



Inclusive Futures

Promoting disability inclusion

Inclusion Works

Aid Connect Programme Summary

November 2019

Sightsavers | International Disability Alliance | Institute of Development Studies
ADD International | BBC Media Action | Benetech | Development Initiatives
Inclusion International | Standard Chartered Bank | Youth Career Initiative
Humanity & Inclusion



Title: Inclusion Works

Thematic area: Disability Inclusion

Consortium lead: Sightsavers www.sightsavers.org

Consortium partners: ADD International, Institute of Development Studies (IDS), International Disability Alliance (IDA), BBC Media Action (BBCMA), Benetech, Development Initiatives (DI), Inclusion International (II), Youth Career Initiatives (YCI), Humanity & Inclusion (HI)

Countries: Bangladesh, Kenya, Nigeria and Uganda

Budget: £13.2m

Start and end date: July 2018–June 2022

Objective:

Increased action and investment from private, public and civil society actors to enable economic inclusion for women and men with disabilities through employment, in line with the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and Sustainable Development Goal 8: Decent work and economic growth.

Impact/deliverables:

- a) Partnerships between private, public and civil society developed to influence the inclusion of women and men with disabilities in formal employment
- b) Up to 2000 women and men with disabilities will have enhanced skills to access formal employment (as a result of programme interventions)
- c) 180 targeted employers will test and adopt innovative UNCRPD-compliant practices that enable the inclusion of women and men with disabilities in formal employment
- d) The disability movement and supporting stakeholders (an estimated 18 media organisations and more than 200 disabled people's organisations) will demonstrate strengthened capacity to support women and men with disabilities to realise their rights to work (Article 27)
- e) Working closely with the Innovation to Inclusion (i2i) programme coordinate initiatives, including in-country programming in Bangladesh and Kenya, to catalyse increased action and investment in disability inclusion by promoting evidence-based decision-making.

Activities with examples:

Activity 1.1

Partnership plan developed for each country and global group (who to influence and how). This will be informed by situational analysis and labour market assessments that will map existing networks and partnerships, and their associated action/dialogue around disability inclusion, in formal employment.

Activity 1.2

Sensitisation training and technical support delivered to identified partnerships and members to facilitate and influence UNCRPD-compliant inclusive employment (include consortia partnership).

Activity 1.3

Partnership building activities (training, advocacy workshops, events) delivered to coordinate and establish partnerships and networks to promote inclusive employment, identifying and celebrating role models and examples of best practice.

Activity 1.4

Review of learning and production of evidence/toolkits/guidance/best practice to show what works.

Note: Learning structures implemented to address: What are the enablers and barriers to building effective partnerships across the consortium and countries?

Activity 2.1

Training/activities plan developed, informed by review of employee pathways (country labour market assessment and situational analysis) linking with existing recruitment and job skills training and support services.

Activity 2.2

UNCRPD-compliant training and technical support provided to training providers, to support women and men with disabilities to access the labour market.

Activity 2.3

Awareness-raising activities and skills training programmes delivered to support women and men with disabilities to access the labour market.

Activity 2.4

Review of learning and production of evidence/toolkits/guidance/best practice to show what works.

Note: Learning structures implemented to address: What are the pathways that enable women and men with disabilities to access the labour market?

Activity 3.1

Identify employers to test and adopt innovative UNCRPD-compliant practices (via the country labour market assessment).

Activity 3.2

Programme of sensitisation training, workshops and technical support delivered to support employers and employment support services to test and adopt innovative UNCRPD-compliant practices (include IDA Employer Flagship, mentor workshops, celebration of best practice and development of technical tools, for example Benetech).

Activity 3.3

Set up and delivery of UNCRPD-compliant internships for women and men with disabilities.

Activity 3.4

Review of learning and production of evidence/toolkits/guidance/best practice to show what works

Note: Learning structures implemented to address: What are the CRPD compliant pathways that enable employers to attract, recruit and retain women and men with disabilities in the formal sector employment?

Activity 4.1

Identify Disabled People's Organisations (DPOs) and supporting stakeholders including media organisations to engage as key stakeholders to support women and men with disabilities to realise their rights to work.

Activity 4.2

Capacity-building plan developed for DPOs and supporting stakeholders including media organisations.

Activity 4.3

Training programmes and advocacy workshops delivered to DPOs and supporting stakeholders to strengthen their capacity to support women and men with disabilities to realise their rights to work.

Activity 4.4

Review of learning and production of evidence/toolkits/guidance/best practice to show what works.

Note: Learning structures implemented to address: What approaches have been effective at influencing change in attitudes and behaviors that enable the inclusion of women and men in formal sector employment?

Activity 5.1

Set up work plan and agreement on how to work with the i2i programme and share learning across the two programmes and with external stakeholders.

Activity 5.2

Review of progress and shared learning meetings held.

Activity 5.3

Review of learning and production of evidence/toolkits/guidance/best practice to show what works.

Note: Learning structures to address cross-consortia working/development.