Disability KaR
Knowledge and Research

Has Disability Been Mainstreamed into Development Cooperation?

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List of Abbreviations

ADA   Americans with Disabilities Act
ADD   Action on Disability and Development
DDT   Disability and Development Team (World Bank)
DFID   Department for International Development
DPO   Disabled people's organisation
DSI   Danish Council for Organisations of Disabled People
DWSO   Disabled Women's Support Organisation (Zimbabwe)
EU   European Union
FINNIDA   Finnish Department for International Development Co-operation
HIV/AIDS   Human Immuno-deficiency Virus/Acquired Immune Deficiency
              Syndrome
INGOs   International non-governmental organisations
KaR   Knowledge and Research Programme
MDGs   Millennium Development Goals
MFA   Norwegian Ministry of Foreign Affairs
NCD   National Council on Disabilities (USA)
NCDZIM   National Council of Disability of Zimbabwe
NFPDN   National Federation of People with Disabilities   Namibia
NGO   Non-governmental organization
NORAD   Norwegian Agency for Development Cooperation
NUDIPU   National Union of Disabled People of Uganda
NUWODU   National Union of Women with Disabilities of Uganda
PRSP   Poverty Reduction Strategy Paper
PSA   Public Service Agreement (DFID's)
PVOs   Private Voluntary Organisations
PWD   People with disabilities
SAFOD   Southern African Federation of Disability
SDAs   Social Development Advisors (DFID)
TOR   Terms of Reference
USAID   United States Agency for International Development
UN   United Nations
UNDP   United Nations Development Programme
WID   Women in Development
ZAFOD   Zambian Federation of Disability

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Executive Summary

Aim of the project

The overall aim of the research was to investigate if international donor agencies' policies on disability mainstreaming were being effectively implemented. USAID and NORAD were the principle case studies due to their strong formal policy commitments to mainstreaming disability.

Expected outcomes

The main outcome was to see the lessons that could be learned which would help improve the implementation of disability mainstreaming policies in both the North and the South and engage more effectively with DPOs.

Background to the research

Since the late 1990s there have been an impressive catalogue of policy initiatives around disability mainstreaming into development cooperation so as to make it seem that disability had finally broken through and was now firmly on the development agenda. It appears, however, that almost none of the policies have yet to be implemented. Nowhere has disability been adopted as a cross-cutting development issue and recent reports have indicated that the most progressive disability policies of such agencies as USAID, NORAD and FINNIDA have not been carried through. It was this disconnect between promise and results which provides the background to our research.

Mainstreaming defined

We started with a reworked definition from the UNDP's on gender mainstreaming.

Definition is:

Mainstreaming disability into development cooperation is the process of assessing the implications for disabled people of any planned action, including legislation, policies and programmes, in all areas and at all levels. It is a strategy for making disabled people's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that disabled people benefit equally and inequality is not perpetuated. The ultimate goal is to achieve disability equality.

One important finding from our research was that this definition was contested.

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The Research Process

Policy Evaporation

We proposed to adopt a policy evaporation approach, similar to that used in DFID for assessing the success of gender mainstreaming. However, the time and resources have not been sufficient for such a task. Therefore, although our work was informed by the concept of policy evaporation and relevant questions have been asked, we assess the results as indicative rather than conclusive. An added difficulty was the difference among agencies in their understanding of what a policy is.

Research North and South

Our research was to have been informed and guided, particularly in the South, by reference groups set up by umbrella DPOs in Zambia and Uganda. Time constraints made this impossible. Fortunately DPOs in these countries as well as South Africa, Zimbabwe and Malawi did survey their members, as well as in country offices of NORAD and USAID.

In the North we carried out interviews at USAID, the National Council on Disability (USA), the World Bank and DFID. We feel that despite limitations in data collection, the results do present a fair and representative picture of what is and is not happening in some key development agencies with respect to the mainstreaming of disability.

Case Studies

USAID
The 1997 Policy Paper

In 1997 USAID produced a substantial and wide-ranging policy paper on disability together with a "USAID Disability Plan of Action". These were the most comprehensive development agency instruments then available on disability. In many respects they remain so today.

Progress Reports

Despite these innovative plans, the three in-house progress reports up to 2003, while showing some improvement over this period, were uncritical of what had been achieved
National Council on Disabilities Report 2003
In 2003 NDC published an extremely critical report on both USAID and the State Department, arguing policy was inadequate and ineffective, "… includes no

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specific objectives or timetables, creates no new initiatives to reach out to people with disabilities, and does not require U.S. Missions abroad to change their practices."

Was USAID's 1997 Policy a Policy?

What appeared to be a policy was not really one but rather a 'policy paper', something to stimulate a dialogue in order to get people to think about and report on what they were doing on disability. It was not a genuine policy because there was no legislative mandate and, therefore, no Congressional oversight. A policy evaporation analysis would, therefore, hardly be appropriate or even useful in this instance.

A Genuine Policy at Last

Provisions were included in the 2005 Consolidated Appropriation Act which effectively transformed the 1997 'policy paper' into a mandated policy. Money was allocated and the Administrator of USAID was directed to ensure that all agency "programs, projects and activities" comply with the 1997 Policy.

The New USAID Disability Team

The new USAID disability team has a virtual existence, can intervene at any point in the organisation and the disability advisor reports directly to the administrator. Almost all USAID projects are contracted out and from now on each will have to include a disability dimension.

Pilot Project in Uganda

A pilot project has been initiated in Uganda where they are working with the USAID Mission, DPOs and contractors to try to get a disability dimension built into existing projects.

USAID and Disability in Other Countries

In contrast to what is happening in Uganda, in Zambia DPOs said that they were not aware of any efforts to include disability in the agency's programmes. In Zimbabwe USAID is directly funding DPOs like SAFOD and NCDPZ to undertake projects, although unlike what is planned for Uganda the programmes themselves are devised in Washington. Our researchers in South Africa were favourably impressed by USAID's intention to mainstream disability, but felt progress was still too slow.

Disability e-Learning

USAID has commissioned of a substantial e-learning package on disability for the entire agency. Once it has been rolled out it will be vital to gage its impact, as there should be important lessons for other agencies.

USAID's Disability Strategy

To achieve their aims they they want to rely on friendly persuasion rather than compulsion, by showing the various bureaus how including a disability dimension in their work will offer added value.

Some Questions about Mainstreaming and Human Rights

We were told that "Human rights don't fly at USAID", meaning that they did not follow the human rights approach adopted by UNDP, DFID or other most other European development agencies. There are many ramifications of the difference between the USAID's take on mainstreaming and our initial definition that highlighted human rights and disability equality. Whether this difference is significant in terms of the impact on the lives of disabled people will have to wait until the USAID efforts have had time to be developed, rolled out and evaluated.

The World Bank

The brief outline of activities World Bank is offered to provide some instructive parallels to what is happening at USAID.

In the Mainstream at the Bank?

Despite claims about the need to mainstream disability and the strong support from the very top - disability is not being mainstreamed at the Bank. Unlike gender, and as is the case in every development agency, disability has not been taken on as an official cross-cutting issue. Also a human rights approach is not what makes things happen.

The Institutional Challenge

We feel that Disability and Development Team are supportive of a human rights approach and a more thoroughgoing mainstreaming of disability, but in order to get disability on the agenda at the World Bank they are having to adjust to the structural and cultural reality of this extremely large, decentralized, complex and, at times, change-resistant organisation.

Tactics for Inclusion

There was the perception that traditional methods of getting issues such as disability on the table had not worked and so they have created 'disability sentinels who review all World Bank projects to make suggestions on how adding a disability dimension could improve overall outcomes.

NORAD

Progressive Policy and Ambitious Guidelines

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Between 1999 and 2002 there were a number of important developments in Norway so that by the latter year all the basics seemed to be in place for bringing disability fully into development cooperation. There was a policy mandated by the parliament, a written commitment drawn up by the Ministry of Foreign Affairs and detailed guidelines developed together with the Norwegian disability movement.

The Failure of Implementation in the South

A report carried out in 2003/04 concluded that "…the guidelines were not known among the target group; not by the Norwegian Embassies nor by Norwegian NGOs or international NGOs that receive most support from NORAD / MFA." Our researchers from DPOs in Malawi, Zambia and Zimbabwe found much the same.

The Failure of Commitment in the North

At the centre there is either a vague awareness of the guidelines and policy and/ or very little is being done to make sure they are applied. Although of all development agencies NORAD has one of the most impressive policies on paper. On the whole that is where they have remained.

DFID

Disability, Poverty and Development – Issue not Policy

A recent mapping exercise of disability projects within DFID found that "… there is little practical evidence that mainstreaming has taken place and disability has hardly registered at all in the development process"

Barriers to Disability Mainstreaming

Why Disability is Invisible?

Disability does not appear in the MDG's and therefore does not cascade down through the PSA and beyond, because of a general lack of awareness -that it is a significant issue. Due to this, disability tends to be forgotten and has become more or less invisible. As well as other reasons offered, it was observed that, in practice, the dominance of a narrow economic focus together with an increasing concentration on instruments such as the Poverty Reduction Strategy Papers tended to marginalise even issues which officially had cross-cutting status, such as gender.

Does The Policy Framework Prevent Mainstreaming?

There was generally little clear idea of what mainstreaming disability might entail in practice and a feeling that the diffuse nature of policy in DFID made it impossible to develop an effective corporate disability strategy. Heavy work

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loads made disability seem one more imposition, and one which, they were not equipped to deal with and for which they had little institutional support.

Perceptions from the South

Why is Mainstreaming Important for Disabled People?

Southern DPOs had a clear idea of what disability mainstreaming should be and why it was important for disabled people. They were also concerned that disability was mainstreamed in national policy and practice.

Do Agencies Mainstream Disability in the South?

With the exception of favourable comments about USAID's recent efforts in Uganda, all the many groups surveyed reported that no mainstreaming had been or was taking place. They were concerned that funding wasn't sufficient to support DPO lobbying and wanted to see closer working links between Southern and Northern DPOs.

Conclusions

A comparative review of these four agencies has shown that while there are common
issues, on the whole mainstreaming strategies must be agency specific. This means that while reasons for failing to deliver were also specific in broad terms there were five main reasons identified.

These were mainstreaming
1. Lack of Broad Institutional Support for Mainstreaming
2. Failure to Communicate Policies
3. Failure to Break Down Traditional Attitudes to Disability
4. Need for Practical Guidance
5. Inadequate Resourcing

Understanding Mainstreaming

Mainstreaming should not just be about inclusion, it must be about the precise nature of that inclusion. It is absolutely essential that the broader, more radical goals of disability mainstreaming, that is self-empowerment, self-determination and equality are not soft peddled. It cannot be stressed strongly enough or often enough that disability is a human rights issue and as such it is always a political issue.

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THE RESEARCH

Aim of the project

The overall aim of the research was to investigate if international donor agencies' policies on disability mainstreaming were being effectively implemented. If this was not happening, and our initial findings suggested that it was not, then we wanted to find out where in the process the policy was evaporating, how this was happening and why.
On the other hand, if there were successful examples of disability mainstreaming or attempts to mainstream, these needed to be identified and the reasons for the success explored. We chose USAID and NORAD as the principle case studies because of their strong formal policy commitments to mainstreaming disability.

Expected outcomes

There were a number of practical outcomes we hoped to derive from our work. These included identifying lessons that could be learned which would help improve the implementation of disability mainstreaming policies in both the North and the South. An important aspect of this was to offer development agencies more precise suggestions of changes that could be put in place in order to implement these policies. Finally, by drawing on the experience of Northern and Southern disabled people's organisations (DPOs) we wanted to see how their role could be strengthened in lobbying for more effective policies, contributing to devising these policies and helping to ensure that they were properly implemented.

Background to the research

In recent years the mainstreaming of disability into development cooperation appears to have become a novel demand from the international disability movement and has apparently found a positive response among some international donor agencies as well as a few NGOs and INGOs (Albert 2004)

However, this is far from being a new demand. It has a very long history. Since the inception of the movement in the early 1980s, the call for inclusion and equality in all aspects of economic, political, cultural and social life has been an abiding theme. This was given an official stamp of approval in 1982 when the United Nations General Assembly adopted the World Programme of Action concerning Disabled Persons. (UN 1982), in which it was stated, among other things, that, "… particular efforts should be made to integrate the disabled in the development process and that effective measures for prevention, rehabilitation and equalization of opportunities are therefore essential." Ten years later the UN promulgated The Standard Rules on the Equalization of Opportunities for Persons with Disabilities (UN, 1993). As can be observed, (see Appendix 1) Rules 21 and 22 are essentially a guide for mainstreaming disability in development. Unfortunately, these were not binding, few resources were made available and consequently they had very little practical impact.

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Nonetheless, by the late 1990s some development agencies, particularly in Scandinavia where the disability movement had lobbied strongly for years, were making moves to develop mainstreaming policies within an explicit human rights framework. (Albert, 2004). At about the same time (1997) USAID formulated what appeared to be for all intents and purposes a disability mainstreaming policy. (see Appendix 2). In 2000 DFID published an issues paper, which many outside the department took for a commitment to mainstream disability (DFID, 2000). Three years later the EU produced a detailed guidance note encouraging member states to mainstream disability (EU, 2003) and the year before the World Bank appointed a well-respected disability activist, Judy Heumann, as the Advisor on Disability and Development. This was an important move as it signaled that disability was to have a higher profile at the Bank, whose president was an outspoken disability champion. Subsequently, a Disability and Development Team (DDT) was established at the Bank and it has become a dynamic instigator of research and networking on disability and development issues.

Reflecting on the impressive catalogue of policy initiatives, of which the aforementioned were only the most prominent, it would seem that disability had finally broken through and was now firmly on the development agenda. It appears, however, that almost none of the policies have yet to be implemented. As will be discussed in more detail below, nowhere has disability been adopted as a cross-cutting development issue and recent reports have indicated that the most progressive disability policies of such agencies as USAID, NORAD and FINNIDA have not been carried through. It was this disconnect between promise and results which provides the background to our research.

Mainstreaming defined

We started with the following definition, adapted from gender mainstreaming. (Albert and Miller, 2005), which we felt was straightforward, practical and authoritative, carrying as it does the weight of the imprimatur of the UNDP.

Mainstreaming disability into development cooperation is the process of assessing the implications for disabled people of any planned action, including legislation, policies and programmes, in all areas and at all levels. It is a strategy for making disabled people's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that disabled people benefit equally and inequality is not perpetuated. The ultimate goal is to achieve disability equality. (adapted from ECOSOC, 1997)

Most importantly, and again taking our lead from the experience of gender, we felt that mainstreaming should be seen not as an end in itself but as a strategy for building a human rights approach into development cooperation.

As will be seen, one of the interesting research findings is that although we had seen our working definition as fairly uncontroversial, the question of what disability mainstreaming is and even whether it offers the most useful way

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forward for disabled people in development cooperation is contested. We will return to this briefly at the end of the report.

The Research Process

Policy Evaporation

At the onset of our work we proposed to adopt a policy evaporation approach, similar to that used in DFID for assessing the success of gender mainstreaming. (Derbyshire 2002). Policy evaporation is the problem of implementation and impact failing to reflect policy commitments as policy vanishes somewhere down the organisational chain from formulation to implementation. We argued that a policy evaporation framework for assessing disability mainstreaming was critical because it would allow us to identify more precisely where and why in the process problems have occurred. Because it is a method of tracing what happens to policy all the way down the line it was also a technique that made it crucial to tackle the question of mainstreaming from a North – South perspective.

Unfortunately it was not possible to carry out a comprehensive policy-evaporation-based evaluation. In doing the research it has become clear that this would involve a substantial number of in-depth interviews with people at various levels within each agency at offices both at the centre and in country. The time and resources have not been sufficient for such a task. Therefore, although our work was informed by the concept of policy evaporation and relevant questions have been asked, we assess the results as indicative rather than conclusive.

Another difficulty, which is explained below, is that in some cases there was no evaporation because what appeared to be a policy on closer examination turned out not to be a policy, at least as commonly understood.

Research North and South

An important aspect of our research was to have it informed and guided, particularly in the South, by reference groups set up by the National Union Of Disabled Persons Of Uganda (NUDIPU) and the Zambia Federation Of The Disabled (ZAFOD). The idea was to have these groups set up before the research got underway so they could ensure that the voices and concerns of disabled people in the South would drive the work. Once again, the extremely short time available to carry out the research, as well as a series of unforeseen delays meant that the reference group in Uganda was only set up towards the very end of the project and the one in Zambia was never established.

This was a considerable disappointment for the research team as we fully intended that Southern DPOs should be central in overseeing and the ongoing formulation of the project. Fortunately, both NUDIPU and ZAFOD were extremely helpful in getting feedback from questionnaires on mainstreaming from many of their member DPOs. In the case of NUDIPU, we also were able to carry out a series of semi-structured interviews which provided a good deal of additional information. Finally, we devised an abbreviated questionnaire which was sent to

DPOs in Zimbabwe and Malawi. Colleagues here and in Zambia also tried to contact USAID missions and the Norwegian embassy and were able to supply us with valuable data on how disability policies were being or not being communicated and/or implemented.

A particular difficulty was experienced in respect of the work with NORAD and USAID in Africa. This was because between the time we planned and were able to implement our research there was a major shift in the status of disability policy at USAID and NORAD was in the process of being reorganised.

In the North we carried out interviews at USAID, the National Council on Disability (USA), the World Bank and DFID. Originally, we had intended to limit our case studies to USAID and NORAD, but it proved possible, mainly due to the research gap analysis being undertaken at the same time, to consider, albeit briefly, mainstreaming issues at DFID and the World Bank. We do not intend to offer comparable coverage of these two organisations, but information obtained has allowed us to develop a somewhat broader comparative dimension to our findings. In Norway, mainly because of time constraints, there was some difficulty setting up face to face meetings with NORAD, although we were able to obtain some insightful comments in response to short questionnaires. Nonetheless, here, as in all the areas of our investigations, we would have benefited substantially from more time and resources.

Finally, because our researchers were working in different places and faced a whole range of time, resource, communication and access constraints, it proved impossible to devise a fully standardised set of questions. Nonetheless, we feel that despite these limitations in data collection, the results do present a fair and representative picture of what is and is not happening in some key development agencies with respect to the mainstreaming of disability.

Case Studies

USAID

The 1997 Policy Paper

In 1996 the National Council on Disabilities (NCD), whose members are appointed by the President to give him and the Congress advise on disability issues published a report on foreign policy and disability (NCD 2003).[1] In response to this, in the following year USAID produced a substantial and wide-ranging policy paper on disability together with a "USAID Disability Plan of Action", the latter which carried the sub-title "Mandatory Reference" (see Appendix 2). The reasons for the initiatives were the recognition that "…the

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[1] Only a flavour of the 2003 NDC Report can be offered here. Readers are encouraged to consult the report, which provides an excellent, detailed and incisive critique of USAID disability policy.

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needs of PWDs [people with disabilities] are the same as the needs of other constituencies with whom USAID works. Segregation of PWDs in USAID activities would tend to increase discrimination among our ranks and in the countries we serve. Consistent with our participation efforts, the Team recognized that to be effective, programs must be constructed to include PWDs at all stages of implementation." (USAID 1998).

Of the many actions which were proposed was the setting up of a central disability team and the devising of disability plans by each USAID mission. The missions were also directed to make contact with local DPOs and disability training was to be provided for the entire agency.

Although the NDC was critical of many aspects of this document (NDC 2003), the policy and action plan were the most comprehensive development agency instruments then available on disability. In many respects they remain so today. Not only did they recognize the need for inclusive programmes but they twinned this with the idea that national DPOs needed to be supported and engaged.

Progress Reports

Unfortunately, despite these innovative plans, the second progress report in 2000 was extremely critical of what had been achieved.

"Efforts at promoting the USAID Disability Policy have been disjointed and minimally effective. Strong words at the highest levels dissipate rapidly. Opportunities for personal contact with PWDs, while fruitful, have not been deemed a priority. And, a reward structure does not exist to promote adherence to this policy.

"While the Disability Policy and the World Program of Action call for inclusion rather than distinct disability programming, feedback to Team members strongly suggests that in this time of conflicting priorities, specific funding must be attached to this target." (USAID 2000)

Three years later things were looking somewhat brighter. (USAID 2003) Eleven missions had developed disability plans and thirty-four said they had contacted or were working with local disability organisations. But the conclusion remained downbeat. "There is still limited understanding of the USAID Disability Policy and, in many cases, inclusive efforts are not by USAID design, but rather by the policies and purposes of our partner NGOs and PVOs [Private Voluntary Organisations]."

National Council on Disabilities Report 2003

In the same year the NDC published its report that was extremely critical of both USAID and the State Department. The criticisms were strong and comprehensive, essentially arguing that the USAID disability policy besides being inadequately funded and ineffective, "… includes no specific objectives or timetables, creates no new initiatives to reach out to people with disabilities, and

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does not require U.S. Missions abroad to change their practices." As they had done in 1996, the NDC put forward a number of key recommendations for change.

Interviews with staff at USAID confirmed that the NCD criticisms were well founded. Although on paper it had appeared that much was being done, in fact until recently only a single member of staff had comprised the "disability team" and they had been working part time (about 20%) on disability issues. Because no extra resources had been made available only encouragement and advise on disability could be offered. What positive efforts that were being made seem to have come from individuals in particular missions who had an interest in disability.

Was USAID's 1997 Policy a Policy?

Most significantly, it turns out that what appeared to be a policy was not really a policy but rather a 'policy paper', something to stimulate a dialogue in order to get people to think about and report on what they were doing on disability. It was not a genuine policy because there was no legislative mandate and, therefore, no Congressional oversight. A policy evaporation analysis would, therefore, hardly be appropriate or even useful in this instance.

Nonetheless, reading the 1997 USAID document, which is entitled "A policy document' it is extremely difficult on the face of it to fathom how this can be anything but a policy within the commonly accepted meaning of the word. That is a set of principles or agreed objectives that staff need to be put into practice. Policy is generally assumed to set the goals of an organisation and applying it would appear to be obligatory, although exactly how it should be applied is generally the subject of interpretation and/or internal negotiation. In this instance the inclusion of the an action plan together with the word "mandatory" certainly gives the strong impression that the policy must be carried through. An organisation's stated policy also flags up to those inside and outside the organisation what it is committed to achieve and to this degree serves as the basis for holding the organisation to account. The USAID example illustrates that just indicating that something is policy may have little meaning or authority in guiding practice. As we will see, similar Alice in Wonderland problems of interpreting what is or is not policy exist in other agencies and serve to bedevil not only understanding but also cross agency comparisons.

> "'When I use a word,' Humpty Dumpty said in rather a scornful tone, 'it means just what I choose it to mean — neither more or less.' 'The question is,' said Alice, 'whether you can make words mean different things.' 'The question is,' said Humpty Dumpty, 'which is to be master — that's all.'" Lewis Carroll *Alice in Wonderland.*

A Genuine Policy at Last

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As in 1997, a NDC report was once again instrumental in leading to major changes at USAID. With the strong backing of Senator Tom Harkin, a Democrat from Iowa who is a longtime champion of disability issues, including the Americans with Disabilities Act, provisions were included in the 2005 Consolidated Appropriation Act which effectively transform the 1997 'policy paper' into a mandated policy. (See Appendix 3)

Under the section 579 of the Act the Administrator (essentially the director) of USAID must ensure that all Agency "programs, projects and activities" comply with the 1997 Policy. $2.5 million has been earmarked for grants to NGOs who work on behalf of disabled people, disability advisors are to be designated in the Department of State and USAID, and both organisations, as well as the Department of the Treasury are tasked with ensuring that the "…needs of people with disabilities are addressed, where appropriate, in democracy, human rights, and rule of law programs, projects and activities…".

A spokesperson from the NDC said that they were pleased the some of their key recommendations had been taken on board. They remained concerned that the amount of money and the number of staff involved would be inadequate for the task. It was also unclear how implementation was going to be monitored and evaluated. However, despite these reservations, overall there was considerable optimism at the NDC, as well as at the United States International Council on Disabilities and USAID itself that disability issues were finally set to make an impact on the agency's development agenda.

The New USAID Disability Team

At the moment, the new USAID disability team has a virtual existence, in that it does not have a specific office, as for example the Women in Development (WID) office at the agency. It is made up of four people, two of whom take a part-time role. It is lead by Lloyd Feinberg who manages the Displaced Children and Orphans Fund, the Leahy War Victims Fund and the Victims of Torture Fund. Although he works from the Bureau for Democracy, Conflict and Human Assistance, this does not reflect what he does but is only a 'home of convenience'. In fact, when trying to establish where the team sat in relation to the structure of USAID, it was pointed out that they in effect 'floated' and could intervene at any point in the organisation. This is facilitated by the fact that the disability advisor reports directly to the Administrator. This has a distinct advantage, as it means that disability issues are less likely to be watered down or lost in the bureaucratic maze which characterises any large development agency and generally serves as a damper on changing practice.

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QuickTime™ and a
TIFF (LZW) decompressor
are needed to see this picture.

Almost all USAID projects are contracted out and from now on each will have to include a disability dimension. A provision in the 2005 Consolidated Appropriations Act has already made this a requirement for such projects in Iraq and Afghanistan (See Appendix 4) and an Acquisition and Assistance Policy Directive (AAPD 04-17) was issued in December 2004 with the intention of requiring all " …contracting officers (COs) and agreement officers (AOs) to include a provision supporting USAID's Disability Policy in all solicitations and resulting awards for contracts, grants, and cooperative agreements." (See Appendix 4). This means "…that within the scope of the contract, the contractor's actions must demonstrate a comprehensive and consistent approach for including men, women and children with disabilities."

Pilot Project in Uganda

While this seems to be major step forward in terms of putting in place measures to encourage implementation, it remains to be seen how it plays out in practice. There have been some very promising early moves, however. A pilot project has been initiated in Uganda where they are working with the USAID Mission, DPOs and contractors to try to get a disability dimension built into existing projects. This is still at the planning stage but a major stakeholders' consultation meeting was held in March and feedback to our researchers from a number of Ugandan DPOs

have indicated a positive response. It also appears that NUDIPU will be directly involved in evaluating disability proposals.

The notes from an initial meeting held in February 2005 between the USAID Mission and representatives from NUDIPU, the Kampala Disabled Persons Business Association, and Action on Disability and Development (ADD), produced some extremely interesting observations which hopefully will provide the basis not only for the full participation of DPOs in USAID's programme, but, upstream participation so as to create a unique best-practice model of mainstreaming. A few of the most significant points are outlined below.

Edited notes from meeting held in Kampala, February, 2005 between USAID, NUPIPU, Kampala Disabled Persons Business Association, and Action on Disability and Development (ADD)

      PWD need to be included in the design phase of programming that affects them. Although PWD organizations stress "nothing for us without us", this is not always the case. Programs are designed without the input of PWD, and general development programs tend not to make an effort to include PWD.

      The PWD organizations have done an excellent job in policy and advocacy, there are lots of laws protecting the rights of PWD, however the PWD representatives feel that more needs to be done to operationalize these laws and to include PWD in the overall development of the country.

      It is difficult for these organizations to access donor funds directly, frequently what they identify as programs are not those that the donor community wants to fund. While PWD are identified as a vulnerable population, they are getting little support.

      PWD representatives stress the desire to establish partnerships with USAID implementers so that current programming could be inclusive of PWD.

- PWD organizations need to be better organized to approach donors on a united front.

USAID and Disability in Other Countries

In contrast to what is happening in Uganda, although this reflects the shortcomings of previous USAID policy implementation, in Zambia, DPOs said that they were not aware of any efforts to include disability in the agency's programmes. Our researchers there concluded that,

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It is clear from the findings above that DPOs are not aware of inclusive policies in the main development agencies. The same applies to the staff of these agencies, as they are also equally ignorant of their policies towards issues of disability.

It follows therefore that the bilateral assistance that they give to the Zambian authorities in various sectors of development is devoid of mechanisms of how disability issues can be mainstreamed in these programmes.

In Zimbabwe relations between the USAID Mission and the DPO sector is much better and to some extent mirrors the position in Uganda. USAID is directly funding DPOs like SAFOD and NCDPZ to undertake projects, although unlike what is planned for Uganda the programmes themselves are devised in Washington. Our researchers report that: "USAID is doing quite a bit and their vision is to try and put disabled people in the lead." There was, however, the feeling that more could be done, especially in making DPOs more aware of USAID's disability policy.

Although our researchers in South Africa were favourably impressed by USAID's intention to mainstream disability as well as some of the disability-specific projects (one on HIV/AIDs and disability, another supporting training for community-based disability groups), they felt that:

As a world leader in the civil movements for people with disabilities, the agency should be in a position to lead and strengthen local organisations to be able to support their initiatives, ensure that they are visible, and monitor the mainstreaming of disability. Though the agency disability policy promotes consultations, mainstreaming within the agency programs seem to be happening at a very slow pace. This might be attributed to lack of comprehensive understanding of mainstreaming. Sufficient support to advocacy programs and technical programs by agencies will ensure visibility of people with disabilities, giving a better picture of the mainstreaming occurring within the agency.

Disability e-Learning

Another innovative step at USAID has been the commissioning of a substantial e-learning package on disability for the entire agency. (see Appendix 5) The aim of the course is "To provide all USAID staff members with basic information, resources, skills, and motivation to enable them to promote the inclusion of people with disabilities in Agency programs and operations worldwide." To our knowledge this is the first time any development agency has done anything like this. Once it has been rolled out it will be vital to gage its impact, as there should be important lessons for other agencies.

USAID's Disability Strategy

At this stage the disability team is setting out on a different path than that traditionally used, for example in gender mainstreaming at USAID. It was felt that this often resulted in empty, 'tick-box' compliance. They also don't want to set up a separate structure as this would reinforce the impression that disability was a

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special question, rather than something that needed to be mainstreamed from the onset. To achieve this they want to rely on friendly persuasion rather than compulsion, by showing the various bureaus how including a disability dimension in their work will offer added value. As outlined below, this is similar to the tactics employed by the Disability and Development Team at the World Bank. Interestingly, at the World Bank and USAID efforts at mainstreaming, which they both refer to as 'inclusion', are mainly, focused on specific sectors, countries or regions rather than the entire institution. Although this runs of risk of confining disability to its traditional realms of social welfare, education or health it may be the only alternative for relatively small, underfunded teams working in massive and generally unresponsive organisations.

It is also the case that given the extent to which disability has hitherto been ignored it might be seen as unrealistic to take on everything at once. The USAID team certainly feels that this is true and is anxious to develop pilot projects to demonstrate how bringing disability on board can work and deliver positive results.

At USAID there is also the question of whether a softly - softly approach will work in a system where, as recognised in the USAID 2003 Report, there is resistance to include disability and where within "… the official development arena, disability is still largely considered a 'special interest' that requires a separate effort." Furthermore, the policy now has a Congressional mandate which we would assume means that compliance is no longer voluntary.

What is going on at USAID at the moment is clearly a refreshing and hopeful departure. It is unique among development agencies in having a well-articulated strategy for policy implementation, a highly-motivated disability team in an advantageous position within the agency to develop that strategy and some clear procedures to take it forward. It is, of course, far too early to assess the results, but with respect to the issue of mainstreaming disability generally there are a couple of issues that need to be raised.

Some Questions about Mainstreaming and Human Rights

Nowhere in either the policy document or the draft training material is mainstreaming or a human rights approach to development mentioned. The principle words used are 'inclusion' and 'non-discrimination', both of which accord with the underlying philosophy of the ADA, the latter being an important touchstone for USAID's disability policy. We were told that "Human rights don't fly at USAID", meaning not that they were opposed to upholding basic human rights, but that they did not follow the human rights approach adopted by UNDP, DFID or most other European development agencies. Some of this has to do with the fact that the US system is already rights based, and the government is therefore opposed to accepting any international obligations in this area. Another is that, as we were told, it is quantifiable, concrete measures of and development that push the meaningful buttons. As an extension of this idea it was also pointed out that the agency can only be concerned with outputs (the results of particular projects)

whereas DPOs are interested in outcomes (how the outputs feed into wider social transformation).

It would require a separate essay to unravel all the many ramifications of the difference between the USAID take on mainstreaming and our initial definition that highlighted human rights and disability equality. We will return to this question after reviewing how disability is handled by other agencies. But, whether this difference is significant in terms of the impact on the lives of disabled people will have to wait until the USAID efforts have had time to be developed, rolled out and evaluated.

The World Bank

This extremely brief outline of the issue of mainstreaming at the World Bank is offered because it provides some instructive parallels to what is happening at USAID. It also highlights the difficulties, mentioned above, of building a major new area of concern such as disability into the consciousness and practice of any large bureaucratic organisation.

In the Mainstream at the Bank?

On the disability section of the World Bank website it is claimed that "Disability is a cross-cutting issue, all sectors and topics on the developing agenda need to be included in order to create inclusion for disabled people."[2] The Bank's President, James Wolfensohn, has spoken on a number of occasions of the fact that without including disabled people in development it will be impossible to achieve the Millennium Development Goals (MDGs.) However, despite such claims and the strong support from the very top disability is not being mainstreamed at the Bank.

Unlike gender, and as is the case in every development agency, disability has not been taken on as an official cross-cutting issue (a 'safeguard'). This, along with other institutional constraints, means the Disability and Development Team, who work in the Social Protection Unit of the Human Development Vice Presidency, tends to concentrate their efforts on building disability into particular sectors. Furthermore, the team does not have a direct line to top of the organisation, as at USAID, but works through the normal bureaucratic channels. Although this does not prevent the team working with all sections of the Bank, operating in such channels can impose significant limitations in terms of budgets, staffing, work plans, etc. Interestingly, the 2002 Baseline Assessment Report (Stienstra, Fricke, D'Aubin et. al 2002) flagged up this question and argued that the lack of cross-sectional authority could hamper the team's impact.

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[2]

http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTSOCIALPROTECTI ON/EXTDISABILITY/0,,menuPK:282704~pagePK:149018~piPK:149093~theSite PK:282699,00.html

It is also apparent from discussions at the bank that a human rights approach is not what makes things happen there. Rather what is deemed important is hard data on the links between disability and poverty and evidence of how factoring in disability can contribute to achieving the MDGs, particularly poverty reduction. This is not necessarily a problem, but does make it more difficult to line up what happens at the Bank with the UNDP concept of mainstreaming that we have outlined.

The Institutional Challenge

Our feeling is not that the Disability and Development Team are not supportive either of a human rights approach or of a more thoroughgoing mainstreaming of disability, but that in order to get disability on the agenda at the World Bank they are having to adjust to the structural and cultural reality of this extremely large, decentralized, complex and, at times, change-resistant organisation. This is explicit in Judy Heumann's 2004 update of her team's activity, when she speaks of what they have been doing to, "To lay the ground for mainstreaming disability into the World Bank development agenda." (Heumann 2004). This is likely to be a protracted campaign, particularly when it is remembered the situation when they began in 2002. The baseline assessment (Stienstra, Fricke, D'Aubin et. al 2002) found that not only were such activities minimal, but that there was "… resistance of some senior Bank officials to participate in this project. The low response rate to the general survey, the decision to undertake no follow-up of that survey, the withdrawal of ECA (Europe and Central Asia) from both survey exercises and the resistance from MNA (Middle East and North Africa) for full participation in the project survey are all indicators of a significant resistance to evaluating the inclusion of disability in the operations of the World Bank." In the face of such factors, those looking for quick results in terms of changing the Bank's engagement with disability are bound to be disappointed.

Tactics for Inclusion

As was found at USAID, there was the perception that traditional methods of getting issues such as disability on the table had not worked and new tactics needed to be developed. One of these is the creation of 'disability sentinels', one working in Latin America and the Caribbean and the other in East Asia. They review all World Bank projects and if they identify one that seems appropriate contact is made with the project leaders to suggest how adding a disability dimension could improve the overall outcomes. While this essentially downstream engagement may work, evidence from the experience of gender and development, where similar approaches have not be successful, raise questions about whether it will build the solid foundations needed for mainstreaming disability. However, the disability project at the World Bank is still in its infancy and while constructively critical engagement is always essential, it is too early to prejudge the outcomes.

To their credit, Judy Heumann and her team have done a great deal to get disability noticed not only at the World Bank, but throughout the world. Their support for basic research has been extraordinarily valuable, as have their efforts

to network stakeholders through the Global Partnership on Disability and Development. Perhaps most significantly, because the World Bank has taken disability seriously this has encouraged more governments to do the same. This demonstration effect should not be underestimated and it is to be hoped that disability will continue to be supported at the Bank.

NORAD

Progressive Policy and Ambitious Guidelines

In 1999 Standing Committee on Foreign Affairs in the Norwegian Parliament declared "… that development assistance for persons with disabilities is to be given priority. The Committee refers in this connection to the need for a coherent and coordinated effort, in which the rights of persons with disabilities are included in both bilateral and multilateral assistance. The Committee stresses the need for guidelines and an overall plan to ensure that development assistance for persons with disabilities is in accordance with sound principles and principles of human rights." (*Disability World* no. 23 April-May 2004) This was followed in the same year by the Norwegian Ministry of Foreign Affairs publishing a "Plan for the Inclusion of Persons with Disabilities in Development Cooperation". (Norwegian MFA 1999). These developments were the outcome of a process which had begun in 1991 when the Nordic DPOs meeting in Finland decided to put pressure on their governments to include disability in their development cooperation activities. In 2000 in Copenhagen, ministers from these governments agreed to:

"Recognise and promote the UN Standard Rules as guidelines for all bilateral and multilateral development work and to assure that special measures are taken to create accessibility and participation in development society for persons with disabilities in order to strengthen their possibilities to exercise their human rights."[3]

The aforementioned commitment to the Standard Rules was repeated as the overarching framework for the Norway's approach to disability in development cooperation when in 2002 NORAD, working with Norwegian DPOs, produced detailed guidelines for implementing disability policy.(NORAD 2002). These were firmly based around a human rights approach and a robust concept of mainstreaming.

NORAD Plan for Inclusion Guidelines
• The rights of persons with disabilities must be an integral part of the dialogue with the authorities in partner countries.
• NORAD will draw up a plan for the operationalisation and use of measures in the efforts to provide bilateral aid to persons with disabilities.

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[3] <u>Final Report from Copenhagen Conference 2000</u>, *Inclusion of the disability dimension in Nordic development cooperation*

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> • NORADs co-operation with the organisations of people with disabilities will be further developed, like their umbrella organisation the Atlas Alliance, as well as with other NGOs that provide support to persons with disabilities in accordance with the present Plan.
> • NORAD will ensure that assistance to persons with disabilities is clearly indicated in management and reporting systems. mandate for including

By 2002 all the basics seemed to be in place for bringing disability fully into development cooperation. There was a policy mandated by the parliament, a written commitment drawn up by the Ministry of Foreign Affairs and detailed guidelines developed together with the Norwegian disability movement. So, what has happened?

The Failure of Implementation in the South

This was essentially the main question asked in a report carried out in 2003/04 for the Ministry of Foreign Affairs and NORAD, which looked at the "…present status regarding the inclusion of disability issues in development cooperation. Assess(ed) whether NORAD's guidelines have facilitated this process." The study concentrated on Tanzania, Sri Lanka and Malawi. (Hertzberg & Ingstad 2004)

"A main finding of the review is that the guidelines were not known among the target group; not by the Norwegian Embassies nor by Norwegian NGOs or international NGOs that receive most support from NORAD / MFA." It was more difficult to discover if disability was being mainstreamed, for as the authors observe there was considerable variation in how people understood that term. What did seem clear was that "Present trends in development support make it more difficult to trace how people with disabilities are mainstreamed. With sector approaches and review of PRS reforms indicators of inclusion will have to be defined."

In the present study we also consider NORAD's activities in country, although we were unable to do so in the detail of the NORAD/MFA report. Our researchers found that the embassy in Malawi was aware of disability policy but claimed that it felt it's role was to encourage Norwegian NGOs to work with partners in the country. They did not, however, see it as their role to foster mainstreaming, which suggests a rather selective reading of the policy. In Zimbabwe the embassy refused to reply to our short questionnaire saying they did not have any disability projects ongoing and also that "They are not sure whether other NORAD offices international and regional have disability policies." These responses support the general conclusions of the previous report. They find further confirmation in Afghanistan, where the Norwegian Embassy admitted, in an interview with colleagues engaged on another project, that the country's policy on disability was not being implemented there.

In Zambia our researcher's comments are so trenchant that they are worth citing in detail.

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"It is almost signaling danger when even an officer in the information department of an agency like NORAD fails to handle a question of a simple policy. At first I was turned away just at the reception with a clear answer that NORAD had stopped giving support to DPOs. I said fine, but what of mainstreaming programmes: I was told without a doubt that there was no such policy at NORAD when in fact I had a Policy on Disability of NORAD in my hands right there. An hour or so later I rung them, then, phones start ringing "hold tones" until I reach this Gentleman in the inside room who agrees that they have stopped supporting directly but only helping out into the mainstream but failed to give me a concrete example of such a project…"

The Failure of Commitment in the North

As we did with USAID, we also questioned people working for NORAD in Norway about their understanding and implementation of the agencies disability policies. This work was carried out by our colleagues in Atlas Alliance, who have a close working relationship with NORAD.

The first difficulty we discovered was that less than two years after the NORAD Guidelines were issued, in February 2004, the Ministry of Foreign Affairs restructured how Norway delivered its development programme. As a result of this, NORAD remained responsible for civil society organisations, quality assurance and evaluations, but bi-lateral and multilateral aid, as well as budget support are now the responsibility of the Ministry of Foreign Affairs. NORAD staff has been cut to less than 200 people and handles only one-third of the funds for development cooperation.

Because of the time constraints of this project we had to abandon our initial detailed questionnaire and instead decided to ask only four questions to the directors of the various departments within the agency. Despite this very abbreviated review, as demonstrated below, the answers were extremely informative.

Questions asked to directors of NORAD departments

1.   How do you and your department understand mainstreaming and inclusion of disability in development co-operation?
2.   Has there been a process within you department on making Norad's guidelines on disability known to all staff?
3.   Has your department taken action in order to make sure that projects/programmes are assessed and reported on according to the guidelines?
4.   If your department has implemented the guidelines, what has been difficult in this process and what has been successful?

The answers (See Appendix 4) are on the whole very candid and provide a valuable complement to the NORAD/MFA study and the findings of our researchers in Malawi and Zambia. As was the case in country, it appears that at the centre too either there is only a vague awareness of the guidelines and policy

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and/ or very little is being done to make sure they are applied. For example, the Department of Quality Assurance reported that, "Our checklists for reviews of programmes, does not include disability issues." While the Unit for Civil Society said, "We are supposed to ask questions on HIV/AIDS, gender and environment and assess all project proposals according to these mainstreamed issues. We are not supposed to ask questions on disability issues…".

Overall it seems that the policy and the guidelines have been given very little attention. This may be due in part to the reorganising of Norwegian development co-operation and sharing of responsibility between NORAD and the MFA. This restructuring process, which has dominated discussions and peoples' attention for the last two years, may also have served to demotivate the staff. It is obvious for day-to-day contacts with NORAD that the disability policy has been given a very low priority. Informal discussion with lower level NORAD staff also suggests that little or no information on the guidelines has been given to them by the management. Finally, based on the answers to our questions it would seem that staff at the agency are not fully aware of the difference between disability specific programmes and mainstreaming disability, a distinction which is made clearly in the guidelines.

If disability is being afforded such a low priority at NORAD we can only suppose that at the MFA, which handles most of the development budget, it is likely to have vanished as a serious concern. This offers another reason why the NORAD/MFA study found that the guidelines were not known in the country's embassies, which come directly under the MFA.

Although of all development agencies NORAD has one of the most impressive policies on paper. On the whole that is where they have remained. This is disappointing, but offers an important object lesson – you can only judge a development agency's commitment by results, not promises. The latter are easy to make, the former much more difficult to deliver.

All the above is not to suggest that Norway is doing nothing on disability and development. In 2001 the country gave the World Bank NOK 3 million to establish a Norwegian Trust Fund for Disability and Development, which has been vital in supporting the work of the Disability and Development Team. NORAD also partially funds the Atlas Alliance, an umbrella organisation of disabled peoples organisations in Norway which manages development aid programmes. While both these moves are to be welcomed, perhaps they may also serve to make the authorities complacent about the more ambitious and challenging job of mainstreaming disability throughout Norwegian development cooperation.

As a welcome postscript to the above, and as we mentioned in the acknowledgements, because the departmental directors realised after their contact with us that they knew so little about their own disability policy, they have now requested more information so they can begin to implement it. Even before the ink is dry, this report is having an impact. We can only hope it is followed through.

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DFID

Originally, we had not planned to consider DFID in this study, mainly because there seemed little to learn about the process from an organisation which does not mainstream disability. However, while doing a separate project we had the opportunity to discuss with staff at DFID what they felt were some of the principle barriers to mainstreaming. Their reflections add an important comparative dimension to our work with other development agencies.

Disability, Poverty and Development – Issue not Policy

In 2000 DFID produced an issues paper entitled, "Disability, Poverty and Development" (DFID 2000). The main thrust of the document was that disability should be mainstreamed and twin-tracked, that is the former should to be complimented by disability-specific programmes where necessary. While some outside observers thought that this represented a new policy, it didn't. In fact it was not even well known within the organisation. A recent mapping exercise of disability projects within DFID found that "… there is little practical evidence that mainstreaming has taken place and disability has hardly registered at all in the development process" (Thomas, 2004:70). Very briefly, this is the background to the work we subsequently carried out.

Barriers to Disability Mainstreaming

The semi-structured interviews were built around four key questions. For our purposes in this report the two key ones were:

1. Why do you think disability has been left out of the Millennium Development Goals (MDGs), DFID's Public Service Agreement (PSA)[4] and its policy and practice?
2. What are the main mechanisms and drivers of policy? And how do these and DFID's organisational structure help or hinder the mainstreaming of disability?

Why Disability is Invisible?

The first question was asked because it was apparent from our discussions with DfID staff, that policy in the department is amorphous, not easy to define or evaluate and is interpreted and negotiated at and between all levels in the organisation. However, the one fixed point of reference seems to be the MDGs

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[4] The Public Service Agreement (PSA), based on the MDGs, and sets out the targets which DFID needs to meet to achieve these. Everyone who works in the department from the Secretary of State down is tasked with delivering on the commitments in the PSA. It represents the overall policy framework for the organisation. For more details see:
http://www.dfid.gov.uk/aboutdfid/performance.asp

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and how these are reflected in the PSA. As disability is not mentioned in either, or in the two White Papers which inform policy, it was important to understand both why people felt it had been ignored and what implications this had for the inclusion of a disability dimension in DFID's work.

According to our interviewees, disability does not appear in the MDG's and therefore does not cascade down through the PSA and beyond, because of a general lack of awareness that it is a significant issue. Due to this, disability tends to be forgotten and has become more or less invisible, despite being recognised by such key players as the UN and the World Bank as a major issue of social exclusion, a principle cause of poverty and something that needs to be addressed if the MDG's are to be fulfilled.

This invisibility is part and parcel of the idea that disabled people are just another special interest group needing only sporadic responses – as well as being one which is particularly expensive to address. At the same time some people felt there was a general perception that it would be easier to move people out of poverty who were closer to the line than disabled people, who tend to be the poorest of the poor. This in turn was linked to the political imperative for the organisation of finding 'big hits' and quick results, neither of which it was felt could be achieved by focusing on disability issues.

Finally, many of the interviewees commented on how, in practice, the dominance of a narrow economic focus together with an increasing concentration on instruments such as the Poverty Reduction Strategy Papers tended to marginalise even issues which officially had cross-cutting status, such as gender.

Does The Policy Framework Prevent Mainstreaming?

The second question elicited some responses which tended to overlap with the first, especially with respect to the fact that, without a strong, specific steer from the top, whether this was found in the PSA or came from ministers, disability could find little traction.

There was generally little clear idea of what mainstreaming disability might entail in practice and a feeling that the diffuse nature of policy in DFID made it impossible to develop an effective corporate disability strategy. Looked at more broadly, there seemed to be confusion, between policy (what needed to be done) and strategy (how it could be done). Within this uncertain and essentially incoherent policy framework, developing a consciousness about the importance of disability seemed to be extremely problematic.

To make this even more difficult was the point, raised by the majority of the interviewees, of the time constraints under which they all worked. Because of this, disability could be seen by many as simply one more imposition, and as importantly, one which, even if they were sympathetic to the issues, they were not equipped to deal with and for which they had little institutional support. If we had had the time to dig more deeply at the other agencies no doubt these issues would also have been flagged up.

Another identified issue was the increasing importance of PRSPs and associated aid instruments which meant that most human rights issues, especially with respect to social and economic rights, were being ignored. This was put down partly to the emphasis on economic indicators, but also, as importantly, to the fact that disability did not appear to be a priority for most recipient countries. This was tied into what was seen as a move away from conditionality and, therefore, the inability of donors to stipulate more than the most general, high-level conditions.

The considerable degree of autonomy enjoyed by country offices was another reason given for why disability remained largely ignored, although some believed that this autonomy was positive as it meant that DFID was being responsive to local conditions and demands. Nonetheless, what appears to be an informal and disjointed policy framework which leaves so much room for interpreting how to meet the PSA at the same time leaves little room or incentive to build disability into the picture.

While not strictly a question of policy or organisational structure, a common theme was that disability was an invisible issue partly because there were so few disabled people working for the department. Once again, while this was not a question followed up at the USAID, the World Bank or NORAD, we would be surprised if this was not the case for them as well.

As with NORAD, DFID does not ignore disability issues and, in fact, some the country offices have been active in promoting substantial disability projects. (Thomas 2004). Mainstreaming does, however, continue to be illusive, even more so because unlike NORAD there is no formal institutional commitment. Another interesting parallel with NORAD is the fact that DFID has a substantial Partnership Programme Agreement (PPA) with Action on Disability in Development (ADD). Unlike the Atlas Alliance, ADD is not a DPO, but it does support the work of DPOs in the South. Funding work outside the formal structure of the Department may have lead to the belief that disability was already 'being covered' by specialists and there was no urgent need to mainstream. It also suggests that despite the Department's formal commitment to a human rights approach, by omission, disability is still being left off that agenda.

Nonetheless, this paper, together with the other research commissioned by the Disability KaR, may be seen as part of a process designed to begin to rectify this situation. For example, the research upon which this section was based comes from a consultation that the British Council of Disabled People (BCODP) was asked to undertake for DFID. The purpose was to look at a number of key areas - policy, human resources, training and project funding (specifically the Civil Society Challenge Fund[5]) in order to recommend how disability issues can be integrated into practice. Also, for the last two years the Disability KaR Programme has had a disability policy officer working within DFID, actively promoting

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[5] A fund that supports civil society in the South through UK-based NGOs .
http://www.dfid.gov.uk/funding/civilsocietycf.asp

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disability issues. These, together with other projects, such as the setting up of a cross-departmental Disability Working Group and increased emphasis on disability within DFID's Diversity Strategy, show positive intent. Experience suggests, however, that it is only when such intentions move off the page and are implemented that their impact, and indeed the organisation's commitment, can be assessed.

DFID and ADD

The goal of the PPA will be achieved through supporting the work of disabled people's organisations and to influence policy makers and development practitioners as shown by:

Significant policies and practices adopted by the national government in the majority of the countries where ADD work in national poverty reduction strategies or sector strategies, which ensure the equality of rights and opportunities for disabled people.

Disability issues incorporated and addressed in legislation in most of the countries where ADD work.

The European Union adopting a cross-cutting disability policy in relation to its work on international development based on the rights of disabled people.

Sphere emergency relief guidelines ensuring equality of rights and access for disabled people.

Significant policies and practices adopted by World Bank, UNICEF and UNESCO.

http://www.dfid.gov.uk/aboutdfid/intheuk/ppas/add-ppa.asp

Perceptions from the South

Why is Mainstreaming Important for Disabled People?

The majority of respondents in the South had an excellent idea of what disability mainstreaming should be and why it was important for disabled people. This is amply demonstrated in appendices7, 9 and 10, which contain reports of meetings with DPOs in Africa as well as Afghanistan and Bangladesh.

In Uganda, for example, NUWODU (National Union of Women with Disabilities of Uganda) commented that, "Mainstreaming sets in after a recognition that disability issue is a cross cutting which has to be given due attention in all sectors." In Bangladesh, DPOs saw mainstreaming as a project which would help deliver liberating social inclusion, which, among other things would allow, "Everyone (to) participate at all levels of society according his/her choice without

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facing any barrier, disabled people will live with dignity in the society where there would be no obstacle, and walls for inclusion and… will able to establish/enjoy their rights and give their opinions."

The need for disability to be mainstreamed was not limited to aid agency work, but figured prominently in the policies DPOs urged on their own governments. In Afghanistan DPOs offered a comprehensive plan to bring disabled people fully into society. Bangladeshi DPOs were similarly clear on this point, while in Africa there was a clear awareness among DPOs of what government mainstreaming is or should be. All respondents concurred on the need to remove barriers. They called for work to change positively the environment into which disabled people are being mainstreamed before mainstreaming can be effective. African DPOs cautioned, "Don't mainstream us into poverty".

In South Africa, the mainstreaming of disability in policies and legislation is instructive, as it is at the centre of the development and implementation processes at national and provincial levels, including programmes within local municipalities. To assist this process the country has drawn up a Compendium of Disability Indicators for Government Departments (Appendix 8) which provides an excellent model of disability mainstreaming. However, as we have found with most agencies, these finely-tuned policies have by in large not been implemented. This has been do to numerous capacity constraints, lack of funding, a failure to champion policies and many other difficulties. (Dube 2005)

Do Agencies Mainstream Disability in the South?

Besides asking our researchers in Uganda, Zambia, Malawi, South Africa and Zambia to interview representatives of NORAD and USAID in their countries, we also asked them to survey DPOs to assess whether they have been aware of any mainstreaming efforts by the agencies. With the exception of favourable comments about USAID's recent efforts in Uganda, all the many groups surveyed reported that no mainstreaming had been or was taking place.

The following reply from ZAFOD in Zambia was fairly typical.

"ZAFOD has in the past approached these organizations for support but was told support is channelled to specific sectors, through government, such as health, education, etc. We were not availed with policies or any other information on whether disability issues were a component of these mainstream development cooperation."

This was echoed by DPOs and other groups contacted in Bangladesh and Afghanistan. In the former, the participants claimed that:

"The development agencies and NGOs provide services to the poor people, imposes their ideas on the marginalized people focus on microcredit for development. There is no participation of the target people including disabled people in the decision making and implementation. All the decisions come from the upper level."

African DPOs identified some key difficulties with agency mainstreaming. These were that:

- Often "a handful of disabled people" were consulted without due regard to levels of education and the need for self-representation for the different interest groups.
- Some agencies equate mainstreaming to "consultation" only without an obligation to ensure inclusion of funded disability components within their programmes.
- Sometimes small budgets for disability work are included, but there is no implementation-"paper mainstreaming".

We also asked if DPOs were aware of official agency policies on disability and development cooperation. Once again, excepting that of USAID in Uganda, none of the DPOs had any such information. However, even if they did they might find it difficult criticise agencies for not mainstreaming disability in their programmes, as they would need to know about these in some detail. They may also perceive they can't afford to offend potential funders by holding them to account. In fact, this is precisely what happened in one of the country's surveyed. A DPO was aggrieved about an agency's decision over project funding but did not want to go public because they felt it would compromise any future requests.

It was mentioned in several interviews in Uganda and South Africa that DPOs in the North and South should work together to advocate and lobby for effective mainstreaming. This was particularly urgent in view of the current "marginalisation" of disability in development cooperation "--we are nowhere near to achieving what the women's movement has achieved in terms of gender mainstreaming". One respondent mentioned that "--our sister organisations understand our issues better that mainstreaming NGOs."

Conclusions

What has prevented effective mainstreaming of disability in development cooperation?

Mainstreaming Strategies must be Agency Specific

One of our most significant findings of our study, though hardly a surprising one, is that the substantial differences in size, organisational structure, work practices as well as institutional and political culture makes cross-agency comparisons problematic. For example, as we have seen, even the most basic questions of what policy is, how it is interpreted and implemented, are quite distinct in each case. This means that although there are common issues to consider, practical recommendations for mainstreaming disability in any particular agency would demand a more specific and detailed analysis than can be offered here.

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Lack of Broad Institutional Support for Mainstreaming

Bearing this in mind, broad-based institutional support for disability mainstreaming has been generally weak. NORAD offers the most potent and disappointing example of this. At USAID an excellent policy-like document languished for years behind a convincing façade, although fortunately it did not convince the National Council on Disabilities. And even at the World Bank, where the president has been such a vocal champion, the Disability and Development Team are having to fight to make an impression in a 'bean-counting' culture which in practice eschews appeals to human rights. Despite their impressive achievements in research and international mobilisation, the future of this excellent group under the new incoming regime is far from certain. The one important lesson for the disability movement to take away from this is that getting fine-sounding policies is not nearly enough. In most cases it is only a first tentative step and without continual lobbying the policies can be left swinging decoratively and uselessly in the wind.

Failure to Communicate Policies

Leaving aside what is or isn't a policy, there has been a general failure to communicate agency policies effectively. Part of this has to do with the fact that there are so many demands on agency staff that unless something is seen as an immediate priority in terms of the agency's headline policy commitments or an individual's job appraisal it is likely to be ignored as yet another of many minority concerns such as age, children, ethic groups, etc.. This indifference is legitimised by the fact that disability finds no explicit mention in the MDGs, is virtually orphaned in the new world of budget support and has failed to be granted official cross-cutting status by any agency.

Failure to Break Down Traditional Attitudes to Disability

There is perhaps a more basic reason limiting the scope of disability mainstreaming. Those campaigning for equality for women in development cooperation have yet to achieve the mainstreaming breakthrough they want, but at least they have convinced most people, especially development agency staff, that women's inequality is rooted in society not biology. This has not happened with disability, which most people continue to see as a medical question best left to professionals. Until agency staff are given the tools to be able to view disability through a social-model lens, appeals to see it as a human rights issue that demands mainstreaming into development cooperation are likely to make little progress.

Need for Practical Guidance

It was also clear for our interviews, especially at DFID where we spoke mainly to those without much experience of disability issues, that there is little practical guidance on how disability can be mainstreamed. The NORAD/MFA report found that the guidance note that had been provided was too complicated for those in country to use. They also observed that it had been devised for project work, not

the new aid instrument regime. It is hoped that e-learning training being developed by USAID may provide a good model for addressing this problem, although it must be noted that content would need to be adapted to an agency's policy and practice.

Inadequate Resourcing

Finally, given the extent of inertial resistance within agencies and governments to really taking disability on board as a serious issue and the scale of the problem in terms of the numbers of disabled people in the majority world living in abject poverty, the resources both financial and human which are being provided to take forward the disability agenda in all the agencies, are derisory.

Understanding Mainstreaming

In their report for NORAD/MFA, the authors found that there was considerable divergence in how different groups understood the concept of mainstreaming. We found much the same in our work. For most agencies it tended to be seen as a question of ensuring participation or inclusion of disabled people in specific projects, rather than either at all stages of a project or across the board. So, for example, if there is a disability dimension included in an educational project, it was described as having been mainstreamed. We see this as conceptually much too narrow a reading of the process. Mainstreaming should not just about inclusion, it must be about the precise nature of that inclusion. While, as we have indicated, it is understandable that the culture and practices of entire institutions cannot be transformed at a stroke, it is absolutely essential that the broader, more radical goals of disability mainstreaming, that is self-empowerment, self-determination and equality are not soft peddled. These need to be constantly promoted and constantly revisited.

This is of central importance, for as has been demonstrated with gender, (Albert and Miller 2005) if the understanding of key concepts are diluted, even if for pragmatic reasons, the mainstreaming project can easily be sidelined and then lost. For example, Razavi and Miller have pointed out that:

"Although the gender discourse has filtered through to policy-making institutions, in the process actors have re-interpreted the concept to suit their institutional needs. In some instances, 'gender' has been used to side-step a focus on 'women' and the radical policy implications of overcoming their disprivilege" (Razavi and Miller, 1995:41).

In many ways the key questions about disability mainstreaming are a reprise of the debates over the Women in Development (WID) approach to including of women in development co-operation. This was an attempt, "… to make women visible and to ensure that they were integrated into existing development initiatives. … There was a strong conviction that if planners and policymakers could be made to see women's valuable contribution to the economy, women would no longer be marginalised in the development process. This instrumentalist approach, based on arguments about economic efficiency, proved to be effective

as a political strategy for having women's issues taken up by donor agencies."
(Albert and Miller 2005). Problems with this approach were not long in becoming
apparent, especially the fact that by just wanting to get women to the table it did
not consider why and how they had been systematically excluded in the first
place.

There is a danger of the same thing happening in the process of institutionalising
disability, where de-politicised and technocratic approaches tend to be favoured
by those who either feel comfortable seeing disability as a somewhat neutral
question of equal access or don't want to rock the boat they have just managed
to get invited on board. In this process, the cutting-edge issues implicit in the
definition of disability mainstreaming we have adapted from the UNDP, especially
to do with institutional discrimination, unequal power relations (disabled people
being done for and done to by others), the denial of human rights, and the
medicalisation of disabled people can be too readily dissolved. This should not be
allowed to happen. It cannot be stressed strongly enough or often enough that
disability is a human rights issue and as such it is always and everywhere a
political issue.

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Appendix 1

UN Standard Rules on the Equalization of Opportunities for Persons with Disabilities
http://www.un.org/esa/socdev/enable/dissre00.htm

Rule 21. Technical and economic cooperation

States, both industrialized and developing, have the responsibility to cooperate in and take measures for the improvement of the living conditions of persons with disabilities in developing countries.

1.   Measures to achieve the equalization of opportunities of persons with disabilities, including refugees with disabilities, should be integrated into general development programmes.

2.   Such measures must be integrated into all forms of technical and economic cooperation, bilateral and multilateral, governmental and non-governmental.

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States should bring up disability issues in discussions on such cooperation with their counterparts.

3. When planning and reviewing programmes of technical and economic cooperation, special attention should be given to the effects of such programmes on the situation of persons with disabilities. It is of the utmost importance that persons with disabilities and their organizations are consulted on any development projects designed for persons with disabilities. They should be directly involved in the development, implementation and evaluation of such projects.

4. Priority areas for technical and economic cooperation should include:

    (a) The development of human resources through the development of skills, abilities and potentials of persons with disabilities and the initiation of employment-generating activities for and of persons with disabilities;

    (b) The development and dissemination of appropriate disability-related technologies and know-how.

5. States are also encouraged to support the formation and strengthening of organizations of persons with disabilities.

6. States should take measures to improve the knowledge of disability issues among staff involved at all levels in the administration of technical and economic cooperation programmes.

Rule 22. International cooperation

States will participate actively in international cooperation concerning
policies for the equalization of opportunities for persons with disabilities.

1. Within the United Nations, the specialized agencies and other concerned intergovernmental organizations, States should participate in the development of disability policy.

2. Whenever appropriate, States should introduce disability aspects in general negotiations concerning standards, information exchange, development programmes, etc.

3. States should encourage and support the exchange of knowledge and experience among:

    (a) Non-governmental organizations concerned with disability issues;

    (b) Research institutions and individual researchers involved in disability issues;

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(c) Representatives of field programmes and of professional groups in the disability field;

(d) Organizations of persons with disabilities;

(e) National coordinating committees.

4.   States should ensure that the United Nations and the specialized agencies, as well as all intergovernmental and interparliamentary bodies, at global and regional levels, include in their work the global and regional organizations of persons with disabilities.

Appendix 2

USAID Disability Policy

U.S. Agency for International Development
USAID POLICY PAPER ON DISABILITY
September 12, 1997

I. USAID DISABILITY POLICY

The U.S. Agency for International Development (USAID) is committed to the inclusion of people who have physical and mental disabilities and those who advocate and offer services on behalf of people with disabilities. This commitment extends from the design and implementation of USAID programming to advocacy for and outreach to people with disabilities. USAID's policy on disability is as follows: To avoid discrimination against people with disabilities in programs which USAID funds and to stimulate an engagement of host country counterparts, governments, implementing organizations and other donors in promoting a climate of nondiscrimination against and equal opportunity for people with disabilities. The USAID policy on disability is to promote the inclusion of people with disabilities both within USAID programs and in host countries where USAID has programs.

For purposes of this policy, a disability is defined as a physical or mental impairment that affects a major life function, consistent with the definition of the Rehabilitation Act.

USAID commitment to disability issues is not new. A 1996 report ("Activities Addressing the Needs of Person with Disabilities," USAID document PN-ABY-746) described the many and varied Agency-sponsored activities in provisioning of prosthetics, treatment and prevention of blindness and special education, providing medical training of individuals who assist persons with disabilities, building advocacy and management capabilities of local organizations that represent the disabled, and the like. This policy is designed to build upon current activities and to enhance the effectiveness of the Agency's commitment.

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The policy applies to Agency program funds only, and complements existing USAID disability policies which relate to staffing and personnel procedures. One of the best means of raising awareness in programs is to actively pursue those personnel procedures so that Agency staffing patterns reflect the intention of Agency programs.

The Americans with Disabilities Act of 1990 (ADA) is generally not applicable to USAID's overseas programs. While the ADA applies to U.S. citizens (including USAID employees) overseas, it does not apply to non-U.S. citizens, who are the primary beneficiaries of USAID programs. The USAID disability policy is thus in part an effort to extend the spirit of the ADA in areas beyond the jurisdiction of U.S. law.

II. POLICY OBJECTIVES

The objectives of the USAID policy on disability are: (a) to enhance the attainment of United States foreign assistance program goals by promoting the participation and equalization of opportunities of individuals with disabilities in USAID policy, country and sector strategies, activity designs and implementation; (b) to increase awareness of issues of people with disabilities both within USAID programs and in host countries; (c) to engage other U.S. government agencies, host country counterparts, governments, implementing organizations and other donors in fostering a climate of nondiscrimination against people with disabilities; and (d) to support international advocacy for people with disabilities.

III. POLICY FRAMEWORK

A substantial segment (often ten per cent or more) of any population has impairments. Those individuals are often limited in participating in society by obstacles in the physical or social environment. It is widely recognized that the response to this problem must be a balanced combination of prevention, rehabilitation and measures for the equalization of opportunities. Individuals with disabilities and their caregivers often are taken out of the workforce. The reasons are many: discrimination, lack of educational, vocational rehabilitation or training opportunities, etc. These factors place further economic burden on poor countries where USAID has sustainable development programs. People with disabilities have the same needs as others for nutrition , family planning, health care, training and employment. Many mainstream programs, with minor modification at the design stage, help address these needs. For example, education programs can be developed which promote inclusion of children with physical or mental disabilities to the maximum extent feasible. Economic growth activities, such as small business loans lending, can be developed to assure that people with disabilities have equal access to credit. Infrastructure projects can be designed, with acceptable marginal cost, to assure barrier-free access.

In providing humanitarian assistance in post-conflict situations and disaster assistance, early strategically aimed programs both help address the immediate needs of people with disabilities and also provide a foundation on which these

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individuals more effectively make a positive contribution to the economic development of their country. The disabling injuries caused by landmines provide yet another compelling reason for such programs.

USAID promotes advocacy as an integral part of its democracy and governance objective. As a world leader in the civil rights movement for people with disabilities, the U.S. has seen a strengthening of many local organizations which have formed to support independent living and other disability initiatives as a critical need. In many countries, individuals with disabilities have been `warehoused' in abysmal conditions with total disrespect for their rights. Those rights must be respected. As young democracies decide where they will concentrate scarce resources, people with disabilities and those interested in the issues of people with disabilities must be among the voices that are heard.

Recently, in certain developing countries, indigenous non-governmental organizations (NGOs) interested in the concerns of people with disabilities have emerged. USAID's general policy with regard to partnership with private voluntary organizations (PVOs) encourages the use of U.S. PVOs to help strengthen indigenous NGOs ("USAID-U.S. PVO Partnership," April 12, 1995; Handbook 1, Policy Papers); inclusion of NGOs interested in issues of persons with disabilities should be considered for this kind of support.

USAID also recognizes the appropriate role of host country governments in creating the enabling environment for disability advocacy and services. Host governments not only create the regulatory environment, but they also assure quality standards and, for donor programs, provide the basis for sustaining these efforts.1

IV. OPERATIONAL PROCEDURES

A. CONSULTATION

Each USAID Bureau, Mission and Center of the Global Bureau must determine the best ways to consult with the disabled and with those who advocate on behalf of, or provide services for individuals with disabilities.

Each USAID Bureau, Mission and Center of the Global Bureau must also determine best ways for consulting with appropriate host government officials to assure that issues are reviewed with respect to the enabling environment, regulatory concerns, quality assurance standards and maintenance of donor-financed disability activities. USAID will also look to organizations and individuals with in-depth local experience to assist in designing and implementing participatory mechanisms to ensure that USAID strategic objectives and activities incorporate, to the extent feasible, the priorities and values of people with disabilities and groups pursuing these issues and interests in the host country.

B. AREAS TO BE CONSIDERED IN THE CONSULTATIVE PROCESS

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The concerns of people with physical and mental disabilities should be considered in the variety of USAID programs for the poorest elements of society including but not limited to programs for children and women, especially early childhood interventions, child survival programs and curriculum development for special education within basic education programs; mass communication and printed materials; development of basic infrastructure (e.g., roads, water and sanitation, public transportation, telecommunications); development of small scale industries or workshops; introduction of new machinery; development of products the use of which requires specific skills; urban or rural community development; development of health care facilities or systems; development of formal and non-formal education, training, career development and job placement services; family planning and health education programs; design and construction activities; and activities related to democracy and good governance, human rights initiatives, and income generation. Where appropriate, USAID may also encourage relevant policy dialogue with host governments.

C. SUPPORTING U.S. PVO AND INDIGENOUS NGO RELATIONSHIPS

Indigenous NGOs, as part of the host society, can serve as a voice for the interests and perspectives of the community of individuals with disabilities or groups interested in their issues. USAID will look to an increasing role for indigenous NGOs to carry out service delivery and to advocate on behalf of the interests of people with disabilities. USAID will actively encourage the formation of effective partnership relations between U.S. PVOs and indigenous NGOs interested in issues of concern to people with disabilities.

D. TRAINING AND ENHANCED AWARENESS

USAID employees and contractors will be trained in issues of relevance to people with disabilities so that, as appropriate, USAID programs reflect those issues. Grantees and contractors will be encouraged to provide relevant training to their staff. Footnote

1. The National Council on Disability (NCD) is an independent federal agency which was established to promote policies, programs, practices and procedures that guarantee equal opportunity for all individuals with disabilities and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society, and to provide an annual report to the President and the Congress. The NCD issued a report on August 1, 1996, entitled, "Foreign Policy and Disability" which asked whether the United States maintains a coherent disability policy within its foreign policy and found in the negative. In fact, the report concluded that "those responsible for creating and implementing U.S. overseas policies and programs generally lack awareness of disability issues, cannot articulate our national policies with respect to people with disabilities, do not incorporate the interests of people with disabilities into U.S. foreign policy objectives, and do not see the importance of U.S. disability advances and achievements for people with disabilities in other countries." The NCD recommended:

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*   creating a comprehensive foreign policy on disability to advocate for people with disabilities through activities on international levels;
*   extending U.S. disability law by legislation or executive order to include unambiguously the international operations of the U.S. government;
*   employing domestic standards of nondiscrimination in U.S.-sponsored international activities;
*   training U.S. foreign affairs agencies and their contractors to plan for programmatic accessibility; and,
*   establishing the principle that no U.S. international activity should have a lower standard of inclusion than its domestic correlate.

USAID Disability Plan of Action
"Mandatory Reference"
August, 1997

This Plan of Action is designed to direct the implementation of USAID's Disability Policy. It does so by outlining ways to promote the inclusion of services with and for persons with disabilities in programs throughout the Agency. The Plan of Action is applicable to Agency program activities only, and is consistent with chapters in Series 200 of the Agency's Automated Directive System that deal with personnel and staffing issues (http://www.usaid.gov/M/HR/ads1/htm). The Plan of Action does not require additional personnel, financial reporting, or other elaborate reporting systems. It is designed to be used within existing level of resources, and to complement reengineering guidelines.

*   In order to finalize the establishment of Agency policy on persons with disabilities, the following process will be pursued:
*   The draft policy shall be reviewed by field missions, development partners, and other donors. (Action: Policy and Program Coordination Bureau (PPC), completed)
*   The policy shall be revised and submitted for the approval of the Administrator. (Action: PPC, summer '97)

2.In order to encourage interagency donor collaboration on the issues of inclusion of disability issues in international programming, USAID will participate actively in relevant interagency and inter-donor meetings.

*   USAID participated in the first interagency donor meeting on disabilities held at the World Bank. Also in attendance were representatives from the United Nations' Office of Disabled Persons, the World Health Organization (WHO), the United Nations Children's Fund (UNICEF), the United Nations' Educational, Scientific and Cultural Organization (UNESCO), the Inter-American Development Bank, the Danish International Development Assistance organization (DANIDA), the Organization for Economic Cooperation an d Development's Center for Educational Research and Innovation, the African Development Foundation, the U.S. Department of Health and Human Services, the Academy for Educational

Development and several international disabilities NGOs. (Action: Global Bureau, completed)

*   USAID will participate in quarterly meetings of this interagency working group, and will chair the second interagency meeting. USAID will contribute to setting the mission statement, objectives and activities of this group. (Action: Global Bureau, pending appointment of the Team Coordinator; see 4 below)

*   USAID will explore the development of an international working group with other federal agencies that have programs serving persons with disabilities, e.g. Department of State, U.S. Information Agency, the National Council on Disability, Department of Treasury, Department of Commerce, Department of Education, Department of Health and Human Services including the National Institutes of Health, the President's Committee on Employment of People with Disabilities, Department of Housing and Urban Development, Social Security Administration, Department of Justice, Department of Transportation, the Access Board, etc. (Action: Team Coordinator, Oct 1, '97)

3.In order to ensure Agency-wide coordination and responsiveness, and to assist and facilitate consideration of disability issues in field and Washington planning, an Agency Team for Disability Programming (ATDP) will be established. Membership will be by invitation of the Administrator, and may include external representatives. No budgetary resources will be required.

*   The ATDP will meet quarterly under the leadership of PPC. (Action: The Administrator and USAID/PPC, beginning Sept 30, '97)

*   The ATDP will consult annually with various international disabilities organizations, the PVO community through USAID's Advisory Committee on Voluntary Foreign Assistance (ACVFA), the higher education community through the Association Liaison Office f or University Cooperation in Development (ALO), and with other organizations and donors through the quarterly interagency donor collaboration meetings (mentioned above). (Action: Team Coordinator, '97)

*   The ATDP will foster Agency awareness (e.g. Agency newsletters, USAID Focus, USAID/PPC's Center for Development Information and Evaluation (CDIE) publications, ExoNet, Agency home page, etc.) regarding the importance of including persons with disabilities in USAID programs; promote Agency commitment and responsiveness; and ensure bureau, mission and center review processes occur. (see number 5 below). (Action: ATDP, CDIE, and Public Affairs Bureau, continuous)

*   The ATDP will review [or develop] activity reports, identify "lessons learned", and assess the Agency's training program (see point 6 below). A summary annual [or periodic] review will be presented to the Administrator. (Action: ATDP, quarterly)

*   The ATDP may establish short-term special working groups, when needed. (Action: ATDP, as needed)

*   The ATDP may consider and recommend the establishment of special Agency-wide activities focused on policy and services for persons with disabilities. (Action: ATDP, as needed)

*   The ATDP will provide senior staff with an annual briefing on all disability-related activities. (Action: ATDP, each January)

*   An Annual Disabilities Recognition Award will be established to recognize USAID staff and/or partners who have promoted integration of disabilities awareness and activities into USAID programs. The ATDP will make information about the Award widely available, identify potential recipients, and provide the Administrator with recommendations for candidates. (Action: ATDP, each June 30)

4. In order to ensure that a central team leader and contact point for activities regarding persons with disabilities exists within the Agency, the Administrator will designate a Disability Team Coordinator.

*   This Team Coordinator will provide support to the ATDP upon request, provide technical assistance to all bureaus, missions and centers as they assess their programs for opportunities to include persons with disabilities, maintain the flow of information on disabilities activities, respond to external enquiries, represent USAID at conferences and meetings on disability or ensure proper representation for technical matters, alert NGOs, institutions of higher education and other organizations about "windows of opportunity" in USAID programs, attend and brief participants at regional bureau conferences and other large-scale Agency meetings, and liaise with disabilities organizations, ACVFA, ALO and key U.S. PVO/NGOs involved with disabilities programming. (Action: USAID Administrator, Oct 1, '97)

5.In order to address appropriately and fully the inclusion of persons with disabilities in Agency programs, the Agency will track progress by compiling an annual [or periodic] summary report.

USAID/Washington will periodically compile a report that assesses the extent and quality of USAID disability activities, and identifies lessons learned, new models, opportunities and challenges for future programming. Relevant field programs may be visit ed. The first summary report will be sent to the Administrator with, as needed, recommendations for ensuring Agency momentum and progress on disabilities issues. (Action: ATDP, first report to be completed July 1998.)

6.In order to promote inclusion and build commitment and capacity to address issues regarding persons with disabilities, the Agency will conduct staff development activities.

*   Appropriate training materials for Agency staff members, contractors and other partners will be designed or adapted, field tested and produced, including items such as: a video with practical examples of programs that work; handouts for reflection and action; discussion frameworks for group activities; and suggestions regarding policy implementation. (Action: Team Coordinator and Training Office, for use beginning March 30, 1998)
*   Preliminary staff training will be provided within new employee orientation, diversity training, other relevant on-going staff training sessions and special technical training, as feasible. Operating units will be encouraged to engage in follow-on se lf-training through the use of the training materials. (Action: Training Office and operating units, beginning as soon as feasible)

*   A letter with abbreviated training materials will be distributed to all Agency contractors, grantees and cooperative agreement partners to encourage them to engage in staff training regarding programming for persons with disabilities. Such organizations will also be encouraged to share their relevant training materials with USAID for review and possible use in our training activities. (Action: Training and Procurement Offices, beginning October 1, 1997)

Appendix 3

Provisions in the Consolidated Appropriations Act, 2005 mandating USAID disability policy

H.R.4818
Consolidated Appropriations Act, 2005 (Enrolled as Agreed to or Passed by Both House and Senate)
DISABILITY PROGRAMS
SEC. 579. (a) Of the funds appropriated by this Act under the heading `Economic Support Fund', not less than $2,500,000 shall be made available for programs and activities to address the needs and protect the rights of people with disabilities in developing countries: *Provided,* That such funds shall be administered by the United States Agency for International Development (`USAID') and the Department of State, and shall be available for grants to nongovernmental organizations that work on behalf of people with disabilities in such countries.
(b) The Secretary of State and the USAID Administrator shall designate within their respective agencies an individual to serve as Disability `Advisor' or `Coordinator', whose function it shall be to ensure that disability rights are addressed, where appropriate, in United States policies and programs.
(c) Funds made available under subsection (a) may be made available for an international conference on the needs of people with disabilities, including disability rights, advocacy and access.
(d) The Secretary of State, the Secretary of the Treasury, and the USAID Administrator shall seek to ensure that the needs of people with disabilities are addressed, where appropriate, in democracy, human rights, and rule of law programs, projects and activities supported by the Department of State, Department of the Treasury, and USAID.
(e) The USAID Administrator shall seek to ensure that programs, projects and activities administered by USAID comply fully with USAID's `Policy Paper: Disability' issued on September 12, 1997: *Provided,* That not later than 90 days after enactment of this Act, USAID shall implement procedures to require that prospective grantees seeking funding from USAID specify, when relevant, how the proposed program, project or activity for which funding is being requested will include protecting the rights and addressing the needs of persons with disabilities.

Appropriations for foreign operations, export financing, and related programs for the fiscal year ending September 30, 2004

DISABILITY ACCESS
SEC. 688. The Administrator of the United States Agency for International Development (`USAID') shall seek to ensure that programs, projects, and activities administered by USAID in Iraq and Afghanistan comply fully with USAID's `Policy Paper: Disability' issued on September 12, 1997: Provided, That the Administrator shall submit a report to the Committees on Appropriations not later than December 31, 2004, describing the manner in which the needs of people with disabilities were met in the development and implementation of USAID programs, projects, and activities in Iraq and Afghanistan in fiscal year 2004: Provided further, That the Administrator, not later than 180 days after enactment of this Act and in consultation, as appropriate, with other appropriate departments and agencies, the Architectural and Transportation Barriers Compliance Board, and nongovernmental organizations with expertise in the needs of people with disabilities, shall develop and implement appropriate standards for access for people with disabilities for construction projects funded by USAID.

Appendix 4

AAPD 04-17 - Supporting USAID's Disability Policy in Contracts, Grants, and Cooperative Agreements

PURPOSE: The purpose of this AAPD is to require contracting officers (COs) and agreement officers (AOs) to include a provision supporting USAID's Disability Policy in all solicitations and resulting awards for contracts, grants, and cooperative agreements. The provision is an affirmative statement that the contractor or recipient will comply, to the extent practicable and within the scope of the award, with the intent of USAID's Policy Paper on Disability, datedS eptember 12, 1997.

BACKGROUND: In September 1997, the Bureau for Program and Policy Coordination (PPC) issued a USAID General Policy Notice stating USAID's Disability Policy. This Policy Paper "articulates the U.S. Agency for International Development's (USAID) commitment to pursue advocacy for, outreach to, and inclusion of people with physical and mental disabilities, to the maximum extent feasible, in the design and implementation of USAID programming, and provides guidance for making that commitment operational." The policy applies to the use of Agency program funds only and complements USAID's personnel and staffing disability policies.

To summarize, USAID's policy on disability is to:
* Avoid discrimination against people with disabilities in programs with USAID funds;

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- Stimulate an engagement of host country counterparts, governments, implementing organizations and other donors in promoting a climate of non-discrimination against and non-discrimination for people with disabilities; and
- Promote the inclusion of people with disabilities within USAID programs and in host countries where USAID has programs

PPC includes the Policy Paper as a Mandatory Internal Reference to ADS 200 "Introduction to Programming Policy" (see ADS 200.4.2 Internal Mandatory References, under the category "Other Issues" at http://www.usaid.gov/about/disability/policies.html). Various efforts are underway to more fully incorporate the Disability Policy into USAID's program planning so that inclusion of persons with physical and mental disabilities is a standard component of the program and activity design/development process. In fact, many operating units throughout the Agency already do incorporate the Disability Policy in their strategic planning and activity development.

The Office of Acquisition and Assistance is issuing this AAPD in order to bring the Agency policy to the attention of our private sector implementing partners and encourage their compliance with the policy, by including a provision to this effect in contracts, grants, and cooperative agreements.

GUIDANCE:.

1. Acquisition

For acquisitions (contracts) using program funds, when issuing a Request for Proposals (RFP) after the effective date of this AAPD, the contracting officer must include the following provision in Section H of the RFP and resulting contract, and modify existing contracts to include it, with the contractor's agreement, whenever practicable.

"USAID Disability Policy - Acquisition (December 2004)

(a) The objectives of the USAID Disability Policy are (1) to enhance the attainment of United States foreign assistance program goals by promoting the participation and equalization of opportunities of individuals with disabilities in USAID policy, country and sector strategies, activity designs and implementation; (2) to increase awareness of issues of people with disabilities both within USAID programs and in host countries; (3) to engage other U.S. government agencies, host country counterparts, governments, implementing organizations and other donors in fostering a climate of nondiscrimination against people with disabilities; and (4) to support international advocacy for people with disabilities. The full text of the policy paper can be found at the following website: http://www.usaid.gov/about/disability/DISABPOL.FIN.html.

(b) USAID therefore requires that the contractor not discriminate against people with disabilities in the implementation of USAID programs and that it make every effort to comply with the objectives of the USAID Disability Policy in performing this contract. To that end and within the scope of the contract, the contractor's

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actions must demonstrate a comprehensive and consistent approach for including men, women and children with disabilities."

2. Assistance

For assistance awards (grants and cooperative agreements), when issuing a Request for Applications (RFA), the agreement officer must include the following provision in the RFA and ensure its inclusion as a Special Provision in the schedule of the award itself. AOs are to amend existing grants and cooperative agreements to include the provision, with the recipient's agreement, whenever practicable.

Appendix 5

USAID Inclusive Development online course – *Draft Document*

Lesson #	Overview	Topic 1	Topic 2	Topic 3	Topic 4
Lesson 1: Foundations of Inclusion	**Lesson 1 Overview**	**Topic 1: USAID's Mission** **Learning objective:** Identify ways in which the inclusion of people with disabilities is essential to fulfilling USAID's mission.	**Topic 2: Progress toward Inclusion** **Learning objective:** Identify key documents that contain information about implementing USAID's Disability Policy.	**Topic 3: Creating a Disability Inclusion Plan** **Learning objective:** Identify the elements of a Disability Plan of Action.	
LESSON 2: Barriers to Inclusion	**Lesson 2 Overview**	**Topic 1: Misconceptions and Attitudinal Barriers to Inclusion** **Learning objective:** Recognize various misconceptions about including people with disabilities in USAID's	**Topic 2: Removing Physical Barriers to Inclusion** **Learning objectives:** Recognize strategies for removing physical barriers to inclusion, given a	**Topic 3: Removing Communication Barriers** **Learning objectives:** Recognize strategies for removing communication barriers, given a scenario.	**Topic 4: The Inclusion of Women and Girls with Disabilities** **Learning objectives:** Recognize societal and economic barriers faced by women and girls who are disabled.

		programs.	scenario.		
LESSON 3: The Inclusive Development Program	**Lesson 3 Overview**	**Topic 1: Working with Disability Groups** **Learning objective:** Recognize key issues when working with local disability organizations and advocacy groups in host countries.	**Topic 2: Planning for Inclusion** **Learning objective:** Identify key considerations when planning an inclusive program.	**Topic 3: Achieving Inclusive Results** **Learning objective:** Identify strategies for achieving inclusive program results.	**Topic 4: Accessibility Audit** **Learning Objective:** Recognize the steps in performing an accessibility audit.
LESSON 4: Inclusive HR Management	**Lesson 4 Overview**	**Topic 1: Inclusive Recruitment** **Learning objective:** Identify strategies for recruiting people with disabilities.	**Topic 2: Employing People with Disabilities** **Learning objective:** Recognize examples of best practices when employing people with disabilities.	**Topic 3: Creating an Inclusive Work Environment** **Learning objective:** Correct common misconceptions that non-disabled team members have about working with co-workers who have disabilities, given a scenario.	
LESSON 5: Leading Examples of Inclusive Development	**Lesson 5 Overview**	Topic 1: Social Change in Vietnam	**Topic 2: Russia and the Omnibus RFA**	**Topic 3: Trickle Up in Timbuktu**	

Appendix 6

Answers from NORAD Departments to Questions on Disability Mainstreaming

Questions

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5.	How do you and your department understand mainstreaming and inclusion of disability in development co-operation?
6.	Has there been a process within you department on making Norad's guidelines on disability known to all staff?
7.	Has your department taken action in order to make sure that projects/programmes are assessed and reported on according to the guidelines?
8.	If your department has implemented the guidelines, what has been difficult in this process and what has been successful?

Department of Quality Assurance,
"Our department is responsible for giving advises to Embassies, MFA and Norad on quality assurance on agreements and contracts with local partners. When it comes to disability, there are no absolute requirements. Further, our checklists for reviews of programmes, does not include disability issues. We have to assess what is relevant for the programmes"

Department of Governance and Macroeconomics

*1)	With mainstreaming we understand to integrate considerations of special issues crosscutting sectors and areas. Issues we mainstream in our department are gender and environment. When it comes to mainstreaming disability, we are already doing some effort within certain areas as mentioned below. However, we absolutely have a potential for bringing this dimension into our department's work.*

*2)	Unfortunately, there is very little awareness on disability in our department (established in 2004). Your request has however made us contact the Department of Human Development and Service Delivery in order to advise us on our policy on disability and remind us on Norad's guidelines.*

*3)	In the annual application process with Norwegian NGOs, the NGOs are requested to assess their activities with relevance and regards to disability[6] as one of the goals of Norwegian development co-operation. The NGOs are requested to make such assessments for each programme country. Accordingly, the NGOs are requested to assess such relevance when reporting to Norad.*

Norwegian People's Aid, which is the largest Norwegian NGO supported by Norad through our department, include the rights of disabled in their activities. In March this year we had a chance to visit schools in Malawi for bind pupils a also a village for people with leprosy. At that time in Malawi, a workshop was arranged for Norwegian NGOs, their partners and Embassy staff with focus on inclusion of disabled in development. The seminar was arranged by Norad's Department of Human Development and Service Delivery. This department could also give you

more information on the work done by Norad for mainstreaming disability in Norwegian Embassies and NGOs.

Department for Environment and Private Sector Development

1)   We understand mainstreaming of disability as an issue that has to be addressed when relevant for the programme. Since Norad has issued the guidelines on disability, it is expected that we follow up on this. Whether disability relevance is assessed is another question. When we assess applications for funding, the disability dimension should always be considered, however very little of this is documented in our department.

2)   The guidelines have been introduced to our department before the restructuring of Norad. Further we have been informed that the guidelines are published on our intranet in Norad and that we have to observe these.

3)   Our department has made some initiatives on this, but not in a very large scale. One example on such initiatives is in a microfinance programme in Uganda where we have made recommendations for including disabled as a pilot component of this programme. If this proves to be successful, we will be able to copy this approach in other microfinance programmes as well. When funding private businesses in poor countries, we are now able to give financial support to make physical environment accessible for disabled people in order to be able to employ disabled. However, our department is in this sense only responsible for giving advices and not implement these programmes. Our department is responsible to observe the guidelines in our role as advisors for private companies, and guide these on possibilities for adjusting the environment when this is appropriate. Our department has given financial support to a business producing assisting devises in one of our partner countries.

4)   It is obvious that staff in our department would need to freshen up the awareness of the guidelines. However, restructuring of Norad may be given blame for forgetting and not using the guidelines. Renewed awareness on the policy will strengthen the focus on disability in our daily tasks with applications and giving advises to organisations and businesses. The Embassies and the Department of Human Development are the important keys to implement this policy. Further, the overall responsibility for implementing inclusion lays with the partners in the South: Governments and institutions/local NGOs, even if we are responsible for knowing of and follow-up on this in our dialogue and processes. We have a special responsibility for requiring inclusion in NGOs receiving funds from our department and make them aware of the Norwegian policy.

Unit for Civil Society

"Our unit is not having the main responsibility in NORAD for disabled persons rights, however, the rights of persons with disabilities is an important issue which is always to be assessed when we receive new applications from NGOS and if

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disabled is a target group. The guidelines on inclusion are important when we assess new applications each year. As our Unit was recently established (in April this year), all aspects on how to work with disability issues are not yet clear to us"

Appendix 7

Report on Mainstreaming Project in Uganda, South Africa, Zambia, Malawi and Zimbabwe

A. Scope

Although the research centred on the work of USAID and NORAD in the five countries that participated in the exercise, the scope of the research was extended to include governments departments in South Africa.

The rationale for including government departments in South Africa stems from the fact that the country has a well-advanced policy development process that provides unique opportunity for mainstreaming. (See Appendix 8) With development aid increasingly being relocated to countries that are poorer than South Africa, sources for funding of mainstreaming programmes are likely to be within, and not outside of South Africa. Furthermore, the South Africa case offers an excellent, detailed model of how mainstreaming can be implemented.

The research centred on respondents' perceptions about mainstreaming of disability into the development process, and the challenge they faced during the mainstreaming and implementation processes.

B. Methodology

Samaita Associates conducted field visits to Uganda and Pretoria in South Africa in order to implement respondent interviews and to administer the research questionnaire.

Within the targeted countries (Malawi, Uganda, Zambia, Zimbabwe, and South Africa) local consultants, all persons with disabilities, were engaged to interview and administer to questionnaires to USAID and NORAD.

All completed questionnaires from DPOs in South Africa and Uganda were collected and analysed.

C. Detailed Findings

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D.1 What do agencies mean by mainstreaming. What are your perceptions about mainstreaming?

The majority of respondents had a good idea of the meaning and definition of mainstreaming. Respondents' perceptions about mainstreaming were:

➢ A deliberate effort by development agencies to ensure that all their programmes and activities take care of the interest of people with disabilities and involved them in the design and implementation of project activities,
➢ 'disabled people must enjoy everything _ _ _ _ able-bodied (people) enjoy _ _ _(e.g. inclusive education)'
➢ including human rights components / dimension in their programmes_ _ _ _
➢ 'mainstream' means 'including every category of people in development programmes'
➢ 'means bringing people with disability in front in many cases'
➢ mainstream means 'putting on board' disability in programmes
➢ mainstreaming "_ _ _ _ sets in after a recognition that disability--- is a cross-cutting (issue)"
➢ Means "involvement" in programmes.

One respondent pointed out that by "mainstreaming" disability, development agencies were trying to be "modern" as was the case when it was "fashionable" to mainstream gender issues. The respondent felt that mainstreaming was about "inclusion in" the programme / project life cycle. The respondent mentioned that there are serious challenges to mainstreaming. Some of the challenges were:

❖ Often "a handful of disabled people" were consulted without due regard to levels of education and the need for self-representation for the different interest groups.
❖ Some agencies equate mainstreaming to "consultation" only without an obligation to ensure inclusion of funded disability components within their programmes.
❖ Sometimes small budgets for disability work are included, but there is no implementation-"paper mainstreaming".

In the South African context, the mainstreaming of disability in policies and legislation is at the center of the development and implementation processes at national and provincial levels, including programmes within local municipalities.

Mainstreaming was viewed as "interventions" that bring people with disability into "each and every programme". One respondent pointed out that mainstreaming was an attempt to bring disabled people "---from behind into the front".

Examples of inclusive education as mainstreaming were also given. However, representatives of deaf people questioned whether in fact mainstreaming deaf children was a good idea, citing difficulties in communication and acceptance within so called normal school environments. Deafblind respondents were not in favour of mainstreaming.

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It was mentioned in several interviews in Uganda and South Africa that DPOs in the North and South should work together to advocate and lobby for effective mainstreaming. This was particularly urgent in view of the current "marginalisation" of disability in development cooperation "--we are nowhere near to achieving what the women's movement has achieved in terms of gender mainstreaming". One respondent mentioned that "--our sister organisations understand our issues better that mainstreaming NGOs."

One view was that despite what is written in disability mainstreaming policies "--if there are barriers to participation, benefits and active involvement, then there is no mainstreaming".

Mainstreaming was viewed as meaningless for deafblind people, unless there is a related standalone policy or an identifiable article within mainstream policies / legislation that articulates the special needs of deafblind people. Similarly, the organisations representing the needs of persons with mental impairments pointed out that mainstreaming could be an option for their members if there is full participation and deliberate action so that persons with mental disability benefited directly from such policies.

The feeling was that even within DPOs that purport to work with Deaf people and persons within mental impairments, the above definition and approach to mainstreaming should be followed "--otherwise mainstreaming is not desirable when affirmative conditions are not there"

Finally, it is clear from the interviews and results above that there is a general awareness of what mainstreaming is or should be. All respondents concurred on the need to remove barriers. They called for work to positively change the environment into which disabled people are being mainstreamed before mainstreaming can be effective. "Don't mainstream us into poverty"

Clearly, a essential area of research could be an investigation into the pre-conditions for effective mainstreaming. What internal and external conditions, and organisational environment must prevail if mainstreaming is to be achieved for the benefit of people with disabilities?

D.2.   Relationship with government and political systems

All respondents in Uganda and South Africa mentioned that they had a good working relationship with their governments. Some respondents said:
❖ "government demonstrated a political will _ _ _ "(Uganda)
❖ "good relationship in general, but only at the national level" (Uganda)
❖ Relationship is "cordial although a lot remains to be done."
❖ "Difficulty is in implementation (of policies)" (Uganda)
❖ "Yes, but people with disabilities themselves "lack the skills to embrace these (government) programmes"
❖ "Government lacks qualified personnel" to deal with and implement disability policies. (Uganda)

❖ although there is good political will "--there is a shallow understanding of the needs of woman with disabilities" (Uganda)
❖ Relationship between DPOs and the government is besed on "constructive engagements" (South Africa)
❖ "Government is made up of people and relationships are governed by legislation" (Uganda)
❖ "There is no need for confrontation (when relating to government). This is the best way." (Uganda)
❖ "We have not educated government officials on what we need. In a world of scarce resources, disability has not been seen as a priority. Rather get more disabled people together to push for results." (Uganda)
❖ "Government has played its part by creating a favorable policy environment. The ball is our (DPOs) court" (South Africa).

Generally, all respondents mentioned the existence of very high political will to support disability mainstreaming. However, there was a general feeling that this willingness to support disability programmes is not backed up by the allocation of resources in order to achieve implementation of policies / legislation and deliver services in an effective manner.

D.3 What areas of work on mainstreaming is your organisation not able to carry out and why?

Respondents mentioned that in the field of inclusive educations, DPOs lacked capacity to lobby and advocate for the rights of children with different disabilities and special needs. Respondents could not differentiate "mainstreaming" from "inclusion".

It was also repeatedly stated that effective mainstreaming could not be achieved without funding and other resources needed for advocacy and lobbying work.

Problems with influencing the micro-finance sector to provide loans to people (particularly woman) with disabilities where highlighted.

It was stated that:

▪ DPOs have no resources to monitor and enforce legislation that promote disabled people's rights.
▪ There is no expertise to initiate sustainable livelihood projects.
▪ Gender mainstreaming is still lagging behind.
▪ The employment field and the need for accessibility should be prioritised for mainstreaming.
▪ Advocating for mainstreaming of the needs and health care delivery to person with epilepsy has been difficult due to lack of statistics on epilepsy.

D.4.   Do funders support DPOs properly and adequately?

The majority of respondents indicated that funders do not support DPOs adequately and often too many conditions are attached to funding arrangements. The DPOs highlighted the need for unconditional funds for such items:

- Training and office infrastructure
- Staff remuneration
- Leadership and staff training
- Sustainability projects

One respondent mentioned that DPOs are receiving "survival funds." Attempts to develop long-term plans have been made in order to strengthen the ability of organisations to implement holistic and comprehensive programmes. However, funding agencies prefer to fund piece-meal projects over short periods of time, thus seriously affecting the stability and continuity within organisations.

One DPO pointed out that funders use public funds to support Southern projects selected on the basis of "---schematic priorities set by their (funders') home governments". This therefore implies that the funds priorities may at times differ from the recipients priorities."

During interviews with DPOs in Uganda, there was concern about the attachment of northern "volunteers" or "development workers" who are posted to "spy" on recipient organisations. The volunteers are often allocated budgets that are either equal to or far more than the total project budget. This is apparently possible by "hiding" volunteer costs in activity budgets; whereas the same principle is not applied to the costs of the local DPOs which are classified as "administrative expenses". Several respondents indicated that northern funders are ignorant about disability issues in the South, often attempting to impose models and value systems of their home countries.

D.5. Are you allowed to specify and control the project?

The majority of DPOs mentioned that despite influence at initial stages of the project, they generally controlled the funded projects. The negative influence of volunteers was highlighted as a major challenge which often causes tension and lack of trust between the DPOs and the funding agency, and within the DPO itself.

The need for consultations and effective communication were highlighted as key ingredients for successful relationships between DPOs and funding agencies. There is a general perception in both Uganda and South Africa that DPOs have limited control over funded projects, and that there is an unequal power relationship between them and the funding agencies.

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Some respondents in South Africa pointed out that the ability to control the funded projects also depended on the level of empowerment and accountability within DPOs.

D.6.   Main problems in working with development agencies

Changing funding interests, limited funding time-frames, use of expatriates who are not knowledgeable about local conditions, high levels of uncertainly concerning future funding and partial funding were mentioned as some of the main problems in working with development agencies.

All funders refuse to fund administrative and staff costs. In addition, recipient organisations are often "funder-driven".

There are also problems in sustaining funded programmes. Often funding is approved but is transmitted to the recipient DPO late.

D.7.   Is funding sufficient and cover the extra disability costs

All respondents indicated that funding was insufficient and the extra costs of disability are not covered.

In some cases, only a few budget lines are funded leaving critical gaps in such areas as salaries and administrative costs.

One organisation in Uganda indicated that it receives adequate funding for its programmes, while another referred to this as the "mother of all questions" as funding is so restricted that they are not able to change course, even in situations where this is necessary.

Partial funding often results in projects that are either limited in scope or are implemented only to the extent that funding allows.

Conclusion

The general conclusion is that DPOs interviewed had a fair understanding of development cooperation and mainstreaming. DPOs have experience of working with a diverse range of funding agencies.

There was strong support for working with "sister organisations" in the North.

Funding is generally insufficient and does not cover administrative costs, salaries and other organisational costs. Governments have a role to play in mainstreaming disability in the core business of departments, poverty alleviation strategies and decision-making processes.

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Appendix 8

South Africa Compendium of Disability Indicators for Government Departments

THE PRESIDENCY

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Compendium of Disability Indicators for Government Departments

May 2005

Version 1.0

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NAME OF DEPARTMENT	STRATEGIC OBJECTIVES	DISABILITY INDICATORS/TARGETS
1. Department of Agriculture	▪ Increased wealth creation in agriculture and rural areas ▪ Increased sustainable employment in agriculture ▪ Increased incomes and increased foreign exchange earnings ▪ Reduced poverty and inequalities in land and enterprise ownership ▪ Improved farming efficiency	▪ Four integrated disability wealth creation projects in rural areas launched in the poorest provinces by March 2008. ▪ 4 groups of people with disabilities per provinces and 20 small-scaled disabled emerging farmers per year for three years trained and capacitated with resources to undertake niche market agricultural activities. ▪ 4 groups of people with disabilities per year running projects which are export orientated by March 2008. ▪ All project plans based on the principles of land ownership & equity for people with disabilities ▪ Barriers removed particularly in relation to access to technology, including assistive devices, farm equipment, initial stocks, and working capital by March 2008. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point

		necessary for effective implementation by March 2008.
2. Department of Arts and Culture	▪ Arts and culture in society ▪ National language service ▪ Cultural development and international co-operation ▪ Heritage promotion ▪ National archives, records, meta – information and heraldic services	All per year/ by March 2008 and in partnership with Departments of Arts and Culture at provincial level: ▪ 4 arts and culture groups of people with disabilities and 20 individuals per year from all provinces with resources and expertise to plan and implement arts and culture programmes. ▪ By 2008 participation of disabled persons would have increased by 3% over 2005 number of disabled participants in Arts and Culture programmes. ▪ By 2008 accessibility to museums and heritage institutions by people with disabilities would have increased by 3% with 2005 as base year. ▪ Integration into Arts and Culture Projects achieved by March 2005 with an increased of 3% over 2005 levels. ▪ Facilitated planning processes result in the formulation of an inclusive plan for arts and culture planning for provincial arts and culture programmes. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March

		2008. ▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008.
3. Department of Communication	▪ Investment in the South African economy through reducing the cost of doing business ▪ Increased competitiveness of the economy through contributing to its modernization ▪ Broad-based participation in the economy through facilitating small and medium enterprise/black empowerment participation in the ICT industry ▪ State delivery capacity improvement through e-Government ▪ Contributing to a better world through ICT – based second interventions ▪ Achievement of higher rates of economy interventions	▪ Well researched communications solutions for various categories of disability in place March 2008. ▪ 4 groups of people with disabilities per year and 10 entrepreneurs with disabilities benefit from participating in the BBEE ICT industry by March 2008. ▪ Sector wide strategy formulated and implemented in consultation with Disabled People's Organisations and ICT role-players in line with the objectives of the ICT charter by March 2008. ▪ Resources allocated for training and integration of people with disabilities in the ICT industry by March 2008. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and

		legislation to the point necessary for effective implementation by March 2008.
4. Department of Science and Technology	▪ Maximizing the contribution of Science, Engineering, and Technology (SET) institutions to the achievement of the goals encompassed by the adoption of a National System of Innovation strategy for development. ▪ Promoting public awareness, appreciation, critical evaluation, and understanding of SET through systemic, coherent, and coordinated projects. ▪ Strengthening the extent and nature of private sector articulation within the National System of Innovation (NSI) ▪ Managing the establishment of new institutional infrastructure where such ventures demonstrate potential for impacting positively on development at a sectoral or macro level. ▪ Improving and strengthening the level of collaboration with the broader research community ▪ Promoting engagement by South Africa's research community with strategic partners/collaborations within the international science technology	▪ A multi-faceted strategy that addresses the National System of innovation designed and funded by March 2008. ▪ Public awareness campaign launched in line with the INDS guidelines on awareness-raising on disability by March 2008. ▪ The disability specific strategy articulated in the National System of Innovation (NSI). ▪ New infrastructure is accessible to People with Disabilities by March 2008. ▪ Disability specific research launched with active participation of people with disabilities, institutions, & experts by March 2008. ▪ The process of engagement by South Africa's research community is informed by the needs of people with disabilities by March 2005. ▪ People with disabilities provided with a mechanism for sharing of knowledge, information, and expertise in line with the African Decade for

	community	Disabled Persons.
	▪ Internationalizing/branding South Africa's SET capabilities.	▪ Statistics collected and disaggregated according to the disability categories by March 2008.
	▪ Improving the quality and depth of SET statistical information to support development and investment decision making as well as to drive improvements in the quality of SET activities against the backdrop of internationally recognized benchmarks	▪ The process of collecting, managing statistical data is informed by the needs as identified by people with disabilities by March 2008.
	▪ Promoting access to and utilization of information as a strategic resource	▪ Information is accessible to People with Disabilities on an ongoing basis.
	▪ Advancing information literacy to facilitate science literacy	▪ Information to facilitate science literacy is accessible to People with Disabilities by March 2008.
		▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008.
		▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008.
5. Government Communication Information Systems (GCIS)	▪ To ensure that the voice of government is heard	By 2008: ▪ Communication is accessible to People with Disabilities and implementation of government policies and

		legislation is promoted and enhanced through GCIS activities.
	▪ Foster a more positive communication environment ▪ Have a clear understanding of the public information needs and government's communication needs ▪ Promote interactive communications between government and the public ▪ Set high standards for government communication	▪ Public information and government's communication needs incorporate the needs of people with disabilities. ▪ Interactive communication strategy is made accessible to different categories of disability. ▪ High communication standards enhance the image, dignity and rights of people with disabilities developed and implemented through GCIS communications. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008.
6. Department of Defence	▪ The execution of Defence commitments as ordered and funded by government' ▪ The provision of contingency-ready and cost-effective Defence capabilities as specified by approved policy ▪ Sound management of	By March 2008: ▪ Distinct allocation of resource to disability organization/ structures within and external to the department. ▪ Affirmative procurement strategy

	the Department ▪ The administration of the Department of Defence within the prescript of the law, regulatory framework, and government policy. ▪ The assurance of sustainability, continuous improvement of output quality and reduction of the cost of Department of Defence processes as well as the accounting thereof ▪ The assurance of the continuous quality improvement of people in the Department of Defence.	related to the needs of the department facilitates job creation for people with disabilities in and outside of the department. ▪ Comprehensive and inclusive disability awareness strategy highlights the needs of both military and civilians with different categories of disability. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008.
7. Department of Education	▪ Making our provincial system work by making co-operative government work ▪ Breaking the back of illiteracy among adults and youths in five years ▪ Developing schools as centres of community life ▪ Ending conditions of physical degradation in South African schools ▪ Ensuring the success of active learning through outcomes-based education	By 2008, in partnership with provincial Departments of Education and playing a facilitatory role: ▪ Awareness created among school governing bodies and personnel about the specific needs of the different disabilities. ▪ White Paper 6 implemented with active involvement of the Disability People's Organisations. ▪ Learning resources and materials are user-

		friendly to different categories of disability
	▪ Creating a vibrant further education and training system to equip youth and adults to meet the social and economic needs of the 21st century ▪ Building a rational, seamless higher education that grasps the intellectual and professional challenges facing South Africans in the 21st century ▪ Dealing urgently and purposefully with the HIV/AIDS emergency in and through the education and training system	▪ Educational infrastructure is made accessible in line with the needs of different categories of disability. ▪ Awareness raising programmes for schools on the needs of students with disabilities launched with the active involvement of Disabled Children's Action Group, Downs Syndrome South Africa (DSSA), and other stakeholders. ▪ Disability awareness topics included in the school curriculum. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008.
8. Department of Environmental Affairs and Tourism	▪ Create conditions for sustainable tourism growth and development for the benefit for all South Africans	By 2008 and in partnership with provincial Departments of Environmental Affairs and Tourism: ▪ Disabled entrepreneurs as individuals or groups are

		supported to actively participate in the tourism industry as suppliers or users of services and opportunities.
	▪ Promote the conservation and sustainable utilization of natural resources to enhance economic growth and poverty eradication	▪ 4 disability groups and 10 disabled entrepreneurs are supported, capacitated, and funded to participate in job creation activities involving recycling and waste management.
	▪ Protect and improve the quality and safety of the environment	▪ In collaboration with department of Water Affairs and Forestry, 5 conservation projects in the field of indigenous plants are planned and implemented by people with disabilities by March 2008.
	▪ Promote global sustainable development agenda	▪ In conjunction with Disabled People's organizations promote South Africa as a destination for disabled tourists.
	▪ Transformation	▪ Awareness raising campaigns on the needs of disabled tourists launched with active involvement of Disabled People's Organizations and tourism role-players.
		▪ At least eight Disabled People's Organisations (DPOs) interested in environment and tourism projects able to plan and effectively implement environmental awareness and tourism programmes in local communities.
		▪ Members of eight DPOs are aware and able to interpret and implement government policy on environment and tourism

		by the end of the third year.
		▪ Strategic international linkages on DPO involvement and participation in environment and tourism management programmes created and strengthened by the end of the third year.
		▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008.
		▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008.
9. Department of Foreign Affairs	▪ Through bilateral and multilateral interactions protect and promote South African National Interests and values ▪ Conduct and co-ordinate South Africa's international relations and promote its foreign policy objectives ▪ Monitor international developments and advise government on foreign policy and related domestic matters ▪ Protect South Africa's sovereignty and territorial integrity ▪ Contribute to the formulation pf international law and enhance respect for the provisions thereof ▪ Promote multi-lateralism	▪ Disabled South African's interest and values promoted and protected through bi-lateral and multilateral interactions by March 2008. ▪ Key international treaties related to economic, social, and political development are inclusive of disability components by March 2008. ▪ A minimum of 3 disability conventions/ treaties ratified by March 2008. ▪ Within the context of the African Decade of

	to secure a rules based international system ▪ Maintain a modern, effective and excellence driven department ▪ Provide consular services to south Africans abroad ▪ Provide a world class and uniquely South African State Protocol service	Disabled Persons, the engagement of the Disability movement in SA in continental Programmes facilitated and promoted by March 2008. ▪ The monitoring process includes disability indicators by March 2008. ▪ Disability policy components promoted within International Law by March 2008. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008. ▪ Departmental programmes and consular services are accessible to People with disabilities by March 2008.
10. Department of Health	▪ Improve governance and management of National Health System ▪ Promote healthy lifestyles ▪ Contribute towards human dignity by improving quality of care ▪ Improve management of communicable and non-communicable illness ▪ Strengthen primary health	By 2008 and in partnership with provincial Departments of Health: ▪ 9 provincial programmes in all provinces have increased number of disabled people accessing affordable health services including assistive devices, orthopaedic devices, prosthesis, and personal

	care system, EMS and hospital service delivery systems ▪ Human resource planning development and management	assistance. ▪ In partnership with provincial health departments, integrated health services reach previously under serviced Disabled People in rural areas in March 2008. ▪ Programmes linked to the White Paper on Rehabilitation are planned and implemented in partnership with provincial health departments and the Disability sector by March 2008. ▪ Comprehensive Community Based Programmes that is linked to the new joint WHO/ILOUNESCO position paper on CBR planned and implemented through DPOs and civil society organisations in all nine provinces by March 2008. ▪ A minimum of 4 Hospitals and 10 clinics per province made accessible to People with Disabilities. ▪ A minimum of 4 Hospital and 10 clinic staff per province trained on disability awareness and related service delivery on an incremental basis. ▪ 80 disabled youth and adults per province demonstrate a high level of awareness of the prevention and management of HIV/AIDS and STD's by March 2008 through funded DPO programmes. ▪ In partnership with provincial health departments and the

		disability sector, the needs of people with disabilities integrated into district health management system by March 2008. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ Departmental personnel at senior and management level have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008. ▪ Free primary Health care available to people with disabilities by March 2008.
11. Department of Home Affairs		▪ 2000 Disabled People per province in three provinces per year up to 2008 are knowledgeable about the identify registration process and possess ID documents. ▪ Buildings in the three targeted province per year up to 2008, housing the department of Home Affairs are accessible to the various categories of disability. ▪ Departmental personnel at senior and management level, have a high level of awareness of disability policies and legislation to the point

		necessary for effective implementation by March 2008. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ The public and departmental staff with increased awareness of the needs of the various categories disability through commemorative days and human rights promotional work by March 2008.
12. Department of Housing	▪ To improve overall service efficiency and become a transformed, performance oriented Department. ▪ To have a vision and strategic objectives that are at all times relevant to the political imperatives and to the housing environment ▪ To proactively guide housing policy development/review by precise analysis of the housing environment ▪ To be the leading authority on housing and human settlement information in the	▪ A minimum of 4 Synergetic and innovative programmes per year that enhance the implementation of the departments disability housing policies, planned and implemented in partnership with provincial housing departments, ,the disability sector and other stakeholders by March 2008 ▪ A minimum of 4 task teams of the department, include disabled people nominated by the disability sector by March 2008. ▪ Awareness on housing policies and legislation promoted with the active involvement of the disability sector by March 2008. ▪ Departmental

	country and to provide speedy, user-friendly access to information at all times	personnel at senior and management level, have a high level of awareness of disability policies and legislation to the point necessary for effective implementation by March 2008. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008.
13. Independent Complaints Directorate	▪ Investigations of death in police custody or as a result of police misconduct ▪ Monitoring and development of pro-active recommendations to intervene and alter/curb errant police behavior ▪ Administration and rendering of a support service to the line functionaries	By 2008: ▪ Departmental personnel at senior and management level, have a high level of awareness of disability policies and legislation to the point necessary for effective implementation. ▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities. ▪ The Employee Assistance Programme (EAP) assists disabled people employed within the Department based on demand. ▪ Office and other facilities of the directorate made barrier free for the various categories of disability. ▪ Information brochures and newsletter covers disability topics on

		an ongoing basis.
		▪ The Hewlett Packard-planned partner programme extended to include 10 self-help groups of disabled people per year for the period up to March 2008.
		▪ 9 departmental special programme representatives, trained on disability programming processes.
		▪ An initiative to promote the implementation of the resolutions of the African Decade programme developed and implemented in partnership with the disability sector.
		▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008.
		▪ Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year.
		▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.

14. Department of Justice and Constitutional Development	▪ Promoting constitutional democracy	▪ Disability policy and procedure document finalised with inputs from the OSDP and the disability sector by March 2006.
	▪ Providing appropriate legal services	▪ Legal services are accessible and available to different categories of people with disabilities by March 2008.
	▪ The sound management of courts and alternative dispute resolution mechanisms.	▪ Courts and alternative dispute resolution mechanisms are accessible to people with disabilities by March 2008.
		▪ A safe and healthy environment capable of managing disability issues provided for people with disabilities by March 2008.
		▪ Laws that protect the rights of people with disabilities developed through the normal system of government by March 2008.
		▪ Effective measures are put in place to promote and achieve inclusion of disability components in plans, programmes, polices, processes and systems of the department by March 2008.
		▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008.
		▪ Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating

		structure created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
15. Department of Labour	▪ Improved economic efficiency and productivity ▪ Skills development and employment creation ▪ Sound Labour relations ▪ Eliminating inequality and discrimination in the workplace ▪ Alleviating poverty in employment	▪ At least 2% of employees are people with disabilities, reasonably accommodated with all round accessibility and skills enhancement opportunities by March 2008. ▪ 4% skills target for people with disabilities achieved by March 2008. ▪ New enforcement mechanism in the Employment Equity Act to eliminate inequality and discrimination in the workplace implemented by March 2008. ▪ A comprehensive employment support programme inclusive of a bursary scheme, a wage subsidy scheme and a placement subsidy scheme, targeted to people with disabilities to enter the labour market by March 2008. ▪ In partnership with the disability sector, facilitate training and placement of at least 2000

		people with disabilities per province in three provinces by March 2008. ▪ The scheme for service products factories, extended to at least 5 self-help groups of people with disabilities on an incremental basis in three provinces per year.
16. Department of Land Affairs	▪ Provision of access to land ▪ Provision of rights in land ▪ Improvement and alignment of systems and processes ▪ Improvement of stakeholder relations ▪ Promotion of intra-departmental excellence ▪ Effective co-ordination of integrated spatial planning and information	▪ The departmental disability policy implemented with the active participation of the OSDP and disability sector. ▪ The departmental disability forum inclusive of provincial representatives strengthened and capacitated to effectively deal with the needs of disabled people in the nine provinces by March 2008. ▪ Provincial disability equity committees established in all nine provinces by March 2008. ▪ Understanding of access to land is broadened to include access by people with disabilities by March 2008. ▪ The rights of people with disabilities are included in land distribution policies by March 2008. ▪ The needs of disabled stakeholders are integrated in the improvement and alignment processes by March 2008. ▪ The co-ordination process includes information on universal

		design principles by March 2008.
		▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008.
		▪ Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year.
		▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
17. Department of Minerals and Energy	• Business Climate and Mineral Development • Mineral Rights and Prospecting Information • Participation in Ownership and Management; • People Issues, which looks at health and safety, housing needs, migrant labour, industrial relations and downscaling; • Environmental Management; • Regional co-operation; • Governance; • Increasing access to affordable energy services • Improving energy governance • Stimulating economic development • Managing energy-related	By March 2008: ▪ The departmental steering committee for people with disabilities, strengthened and capacitated to plan and implement a comprehensive strategy to mainstream disability in the core business of the department. ▪ In partnership with the disability sector, proactively promote the implementation of the mining charter and the BEE for the benefit of people with disabilities. ▪ A minimum of 10 emerging disabled contractors per year in the

	environmental and health impacts • Securing supply through diversity	mining and energy sector trained and equipped with infrastructure, funding, and other resources to engage in profitable projects by March 2008. ▪ Disability components within the various energy governance institutions clarified, the operation of these institutions become more accountable in terms of integrating disability policy positions and their membership become inclusive of people with disabilities by March 2008. ▪ DPOs consulted in the formulation and implementation of new energy policies by March 2008. ▪ Investor-friendly climate in the energy sector benefits people with disabilities by March 2008. ▪ Disabled people have access to basic energy services by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of the department's available

		staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
19. Department of National Treasury	▪ To improve the quality of financial reporting by ensuring that appropriate policies and procedures are developed and implemented ▪ To promote growth, social development and poverty reduction through sound economic, fiscal and financial policies, efficient revenue raising measures and an effective an appropriate allocation of public expenditure ▪ Manage government assets and portfolio in a manner that ensures prudent cash management and optimal management of and governments domestic and foreign debt portfolio. ▪ To regulate and oversee public – sector supply-chain management through policy formulation and improve the quality of financial reporting by ensuring that appropriate policies and procedures are developed and implemented ▪ To achieve accountability to the general public and the international community by promoting transparency and effective management in respect of revenue, expenditure, assets and liabilities in South African public sector ▪ To improve the pace and quality of provincial infrastructure and maintenance of assets, promote financial management reforms in municipalities and	▪ Policies and procedures have disability specific components integrated by March 2008. ▪ Budget allocations for disability programmes monitored and enforced through targetted forensic audit by March 2008. ▪ The Department enabled to effectively monitor compliance with the government policy on disability within the department and across departments by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of the department's available staff positions allocated to

	restructure service delivery in municipalities with large budget. ▪ To ensure the payment of benefits and awards to beneficiaries, state-aided bodies and other specified bodies into various statutes, collective bargaining agreements and other commitments.	people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
20. Department of Provincial and Local Government	▪ Ensure stability, predictably and efficiency of the Governance system ▪ Strengthen Provincial governance and accountability ▪ Ensure effective functioning and stability of Local Government ▪ Monitor performance and Evaluate service delivery ▪ Strengthen the DPLG corporate capability.	▪ Facilitate disability specific units within all municipalities & local authorities by March 2008 ▪ All district and 60% of local municipalities have disability specific programmes included in their Integrated Development Plans (IDP) by March 2008. ▪ Comprehensive and multi-faceted policies and strategies for integrating disability work in the Strategic Plan of the Department formulated and implemented by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year.

		▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
21. Department of Public Enterprise	▪ To ensure effective SOE's performance monitoring ▪ To ensure an effective SOE stakeholder management ▪ Ensure an effective execution of SOE restructuring transactions ▪ To achieve DPE internal excellence	▪ Comprehensive and multi-faceted policies and strategies for integrating disability work in the Strategic Plan of the Department and state owned enterprises formulated and implemented by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.

22. Department of Public Service and Administration	• Make policy on matters of functions, organisational arrangements, employment practices, salaries, and other conditions of service, labour relations, information management, information technology, transformation, and reform. • Establish a framework of norms and standards to give effect to policy	• Comprehensive and multi-faceted policy and strategy for integrating disability work in the Strategic Plan of the Department formulated and implemented by March 2008. • The Department enabled to effectively monitor compliance with the government's employment policies and legislation on disability within the department and across departments by March 2008. • Tender policy and procedures specifically target and benefit people with disabilities by March 2008. • Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year. • At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
23. Department of Public Service Commission	i. promote the constitutionally prescribed values and principles governing public administration in the public service; i. investigate, monitor and	▪ Comprehensive and multi-faceted policy and strategy for integrating disability work in the Strategic Plan of the Department formulated

	evaluate the organisation and administration, and the personnel practices, of the public service; i.　　propose measures to ensure effective and efficient performance within the public service; .　　give directions aimed at ensuring that personnel procedures relating to recruitment, transfers promotions and dismissals comply with the constitutionally prescribed values and principles; .　　report in respect of its activities and the performance of its functions, including any finding it may make and directions and advice it may give, and to provide an evaluation of the extent to which the constitutionally prescribed values and principles are complied with; and .　　either of its own accord or on receipt of any complaint - a.　　investigate and evaluate the application of personnel and public administration practices, and report to the relevant executive authority and legislature; b.　　investigate grievances of employees in the public service concerning official acts or omissions, and recommend appropriate remedies; c.　　monitor and investigate adherence to applicable procedures in the public service; and d.　　advise national and provincial organs of state regarding personnel practices in the public service, including those relating to the recruitment, appointment, transfer, discharge and other aspects of the careers of employees in the public	and implemented by March 2008. ▪　　The Constitutional Rights of people with disabilities in the public service enforced through active involvement of people with disabilities and their organisations by March 2008. ▪　　Directions and guidelines aimed at ensuring that personnel procedures relating to recruitment, transfers promotions and dismissals of people with disabilities comply with the constitutionally prescribed values and principles developed with the active involvement of DPOs; ▪　　Research of public administration practices, procedures and best practice in the employment and reasonable accommodation of public service employees with disabilities implemented by March 2008. ▪　　Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪　　Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪　　At least 2% of the

	service.	department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
24. Department of Public Works	▪ Aims to promote the government's objectives of economic development, good governance and rising living standards and prosperity. ▪ Exercise custodial responsibilities in order to provide for the accommodation needs of national government departments/institutions in the most economic, efficient and effective manner. ▪ Use expenditure on construction, maintenance, and facilities management to promote BEE. ▪ Use government participation in the property market to influence ownership patterns in the property industry. ▪ Achieve EPWP goals using the department of Public Works capital and maintenance budget	▪ People with disabilities are integrated in all the seven Goals of the Department by March 2008. ▪ Implementation of preferential procurement policies for people with disabilities effected in compliance with relevant Government procurement prescripts by March 2008. ▪ People with disabilities actively participate in the Department's BEE Strategy by March 2008. 10% target of the overall expenditure budget to promote BEE in the construction, maintenance and facilities management allocated to projects owned by people with disabilities by March 2008. ▪ At least 35% of inaccessible public buildings per year are accessible to people with disabilities by March 2008. ▪ Government participation in the property market used to influence ownership patterns in the property industry in favour of people with disabilities by March 2008. ▪ Achievement of targets set in the Growth

		and Development in the Community Based Public Works Programme and Expanded Public Works Programme for people with disabilities by March 2008.
		▪ Strategies and programmes for the development of the emerging contractors with disabilities implemented in partnership with civil society organisations by March 2008.
		▪ Awareness of disability issues, policies and legislation for the Department personnel created by March 2008. Special commemorative days and human rights organised and implemented each year.
		▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
		▪ Supply side measures (access to finance, information, training, opportunities) for development of emerging contractor among people with disabilities implemented by March 2005.
		▪ People with disabilities facilitated and enabled to provide services as contractors within the Department's Auxiliary and Associated Services

		▪ Donor funding sought for capacity building to augment funds for the benefit of people with disabilities involved in the EPWP and Public-Private-Partnerships
25.Secretariet for Safety and Security	▪ Ensure civilian oversight of the South African Police Service ▪ Improved service delivery to all citizens. ▪ Promote and facilitate participation by the South African Police Service in the Reconstruction and Development Programme ▪ Provide the Minister with legal services and advice on constitutional matters; and ▪ Provide the Minister with communication, support, and administrative services.	▪ Employees are trained to understand the needs of people with disabilities affected by crime & violence by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel and members of internal disability co-ordinating structure created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
26.SAMDI	▪ To prepare participants for the course on the Integrated National Disability Strategy ▪ To enable participants to understand what the INDS aims to achieve, what it covers, and the key principals behind it ▪ To provide the theory and	▪ Training developed by SAMDI is disability inclusive by March 2008. ▪ Training is accessible to people with disabilities by March 2008. ▪ Venues are accessible to people with

	practice opportunities for preparing and running an information session on the relevance of the INDS to specific departments ▪ To provide theory and practice opportunities for undertaking a baseline assessment and preparing an action plan. ▪ To provide a supportive environment to deal with implementation problems.	disabilities by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
27. SA Police Services	▪ Prevent crime ▪ Combat crime ▪ Investigate crime ▪ Maintain public order ▪ Protect and secure the inhabitants of the Republic, and their property ▪ To uphold and enforce the law	▪ In preventing, combating and investigating crime, the needs of people with disabilities are addressed and rights respected. ▪ The SAPS Policy and Strategy on Disability implemented by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel created by March 2008. Special commemorative days and human rights organised and implemented each year.

		▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
28. The South African Revenue Service	Collect revenue and ensure compliance with tax law. Its vision is to be an innovative revenue and customs agency that enhances economic growth and social development, and supports South Africa's integration into the global economy in a way that benefits all citizens. Its main functions are to: • collect and administer all national taxes, duties and levies; • collect revenue that may be imposed under any other legislation, as agreed on between SARS and an organ of state or institution entitled to the revenue; • provide protection against the illegal importation and exportation of goods; • facilitate trade; and • advise the Minister of Finance on all revenue matters.	▪ Comprehensive and multi-faceted policy and strategy on taxation for people with disabilities based on international best practice formulated and implemented by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for SARS personnel created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of SARS staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
29. Department of Social Development	▪ Rebuilding of family, community and social relations' ▪ Integrated poverty eradication strategy	▪ A comprehensive Equity Plan for services with more emphasis on people with disabilities is developed and implemented by March 2005 ▪ Social services are

	▪ Comprehensive social security system	extended to communities through partnership with NPO's that empower people with disabilities in compliance with new financing policy.
	▪ Violence against women and children, older persons and other vulnerable groups	▪ Disability programmes for organisations previously not funded are given priority funding by March 2008.
	▪ HIV/AIDS	▪ Early Intervention Programmes that among other things promote the interest of disabled children and youth are implemented in at least three district municipalities per year on an incremental basis until March 2008 in partnership with provincial Social Development Departments and active involvement of civil society organisations.
	▪ Youth Development	
	▪ Accessibility of social welfare services	
	▪ Services to people with disabilities	▪ Disabled Children and Youth Pilot Family Presentation Programmes initiated in 3 districts per province per year until 2008.
	▪ Commitment to co-operative governance	▪ Disabled young people's projects initiated with emphasis on:
	▪ Train, educate, re-deploy and employ a new category of workers in social development	o *Development of markets.*
		o *Business Development Services (BDS).*
		o *Individual entrepreneurs.*
		o *Development of markets.*
		o *Business Logistics*
		o *Individual Entrepreneurs.*
		▪ Two Disabled People's Nodal Projects

		and two Disabled Women co-operatives developed and funded per province developed on an incremental basis until March 2008 in partnership with provincial Social Development Departments and active involvement of civil society organisations.
		▪ Poverty reduction programme for the disability sector linked to economic empowerment strategies funded under the auspices of the Thabo Mbeki Development Trust for Disabled People by March 2006.
		▪ Disabled People's organisations capacitated and funded to monitor compliance and access to social security grants by their constituencies by March 2008.
		▪ Disabled people's HIV/AIDS prevention programme planned and implemented with the active involvement of DPOs and for the benefit different categories of disability by March 2008.
		▪ Provincial integrated disability strategies designed by provincial OSDPs and Departments of Social Development ate implemented in all nine provinces by March 2008.
		▪ An awareness programme to remedy the impact of abuse and violence against disabled children and women started in 3 districts per province per year until 2008. Abused and violated

		disabled women and children with access to support services from the public/private and disability sectors.
		▪ In order to unlock resources and value, at least four twinning programmes provide linkages between disability sector and overseas groups by March 2008.
		▪ Comprehensive and holistic community-based integration programme implemented in at least 3 districts per province per year by capacitated NGOs and DPOs until by March 2008.
		▪ At least twenty Managers and twenty officers per year at provincial and district/ local level trained in disability awareness, disability policy/ legislation and the roles of each unit within social development in relation to disability.
		▪ Departments of Social Services at provincial level enabled to facilitate the promotion of employment equity in favour of disabled people by funding databases of unemployed disabled people by March 2008.
		▪ Through DPOs disabled people trained and enabled to benefit from procurement opportunities.
		▪ Monitoring and evaluation of disability indicators/ components maintained and monitored by a DPOs with an

		extended network of affiliates ▪ Specific disability sector research reports produced to guide disability planning and budgeting. ▪ The Taylor report on disability and social security by implemented by March 2008. ▪ People with disabilities are part of the new category of social workers by March 2008.
30. Sport and Recreation South Africa	▪ Confirm roles and streamline the responsibilities of role-players in sport and recreation ▪ Provide funds for the creation and upgrading of basic, multi-purpose sport and recreation facilities ▪ Develop the human resource potential for the management of sport and recreation in South Africa ▪ Motivate the community to develop active lifestyles and to channel those with talent into the competitive areas of sport. ▪ Develop a high performance programme that is geared toward preparing elite athletes for major competitions ▪ Ensure that all sport and recreation bodies achieve their affirmative action objectives	▪ By 2008 integration of people with disabilities in sport and recreation would have increased by 5% with 2005 as the base year. ▪ Funding is allocated for making all sport and recreation facilities accessible by March 2008. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill

		enhancement opportunities.
	▪ Finalize and implement a code of ethics for sport and recreation in South Africa.	▪ Deliberate strategy to target disabled people within communities to develop active lifestyles and talents developed in partnership with civil society organisations by March 2008.
	▪ Develop an international relations policy in concert with national government policies.	▪ The needs of disabled athletes are addressed in the high performance programmes geared toward developing elite athletes by March 2008.
		▪ Code of ethics incorporates disability specific principles by March 2008.
		▪ International relations policy addresses the needs of disabled sports men and women when competing outside the country by March 2008.
31. Department of Trade and Industry	▪ Increasing the contribution of small enterprise in the economy	▪ The contribution of entrepreneurs with disabilities is considered when increasing the contribution of small enterprise in the economy by March 2008.
	▪ Significantly progressing broad-based black economic empowerment.	
	▪ Increasing the level of direct investment in the economy and in specific priority areas.	▪ Disability clearly articulated and promoted as part of BBEE by March 2008.

	▪ Increasing market access opportunities for and exports of SA goods and services in total and in specific priority sectors ▪ Contributing towards building skills, technology and infrastructure platforms in the economy from which enterprises can benefit. ▪ Repositioning the economy in higher value-added matrices in manufacturing and services ▪ Contributing towards providing accessible, transparent and efficient access to redress economic citizen	▪ Support and promote the exporting of services and goods produced by entrepreneurs with disabilities by March 2008. ▪ Building of skills, technology and infrastructure take into account the specific needs of entrepreneurs with disabilities by March 2008. Department facilitates the following: 1. Disabled people assisted to conduct detailed market studies for the priority projects. 2. Community-scale business planning process related to the Disabled People's Business Initiatives. 3. Developing of suitable business models to assist people with disabilities to structure their businesses using the best possible approaches 4. Facilitated access to foreign markets for products and services produced by people with disabilities. 5. Facilitated access to project finance, agro-processing technology

		and skilled manpower
		6. Local capacity to effectively manage the proposed businesses built and strengthened among people with disabilities by March 2008.
32. Department of Transport		▪ The Department's Policy and Strategy on Accessible transport for people with disabilities in urban and rural areas implemented with the active participation of DPOs by March 2008. ▪ Initiatives such as the DPSA Accessible Transport Environment (DATE) and other transport strategies funded by March 2006. ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008. ▪ Awareness of disability issues, policies and legislation for the Department personnel created by March 2008. Special commemorative days and human rights organised and implemented each year. ▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.

| 33. Department of Water Affairs and Forestry | ▪ To facilitate and ensure the role of WC/WDM in achieving sustainable, efficient and affordable management of water resources and water services.

 ▪ To contribute to the protection of the environment, ecology and water resources

 ▪ To create a culture of WC/WDM within all water management and water services institutions

 ▪ To create a culture of WC/WDM for all consumers and users | ▪ Disability components mainstreamed in all sixteen key focus areas of the Department by March 2008.
 ▪ Niche market activities related to DWAF'S core business developed for the benefit of people with disabilities:
 i. Development of woodlots <br> ii. Trees & plants with medicinal value <br> iii. Contractor development programme for people with disabilities in forestry and water/sanitation.
 iv. Management of database
 v. Nurseries managed by people with disabilities.
 vi. Information dissemination, education, and knowledge management.
 vii. Manufacture, servicing, and maintenance of water/sanitation & forestry equipment.
 viii. Educating water entities, boards on INDS <br> ix. Providing policy inputs & consultancy services
 x. Involvement in services related to water management, waste & timber processing.
 ▪ Tender policy and procedures specifically target and benefit people with disabilities by March 2008.
 ▪ Awareness of |

		disability issues, policies and legislation for the Department personnel created by March 2008. Special commemorative days and human rights organised and implemented each year.
		▪ At least 2% of the department's available staff positions allocated to people with disabilities with adequate provisions for reasonable accommodation, all-round accessibility, and skill enhancement opportunities.
	●	▪

Appendix 9

Workshop on
"Research Priorities for Disability and Development"
May 2005, Kabul, Afghanistan

(Edited version. The workshop was focused on research gaps, but the first questions were around mainstreaming, which is why we include it in this report. The work was carried out by Mosharraf Hossain for the KaR Gap Analysis Research Project)

22 disabled leaders from 12 DPOs took part in the workshop to identify research priorities for mainstreaming disability. Their views about mainstreaming and DPOs role are given below:

1.   Understanding of Mainstreaming/Disability Inclusive Policy and Practice:

DPOs leaders suggested following issues for inclusive disability policy and practice:

Policy and Decision Making:
●   Inclusive policy is required for development and positive changes for disabled people.
●   Access into government departments and services and human rights of disabled people should be guaranteed by the constitution of the country.
●   Disabled people must be included in all affairs concerning disability.

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- International community, United Nations and the Afghan government should ensure representation of disabled people in all political, social and rehabilitation affairs.
- Opinions and ideas of disabled should be considered in the implementation of laws.
- The policy for education, employment and health should be devised to include disabled people.
- Ensuring rights of disabled people in pension and shelter schemes of the government.
- Disability law will be passed in the parliament to promote and protect rights of disabled people and for inclusion of disabled people in all programs of the governmental.
- Representation of disabled people in all the decision making process including the parliament.

Programme:
- Access disabled people to all social and economic programme and resources.
- Employment opportunities according to skills and qualification.
- Priority should be given to disabled people in all rehabilitation processes.
- Economic empowerment of disabled people in different approaches.
- Awareness on educational, social and cultural rights via media.
- Ensuring access of disabled people to pension and insurance.
- There should not be any differences and discrimination between congenital disability and that affected by war.

Other:
- United Nations convention, international declaration and Islamic tradition specific policies that will guarantee the rights of disabled people must be adopted and implemented
- Following international laws Afghan disabled should be provided a separate pathway
- The UN convention on the rights of disabled people must be supported and signed by the Afghan government.

List of DPOs Participant
Workshop on
Research Priorities for Disability and Development,
10 May 2005, Kabul, Afghanistan

SL.	Name of DPOs	Name of Participant	Designation
1.	Afghan National Association of the Blind, ANAB	Ehshan Fayaz	Director
2.	National Association of Disabled Women in Afghanistan, NADWA	Ms. Nafisa Sultani	Director

	- do -	Ms. Amina	Member
	- do -	Akbar Sahibi	Deputy Director
3.	Afghan National Association of the Deaf, ANAD	Syed Khan Agha	Interpreter
	- do -	Karimullah Khan	Director
4.	ADRDA	M. Kaber	Deputy Director
	- do -	Haji Aqabul Nikmol	Director
5.	NPU	Haji Sayid Macbul	
	- do -	Abdal Metan	
6.	Community Development for the Disabled, CCD	Ms. Najila	Staff
	- do -	Haji Shah	
7.	PCNRMD	Akomod Sipug	
	- do -	Momenkin	
8.	Afghan Disability Union, ADU	Haji Omara Khan	Director
9.	Afghan Association for the Blind, AAB	Mahjob Baqayee	Member
	- do -	Akbar Farasat	Administrator
10.	AABRAR	M. Naser	Member
11.	Afghan DPO	Ali Yamar Hashmond	
	- do -	S. Yosuf	
12.	Afghan DPO	Mohammad Afzal	
	Other Organizatiobs		
13.	Handicap International Afghanistan	Firoz Ali	Assistant
14.	NPAD/ UNDP	Abdul Gaffar	Pro assistant to Special

Appendix 10

Workshop on
Research Gap Analysis with DPO Representatives
April 19 2004, Rajshahi Bangladesh

The workshop was focused on research gaps, but the first questions were around mainstreaming, which is why we include it in this report. The work was carried out by Mosharraf Hossain for the KaR Gap Analysis Research Project)

A workshop with DPOs leaders was held to identify the areas where and what kind of research should be conducted for mainstreaming disability. ADD conducted the research with National Grass-root Disabled Federation of Bangladesh where disabled people recognized research needs and types of research to be done for mainstreaming of disability. The findings of workshops on research gap analysis will guide towards further researches on disability issues in future. Total 27 participants including two facilitators Country Representative and Human Rights Officer of ADD Bangladesh have participated in the workshop. The disabled people actively take part in the analysis into small group discussion and plenary.

At beginning of the workshop, participants were briefed on research, methodologies, dissemination of findings and other relevant activities including advocacy. Then they gave their views on mainstreaming, analysed the present situation and suggested for disability inclusive policy and practice. They identified the research priority and their role in the research process.

What DPOs would like to see in terms of a more disability inclusive development policy and practice?

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a. Understanding of Mainstreaming: What does it mean to DPO leaders?

- There would be no discrimination between disabled and non-disabled. All are equal.
- Everyone will participate at all levels of society according his/her choice without facing any barrier.
- Disabled people will live with dignity in the society where there would be no obstacle, and walls for inclusion.
- Disabled people will able to establish/enjoy their rights and give their opinions.
- Disabled people will be included in all development activities of the states as well as take part in the policy formulation process including representation in parliament.
- All Disabled people irrespective of their impairment, geographical coverage from the grassroots to the urban areas will be included in the development programme of the country.

b. Situation of the present development policies and practices are:

The government development programme such as education, health, employment, skilled manpower development, ICT services do not include disabled people.

The infrastructure of the country such buildings, transportation, communication, sanitation, water system are not accessible for Disabled people;

Disabled people have less participation and tokenism in amendment and implementation of disability policies, laws and in the process of PRSP development and MDG monitoring.

The development agencies and NGOs provide services to the poor people, imposes their ideas on the marginalized people focus on Microcredit for development. There is no participation of the target people including Disabled people in the decision making and implementation. All the decisions come from the upper level.

What would be more disability inclusive development policies and practice?

▪ **Law/legislations and infrastructure of the government:**
- Disability Welfare Act-2001 has to be amended and implemented on the basis of Disabled peoples opinion and participation.
- Introduce obligation to implement the disability law and provision of punishment if the disability law is not followed.
- People with learning difficulties and hearing loss should have legal rights to witness in the court while the disabled women and children are victim of violence.
- Accessibility for disabled people should be ensured in all kind of infrastructure, i.e. ramps in the public buildings,
- At least 5% of the national budget should allocated for disabled people
- Representative of disabled people in the decision making process including parliament
- Priorities for disabled people in all government provision and services

▪ **Education, Health and Employment:**
- Sign language and Braille should be introduced in mainstream education system.
- Teachers should be trained and materials should be provided for education of disabled children into the existing schools
- Disabled people should receive education free of cost and poor disabled people should get stipend to meet other cost for continuing their studies.
- Education of disabled people should go under the Ministry of Education while the present practice is that Ministry of Social Welfare deal with education of disabled people
- Health services should be accessible for all disabled people
- All doctors, nurse should learn disability issues and they should be disability sensitive
- Bed/seat should allotted for disabled people at the central and district hospitals
- Disabled people will be provided jobs according to their qualification and capacity
- Disabled people will be trained and provided capital for self- employment

-      Participation of disabled people the committees of education, health and employmnet

- **Transportation, ICT and Media**
-      Accessibility should be ensured the manufacturing and importing of bus, trains
-      Road construction, traffic system will be consistent with disability
-      Reserved seat and reduced fare should be introduced in the public and private transport
-      Transport workers would be orientation on disability to provide better services
-      Participation of disabled people in the transport policy development process
-      Disability will be considered in ICT research, soft wear and hard-wear development
-      Disabled people will be trained on ICT and ensure access to internet and computer.
-      Media will broadcast regular programme on the disability issue and lives of disabled people and the programme will be accessible for visually and hearing impaired people
-      Disabled people will take part in the programmes and cultural competition broadcast in the media.

- **Donor's policies and activities:**
-      The development aid that is given by the donors should reach to the grassroots level where the poor disabled people live in
-      The donors that provide fund to NGOs should equally provide fund to DPOs
-      Develop understanding of donors on disability ensuring their participation in the workshops, meetings etc. build rapport between donors and DPOs
-      The donors will give priority on disability while they sign agreement with the government for development cooperation and monitor whether disabled people are benefited or not.

Participants of the Workshops
National Grassroots Disability Federations (NGDF)

SL.	Name	Origination	Designation
1.	Akter Hossin	NGDF	President
2.	All-Amin	Dhaka	Member
3.	Rumke	Dhaka Women Federation	Convener
4.	Fuglue Shakh	Aungeker Federaton Rajshahi	President
5.	Ateir Rahaman	Zhanidaha Songrame Federation	President
6.	Nuzrul Islam	Magura District Federation	Convener
7.	Shahidul Islam	Norhatto Somaj Kallan Federation	Convener
8.	Rafequl Islam	Rangpur	Volunteer
9.	Jed ali	Kushtia District Disability	President

		Federation	
10.	Ebrahim Hossin	National Federation	Justice Secretary
11.	Rasma Khattun	National G. Disability Federation	Member
12.	Khohenur	Sober Satha Gorbo Federation	Volunteer
13.	Tapushe Bissas	Foridpur Metali Federation	Member
14.	Maherul	Jaypurhat	Member
15.	Abu Daud	NGDF	F&E Secretary
16.	Uma kulsum	District Woman Foram Bogra	President
17.	Ashadul Huqe	Khulna Disability Organization	Volunteer
18.	Moyaj Uddin	Allor Protick Federation, Kushtia	President
19.	Joly Khattun	National Federation	Vice President
20.	Sumsun-nahar	District Federation	C convenor
21.	Monera Khattun	Chapai Nawabgong	Member
22.	Laki	Dinajpur Nari-Foram	Convenor
23.	Firoza Aktter	Vobona Prothebondhe Federation	Convenor
24.	Sumsul Alam	Badhon District Federation,Rajshahi	Convenor
25.	Firoza Aktter	Vobona Prothebondhe Federation	Convenor