



## Inclusion of persons with disabilities in project planning



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# 1. BACKGROUND INFORMATION AND FRAMEWORK FOR INCLUSION

**Around 1.2 billion people** (about 15 % of the world’s population) live with disabilities, **80 % of them in developing countries**, and it is estimated that one in four households worldwide have a member with a disability. Persons with disabilities have **poorer access to education, health services, social protection and employment** (see also [WHO World Report on Disability 2011](#) and [UN Disability and Development Report 2018](#)).

The **United Nations Convention on the Rights of Persons with Disabilities (UN CRPD)** which has been signed by 182 member states, promotes the enjoyment of universal human rights by persons with disabilities and improvement of their living conditions.

**Article 32 calls for inclusive international cooperation.**

→ [List of countries that have signed the CRPD](#)

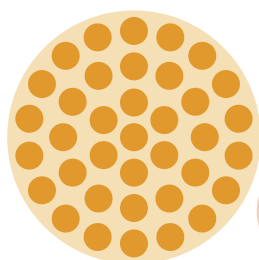


**Definition of ‘persons with disabilities’:** Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. (UN CRPD, Art. 1).

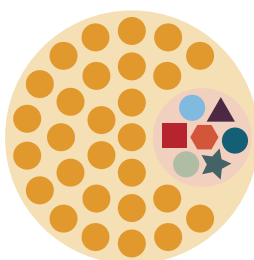
## 2. WHAT IS INCLUSION?



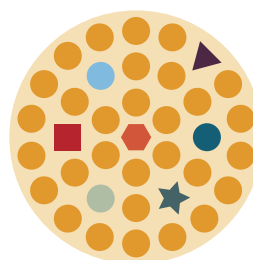
Inclusion of persons with disabilities is a human right. It means the empowerment and participation of persons with disabilities in society and in all areas of life.



Exclusion



Integration

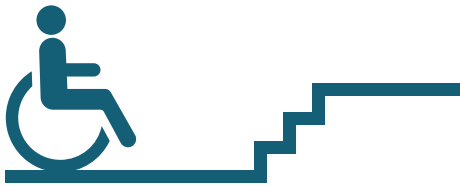


Inclusion



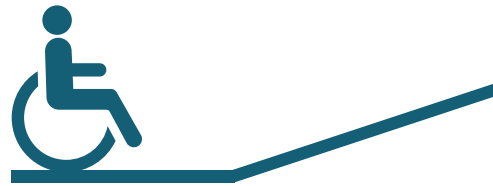
Inclusion requires the removal of barriers and discrimination and the creation of structural frameworks to promote a diverse society. People are not disabled; it is the environment that 'disables' people.

## Disability



Barrier to access

## No Disability



Accessible environment

**The 2030 Agenda for Sustainable Development:** Persons with disabilities are among the 'most left behind' worldwide. In light of the "Leave no one behind" (LNOB) principle, inclusion is relevant to all the Sustainable Development Goals (SDGs) and explicitly mentioned in five of them: SDG 3 (Health), SDG 4 (Education), SDG 8 (Employment), SDG 9 (Industry, Innovation and Infrastructure) and SDG 11 (Sustainable Cities and Communities).

→ **UN Disability and Development Report** (progress on disability inclusion in the context of the 2030 Agenda).

**The BMZ Strategy Paper (2019) follows a twin-track approach involving targeted measures** on the one hand and the **mainstreaming** of disability inclusion on the other. At the same time, the **quality criterion 'Human rights, gender equality and disability inclusion'** stands as a seal of quality guaranteeing the inclusion of persons with disabilities in German development cooperation.



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### 3. INCLUSION OF PERSONS WITH DISABILITIES IN PROJECT PLANNING

#### 1) COLLECT DATA ON INCLUSION IN THE COUNTRY/SECTOR BEFORE AND DURING AUDITS

- › Has the UN CRPD been ratified? Are there action plans, laws and bodies on inclusion?
- › Are there stigmatising attitudes towards persons with disabilities?
- › What accessibility do persons with disabilities have to social services (education, health, social security), employment, financial services and digitalisation and/or in the project sector?
- › Data should also take into account multiple discrimination/intersectionality, for example, in gender analyses and in-depth reviews. Women with disabilities often face multiple discrimination and are particularly vulnerable to disadvantage.
- › Are there actors operating in this field in the country, including national and international self-advocacy organisations (umbrella organisations), NGOs and experts?
- › **Resources for country-specific information:**
  - [UN Disability Statistics](#) – statistics sorted by country and sector
  - [Country Briefs Archive – Disability Data Initiative \(fordham.edu\)](#)
  - [European Country of Origin Information Network – ecoi.net](#) (country annual reports on human rights situation and other publications)
  - [Demographic and Health Surveys](#) (data disaggregated by country)
  - [UN Disability and Development Report](#) (progress on the inclusion of persons with disabilities in the context of the 2030 Agenda by country and topic)

#### For collection of sensitive data on disability:

[Washington Group Questions](#)



#### 2) USE INCLUSION RESOURCES FOR PROJECT PLANNING

- › **‘Nothing about us without us’ – include self-advocacy organisations:** in almost all countries, there are self-advocacy organisations and national umbrella organisations of persons with disabilities that can be included as providers of resources, interview subjects and/or experts in the project (planning, implementation, review). International organisations such as Christoffel-Blindenmission / Christian Blind Mission (CBM) and Humanity & Inclusion are represented in many partner countries.
- › **Government institutions** for disadvantaged groups (e.g. ombudsman’s offices and commissioners) are relevant key national actors.
- › Ensure **inclusion expertise** in the project appraisal team, for example, involve external (local) reviewers, inclusion experts and technical planners on inclusion. Is there expertise available from the country office or projects in neighbouring countries? Engage expertise from the Global Project (GP) Inclusion of Persons with Disabilities and the Sectoral Department. The above-mentioned groups can also be involved in the project appraisal through interviews.

### 3) USE COLLECTED DATA AND EXPERTISE

- › Include disability inclusion and intersectionality in in-depth assessments, module proposal, safeguards and gender analysis, integrated context and human rights analysis (Integrated Peace and Conflict Assessment – iPCA) and environmental and climate change assessment.
- › Additional resources:
  - **Tree4Options: Tool for embedding the leave no one behind (LNOB) principle in GIZ projects.**
  - **Inclusion Made Easy: A quick program guide to disability in development (cbm.org)**
  - **Remove Barriers – Guidelines on accessible and inclusive working** (including trainings, event design etc.)
  - **Manual for Inclusive Development Projects (VENRO)** (handbook on inclusive project design)

### 4) CONSIDER INCLUSION IN THE RESULTS MATRIX AND INDICATORS

- › Targeted/focused indicator
  - for example, **IT training/ concepts** for persons with disabilities
  - **support for national or sectoral strategies** on inclusion
- › Indicator measuring the disadvantage that persons with disabilities experience compared to the rest of the population
  - for example, proportion of people accessing social services disaggregated by gender and disability
- › Indicator that collects disaggregated data for the target group
  - for example, **proportion of persons with disabilities** reached through vocational training or employment promotion measures.



#### Attention:

Avoid discriminatory data collection on disabilities. Alternatives include anonymised surveys on individual barriers and disadvantages.  
Sensitive tool: [Washington Group Questions](#)



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## 4. TIPS FOR INCLUSION AND ACCESSIBILITY

- › Consult persons with disabilities as experts/consultants
- › Pay attention to inclusion and accessibility in tenders and terms of reference (thinking about inclusion from the outset is better and more favourable than having to readjust later)
- › Design barrier-free communication and event formats
  - ask about special needs in advance at the time of invitation – sign language interpreters, building accessibility, etc.
  - checklist for inclusion of persons with disabilities in training
  - checklist for building accessibility for persons with disabilities
- remove barriers – Guidelines on accessible working (tips for accessibility, for example, for tendering, project planning and events)
- › Ensure inclusion of persons with disabilities in **monitoring and evaluation**
  - Pathways to inclusive development: How to make disability inclusive practice measurable?



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## 5. RESOURCES AND TOOLS FOR INCLUSION

### SECTOR PUBLICATIONS AND LINKS (INCLUDING IMPLEMENTATION EXAMPLES)

- › [Disability-inclusive Employment Promotion: Lessons learned from five GIZ projects](#)
- › [Inclusion in employment promotion](#)  
[Inclusion in health](#)
- › [Inclusion in good governance](#)
- › [Inclusion in the context of forced displacement](#)
- › [Inclusive water and sanitation activities](#)
- › [Inclusion in social protection](#)

### DISABILITY AND GENDER/INTERSECTIONALITY

- › Poverty and disability are often mutually dependent and reinforcing. The number of persons with disabilities is higher in marginalised groups and rural areas.
- › Two thirds (66 %) of persons with disabilities in developing and emerging countries are women. Women are more at risk than men of acquiring a disability during their lifetime. Women with disabilities are three to ten times more likely to be victims of gender-based violence
  - [Desk Study Gender and Disability](#)
  - [Making SDGS Count for women and girls with disabilities \(UN Women\)](#)
  - [Five facts to know about violence against women and girls with disabilities \(WB\)](#)

### CONTACTS AND VIDEOS

- › Overall representation of GIZ employees with disabilities:  
[GesamtSBV@giz.de](mailto:GesamtSBV@giz.de)
- › [GIZ: Inclusion matters – Making international cooperation work for persons with disabilities](#)
- › [Living inclusion: A chance for everyone](#) (video on the inclusion of persons with disabilities in German development cooperation/Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH)
- › [Enabling potential – Supporting children with learning difficulties in Malawi](#)



## PROJECT EXAMPLES

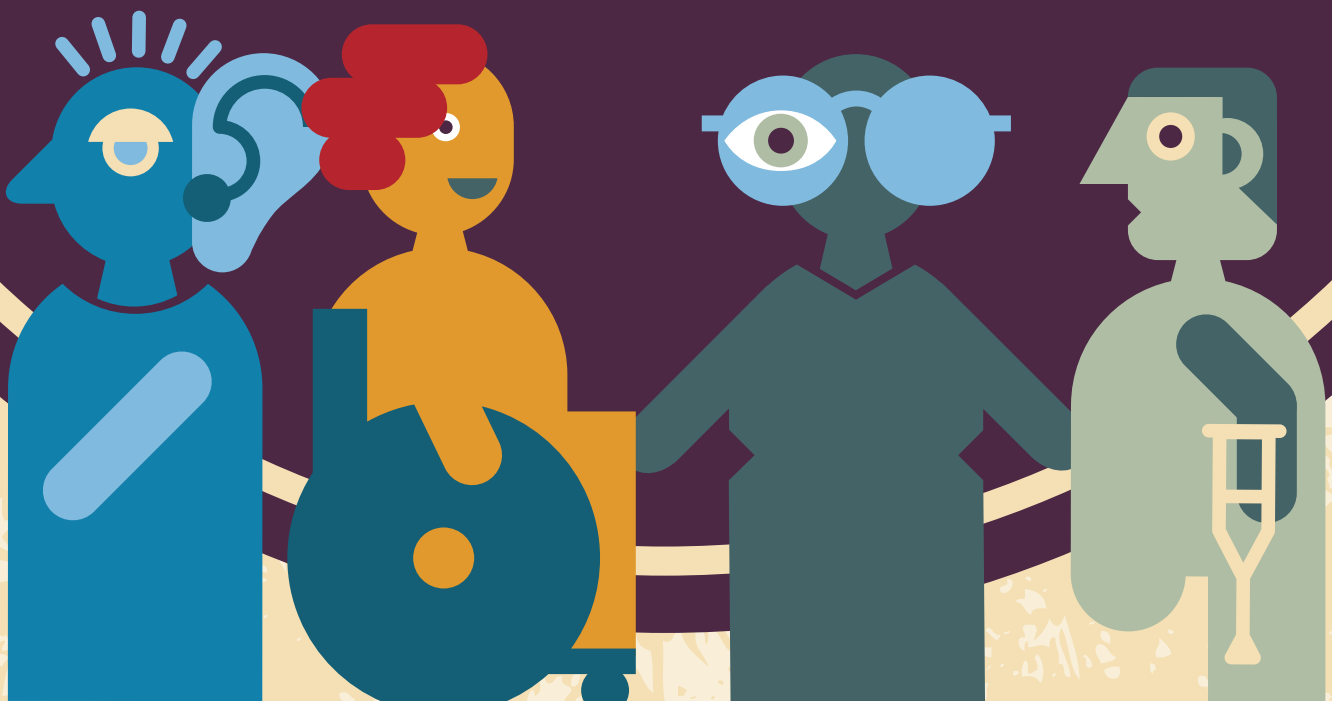


### INCLUSION IN THE CONTEXT OF GOVERNANCE: DEVELOPMENT OF THE NATIONAL INCLUSION STRATEGY FOR NORTH MACEDONIA

- › Participatory and inclusive dialogue process (involvement of all relevant stakeholders)
- › Government's interministerial commitment
- › Expert advice from self-advocacy organisations of persons with disabilities and academia
- › Interlinking of international, national and sub-national levels
- › Role model and driving force for the region



Copyright: <https://vlada.mk/KoordinativnoTelo/PravaNaLicaSoPoprechenost>



## PROJECT EXAMPLES

### INCLUSION IN THE CONTEXT OF FLIGHT AND DISPLACEMENT: SUPPORTING HOST COMMUNITIES AND ROHINGYA DISPLACED PERSONS IN BANGLADESH

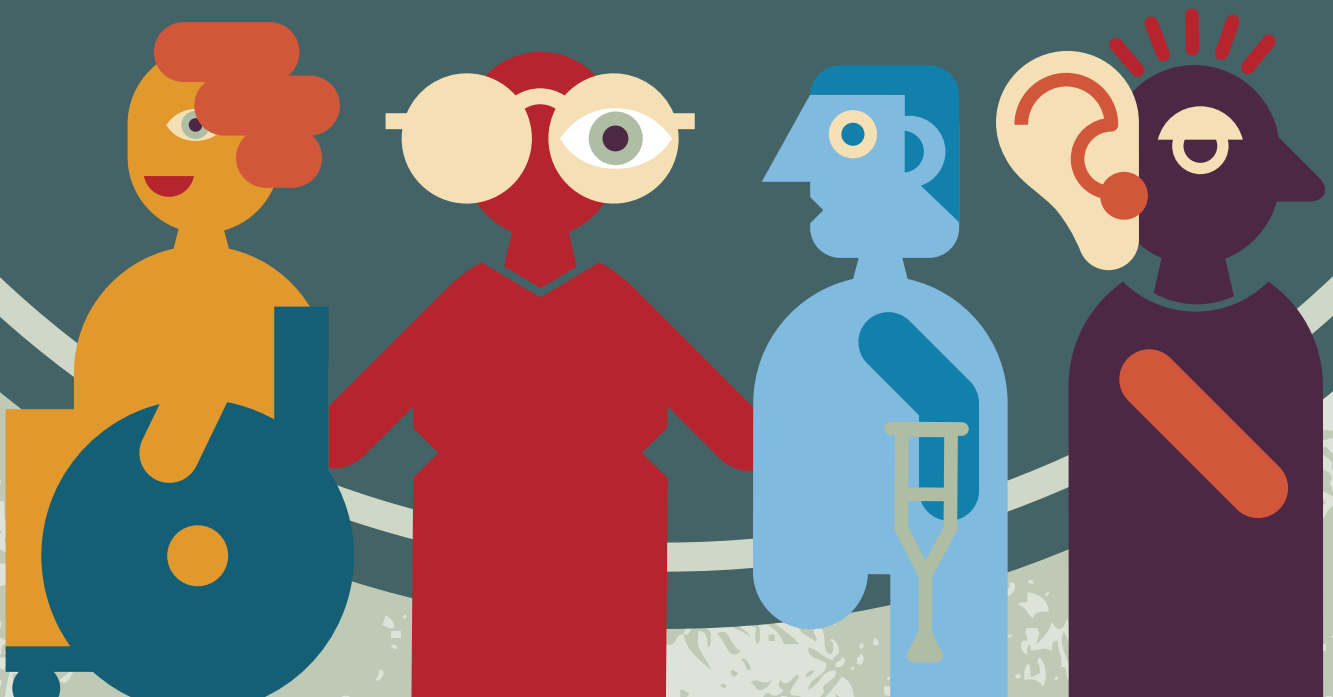


- › Capacity building on inclusion for community governments
- › Inclusive disaster risk management
- › Strengthening of community-based self-help groups
- › Capacity building on inclusion for project partners
- › Barrier reduction measures

### IT TRAINING IN CYBERSECURITY FOR PERSONS WITH DISABILITIES IN KENYA



- › Cooperation with national vocational training centres in Kenya, international NGOs, GIZ regional projects and the private sector
- › Targeted measures for 40 persons with disabilities
- › 15–18-month IT training in cybersecurity
- › Internships after successful completion of training



## PROJECT EXAMPLES

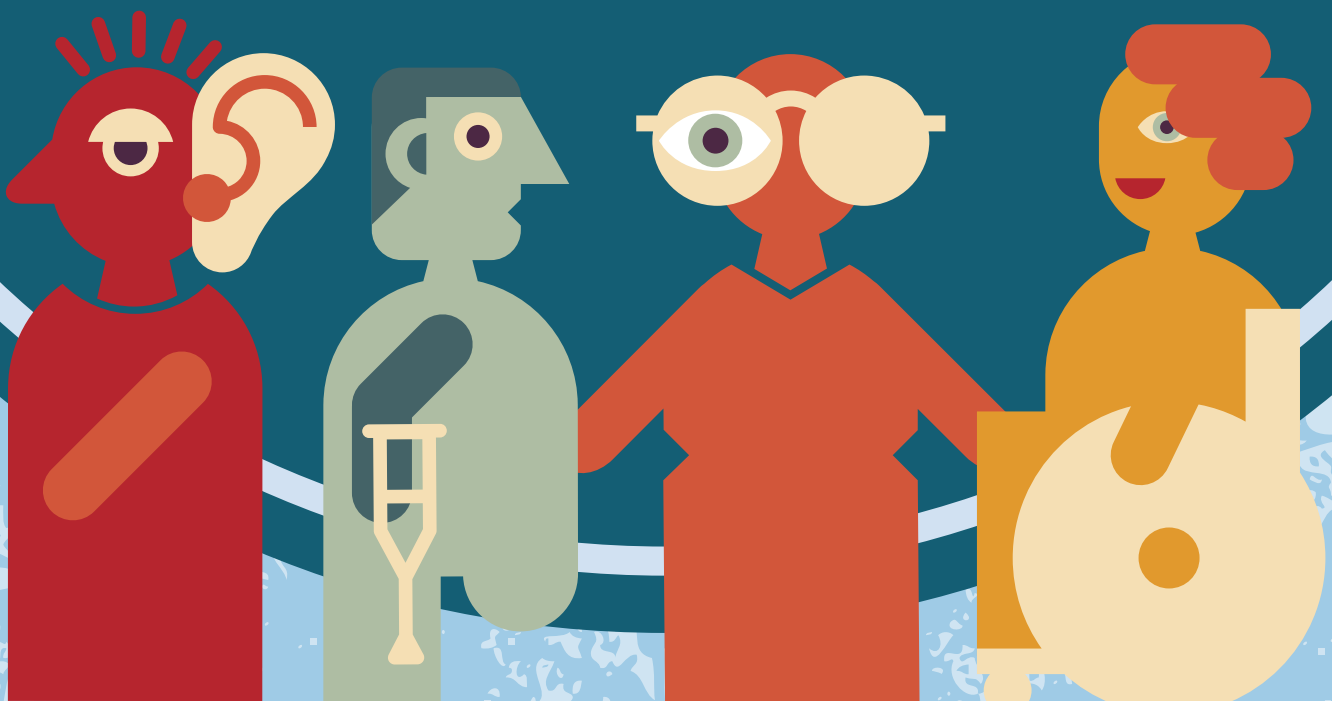


**INCLUSION IN A  
TRANSITIONAL DEVELOPMENT  
ASSISTANCE PROJECT:  
EMPOWERING YOUTH AND YOUNG  
ADULTS THROUGH EDUCATION,  
ECONOMIC INCLUSION AND  
SOCIAL COHESION  
IN EAST JERUSALEM**

- > Demonstration of inclusion at module objective and output level with indicators (10% oder 15% of young people reached)
- > Vocational qualifications, psychosocial support, peacebuilding and youth work
- > Disability inclusion audits for project partners



Copyright: GIZ project „Empowering youth and young adults through education, economic inclusion and social cohesion in East Jerusalem“



## PROJECT EXAMPLES

### INCLUSION IN THE TEXTILE SECTOR: PROMOTION OF EMPLOYMENT FOR PERSONS WITH DISABILITIES IN VIET NAM AND CAMBODIA UNDER THE REGIONAL PROJECT FABRIC



- > Support for textile workers, including women with disabilities, who were socially and economically excluded during the pandemic.
- > Training on topics such as gender-based violence, workplace inclusion and social protection in case of illness for factory management and textile workers.
- > Support from peer educators with and without disabilities through a social media network



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# IMPRINT

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