports from ADD country programmes

Newspaper reports in country

Case Study You Tube video <http://www.youtube.com/watch?v=FHaWi56oIRQ>

Case study You Tube video

<http://www.youtube.com/watch?v=nFKWkJTPNAw&feature=related>

**Indicator 3:**

**50% increase in funding levels to programmes and DPO partners**

**Progress achieved and challenges faced<sup>13</sup>**

ADD's capacity building and advocacy work includes fundraising and grant giving. In each country DPOs have increased their capacity to raise funds

<sup>12</sup> This can also be used as an opportunity to provide DFID with case studies, YouTube clips etc for 'building support for development'.

<sup>13</sup> Indicate the period referred to: in some cases it may be artificial to focus just on the prior year, and a focus on overall progress may be more helpful

and more organisations include DPOs as grantees. Provision of funding for civil society in several countries is gradually extending to include disabled people and their organisations where in the past they had been totally excluded. The realisation that independence and long term sustainability requires funds from many sources is generating rapid growth in DPOs' focus on resource mobilisation.

- In Ghana DPOs raised nearly £43,000 from 23 District Assemblies, government projects, World Vision, Action Aid, Danida and the Disability Rights Fund.
- In Uganda DPOs achieved funding from Abilis, the Independent Development Fund, USAID, the Finnish Association of the Deaf, Shia, Danish Disabled Peoples Organisation
- In Tanzania 3 national federations of DPOs secured funds from the Foundation for Civil Society
- In Sudan DPOs were successful in raising funds from national government as well as from the National Leprosy Mission and Saudi Arabia
- In Zambia new funding was received by the women's DPO from the Finnish Association of the Mentally Retarded
- In Cambodia 4 DPOs developed project proposals to submit to funders
- In Bangladesh 11 DPOs received funding from Abilis, DRF, the Bangladesh NGO Foundation, and all registered DPOs have submitted project proposals to JPUF.

**List any documentary evidence of achievements<sup>14</sup>**

Reports from ADD programmes  
Case studies

<b>What is the likelihood that Strategic Objective 1 will be achieved? Rate 1 to 5<sup>15</sup></b>	<b>2</b>
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**Strategic Objective 2:**

<sup>14</sup> This can also be used as an opportunity to provide DFID with case studies, YouTube clips etc for 'building support for development'.

<sup>15</sup> Having the ratings at the end of each section puts more emphasis on the earlier narrative and qualitative information, rather than on the quantitative rating.

Ratings to be applied:

1. = Likely to be **completely** achieved, i.e. well on the way to completion (or completed)
2. = Likely to be **largely** achieved, i.e. good progress made
3. = Likely to be **partly** achieved, i.e. partial progress made
4. = Only likely to be achieved **to a very limited extent**
5. = **Unlikely** to be achieved

**Progress towards inclusive international development policy and practice, maximising the opportunities presented through existing alliances and partnerships with DFID, other PPA holders and other development stakeholders**

Please explain choice of indicators reported on below

**Indicator 1:**

**Number of new NGOs developing inclusive practices**

**Progress achieved and challenges faced**

World Vision, Action Aid and VSO have worked for several years with ADD in Ghana, Uganda and Bangladesh and increasingly work directly with DPOs in these countries.

In 2009 many INGOs, local NGOs and state departments or commissions worked with DPOs to include disabled people in their work. This included:

- CARE and Marie Stopes in Uganda
- Plan International in Tanzania
- OVCI/Usratuna (an Italian NGO) and a Cheshire home in Sudan
- The Ministry of Foreign Affairs, the Human Rights Commission, DIF, Sight Savers, World Vision and Rapids in Zambia
- The Cambodia Trust, Veterans International, Handicap International, Red Cross and several smaller organisation in Cambodia. 55 member NGOs are also working in Cambodia to promote economic, social and cultural rights and submitted a civil society shadow report. ADD and DPO representation on the working group ensures inclusion of disability issues
- In Bangladesh BRAC, BLAST, ASK and the Women Lawyers Association are working with the disability movement. The Election Working Group is a network of 32 member NGOs which has mainstreamed disability as one of 6 major electoral reform themes. The CEDAW shadow report included disability issues for the first time.

**List any documentary evidence of achievements**

Country Programme reports  
 ADD Bangladesh Programme Annual Review  
 Case studies

**Indicator 2:**

**Number of multilateral or bilateral donors implement inclusive practices including either the EU or the World Bank**

**Progress achieved and challenges faced**

ADD and the disability movement are hoping that their partnership with DFID will result in the latter opening their doors to contacts in the World Bank in country contexts as well as internationally. The adoption of a policy of inclusion is one step, but practice on the ground will have more impact. ADD and its DPO partners have taken the opportunity available to work in conjunction with DFID to influence bi-lateral and multilateral donors.

Progress in 2009 was as follows:

- In Uganda ADD is a member of DFID’s in-country thematic groups on climate change, livelihoods and social protection, gender, youth and disability. The intention is to influence DFID to influence the World Bank and other donors to adopt inclusive practices.
- In Tanzania ADD and DFID organised a meeting of organisations represented in Tanzania to avoid duplication and to coordinate work with Albinos. The group included representatives of ILO and the bi-lateral donor representatives from Germany, Finland and Netherlands.
- In Zambia closer working with ILO is becoming established
- In Cambodia disability equality training trainers were provided for Handicap International and for International Cooperation Cambodia on rights based Self Help Group formation and disability rights related to children with disabilities.

List any documentary evidence of achievements

ADD country reports

**Indicator 3:**

**Number of new humanitarian and relief organisations consulting DPOs in disaster and emergency situations caused by conflict or events linked to climate change**

Progress achieved and challenges faced

The influence work of ADD and DPOs in the Darfur region is paying dividends. The UN OCHA has committed to facilitating opportunities for Darfur DPOs to access the Darfur recovery fund. DPO members have more opportunities to access training organised by government, INGOs and UN agencies in Darfur.

In Bangladesh 1,717 disabled people received relief materials from local NGOs, local government and INGOs.

List any documentary evidence of achievements

ADD country programme reports

Case studies

**Indicator 4:**

**An increase in uptake of inclusive practice training by ADD (from 4 in**

<b>2007 to monthly in 2011 (note: this indicator should be adjusted to “the uptake of inclusive practice training offered by ADD and DPOs”</b>
Progress achieved and challenges faced
<p>In Tanzania ADD carries out disability training with the Dar es Salaam Archdiocese Community Health Programme, a church based organisation intending to mainstream disability in their HIV/AIDs programme.</p> <p>ADD Regional Director for Francophone West Africa is called on in an advisory capacity on disability issues for World Vision and The New Field Foundation based in Senegal.</p> <p>This indicator was mentioned by the DFID consultant as being unclear. A suggested alternative is made above.</p>
List any documentary evidence of achievements
<p>ADD Country programme reports</p> <p>New Field Foundation Website</p> <p><a href="http://www.newfieldfound.org/grants.awarded.php?group=34&amp;action=group">http://www.newfieldfound.org/grants.awarded.php?group=34&amp;action=group</a></p>
<b>Indicator 5:</b>
<b>An increase in the number of disabled people employed in middle management and above in INGOs</b>
Progress achieved and challenges faced
<p>This indicator is over ambitious in the time frame of the PPA, as this information is not readily available. Through its membership of the BOND Disability and Development Group (DDG), however, ADD has proposed that member organisations of BOND, which include most INGOs, should gather and publicise disaggregated employment data and that BOND monitor progress. This proposal is currently under discussion but has significant support within the DDG group. ADD will continue to promote this proposal to secure buy in from the key players. DFID could add weight to this by asking BOND to support the proposal.</p>
List any documentary evidence of achievements
BOND DDG minutes
<b>Indicator 6:</b>
<b>An increase in the number of disabled people employed in middle management in DFID</b>
Progress achieved and challenges faced
<p>DFID’s diversity monitoring has a wealth of analysis. The following is directly quoted from DFID’s 2010 document. DFID’s target for employing disabled people is 3% by 2011 and 5% by 2013. They are currently under target in the higher grades and their totals have dropped from the 3.7% figure of 2007. DFID’s example of publishing employment data can be used to leverage</p>

greater transparency in the INGO sector. According to DFID

The number of staff that declared a disability has decreased slightly in the last year. DFID has more staff declaring a disability in the lower grades, and declaration rates reduce the higher the grade. In the public sector 14 percent of employees have a disability; evidence indicates that the number of people reporting a disability in DFID is an under-estimate

<i>Grade</i>	<i>Total Staff</i>	<i>% Disabled</i>
SCS	97	2.1%
A1	268	1.9%
A2	443	2.5%
A2(L)	122	3.3%
Fast Stream	57	3.5%
B1	258	2.3%
B2	207	6.3%
C1	140	8.6%
C2	22	9.1%
<b>Total</b>	<b>1614</b>	<b>3.5%</b>

List any documentary evidence of achievements

DFID Diversity Monitoring 2010

**What is the likelihood that Strategic Objective 2 will be achieved?  
Rate 1 to 5.**

2

### Strategic Objective 3:

**Progress towards implementation of the provisions of the UN Convention on the Rights of Persons with Disabilities and its Optional Protocol**

#### Indicator 1:

**All 11 countries where ADD works signed and 6 countries ratified the Convention and its Optional Protocol**

#### Progress achieved and challenges faced

There has been great progress here although there is still more to be achieved.

- All 11 countries where ADD works have signed the Convention.
- 2 countries (Zambia in December 2009) have ratified the Convention but not the Optional Protocol
- 6 countries have ratified both the Convention and its Optional Protocol: Bangladesh, Burkina Faso, Mali, Uganda, and in 2009 Sudan and Tanzania.

In each case, ADD worked tirelessly with DPO partners and with the governments of the countries concerned. In Sudan, ADD was commended

<p>by the government for its work in highlighting the importance of the Convention and facilitating its ratification.</p> <p>Three countries have not yet ratified the Convention: Cambodia, Cote d'Ivoire and Ghana. ADD continues to work with its disability movement partners to convince the governments to ratify and commit to the rights of disabled people.</p>
<p><b>List any documentary evidence of achievements</b></p>
<p>The UN website ENABLE ADD Country Reports</p>
<p><b>Indicator 2:</b></p>
<p><b>Country specific disability discrimination acts in place in 8 of the countries in which ADD works</b></p>
<p><b>Progress achieved and challenges faced</b></p>
<p>Progress has been made in 2009 in several countries through ADD's work with the disability movement.</p> <ul style="list-style-type: none"> <li>• In Ghana a Disability Council has been formed, which the Disability Movement is now monitoring for its implementation of the Disability Act and the CRPD. It wants to ensure the Council is fully functional and representative of the disability movement</li> <li>• In Uganda the Uganda National Association of the Deaf wrote an information leaflet "Children Know Your Rights" based on the Disability Act 2006. It could not be implemented, but DPO leaders were given the responsibility to amend the relevant articles in the Act prior to implementation.</li> <li>• In Sudan in 2009 the Disability Act was put in place and includes DPO representation and funding support through the formation of a Disability Council. The monthly forum of government ministers discusses each government ministry's role in implementing the CRPD. Khartoum State has begun implementation and other states are in discussion.</li> <li>• Bangladesh Disability Welfare Act is under review and a draft law has been submitted to the Ministry to review. For the first time the drafting process has led to the formation of a disability caucus in parliament</li> <li>• In Cambodia the first ever legislation on Promotion and Protection of the Rights of Persons with Disability was approved by the National Assembly. Three technical departments were set up to implement it.</li> </ul>

<b>List any documentary evidence of achievements</b>
Country programme reports
<b>Indicator 3:</b>
<b>National disability policies in place in 8 of the countries in which ADD works</b>
<b>Progress achieved and challenges faced</b>
Given the relatively recent ratification of both the Convention and the Optional Protocol, ADD is working with DPOs and country governments to implement the articles of the Convention. There is no substantial progress to report since 2008, although the progress reported above should lead to the development of disability policies in the foreseeable future.
<b>List any documentary evidence of achievements</b>
UN website ENABLE
<b>Indicator 4:</b>
<b>6 disability commissions/monitoring bodies in place</b>
<b>Progress achieved and challenges faced</b>
As already reported above <ul style="list-style-type: none"> <li>• In Ghana a Disability Commission has been set up</li> <li>• In Sudan a Disability Council has been established.</li> </ul> <p>In addition, a CRPD monitoring body is being set up in Uganda and the time frame of the UNCRPD requires that monitoring bodies are set up within certain time limits in the countries that have ratified the Convention and the Optional Protocol. Given that several countries have recently ratified both parts of the Convention it is hoped that further progress can be reported in 2011.</p>
<b>List any documentary evidence of achievements</b>
ADD Country reports
<b>Indicator 5:</b>
<b>DPO representation on national monitoring bodies</b>
<b>Progress achieved and challenges faced</b>
In Sudan the Disability Council has DPO representation, see above.
<b>List any documentary evidence of achievements</b>
Country programme reports
<b>Indicator 6:</b>



<b>DPOs advising and consulting with the UN monitoring committee</b>
<b>Progress achieved and challenges faced</b>
It is too early to report on this, although the review of the UN monitoring body of Burkina Faso in 2010 is expected to involve DPOs. It is unlikely that major results will have been achieved by the end of the PPA, although greater progress is expected in 2011.
List any documentary evidence of achievements
UN website ENABLE

<b>What is the likelihood that Strategic Objective 3 will be achieved? Rate 1 to 5.</b>	<b>3</b>
<b>Strategic Objective 4:</b>	
<b>Increased development awareness in the UK disability sector and ADD supporters on the links between disability, poverty and the achievements of the MDGs</b>	

<b>Indicator 1:</b>
<b>Continued collaboration between ADD and UKDPC to influence the UK public, donors and development NGOs based in the UK to adopt an inclusive approach to development in the south</b>
<b>Progress achieved and challenges faced</b>
ADD's MOU with UKDPC continues to provide the basis for collaboration in the influence of donors and development NGOs between UKDPC and ADD. The UKDPC's achievements can be read in their report on their website.
<b>List any documentary evidence of achievements</b>
Report from UKDPC on ADD funded activities on UKDPC website <a href="http://www.ukdpc.net/library/IC%20Report%20to%20Action%20on%20Disability%20and%20Development.doc">http://www.ukdpc.net/library/IC%20Report%20to%20Action%20on%20Disability%20and%20Development.doc</a>
<b>Indicator 2:</b>
<b>Donor feedback on their reasons for supporting ADD's work show increased awareness of development issues</b>
Note: The DFID consultant's feedback on this indicator has led to ADD proposing a new indicator as follows: <b>Public response to the new awareness campaign to be rolled out by ADD in the UK from September 2010.</b>
<b>Progress achieved and challenges faced</b>
The original indicator was weak and referred to those members of the public

that already understand development issues.	
During 2010 ADD has developed a fundraising and awareness campaign, in partnership with disability organisations in the UK, intended to capture public interest, engage high profile celebrities and involve people in the work place. The success of this campaign will be reported to DFID at the end of 2010.	
<b>List any documentary evidence of achievements</b>	
ADD internal documents	
<b>What is the likelihood that Strategic Objective 4 will be achieved? Rate 1 to 5.</b>	<b>2</b>

### Part C – Lessons Learned<sup>16</sup>

<b>What lessons are being learned from this PPA?</b>
<p>You might find it helpful to frame your response around each strategic objective and/or to comment on how the PPA has contributed to:</p> <ul style="list-style-type: none"> <li>• knowledge generation</li> <li>• dissemination of knowledge (e.g. to other PPA partners, UK public, etc.)</li> <li>• your organisation’s impact</li> <li>• relationships with others (both PPA partners and others)</li> </ul>
<b>Specifically describe innovative learning, e.g. specific knowledge generation about new issues encountered or discovery of new means of solving specific problems</b>
<p>ADD has always worked directly with disabled people and their organisations and from a rights based approach as opposed to service delivery and the perspective of the medical and/or welfare models of disability.</p> <p>Since the advent of the UNCRPD, disability organisations working internationally have embraced the language of the rights based approach and development organisations are introducing inclusive policies and practices. Lack of experience of including disabled people and few contacts with them and their organisations often inhibits full implementation of inclusion.</p> <p>ADD’s draft strategy, developed in 2009, incorporates the key concerns of the disability movement into a number of thematic areas, inclusive education, gender, economic empowerment and HIV/AIDs, all underpinned by the methodology of capacity building. Lobbying and advocacy alone cannot achieve experience for would-be implementers. In response to the fact that disabled people continue to be excluded from education and training opportunities, microfinance schemes, income generation schemes and many other services, ADD has developed with DPOs a number of projects which serve a number of purposes:</p>

<sup>16</sup> We left this section fairly open to interpretation.

Additionally, it’s an opportunity to show the reach and value PPA money has.

- The immediate beneficiaries earn an income or receive an education, although the numbers involved are small.
- More importantly the projects work as pilots for other organisations to see how to include disabled people
- that disabled people can achieve the same levels of independence if they are involved in the planning and execution of activities.

Examples of such projects include economic empowerment of women in Burkina Faso, inclusive education for disabled children in Bangladesh, microloans in Zambia. Such projects are attracting other funders to take an interest in supporting mainstreaming activities.

An important area of learning that has occurred during the period of the PPA has been the importance of legal challenges to human rights violations of disabled people. In Bangladesh, through a unique coalition of representatives of village councils, DPOs, local journalists and a lawyer, women have taken the perpetrators of such abuse to court, groundbreaking work that is changing public perception both of the rights of women and of disabled people. Legal case work is having a similar impact in Zambia and Uganda. This is a powerful tool in the work of changing attitudes, legislation, policy and practice in support of social inclusion of disabled people around the world.

The ADD annual report includes examples.

See also Face book

[http://www.facebook.com/note.php?note\\_id=138848449473122](http://www.facebook.com/note.php?note_id=138848449473122)

## Part D – Partnership with DFID<sup>17</sup>

### Partnership with DFID

Your organisation, through your PPA, is formally in partnership with DFID. This section provides space for your organisation to comment on how that partnership is working in practice.

Some questions to guide you (but please feel free to comment as you wish):

- What has worked well?
- What has worked less well?
- What suggestions do you have for more effective partnership in future?

Please give specific examples if possible of your PPA partnership with DFID, including links to relevant documents/websites and any collaborative DFID engagement done with other PPA partners

(Approx. 600 words)

#### What has worked well

- In the UK, regular meetings with senior DFID civil servants especially Mark Lowcock and Roy Trivedy keeping ADD informed of developments in government and DFID likely to affect ADD .
- DFID's willingness to provide/share contacts in the UK and in operational countries
- DFID's involvement of ADD as a PPA holder in its White Paper consultations and conferences
- Referring other government departments to ADD as a resource, e.g. for the British Council's study tour for the Uzbekistani delegation referred to above.
- In operational countries, and in Tanzania especially, the collaboration and close working of the DFID delegation with ADD and other civil society players
- The facilitation by DFID of the Disability Conference through video link with 5 other countries, with DFID making available their resources to the participating DPOs and NGOs

#### What has worked less well

- The understanding of what DFID was trying to achieve through the revision of the PPA differed from the one consultant who was involved

<sup>17</sup> Again, we wanted to focus on partnership over funding relationship here and have left this section open to interpretation by each organisation, however, you might want to consider issues such as learning, accountability and communication with other parts of DFID beyond the Civil Society team.

This is an opportunity to expand on some of the information in Part A on the partnership between DFID and PPA holders and a chance to flag up issues.

- Annual changes in expectations and format for reporting
- The raised and fallen hopes of possible additional funding from the extra £50 million to PPA holders

**Suggestions for more effective partnership in future**

- Quicker agreement and implementation of the terms of any partnership
- Finalisation of the terms of the agreement (the mutual accountability framework was never quite finalised)
- Greater involvement of DFID with the BOND Disability and Development Group
- Greater involvement of DFID in promoting the sharing and harmonisation of policies with PPA holders
- Involvement of PPA partners in DFID retreats which have been discussed but not yet implemented

## Part E – Corporate Governance and Organisational Change<sup>18</sup>

**Provide evidence of how your organisation demonstrates good corporate governance, whether this has changed as a result of the PPA, and if so how.**

(Approx. 300 words)

ADD International interprets governance to include formal and legal requirements as well as less formal “good practice” and standards. ADD complies with charity and company law, data protection, employment and equalities legislation and meets or exceeds standards in human resource management and fundraising. In countries where such legislation or standards either do not exist or are not implemented, ADD country programmes try to ensure that the UK standards are applied as a minimum.

Given that capacity building in good governance forms an important part of our work with DPOs, ADD works at monitoring, learning and improving its own governance. ADD is a member of the BOND Disability and Development and Governance working groups, the Public Fundraising Regulatory Association and is represented at the Institute of Directors, ACEVO, OSSIG, Institute of Fundraising and other professional bodies and working groups both in the UK and in country programmes.

Independent auditors approved our full audited accounts for 2009 with no reservations. For greater transparency and to make more explicit the links between our finances and achievements, we have added more detailed notes to the accounts and for the first time combined the annual review with the legally required annual report.

The work that has been made possible through our PPA has had a positive impact across many areas of our governance. In 2009 a review was carried out of ADD’s overall infrastructure and of the governance arrangements of support agreements with DPOs and other partners, including: trustee succession planning, HR, contract management, procurement, finance, ICT and ADD’s ATS (Agreement to Support)

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<sup>18</sup> This section is about both ticking the basic legal compliance boxes and showing that PPA holders are pioneering dynamic new approaches to e.g. environmental standards.

This also provides an opportunity for PPA holders and other organisations in the sector to learn from each other and presents PPA holders as at the forefront of new approaches to good corporate governance, accountability, transparency, organisational change etc.

This is an opportunity to list which standards and codes you are signed up to (e.g. HAP, Sphere etc).

Emphasising how PPA funding has contributed to improving governance and change in your organisation and how this learning has been shared in order to strengthen the sector will also provide more material to demonstrate the reach and value that PPA funding has.

system. The implementation of the changes required will continue into 2010.

In 2009 ADD's Board of Trustees decided to introduce working sub-committees 2010 in order to strengthen its oversight of ADD's work and to ensure accountability to its funders, including the UK tax payers through the PPA with DFID.

**Please provide any evidence to show how PPA funding allows you to take risks and innovate (if at all).**

(Approx. 300 words)

PPA funding and the relationship entailed with it encourages innovation and risk taking where appropriate.

One example of risk taking is in Zambia. Following the organisation review in 2007, ADD decided in late 2008 to run a two year pilot in Zambia of a much thinned down programme to work with the disability movement in that country. Having evolved over more than 20 years, the demands of the disability movement have changed and new models of working that speak to those changes are required by ADD.

Working more as a facilitator between DPOs and development players, ADD's role as less of a hands on implementer and more that of a linker between disabled and non disabled people in Zambia is being assessed in 2010 for its effectiveness before being replicated in other countries, scrapped or refined.

Examples of innovation are in the development of ADD's international reach. PPA funding made it possible for ADD to:

- take up an active role in the World Blind Union and African Union of the Blind
- cooperate more closely with the Secretariat of the African Decade of Persons with Disabilities to share knowledge, experience and networks and to collaborate on data collection in areas of mutual interest
- to increase investment in the work of ADD India to expand their reach into 3 states in the north of the country

## **Part F – Cross –cutting issues**

**Describe any work your organisation has done on Gender and Faith if applicable (this question will be limited for the period 2008-2011)**

**Gender – Please describe how your organisation is mainstreaming gender in its work, as well as any specific work your organisation has done to promote**

## gender equality and women's empowerment.

### **Faith – Please describe how your organisation is working with faith groups and communities**

(Approx. 600 words)

#### **Gender**

ADD's targets for membership of the Board of Trustees and for employees are at least 50% women and 50% disabled people. Data is collected annually to monitor and improve these recruitment policies and practices. ADD's philosophy is to model good practice while recognising, acknowledging and learning from the challenges that such modelling highlights.

ADD has long recognised that disabled women and girls face multiple discrimination, a fact recognised in UNCRPD Article 6. Not only do they have to contend with the institutional inequality and violence that predominate, but also the additional barriers that disabled people face every day.

Commonly held misperceptions and prejudices range from the idea that disabled women are sexless creatures that cannot or should not have husbands or children to the belief that sex with a disabled woman is a cure for or can prevent AIDS; from disabled women's own perception that they are in some way to blame for their situation to the sense of immunity held by the oppressors of disabled women that no one will believe her if she reports ill treatment.

ADD works with disabled women to challenge such attitudes and to address their situation:

- with DPOs to ensure their full inclusion and representation as members;
- with other disabled women to establish their own women's DPOs or separate women's units within general DPOs;
- with the mainstream women's movement to include disabled women and girls in their activities;
- with other organisations to include disabled women and girls as their stakeholders in their consultations, policies and practices;
- with other NGOs calling on governments to enact policies protecting women from violence and discrimination;
- with governments to promote the rights of all their citizens including women and disabled women and girls;
- with other disabled women and girls in a range of pilot projects such as inclusive education for girls and the establishment of economic activities;
- with other disabled women and girls as they develop their



- with other disabled women as they challenge the violation of their rights through court cases. A pioneering project in Bangladesh has been so successful that non disabled women want to be included so that the violation of their rights is similarly addressed.

In its agreements with DPOs to support them, ADD makes explicit the expectation that women and girls should be treated on equal terms as men and boys. Gender equality is central to all ADD's work.

### **Faith groups and communities**

Faith groups and communities are directly relevant to the context in which disabled people live in Africa and Asia. Regular attendance at church, mosque or temple is part of everyday life and communities, whether village or urban, often revolve around faith groups.

On the one hand ADD works with faith communities, (see example in Tanzania above), involved in working with disabled people to change attitudes and provide opportunities. On the other hand, many of the underpinning attitudes of prejudice against disabled people are reinforced or justified by beliefs of all kinds of faith groups. Examples include:

- the belief that someone is born or becomes disabled because of a curse on the parents or family;
- that a person is disabled as a punishment from God;
- that a person is disabled in this life because of living badly in a previous life
- that disabled people are subhuman or supernatural (good or evil)
- that disabled people are not capable of having the same opportunities in life as other people

ADD works with disabled people and the communities they live in or are marginalised from to change attitudes, especially those that entrench the negative status of disabled people and prevent their full inclusion at every level in society. The UNCRPD gives international legitimacy and a strong framework for challenging the continued marginalisation of disabled people. ADD's work with other organisations to support the inclusion and mainstreaming of disabled people includes faith groups as well as NGOs, governments, the public sector and the private sector.

### **Documentary evidence of achievements:**

ADD Annual Report 2009

Video: Women Of UNAFEHB [http://www.facebook.com/pages/Action-on-Disability-and-Development/106620652405?v=app\\_57675755167](http://www.facebook.com/pages/Action-on-Disability-and-Development/106620652405?v=app_57675755167)

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