



*Empowered lives.
Resilient nations.*

EVALUATION

OF DISABILITY-INCLUSIVE DEVELOPMENT AT UNDP

Independent Evaluation Office

United Nations Development Programme



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FOREWORD

The Independent Evaluation Office is pleased to present its evaluation of disability-inclusive development at UNDP. This work was carried out in 2016 and analyses UNDP's contribution to disability-inclusive development during the period 2008-2016, which corresponds to the current and past UNDP strategic plans, and to the period within which the UN Convention on the Rights of Persons with Disabilities has been in force.

The evaluation found pockets of success addressing the challenges of disability-inclusive development, in particular through the UN Partnership to Promote the Rights of People with Disabilities, which has shown great promise leveraging the competencies of key agencies in the UN system on behalf of persons with disabilities. Yet the evaluation recognizes that more focused attention is required, as UNDP endeavours to "leave no one behind". Persons with disabilities number more than 1 billion worldwide, yet their rights and needs are often subsumed within a general consideration of 'vulnerable groups', and do not get sufficiently mainstreamed across UNDP programming.

Of particular concern, the evaluation has revealed that UNDP has not established an internal culture that welcomes persons with disabilities. We urge UNDP to affirm 'reasonable accommodation' for employees with disabilities and to ensure, through 'universal design' that all persons, regardless of disability, can access its programmes and facilities.

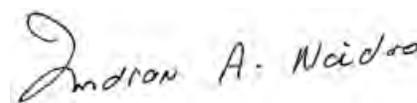
The evaluation suggests that UNDP should involve itself more deeply in promoting disability-inclusive development in a clear, coherent and consistent manner. There is a clear niche and expectation for UNDP to fulfil. The 11 disability-oriented targets of the Sustainable Development

Goals provide a starting point for UNDP to reassess and update its guidance, interventions and programming in areas such as governance, statistics, gender, environment, social protection and resilience – to name just a few entry points.

This evaluation has taken a deliberate formative stance in its implementation, in particular including the useful practices from 18 comparator entities (presented in Chapter 6) as a basis for a series of recommendations which it is hoped will get due consideration in the next UNDP Strategic Plan starting in 2018.

I am encouraged by the positive response from UNDP management to this evaluation, as can be seen by the included management response (Annex 5). In addition, since the completion of our evaluation, the UNDP Bureau for Management Services has developed and is starting to implement a series of initiatives to limit barriers and create an enabling environment for the employment, retention and closer collaboration with persons with disabilities. In December 2016 a first 'Innovation Conversation' took place with a panel of external experts on ways to promote and advance the inclusion of people with disabilities.

I hope that this evaluation will be of interest and use to a broad audience, and will serve as an additional clarion call in the global effort to recognize the rights of persons with disabilities.



Indran A. Naidoo
Director
Independent Evaluation Office

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ACRONYMS AND ABBREVIATIONS

ABA	United States' Architectural Barriers Act
AUSAID	Australian Agency for International Development
BMS	Bureau for Management Services (UNDP)
BMZ	German Federal Ministry for Economic Cooperation and Development
CAJ	Commission on Administrative Justice (Kenya)
CBA	Community Based Adaptation
CDPO	Cambodian Disability Persons Organization
CONAPDIS	National Council for Persons with Disabilities (Costa Rica)
CPAP	UNDP's Country Programme Action Plan
CPMT	Community Policy and Management Team
CRPD	Convention on the Rights of Persons with Disabilities
DAC	Development Assistance Committee (OECD)
DAC-SG	Disability Action Council Secretariat
DDR	Disarmament, Demobilization, and Reintegration
DFAT	Department of Foreign Affairs and Trade (Australia)
DFID	Department for International Development (United Kingdom)
DPOs	Disabled People's Organizations
DRA	Disability Rights Administration
DRF	Disability Rights Fund
DRIC	Disability Rights Initiative-Cambodia
DSD	Disability Services Division
HCDA	Higher Council for the Disabled Affairs (Kuwait)
HDI	Human Development Index
EOI	Expression of Interest
EU	European Union
GEF	Global Environment Facility
GIZ	German Enterprise for International Cooperation
GPECS	Global Programme for Electoral Support
ICT	Information and Communications Technology
IEO	Independent Evaluation Office (UNDP)
ILO	International Labour Organization
IOM	International Organization for Migration
IRRF	Integrated Results and Resources Framework

KNCHR	Kenya National Commission on Human Rights
M&E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MoSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation (Cambodia)
MPTF	Multi-Partner Trust Fund Office
NGEC	National Gender and Equality Commission (Kenya)
NSC	National Steering Committee
NGO	Non-governmental Organization
NSC	National Steering Committee
OHR	Office of Human Resources
PDNA	Post Disaster Needs Assessment
PWDs	People with Disabilities
QCPR	Quadrennial Comprehensive Policy Review
ROAR	Results Oriented Annual Reporting
SDGs	Sustainable Development Goals
SGP	Small Grants Programme
SHRAJ	Strengthening Human Rights/Access to Justice
SIDS	Small Island Developing States
SOF	Strategic and Operation Framework
STI	Science, Technology and Innovation
TNC	The Nature Conservancy
TOC	Theory of Change
UN RC/RR	UN Resident Coordinator and UNDP Resident Representative
UNAIDS	Joint UN Programme on HIV/AIDS
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNODC	United Nations Office on Drugs and Crime
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNPRPD	UN Partnership to Promote the Rights of Persons with Disabilities
UNV	United Nations Volunteers
WHO	World Health Organization
WIPO	World Intellectual Property Organization
WWDF	Women and Disability Forum (Cambodia)

EXECUTIVE SUMMARY

1. INTRODUCTION

An estimated 15 percent of the world's population – some 1 billion people – live with disabilities that have a direct impact on their daily lives.¹ One in every four households has a disabled member.² While persons with disabilities account for a large proportion of the world's population, they have been consistently left out of the gains made by global development. Disability was not mentioned in any of the Millennium Development Goals or their related targets and indicators. Evidence suggests that persons with disabilities have been left behind their non-disabled peers, and that the poorest members in many communities are consistently individuals with disabilities. Persons with disabilities are not only poorer in economic terms but are also comparatively poorer in many domains, including access to health care, education, employment and social inclusion, as well as resilience to environmental degradation and climate shocks. In addition, persons with disabilities often face stigma and prejudice that severely limit their ability to have a voice in their households and communities.³

The Convention on the Rights of Persons with Disabilities requires that international development programmes be inclusive of and accessible to persons with disabilities.⁴ The Convention particularly emphasizes the importance of mainstreaming disability issues, thus ensuring that disability is an integral part of sustainable development. The Sustainable Development Goals are founded on the principle of 'leave no one behind', and persons with disabilities are explic-

itly included in this new global agenda. In its resolution 67/226 of 21 December 2012 on the quadrennial comprehensive policy review of operational activities for development of the United Nations system, the General Assembly requested the United Nations development system to take into account the needs of persons with disabilities in its operational activities for development, including by addressing the continuing lack of adequate and reliable information on disability and by strengthening coherence and coordination across the United Nations system.

The growing emphasis on disability-inclusive development places an onus on organizations like UNDP coherently, adequately and systematically to include persons with disabilities in their work. The Independent Evaluation Office consequently has undertaken an evaluation of the UNDP contribution to disability-inclusive development. The basis for this evaluation stems from the overarching strategic vision of UNDP "to help countries achieve the simultaneous eradication of poverty and significant reduction in inequalities and exclusion".⁵ The Executive Board has recognized the importance of ensuring that development support from UNDP emphasizes assistance to poor and marginalized populations, including persons with disabilities.

2. BACKGROUND

This evaluation of the UNDP contribution to disability-inclusive development is part of the work programme for the Independent Evalua-

1 World Health Organization and World Bank, *World Report on Disability*, 2011 (Geneva, 2011).

2 In UNDP programme countries this statistic is even higher at 20 percent, 75 percent of whom are women.

3 Groce N., Kett M., 'The Disability and Development Gap', Working Paper No. 21, London: Leonard Cheshire Disability and Inclusive Development Centre, University College London.

4 Convention on the Rights of Persons with Disabilities, article 32.

5 UNDP Strategic Plan, 2014-2017 (DP/2013/40).

tion Office approved by the Executive Board for 2014-2015 (document DP/2014/5). It provides an assessment of the UNDP contribution to disability-inclusive development during the period 2008-2016, corresponding to the current and previous UNDP strategic plan periods and to the period when the Convention on the Rights of Persons with Disabilities has been in force.

The Convention on the Rights of Persons with Disabilities was adopted by the General Assembly in December 2006 and entered into force in May 2008. Its passage constituted a landmark event in the disability arena, representing the culmination of decades of dedicated advocacy efforts by persons with disabilities and their representative organizations. The Convention spells out the duties of States Parties to take all appropriate measures to promote, protect and ensure the full and equal enjoyment of all human rights and freedoms by all persons with disabilities. While the human rights framework, including the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), applies to all human beings and thus bring persons with disabilities into their ambit, the Convention on the Rights of Persons with Disabilities is the first disability-specific core human rights convention. It builds on prior conventions and disability-focused General Comments adopted by treaty bodies, especially General Comment No. 5 adopted by the Committee on Economic, Social and Cultural Rights.

The rights of persons with disabilities pertain directly to UNDP as a provider of development support to countries. Reference to disabilities is made in the UNDP Strategic Plan, 2014-2017, which states that key driving principles of UNDP work include “participation and voice in pursuit

of equitable access to development opportunities and gains across the population, working with the poor and other excluded groups, whether women, youth, indigenous people or the disabled, as agents of their own development.”⁶ The Strategic Plan further states that the strengthening of local governance is key to the Plan’s implementation, as it is the level closest to citizens, especially to secure more equitable access to services for the poor and other excluded groups such as persons living with HIV, persons with disabilities and victims of human trafficking.⁷ The previous UNDP Strategic Plan, 2008-2013, in discussing its priorities for democratic governance, stated that “UNDP will assist in the identification of effective interventions strengthening participation by the poorest social sectors, as well as by women, youth, persons living with disabilities, and indigenous persons.”⁸

3. FINDINGS OF THE EVALUATION OF DISABILITY-INCLUSIVE DEVELOPMENT AT UNDP

FINDING 1

UNDP is well positioned to play a prominent role in advancing the Convention on the Rights of Persons with Disabilities at global and country levels. The organization has not fully embraced this role, due to limited capacities and resources committed at corporate, regional and country levels in promoting the rights enshrined in the Convention.

FINDING 2

The guidance note on programming issued in 2012 represents a positive initial step highlighting the relevance of disability inclusion for UNDP and its strategic objectives. Unfortunately, its dissemination was not given much prominence and there has been limited application of this guidance in programming on the ground.

6 DP/2013/40, para. 13 (e).

7 Ibid, p. 9.

8 DP/2007/43/Rev.1, para. 83.

FINDING 3

The United Nations Partnership to Promote the Rights of Persons with Disabilities (UNPRPD), with its focus on partnership building, mobilizing joint efforts by United Nations country teams (UNCTs) and giving voice to disabled people's organizations, has proven to be a viable and innovative instrument to promote multisectoral interventions in support of the Convention.

FINDING 4

In spite of initial understaffing and resource constraints, the work of the UNPRPD technical secretariat is considered exemplary by many key stakeholders. The secretariat is aware of bottlenecks affecting the performance of the UNPRPD and in 2016 revised the strategic and operational framework to address identified issues.

FINDING 5

Programme results from the first funding round for the UNPRPD suggest that programmes have achieved more outcome-level objectives than anticipated from the initial programme proposals.

FINDING 6

Survey responses suggest that there is limited awareness of the UNPRPD mechanism across UNDP, although UNCTs show growing interest in participating.

FINDING 7

UNPRPD programming recognizes the engagement of disabled people's organizations as a priority, and UNPRPD has facilitated several significant results in relation to promoting the meaningful participation of persons with disabilities at global, regional and country levels. Evidence suggests, however, that further efforts will be necessary to strengthen participation as a requirement for UNPRPD project proposals and actual practice on the ground.

FINDING 8

Obtaining data and information on the UNDP contribution to disability-inclusive development

was challenging, as UNDP has not consistently tracked this support.

FINDING 9

Mainstreaming by UNDP of a disability dimension reveals a mixed picture. In some instances, country-level leadership on disability inclusion has resulted in concerted, and at times innovative, efforts to find entry points for disability inclusion in mainstream UNDP programming. Elsewhere, it is evident that very limited attention has been given to mainstreaming persons with disabilities into the broader development work of UNDP. A lack of prioritization and gaps in technical expertise are limiting UNDP results in promoting disability-inclusive development.

FINDING 10

UNDP has put in place social and environmental standards to help the organization avoid or mitigate unintended negative consequences of its programming. These include expectations that UNDP should refrain from providing support for activities that may contribute to violations of a State's human rights obligations and the core international human rights treaties, including the Convention on the Rights of Persons with Disabilities.

FINDING 11

UNDP supports many different types of projects related to the promotion of employment of individuals with disabilities, with varying degrees of success. Although most disability-inclusive projects are designed to cover all individuals with disabilities, many programmes end up covering persons with specific types of disabilities.

FINDING 12

There is evidence of UNDP including persons with disabilities in its social protection programming. UNDP could play an important role in advocating for stepped-up deinstitutionalization efforts and better support for community-based living programmes.

FINDING 13

While there are some good examples of how UNDP environmental programming addresses the needs of persons with disabilities, overall, due to the specific type of UNDP environmental projects and the fact that the multilateral environment agreements that provide a framework for this work focus on other types of vulnerabilities, the rights of persons with disabilities have not been an explicit focus of its environmental protection support.

FINDING 14

Very limited efforts have been made to integrate persons with disabilities into UNDP activities related to health, including work related to HIV/AIDS, and projects funded by the Global Fund to Fight AIDS, Tuberculosis and Malaria.

FINDING 15

The results of the evaluation suggest missed opportunities for UNDP to promote disability-inclusive development programming through its support for human rights. The 2005 UNDP Practice Note on Human Rights has not been updated to include reference to the Convention on the Rights of Persons with Disabilities, although UNDP has emphasized the human rights-based approach in the Guidance Note on Disability.

FINDING 16

The evaluation found some evidence of UNDP support in advancing a disability rights dimension into the strengthening of national human rights systems at the country programme level.

FINDING 17

Several country assessments suggest that UNDP programming has been instrumental, and in some cases a major force, in helping to develop and strengthen disability law and policy frameworks, consistent with the Convention on the Rights of Persons with Disabilities. UNDP has also had marked success in playing a neutral convener role in bringing government and civil society actors together as required by the Convention.

FINDING 18

Aside from a few isolated examples, the evaluation found little evidence that UNDP is advancing disability inclusion in a strong and consistent manner in its engagement with electoral processes and institutions. There is also a lack of practical guidance and lessons available within the organization on how to address the complex social, environmental, legal, information and technical barriers to equal political participation and citizen engagement by persons with disabilities.

FINDING 19

UNDP has provided limited support to strengthening disability-related data and statistics at country and global levels. Of 11 countries visited, three indicated that UNDP provided support in the collection of disability-related data and statistics: Albania, Belarus and South Africa. In addition, the UNPRPD has supported work on disability statistics implemented by various United Nations organizations.

FINDING 20

UNDP crisis response and recovery support tends to be subsumed under the rubric of addressing all vulnerable groups and does not identify or respond to the particular barriers faced by persons with disabilities affected by crisis.

FINDING 21

UNDP remains an active participant in mine action, with support still under way in 20 countries. While its victim assistance portfolio is small, there are good examples of the work that UNDP is doing in the area of development and mine victim assistance. There are some instances where this assistance has broadened into more comprehensive support for persons with disabilities.

FINDING 22

There is limited recognition in UNDP of the need to ensure disability inclusion within risk reduction and preparedness initiatives. Where this recognition does exist, there is a need for

enhanced technical support on how to design and implement disability-inclusive programmes.

FINDING 23

The UNDP Gender Equality Strategy, 2014–2017 does not reference the Convention on the Rights of Persons with Disabilities as a salient global commitment guiding UNDP efforts to advance gender equality. As is common throughout UNDP programme guidance, disability is referenced under the overall rubric of ‘vulnerable groups.’ The evaluation found only a few examples of targeted interventions where women with disabilities were included in programming.

FINDING 24

UNDP is not a welcoming organization for persons with disabilities. Although it has taken some positive steps to create an enabling work environment at all levels, significant progress has yet to be made. While UNDP does not exclude people with disabilities from any recruitment process or otherwise discriminate against such applicants, there has not been a strong corporate drive to employ persons with disabilities or to set quotas for the hiring of persons with disabilities, and few persons with disabilities work for the organization.

FINDING 25

UNDP operates under United Nations Development Group comprehensive guidelines on common premises and has set minimum levels of functional accessibility for its offices. The extent of compliance with these guidelines is uneven across country offices and other duty stations, reflecting various resource constraints.

4. CONCLUSIONS

STRATEGIC AND CORPORATE

Conclusion 1. Globally, UNDP is not widely regarded as a major advocate of or provider of technical assistance for disability-inclusive development and support to the Convention on the Rights of Persons with Disabilities. At the country level, while there is a strategic fit

for UNDP in support of partner government efforts promoting the rights of and services for persons with disabilities, UNDP has not fully leveraged its role as trusted convener, knowledge broker, technical adviser and facilitator of dialogue between government, civil society and national human rights institutions in support of the Convention, thus limiting its potential impact. Its work in support of national efforts to achieve the Sustainable Development Goals provides UNDP with an important opportunity in the coming years to help strengthen the rights of persons with disabilities.

Evidence collected through the evaluation suggests a strategic fit for UNDP in support of efforts of partner Governments to address the rights of and services for persons with disabilities. Across the array of stakeholders interviewed, from government partners to donors and disabled people’s organizations (DPOs), UNDP is regarded as uniquely well positioned to play a prominent role in advancing the Convention at global and country levels. As identified through the portfolio review, UNDP is well positioned to champion the rights of persons with disabilities. Support to persons with disabilities is a human right and disability-inclusive development is relevant across the UNDP development mandate.

While the development of strategic guidance on achieving the Sustainable Development Goals and the 2030 Agenda for Sustainable Development is still under way, findings indicate that the inclusion of disability in these frameworks merits increased attention on the part of UNDP. Recognizing the role that UNDP plays in the development sphere and in view of its unique role with government where it operates, there is an important opportunity at the global, regional and country levels for UNDP to strengthen disability inclusion through the Sustainable Development Goal framework.

GLOBAL PARTNERSHIPS

Conclusion 2. The UNPRPD is an effective vehicle for joint programming to help countries

assess the actions they should take to implement the Convention on the Rights of Persons with Disabilities and to help build the legal and institutional capacities needed to do so. Demand is high for funding and participation. Since its inception, the UNPRPD has provided support to more than 20 countries, with at least an additional 10 to be added in the first half of 2017. There remains high, unmet demand from UNCTs and partner Governments to participate. Sustained resource mobilization will be required in order to meet this demand.

UNDP played a fundamental role in designing and setting up the UNPRPD. Its work on the UNPRPD, both as host of the technical secretariat and fund manager, and as a project implementer, has been favourably viewed by key stakeholders. Results from the first funding round of the UNPRPD suggest that programmes have achieved more outcome-level objectives than expected. While awareness of the UNPRPD is high in the UNDP country offices visited, this awareness is variable across UNDP country offices.

UNDP PROGRAMMING

Conclusion 3. UNDP has effectively supported disability work where there was clear national ownership and leadership in advancing the Convention on the Rights of Persons with Disabilities. UNDP support in this area typically includes strategy development, an assessment of policy gaps and efforts to revise legal systems and build government capacities. UNDP has provided support at national and subnational levels and in some cases has been instrumental in helping Governments to adopt and implement the Convention.

Evidence from interviews in the 11 countries visited suggest there is high-level interest on the part of countries for UNDP to expand its support on disability-inclusive development, to help with compliance with the Convention on the Rights of Persons with Disabilities while also addressing disability indicators within the

Sustainable Development Goals. An especially valued role for UNDP is help set strategies and then monitor the roll-out of national development plans that comply with the Convention.

Mainstreaming the rights of persons with disabilities across the UNDP thematic areas of work has been uneven and of generally limited scope. While there is some evidence of positive country-level results, there are also areas where the inclusion of disability-inclusive programming has been surprisingly limited, for example in support of electoral reform.

UNDP has yet to develop a comprehensive approach to disability inclusion in its governance and peacebuilding activities, to address the diversity of disability and the far-reaching obligations of the Convention on the Rights of Persons with Disabilities in domestic legal frameworks. Future direction is needed on including persons with disabilities in rule of law efforts, such as: reform of judicial, legal and regulatory frameworks (e.g., codes, laws, constitutions) that support democratic institutions; creating entry points for advancing disability inclusion in programming to improve access to justice and the skills and knowledge necessary to use the justice system effectively; advancing the engagement of DPOs in their efforts to advance national and local governance reform; and identification of diverse strategies of support for the participation of persons with disabilities in accessing justice mechanisms.

UNDP INTERNAL CULTURE AND PROCEDURES

Conclusion 4. UNDP is not a welcoming organization for persons with disabilities. While it has taken some positive steps such as formulating a diversity and inclusiveness strategy, attention to implementing this strategy has been sporadic and ineffectual. Conditions of recruitment, hiring and employment present barriers for persons with disabilities, and UNDP has not taken the necessary steps to ensure that its facilities are accessible.

While some country offices' human resource departments demonstrate an understanding of reasonable accommodation and other positive measures to facilitate inclusion in the workplace, there are only a few instances of such knowledge being utilized in practice. The majority of UNDP country office premises visited had numerous environmental barriers that were at odds with accessibility and universal design requirements.

5. RECOMMENDATIONS

A. STRATEGIC AND CORPORATE

Recommendation 1. The next UNDP strategic plan, for the period 2018-2021, should give significantly greater prominence and attention to the rights of persons with disabilities, with outcomes and outputs designed to align substantively with the breadth of the provisions of the CRPD, and situate UNDP as a leading provider of disability-inclusive expertise. UNDP should then develop an action plan on disability that publicly details the UNDP approach with clear goal(s), targets and specific indicators within a revised integrated results and resources framework (IRRF).

Management Response: Contingent on the inclusion of disabilities as part of the new strategic plan for 2018-2021, clear goals, targets and indicators of the IRRF will be disability-inclusive. This includes ways to consider both disability-specific indicators at the corporate level and country-specific disaggregations of data on disability. Consideration will be given to the feasibility of including disability-disaggregated indicators, taking into account national statistical capacities and cost effectiveness of disaggregated data collection in key areas over the new strategic plan period.

Action(s): The organization will take into account the provisions of the CRPD during its process to identify the highest priority outcome and output areas to which it can contribute through the new strategic plan. Subject to this, disability-specific targets and indicators will be considered as part of IRRF development.

Recommendation 2. In its efforts to help Governments achieve the SDGs, UNDP should pay special attention to disability-inclusive targets, emphasizing Goal 16, promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels, where UNDP is an acknowledged lead agency. The aim of UNDP to support Governments in the implementation of disability-inclusive development targets under the Goals should be noted in the new strategic plan and IRRF.

Management Response: UNDP welcomes the recommendation to emphasize the promotion of peaceful, just and inclusive societies in work on disability-inclusive targets in the SDGs, including Goal 16 and related targets. It is critical to note the contributory nature of the work of UNDP, in conjunction with other stakeholders in the arena.

Action(s):

- Review and integrate disability inclusion into elements of the UNDP Global Programme of support for Member States on SDG 16 and peaceful, just and inclusive societies more broadly.
- UNDP will consider the most effective way to reflect its contribution to supporting the implementation of Goal 16 targets within its new strategic plan and IRRF.

Recommendation 3. The UNDP Disability Guidance Note should be revised and reissued to articulate recommendations for programme design and implementation that are aligned to the SDGs. This guidance should include a 'toolkit' for how to include disability in the various areas of UNDP programming and operations.

Management Response: UNDP has provided guidance on how to apply the CRPD in UNDP programming in 2012, and also contributed to United Nations Development Group guidance for United Nations country teams. UNDP welcome the recommendation to further elaborate on the existing guidance in the framework of the recently adopted SDGs.

Action(s): UNDP will reissue updated guidance on how to apply the CRPD in its programming in light of the SDGs and the 2030 Agenda for Sustainable Development.

B. GLOBAL PARTNERSHIPS

Recommendation 4. UNDP management at the country level should work through the resident coordinator system and UNCT counterparts to ensure that all United Nations Development Assistance Frameworks (UNDAFs) identify persons with disabilities as a vulnerable group, and specify outcomes for targeted and mainstreamed programming that address implementation of the CRPD and disability-inclusive development actions, consistent with the SDGs. Persons with disabilities, DPOs and civil society groups working on disability inclusion should be consulted as part of the UNDAF planning process.

Management Response: UNDP should certainly promote it to a much greater degree and scale up targeting of persons with disabilities in its programmes and projects. UNDAFs are nationally owned programmes for which selection of targeted groups in line with national priorities is crucial. In the new UNDAF guidance, definition of target groups includes people with disabilities and targeting is a critical parameter of quality in joint programming. Leaving no one behind is the overarching principle of integrated programming. UNDP contributes to UNDAF formulation as part of multi-agency consultations which are driven largely by analysis and evidence of vulnerable and marginalized groups affected by a particular development challenge, coupled with consideration of national priorities and specific resource constraints. While taking note of this recommendation, UNDP recognizes that UNDAFs are based on national priorities and availability of resources.

Action(s): Review and revise guidance and templates used for programming design and monitoring to ensure that disability is appropriately addressed, including as part of consultative planning processes.

Recommendation 5. Expansion and increased funding for the UNPRPD is strongly urged. In

addition to current donor support, the technical secretariat should facilitate a discussion within the policy board on the possibility of partnerships with private sector entities and foundations as part of an expanded resource mobilization effort.

Management Response: UNDP, in its capacity as UNPRPD technical secretariat, recognizes the need to expand resources for the UNPRPD and welcomes this recommendation. The technical secretariat will initiate a discussion at the level of the Policy Board on the possibility of partnerships with private sector entities and foundations.

Action(s): UNDP, as part of the UNPRPD technical secretariat, to include in the proposed UNPRPD work plan 2017-2018 a discussion with the Policy Board on resource mobilization expansion, including partnerships with the private sector and foundations.

Recommendation 6. UNDP should deepen its partnerships with disabled people's organizations to utilize their expertise on disability inclusion for both programming and human resource issues.

Management Response: UNDP welcomes the recommendation to continue to deepen its partnerships with disabled people's organizations to continue to utilize their expertise on disability inclusion for both programming and human resource issues. UNDP senior management currently engages with a stakeholder from the disability community through the Administrator's Civil Society Advisory Committee, which is a formal mechanism for a dialogue between civil society and UNDP senior management on key issues of policy and strategy.

Action(s): Revisions to the UNDP civic engagement strategy will involve consultations, including with the UNDP Civil Society Advisory Committee, which currently includes a member of a disabled persons' organization (noting that Committee members serve in their individual capacities, not as organizational representatives).

C. UNDP PROGRAMMING

Recommendation 7. UNDP efforts in support of employment and livelihood improvement should be aligned with the CRPD, including their right to freely choose their work on an equal basis with others. Whenever feasible, UNDP should promote programmes that reach the full diversity of the disability community.

Management Response: UNDP concurs with the recommendations from the evaluation. Aligning UNDP work on employment and livelihoods to the CRPD, including ensuring that UNDP-supported programmes reach the full diversity of the disability community, aligns with the UNDP approach on 'leaving no one behind' in the quest for poverty eradication and significant reduction of inequalities and exclusion. Research has shown that people with disabilities are disproportionately represented among the most vulnerable. Therefore, incorporating them in employment and livelihood support will improve their economic prosperity as well as address larger issues of poverty, inequality and exclusion.

Action(s):

- UNDP will develop guidance and/or a checklist on how to align employment and livelihoods improvement with the CRPD, including their right to freely choose their work on an equal basis with others.
- UNDP will integrate disabilities in its employment and livelihoods programmes by ensuring that at least 10 percent of programme resources/funds reach the diversity of the disability community.

Recommendation 8. UNDP support to social protection programming should include measures to make social protection systems fully accessible to individuals with disabilities. Commensurate with this focus, and in keeping with the Convention, UNDP should make clear its commitment to deinstitutionalization, by championing government efforts to plan and carry out transitions to community-based living arrangements.

Management Response: UNDP welcomes this recommendation. Making social protection systems accessible to individuals with disabilities is fully aligned with the UNDP approach of inclusive social protection. As outlined in the recently published, 'Leaving No One Behind: A Social Protection Primer for Practitioners', UNDP work to implement social protection systems includes reforms that tackle social exclusion – such as legal and policy reforms to change disempowering and discriminatory social norms and practices – and enable and encourage the most marginalized to register, access and benefit from social protection.

Action(s): UNDP will develop guidance on how to make social protection systems fully accessible to individuals living with disabilities. This guidance will include best practices from around the world on improving the accessibility of social protection systems.

Recommendation 9. Specific activities targeting disability access must be included in all UNDP electoral assistance projects, including support to partner Governments on electoral access in law, policy and practice.

Management Response: UNDP advocates for all societal groups having access to institutions and political processes. UNDP agrees that disability access should be mainstreamed in all UNDP electoral assistance programming, and when approved by the Focal Point for Electoral Assistance, include specific support to partner Governments and stakeholders on electoral disability access in law, policy and practice. The parameters and areas of United Nations involvement in electoral assistance are defined by the Focal Point for Electoral Assistance (Under-Secretary-General for Political Affairs) on the basis of the recommendations of an electoral needs assessment that is undertaken as response to a request for electoral assistance by a Member State. UNDP will work with the Department of Political Affairs and other members of the Inter-Agency Coordination Mechanism for Electoral Assistance to review the Electoral Needs Assessment Guidelines to better include the area of disabilities. UNDP takes note of the fact that further knowledge and tools are needed to help country

offices to adequately mainstream disabilities in electoral assistance.

Action(s):

- Work within the Inter-Agency Coordination Mechanism for Electoral Assistance to revise Needs Assessment Mission Guidelines to include a section and checklist on disability.
- Develop further tools and guidance on mainstreaming disability access in electoral assistance.

Recommendation 10. In its work in countries that are highly vulnerable to natural disasters and in environments affected by conflict, UNDP should make specific reference to the needs of persons with disabilities in crisis prevention planning and risk assessments, early recovery and post-crisis development planning.

Management Response: UNDP welcomes the recommendation and will review crisis response and early recovery guidance and procedures in order to refine and improve tools and process which ensure that the rights and needs of persons with disabilities are met in crisis and post-crisis contexts. UNDP will integrate specific guidelines on addressing needs of people with disabilities in the corporate policy on recovery. Efforts will be made to assess the impacts of disasters on people living with disabilities in post-disaster needs assessments and include specific plans for addressing needs of people with disabilities in the organization's own post-disaster recovery plans and programmes.

Action(s):

- Review and integrate disability/inclusion/vulnerability in the crisis response packages.
- Review and raise awareness on disability/inclusion/vulnerability in the Global Cluster on Early Recovery capacity-building, particularly in relation to conflict and disaster settings or persons with disabilities as a result of conflict/disaster.
- Ensure that the UNDP policy on recovery addresses the needs of people with disabilities in post-crisis contexts and in crisis preparedness.

- Post-disaster needs assessments and recovery plans take into account specific impacts of disasters on people with disabilities with disaggregated data and a separate component dealing with recovery needs and interventions for people with disabilities.
- UNDP recovery programmes following disasters target/prioritize a minimum of 10 percent of UNDP funds to assist households of people with disabilities.

Recommendation 11. At headquarters, regional and country levels, UNDP should pay particular attention to and provide support for improving the collection of data on disability, consistent with Article 31 of the CRPD. Through its results-oriented annual reporting mechanism, UNDP should periodically track and report on country-level programming and lessons that address the rights of persons with disabilities as participants in and beneficiaries of development.

Management Response: Whether UNDP should track and report on the rights of persons with disabilities as participants and beneficiaries of development interventions in the results-oriented annual reports (ROAR) is a decision that needs to be taken in line with the positioning of the next strategic plan. The ROAR will collect data that are relevant within a given strategy or framework and for corporate and/or national purposes. The 2014 ROAR included detailed questions on measures that have been taken to increase accessibility of products and services provided by country offices and regional bureaux to beneficiaries with disabilities, and measures taken to increase inclusion of persons with disabilities in personnel and staff. The 2014 data provided an initial picture of the actions UNDP country offices and bureaux have taken to support the rights of people with disabilities, in line with the UNPRPD, for which UNDP acts as technical secretariat.

Action(s): Review and revise guidance and templates used for the ROAR to periodically track and report on country-level programming and lessons that address the rights of persons with disabilities as participants in and beneficiaries of development.

Recommendation 12. UNDP should review and revise pertinent documentation used for programme design, monitoring and evaluation to ensure that disability inclusion in development is appropriately addressed (e.g., the UNDAF, Gender Equality Strategy, Gender Marker and Seal, Social and Environmental Standards and Programme Design), and is consistent with SDG frameworks and indicators that reference persons with disabilities.

Management Response: UNDP welcomes this recommendation, and will identify opportunities to strengthen disability inclusion across its corporate standards and tools.

Action(s): UNDP will initiate a review and update of the Social and Environmental Standards in 2017. As part of this review, UNDP will identify opportunities to further address disability inclusion in development in the standards and related procedures, tools and guidance. UNDP will incorporate reference to disabilities in the forthcoming gender equality strategy to be developed in 2017.

D. UNDP INTERNAL CULTURE AND PROCEDURES

Recommendation 13. UNDP should survey its staff to better determine the number of employees with disabilities and the types and costs of reasonable accommodation measures that have been provided. A line item should be added to the UNDP human resources budget on reasonable accommodation to ensure appropriate funding of reasonable accommodation support. A disability accommodation fund could be established to help secure needed funding. The United Nations Children's Fund's Greening and Accessibility Fund presents an innovative model for UNDP to consider.

Management Response: UNDP largely agrees with the recommendation, with a caveat that based on leading practice, candidates applying for UNDP jobs and existing employees cannot be forced to disclose disabilities unless they voluntarily choose to do so. Having said this, UNDP will survey its offices to get

a more comprehensive overview of issues and existing practices related to the inclusion of people with disabilities in the UNDP workplace. With regard to funding for reasonable accommodation, UNDP will look into the establishment of a requisite funding mechanism. Its exact configuration and management arrangements are to be determined.

Action(s):

- Analyse results of the Global Staff Survey with regard to issues faced by persons with disabilities.
- Launch a survey of UNDP offices to collect information and review existing practices and opportunities for improvement with regard to accessibility, reasonable accommodation and support for employees with disabilities and those who have family members with disabilities.
- Design and operationalize a centrally managed funding mechanism to fund reasonable accommodation costs by UNDP offices.

Recommendation 14. The UNDP diversity and inclusiveness strategy should be revised to make clear that the organization will adequately support staff with disabilities in all phases of the full employment continuum, including recruitment, retention and retirement, and through sufficient financial resources for workplace accommodation. In addition, policies and grievance procedures should make clear the recourse persons have where their needs for accommodation are not met. To expand understanding of the rights of persons with disabilities across the organization, UNDP should update, relaunch and make mandatory the e-learning module on disabilities and promote it among all staff at all levels.

Management Response: UNDP agrees with the recommendation. Provisions regarding inclusion of people with disabilities are already included in the UNDP Diversity and Inclusiveness Strategy, but will be revised and detailed as required. UNDP has a well-established process for management of grievances; provisions related to the lack of/non-provision of reasonable accommodation will be detailed, as needed. The online learning course,

'Persons with Disability, Ability, Capability, Employability', which provides information and important insights on various issues related to including and working with people with disabilities, will be updated and rolled out, as required.

Action(s):

- *Revise the UNDP Diversity and Inclusiveness Strategy with a view to strengthen provisions related to inclusion of people with disabilities in UNDP.*
- *Develop and provide detailed guidance to offices with regard to reasonable accommodation for people with disabilities and their needs, including various support options and a mechanism to resolve situations when accommodation is not provided/refused.*
- *Update the online learning course 'Persons with Disability, Ability, Capability, Employability' and roll out an updated version across UNDP. Consider making the course mandatory for some roles.*

Recommendation 15. UNDP should implement a recruitment initiative to bring persons with disabilities into the organization, including through targeted advertisements on disability networks. In vacancy announcements, it should specifically encourage persons with disabilities to apply, and adopt affirmative action-like policies that give preference to persons with disabilities who are as equally qualified as other applicants. UNDP should also consider establishing a paid internship programme for qualified persons with disabilities, which could provide a potential pathway to full-time employment.

Management Response: *UNDP largely agrees with the recommendation. Over time, as UNDP progresses with efforts to become more accessible for people with disabilities, in terms of both physical accommodations and culture-wise, UNDP will be more purposeful in attracting people with disabilities into UNDP jobs. As the first step, UNDP will expand existing internship programmes for people with disabilities and launch other talent*

acquisition initiatives. While UNDP may not be in the position to provide paid internships, the organization will ensure (and cover the costs of) all reasonable accommodations. UNDP will also strengthen messaging regarding employment of people with disabilities in the UNDP employment website, e-recruit, forms, templates, etc. to support the attraction/employment of people with disabilities in UNDP. Feasibility of the proposed affirmative action is to be assessed, given the existing 'order of retention' policy.

Action(s):

- *Review lessons learned from existing internship programmes in country offices and issue corporate guidance in internships for persons with disabilities, with a focus on reasonable accommodation.*
- *Conduct a 'disability audit' of key human resources functions including recruitment, policies, procedures, tools, forms and templates to ensure that they are 'disability-friendly' and foster employment and retention of persons with disabilities in UNDP. Explicitly stress in vacancy announcements as well as on the UNDP employment website that UNDP encourages candidates with disabilities to apply.*
- *Finalize arrangements with the United Nations Volunteers programme to use volunteerism as a mechanism for employment of people with disabilities.*
- *Finalize and launch a new talent acquisition programme for young leaders with disabilities.*

Recommendation 16. An accessibility audit of UNDP premises and work environments should be carried out to identify existing barriers to inclusion and practical steps that can be taken to eliminate them. This should include a review of information technology security arrangements to ensure their compatibility with relevant accessibility standards. UNDP should set a date by which all of its premises are accessible, regardless of local building codes.

Management Response: UNDP will employ a systematic approach in assessing and defining standards on accessibility of premises and work environments in order to determine the feasibility of implementation. Based on this feasibility study, a date will be set in line with this recommendation.

Action(s):

- Conduct assessment of accessibility of premises and work environment.
- Review information technology security arrangements.

Chapter 1

INTRODUCTION

An estimated 15 percent of the world's population – some 1 billion people – live with disabilities that have a direct impact on their daily lives. One in every four households has a disabled member. While persons with disabilities account for a large proportion of the world's population, they have been consistently left out of the gains made by global development. Disability was not mentioned in any of the Millennium Development Goals or their related targets and indicators. Evidence suggests that persons with disabilities have been left behind their non-disabled peers, and that the poorest members in many communities are consistently individuals with disabilities. Persons with disabilities are not only poorer in economic terms but are also comparatively poorer in many domains, including access to health care, education, employment and social inclusion, as well as resilience to environmental degradation and climate shocks. In addition, persons with disabilities often face stigma and prejudice that severely limit their ability to have a voice in their households and communities.

The Convention on the Rights of Persons with Disabilities (CRPD) requires that international development programmes be inclusive of and accessible to persons with disabilities. The Convention particularly emphasizes the importance of mainstreaming disability issues, thus ensuring that disability is an integral part of sustainable development. The Sustainable Development Goals are founded on the principle of 'leave no one behind', and persons with disabilities are explicitly included in this new global agenda. In its resolution 67/226 of 21 December 2012 on the quadrennial comprehensive policy review of operational activities for development of the United Nations system, the General Assembly requested the United Nations development system to take into account the needs of persons

with disabilities in its operational activities for development, including by addressing the continuing lack of adequate and reliable information on disability and by strengthening coherence and coordination across the United Nations system.

The growing emphasis on disability-inclusive development places an onus on organizations like UNDP coherently, adequately and systematically to include persons with disabilities in their work. The Independent Evaluation Office consequently has undertaken an evaluation of the UNDP contribution to disability-inclusive development. The basis for this evaluation stems from the overarching strategic vision of UNDP "to help countries achieve the simultaneous eradication of poverty and significant reduction in inequalities and exclusion". The Executive Board has recognized the importance of ensuring that development support from UNDP emphasizes assistance to poor and marginalized populations, including persons with disabilities.

Defining Disability

The United Nations considers the term persons with disabilities to apply to all persons 'who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others'.

1.1 BACKGROUND AND PURPOSE OF THE EVALUATION

This evaluation of the UNDP contribution to disability-inclusive development is part of the work programme for the Independent Evaluation Office approved by the Executive Board for 2014-2015 (document DP/2014/5). It provides

an assessment of the UNDP contribution to disability-inclusive development during the period 2008-2016, corresponding to the current and previous UNDP strategic plan periods and to the period when the Convention on the Rights of Persons with Disabilities has been in force.

The Convention on the Rights of Persons with Disabilities was adopted by the General Assembly in December 2006 and entered into force in May 2008. Its passage constituted a landmark event in the disability arena, representing the culmination of decades of dedicated advocacy efforts by persons with disabilities and their representative organizations. The Convention spells out the duties of States Parties to take all appropriate measures to promote, protect and ensure the full and equal enjoyment of all human rights and freedoms by all persons with disabilities. While the human rights framework, including the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), applies to all human beings and thus bring persons with disabilities into their ambit, the Convention on the Rights of Persons with Disabilities is the first disability-specific core human rights convention. It builds on prior conventions and disability-focused General Comments adopted by treaty bodies, especially General Comment No. 5 adopted by the Committee on Economic, Social and Cultural Rights.

The rights of persons with disabilities pertain directly to UNDP as a provider of development support to countries. Reference to disabilities is made in the UNDP Strategic Plan, 2014-2017, which states that key driving principles of UNDP work include “participation and voice in pursuit of equitable access to development opportunities and gains across the population, working with the poor and other excluded groups, whether

women, youth, indigenous people or the disabled, as agents of their own development.” The Strategic Plan further states that the strengthening of local governance is key to the Plan’s implementation, as it is the level closest to citizens, especially to secure more equitable access to services for the poor and other excluded groups such as persons living with HIV, persons with disabilities and victims of human trafficking. The previous UNDP Strategic Plan, 2008-2013, in discussing its priorities for democratic governance, stated that “UNDP will assist in the identification of effective interventions strengthening participation by the poorest social sectors, as well as by women, youth, persons living with disabilities, and indigenous persons.”

1.2 DEFINITION OF DISABILITY-INCLUSIVE DEVELOPMENT

The United Nations considers the term persons with disabilities to apply to all persons “who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others”.⁹ It has been estimated that upwards of 15 percent of the world’s population, more than 1 billion people, fall within this group, 80 percent of whom live in developing countries, and are over-represented in poorer sections of the population¹⁰. There is also a significant gender aspect to disability, although the full extent is subject to differing analysis. The Global Burden of Disease estimates that moderate and severe disability predominance is 11 percent higher for females than males. The World Health Survey estimates a predominance of disability nearly 60 percent higher for female than for males.

UNDP’s focus on inclusive development is based on the premise that development is inclusive only if all groups – regardless of gender, ethnicity, age, sexual orientation, disability or poverty

9 Convention on the Rights of Persons with Disabilities, Article 1 – Purpose.

10 World Health Organization and The World Bank, ‘World Disability Report’, 2011.

– contribute to the creation of opportunity, share in the benefits of development, and are able to participate in decision-making. The concept of disability-inclusive development builds on UNDP’s human development approach, through integrating the standards and principles of human rights, namely participation, non-discrimination and accountability.¹¹ Recognition of the specific needs of persons with disabilities – which entails identification and dismantling of barriers – is critical for strengthening their access to primary social services, such as education, healthcare, housing and government services, and facilitating the realization of their human rights. UNDP’s attention to disability-inclusive development is aligned with the resolution in the ECOSOC Quadrennial Comprehensive Policy Review (QCPR) that requests the United Nations development system to take into account the needs of persons with disabilities in its operational activities for development, including in the United Nations Development Assistance Framework (UNDAF), and to address the continuing lack of adequate and reliable information on disability and to strengthen coherence and coordination across the United Nations system.¹²

1.3 EVALUATION OBJECTIVES

In this evaluation, the work of UNDP relating to disability-inclusive development has been considered through the four key principles of the CRPD, namely non-discrimination, participation and inclusion, accessibility and accountability. These principles are at the core of UNDP’s overall strategy and vision as a UN development organization. The evaluation has taken a ‘formative’ approach that focuses on current practices, yet aims to provide information that may

spur future changes to UNDP programming, as relates to disability-inclusive development.

Within this framing, the evaluation addresses not only the extent to which these four principles are embraced within UNDP support to partner countries¹³, but also the extent to which UNDP applies these principles within its own operations. The objectives of the evaluation are therefore to:

- Assess the relevance, effectiveness, and sustainability of UNDP support for disability-inclusive development to date, through both targeted and mainstreaming efforts; and
- Provide findings, conclusions and recommendations to inform the future scope of UNDP planning, programming, and partnerships, in support of the rights of persons with disabilities particularly in the context of the formulation of UNDP’s next Strategic Plan for the period 2018–2021.

UNDP targeted efforts are defined as those that focus directly on and/or are designed specifically to improve the conditions of persons with disabilities. Mainstreamed efforts are those that actively include persons with disabilities within wider development initiatives targeting sectors, regions, and/or issues.

1.4 EVALUATION SCOPE

There are four major areas of analysis of UNDP’s work within this evaluation, plus a review of disability-inclusive development in similar organizations.¹⁴

1. Strategic relevance of disability-inclusive development for UNDP as observed

11 UNDP Website, ‘Inclusive Development’, Accessed August 1, 2015, available at: <www.undp.org/content/undp/en/home/ourwork/povertyreduction/focus_areas/focus_inclusive_development.html>.

12 A/67/442/Add.1

13 UNDP, ‘Guidance Note: Applying the Conventions on the Rights of Persons with Disabilities in UNDP Programming’, 3 December 2012, p. 17.

14 The scope of the evaluation was altered slightly during its inception phase. Originally, the terms of reference indicated a separate section on mainstreaming and social safeguards. The evaluation team agreed to consider mainstreaming and social safeguards within the discussion of programme and project results.

through its strategic priorities. The evaluation considers the extent to which disability-inclusive development has featured in the strategic planning of UNDP during the two strategic planning cycles since development of the CRPD: (2008-2013, 2014-2017).

2. **UNDP's global positioning and partnerships for disability-inclusive development.**

The evaluation considers UNDP's role on the global stage, including the formulation, negotiations and approval of the UNCRPD, and the role of UNDP as host of the technical secretariat of the UN Partnership on the Rights of Persons with Disabilities (UNPRPD), a collaborative UN inter-agency effort which promotes the implementation of the CRPD through facilitating coalition-building and capacity development at global, regional and country levels. The evaluation assessed the effectiveness of UNDP interventions as a member of UNPRPD programmes in selected countries (Costa Rica, South Africa and Egypt).

The evaluation team also visited Indonesia, where a UNPRPD programme is under way that does not include UNDP as an implementing partner. While the visit to Indonesia focused on UNDP-specific interventions, the team also used this opportunity to interview UN system partners concerning their interactions with, and support provided by the UNPRPD technical secretariat. It also assessed UNDP's management of the technical secretariat of the UNPRPD, and its effectiveness as host of the Multi Donor Trust Fund, which hosts the UNPRPD Trust Fund. The assessment of UNPRPD was limited to reviewing UNDP's performance as technical secretariat manager and implementing partner.

3. **UNDP programme and project results: those that directly assist persons with disabilities, and those that 'mainstream' the inclusion**

of persons with disabilities. The evaluation team established a database of programme and project activities built from UNDP's corporate Atlas database, and country office reporting mechanisms.¹⁵ Eleven country visits were carried out in all five regions where UNDP operates: Costa Rica and Honduras, Kenya and South Africa, Egypt and Kuwait, Cambodia and Indonesia, Albania, Belarus and Turkmenistan. The countries were selected to ensure global coverage, and to be representative of countries where UNDP was actively promoting disability-inclusive development through targeted and mainstreamed programming. Countries that included a UNPRPD-sponsored programme with UNDP as an implementing partner were oversampled. The final list of countries to be visited was agreed with UNDP regional bureau representatives and each country office.

4. **UNDP internal aspects, including institutional culture, policies and procedures that pertain to the employment, accommodation and participation of persons with disabilities.**

The evaluation considered the extent of UNDP efforts to advance a workforce, work environment and organizational culture of disability inclusiveness as an organization. The analysis included a review of UNDP hiring practices to determine whether persons with disabilities get hired, and whether 'reasonable accommodation' is made available to enable persons with disabilities to fully perform their assignments.

5. **Disability-inclusive development in similar organizations.**

In order to establish a practical frame of reference for gauging current UNDP strategies, policies and practices, and for making recommendations for future action, a review of the disability-inclusive development strategies, programmes and practices of similar international development agencies was carried out.

15 The UNDP 2014 results-oriented annual reporting from country offices included questions on disability-inclusive development.

1.5 EVALUATION QUESTIONS

Taking into account the areas of inquiry above, the evaluation sought answers to the following questions:

1. Strategic Relevance

- UNDP's overriding strategic objective is to help the poorest of the poor and most marginalized members of society. Persons with disabilities constitute a disproportionately high percentage of people globally who fit in these categories. Is this recognized in UNDP strategic planning and programming?

2. Global Partnerships

- Is there evidence that UNDP has been providing effective management of the UNPRPD technical secretariat, in keeping with the expectations of its main clients: UNPRPD participating UN organizations, UN country teams, organizations of persons with disabilities and broader civil society organizations represented on the UNPRPD policy board and UNPRPD donors?
- Is there evidence that the partnership development work carried out by UNDP as home of the UNPRPD technical secretariat has enhanced UN system efforts to support implementation of the CRPD?

3. Programme and Project Results

- Is UNDP a significant player in the global effort to implement the CRPD?
- Is there evidence that UNDP programmes and projects, including those carried out jointly, have contributed to improved national implementation of mandates under the CRPD?
- How effective has UNDP been in developing programmes that foster non-discrimination, participation and inclusion, and accessibility and accountability

in terms of support to persons with disabilities?

- Does UNDP effectively mainstream attention to the rights and special needs of persons with disabilities in its development support to countries?
- To what extent and how effective has UNDP been in supporting the mainstreaming of disability-inclusive development in programming across its three major areas of work: sustainable development pathways, governance and peacebuilding, post-crisis/conflict and resilience?
- Do UNDP social and environmental safeguards procedures screen for accessibility and inclusiveness of persons with disabilities in UNDP-funded programmes and projects?
- Are there accessibility requirements in place and enforced for all UNDP-funded construction-related projects in countries that are signatories to the CRPD?

4. Internal Culture and Procedures

- Does UNDP provide opportunities for employment of persons with disabilities?
- Does UNDP make special arrangements so that persons with disabilities can work productively?

5. Disability-Inclusive Development in Similar Organizations

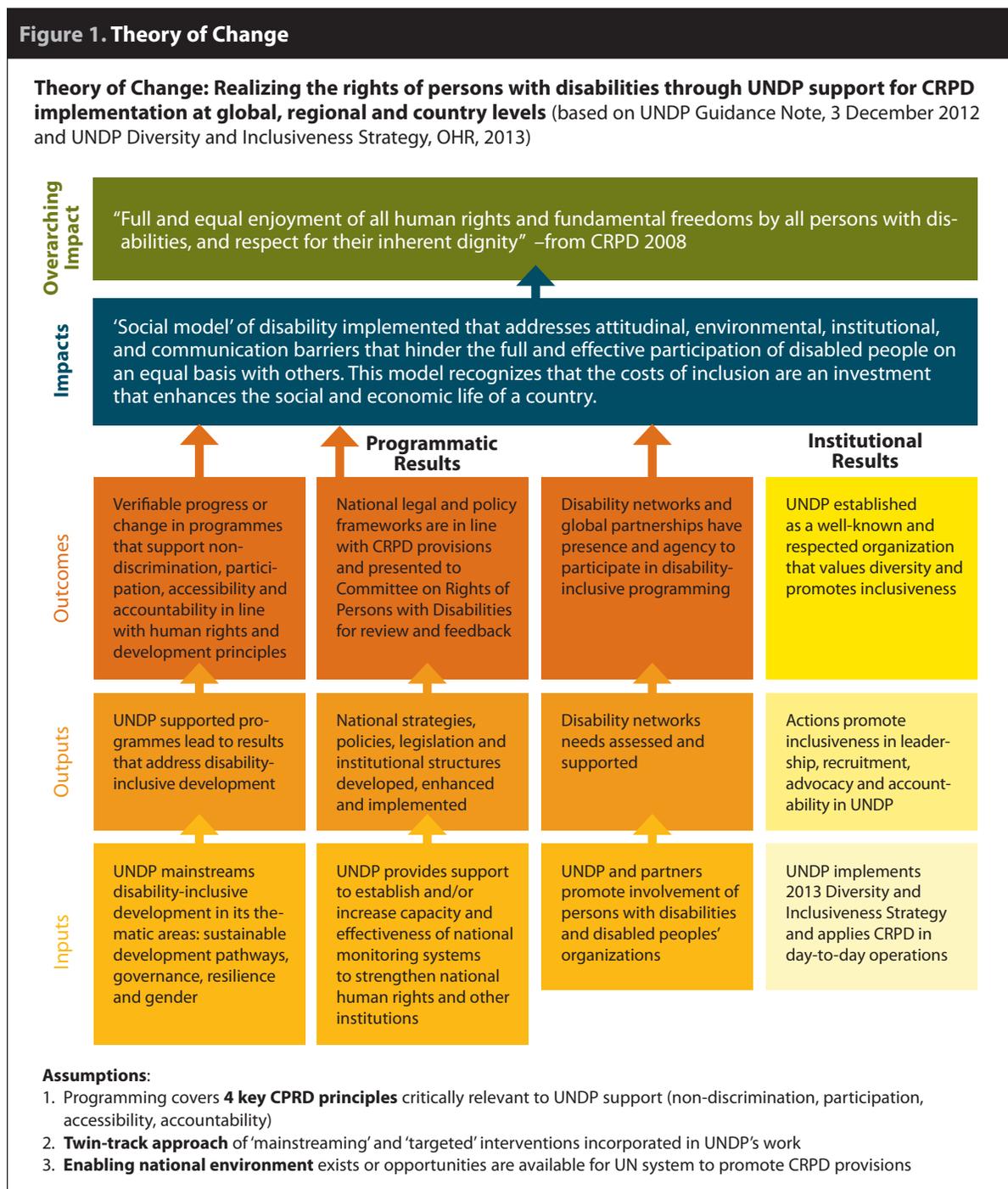
- To what extent, and in what ways, have similar international organizations incorporated disability inclusiveness into their programming and human resource policies and practices?
- What are the key lessons from the experiences of these similar international organizations that UNDP should consider in its future work in support of persons with disabilities?

1.6 A THEORY-BASED APPROACH

In launching the evaluation, the evaluation team developed a theory of change (TOC) for UNDP's contribution to disability-inclusive development. The theory was developed using two key UNDP policy documents – 'The Guidance Note on applying the Convention on the Rights of Per-

sons with Disabilities in UNDP Programming' (3 December 2012) and 'The Diversity and Inclusiveness Strategy' published by the Office of Human Resources (2013). The primary use of the TOC was to determine the logic underpinning UNDP's activities, and to articulate attendant assumptions. The TOC proved to be of particular value during the design phase of

Figure 1. Theory of Change



the evaluation where it helped frame discussions with UNDP colleagues and an external panel of stakeholders, on the scope and issues to be covered by the evaluation.

1.7 EVALUATION TEAM, DATA COLLECTION AND ANALYSIS

Two senior advisers in the Independent Evaluation Office of UNDP have managed the evaluation. Four technical experts were recruited with specific expertise in the CRPD and disability-inclusive development programming. Another consultant was recruited to undertake a study of disability-inclusive development activities in organizations similar to UNDP. The team included two research assistants responsible for data collection and analysis.

The evaluation team and technical experts visited 11 countries during August–September 2016. A total of 140 interview notes from these visits were coded and analysed using NVivo. Brief country reports were prepared and the extracts are annexed to this report (Annex 1).

A country office survey was administered from 19 August to 9 September 2016 to identify country offices' views on key aspects of UNDP's performance in support of disability-inclusive development. The key informants included UNDP Deputy Resident Representatives, Country Directors and staff responsible for disability-related issues. The survey was anonymous, and in English. Its intent was to extrapolate the extent of disability awareness and engagement of country office management beyond the 11 countries visited. The response rate was 25 percent. Given the small sample size and modest response rate, no regional comparisons were carried out.

A global portfolio of UNDP disability-inclusive programmes and projects was developed through this evaluation exercise. Aside from providing basic data on UNDP programming for use of the evaluation, it is expected that the global portfolio can serve as a disability-inclusive knowledge repository in the future, publicly accessible online.

The evaluation team met with UNDP focal points at evaluation inception and when the draft evaluation report had been prepared. In addition, during the inception phase of the evaluation in May 2016, the team conducted a meeting/teleconference with key stakeholders, representing international disability organizations, plus UN and international agencies working in this area.

1.8 LIMITATIONS AND CONSTRAINTS

The evaluation faced challenges in identifying and mapping UNDP work on disability-inclusive development, both at programmatic and internal/institutional levels. Disability-inclusive development is not a distinctive area of work that is highlighted within the UNDP Strategic Plan 2014–2017, and country offices have been under no obligation to report on the extent of their support and activities in this area. Consequently, while many UNDP projects self-identify as paying attention to 'vulnerable groups', few have made clear their relevance to persons with disabilities, and even fewer identify a specific budget for this work. A notable exception to this lack of reporting on disability-related programming was the decision of UNDP management in 2014 to include a question on the topic in the results-oriented annual report (ROAR). This proved extremely useful for the evaluation team, creating the platform on which the evaluation team built the global portfolio analysis discussed in this evaluation report. Subsequent ROARs have not included questions on disability-related programming.

The current project database for UNDP dates back to 2012, and data records of prior project work are incomplete. With the fairly rapid turnover of personnel in many country offices, there are sizeable gaps in institutional memory. As a consequence, the global portfolio set out in this evaluation may not fully and accurately account for every project that UNDP has carried out over the past eight years.

It is important to note as well that the evaluation was intended to be formative, and to identify

opportunities for moving forward on disability-inclusive development. As such, the 11 countries visited were not identified at random, but rather through purposive sampling, and are not meant to be indicative of the extent of this work across UNDP programming in 135 countries. Therefore, the 11 countries are intentionally over-representative of UNDP's engagement on this issue.

Data on the achievements of UNDP in hiring and retaining staff and consultants with disabilities was especially difficult to track down. The organization does not track the number of persons with disabilities who have been hired, and has not surveyed to assess whether this is an organization that successfully attracts, supports and retains staff with disabilities. Comments made in the report inferring that very few persons with disabilities have been hired by UNDP are based on a wide-ranging set of interviews at UNDP headquarters, the 11 countries visited, and through the country office survey carried out.

1.9 REPORT STRUCTURE

The report structure follows the format set out through the evaluation scope and questions. Following this introduction, the report provides a global context for the evaluation in **Chapter 2**, with particular emphasis on the CRPD. **Chapter 3** focuses on the strategic relevance of UNDP on this issue; and considers UNDP's partnerships on disability-inclusive development, in particular the UN Partnership to Promote the Rights of Persons with Disabilities. **Chapter 4** assesses UNDP's programme and project results, within its major themes: sustainable development pathways, governance, resilience and gender equality. **Chapter 5** examines UNDP's organizational culture and procedures to consider whether UNDP is a disability-inclusive employer. **Chapter 6** reviews the work of other organizations on disability-inclusive development to consider whether there are lessons for UNDP. **Chapter 7** culminates in a set of conclusions and recommendations for UNDP to consider in future programming, within the formulation of a new strategic plan: 2018-2021.

Chapter 2

DISABILITY-INCLUSIVE DEVELOPMENT: THE INTERNATIONAL CONTEXT FOR UNDP ENGAGEMENT

Inequality and discrimination on the basis of disability impact more than 1 billion people worldwide. Deeply entrenched inequality is reflected in high rates of poverty among people with disabilities who have limited access to decision-making processes and political power, confront major barriers to health care, rehabilitation, education, and employment, and experience high rates of violence and abuse. These can be in turn reinforced by discriminatory laws and institutions and perpetuated by disability-based stigma.

The global community of people with disabilities and international development agencies have started to address the challenges presented by disability inequality in international development. The sections that follow address the most critical dimensions of the emerging discourse on disability inclusion in development programming. Section 2.1 briefly sets in context the challenges faced by persons with disabilities. Section 2.2 explores the initial response of the United Nations system in the development of a normative framework on the rights of persons with disabilities and disability inclusion in development. Section 2.3 then provides an overview of the most salient features of the human rights law framework for informing disability inclusion in development and the transformative approach to disability reflected in the Convention on the Rights of Persons with

Disabilities. Section 2.4 connects the issue of disability-inclusive development to the Sustainable Development Goals. Section 2.5 presents a summary of key events in UNDP related to disability-inclusive development.

2.1 THE BARRIERS FACED BY PERSONS WITH DISABILITIES

Disability stigma fuels discrimination, isolation and segregation, exacerbating deprivation and human rights violations. Outright exclusion from education or segregation in sub-standard school settings creates lifelong barriers to economic opportunity.¹⁶ UNESCO's flagship Education for All Programme reports that only 2 percent of children with disabilities in developing countries attend school.¹⁷ According to the International Labour Organization (ILO), persons with disabilities accordingly face greater degrees of poverty and unemployment relative to the rest of the population.¹⁸

Meaningful and non-exploitative work is difficult to access for persons with disabilities, particularly those living in developing countries. When employed, they tend to earn less and too often their work is not freely chosen, as is frequently the case for persons with disabilities in segregated sheltered workshops. Informal employment is

16 UN Committee on the Rights of Persons with Disabilities (CRPD), 'General comment No. 4 (2016), Article 24: Right to inclusive education', 2 September 2016, CRPD/C/GC/4.

17 UNESCO, 'The Flagship on Education for All and the Right to Education for Persons with Disabilities: Towards Inclusion,' Education and Disability, available at: <www.unesco.org/education/efa/know_sharing/flagship_initiatives/disability_last_version.shtml>.

18 ILO, 'ILO and Disability Inclusion,' September 2015, available at: <www.ilo.org/wcmsp5/groups/public/---ed_emp/--ifp_skills/documents/publication/wcms_407645.pdf>.

often the only means of any income for disabled persons who have limited access to credit and studies indicate that many of the unbanked poor are persons with disabilities.¹⁹ As emphasized in the *World Report on Disability*, it is more difficult for persons with disabilities to benefit from economic development and to escape from poverty on account of discrimination in employment, limited access to transport, and lack of access to the resources that can facilitate self-employment and livelihoods.²⁰

Inaccessible housing and segregated living arrangements further isolate persons with disabilities. The lack of community support for persons with disabilities and their families can result in the institutionalization of persons with disabilities.²¹ This, in turn, enhances their risk for violence, exploitation and abuse, as is well documented by Disability Rights International.²² Further, emerging evidence documents the link between human trafficking and disability, for young adults with disabilities transitioning out of orphanages, for women housed in psychiatric hospitals, and other categories of disabled persons.

Other factors contribute to the poverty burden experienced by persons with disabilities. Lack of access to clean water and sanitation – often due to environmental barriers – can exacerbate impairment and place individuals with disabilities at risk for secondary disability.²³ Nutri-

tion, safe working conditions, climate, and lack of access to health and rehabilitation services are additional environmental factors impacting health for persons with disabilities. According to the World Health Organization (WHO)'s Commission on Social Determinants of Health, inequality is a major cause of poor health, and hence of disability.²⁴ Further, research discloses that only 3 percent of individuals with disabilities needing rehabilitation services are able to access them.²⁵

Traditional solutions, rooted in charity and paternalistic impulse, can work to reinforce discrimination and other human rights violations against persons with disabilities. Further, wrong-headed development interventions pursued without regard for disability rights principles can often undermine the very development objectives sought. This is perhaps most evident in the establishment of separate education systems and the building of segregated institutions and facilities for persons with disabilities. It is equally apparent that mainstream development programmes designed without attention to disability-inclusion work can disadvantage and discriminate against persons with disabilities. For example, large-scale justice-sector reform projects that do not take into consideration how accessible services are to disabled population, e-governance initiatives that develop inaccessible websites, or election activities that provide inaccessible ballots and voter

19 Bernard, Hervé et. al., 'Good Practices for Economic Inclusion of People with Disabilities', *Handicap International*, 2006, available at: <www.handicap-international.org/uploads/media/goodpractices-GB-2coul.PDF>.

20 World Health Organization and The World Bank, 'World Report on Disability', 2011, p. 10.

21 See Parker, Camilla, United Nations Human Rights Office of the High Commissioner, Europe, Regional Office, 'Forgotten Europeans, Forgotten Rights – The Human Rights of Persons Placed in Institutions', 2010.

22 Disability Rights International (formerly Mental Disability Rights International) has documented egregious human rights violations against people with disabilities in institutional settings, such as orphanages, social care homes, and psychiatric hospitals. These are available at: <www.driadvocacy.org/media-gallery/our-reports-publications/>.

23 Jones, Hazel E., and Reed, Bob, 'Water and Sanitation for Disabled People and Other Vulnerable Groups: Designing Services to Improve Accessibility', 2005.; WELL, *Briefing Note 12: Why Should the Water and Sanitation Sector Consider Disabled People? 2005*, available at: <www.wsscc.org/sites/default/files/publications/well_why_should_the_watsan_sector_consider_disabled_people_bn12_2005.pdf>.

24 World Health Organization, 'Closing the Gap in a Generation: Health Equity Through Action on the Social Determinants of Health', Final Report of Commission on Social Determinants of Health, Geneva, 2008.

25 Ameratunga, Shanthi, Officer, Alana, Temple, Bliss, and Tin, Sandar, 'Rehabilitation of the Injured Child', *Bulletin of the World Health Organization*, 2009, 87: 327-327, available at: <www.who.int/bulletin/volumes/87/5/09-057067/en/>.

information create barriers for persons with disabilities. Development initiatives in health care settings can be equally, perhaps surprisingly, ill attuned to the necessity of creating barrier-free facilities and services. Economic development work, especially those intended to advance financial inclusion among the very poor, too often fail to assess the barriers that individuals with disabilities face in accessing such programs. These are examples of the broader challenges faced by governments and their international partners to fully consider and include persons with disabilities in development planning.

While poverty is inextricably linked to the marginal status of persons with disabilities in society, poverty intersects with disability in combination with other social-political and environmental factors. Political repression, conflict, and natural disaster all result in aggravated deprivation for individuals with disabilities. In repressive societies, the constraints placed on civil society can be especially burdensome for service provider disabled people's organizations (DPOs) and NGOs who rely on external funding to support the provision of services not undertaken by the state. Limitations on Internet access in such settings similarly impact communications, whether for deaf persons or other members of the disability community. Environmental degradation and climate change can directly affect persons with disabilities, and exacerbate other social, political, and economic challenges they face.

Armed conflict is particularly dangerous for persons with disabilities who are often left behind during forced migration.²⁶ Even when persons with disabilities are not abandoned, during conflict they frequently find themselves displaced

from support networks of family, friends, and community. Studies demonstrate that the failure to reintegrate ex-combatants with disabilities into Disarmament, Demobilization, and Reintegration (DDR) programmes leads to disaffection and, in some cases, violence. Persons with disabilities are also at enhanced risk in natural disaster contexts.²⁷

Health, rehabilitation, and transportation infrastructure can be destroyed during conflict or other emergencies, with serious consequences. Moreover, inadequate general medical care can increase the likelihood of disablement in the midst of these crises. To formulate effective disability-inclusive strategies, the specific needs of refugees and internally displaced persons with disabilities must be appreciated, and, critically, people with disabilities and their representative organizations must be consulted and take part in the development of inclusive responses.

Women and girls with disabilities, who experience intersecting discrimination on account of disability, gender and often other marginal status, are uniquely vulnerable in conflict settings.²⁸ Already disproportionately at risk for sexual violence, women with disabilities may be targeted in conflict. Relatedly, women and girls with disabilities are also disproportionately at risk for sexually transmitted disease, including HIV and AIDS.²⁹

Globally, people with disabilities are significantly underrepresented in all levels of government. Too often, individuals with disabilities – and people with developmental or psycho-social disabilities in particular – are expressly prohibited from taking part in decision-making, for

26 Stein, Michael, and Lord, Janet E., 'Human Rights and Humanitarian Assistance for Refugees and Internally Displaced Persons with Disabilities,' in *Aspects of Disability Law in Africa*, 2011.

27 Eitel, Sue, 'Haitians Cope with Disabilities, Before and After Quake', FrontLines (USAID), September 2010, available at: <www.usaid.gov/press/frontlines/fl_sep10/p05_haiti100910.html>; Lord, Janet E., Waterstone, Michael, and Stein, Michael A., 'Disability Inclusive Development and Natural Disasters' In *Law and Recovery from Disaster: Hurricane Katrina*, edited by Robin Paul Malloy, 2008.

28 Smith, Bonnie G. and Hutchison, Beth (Editors), 'Gendering Disability', May 2004.

29 Groce, Nora Ellen, 'HIV/AIDS and Individuals with Disability,' *Health and Human Rights*, 8(2), 215–225, 2005.

instance, through exclusionary electoral codes and sweeping guardianship regimes.³⁰ Persons with disabilities may also be barred from holding positions in government, as in the case of legislated prohibitions on the appointment of blind judges or parliamentarians. Additionally, there are disproportionate numbers of disabled populations involved in the criminal justice system, as victims/suspects/offenders, and substantial barriers to criminal justice facilities, procedures and services.³¹

DPOs are actively engaged in advocacy at sub-national, national and international levels, yet are often sidelined in development initiatives and ignored by mainstream civil society actors. Frequently, the service-provision orientation of DPOs can limit engagement in the law and policy work necessary to create enabling legal and institutional environments. Lack of cohesion and coordination among DPOs often limits the impact of the disability community in effecting change in legal and institutional structures.

Across the world, legal frameworks discriminate on the basis of disability. In many countries, disability law and the policy environment are wholly under-developed and provide no foundation for the protection of the rights of persons with disabilities.³² Reform efforts all too often reinforce discrimination instead of diminishing it. In other cases, legal frameworks are indirectly discriminatory, fail to include disability-specific protections, or are poorly implemented. Insufficient development of regulations also creates barriers to implementation, as governments

have little awareness of effective implementation strategies to address often complex matters of accessibility.

Even where laws are in place, stigma and discrimination persist and are reflected in deep cultural and structural bias. Persons with disabilities are typically framed in a context of passivity and vulnerability, rather than as active and informed change agents in society and in development. In addition, even where there are legal frameworks in place and well-thought-out and articulated policy and strategies established on disability, countries often struggle with implementation. This work involves broad sectors, with many coordination and attribution issues, and high cost for services, materials and equipment. Even middle-income countries struggle in this respect. This context forms the point of departure for considering the role of the United Nations in advancing rights-based disability-inclusive development that understands persons with disabilities and their representative organizations as actors in and beneficiaries of international development.

2.2 THE EARLY YEARS OF GLOBAL ACTION ON DISABILITY-INCLUSIVE DEVELOPMENT

Global action in support of disability-inclusive development started in the 1980s, with the launch of the first International Year of Disabled Persons³³ (1981) and the designation of the United Nations Decade of Disabled Persons³⁴ (1983-1992). These served to highlight the role of social and environmental barriers in inhibiting

30 Alajos Kiss v. Hungary, App. No. 38832/06 (Eur. Ct. of Human Rights, May 20, 2010), para. 4; Mental Disability Advocacy Center, 'Guardianship and Human Rights in Georgia,' 2007, 'Guardianship and Human Rights in Hungary,' 2007, 'Guardianship and Human Rights in Russia,' 2007.

31 Ortoleva, Stephanie, 'Inaccessible Justice: Human Rights, Persons with Disabilities and the Legal System,' 17 ILSA J. Int'l & Comp. L. 281, Spring 2011.

32 Lord, Janet E. and Stein, Michael, 'The Domestic Incorporation of Human Rights Law and the United Nations Convention on the Rights of Persons with Disabilities,' 83 *Washington Law Review* 449, 2008.

33 International Year of Disabled Persons, G.A. Res. 36/77, at 176, U.N. GAOR, 36th Sess., Supp. No. 77, U.N. Doc. A/RES/36/77 (1981).

34 Decade of Disabled Persons, GA Res. 48/96, U.N. Doc. A/RES/48/96 (Mar. 4, 1993), which annexed thereto (resolution 48/96 annex, 20 December 1993).

the full realization of human rights and fundamental freedoms for persons with disabilities.

In 1982, the World Programme of Action for Disabled Persons³⁵ was adopted, a global strategy that provides a blueprint for countries to achieve the full and equal participation of persons with disabilities. The World Programme signalled a shift in orientation from a traditional, medical model of disability towards a socio-contextual approach. The emphasis on social development and the importance of including persons with disabilities in policies and programming also formed part of an evolving international dialogue.

A second phase in the move towards disability-inclusive development included the adoption of disability-specific non-binding normative standards, principally the Standard Rules on the Equalization of Opportunities for Persons with Disabilities (1993)³⁶. The Standard Rules, while non-binding, serve as a guide for policy-making, emphasizing action to remove obstacles and create equal opportunity for persons with disabilities in society and in the context of development. This action was coupled with the appointment of the first Special Rapporteur on Disability (1993), reporting to the Commission for Social Development, with a mandate to promote and monitor the implementation of the Standard Rules.

The Standard Rules provided general guidance on how to take into account the disability dimension in technical and economic cooperation. They reaffirmed the principle of inclusive policies, plans and activities, specifying that “[t]he needs and concerns of persons with disabilities should be incorporated into general development plans and not be treated separately.”³⁷ Rule 21 of the Standard Rules specif-

ically addressed the responsibility of States in the realm of technical and economic cooperation and thus may be regarded as an important antecedent to Article 32 (International cooperation) of the CRPD. Rule 22 specified the need for States to participate actively in international cooperation concerning policies for the equalization of opportunities for persons with disabilities. The Standard Rules served to inform State policies and practices and, in some instances, helped frame bilateral donor policies on disability. Their adoption, together with the work of the Special Rapporteur on Disability, helped to situate disability as a development issue and highlight global human rights conditions for persons with disabilities.

By the end of the 20th century, advocacy by civil society organizations and interest among States emerged for the further development of the international disability rights framework. This agenda was embraced by DPOs, developing countries and a broad coalition of stakeholders who advanced the development of a convention consistent with a social model, rights-based understanding of disability and responsive to the development agenda. Figure 2 identifies key benchmarks in the evolution of disability-inclusive development within the UN system.

2.3 THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

In 2001, at the initiative of the Government of Mexico, an Ad Hoc Committee was established under the auspices of the Third Committee of the General Assembly.³⁸ Its stated mandate was to consider a proposal for a comprehensive and integral international convention to protect

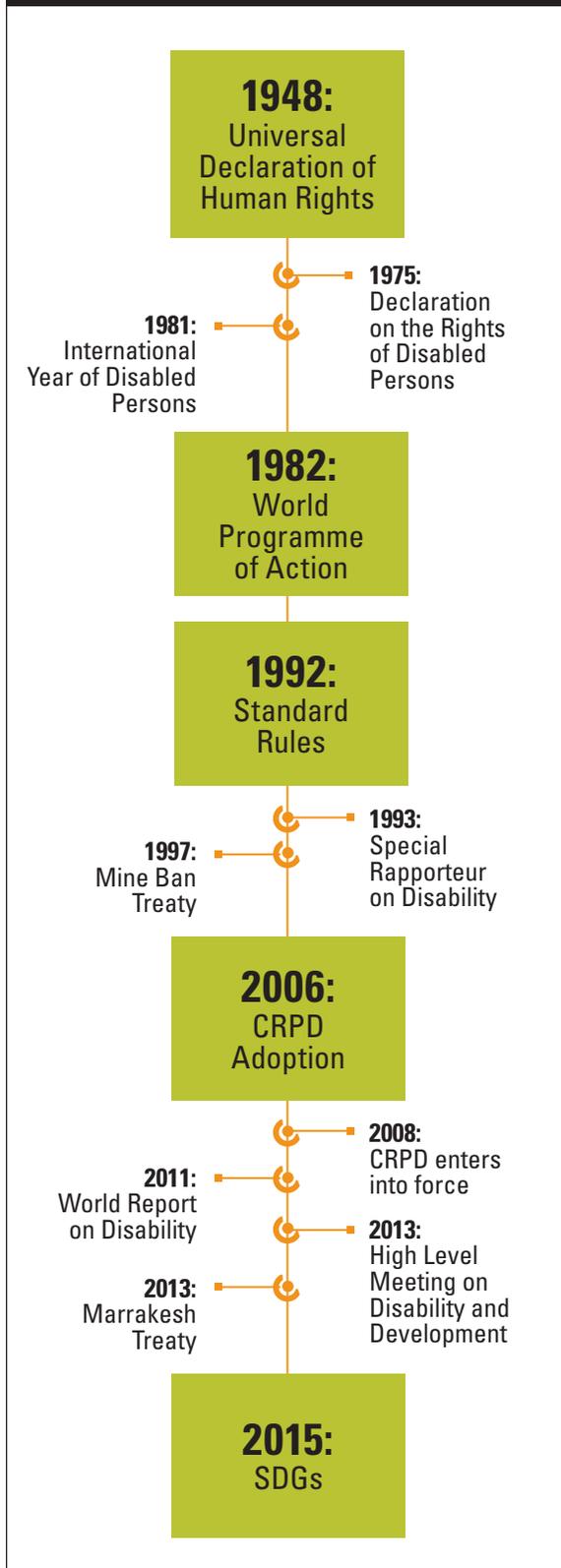
35 World Programme of Action Concerning Disabled Persons, G.A. Res. 37/52, at 185, U.N. GAOR, 37th Sess., Supp. No. 51, U.N. Doc. A/RES/37/52 (3 December 1982).

36 Standard Rules on the Equalization of Opportunities for Persons With Disabilities, G.A. Res. 48/96, at 202, U.N. GAOR, 48th Sess, Supp. No. 49, U.N. Doc. A/RES/48/96 (20 December 1993).

37 Standard Rules, Rule 14(2).

38 Comprehensive and Integral International Convention to Promote and Protect the Rights and Dignity of Persons with Disabilities, G.A. Res. 56/168, U.N. GAOR, 56th Sess., Supp. No. 168, U.N. Doc. A/RES/56/168 (Dec. 19, 2001).

Figure 2. Key Benchmarks in Evolution of Disability-Inclusive Development Within the UN System



the rights and dignity of persons with disabilities, based on the holistic approach taken in the fields of social development, human rights and non-discrimination. Negotiations within the Ad Hoc Committee took place between 2002 and 2006. The negotiation process was characterized by the consistent inputs of civil society organizations representing the broad diversity of the disability community and reflecting the participation of disability advocates from around the world.³⁹

“[F]ull participation by persons with disabilities will result in their enhanced sense of belonging and in significant advances in the human, social and economic development of society and the eradication of poverty”

– *Convention on the Rights of Persons with Disabilities, preambular para. (m)*

The text of the Convention on the Rights of Persons with Disabilities (CRPD), together with its Optional Protocol, was adopted by the General Assembly in December 2006.⁴⁰ The CRPD is the first multilateral human rights treaty to promote, protect and ensure all human rights and fundamental freedoms for all persons with disabilities. It is also the first human rights convention to detail obligations to advance inclusive development for a specific vulnerable group. Its Optional Protocol establishes additional mandates for the Committee on the Rights of Persons with Disabilities – the CRPD treaty monitoring body – to consider individual communications alleging treaty violations and to create commissions of inquiry in alleged cases of grave and systemic violations of the treaty. The Convention

39 The CRPD text, along with its drafting history, resolutions, and updated list of States Parties is posted on the United Nations Enable website. See U.N. Enable, Promoting the Rights of Persons with Disabilities: Full Participation and Equality In Social Life and Development (2006), <www.un.org/esa/socdev/enable/rights/>.

40 Convention on the Rights of Persons with Disabilities, G.A. Res. 61/106, U.N. Doc. A/RES/61/106 (Jan. 24, 2007) [hereinafter CRPD]; Optional Protocol to the Convention on the Rights of Persons with Disabilities, G.A. Res. 61/106, U.N. Doc. A/RES/61/106 (Jan. 24, 2007) [hereinafter Optional Protocol].

and Optional Protocol entered into force in 2008. At the time of this writing, it ranks as the second most rapidly ratified core human rights convention and is nearing universal ratification.⁴¹

THE SIGNIFICANCE OF THE CRPD FOR INTERNATIONAL DEVELOPMENT

From medical to social model. The adoption of the CRPD marks a ‘paradigm shift’ in attitudes and approaches to persons with disabilities. In the context of development cooperation, it articulates a rights-based approach to disability, informed by general principles including non-discrimination, dignity and individual autonomy, including the freedom to make one’s own choices. The CRPD provides for full and effective participation and inclusion in society, respect for differences and acceptance of persons with disabilities as part of human diversity and humanity, accessibility, autonomy, and gender equality.⁴² Moreover, in its reflection of a social model of disability, it signals a major departure from traditional models of disability associated with medical or charity approaches that typically have shaped law, policy and development frameworks in the past.⁴³ Significantly, it also brings disability-inclusive development within its ambit, reflecting the original mandate of the Ad Hoc Committee that developed the treaty text to elaborate a human rights convention informed by the field of social development.

Active agents and holders of rights. In keeping with national disability rights movements generally and the human-rights-based approach, the CRPD situates persons with disabilities as

active agents and holders of rights, as opposed to passive objects of pity. Reflecting a socio-contextual understanding of disability, the CRPD sees disability “as an evolving concept...that...results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with other” and not as an inherent limitation. Accordingly, persons with disabilities are claimants of rights and active participants in and beneficiaries of development.

The CRPD adopts a broad categorization of persons with disabilities and reaffirms that all people with all types of disabilities must enjoy all human rights and fundamental freedoms, whatever their social or economic status.⁴⁴ It recognizes that many people with disabilities live in poverty and thus underscores “the critical need to address the negative impact of poverty on persons with disabilities,”⁴⁵ and recognizes that many disabled people experience multiple forms of discrimination based on economic or other status.⁴⁶ Notably, it evokes a multidimensional understanding of disability discrimination and addresses intersectionality, particularly in relation to disability and gender, and disability and age.⁴⁷

Equality and non-discrimination. The CRPD introduces a robust disability discrimination and equality dimension not reflected in earlier adopted human rights conventions or indeed disability-specific instruments.

Article 5(1) of the CRPD affirms that “all persons are equal before and under the law and are entitled without any discrimination to the equal

41 ‘International Convention on the Rights of Persons with Disabilities, Some Facts About Persons with Disabilities,’ 1 (2006), available at: <www.un.org/disabilities/convention/pdfs/factsheet.pdf>.

42 Kayess, Rosemary, and French, Phillip, ‘Out of Darkness into Light? Introducing the Convention on the Rights of Persons with Disabilities,’ *Human Rights Law Review*, Volume 8 Issue 1, 2008, 1, 2 & n. 4.

43 Stein, Michael and Stein, Penelope J.S., ‘Disability, Development, and Human Rights: A Mandate and Framework for International Financial Institutions,’ 47 U.C. DAVIS L. REV. 1231, 2014.

44 CRPD, article 1.

45 CRPD, at preambular para. (t).

46 CRPD, at preambular para. (p).

47 CRPD, at arts. 6 and 7.

protection and equal benefit of the law.” Article 5(2) obliges States Parties to “prohibit all discrimination on the basis of disability.” Disability discrimination is defined in Article 2 to mean:

[A]ny distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation.

In addition, Article 5(3) requires that States Parties take steps to ensure that reasonable accommodations are provided.⁴⁸ The concept of reasonable accommodation, initially expressed in the domestic disability law of the United States⁴⁹ is defined in the CRPD in Article 2 as:

Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an

equal basis with others of all human rights and fundamental freedoms.⁵⁰

The integration of reasonable accommodation into the formal definition of disability discrimination in Article 2 of the CRPD is important. It establishes that disability rights must be implemented through positive measures in order to address ongoing systemic discrimination against persons with disabilities. The failure to provide, or denial of reasonable accommodation is thus a separate and distinct basis upon which to found a claim for disability discrimination under the CRPD. This latter element of non-discrimination in the context of disability is very often not reflected in legislative frameworks, even where disability discrimination is a prohibited ground of discrimination. This discloses the need for a sophisticated approach to technical assistance and discrete disability law expertise in human rights and rule of law support activities.

Recognition of legal capacity. A major barrier to the full and equal participation of persons with disabilities in society is the lack of legal recognition – often written into law – of individuals with disabilities.⁵¹ Too often, substituted decision-making

Box 1. Key Elements of the Duty to Provide Reasonable Accommodation

- Identifying barriers that impact the enjoyment of human rights for persons with disabilities;
- Removing barriers;
- Making modifications or adjustments that are necessary and appropriate;
- Making modifications or adjustments that do not impose a disproportionate or undue burden;
- Responding to the specific, individual circumstances of the person with a disability;
- Finding solutions to address barriers that are appropriate to the individual with a disability;
- Recognizing that some accommodations may entail cost-free changes to standard practices while others may require resources to be spent on supports, equipment, or modifications; and
- Understanding that such accommodations facilitate the enjoyment of all human rights.

48 CRPD, at art. 5(3).

49 Rehabilitation Act 1973 § 29 USC § 701 (year); 28 CFR § 41; 29 CFR § 32; 45 CFR § 84.

50 CRPD, at art. 2.

51 UN Committee on the Rights of Persons with Disabilities (CRPD), *General comment No. 1 (2010), Article 12: Equal recognition before the law*, n, 19 May 2014, CRPD/C/GC/1; Arstein-Kerslake, Anna, and Flynn, Eleanor, ‘The General Comment on Article 12 of the Convention on the Rights of Persons with Disabilities: A Roadmap for Equality Before the Law,’ *International Journal of Human Rights*, Volume 20, Issue 4, 2016.

is imposed on disabled people when they could, with supports, make decisions for themselves. This is particularly the case for persons with psychosocial and developmental disabilities, although it impacts individuals with disabilities generally. The CRPD addresses this by reaffirming that persons with disabilities have the right to full and equal legal recognition and, further, imposes on States the obligation to provide support, where required, to facilitate decision-making.

Transformative social change. The CRPD recognizes the role that human rights principles may play in generating social change and in reconstructing ideas that are antithetical to human rights enjoyment by persons with disabilities. The CRPD confers on States an affirmative duty to transform social norms regarding persons with disabilities, including through campaigning, human rights education, positive voice and imagery projection and other awareness measures to break down harmful stigmas and stereotypes.

DISABILITY CONTEXTUALIZED IN CIVIL, POLITICAL, ECONOMIC, SOCIAL AND CULTURAL RIGHTS

The CRPD canvasses the full range of human rights reflected in the Universal Declaration of Human Rights and the two Covenants and places those rights within a disability framework. Illustratively, the CRPD embraces open and inclusive work, accessible infrastructure and the removal of environmental barriers, living arrangements in the community with supports, inclusive education for all, and inclusive governance. It prohibits exploitation, violence and abuse, prosecution and imprisonment without accommodation, and discrimination on the basis of disability in all spheres.

The comprehensive framework for human rights within the context of disability is given full recognition in Article 1 of the CRPD, setting out its purpose “to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.”

MANDATING DISABILITY INCLUSION IN DEVELOPMENT

The CRPD is the first global human rights convention negotiated under the auspices of the United Nations to detail a specific provision on inclusion in international development. Article 32 of the CRPD sets forth a mandate for disability-inclusive development and accompanying measures to advance the full participation of persons with disabilities in rights-based development.

To advance disability-inclusive development, the CRPD expressly recognizes the role of international cooperation in supporting national efforts to effectively implement States Parties’ obligations.⁵² States Parties to the Convention are to cooperate internationally through partnerships with other States, and/or with relevant international and regional organizations and civil society in support of national measures to give effect to the CRPD.⁵³ Article 32 identifies a range of measures that States can take within the framework of international cooperation, which include: (1) “capacity-building, including through the exchange and sharing of information, experiences, training programmes and best-practices”;⁵⁴ (2) research programmes and the facilitation of access to scientific knowledge;⁵⁵ and (3) technical and economic assistance, including the facilitation of

52 See CRPD at art. 32(1) (“States Parties recognize the importance of international cooperation and its promotion, in support of national efforts for the realization of the purpose and objectives of the present Convention, and will undertake appropriate and effective measures in this regard, between and among States and, as appropriate, in partnership with relevant international and regional organizations and civil society, in particular organizations of persons with disabilities.”).

53 See CRPD art. 32(1).

54 See CRPD art. 32(1)(b) (“Such measures could include, inter alia: ... Facilitating and supporting capacity-building, including through the exchange and sharing of information, experiences, training programmes and best practices . . .”).

55 See CRPD art. 32(1)(c) (“Such measures could include, inter alia: . . . Facilitating cooperation in research and access to scientific and technical knowledge . . .”).

access to accessible and assistive technologies.⁵⁶ Article 32 thus makes it clear that all international cooperation efforts, including international development programmes, should be accessible to and fully inclusive of persons with disabilities, from design through implementation.⁵⁷

In the light of the foregoing, Article 32, together with the articles of general application relevant for the interpretation of Article 32 and specific provisions in the areas of education, employment, living in the community, among others, have important implications not only for States Parties and their donor agencies but the UN system and civil society as well.

DATA COLLECTION

Accurate disability data is lacking for most developing countries, and definitions and methodologies used at country level vary among countries, making international comparisons difficult. Some of these data deficiencies can be addressed through the work under way on implementation of the Sustainable Development Goals (SDGs). Whereas the Millennium Development Goals ignored disability, the SDGs make specific reference to persons with disabilities, with corresponding indicators.

The quality of disability data is essential to disability inclusion and highlighted in the CRPD. Understanding the numbers of persons with disabilities and their circumstances can improve country, regional, and global efforts to remove barriers and provide appropriate services for persons with disabilities. Improving data collection and promoting the disaggregation of data according to disability is an area of major concern across the UN system and is highlighted as a State obligation in the CRPD.

An early effort by the United Nations to address this problem was the formation of the Washing-

Box 2. The CRPD on Data and Statistics

Article 31 of the CRPD requires State Parties to collect appropriate information, including statistical and research data, to identify barriers faced by persons with disabilities and to enable them to formulate and implement policies that give effect to the Convention. The data collected should comply with legally established safeguards (such as legislation on data protection) and with accepted norms (including ethical principles) in the collection and use of statistics.

ton Group on Disability Statistics, following the United Nations International Seminar on Measurement of Disability in June 2001. The meeting determined that statistical and methodological work was needed at an international level in order to facilitate the comparison of data on disability cross-nationally.

The United Nations Statistical Commission authorized the formation of a city group to address some of the issues identified in the international seminar and invited the US National Center for Health Statistics to participate. The Washington Group developed a set of six questions that serve as a standardized measure of disability based on an individual's ability to function in their environment. The questions are:

1. Do you have difficulty seeing, even if wearing glasses?
2. Do you have difficulty hearing, even if using a hearing aid?
3. Do you have difficulty walking or climbing steps?
4. Do you have difficulty remembering or concentrating?
5. Do you have difficulty with self-care, such as washing all over or dressing?

56 See CRPD art. 32(1)(d) ("Such measures could include, inter alia: . . . Providing, as appropriate, technical and economic assistance, including by facilitating access to and sharing of accessible and assistive technologies, and through the transfer of technologies.").

57 See CRPD, art. 32.

6. Using your usual (customary) language, do you have difficulty communicating (for example, understanding or being understood by others)?

The Sustainable Development Goals Indicators developed by the UN Statistical Commission includes some key measures related to disability, helping to make disability and persons with disabilities visible in regard to the global agenda (see Box 3).

MONITORING IMPLEMENTATION

The institutional arrangements created by the CRPD, including its annual Conference of States Parties (COSP) and the work of its treaty monitoring body, the Committee on the Rights of Persons with Disabilities, are additional vehicles for advancing its inclusive development mandate and creating global platforms for advancing disability-inclusive development and the rights of persons with disabilities. Moreover, the CRPD recognizes the essential role of national-level monitoring in advancing the CRPD and accords monitoring roles to governments. The CRPD requires a government focal point and suggests a coordination mechanism, it requires an independent national human rights monitoring mechanism, such as a human rights commission, and a monitoring role for civil society.

INTER-AGENCY SUPPORT GROUP

Efforts to facilitate system-wide work in support of CRPD promotion and implementation across the UN system started in September 2006, when the United Nations System Chief Executives Board for Coordination (CEB) established the Inter-Agency Support Group on the Convention on the Rights of Persons with Disabilities. It did so in recognition of the commitment of the United Nations system in “promoting, protecting, and ensuring [the CRPD’s] general principles, as defined in Article 3, both in the work

of the United Nations system, and in its internal policies.” The Group is charged with coordinating the work of the United Nations system in support of the promotion and implementation of the Convention, including the development of a draft strategy and plan of action to mainstream the CRPD throughout the work of the UN system.

The Inter-Agency Support Group focused its efforts on addressing disability inclusion in line with the principles of the CRPD both internally, within UN agency policies and procedures, and externally, in relevant programming. For development agencies, the CRPD created an additional mandate to promote disability-inclusive development under Article 32.

UNDP, an inaugural member of the Inter-Agency Support Group, initiated action by developing guidelines for the inclusion of persons with disabilities in the development and implementation of its programming and the launch of an online learning tool⁵⁸ to raise awareness of the rights of persons with disabilities among UNDP staff members.

2.4 DISABILITY INCLUSION IN THE SDGS

The current global context for disability-inclusive development encompasses efforts to advance universal ratification of the CRPD and support its implementation, together with advancing disability inclusion in all development efforts and in the post-2015 development agenda. While disability was not explicitly mentioned in the eight MDGs, or the 21 targets, or the 60 indicators for achieving the goals, the adoption of the CRPD has served as an impetus for factoring disability inclusion into subsequent development frameworks.

The Conference of States Parties to the CRPD consistently places disability-inclusive devel-

58 See ‘Persons with Disability: Ability, Capability, Employability.’

opment at the heart of its agenda.⁵⁹ In 2011, the World Health Organization and the World Bank jointly published the first World Report on Disability. It reviews evidence regarding the global situation of persons with disabilities, and offers directions for policies and practices to address exclusion, with an emphasis on the situation of persons with disabilities in the development context.⁶⁰ The commitment to ensure disability inclusion in the post-2015 development agenda was signalled by the General Assembly's convening of a High-Level meeting on Disability and Development (2013) at the level of Heads of State and Government

who committed to achieving all internationally agreed development goals for persons with disabilities, as well as to mainstream disability in all development efforts.

The 2030 Agenda for Sustainable Development, adopted in September 2015, specifically includes persons with disabilities. This, combined with the inclusion of disability and persons with disabilities in other global development frameworks, such as the Sendai Framework on Disaster Risk Reduction and the Addis Ababa Action Agenda on financing for development, represents the culmination of more

Box 3. How is Disability Included in the Indicators to Monitor Progress Towards the Sustainable Development Goals?

The current list of indicators to monitor the implementation of the SDGs includes disability in the following ways:

- Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict affected, as data become available) for all education indicators [...] that can be disaggregated.
- Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions).
- Average hourly earnings of female and male employees, by occupation, age and persons with disabilities.
- Unemployment rate, by sex, age and persons with disabilities.
- Proportion of people living below 50 percent of median income, by age, sex and persons with disabilities.
- Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities.
- Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities.
- Proportion of persons that are victims of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 month.
- Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions.
- Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability, and population group.
- Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, infants, work injury victims and the poor and the vulnerable.

59 See UNDESA, Conference of States Parties to the Convention on the Rights of Persons with Disabilities, Home Page, <www.un.org/development/desa/disabilities/conference-of-states-parties-to-the-convention-on-the-rights-of-persons-with-disabilities-2.html>.

60 World Health Organization and The World Bank, 'World Report on Disability', 2011.

than three decades of work to promote a rights-based, inclusive approach to disability.

The SDGs build on the MDGs and, in setting forth a broader sustainability agenda, seek to address the root causes of poverty and the need to ensure that development that works for and reaches all persons. Unlike the MDGs, the SDGs reflect a disability-inclusive approach that can be identified in four dimensions of the framework:

1. The SDGs contain seven targets that address with specificity persons with disabilities in terms of education, accessible schools, employment, accessible public spaces and transport, empowerment and inclusion, and data disaggregation.
2. Six SDG targets refer to persons in vulnerable situations, which are understood to include persons with disabilities.
3. There are universal targets, which therefore must also be achieved for persons with disabilities.

4. Two other targets address discrimination, a major cause of inequality and unequal access to opportunities and services for persons with disabilities.

Further, for many of the targets there is need for urgent action for persons with disabilities, for instance in the focus areas of poverty, social protection, health coverage, violence against women, sexual and reproductive health, access to water and sanitation, resilience to disasters, and birth registration even though there is no specific mention of a focus on persons with disabilities. At the national level, additional indicators may be needed to implement the disability-related SDG targets.

2.5 UNDP ENGAGEMENT ON DISABILITY-INCLUSIVE DEVELOPMENT 2006-2016

UNDP has recognized, and been involved with, disability-related development since the 1980s. Table 1 outlines key events since the CRPD was established in September 2006.⁶¹

Table 1. Key Events of UNDP Engagement	
Year	Key Events
2006	The Inter-Agency Support Group on the Convention on the Rights of Persons with Disabilities was established in September 2006, following the adoption of the CRPD by the Ad Hoc Committee in August 2006, with UNDP joining as one of the inaugural members.
2008	UNDP adopts Strategic Plan 2008-2013, which calls for the prioritization of persons with disabilities, among other vulnerable groups, in its support to governments in the identification of effective interventions to strengthen participation by members of the poorest sectors of society.
2011	UN Partnership on the Rights of Persons with Disabilities (UNPRPD), a collaborative UN inter-agency effort which promotes the implementation of the CRPD through facilitating coalition-building and capacity development at global, regional and country levels. The UNPRPD, which now comprises nine UN organizations, was officially launched by six UN entities in December 2011, after approximately one year of preparatory work led by UNDP as host of the UNPRPD technical secretariat.
2012	The UNPRPD became operational in mid-2012, with UNDP serving as its technical secretariat and full participating partner organization. The Strategic and Operational Framework was launched in April 2012 and programme planning initiated, with country-level activities selected in October 2012 and beginning in earnest by the end of 2012.
2012	UNDP adopts a Guidance Note, <i>Applying the Conventions on the Rights of Persons with Disabilities in UNDP Programming</i> , on 3 December 2012.

(Continued)

61 UNDESA, Disability History Infographic, 2015, <www.un.org/disabilities/documents/historyinfographic.pdf>.

(Continued)

Table 1. Key Events of UNDP Engagement	
Year	Key Events
2013	The Office of Human Resources at UNDP adopted its 'Diversity and Inclusiveness Strategy' which emphasizes the creation of a working environment that is 'welcoming to all' and that specifies measures to promote the employment of persons with disabilities.
2014	In the UNDP Strategic Plan 2014-2017, prioritization is given to "participation and voice in pursuit of equitable access to development opportunities and gains across the population, working with the poor and other excluded groups, whether women, youth, indigenous persons or the persons with disabilities, as agents of their own development." The Strategic Plan also emphasizes that the "strengthening of local governance is key (to the Plan's) implementation, as it is the level closest to citizens, especially to secure more equitable access to services for the poor and other excluded groups such as people living with HIV, persons with disabilities and victims of human trafficking.
2014	The Executive Board of UNDP approved the medium-term evaluation plan for the Independent Evaluation Office which included an evaluation of UNDP's contribution to disability-inclusive development.
2015	In March 2015, coordinating focal point for disabilities at UNDP shifted from the Poverty Reduction group to the Rule of Law and Human Rights team within the Governance & Peacebuilding Cluster, emphasizing the rights-based approach the organization has taken.
2016	The UNDP Independent Evaluation Office undertakes the first ever evaluation of UNDP's contribution to disability-inclusive development.

Chapter 3

STRATEGIC RELEVANCE OF DISABILITY-INCLUSIVE DEVELOPMENT FOR UNDP

The evaluation sought to answer some overriding strategic questions, including whether and how UNDP's objective to help the poorest of the poor and most marginalized members of society extends to persons with disabilities. While subsequent sections delve into specific programming activities, this chapter takes a broader focus by (1) assessing UNDP's programmatic policies relating to the inclusion of persons with disabilities in the UNDP Strategic Plan and policy guidance; and (2) addressing UNDP's involvement in fostering partnerships within the UN system and with key stakeholders in the disability-inclusive development arena.

3.1 UNDP'S POLICY AND PROGRAMMATIC RESPONSE

The programing principles and approaches that guide UNDP in its development work align with the animating principles of disability rights and the Convention on the Rights of Persons with Disabilities (CRPD). The CRPD sets external and internal expectations for UNDP and other UN agencies, insofar as it should trigger efforts to align programmatic efforts, as well as organizational policies, with the CRPD principles of non-discrimination, participation, inclusion, accessibility and gender equality.

Finding 1. UNDP is well positioned to play a prominent role in advancing the Convention on the Rights of Persons with Disabilities at global and country levels. The organization has not fully embraced this role, due to limited capacities and resources committed at corporate, regional and country levels in promoting the rights enshrined in the Convention.

Across the array of stakeholders interviewed, from government partners to donors and DPOs,

UNDP is regarded as very well positioned to play a prominent role in support of national efforts to adopt and implement the CPRD. As identified through the portfolio review, UNDP has programmatic standing in advancing rights and services to persons with disabilities. Support to persons with disabilities is a human rights and development issue: it is not a narrowly construed health and medical issue. Accordingly, disability-inclusive development is well within the UNDP ambit.

Inclusive development is one of the listed focus areas of UNDP's website, which recognizes that "[m]any people are excluded from development because of their gender, ethnicity, age, sexual orientation, disability or poverty" and that "[t]he effects of such exclusion are staggering, deepening inequality across the world." Under the topic, 'Inclusive Development' on the UNDP website is a section on Disability Rights, the single dedicated section on disability on UNDP's website. This section acknowledges the widespread discrimination, exclusion and marginalization that persons with disabilities face, provides background on the CRPD and introduces the UN Partnership to Promote the Rights of Persons with Disabilities (UNPRPD) funding mechanism.

As illustrated in Table 1, UNDP has played a useful role in bringing greater prominence to the rights of persons with disabilities and building support for the CRPD. It was the driving force behind the establishment of the UNPRPD and hosts the Partnership's technical secretariat. It has referenced persons with disabilities in both strategic plans since 2008, and has developed and issued guidance to UNDP offices and staff on how persons with disabilities should be taken into consideration in programming as well as within the organization.

Yet it is important to put these activities in perspective, as UNDP should be viewed as being only marginally inclusive of persons with disabilities. Globally, UNDP is not widely regarded as a major advocate of, or technical assistance provider for, CRPD implementation. Across most of the countries where it operates, UNDP has not leveraged its role as a trusted convener, knowledge broker, technical adviser and facilitator of dialogue among government, civil society and national human rights institutions in support of CRPD advancement, thus limiting its potential impact. This lack of attention extends to, and to a degree is symptomatic of, low attention at the corporate level, where little effort has been undertaken to champion the CRPD through global platforms.

Finding 2. The guidance note issued in 2012 on programming represents a positive initial step highlighting the relevance of disability inclusion for UNDP and its strategic objectives. Unfortunately, its dissemination was not given much prominence and there has been limited application of this guidance in programming on the ground.

In late 2012, UNDP issued a Guidance Note on Disability: Applying the Convention on the Rights of Persons with Disabilities in UNDP Programming, which was pragmatic, detailed and well suited to the needs of programming of UNDP interventions. The Note is the most comprehensive treatment of disability-inclusive development by UNDP to date and includes coverage of the CRPD, suggested entry points for UNDP in fostering rights-based disability-inclusive development and provides salient examples of how UNDP's five steps for planning can be used to assess and address the situation of persons with disabilities. It also provides basic guidance on how to address the rights of persons with disabilities during implementation, monitoring and evaluation (M&E) and day-to-day project operations. Finally, it maps the stakeholders who need to be involved when addressing the situation of persons with disabilities, with a specific focus on DPOs.

The evaluation team found general awareness of the guidance in a few instances, but little evidence of its use, or integration into UNDP planning and programming. According to the online country office survey, most UNDP staff were not aware of the guidance note, and those who were indicated that it needed more check lists and tool kits to increase its utility, and more specific guidance was requested for anchoring disability inclusiveness to the broader UNDP development themes.

3.2 DISABILITY-INCLUSIVE DEVELOPMENT PARTNERSHIPS

Partnerships are an essential tool for UNDP and include a broad range of government, inter-governmental, non-governmental and private actors. UNDP is frequently asked by its Executive Board and government partners to identify ways to 'deliver as one', through joint programming with other UN agencies. It is expected that such joint programming can improve inter-agency coordination and raise the quality of service delivery. Joint programming is a hallmark of the work of the UN on disability-inclusive development, recognizing the multiple entry points for support, including job creation, skills development, human rights and legal norms, access, and social protection.

The role of partnerships in advancing the CRPD is reflected in Article 32, which references the importance of partnerships between States and international and regional organizations and civil

Box 4. CRPD Article 32

"States Parties recognize the importance of international cooperation and its promotion, in support of national efforts for the realization of the purpose and objectives of the present Convention, and will undertake appropriate and effective measures in this regard, between and among States and, as appropriate, in partnership with relevant international and regional organizations and civil society, in particular organizations of persons with disabilities."

society, in particular organizations of persons with disabilities. Partnerships are also underscored as a component of facilitation of CRPD implementation in Article 38 and are reflected in the post-2015 Development Agenda, in SDG 17, on partnerships for sustainable development.

UNDP played a leadership role in launching the UNPRPD in 2011 as a direct response to the ratification of the CRPD.

3.3 UN PARTNERSHIP TO PROMOTE THE RIGHTS OF PERSONS WITH DISABILITIES (UNPRPD)

Finding 3. The United Nations Partnership to Promote the Rights of Persons with Disabilities (UNPRPD), with its focus on partnership building, mobilizing joint efforts by United Nations country teams (UNCTs) and giving voice to disabled people's organizations, has proven to be a viable and innovative instrument to promote multisectoral interventions in support of the Convention.

Following adoption of the CRPD, a joint programming vehicle was put together in support of persons with disabilities. The UNPRPD was officially launched by the UNDP Associate Administrator, and the Ambassador and Permanent Representative of Australia, in December 2011. It became operational in mid-2012 with the adoption of a Strategic and Operational Framework and started country-level activities at the end of 2012. The UNPRPD mechanism brought together six UN entities,⁶² governments, and DPOs to support the advancement of the CRPD at global, regional, and country levels. At the time that the UNPRPD was created there were no other joint global programmes of the UN focused on disability-inclusive development.

The UNPRPD organizational structure includes a policy board, management committee and tech-

nical secretariat and a Multi-Partner Trust Fund Office (MPTF). UNDP is an implementing partner, member of the management committee and policy board of the UNPRPD and hosts the technical secretariat, which was initially located in the poverty practice area of UNDP Bureau for Development (and provided start-up funding). UNDP also hosts the MPTF Office that serves as Administrative Agent. The organization has firewalls in place to separate fund and secretariat functions from project management.

The UNPRPD has several distinctive features: a 'One UN' approach to disability; a focus on partnership building; emphasis on joint learning and knowledge creation; and a catalytic approach aimed at leveraging existing UN funds as well as domestic resources.⁶³ Most resources have been allocated for country-level activities in support of CRPD implementation, including comparative analyses of national laws with the CRPD, facilitating review processes to amend laws not fully aligned with the CRPD, and drafting new legislation to protect the rights of persons with disabilities. In particular, projects emphasize capacity-building of States Parties to advance CRPD objectives; and also the capacities of civil society to undertake advocacy and monitor government implementation.

The UNPRPD pools together funds from donors through the MPTF and allocates funds to UN country teams (UNCTs) that have submitted successful joint proposals to the technical secretariat, which are then approved by the management committee. As of October 2016, UNPRPD mobilized funds amounting to approximately \$17.3 million. The UNPRPD has allocated funds through two funding rounds since 2012, which have supported joint UN programmes in more than 20 countries. The third funding round, which will fund 10 additional country projects, will be launched by the end of 2016. The UNPRPD has received the bulk of its funding

62 ILO, OHCHR, UN DESA, UNDP, UNICEF, WHO,

63 UNPRPD Strategic and Operational Framework, 2012, p. 7.

from two donors, the Government of Australia and the Government of Finland.

The UNPRPD has added value to the UN system efforts to support implementation of the CRPD by:

- a) Creating an institutional platform for inter-agency collaboration and joint programming on disability-inclusive development at country, regional and global levels.
- b) Raising awareness of disability rights as a development issue among UNCTs and RCs – a total of 63 UNCTs (48 percent of eligible UNCTs) applied to the UNPRPD R1, and 76 (62 percent of eligible UNCTs) applied for UNPRPD R2. For many of these UNCTs, the UNPRPD call was the first time they had a collective discussion on the relevance of disability rights to their work.
- c) Expanding the role of persons with disabilities in the governance of UN operational activities related to the CRPD. Through its governance structure, the UNPRPD created a venue for representative organizations of persons to directly influence the work of UNCTs.
- d) Improving the way UNCTs work on disability, including through a stronger focus on structural transformation, enhanced alignment with human rights instruments, and greater emphasis on partnership building.

Finding 4. In spite of initial understaffing and resource constraints, the work of the UNPRPD technical secretariat is considered exemplary by many key stakeholders. The secretariat is aware of bottlenecks affecting the performance of the UNPRPD and in 2016 revised the strategic and operational framework to address identified issues.

Country-level fact-finding specifically considered UNDP's role as an implementing partner within the UNPRPD. The evaluation team focused attention on those projects where UNDP is a participant. Interviews with members of the UNPRPD policy board and management

committee, and other UN agency personnel, underscored a high regard for the work of the UNPRPD technical secretariat. One long-tenured UN agency manager, and member of the UNPRPD management committee, viewed this to be the best managed inter-agency mechanism she had seen. Many UNDP country offices and government stakeholders reported satisfaction with guidance provided by the UNPRPD technical secretariat. In Indonesia, the technical secretariat was praised by implementing partners for its constructive guidance on how to involve disabled people's organizations in programme implementation. In South Africa, a government official stated: "[w]e have found them quite responsive whenever we requested assistance, clarity or guidance. Turnaround time on responses was always excellent, and they were in most instances able to provide the information requested." A UNDP staff member noted: "Concerning the UNPRPD technical secretariat, they have been very responsive and supportive whenever I request help. Their accurate feedback and useful comments have been helping the project ensure quality results and better report its achievements."

When the UNPRPD was first established, the technical secretariat was understaffed. Among other things, this constrained the monitoring capacity of the technical secretariat and limited broader public relations and awareness. The technical secretariat and members of the management committee believe most of these issues have been addressed, in particular through the hiring of two additional staff in 2016.

UNDP set up and operationalized the Partnership in roughly 10 months starting in December 2011. Round 1 funding was brought to full completion with the identification of 11 projects. Four of the Round 1 projects (ZAF, VNM, TUN and Palestine) were placed in a pipeline, awaiting additional funding to materialize.

Some concerns were raised during the evaluation about fund transfer delays. Evidence suggests the delays are caused mostly from difficulties in the transfer of funds from the headquarters to the

country offices of some of the participating UN organizations (not UNDP). Funding is transferred by the MPTF Office to the headquarters of participating UN organizations within 3 to 5 days.

To promote its mandate to ensure joint learning, UNPRPD launched the annual ‘Know UNPRPD Programme’ in 2013. The programme is hosted and managed by Trinity College in Dublin, Ireland. The College organizes workshops for a representative from each of the UNPRPD programmes to share information, to strengthen the technical capacity of implementing partners, and to document lessons learned at the country level. Participants interviewed during the country visits, indicated that these workshops were very helpful in terms of learning how other country projects were tackling the issue of costing disability inclusion, addressing structural access issues and providing training on how to assess project impact.

In May 2016, the management committee approved a revised Strategic and Operation Framework (SOF), which responds to observations made in an external ‘Value for Money’ assessment commissioned by the Government of Australia.⁶⁴ The new SOF articulates a theory of change approach and emphasizes the need for activities to facilitate sustainable outcomes. It also establishes and defines the work streams for regional and global initiatives and highlights the importance of the gender dimension to disability work.

In order to address feedback from some UNCTs who were unsure of the key factors determining the success or failure of project applications, the technical secretariat is increasing support to UNCT applicants for Round 3. Better and timelier feedback to unsuccessful applicants is also expected.

Finding 5. Programme results from the first funding round for the UNPRPD suggest that programmes have achieved more outcome-level

objectives than anticipated from the initial programme proposals.

The most common programme objectives were to support the development of enabling legislation, help build inclusive institutions, and improve access to services for persons with disabilities. While it is beyond the scope of this evaluation to evaluate the country-level achievements of all the UNPRPD programmes, it can be noted that progress was seen on achieving these objectives in four of the countries visited.

The UNPRPD programme in South Africa, working through the Department of Social Development (DSD), was able to develop several foundational policies and disability sensitive frameworks to guide institutional efforts on advancing the Convention. One key outcome for the programme was the development of a white paper on the Rights of Persons with Disabilities approved by the Cabinet and involving representative DPOs at key points. The development of this policy was strengthened by the UNDP-supported work focusing on, among others, the development of a national monitoring and evaluation policy framework for disability rights, as well as the disability disaggregation of the country’s National Development Plan. A study on the economic impact of disability at the household level was also carried out under the joint programme, providing the South African Government and Statistics South Africa with additional tools to better understand disabled population demographics. A key ingredient for the success of the South African project was strong government ownership and leadership of the effort to advance the CRPD.

The UNPRPD-funded project in Costa Rica exceeded expected results to improve employment opportunities and conditions for persons with disabilities. A network of businesses made commitments to promote employment for persons with disabilities; individual companies made signifi-

64 ‘Value for Money Assessment’ by Lorraine Wapling and Robin Brady, submitted 19 December 2014.

cant gains in the number of persons with disabilities employed in their workforce; and the number of companies active in the network increased more than two-fold over a three-year period.

Finding 6. Survey responses suggest that there is limited awareness of the UNPRPD mechanism across UNDP, although UNCTs show growing interest in participating.

While there was awareness of the UNPRPD mechanism in the 11 countries visited for this evaluation, a survey of UNDP country offices revealed that many country office managers and staff were not aware. Forty percent of respondents in the survey indicated they were unaware of the UNPRPD mechanism. Fourteen percent of those respondents who said they were aware reported that their country team had submitted an expression of interest (EOI) for funding. Those respondents indicating awareness generally agreed that UNPRPD brings together UN agencies, governments and civil society agencies, empowers DPOs and helps adopt a 'One UN' approach to disability issues.

This lack of awareness stands in contrast with the expanding interest exhibited from UN country teams in the second and third rounds of project financing.

Finding 7. UNPRPD programming recognizes the engagement of disabled people's organizations as a priority, and UNPRPD has facilitated several significant results in relation to promoting the meaningful participation of persons with disabilities at global, regional and country levels. Evidence suggests, however, that further efforts will be necessary to strengthen participation as a requirement for UNPRPD project proposals and actual practice on the ground.

The UNPRPD by design, and through the work of the technical secretariat, works to ensure that persons with disabilities and DPOs have a voice in decision-making at the policy and management levels. DPOs are part of the UNPRPD policy board, and all projects are expected to involve

DPOs, and to assist where necessary in strengthening their capacities to participate. Furthermore, the UNPRPD terms of reference recognize that DPO consultation is a general obligation under the CRPD.

This evaluation reviewed three UNPRPD-funded projects from round 1 (Costa Rica, Indonesia, South Africa), and one UNPRPD programme (Egypt) from round 2. In Egypt, with the aim of reflecting perspectives of people with disabilities in project management, the steering committee of the UNPRPD project included representatives of two DPOs and the National Council for Disability Affairs (NCDA) which was established under the Cabinet in 2012 as a national specialized entity with a majority of staff members with disabilities to deal with disability affairs. A representative of one of the DPOs is a woman with a visual impairment and two male representatives of NCDA respectively have visual and physical impairments. It is worth mentioning that a former NCDA representative and one of the current NCDA representatives are now in the Parliament, which assures sustainable cooperation between the project and the Government. In its activity implementation, due to the lack of qualified DPOs, the project contracted with NGO service providers which have both good networks of people with disabilities and required infrastructures to carry out training to build employment skills and capacity of youth with disabilities. In addition, the project engaged people with disabilities in two Design Thinking workshops that also included non-disabled participants, including ICT experts. The workshops considered ideas such as a mobile application to convert text to sound for people with visual impairments.

In Costa Rica, UNDP and ILO worked together with the Ministry of Labour and Social Security and the National Council for Persons with Disabilities (CONAPDIS), a quasi-governmental body. The Governance Unit for Coordination and General Management of the Plan of the National Plan for Labour Inclusion of Per-

sons with Disabilities had two representatives of the two federations of organizations of persons with disabilities (FECODIS and FEREPRODIS), which represent approximately 30 percent of DPOs in the country. In order to expand the level of DPO representation even further, the second phase of the UNPRPD project in Costa Rica aims to provide technical assistance for the drafting of a proposal to amend the Decree of the Technical Committee of Employability for Persons with Disabilities in order to harmonize their functions to the current context and increase the Committee participation of persons with disabili-

ties, especially women with disabilities, and of the private sector.

A number of other UNPRPD country projects are especially focused on expanding participation of persons with disabilities – for instance, Viet Nam and Tunisia have reported significant achievements in this regard. Others, including Indonesia, Moldova, South Africa and Mozambique during the first financing round, and Armenia, China and Tajikistan during round 2, have specific components aimed at promoting the participation of people with disabilities.

Chapter 4

DISABILITY-INCLUSIVE PROGRAMMING RESULTS

The evaluation team sought to determine whether UNDP had played a significant role assisting countries in implementing the Convention on the Rights of Persons with Disabilities (CRPD). Answering this requires determining if UNDP has effectively mainstreamed attention to persons with disabilities across its three major areas of work: sustainable development pathways, governance and peacebuilding, and resilience. This section also takes up the question of whether UNDP social and environmental standards screen for accessibility and inclusiveness of persons with disabilities.

4.1 GLOBAL PROJECT PORTFOLIO

Finding 8. Obtaining data and information on the UNDP contribution to disability-inclusive development was challenging, as UNDP has not consistently tracked this support.

In order to develop a picture of the scope and depth of UNDP involvement in disability-inclusive development, data extracts from UNDP's ATLAS enterprise system were analysed on the global portfolio of projects that UNDP has managed since 2008. Additional data was obtained through the UNDP results oriented annual report (ROAR) for 2014, which posed a question on programming for persons with disabilities. The inclusion of a question in the ROAR on programming for persons with disabilities was particularly helpful to the evaluation, as it helped establish the baseline for the global portfolio analysis. The subsequent ROARs (2015 and 2016) do not include

a question on such programming. It would be useful, on a periodic basis, to include this issue in subsequent ROARs, in order to track changes in the aftermath of this evaluation.

Additional data was gleaned from Open UNDP, the UNPRPD website, UNDP country office websites, and the UNDP Evaluation Resource Centre. As noted in the limitations section of this report, disability-inclusive development is not a distinctive area of work that is tracked in corporate databases and country offices are under no obligation to report on the extent of their support, activities and budgets in this area. Also, the current project database for UNDP dates back to 2012, and data records of prior project work are incomplete.

Two hundred and sixty-four projects were analysed in more than 100 countries to find initiatives related to disability-inclusive development. Out of this overall sample, a total of 120 projects across 85 countries were identified as paying sufficient attention to persons with disabilities to be included and analysed.⁶⁵ The projects were classified using the 'twin-track' approach:⁶⁶ 1) projects that specifically focus on and target assistance to persons with disabilities; and 2) projects that seek to mainstream disabilities into broader UNDP development support. The projects have been mapped in accordance with a categorization that accounts for area of work, the nature of the intervention, timing and location and the budget source, among others. Details of targeted and mainstreamed projects are presented in the section below.

⁶⁵ The remaining projects across an additional 40 countries were found to incorporate persons with disabilities simply within their classification of 'vulnerable groups'. However, there was no evidence of specific activities or initiatives directed toward persons with disabilities in these projects, and therefore they have not been included as targeted or mainstreamed initiatives within the portfolio.

⁶⁶ UNDP Guidance Note, 2012, p. 17.

TARGETED PROJECTS

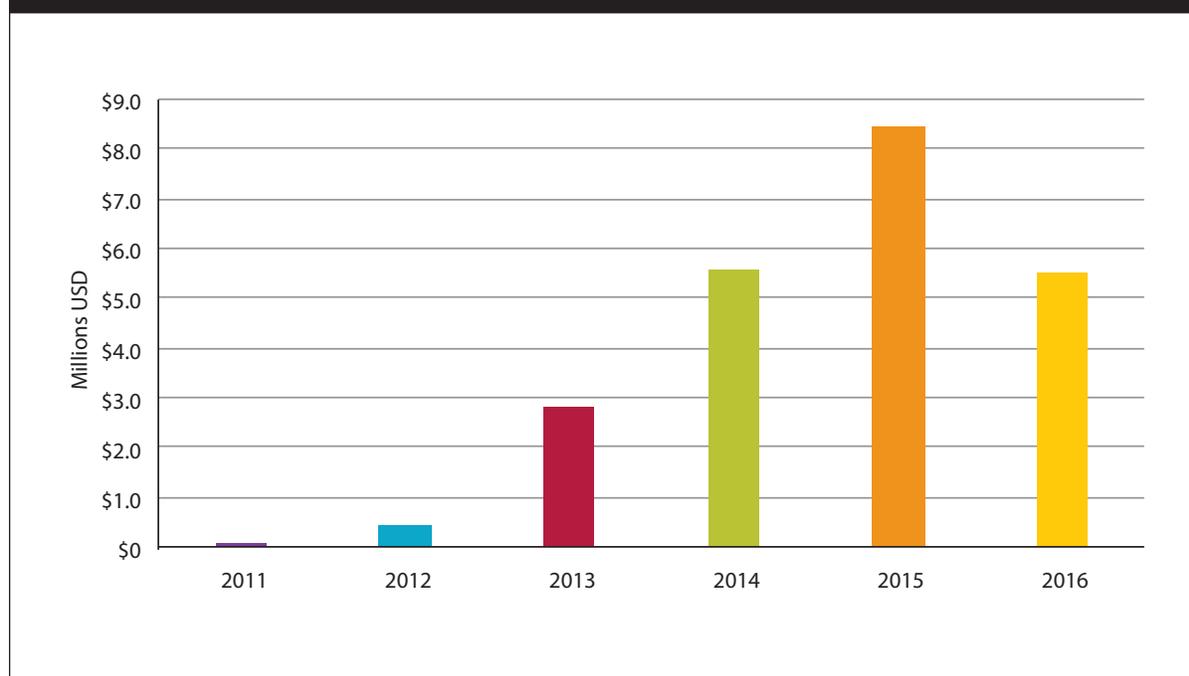
Disability-targeted programmes serve an important purpose of catalysing, testing, and leveraging disability-inclusive approaches in order to demonstrate results, as well as replicate and bring to scale particular interventions. UNDP targeted programming for persons with disabilities is expected to take a rights-based approach, consistent with the CRPD.

The global portfolio analysis shows that between 2011 and 2016⁶⁷ UNDP has provided targeted assistance on disabilities through 50 projects implemented across 29 countries. The total budget for targeted projects and programmes during this period was over \$75 million.⁶⁸ Total expenditures to date amount to just over \$22 million, with a peak achieved in 2015 of over \$8 million spent on disability-inclusive programming. Figure 3 represents the available annual expenditure of targeted projects between 2011 and 2016.

As displayed in Figure 4, of these 50 projects, 21 are in Europe and Central Asia, 12 in Asia and the Pacific, 10 in the Arab States, 4 in Latin America and the Caribbean and 3 in Africa. In general, these country-level efforts have been positively received by national partners and have helped to strengthen the legal framework protecting the human rights of persons with disabilities.

Targeted projects extend across the three thematic areas of work in the UNDP Strategic Plan 2014-2017: 1) sustainable development pathways; 2) governance and peacebuilding; and 3) resilience. There is equal representation (approximately 20 projects in each) within the thematic areas of sustainable development pathways and governance. The majority of projects within the area of sustainable development pathways focus on social protection, employment and training of persons with disabilities. The majority of projects within the area of governance focus on human

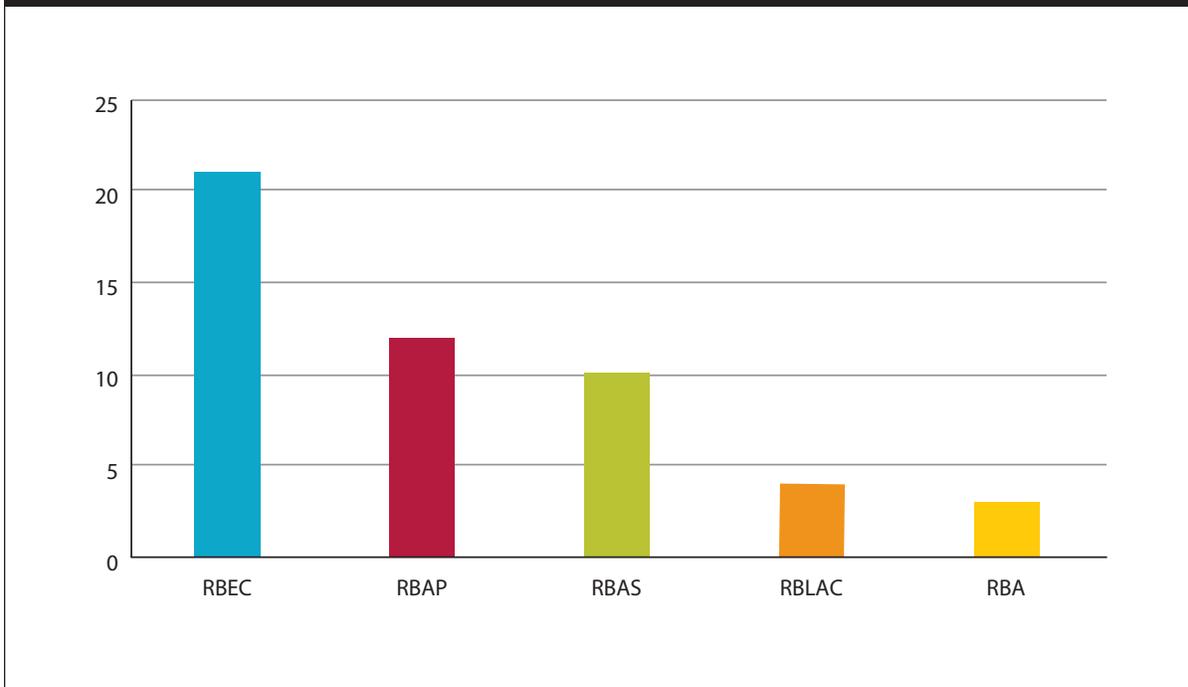
Figure 3. Annual Expenditures for Targeted Projects (Millions USD)



67 2011 is the earliest date in the analysis as the Atlas database commenced at that time. Doubtless there were additional targeted projects carried out during the previous three years.

68 All budget and expenditure figures are in US dollars.

Figure 4. Distribution of Targeted Projects by Regional Bureaux



rights, particularly in terms of advancing the CRPD. Projects in the area of resilience and gender are more limited, with only three identified within the thematic areas of resilience and two identified with a focus on gender.

UNDP support towards CRPD fulfilment typically includes strategy development, an assessment of policy gaps, efforts to revise legal systems and build government capacities. This support is made available at national and subnational levels. At the country level, UNDP has in a few cases played a significant role in fostering government participation in the CRPD, while in other instances, its role has been less pronounced. A standout in relevance was the strong advocacy effort by UNDP to bring about the August 2015 signature – and ratification in late 2016 – of the CRPD in Belarus. Here broad-based UNDP support reflected a model approach to CRPD advancement where UNDP can be said to have made a significant difference which was outside the scope of UNPRPD or other project-specific funding. Likewise, the work of UNDP in Albania in support of CRPD fulfilment has been long term and significant,

spanning the ratification process, helping the Government develop its social inclusion strategy and revise social protection policies, improve data collection and draft new legislation in compliance with the CRPD. Similar efforts are reportedly under way in Bhutan.

The UNDP approach to CRPD advancement in Cambodia is seen as likely to help the Government achieve systemic change. UNDP helped establish a CRPD focal point and inter-governmental coordination mechanism, and provided training to disabled people's organizations. Strong advocacy for the CRPD was noted in Turkmenistan, where UNDP senior leadership leveraged opportunities to engage with government and UN human rights organizations on CRPD implementation. In Costa Rica, UNDP provided support on CRPD fulfilment as a UNPRPD implementing partner. In Honduras, UNDP support was fairly narrow, focused on the development of a 'shadow report' on CRPD fulfilment. In South Africa, UNDP together with UNICEF and OHCHR responded to government interest and secured project funding from the UNPRPD

leading to the first national white paper on disability ever produced by South Africa, a significant advancement on disability policy in the country, and established in support of CRPD advancement. In Kuwait, UNDP is in the process of implementing a project on inclusive disability, with a key component on advancement of the CRPD. In other countries visited, such as Kenya, Egypt and Indonesia, UNDP's role in support of CRPD advancement was less pronounced.

An additional targeted project of note helped to establish the African Disability Forum (ADF), constituting a unique first effort to create a pan-African membership organization of DPOs at continental, subregional and national levels. It was developed in awareness of the fact that until recently, Africa was the only region in the world without a regional disability forum of member DPOs. The ADF project sought to unify and amplify the voice of persons with disabilities in Africa and to strengthen the technical capacity of their organizations. The UNDP Regional Centre in Addis Ababa has supported the establishment and operationalization of the ADF. The first General Assembly of the ADF took place in November 2015 with a Constitution and bylaws adopted and members of the ADF Executive Council elected, including Shuaib Chalklen, the former UN Special Rapporteur on Disability Rights, who was appointed as the first ADF chairperson.

MAINSTREAMED PROJECTS

Finding 9. Mainstreaming by UNDP of a disability dimension reveals a mixed picture. In some instances, country-level leadership on disability inclusion has resulted in concerted, and at times innovative, efforts to find entry points for disability inclusion in mainstream UNDP programming. Elsewhere, it is evident that very limited attention has been given to mainstreaming persons with disabilities into the broader development work of UNDP.

A lack of prioritization and gaps in technical expertise are limiting UNDP results in promoting disability-inclusive development.

Advancing disability inclusion in the development work of UNDP can and should occur through mainstreamed interventions, within UNDP's three thematic focus areas. A total of 67 projects from 51 countries were identified as having a component of mainstreaming disability-inclusive development.⁶⁹ For mainstreamed programming, the objective is to ensure that barriers are not created, future (re)development costs are avoided, and, crucially, that persons with disabilities are included as actors in and beneficiaries of development programming across the spectrum of UNDP focus areas. It is evident that approximately half of the projects identified as mainstreaming projects fall within the thematic area of governance, with a tendency towards incorporating disability inclusion into projects that focus on Rule of Law and Access to Justice.

A notable example of UNDP making a concerted effort to mainstream disability-inclusive development into wider development programming is in Belarus. Following a 2013 assessment of the institutional accessibility of UNDP in Belarus, the country office commissioned in 2016 a detailed assessment of existing and future programming and strategies for disability inclusion. One of the key projects arising from this assessment, focused on livelihoods, includes a small-grants initiative whose grant review scoring system prioritizes disability-related proposals. The programme includes support to vocational training; inclusive education; access to new skills and their further use for business establishment; access to employment; awareness-raising on accessibility and barrier-free environments at the local level; and rehabilitation of children with mental disabilities. A second project in Belarus aims to improve local governance systems and practices through pilot engagements with government institutions at the central and local level, civil society organi-

⁶⁹ Some projects cover multiple countries.

zations, the private sector, and academic/training institutions in the country. Disability inclusion is well integrated into the project, and is reflected in the project's results framework. A small-grants programme is also included in this effort, targeting innovative solutions for more inclusive planning, implementation and monitoring of public services, in order to better address the needs of vulnerable groups, including persons with disabilities. Beyond project-based work, UNDP in Belarus has achieved a high degree of disability inclusion in its extensive SDG campaigning, in terms of activity planning, implementation and communications output.

These strong results from Belarus are not emblematic of the efforts from most UNDP country offices, where programming has either neglected to incorporate a disability dimension or has included disability in isolation, outside of a coherent and systematic approach designed to secure effective and lasting change. This latter tendency was particularly evident in UNDP electoral activities where disability inclusion was piecemeal and disconnected from the general strategy to effect change through an electoral cycle approach. In UNDP's work on gender, where disability is referenced at all, it tends to be an afterthought as opposed to an integrated approach.

Another example of innovative programming was found in Cambodia where UNDP is supporting the coordination a large scale, DFAT-funded disability-inclusive development programme 'Disability Rights Initiative-Cambodia' (DRIC). The project has adopted a holistic approach leveraging the strengths of the three agencies UNDP, UNICEF and WHO. It builds on government commitment to CRPD and has buttressed strong national ownership that moves from national to provincial to grassroots level. A key feature is the support it gives to empower disabled people's organizations. The programme works with the Government to support inclusion of disability provisions in the national budget.

The evaluation found that while UNDP's variety of development interventions reflect the

wide-ranging scope for advancing inclusive development that could respond to the complexity and cross-sectoral nature of the CRPD framework, the lack of a coherent approach and technical support was a significant gap. Proactive identification of entry points for disability-inclusive programming and mechanisms for undertaking this type of analysis is not occurring with sufficient regularity. All too often, UNDP offices that disclose an interest in and commitment to disability inclusion in mainstream programmes do not know where to turn for technical support or guidance. This leads, in turn, to inactivity or missed opportunities to advance disability inclusion in development activities.

Box 5. The CRPD and Programmatic Approaches to Disability-Inclusive Development

The Preamble to the CRPD emphasizes the importance of mainstreaming disability issues, ensuring that disability is an integral part of sustainable development. Mainstreaming together with targeted programming is commonly termed a 'twin-track approach'. Mainstream programmes seek to be inclusive of disability while targeted programmes seek to remove disabling barriers and to provide appropriate services for persons with disabilities.

SOCIAL AND ENVIRONMENTAL STANDARDS

Finding 10. UNDP has put in place social and environmental standards to help the organization avoid or mitigate unintended negative consequences of its programming. These include expectations that UNDP should refrain from providing support for activities that may contribute to violations of a State's human rights obligations and the core international human rights treaties, including the Convention on the Rights of Persons with Disabilities.

In 2014, UNDP adopted social and environmental standards (SES) to guide programme and project development across the organization. The standards and related accountability mechanism came into effect on 1 January 2015, applying to

all new programmes and projects after that time. The aim of the standards is to: a) strengthen the quality of UNDP programming – ensuring accountability against the same principles the organization stands for; b) avoid inadvertent harm to people and the environment resulting from UNDP programming; c) effectively manage and mitigate risks in situations where there are trade-offs and certain adverse impacts cannot be avoided; d) strengthen the capacities of UNDP staff and partners for managing social and environmental risks and trade-offs; and e) strengthen UNDP accountability to stakeholders and affected people.

An original screening procedure/tool was developed to ensure that the standards get applied at the project level. The SES are also underpinned by an Accountability Mechanism with two key functions: 1) A Stakeholder Response Mechanism (SRM) that ensures individuals, peoples, and communities affected by UNDP projects have access to appropriate procedures for hearing and addressing project-related grievances; and 2) A Compliance Review process (managed by UNDP Office of Audit and Investigations) to respond to claims that UNDP is not in compliance with UNDP’s social and environmental policies. In addition, a business plan was created and is being implemented to guide roll-out of the new standards and accountability mechanisms. This has included embedding the new standards in relevant policies and procedures, including for programme/project document templates, quality assurance, monitoring policy, etc. A package of trainings, guidance, templates, communication materials and case studies are being developed and incorporated into an online SES Toolkit for UNDP staff and partners.

The new standards make clear that UNDP should “refrain from providing support for activities that may contribute to violations of a State’s human rights obligations and the core international human rights treaties”, including the

CRPD. The standards also note special considerations for vulnerable and marginalized indigenous peoples and state: “Particular attention will be paid to the rights and special needs of indigenous elders, youth, children, persons with disabilities, including consideration of special measures to improve their participation in decision-making and their general well-being.” In addition, the screening procedure⁷⁰ includes the question “Is there a likelihood that the project would have inequitable or discriminatory adverse impacts on affected populations, particularly people living in poverty or marginalized or excluded individuals or groups” (with a footnote that includes references disability as prohibited grounds for discrimination).

UNDP has not yet published information on the effect of the new social and environmental standards. It is therefore unknown whether any UNDP projects have been revised as a result of the above stated references concerning persons with disabilities. After an initial period of implementation of the safeguards, UNDP intends to conduct a review and make modifications, which could yield an opportunity to more significantly highlight the rights of persons with disabilities.

4.2 SUSTAINABLE DEVELOPMENT PATHWAYS

A cornerstone of UNDP’s Strategic Plan is to help countries develop sustainable development pathways that address poverty reduction, social protection, energy and the environment, and issues with wide-ranging social and economic impacts such as HIV and AIDS. These focus areas and the SDGs in relation to them intersect with disability-inclusive development and the obligations set out in the CRPD. The following section assesses UNDP programme results in the four areas of poverty reduction and livelihoods, social protection, environment, HIV-AIDS and health.

70 See SESP Attachment 1.

POVERTY REDUCTION & LIVELIHOODS

Finding 11. UNDP supports many different types of projects related to the promotion of employment of individuals with disabilities, with varying degrees of success. Although most disability-inclusive projects are designed to cover all individuals with disabilities, many programmes end up covering persons with specific types of disabilities.

UNDP promotes inclusive and sustainable human development and works to reduce poverty in all its dimensions. As part of its poverty-focused development, UNDP aims to reduce vulnerability and promote livelihoods through enhanced access to assets and resources, including the sustainable management of natural resources. Local poverty initiatives such as microfinance can be instrumental in lifting persons out of poverty; and efforts to provide information and communication technology support to the poor can have lasting impact. The CRPD supports both upstream pro-poor policy reform and poverty monitoring through disability inclusion in poverty reduction frameworks, civil society empowerment, and in providing the legal basis for ICT accessibility. The CRPD recognizes the importance of local poverty work, seeking to identify and dismantle barriers to disability inclusion for local development initiatives. The SDG objective to end poverty in all its forms and dimensions by 2030 does so through targeting the most vulnerable groups, increasing access to basic resources and services, and supporting communities to be resilient in the face of conflict, climate-related disasters, and broader environmental concerns.

Several country offices visited through the evaluation were working on employment programmes that included individuals with disabilities. Most of the programmes were targeted interventions designed specifically for individuals with disabilities rather than integrating disability as a cross-cutting beneficiary group into general livelihood programmes. In fact, according to the evaluation research conducted in connection with the global portfolio there is little evidence that disa-

bility is a crosscutting or mainstreaming theme in UNDP's broader livelihood programming.

Nevertheless, there are cases of successful targeted programmes. Malaysia, for example, conducted a three-year programme focused on strategy and awareness-raising. It produced a video to encourage hiring individuals with disabilities and conducted an awareness-raising campaign on disability and employment. In Palestine, job creation and employment for persons with disabilities included a component to improve access to job creation programmes and business development schemes for women and men with disabilities.

One of the more notable observed programmes focused on job creation for persons with disabilities was the 'Support to the National Plan for Labour Inclusion of Persons with Disabilities' implemented in Costa Rica in collaboration with the ILO. This originated as a UNDP initiative and was subsequently a UNPRPD-funded project which is structured around five strategic areas: 1) improving institutional coordination and governance; 2) enhancing the employability profile of Costa Ricans with disabilities; 3) expanding the demand for workers with disabilities; 4) improving job facilitation services; and 5) promoting entrepreneurship among persons with disabilities. The project was viewed as extremely successful by government and private-sector counterparts. The manager of an employment association interviewed for the evaluation noted that approximately 200 individuals from the different companies received training on disability awareness, current laws and legislations, and how to provide reasonable accommodation. Since the programme ended in 2014, the association reported it had trained an additional 450 individuals, thereby demonstrating sustainability and the catalytic impact of the support. A regional credit card company, Credomatic, which employed 19 individuals with disabilities in 2012, indicated that as of July 2016 it had increased this to 113 employees with disabilities including individuals with physical, sensory, and intellectual disabilities. The success of this effort in Costa Rica has led to replication in Guatemala, with funding by

the German Enterprise for International Cooperation (GIZ).

Other programmes have carried out training and employment efforts, with mixed success. In Egypt, UNDP has been implementing a UNPRPD project jointly with ILO and the Egyptian ICT Trust Fund, which is a mechanism established through cooperation between UNDP and the Ministry of Communication and Information Technology. The project was designed to facilitate employment of individuals with visual and physical impairments. The project is in six governorates, and has reached eight youth with visual and physical impairments so far, with a target to have at least 300 of these youth employed. A baseline needs assessments was conducted, as was the promotion of entrepreneurship, and training and e-learning solutions provided. The project was expected to raise employer awareness, secure their commitment to hire youth with disabilities who completed training, and encourage social innovation. Results through July 2016 suggest difficulties in meeting the employment targets, especially because training for the targeted youth only started in December 2015 due to some delay in its precedent activities including selection of NGOs partners in the targeted governorates. While some training activities to job matching activities, around 25 trainees were employed so far.

In addition to the UNPRPD project, UNDP has been supporting full re-integration of mine victims who are physically impaired into the society and helping them sustain their socio-economic well-being through its project 'Support to the North West Coast Development Plan and Relevant Mine Action' (the Mine Action Coast). The Mine Action project provides income generation activities including micro credit loan, and recently launched an artificial limbs centre in

Marsa Matrouh on the North-West Coast, the first of its kind in this area. The UNPRPD project is consulting with the Mine Action project to disseminate a rights-based inclusive approach in it, as well as to conduct training on entrepreneurial and managerial skills to support micro and small business of mine victims.

In some cases, UNDP programmes related to disability and employment targeted a specific sub-group within the general population of persons with disabilities. For example, in Jordan, a vocational training entitled 'Improving the Life Conditions of Persons with Physical Disabilities through the Use of ICT Tools and Applications' addressed the employment needs of individuals with physical disabilities. Likewise, in Turkmenistan, the project 'Enhancing Social Inclusion of Persons with Disabilities through Mainstreaming Inclusive Approach into Vocational Training Institutions' addressed the employment needs of women who are blind or deaf. The project established a forum to engage relevant stakeholders, revised the Ministry of Textiles vocational training programme, and supported potential applicants with disabilities as they prepared to apply to and enrol in the College of Textiles.

The evaluation identified one instance, in Kuwait, where UNDP was in the midst of establishing with the national government a multifaceted programme on disabilities, to include a component that would establish segregated vocational training workshops, with the further plan to establish segregated sheltered workshops for the employment of persons with disabilities.⁷¹

Sheltered workshops are generally defined as segregated work environments. These are often established for certain types of disabilities (e.g. sheltered workshops for individuals with intellectual disabilities or sheltered workshops for

71 The UNDP country office in Kuwait reports that it is working with the national partners to adjust the programme approach and replace it with vocational and rehabilitation centres. This has been discussed with the new management of the national implementing partner (Public Authority for Disability Affairs) and the Secretary General of the Supreme Council for Planning and Development and they are both in agreement with the adjustment which will be officially endorsed in an upcoming project board meeting.

persons who are blind), where they are provided opportunities for manual and pre-determined tasks and jobs. The concept of sheltered workshops has come in for considerable criticism in many countries, due to the high risk of worker exploitation, including substandard wages and poor working conditions.

The CRPD recognizes that individuals with disabilities have the “right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.” The CRPD Committee has shed light on the issue of sheltered workshops, emphasizing that all employment alternatives should be transitioning into open employment settings. The Committee has repeatedly expressed its concern about segregation in the labour market, noting that segregated sheltered workshops fail to prepare or promote transition to the open labour market, and ought to be phased out through immediately enforceable exit strategies, timelines, and incentives for public, and private employment in the mainstream labour market.

SOCIAL PROTECTION

Finding 12. There is evidence of UNDP including persons with disabilities in its social protection programming. UNDP could play an important role in advocating for stepped-up deinstitutionalization efforts and better support for community-based living programmes.

UNDP is a strong supporter of inclusive social protection systems that strengthen the relationship between duty bearers and right holders, in line with the recommendation of the CRPD. It advocates for social protection systems that combine universal social protection programmes, with targeted programmes for people that face

barriers to access social protection. This support for inclusive social protection is well defined and documented in the recent UNDP publication *Leaving No One Behind: A Social Protection Primer for Practitioners*.⁷²

Social protection programmes can include poverty reduction support, cash transfer programmes, social and health insurance, public housing, and disability pension programmes. Though individuals with disabilities are typically addressed in government social protection programmes, they are often seen merely as beneficiaries of services rather than active and informed stakeholders to be consulted. Of additional concern, previous methods of addressing social protection benefits for persons with disabilities have shown limited success in overcoming the deeply-rooted social structures and practices that hinder opportunities for persons with disabilities.⁷³

Box 6. CRPD and Social Protection

Article 28 of the CRPD addresses Adequate Standard of Living and Social Protection. This article states that persons with disabilities have the right to social protection programmes and should have access to appropriate and affordable services, devices and other assistance for disability-related needs.

The CRPD approaches social protection from the perspective that persons with disabilities are empowered to realize their basic needs as a matter of claimed rights, rather than as received charity. It thus reflects a move away from passive, paternalistic provision of services towards an embrace of individual decision-making and autonomy, driven by active participation and recognition of the legal capacity of persons with disabilities. It further underscores the importance of providing appropriate support mechanisms to promote and

72 <www.undp.org/content/undp/en/home/librarypage/poverty-reduction/-leaving-no-one-behind--a-social-protection-primer-for-practitio.html>.

73 Social Protection and Human Rights (2016) Persons with Disabilities, available at: <socialprotection-humanrights.org/key-issues/disadvantaged-and-vulnerable-groups/persons-with-disabilities/>.

facilitate agency and informed decision-making and self-determination. Upon adoption of the CRPD, the UN High Commissioner for Human Rights underscored this orientation by noting that the CRPD dismisses the understanding of persons with disabilities as “objects of charity, medical treatment and social protection” and, instead, reaffirms that persons with disabilities are “subjects of rights, able to claim these rights and active members of society.”⁷⁴ This is fundamental to the UN Common Understanding of the Human Rights Based Approach to Development Programming which the UNDG adopted in 2003, pre-dating the UNPRPD.

The CRPD promotes policies and institutional frameworks that emphasize community living and social inclusion, thereby compelling the need to alter disability classification systems, social safety net and benefits schemes, deinstitutionalization strategies, as well as public education and vocational training. CRPD Article 28 states that persons with disabilities have the right to social protection without discrimination on the basis of disability and States must take appropriate steps to safeguard and promote the realization of the right to social protection.

UNDP has worked across a number of countries to support governments as they develop their capacities to manage effective social protection systems. Social protection programming is a significant area of work for UNDP and one of the few areas that commonly address disability issues. Nearly two thirds of the staff survey respondents indicated there were requests for UNDP to work on disability-inclusive development in their respective countries. Nearly half of these respondents indicated the requests were for social protection support.

Ensuring access to social protection schemes without discrimination on the basis of disability is one dimension of ensuring universal access

to services, an objective outlined in UNDP’s Strategic Plan for 2014–2017. Many UNDP documents on Social Protection and Poverty Reduction also address the topic of disability. For example, *UNDP’s Social Protection, Growth and Employment: Evidence from India, Kenya, Malawi, Mexico and Tajikistan* published in May 2013, references disability throughout the document. This document addresses disability insurance issues but also individuals with disabilities as a priority target group. Similarly, the UNDP document *Social Protection for Sustainable Development: Dialogues between Africa and Brazil* references disability as a priority group for social protection programmes. The report presents the main inputs on policy and practice from an International Seminar on Social Protection held in Dakar, Senegal in April 2015. It references Article 28 of the CRPD in the report recommendations, stating that social protection programmes should support individuals and other vulnerable groups throughout their life cycle. The report recommends that UNDP disaggregate data on disability in order to better monitor and evaluate social protection programmes.

There is evidence of UNDP successfully including persons with disabilities in its social protection programming. In Costa Rica, UNDP has worked with the Government to adapt pension application forms to be more accessible to persons with disabilities and the elderly, providing documents in larger print and making questions more user-friendly. In Egypt, UNDP worked with the Ministry of Social Solidarity to reform and update the social protection package to individuals with disabilities. Also, UNDP Egypt and the Ministry of Social Solidarity signed a new project in March 2016 and one of its components aims at enhancing the Ministry’s capacities to better provide quality services for persons with disabilities. In Albania, UNDP helped the national Government identify strategic priorities for a World Bank-financed programme to

74 See Office of the UN High Commissioner for Human Rights, ‘Statement by UN High Commissioner for Human Rights on Convention on Rights of Persons with Disabilities, delivered at the adoption of the convention in December 2006’ (6 December 2006), available at: <www.ohchr.org/English/issues/disability/docs/statementhdec06.doc>.

revise the Government's social protection system, including significant changes to the cash benefits provided to persons with disabilities.⁷⁵

One social protection issue that is often poorly understood and addressed is deinstitutionalization. As made clear in the CRPD, States Parties should to the fullest extent possible, endeavour to transition persons with disabilities from institutional settings into community-based living arrangements. The evaluation identified UNDP efforts to assist a few countries in this effort, for instance in Kazakhstan and Moldova. UNDP could play an important role in other countries to advocate for stepped up deinstitutionalization efforts and better support for community-based living programmes.

ENVIRONMENTAL PROTECTION

Finding 13. While there are some good examples of how UNDP environmental programming addresses the needs of persons with disabilities, overall, due to the specific type of UNDP environmental projects and the fact that the multilateral environment agreements that provide a framework for this work focus on other types of vulnerabilities, the rights of persons with disabilities have not been an explicit focus of its environmental protection support.

UNDP work in the area of energy and the environment is acutely sensitive to the disproportionate impact of environmental degradation and climate change and barriers to clean, affordable energy services on women and men living in poverty. The UNDP Executive Board in 2008 took note of this linkage in affirming UNDP's contribution in energy and environment as core to its mission of poverty reduction. The CRPD is clear regarding the importance of accessibility to the physical, social, economic and cultural context for human rights enjoyment by persons with disabilities. Changes to the natural environment

as a consequence of climate change and other environmental concerns pose significant risks and exacerbate existing challenges for person with disabilities who are often living within the poorest sectors of any society. At the same time, interventions addressing environmental degradation and access to energy present opportunities to leverage for the benefit of persons with disabilities.

UNDP support for effective environmental management and nationally owned sustainable development pathways focuses on: Biodiversity and Ecosystem Services; Sustainable Land Management and Desertification; Water and Ocean Governance; Climate Change Adaptation and Mitigation; Sustainable Energy; Extractive Industries; Chemicals and Waste Management; and Green Economy.

UNDP carries out this work in partnership with an array of multilateral and bilateral funders. UNDP is an accredited multilateral implementing agency of the Green Climate Fund (GCF), Global Environment Facility (GEF), Multilateral Fund (MLF), and Adaptation Fund (AF). This work is done in conformity with, and support of, the UN conventions upholding environmental stewardship, including on biodiversity, desertification, persistent organic pollutants and climate change.

The finding that the rights of persons with disabilities is not a priority in environmental protection programming is not surprising, given the specific type of environmental projects supported by UNDP, and the underlying multilateral environmental agreements and conventions that provide the framework for this work of UNDP, which are focused on vulnerabilities of a different kind: water and air quality, endangered species, etc. Nevertheless, the environmental community has become increasingly aware that the poor and marginalized in societies also bear a disproportionate burden of the ill effects from poor sanitation.

⁷⁵ UNDP support to revise the disability assessment system aspects of the social protection programme strategy in Albania is complete. Implementation of planned changes to the cash transfer programme will be carried out by the World Bank, and have yet to commence.

tion, polluted water, and proximity to dangerous chemicals, among other hazards. And disability-focused research has revealed the numerous environmental barriers that inhibit access of persons with disabilities to water and sanitation and environmental conditions that create enhanced risk for persons with disabilities. In addition, efforts to reduce deforestation and protect species frequently must take into consideration the economic concerns of adjacent poor and marginalized communities.

Some of UNDP's most prominent environmentally related work involving persons with disabilities takes place in the GEF Small Grants Programme (SGP) for community groups in response to local environmental needs. Of particular note, the Small Grants Programme has a 'Community Based Adaptation' (CBA) project funded by the Australian Government, with US\$11 million providing assistance for implementation of CBA small grant projects in 38 countries, the majority of which are Small Island Developing States (SIDS). Known as the SIDS-CBA, along with a prior phase focused on the Mekong and Asia/Pacific region (known as the MAP-CBA), the initiatives emphasize building resilience and adaptive capacity of a range of local stakeholders, including gender, youth, indigenous peoples and persons with disabilities. During 2015, 19 percent of the SIDS-CBA projects identified actions in support of persons with disabilities, up from 17 percent reported in 2014. SIDS-CBA projects that target persons with disabilities are being implemented in Jamaica, Papua New Guinea, Saint Lucia, Timor-Leste, Trinidad and Tobago, Saint Kitts & Nevis and Sri Lanka.

Targeting persons with disabilities continues to be an area of opportunity for the SGP-implemented SIDS-CBA Project. The SGP Central Programme and Management Team (CPMT) is collaborating with the Disability Rights Fund (DRF) and aims to develop a more comprehensive guidance toolkit in how to mainstream persons with disabilities in CBA projects. Participating countries in the Pacific that are still programming CBA projects have invited rep-

resentatives of the Pacific chapter of DRF to participate in the National Steering Committee (NSC) or closely work with SGP National Coordinators and the NSC members.

GEF SGP projects in other regions have also shown attention to persons with disabilities. Since 2013, SGP programme countries have identified more than 30 projects formulated to enable persons with disabilities to participate in programming. In Barbados, the River of Life Organic Farm project in 2015 established a community-based service to improve the quality of life of persons with mental and physical disabilities and others who have been socially excluded, while providing an opportunity for sustainable economic activity through the production of organic produce. In Armenia, a project on the use of solar energy and energy conservation in a boarding school addressed the needs of children with disabilities.

Other projects are also notable for their efforts to include persons with disabilities as programme beneficiaries. In Tunisia, a local environmental group, Ettafaoul, received presidential recognition for its SGP-supported efforts with community members with disabilities in Gafsa, Tunisia, promoting renewable energy for irrigation, and growing organic medicinal and aromatic plants. In Albania, with UNDP support renewable energy is used in new centres for children with disabilities.

Some larger scale GEF-funded UNDP-managed projects have also been identified as having a disability component. A protected areas/biodiversity project in Chile in the Valdivian Coastal Reserve included trail design that accommodated persons with disabilities, including wheelchair accessibility and signage in Braille for blind persons. The trail was established in 2012, in partnership with The Nature Conservancy (TNC) that manages the reserve, and the government of Chile. Called the Sendero Colmillos de Chahuuim, it marked the first time Chile had developed accessible trails for persons with disabilities. This effort has reportedly triggered expanded cooperation between UNDP and the Chilean Tourism office of the Ministry of

Economy, to develop and implement a sustainable tourism action plan for protected areas.

HIV-AIDS AND HEALTH-RELATED PROGRAMMING

Finding 14. Very limited efforts have been made to integrate persons with disabilities into UNDP activities related to health, including work related to HIV/AIDS, and projects funded by the Global Fund to Fight AIDS, Tuberculosis and Malaria.

UNDP support to governments to address HIV and other health threats, and the development challenges they pose, includes not only health-sector interventions, but also attention to the underlying social, cultural and economic factors influencing health outcomes. This is well-recognized in UNDP's Strategic Plan 2014–2017 which discloses a recognition of the social and economic impacts of HIV, the interrelationship between health and sustainable development, and the need to address HIV and other health issues in an integrated, cross-cutting manner. Notably, the 2011 *Political Declaration on HIV and AIDS* adopted by the UN General Assembly celebrates the adoption of the CRPD and underscores the need “to take into account the rights of persons with disabilities as set forth in the Convention, in particular with regard to health, education, accessibility and information, and in the formulation of our global response to HIV and AIDS.”⁷⁶ HIV response is not simply about providing a continuum of health-related supports and services, whether for persons with disabilities, persons living with HIV, or other marginalized groups; it is also about developing programming, laws, and

policies that promote inclusion in all aspects of society.⁷⁷ Reframing HIV status and disability in terms of socially constructed barriers compels a rights-based approach in order to achieve a comprehensive HIV response. As a cosponsor of the Joint United Nations Programme on HIV/AIDS (UNAIDS), a partner of the Global Fund to Fight AIDS, Tuberculosis and Malaria, and partner in several other international health partnerships, UNDP is well positioned to advance equality of access to the HIV support continuum for persons with disabilities, persons living with HIV and other highly vulnerable groups. Disability inclusion in this context aligns with UNDP's HIV, Health and Development Strategy 2016–2021, which addresses this work in the context of the 2030 Agenda for Sustainable Development.

Box 7. CRPD and Health Programming

Article 25 of the CRPD is dedicated to the issue of health of individuals with disabilities. This article states that States Parties must provide persons with disabilities with the same range, quality and standard of free or affordable health care and programmes as provided to other persons, including in the area of sexual and reproductive health and population-based public health programmes.

According to the UNDP website: “Globally, there are 34 million people living with HIV. While new HIV infections have declined by 20 percent between 2001 and 2011, the HIV epidemic continues to outpace the response.”⁷⁸ Individuals with disabilities are at an equal or increased risk of exposure to all known risk factors related to HIV/AIDS.⁷⁹ In fact, there is a growing body of evidence that the HIV infec-

76 Political Declaration on HIV and AIDS: Intensifying Our Efforts to Eliminate HIV and AIDS, G.A. Res. A/65/L.77, U.N.Doc. A/res/65/277, 23 (8 July 2011).

77 For a comprehensive review of disability inclusion in HIV and AIDS programming, law, policy and institutional frameworks, see HIV/AIDS, Disability and Discrimination: A Thematic Guide on Inclusive Law, Policy and Programming, One Billion Strong, 2012, available at: <www.aidsfreeworld.org/Our-Issues/Disability/-/media/Files/Disability/Disability%20and%20HIV%20Leadership%20Forum%20Report.pdf>.

78 UNDP, 2016, ‘HIV, Health and Development’, available at: <www.undp.org/content/undp/en/home/ourwork/hiv-aids/overview.html>.

79 Groce, Nora, ‘HIV/AIDS and Individuals with Disability: Capturing Hidden Voices’, The World Bank, Yale University, Global Survey on HIV/AIDS and Disability, April 2014.

tion rate among persons with disabilities is up to three times as high as persons without disabilities due to inaccessible services and information on sexual health.⁸⁰ This is also true for other global diseases such as tuberculosis and malaria. Yet most efforts to combat these diseases do not actively include individuals with disabilities as part of their core beneficiaries and often produce materials on how to reduce contracting these diseases in inaccessible formats. While attention has been given in the past to the disabling effects of these diseases, there have been limited efforts to explore how those with disabilities are impacted by HIV/AIDS, tuberculosis or malaria.

UNDP supports countries to integrate HIV in national planning and gender equity by promoting human rights and legislative environments to reduce vulnerability to HIV and strengthen governance and coordination of national responses. UNDP also partners with the Global Fund to support and strengthen national responses to HIV, tuberculosis and malaria. The objective is to ensure access to quality health services for all, and enable all those living or affected by the diseases to live healthy, productive lives.

While UNDP promotes gender-sensitive programming and approaches as a key component of its work, little attention has been given to men and women with disabilities to ensure their health and well-being is protected and promoted.

Research conducted as part of the global portfolio indicates that no UNDP country office reported including persons with disabilities as part of its HIV programming. However, UNDP reports a number of activities that are pertinent, and which demonstrate engagement.

In Cambodia, UNDP is advocating for inclusion of people with disabilities through its work to advance social protection for people affected by HIV. UNDP has leveraged work on HIV-

sensitive social protection to promote the inclusion of disability-sensitive criteria in a pilot national survey instrument to determine the eligibility of the household for various social protection schemes including health coverage (Urban ID-Poor initiative). While Liberia reported including persons with disabilities across all programming including its HIV and AIDS and Social Protection work, no details or specifics were provided on how this initiative is actually being implemented.

4.3 GOVERNANCE AND PEACEBUILDING

UNDP work in the area of governance and peacebuilding is based on the premise that strengthening governance can result in an enabling law and policy environment that is responsive to the needs of society's most vulnerable individuals. Laws, policies and processes to address social exclusion, especially inequalities based on disability and other status-based discrimination, are an essential dimension of work to advance democratic governance. Expanding the participation of persons with disabilities and advancing their independence and autonomy can enhance access to the environment, employment, land, livelihoods, and credit, as well as government services, including justice and policing services. The CRPD advances disability-inclusive democratic governance in numerous obligations and, crucially, underscores as a principle and general obligation the participation of persons with disabilities in law and policy reform. At its core, support for disability-inclusive democratic governance aims to reduce deeply entrenched inequalities experienced by persons with disabilities and, in so doing, help advance the SDGs, 10 and 16 in particular.

Advancing democratic governance for persons with disabilities entails the identification and dismantling of barriers that inhibit full participation in society, with attention to human rights and rule

80 Human Rights Watch, 'Fact Sheet: HIV/AIDS and Disability', 8 June 2011, available at: <www.hrw.org/news/2011/06/08/fact-sheet-hiv/aids-and-disability>.

of law strengthening, civil society empowerment, and governance work and inclusive political processes. The CRPD sets forth State obligations for guaranteeing equality and non-discrimination in the enjoyment of all human rights, for ensuring that persons with disabilities have an effective voice in decision-making and political processes, and for facilitating effective access to justice. It also supports strong human rights machinery, operative at national and subnational levels and internationally, through the UN human rights machinery. Moreover, the general principles of the CRPD and human rights law more generally – non-discrimination, participation and inclusion – underpin the rights that support democratic governance for persons with disabilities.

UNDP's 2014-2017 Strategic Plan recognizes that strengthening democratic governance is a core effort of the organization. Consequently, there is far-reaching potential for UNDP to advance the rights of persons with disabilities and realization of the SDGs generally through activities in democratic governance. The following section assesses UNDP programming in the four broad areas of human rights, rule of law and access to justice, elections, and data and statistics.

HUMAN RIGHTS

Finding 15. The results of the evaluation suggest missed opportunities for UNDP to promote disability-inclusive development programming through its support for human rights. The 2005 UNDP Practice Note on Human Rights has not been updated to include reference to the Convention on the Rights of Persons with Disabilities, although UNDP has emphasized the human rights-based approach in the Guidance Note on Disability.

Human rights (specifically strengthening national human rights systems through NHRIs) was included as a dedicated output in the 2014-2017 Strategic Plan and was included as an outcome in the previous Strategic Plan (2008-2014). Yet the mainstreaming of human rights, and establishing a human rights based approach, was not men-

tioned in the previous Strategic Plan. This was a matter of considerable discussion during Board consideration of the Strategic Plan in 2008. It is only in the 2014-2017 Strategic Plan that human rights mainstreaming is explicitly referenced and where the human rights based approach is stipulated as a global engagement principle for UNDP.

While the current UNDP Strategic Plan clarifies that UNDP does not have a normative or monitoring role with regard to human rights, its role as development assistance provider committed to rights-based development provides an important space (among others) within which to champion and strategically direct disability-inclusive development approaches. The SDGs, unlike their predecessor MDGs, reflect a disability-inclusive approach and a strong human rights underpinning, as seen for instance in SDG 11 on reduced inequalities and SDG 16 on peace, justice and strong institutions. Understanding disability as a human rights issue with multidimensional development implications is thus firmly supported by the international human rights law framework and the international development agenda.

UNDP support for human rights and human rights mainstreaming in development offers numerous opportunities for advancing disability rights and disability-inclusive development that should be strengthened. The policy of integrating human rights into human development is undertaken across three strategic areas of intervention in UNDP's work: (1) Supporting the strengthening of national human rights systems; (2) Promoting the application of a human rights based approach to development programming; and (3) Greater engagement with the international human rights machinery. Disability-inclusive activities in this realm include, for instance, strengthening the capacity of national human rights institutions to address the human rights of persons with disabilities, facilitating the full participation and voice of person with disabilities in development through national development planning and local development initiatives, strengthening capacity development for DPOs to monitor and provide civilian oversight, effectively engage in and be informed

of the UN human rights machinery, advancing participatory disability rights education.

Finding 16. The evaluation found some evidence of UNDP support in advancing a disability rights dimension into the strengthening of national human rights systems at the country programme level.

Of particular note, there were cases where support led to the integration of disability rights into national frameworks, consistent with UNDP's approach to human rights mainstreaming. This was especially apparent in Cambodia where UNDP adopted a multidimensional approach to disability rights promotion and implementation. Capacity development to deepen human rights protections for persons with disabilities engaged multiple stakeholders, including direct support to DPOs and facilitation of disability rights dialogues with the Government and, significantly, across the Government through support to create a strong inter-governmental coordination mechanism.

In Turkmenistan, where the Government ratified both the CRPD and its Optional Protocol, UNDP's support has been instrumental in advancing the institutionalization of disability inclusion in government law and policy frameworks. This support led directly to disability inclusion in the National Human Rights Action Plan, the UN-Turkmenistan Partnership for Development, and the Development Assistance Plan for Turkmenistan. In Belarus, the last country in Europe to sign the CRPD, UNDP advocacy not only brought DPOs to the table with government stakeholders, but also facilitated ongoing and consistent dialogue within inter-governmental agency processes on the merits of participation in the CRPD. Similarly, in Kyrgyzstan, which has yet to ratify the CRPD, UNDP assisted the Government and civil society in establishing an inter-agency working group to address costing in relation to the ratification of the CRPD.

UNDP support for strengthening the capacity of national human rights machinery to address

disability rights was evident in several countries including, as referenced above, Cambodia and Turkmenistan. In Turkmenistan, a highly successful process of engagement between the Government and civil society stakeholders was facilitated with UNDP support during the reporting process to the CRPD Committee. Disability organizations were consulted during that process on several occasions, were fully debriefed following the Government's dialogue with the CRPD Committee in Geneva, and have maintained engagement with regard to the Government's response to the concluding observations and recommendations issued to Turkmenistan by the CRPD Committee. Another positive example of effective results was in Albania. There, UNDP support was directed towards building the capacity of the national focal point, the national coordination mechanism and the independent monitoring mechanism pursuant to Article 33 of the CRPD. Attention was also given to equipping DPOs to interface effectively with these mechanisms.

A UNDP programme in Kenya that seeks to strengthen human rights and access to justice included specific activities that address the human rights in the context of disability. The Kenya National Commission on Human Rights (KNCHR) produced a monitoring report in 2014 that assessed education, accessibility, health care, access to justice, access to information, access to work, adequate standard of living, a cash transfer programme and political participation for persons with disabilities. The findings from the report informed the development of an alternative report submitted to the CRPD Committee. KNCHR also produced a thematic report that examined Article 12 of the CRPD, which covers equal recognition before the law. The National Gender and Equality Commission worked on developing a new Bill to replace the outdated Persons with Disabilities Act 2003. Similarly, in Turkmenistan, a mainstream human rights strengthening project successfully integrated a disability component, strongly reflecting disability inclusion in the UN-Government Partnership Framework for Development 2016-2020 and the Turkmenistan National Human Rights Action Plan.

RULE OF LAW AND ACCESS TO JUSTICE

Finding 17. Several country assessments suggest that UNDP programming has been instrumental, and in some cases a major force, in helping to develop and strengthen disability law and policy frameworks, consistent with the Convention on the Rights of Persons with Disabilities. UNDP has also had marked success in playing a neutral convener role in bringing government and civil society actors together as required by the Convention.

In Albania, UNDP played a pivotal role when it supported the drafting of legislation to bring national law into conformity with the CRPD. UNDP support in Cambodia likewise resulted in positive gains in legal protections for persons with disabilities. Lebanon offers a good example of a country with an excellent legal framework on disability, in accordance with the CRPD, that continues to struggle in implementation of the law. UNDP has supported efforts by DPOs to advance implementation of the law. In Egypt, UNDP supported efforts to develop new national disability legislation; however, political transitions have stalled efforts to bring this legislation to Parliamentary consideration and adoption.

UNDP support has been an important factor in Government engagement in disability law dialogue, setting the stage for substantive reforms. In Belarus, where UNDP provided a much-needed impetus for CRPD participation by the Government, it used its influence as a trusted and neutral partner to bring together civil society, DPOs, government ministries and other stakeholders to discuss the implications of disability law and policy reform consistent with international standards. Significantly, the ongoing support from UNDP anticipates deep engagement in efforts to harmonize the national law with the CRPD and to integrate disability conclusion into multi-donor rule of law and access to justice programming. A

smaller mainstream governance project in Belarus harnessed the potential to address accessibility in improving e-feedback mechanism of state agencies and state-run organizations. Its focus was the establishment of e-appeals by citizens to state agencies and state-run organizations. One component of the project included the development of the pilot module for the website of one of the state agencies designed to showcase accessibility features, including measures to ensure the accessibility of content to persons using screen reader technology. Plans are under way to bring this to scale, as e-accessibility is forming part of the project planning for the forthcoming Rule of Law programme and is reflected in the draft concept note negotiated between UNDP, other agencies, and the Government.

Where UNDP governance support addresses disability, findings demonstrate that UNDP can be a driving force at the national level, facilitating intra-governmental coordination on disability among ministries and bringing persons with disabilities and their representative organizations to the table. In Turkmenistan, UNDP support to the inter-ministerial commission on human rights and humanitarian law brought DPOs to the table for consultation, contributing to a widely supported government report to the CRPD committee on the country's plans for meeting convention obligations.

Also of note, UNDP has partnered with the World Blind Union and is actively supporting ratification of the Marrakesh Treaty, which establishes a legal basis for improving access to information for persons with disabilities, consistent with the CRPD. On the International Day of Persons with Disabilities in 2015, UNDP published a regional report to support ratification of the Marrakesh Treaty, *Our right to knowledge: Legal reviews for the ratification of the Marrakesh Treaty for persons with print disabilities in Asia and the Pacific*,⁸¹ which covers nine countries (Cam-

81 UNDP, 'Our Right to Knowledge: Legal Reviews for the Ratification of the Marrakesh Treaty for Persons with Print Disabilities in Asia and the Pacific', Bangkok Regional Hub, 2015, available at: <www.asia-pacific.undp.org/content/rbap/en/home/library/democratic_governance/hiv_aids/our-right-to-knowledge--legal-reviews-for-the-ratification-of-th.html>.

bodia, China, Fiji, India, Indonesia, Mongolia, Nepal, Thailand and Viet Nam). The report was produced in formats accessible to persons with visual disability such as Braille, DAISY, and MP3 audio formats.

INCLUSIVE POLITICAL PROCESSES AND ELECTIONS SUPPORT

Finding 18. Aside from a few isolated examples, the evaluation found little evidence that UNDP is advancing disability inclusion in a strong and consistent manner in its engagement with electoral processes and institutions. There is also a lack of practical guidance and lessons available within the organization on how to address the complex social, environmental, legal, information and technical barriers to equal political participation and citizen engagement by persons with disabilities.

UNDP electoral work aims to increase the credibility and legitimacy of electoral processes, institutions and outcomes through electoral system reform across the electoral cycle. In UNDP's strategic plan (2014-2017), support for organizing credible elections is one vehicle for advancing inclusive and effective democratic governance. Other dimensions of electoral activities includes fostering civic engagement at the local and national levels, reforming electoral laws to align with international standards, and enhancing access to information, e-governance and independent media. The importance of this work is reflected in SDG 10, wherein the inclusion of persons with disabilities in political life forms part of a specific target and is reflected in numerous provisions in the CRPD.

There is heightened attention being paid by UN bodies to the multitude of barriers experienced by persons with disabilities in accessing and engaging in political and public life and on account of substantial human rights litigation in this

Box 8. SDG 10 – Reduce Inequality

Target 10.2 aims, by 2030, to empower and promote the political inclusion of all, irrespective of disability (or other status).

CRPD: Participation in Political and Public Life

- Right of persons with disabilities to participate in decision-making
- Provision of reasonable accommodation and other support to facilitate participation
- Prohibition against disenfranchisement on the basis of disability
- Accessible voting procedures, facilities and materials
- Secrecy of the ballot for all
- Non-discrimination on the basis of disability in standing for elections and holding public office
- Enabling environment for full and effective participation in public affairs

sphere.⁸² However, this evaluation found little to suggest that UNDP is advancing disability inclusion across the electoral cycle with consistency and regularity.

It is recognized that UNDP works under considerable constraints in its electoral support. This work often gets carried out in highly politically, unstable environments. There can be very weak electoral legal frameworks, underdeveloped political parties, a history of violence as a means to contest disputed elections, a history of lack of peaceful transitions of power, and very under-capacitated electoral management bodies. In such circumstances, electoral disability access programming may not be a high priority.

A 2012 evaluation of UNDP's contribution to strengthening electoral systems and process⁸³ reflected the overall invisibility of disability inclusion in UNDP electoral work. That review determined that UNDP support spurred

82 Office of the UN High Commissioner for Human Rights, 'Thematic Study on the Participation of Persons with Disabilities in Political and Public Life,' 21 December 2011, A/HRC/19/36.

83 UNDP, Independent Evaluation Office, 'Evaluation of UNDP Contribution to Strengthening Electoral Systems and Process,' New York, 2012.

the development of “more inclusive processes and increased participation of women and other groups...” It further emphasizes the role of UNDP in “enhancing the participation of traditionally underrepresented or under-participating groups — including women, minorities, indigenous peoples, the *physically disabled* and the young — in political and electoral processes [emphasis added],” the sole reference to disability inclusion in an otherwise comprehensive report.

UNDP’s flagship programme, the Global Programme for Electoral Support (GPECS), prioritizes the empowerment of women, but also emphasizes inclusive participation broadly. The review disclosed no evidence of targeting of women with disabilities and excluded members of society, or indeed persons with disabilities more generally. The single discernible link to disability from GPECS during the period 2008-2013 is the guidance document, ‘Promoting the Electoral Rights of Persons with Disabilities through UN Electoral Assistance.’⁸⁴ This guidance was prepared by members of the Inter-agency Coordination Mechanisms in Electoral Assistance (ICMEA), and authorized by the UN Under-Secretary-General for Political Affairs, serving as UN Focal Point on Electoral Assistance.⁸⁵ The evaluation did not find evidence that this document was informing UNDP work in this sector. That said, the evaluation team found that GPECS funding is supporting electoral activities in Jordan, a country with long-standing national ownership for advancing the rights of persons with disabilities.

Other documentation points to a lack of attention to (or awareness of) the barriers that persons with disabilities experience in citizen participation.⁸⁶ To cite one example, the publication, *E-governance and Citizen Participation in West Africa: Challenges and Opportunities*, makes no mention of ICT barriers as a factor in limiting the implementation of e-participation.⁸⁷ In one chapter it references “those with disabilities” in relation to the utilization of touchscreen terminals with images, with no mention of whether audio was available for blind persons. Nor did ICT accessibility feature as a criterion for the selection of positive e-participation practices which included a canvassing of government websites. Growing literature on accessibility in the ICT realm to advance democratic participation for persons with disabilities, together with CRPD obligations to ensure e-accessibility and ICT access, demonstrate the need for support to governments in this area.⁸⁸

When referenced in UNDP publications, disability inclusion and the accommodation of persons with disabilities in political and public life tends not to be emphasized, even as detail is given to addressing other forms of exclusion. Yet there are important UNDP publications that have focused attention on the rights of persons with disabilities. In particular, *The State of Human Development In The Pacific: A Report on Vulnerability and Exclusion in a Time of Rapid Change* published in 2014 pays significant attention to disability, including in relation to health and non-communicable diseases (NCDs). Also from the Asia Pacific Region, the publication *Towards Inclusive Governance: Pro-*

84 Pascoe, B. Lynn, UN Focal Point on Electoral Assistance, ‘Guidance, Promoting the Electoral Rights of Persons with Disabilities through UN Electoral Assistance,’ 29 June 2012.

85 The Inter-agency Coordination Mechanisms in Electoral Assistance (ICMEA) includes representatives from all UN entities that provide electoral support, including UNDP. Texts are developed, discussed, negotiated and finalized through that mechanism. Once there is consensus and the text is finalized, then, the text is sent to UN Focal Point for Electoral Assistance, DPA USG. This is the result of an SG decision regarding electoral assistance.

86 UNDP, International IDEA, & Electoral Integrity Project, Kennedy School of Government, ‘Secure and Safe Elections (SAFE) Workshop,’ United Nations Development Programme.

87 The Panos Institute West Africa & UNDP, ‘E-governance and Citizen Participation in West Africa: Challenges and Opportunities,’ 2011.

88 See, e.g., Raja, Deepti Samant, ‘Bridging the Disability Digital Divide, Background Paper for the World Development Report,’ 2016; Samant, Deepti, Matter, Rebecca, and Harniss, Mark, ‘Realizing the Potential of Accessible ICTs in Developing Countries’, *Disability and Rehabilitation: Assistive Technology*, Volume 8 Issue 1, 2013, pp. 11-20.

moting the Participation of Disadvantaged Groups in Asia-Pacific,⁸⁹ devotes one chapter to enhancing the participation of persons with disabilities in political life in a country case study of Afghanistan and provides some excellent recommendations for replication beyond Afghanistan. In Indonesia, within the context of UNDP support for an *Indonesian Democracy Index*, there was an indicator relating in general terms to the accessibility of voting facilities. The indicator broadly covers all groups; it is not disaggregated based on disability or focused on the specific barriers that voters with disabilities are likely to experience in exercising their franchise.

This general trend carries into the country-level evaluations that UNDP commissions for its elections support programme.⁹⁰ The Lesotho 2012 National Assembly Elections evaluation, for instance, promised to cover disability, but detailed only the gender equality dimension of the electoral support work.⁹¹ Where country-level evaluations make references to disability inclusion, the discussions are often quite limited. The final evaluation for the UNDP Electoral Support Programme in Sierra Leone made three passing references to outreach to persons with disabilities among a longer list of vulnerable groups, but these references did not figure into the evaluation findings, making it difficult to draw any conclusions as to the scope or effectiveness of the disability-related activities.⁹²

Even less illuminating was the DFID evaluation of electoral support through UNDP in four countries, carried out by Independent Commission for Aid Impact, where no attention was

given to assessing any dimension of inclusive electoral support for vulnerable groups.⁹³ The Timor-Leste evaluation referenced awareness activities in the electoral context with disability organizations but without further detail or evidence of impact. A news item showcased a voter with a disability and mentioned disability inclusion in voter education efforts but reflected a less than progressive disability rights perspective.⁹⁴ No reference was made to persons with disabilities in the Government's 2011-2030 Strategic Plan. Similarly, while some reference to a disability component was found in connection with a UNDP electoral support project to Tanzania and Zanzibar, results or details about the activities implemented were not apparent and the project document that referenced outreach to persons with disabilities did not seek to capture disability-specific data in the project monitoring and evaluation framework.⁹⁵ It is recognized that in each of these cases, the evaluations were carried out by external consultants, and therefore UNDP control of content was limited to the expectations set out in the evaluation terms of reference.

Evidence from the two countries visited with approved electoral assistance programmes disclosed that election access programming by UNDP in those countries was minimal. In Honduras, for example, a project proposal for election work is under way but planning documents do not indicate whether proven best practices related to disability-inclusive elections are being consulted and used. It also appears that initial awareness-raising materials do not evoke a progressive approach to disability. Evidence from two countries cannot be considered indicative

89 UNDP, Regional Centre Bangkok, 'Towards Inclusive Governance: Promoting the Participation of Disadvantaged Groups in Asia-Pacific,' 2007.

90 See UNDP, 'The Role of UNDP in Supporting Democratic Elections in Africa,' 2013.

91 UNDP Evaluation of the Lesotho 2012 National Assembly Elections, Maseru, Lesotho (Stephen Beale Evaluation Consultant), p. 19, March 2013.

92 Robertson, Lawrence, 'Final Evaluation Report Support to the Electoral Cycle in Sierra Leone 2011-2014', UNDP, 1 December 2015.

93 Independent Commission for Aid Impact, 'Evaluation of DFID's Electoral Support through UNDP', Report 8, April 2012.

94 UNDP Timor-Leste, 'Voter Education Sessions Aid Disabled Voters,' available at: <www.tl.undp.org/content/timor-leste/en/home/ourwork/democraticgovernance/successstories/TL_voter_education.html>.

95 UNDP, Project Document, 'Democratic Empowerment Project', January 2013-June 2016.

of the work of UNDP globally. To broaden the analysis, the evaluation team also reviewed electoral assistance, programming identified through the global portfolio analysis.

The global portfolio analysis did reveal some promising activity in this context, and yet with few disability-inclusive interventions reflecting an electoral cycle approach. Work in Nepal and Jordan stand out as strong examples of comprehensive efforts to identify and then address the range of barriers that persons with disabilities may experience in more than one phase of the electoral cycle. In Nepal, UNDP supported multiple activities to advance disability inclusion in the electoral process, resulting in the first *Voter Education Manual for Persons with Hearing Disabilities* in the region, public service announcements in sign language, voter education materials showing the image of persons with disabilities, and training members of the deaf community in voter education. The project had a particular, though not exclusive, focus on members of the deaf community, which represents a highly marginalized sector of the Nepali community but does carry with it a potential risk of intensifying competition between DPOs. In Jordan, UNDP support contributed to accessible voter information materials showing the voice and image of persons with disabilities and YouTube voter education videos with captioning and sign language. This support also devoted attention to barrier-free access and other entry points for inclusion across the electoral cycle, of the kind indicated by UNDP's stated approach to election support. Work in Lebanon, a country with a strong and very active disability civil society sector, likewise disclosed positive results in election access activities.

In Malawi, efforts to incorporate election access elements to enhance access of voters with disabilities to the voting process were evident and

amounted to a fairly comprehensive approach that was sensitive to the diversity of disability in the Malawian community. That said, the language used in the project documentation disclose a lack of understanding how disability is conceptualized under a rights-based social model of disability. Further, there was no evidence of attention paid to the legal framework within which political rights for persons with disabilities are protected.

External websites yielded some accounts of UNDP support for voter education materials and voting information inclusive of the image and voice of persons with disabilities. To take one example, support by UNDP in Yemen included the development of a Braille informational card for voters with visual impairments, a solution with limited utility in a country where a small minority have any knowledge of Braille, rendering the more common practice of tactile ballot guides a better option in that context.⁹⁶ Some evidence of UNDP engagement, of the kind anticipated, occurred in the Moldova Democracy Programme, funded by the Governments of Sweden and Norway. There, all polling stations in Moldova were equipped with accessible electoral equipment.⁹⁷

While the evaluation found that engagement in and awareness of UNDP disability-inclusive electoral activities was more limited than anticipated, there was an expression of interest among those interviewed in advancing disability inclusion through UNDP election activities in future programming. In view of the well-documented potential of disability-inclusive electoral activities to foster transformational change, together with the extensive engagement of UNDP in electoral activities, there exists a promising platform for the acceleration of UNDP work in this area.

96 UNDP, Project Documents for the Government of the Republic of Yemen, 2011.

97 UNDP Moldova, 'Better Ballot Access to People with Disabilities in Moldova', available at: <www.eurasia.undp.org/content/rbec/en/home/ourwork/democratic-governance-and-peacebuilding/successstories/better-ballot-access-to-people-with-disabilities-in-moldova.html>.

DATA AND STATISTICS

Finding 19. UNDP has provided limited support to strengthening disability-related data and statistics at country and global levels. Of 11 countries visited, three indicated that UNDP provided support in the collection of disability-related data and statistics: Albania, Belarus and South Africa. In addition, the UNPRPD has supported work on disability statistics implemented by various United Nations organizations.

In Albania, UNDP assisted the national government in the research and publication for a Profile of the Disabled Population in Albania, representing a first national attempt to quantify and profile the population with disability in Albania. Financing is currently being sought to enhance this data through a national census of persons with disabilities. In Belarus, in 2014, UNDP launched a micronarratives project – an innovative online story-telling platform to collect stories of persons with disabilities, focusing on their main barriers to social inclusion. The platform was piloted for six months and gathered more than 500 stories, engaging both persons with and without disabilities with relevant experiences. The data was analysed to gather information on country conditions for persons with disabilities, which was used to inform country-level programming.

In South Africa, the UNPRPD, also funded UNDP-led work on the development of a national indicator-set for disability disaggregated statistics and administrative data collection. This has contributed to the development of a Disability Inequality Index that is currently being piloted.

At the global level, the UNPRPD has funded the ongoing *One UN Approach to Disability Statistics* to help UN agencies identify a common approach to disability data, which will support governments in meeting their commitments under Article 31 of the CRPD.

The evaluation found no evidence of UNDP systematically gathering disability data from its

programmes globally, and the organization does not disaggregate data by disability. It is not a requirement for projects to report on their impact on disability. In 2014, UNDP's results oriented annual reporting mechanism added a specific question on UNDP activities focused on persons with disabilities. This inclusion was very helpful, as it served as the basis for the evaluation team to develop a full understanding of the UNDP portfolio of programmes and projects that target or mainstream the rights and needs of persons with disabilities. This particular question has not been included in subsequent ROARs (2015, 2016).

4.4 RESILIENCE

The CRPD mandates the protection and safety of persons with disabilities in situations of risk, including armed conflict, humanitarian emergencies and natural disasters, in Article 11. It calls for international humanitarian law – which largely reflects a paternalistic and bio-medical approach to disability – and humanitarian response to be filtered through a human rights lens. Illustrative interventions contemplated in this context, and those with a specific connection to UNDP programming, include support for policy reforms in how governments prepare and respond to humanitarian emergencies consistent with the CRPD; dissemination of accessible information at all stages of emergencies; coordination, participation and meaningful consultation with persons with disabilities and DPOs; and capacity development for stakeholders, including both military and civilian, peacekeeping personnel, and other field workers intervening in emergency situations regarding the rights of persons with disabilities. The following sections assess UNDP results in the three broad areas of response and recovery, mine action and victim assistance, risk reduction and preparedness. A major contribution of the sub-working group on Article 11 of which UNDP is a part, was its participation in the preparatory phase of the World Humanitarian Summit and the development of the Charter on Inclusion of Persons with Disabilities in Humanitarian Action. The IASG and UNDP are both endorsing stakeholders of the Charter.

RESPONSE AND RECOVERY

Finding 20. UNDP crisis response and recovery support tends to be subsumed under the rubric of addressing all vulnerable groups and does not identify or respond to the particular barriers faced by persons with disabilities affected by crisis.

Country case studies, desk reviews and survey findings suggest a limited number of examples of concerted effort by UNDP to ensure that the specific needs of persons with disabilities are addressed in crisis response and recovery efforts, both in conflict and natural disaster settings. For the most part, efforts that are evident are focused around the gathering of research on the challenges and needs of persons with disabilities in post-crisis contexts. Additionally, there are few instances of UNDP directly providing assistive devices or taking other measures to persons who have acquired a disability as a result of crisis. A few examples illustrate this type of work.

In the aftermath of the 2015 earthquake in Nepal, UNDP worked with Social Science Baha and the National Federation of the Disabled to conduct research during the early recovery phase on the unique challenges faced by persons with disabilities after the disaster. As one of the first of its kind, the report makes policy recommendations on the meaningful inclusion of persons with disabilities within post-crisis activities and provides guidance on the operationalization of the CRPD, the SDGs and the Sendai Framework for Disaster Risk Reduction. In addition to providing thought leadership on this area of research, it is anticipated that this study will feed directly into the development of a targeted disability intervention by UNDP Nepal.

In Indonesia, through UNDP support for Post Disaster Needs Assessment (PDNA) methodology, persons with disabilities have been incorporated as vulnerable groups, alongside women and the elderly. As a result, following the 2009 Sumatra earthquake, attention was given to identifying social and economic needs of persons with disabilities, including the need

for targeted infrastructure and livelihood support initiatives. Similarly, PDNA processes in other post-disaster contexts, such as that for Cyclone Pam in Vanuatu in 2015, point to the need to ensure accessibility for persons with disabilities when planning and building evacuation camps, and for reconstruction activities to identify needs, risks and adaptation measures necessary for different groups. The subsequent follow-through on addressing these identified needs is unclear.

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

MINE ACTION AND VICTIM ASSISTANCE

Finding 21. UNDP remains an active participant in mine action, with support still under way in 20 countries. While its victim assistance portfolio is small, there are good examples of the work that UNDP is doing in the area of development and mine victim assistance. There are some instances where this assistance has broadened into more comprehensive support for persons with disabilities.

One of the five pillars of mine action is landmine victim assistance, where victims include survivors of landmines and explosive remnants of war and other affected people and communities. One of the guiding principles of DMA-MVA is to ensure that wherever relevant, DMA-MVA efforts and inputs benefit the entire disability sector. For example, when a UNDP DMA

project supports the development of standards for prosthesis, these standards are not limited to DMA-MVA but regulate the broader work on prosthesis. Fighting stigma, DMA risk education projects include disability awareness that is not narrowed to landmine survivors, legal-aid services serve all persons with disabilities, even if benefits of landmine survivors are specific, etc.

Through its capacity-building efforts UNDP DMA programmes support the inclusion of all relevant actors in planning, implementation and monitoring. Most programmes aim at supporting the establishment of coordination and monitoring mechanisms by a mine action government body while planning for and ultimately ensuring capacities and responsibilities related to broader disability issues are taken by the government ministry/agency in charge of disability.

A recent evaluation of UNDP's work in mine action noted that UNDP support to mine victims has been quite limited, focused primarily on support to surveys of victims to identify the nature and extent of need for specialized services. A few targeted projects, with expenditures of just over \$7 million are within the area of mine action victim assistance, characterized as projects specifically and entirely focused on the rehabilitation and direct assistance to mine victims. The remainder of mine action projects fall under mainstreaming projects, with limited components of the overall projects focusing on mine victims.

In some countries, UNDP has supported orthopaedic and rehabilitation centres operated by Handicap International, the ICRC or local NGOs. As an example, UNDP's work through the Albanian Mine Action Programme has included the creation of a prosthesis support centre at Kukës hospital. The prostheses centre specializes in the provision of prosthetic legs, and has now evolved into a centre that treats patients besides mine victims. However, materials used for prosthetic are weak; additionally, there is lack of

adequate supply of material to support the provision of prosthetic arms.

In other countries, UNDP has supported economic integration through production centres and vocational training for mine victims/survivors (Albania, Azerbaijan, Lebanon, Yemen). One notable exception to UNDP's limited role in assistance to persons disabled due to land mines has been in Tajikistan. There, UNDP, through the mine action centre it manages, has been pivotal in the national effort to provide services to landmine victims. From 2005 to 2009, the victim assistance programme of the Tajikistan National Mine Action Centre provided direct support to more than 60 percent of the 854 registered landmine/explosive remnants of war survivors and victims' families. In 2012, the victim assistance programme expanded its scope to include support to all persons with disabilities, and in 2013 was renamed the Disability Support Unit, whereby its role and involvement were redefined. Since 2014, the unit has been mainstreamed into Tajikistan's disability programme, and victim assistance activities have been mainstreamed through national and international institutions.

In Bosnia and Herzegovina, UNDP, together with UNICEF, supported efforts by the Mine Action Centre to coordinate Landmine Victim Assistance. An essential part of this effort was the formation of a coalition of government representatives, local NGOs and PWD associations that became *de facto* the country coordination body for disability.

From the broader, global advocacy perspective, it is useful to note that landmine survivors, who played a significant role in supporting the mine ban treaty, have also participated in the advocacy and drafting efforts for the CRPD. Several components and aspects of the CRPD, such as article 32 on international assistance, build on elements included in the Mine Ban Treaty and Cluster Munitions Convention. UNDP has been recognized as an import participant and advocate in the MBT and CCM campaigns.

RISK REDUCTION AND PREPAREDNESS

Finding 22. There is limited recognition in UNDP of the need to ensure disability inclusion within risk reduction and preparedness initiatives. Where this recognition does exist, there is a need for enhanced technical support on how to design and implement disability-inclusive programmes.

Similar to UNDP support in the context of response and recovery, there is some evidence of persons with disabilities being included under the umbrella of vulnerable persons. However, there is little concerted attention to addressing their specific needs as it applies to risk reduction and preparedness initiatives. A few examples of where this is evidence of activity are highlighted here.

In Costa Rica, UNDP has supported efforts by the Ministry of Health to make sure that consideration of persons with disabilities is included in disaster preparedness programmes. An assessment was carried out of the specific requirements needed to better assist persons with disabilities in disaster preparedness procedures, such as making shelters accessible. While the majority of funding for UNDP Costa Rica in this area of work does not explicitly address persons with disabilities, multiple country office staff cited it as an area where they could benefit from technical support to design and implement more inclusive programmes. Similarly, in Belarus, UNDP has commissioned assessments that draw attention to areas where disability inclusion could be pursued and integrated into programming.

In addressing the need for guidance in the realm of disabilities and risk reduction and preparedness, UNDP India has supported the development of a toolkit on mainstreaming disability in disaster management. The toolkit promotes an understanding of the main issues and concerns from the perspective of persons with disabilities in the context of disasters. The toolkit also provides guidance on methodologies that can be adopted to incorporate disability in the disaster management process and for monitoring and

evaluating its inclusion. Specific direction on vulnerability assessments and developing rescue and evacuation planning are provided. This type of guidance appears to be a unique case.

4.5 GENDER AND DISABILITY

The continuing advancement of human development depends on women and girls being able to fully realize their rights in all spheres of life. UNDP is sensitive to women and girls facing multiple and intersecting forms of discrimination and requires that gender equality and women's empowerment be integrated into all of the organization's focus areas. Gender equality, centred on human rights, is recognized both as a development goal on its own and as vital to accelerating sustainable development. The CRPD, in highlighting the multidimensional discrimination faced by women and girls with disabilities, obligates States Parties to take into account the unique needs of women and girls with disabilities. Gender and age-related concerns throughout the CRPD offer tools for advancing disability-inclusive gender programming at UNDP.

Finding 23. The UNDP Gender Equality Strategy, 2014-2017 does not reference the Convention on the Rights of Persons with Disabilities as a salient global commitment guiding UNDP efforts to advance gender equality. As is common throughout UNDP programme guidance, disability is referenced under the overall rubric of 'vulnerable groups.' The evaluation found only a few examples of targeted interventions where women with disabilities were included in programming.

Recognition of the points of convergence on gender and disability is minimal in UNDP annual reporting to the Executive Board and in the current Strategic Plan (2014-2017). The survey of country office staff conducted for this evaluation found that 14.8 percent of the respondents had knowledge of current or past UNDP projects/programmes designed to target individuals with disabilities in the area of gender inequality.

The Gender Seal certification process, which has progressed beyond a pilot stage with 28 new countries enrolled in 2015, does not include questions related to men or women with disabilities. It thus misses an opportunity to mainstream disability, an area where women and girls are particularly vulnerable to multiple discrimination, into the gender equality work of UNDP.

Box 9. CRPD Article 6 – Women with Disabilities

1. States Parties recognize that women and girls with disabilities are subject to multiple discrimination, and in this regard shall take measures to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms.
2. States Parties shall take all appropriate measures to ensure the full development, advancement and empowerment of women, for the purpose of guaranteeing them the exercise and enjoyment of the human rights and fundamental freedoms set out in the present Convention.

Article 16 – Freedom from Exploitation, Violence and Abuse

1. States Parties shall take all appropriate legislative, administrative, social, educational and other measures to protect persons with disabilities, both within and outside the home, from all forms of exploitation, violence and abuse, including their gender-based aspects.
2. States Parties shall also take all appropriate measures to prevent all forms of exploitation, violence and abuse by ensuring, inter alia, appropriate forms of gender- and age-sensitive assistance and support for persons with disabilities and their families and caregivers, including through the provision of information and education on how to avoid, recognize and report instances of exploitation, violence and abuse. States Parties shall ensure that protection services are age-, gender- and disability-sensitive.

The evaluation nevertheless found a few examples of targeted interventions where women with disabilities were included in economic opportunity programming, and where efforts were made to ensure coverage of women and girls

with disabilities in gender-based violence programming. Notable in this regard was the Social Inclusion through Leadership Skills for Disabled Women project in Turkmenistan, which focused on women who are deaf and blind and promoted the participation of 55 women with disabilities in policymaking. The project expanded participants' knowledge of democratic institutions, modern socio-economic-political processes and gender issues. In addition, it developed management capacity and trained women in computer skills. Study visits were organized to ministries, universities, non-profit and business organizations, and municipal departments to meet with top-level managers and discuss management roles and the functions of different agencies. The 2015 evaluation of the project concluded: "[T]he biggest contribution and impact of the project is that it managed to achieve dramatic change in mind sets of many decision-makers and women with disabilities on disability. Many individuals interviewed, including project beneficiaries themselves, indicated that before the project trainings, they viewed disability through the medical lens. The project (had) helped them to understand ... core ideas and principles of (the) human rights model of disability." In validating these findings, this evaluation noted spin-off effects in terms of the UNDP country office's own understanding of the issue of disability, which had helped highlight the need to have a bottom up and top-down approaches in working with communities, as well as at the policy level. There was also an appreciation that in order to be effective, UNDP must work with other agencies of the UN family.

In Cambodia, UNDP was joined UNICEF and WHO in an innovative, five-year programme, the Disability Rights Initiative (DRIC) starting in 2014, funded by AusAID/DFAT. This programme combines grassroots support while building government capacity and was designed to leverage the advantages of the UN system partners. UNDP is responsible for coordinating implementation of the National Disability Strategic Plan and building capacity of DPOs. The project supports the Cambodian Disability Persons Organization (CDPO), working to build

capacity of existing DPOs and setting up new DPOs. One of the efforts has been to include persons with psycho-social disabilities in the DPO in one province (Battambang). The project promotes inclusion of women and children with disabilities and 30 percent of the CDPO governing board are women with disabilities and Women and Disability Forums (WWDFs) have increased from 6 to 10 during the 2014-2016 period. Gender has been mainstreamed across CDPO guiding documents. Though there is continued room for improvement, overall the project is seen as a success and according to a mid-term review, on track to meeting the programme objectives.

In terms of future efforts to improve UNDP disability-inclusive programming, all country offices visited noted that the Gender Seal held promise in terms of mainstreaming issues of disability as well. However, caution was expressed in countries where gender programming is still in its early stages, as applying the Seal represents an additional paperwork burden. In such circumstances, it was stressed that more training courses on gender and disability were of limited utility. Instead, country office staff expressed interest to have experts in the topic come in for short, intensive hands-on work with UNDP programme staff to improve the social inclusion aspects of current and future programmes.

Chapter 5

ORGANIZATIONAL AND PROCEDURAL ASPECTS OF DISABILITY INCLUSIVENESS

This chapter presents findings in relation to key aspects of UNDP's organizational policy, culture and practices in creating an enabling environment for persons with disabilities. Findings cover issues of organizational strategy, training recruitment practices, reasonable accommodation, accessibility and universal design.

Finding 24. UNDP is not a welcoming organization for persons with disabilities. Although it has taken some positive steps to create an enabling work environment at all levels, significant progress has yet to be made. While UNDP does not exclude people with disabilities from any recruitment process or otherwise discriminate against such applicants, there has not been a strong corporate drive to employ persons with disabilities or to set quotas for the hiring of persons with disabilities, and few persons with disabilities work for the organization.

In discussing organizational and procedural aspects of disability inclusiveness at UNDP, the evaluation team acknowledges that UNDP operates under various constraints that in some cases impede its ability to fully accommodate persons with disabilities across all duty stations. UNDP offices are often located in government buildings where alterations may not be feasible or where funding may not be available. It is also recognized that certain positions with UNDP entail qualifications and experience that may limit opportunities for persons with particular disabilities.

5.1 DIVERSITY AND INCLUSIVENESS STRATEGY

Consistent with the obligations of the CRPD and UNDP's core value of non-discrimination, the

Box 10. CRPD Article 32

CRPD Article 32 obliges international cooperation to be inclusive of and accessible to persons with disabilities. This refers not only to programme beneficiaries, but also to implementing partners such as UN agencies.

Office of Human Resources launched an online training to raise awareness of staff to persons with disabilities and to facilitate their integration into the workforce in 2009. Five years later, in April 2014, the Executive Group of UNDP approved a Diversity and Inclusiveness Strategy (DIS) which recognized the need to "create a work environment welcoming to all."⁹⁸ This Strategy specified measures to promote employment of persons with disabilities along with attention to issues of age, gender identity, race, caste, ethnicity, nationality, religion and sexual orientation. The DIS included a specific section which covered five areas of action related to persons with disabilities: an action plan to implement a policy on reasonable accommodation, ensuring staff completed an online training on disability awareness ('Persons with Disability: Ability, Capability, Employability'), the establishment of a disability accommodation fund, a review of a security policy to ensure safety measures for persons with disabilities, and actions to implement a UNDP policy on universal design.

The overall strategy was to be implemented over a three-year time-frame and envisaged the appointment of a focal point to coordinate the implementation, the development of annual diversity and inclusiveness goals and reporting of results in UNDP's annual report. At the time of the evalu-

98 UNDP OHR DIS p. 1, para 2.

ation, there has been no annual reporting on the strategy. A review of the UNDP Programme and Operations Policies and Procedures is pending.

The UNDP security policy was revised in 2016, and includes an expectation that “all UNDP premises will take into account special security arrangements for personnel with disabilities. BMS/OHR and BMS/Management Services/Sourcing & Operations and the Country Office Management responsible for premises will take the lead and the UNDP BMS/Security Office will provide inputs as required.”⁹⁹ There has been no accounting yet as to how many UNDP offices have carried out these assessments.

It was reported to the evaluation team that the Disability Accommodation Fund was not implemented given resource constraints. Support to staff with disabilities and the partial disability benefit are on hold. It was noted by HR staff that the main focus of recruitment during 2015/2016 has been on promoting gender parity in the organization.

In terms of organizational awareness, when asked in the survey, 31 percent of respondents indicated familiarity with the DIS, and 24 percent said they had taken steps to implement the strategy. Twenty-two percent of respondents described the strategy as “very relevant” or “relevant.” The country visits validated the survey results, as few UNDP staff were familiar with the DIS and most were not aware of the online training. One informant indicated familiarity with DIS but noted that it was too general and lacked specific information on how to cover the costs of reasonable accommodation.

5.2 E-LEARNING COURSE ON DISABILITY

The online training course on disability, which was pre-tested by a specialist organization which

employed testers who were themselves disabled, provides an adequate introduction to the CRPD and the human rights approach to understanding disability. It also includes interesting and appropriate links to the MDGs, thus emphasizing that although disability is not explicitly mentioned in MDGs, they are relevant for persons with disabilities. PowerPoint presentations introducing the online course indicate that, “special efforts will be made to include staff from minorities, indigenous groups, and persons with disabilities,”¹⁰⁰ as part of the recruitment framework. While workforce reports at UNDP provide information on a quarterly basis by gender, nationality, longevity in UNDP and the UN system, and areas of education, these reports do not include information about disability. The decision not to track the employment of persons with disabilities is due to “intrinsic sensitivities and confidentiality considerations.”¹⁰¹

Given the lack of such data, it is unclear what efforts have been made at the corporate level to address the inclusion of persons with disabilities in the UNDP workforce. Our findings from country visits indicate that no uniform or systematic guidance had been put in place to recruit or retain persons with disabilities as staff. The evaluation was informed, however, that the 2016 Global Staff Survey would include questions on various employee groups and questions on disability which may help fill in this data gap.

5.3 RECRUITMENT OF PERSONS WITH DISABILITIES

UNDP is committed to the principle of non-discrimination in all aspects of hiring, in keeping with one of the fundamental purposes of the UN, namely, the promotion of respect for human rights for all without discrimination. Further, the Diversity and Inclusiveness Strategy calls for non-discrimination in policy and practice,

99 UNDP Security Policy, January 2016.

100 Presentation to GPDD on people with disabilities, slide 5.

101 UNDP Mid-term Implementation Plan, March 2016.

and for “positive affirmation of diversity through inclusionary policies.”¹⁰²

Information from the 11 countries suggests there are no proactive outreach or recruitment activities focusing on persons with disabilities, either as applicants for potential employment, or for procurement of goods and services. In the case of recruitment, it is generally done through posting vacancy announcements on the UN website and/or through national/local media. Some UNDP country offices have non-discrimination clauses referring specifically to persons with disabilities, and some include statements that specifically encourage persons with disabilities to apply. Other UNDP country offices have not articulated a specific commitment toward non-discrimination against persons with disabilities. Several countries also reported that lack of education for persons with disabilities is a major barrier preventing their successful applications.

Efforts are being made in 2016 to recruit Young Global Leaders with Disabilities for Sustainable Development through the UNDP JPO Service Centre to work at headquarters, regional offices and country offices in family duty stations. Internship programmes are also being promoted with Gallaudet University and a new learning module for staff has also been recently launched on diversity and inclusiveness at the workplace.

5.4 REASONABLE ACCOMMODATION

The duty to provide reasonable accommodation is a key element of non-discrimination on the basis of disability, but is not well understood. Article 2 of the CRPD defines reasonable accommodation as “any necessary and appropriate modification and adjustment, not imposing a disproportionate or undue burden, where needed in a particular case” to ensure the

enjoyment of equal rights by persons with disabilities. In the context of employment, reasonable accommodation can include changes to the job (e.g. flexible working hours) or work environment (e.g. assistive technology).¹⁰³ Denial of reasonable accommodation constitutes discrimination on the basis of disability under the CRPD.

The Diversity and Inclusiveness Strategy commits UNDP to develop an action plan for implementation of a reasonable accommodation policy.¹⁰⁴ It also commits UNDP to establish a disability accommodation fund “to provide funding for adaptations to UNDP premises to allow individuals with disabilities . . . to have access to reasonable accommodations that enable them to perform their jobs or functions.”¹⁰⁵

Visits to the country offices found that UNDP human resource department staff were mostly unfamiliar with the term ‘reasonable accommodation’, though when explained it was readily understood, at least at a general level of abstraction. A few offices have made modifications to ensure building access and have exercised flexibility in terms of working from home. One office noted they reserved the position of a staff member who was injured so she could return to work after recovery.

5.5 ACCESSIBILITY AND UNIVERSAL DESIGN

Finding 25. UNDP operates under United Nations Development Group comprehensive guidelines on common premises and has set minimum levels of functional accessibility for its offices. The extent of compliance with these guidelines is uneven across country offices and other duty stations, reflecting various resource constraints.

102 UNDP OHR DIS p. 3, section V. Principles.

103 CRPD Article 2.

104 UNDP OHR DIS p. 4, para 19(a)(1).

105 Ibid, para 19(a)(3)

UNDG, of which UNDP is a part, has comprehensive guidelines on common premises, including a chapter on accessibility.¹⁰⁶ UNDP specific guidance sets minimum levels of functional accessibility, including access to the building itself, and to at least one office, one restroom, and one meeting room. Financial constraints are limiting UNDP efforts to upgrade accessibility. When funding was previously available, the following offices received such support: PAPP (\$41,000), Brazil (\$355,000), Georgia, (\$9,000) Malawi (\$26,000).

International cooperation is required to be inclusive of and accessible to persons with disabilities under Article 32 of the CRPD. States Parties have an obligation to ensure accessibility in the physical environment and in communication and information technology to facilitate full participation of persons with disabilities. Accessibility is essential not only to facilitate the employment of persons with disabilities but also to enable project partners and beneficiaries the opportunity to access UNDP premises and participate in programmes.

UNDP is often provided premises through agreements with the host government. Often these premises lack basic features that would facilitate full accessibility. The country visits found some UNDP offices lacking wheelchair accessible restrooms and many entryways that were inaccessible. As a general rule, UNDP does not provide communication in alternative formats for persons with sensory or intellectual disabilities.

The old UNDP office in Turkmenistan is not accessible but a new building is offered by the Government as of 1 December 2016, which is fully accessible. Offices in Kenya and South Africa do not have accessible restrooms. UNDP Egypt is currently participating in an accessibility assessment project launched by a local NGO and Vodafone in order to make its premises accessible for all. UNDP Honduras, Costa Rica, and Cambodia are partially accessible. The UNDP office

Box 11. Universal Design

Universal Design is defined in CRPD Article 2 as “the design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. ‘Universal Design’ shall not exclude assistive devices for particular groups of persons with disabilities where this is needed.”

in Albania is wheelchair accessible via elevator, with an accessible restroom.

UNDP Belarus is a notable case, having carried out a significant effort to remove physical barriers. Between 2014 and 2016, the country office invited accessibility experts, including people with disabilities to inspect the facilities and advise UNDP on how to improve access, and UNDP followed through and implemented the recommendations. A positive example of accessible communication is UNDP Belarus’s provision of communication in alternative formats, including printing the CRPD and business cards with Braille script.

The evaluation did find that physical accessibility of UNDP offices is improving, with greater attention paid to barrier-free office space, however there remains substantial room for improvement. Moreover, the broad requirements of accessibility, encompassing not only the physical environment but also accessibility to transport, information and communications (including information and communication technology) and other facilities and services, are not effectively implemented in any comprehensive way. In addition, opportunities to tap into accessibility expertise at the country level to enhance the accessibility of UNDP facilities and services are under-utilized.

The scope of the evaluation did not permit a detailed investigation of whether UNDP requires

106 UNDG Guidance, section 6.2 Accessibility, p. 155.

that facility construction-related projects are accessible to persons with disabilities. Based from the visits to 11 countries and discussions with UNDP staff responsible for facilities and building security, the answer is no, this is not an iron-clad requirement. Building for accessibility is dependent first and foremost on local building codes. If accessibility is required locally, it is designed into planning. Attention to accessibil-

ity is then further dependent on donor requirements, and then to the initiative of UNDP staff involved. Building design in support of persons with sensory disabilities is rare. Evidence of attention to accessibility in the context of ICT infrastructure, for instance web accessibility or accessible social media outputs, is even more limited, though occurs occasionally in the context of election access programming.

Chapter 6

DISABILITY-INCLUSIVE DEVELOPMENT IN SIMILAR ORGANIZATIONS

In this chapter, key lessons are provided from a diverse range of organizations – including multilateral organizations, bilateral donors and global corporations – to identify how the inclusion of persons with disabilities is understood and approached. International organizations considered by the evaluation team to be leaders in disability inclusiveness were purposefully selected. The effort was not intended as a comparative exercise, and the evaluation team does not offer evaluative judgements on the work of these other organizations. The purpose is to highlight options that UNDP may want to consider as it moves forward in its work on disability-inclusive development, based on the approaches taken by similar international organizations.

The group of organizations considered included the ILO, World Bank, UNICEF, ESCAP, UNHCR, UN Women, UNAIDS, UNESCO, DFID, USAID, DFAT, GIZ, the US State Department, Groupe Adecco,¹⁰⁷ Carrefour,¹⁰⁸ Wellspring Advisors,¹⁰⁹ Open Society Foundations¹¹⁰ and Abilis Foundation¹¹¹. In total, 18 organizations were included.

Data were collected through 28 semi-structured interviews. Interviews were sought with the disability ‘lead’ and the appropriate member of the human resources department in each organization. For the ILO, World Bank, UNICEF and ESCAP, interviews were also sought with an appropriate member of the senior management team, programme staff(s) and one or more implementing partners to facilitate a ‘deeper dive’ into the disability-inclusive approach of those organizations.

Data were also gathered through a document review of key sources of information regarding the disability-inclusive approach of international organizations and global corporations, including strategy documents, frameworks and evaluations. In total, 61 documents were reviewed. The documents were gathered from the organizations’ or corporation’s website and requested of interviewees.

The data used for this chapter is necessarily limited. It is not meant to be inclusive of every international organization or global corporation that has adopted a disability-inclusive approach. Also,

107 Groupe Adecco is one of the world’s largest human resource agencies. It has more than 33,000 employees and around 5,100 branches in 60 countries and territories around the world. Groupe Adecco is a vice-chair of the ILO’s Global Business Disability Network and a signatory of ILO’s Disability Charter.

108 Carrefour is a leading supermarket brand worldwide. Carrefour has more than 12,000 stores in 35 countries, and approximately 380,000 employees worldwide. Carrefour is chair of the ILO’s Global Business Disability Network and a signatory of ILO’s Disability Charter.

109 Wellspring Advisors is a private US-based philanthropic advisory firm, with offices in New York and Washington DC. Wellspring Advisors works with donors to develop, implement, and administer giving programmes that meet their philanthropic goals.

110 Open Society Foundations, formerly the Open Society Institute, is an international grantmaking network founded by George Soros. Open Society Foundations has branches in 37 countries, each financially support civil society groups to advance justice, education, public health and independent media.

111 Abilis Foundation is a development fund, founded by people with disabilities in Finland in 1998. The Abilis Foundation gives small grants to projects initiated by people with disabilities or parents of children with disabilities in developing countries in order to strengthen the capacity of DPOs in the global South.

no attempt has been made to measure the impact of the initiatives undertaken by other organizations to include persons with disabilities, so the evaluation cannot state definitively what has worked and which practices or policies have had the greatest impact.

6.1 DISABILITY INCLUSIVENESS AS AN ORGANIZATIONAL PRIORITY

All of the organizations observed have taken steps to be more disability inclusive. Several organizations reviewed place a particularly high importance on including persons with disabilities. All of the interviewees were able to point to several activities their organization had done or were in the process of doing to include persons with disabilities.

The extent to which disability was perceived as an organizational priority, actively championed and/ or actioned across the organizations varied considerably. In some organizations, interviewees reported that disability was considered only as part of a broader inclusion agenda or tied to specific project funding. In these organizations, disability was not an explicit focus or core-funded to ensure a consistent, long-term approach.

Interviewees from one organization reported that while their executive leadership team spoke at events on persons with disabilities and were open to consider and take forward proposals for further work in this area, it had proven difficult to translate this support into action across the organization. In contrast, interviewees from several other organizations reported that disability was of high importance. While all of this latter group of interviewees reported a need for disability to become a higher priority for their organization than it already was (to be identified as a priority in their organizational strategic plan, for example), they recognized that disability was considered in their organization to be a very important cross-cutting issue. This latter group of interviewees particularly pointed to clear organizational strategies or frameworks on disability, executive-level leadership and pub-

lic statements on disability as well as disability-specific funding as evidence of their organizations' commitment to the issue. Interviewees from UNICEF and the World Bank emphasized the importance of landmark reports. The 2013 State of the World's Children report and the World Disability Report were both thought by interviewees to have demonstrated UNICEF's and the World Bank's commitment to including persons with disabilities, subsequently creating a lot of momentum and ownership of the issue across these two organizations.

Good practices in making disability inclusion an organizational priority include:

- Organizational disability frameworks or strategies that set clear goal(s) and targets in regard to disability-inclusive programming.
- Strong public profile in regard to disability-inclusive programming of executive-level leadership.
- Flagship publications on disability-inclusive programming (e.g. World Disability Report and the 2013 State of the World's Children).

6.2 GUIDELINES FOR MAINSTREAMING DISABILITIES AND SETTING ACCESSIBILITY STANDARDS

Some international development agencies have established practical guidelines and criteria to help staff incorporate a disability dimension into mainstream development programmes. DFAT has developed practical guidelines on the application of universal design to multiple development sectors. Similarly, DFID has set organizational standards for education construction; the first preference is to use host country or regional standards for universal access in construction if they exist or to agree alternative standards with the partner government and DFID such as those outlined in the United States' Architectural Barriers Act (ABA) Standards. UNICEF has also developed guidelines for developing a situational analysis focused on children with disabilities to help its staff shape

UNICEF programming and advocacy. ESCAP has developed guidelines for disability-inclusive meetings; meetings that are inclusive of disability perspectives. These include criteria for selecting venues and hotels that are accessible. These experiences emphasize the importance of developing guidelines that require staff to act or that meet a clear need. DFID staff, for example, reported a preference to learn from their peers, persons with disabilities and subject matter experts over a proliferation of documents.

Some international organizations have chosen to supplement guidelines with technical support from disability-inclusion experts. DFAT has contracted CBM Australia to provide technical expertise on disability inclusion to all DFAT staff on demand, and GIZ's Disability Team acts as an in-house team of consultants available to all GIZ thematic and regional teams and by BMZ. International organizations have also supplemented guidelines with clear review processes to ensure disability is included in programmes and to safeguard against programmes unintentionally creating further barriers to persons with disabilities. The Disability Teams in DFAT and the ILO are both part of their organizations' appraisal process of new proposals, giving them an opportunity to ensure new programmes are disability inclusive.

6.3 REASONS FOR TAKING A MORE DISABILITY-INCLUSIVE APPROACH

The reasons why organizations have adopted a disability-inclusive approach vary considerably. Many of the interviewees suggested that their organization had adopted a disability-inclusive approach in order to find an organizational niche or added value. One interviewee reported that the organization had sufficient funding to explore a new area of work and disability was identified as an area where few other organizations were working. Similarly, interviewees from a UN agency reported that the organization identified that "nothing was being done on disability" and that the large number of persons with disabilities were invisible, so the organization decided to work in this area.

The CRPD was quoted by many interviewees as the main reason why their organization had incorporated a disability-inclusive approach into their programming as well as their organizations' human resource policies and procedures. One interviewee reported that the organization's involvement in drafting the CRPD had sparked interest in playing a global leadership role on disability.

Several interviewees suggested that the main reason why their organization had incorporated a disability-inclusive approach into their programming as well as their organizations' human resource policies and procedures was because of senior-level interest. A Government Minister or the organization's Executive Director, for example, had championed disability and pushed their organization to focus more on disability.

One interviewee stressed that an organization has an obligation to reflect the population it serves, but that also from a business point of view, any organization is doing itself a disservice to restrict its potential talent pool to only those without disabilities.

Notably, one interviewee suggested that the organization had not focused more on persons with disabilities because data suggested that just one percent of the organization's target beneficiaries are persons with disabilities. This highlights the need for better data collection on disability to help some organizations make a stronger business case for focusing on persons with disabilities.

Finally, in regard only to human resource policies and procedure, some interviewees pointed to compliance as the main reason why their organization has adopted a disability-inclusive approach. Set quotas and targets for the employment of persons with disabilities was identified as a key driver for several organizations, as was legislation around non-discrimination and reasonable accommodation.

Good practices on raising organizational profile on disability inclusion:

- Executive-level leaders actively championing and encouraging an organization's approach to both disability-inclusive programming and human resource policies or procedures.
- Clear organizational understanding and vision for disability-inclusive programming and human resource policies or procedures.

6.4 FUNDING FOR DISABILITY PROGRAMMING

Specific funding for disability-inclusive programming was identified by many interviewees as essential to how successful an organization is at including persons with disabilities. Earmarking an internal funding stream dedicated to disability programming and designed to leverage additional funding in an organization is one approach. DFAT has launched a Disability-Inclusive Development Fund and USAID uses US\$7 million per year as seed funding to ensure persons with disabilities are included in USAID programmes and to demonstrate to USAID staff how and why to incorporate disability into its development work.

Interviewees from USAID and DFAT reported that their disability-specific funding enabled them to ensure persons with disabilities were included in their organization's programming, and that the experience and evidence gained subsequently encourages key stakeholders within and outside an organization to further include persons with disabilities. Two interviewees specifically emphasized that without disability-specific funding they have found it hard to gain traction for disability in their organization. One interviewee reported finding it very difficult to incentivize action on disability internally without disability-specific funding.

Some interviewees recognized that the funding devoted to disability-inclusive development is often relatively small. To maximize the impact of the funding available, one interviewee reported that the organization looks to support who it

considers to be leaders in the field, in a particular country or on a particular issue, especially mainstream groups able to leverage many others. Similarly, interviewees recognized the need to treat disability-specific funding as seed funding designed to demonstrate the capacity for and effectiveness of including persons with disabilities; to make the case for larger funding streams and mainstream programmes to include disability.

Good practices related to funding include:

- Internal funds established to support disability-inclusive programming.
- Programme funding streams and resulting mainstream programmes specifically seek to include persons with disabilities.

6.5 BUILDING INTERNAL CAPACITY FOR DISABILITY-INCLUSIVE DEVELOPMENT

Interviewees reported a number of different strategies that their organizations have used to build internal capacity on disability-inclusive development. Many interviewees particularly emphasized the importance of appointing a senior-level lead on disability. Interviewees commonly reported that appointing an expert on disability as a senior point of contact can help to catalyse the disability community and ensure an organization is 'plugged in' to disability. Interviewees particularly recognized the importance of any disability lead being senior in an organization, to raise the profile of disability internally and to facilitate high-level consultation on disability across an organization. As one interviewee highlighted, having a senior-level lead on disability can remind decision-makers in an organization of the importance of disability.

Interviewees also emphasized the value of a team of technical experts to help any senior-level disability lead support, inspire, catalyse and share good practice. GIZ currently has a team of six advisers who act as an in-house team of consultants for use by GIZ thematic and regional teams and by BMZ for how to include persons with

disabilities in project design, implementation and/or evaluation. As noted earlier, DFAT has a formal partnership with CBM Australia in which CBM staff provide technical expertise on disability to DFAT staff on demand. DFAT staff are encouraged to use CBM's expertise when they are designing disability-inclusive programmes, for example. DFID has also utilized the expertise of a civil society network focused on disability, when appropriate.

Focal point networks (or advisory groups) have been used in multiple organizations to provide additional technical expertise on disability. Interviewees from most of the organizations included in this study reported the use of focal point networks. Typically, focal points were programme managers (or more senior programme staff) and situated in country or regional offices. In many cases, the organizations had disability-specific focal points but in some organizations, the focal points covered inclusion more broadly. In almost all cases interviewees reported that the focal points were volunteers, meaning that the time focal points give to disability depends upon their capacity. Many interviewees reported their intention to make the disability focal point a formal role to ensure the individual is able to commit a fixed amount of time to disability.

Most interviewees pointed to training and practical guidance that had been developed by their organization to build internal capacity in disability-inclusive development. Several organizations had developed introductory training to disability; USAID and UNICEF have made their online training publicly available. Other organizations have also sought to provide staff with disability equality training and training to managers on the organization's human resource policies (for example, regarding reasonable accommodation). Additional guidance developed includes ESCAP's guidelines for disability-inclusive meetings¹¹² and UNICEF's guidance on inclusive communica-

tions¹¹³. Many interviewees were cautious about the value of providing blanket guidance or simply proliferating the number of guidance documents. One interviewee, for example, highlighted that colleagues had explicitly reported a preference to learn from their peers, persons with disabilities and subject matter experts in place of documents. Furthermore, some interviewees pointed to the success of training and guidance that required action from the target audience. USAID, for example, will only provide funding for disability if the recipient has completed USAID's disability training (and if DPOs are a meaningful part of the programme). DFID has developed *Standards of Accessibility for Disabled Persons in DFID Financed Education Construction* after DFID Ministers announced that all new school construction that DFID directly supports must follow principles of universal design to ensure access to children with disabilities. The standards identify that the first preference is to use host country or regional standards for universal access in construction if they exist. Where they do not exist, the contractors should discuss usage of alternative standards with the partner government and DFID, such as those outlined in the United States ADA and Architectural Barriers Act (ABA) Accessibility Guidelines or AusAID's Accessibility Design Guide.

6.6 DATA COLLECTION

Accurate disability data is lacking for most developing countries. To help bridge this information gap, UNICEF, in partnership with the Washington Group on Disability Statistics, has developed a 'Child Functioning' module that can be used in household surveys. UNICEF has started to incorporate this into its Multiple Indicators Cluster Surveys; the module was launched in March 2016 and data will be available from 2019. The World Bank has developed the Model Disability Survey, a general population survey that is designed to provide detailed information

112 UNESCAP, 'Disability Inclusive Meetings: An Operational Guide', 2015.

113 See <www.unicef.org/disabilities/index_90418.html>.

on the lives of persons with disabilities. Again, this Survey was developed in collaboration with the Washington Group on Disability Statistics, among other stakeholders. DFID, DFAT and GIZ are also contributing to global efforts to improve disability data. DFID currently asks its partners to use the Washington Group questions to disaggregate data.

While these steps have been taken to improve data collection on disability generally, the data collected by international organizations regarding their own programmes is limited. Interviewees typically reported that their organizations only collect disability data if specifically required by a particular project, but that this data is retained by the project team. Interviewees reported often having to mine evaluations and project reports using key word searches to obtain disability data. The interviewee from the World Bank reported that it plans to complete a portfolio review of World Bank projects on disability from 2010 to identify what data on disability is collected in order to start to curate the knowledge available.

Most interviewees emphasized that this lack of data collection is because it is not compulsory to collect disability data. A recent study of USAID's projects found that to better ensure disability-inclusive programming, disability needs to be a specific component of the project and identified as selection criteria and/or require recipients to report on it.¹¹⁴ Some interviewees reported plans to make collecting disability data a specific requirement. DFID's Disability Team is considering adding to future grantee contracts a requirement to collect data on disability. Grantees will be able to opt out but they would have to provide a reason for opting out. Interviewees from DFID and GIZ also emphasized the need to get policymakers on disability added to the Development Assistance Committee's (DAC) aid effectiveness indicators; DFID's and GIZ's data collection at operational level follows DAC requirements.

DFAT provided one notable exception to the collection of disability data across its projects. DFAT's Monitoring and Evaluation Framework requires any aid programme greater than A\$3 million to go through an annual Aid Quality Check process that involves investment managers assessing and reporting on a range of criteria, including two questions on disability: 1) Does the investment actively involve persons with disabilities and/or disabled person's organizations in planning, implementation and monitoring and evaluation? 2) Does the investment identify and address barriers to inclusion and opportunities for participation for persons with disability? For humanitarian investments, the questions on disability are: 1) Does the investment identify and address barriers to inclusion and opportunities for participation for persons with a disability, 2) Does the monitoring and evaluation system collect sex, age and disability disaggregated data?

Good practices identified on data collection include:

- Explicitly requiring programmes to collect data on disability, including disaggregating data by disability.
- Incorporating disability into organizational-level programme portfolio or spending reviews (or other reporting requirements).

6.7 RECRUITMENT OF PERSONS WITH DISABILITIES

Most interviewees identified steps taken by their organization to help recruit persons with disabilities. Interviewees reported a number of initiatives that their organizations currently undertake or plan to introduce in order to attract applications from persons with disabilities. One interviewee reported that GIZ advertises vacancies for select jobs using a German recruitment agency focused on the integration and inclusion of persons with disabilities. The jobs advertised are mostly junior roles based in Germany. Similarly, one interviewee reported that DFAT

114 Hayes, Anne, Swift, Emma, Shettle, Andrea, and Waghorn, Donna, 'Inclusion of Disability in USAID Solicitations for Funding', White Paper, U.S. International Council on Disability, September 2015.

advertises some jobs using only an employment agency for persons with disabilities. Some interviewees also reported working with persons with disabilities to identify the best websites or other channels through which to advertise roles for persons with disabilities. Two interviewees also reported plans to work specifically with schools and universities to target students with disabilities for graduate schemes or internships.

Many interviewees reported that potential candidates were able to identify they had a disability at the application stage. While some organizations used this information simply to offer reasonable accommodation during the interview process, others used this data to actively select candidates. Interviewees reported that DFAT and DFID guarantee an interview to candidates with disabilities that meet the minimum competencies of the role they are applying for, in order to overcome any unconscious bias. Two interviewees reported that GIZ is required by law to elect a representative for staff with disabilities. The representative works to guarantee there is no discrimination and that persons with disabilities get all the chances they need to do their work. The staff representative is informed immediately of any application from a person with disabilities, that staff representative will then participate in the assessment centre stage. USAID and the State Department are able under the Rehabilitation Act of 1973 to affirmatively employ persons with disabilities. In a non-competitive hiring process, federal agencies can use a special authority (Schedule A) to hire persons with disabilities without requiring them to compete for the job. Schedule A can also be applied when a candidate with a disability has been identified through a competitive process. Under Schedule A, the individual is appointed as an excepted service employee, and after two years of satisfactory service can be converted to competitive status.

Most interviewees also identified specific initiatives of their organization to support staff with disabilities. One interviewee reported that GIZ's representatives for staff with disabilities organize staff support groups. Similarly, an interviewee from DFID reported that a mental health peer

support network for staff had been established that has created a 'ripple effect', sensitising staff across the organisation to mental health. The DFID interviewee also reported that a support network for staff who are parents of children with disabilities has been established that works to ensure managers are equipped to see the whole person, not just the person doing the task.

Interviewees reported that a number of other organizations undertake regular accessibility audits of their premises, and that reasonable accommodation is provided to all staff (see below for more information).

Finally, interviewees from two separate organizations reported that their organization had conducted a one-off staff survey that asked whether staff had a disability. In both instances, the answers were confidential and were intended to help each organization better support staff members living with disabilities. Interviewees reported mixed results from these staff surveys. An interviewee from UNICEF reported that UNICEF's 2014 Global Staff Survey did not lead to much activity by each office. ILO's staff survey was intended to strengthen the ILO's reasonable

Good practices identified on recruitment of persons with disabilities include:

- Targeting job advertisements and recruitment opportunities at persons with disabilities through specialized job agencies, tailored graduate schemes, appropriate websites and/or other channels.
- Ensuring job applicants with disabilities can identify they have a disability in the application process, and using this information to offer reasonable accommodations and/or to guarantee an interview to candidates with disabilities that meet the minimum competencies of the role.
- Staff support groups on disability, including for staff who are parents or children with disabilities.
- Conducting staff survey(s) that includes questions on disability to inform human resource policies or procedures and to force internal reflection.

accommodation reserve. An interviewee from the ILO reported that the survey particularly helped to force some internal reflection across the ILO.

6.8 REASONABLE ACCOMMODATION

Most interviewees were able to identify efforts undertaken by their organizations to provide reasonable accommodation to persons with disabilities. One exception was an interviewee who reported that staff with disabilities were invisible and that they felt there is a perception in their organization that persons with disabilities cannot work in the most challenging settings, making reasonable accommodation an unnecessary consideration in some contexts. In other organizations, interviewees reported that reasonable accommodation was provided on an ad hoc basis and only if the manager sufficiently understood the issue and/or a formal request was made, but that many staff without disabilities were not necessarily aware of the need for reasonable accommodations. Interviewees from most organizations, however, had a good understanding of reasonable accommodation and were able to point to a clear organizational policy on the issue.

Organizational policies on reasonable accommodation appeared to follow one of two options. In many of the organizations, reasonable accommodation was provided to any candidate or staff member as provided it was not deemed 'too expensive' or created an undue burden on other employees. No interviewee was able to identify a reasonable accommodation that had failed this test of what was reasonable. In some organizations, any reasonable accommodation that was required by a candidate or staff member would be provided by the organization. Typically, the process to request a reasonable accommodation simply required an informal discussion between the person with disabilities and the line manager. Notably, an interviewee from DFID reported that the organization uses the term 'workplace adjustments' instead of 'reasonable accommodation' to take away entirely the issue of what is 'reasonable'. The interviewee acknowledged that there would always be budget considerations but

that they did not want to assume that individuals may ask for an 'unreasonable accommodation'.

Interviewees reported a number of initiatives their organization had undertaken to facilitate the reasonable accommodation process. One interviewee reported that the ILO introduced a reasonable accommodation reserve in 2009 to ensure sufficient resourcing. Under that fund, US\$45,000 is available per biennium for reasonable accommodation. The interviewee reported that they do not always spend this amount in full. Similarly, interviewees from UNICEF reported that UNICEF had a Disability Accommodations Fund totalling US\$120,000 to cover reasonable accommodations for individuals working with or for UNICEF. The interviewee from UNICEF reported that the onus was on teams and country offices to fund reasonable accommodations but where they could not, a request could be sent to UNICEF's Human Resources Director for support from the Disability Accommodations Fund. GIZ and Abilis Foundation reported receiving state payments or reimbursements for support provided to staff members with disabilities based in Germany and Finland respectively.

An interviewee from UNICEF also reported that the organization had established what the individual called a 'Greening and Accessibility Fund' whereby a 3 percent surcharge is automatically collected from all staff travel costs. The resulting Fund totalled approximately US\$3 million in 2016. Two-thirds of the Fund is expected to go to 'greening' projects and one-third (approximately US\$1 million) is expected to be used to improve the accessibility of country offices.

Interviewees from DFAT reported that the organization had adopted an 'if not why not' approach to flexible working to make it unnecessary for staff to declare that they have a disability in order to obtain some reasonable accommodations. The interviewee reported that all staff are entitled to flexible working and that DFAT must make the case for a given role to not have a flexible arrangement. An interviewee from DFID reported that training on the organi-

zation's workplace adjustment policy has been rolled out to improve the confidence of managers in implementing this policy. Furthermore, an interviewee from the US State Department reported that in 2015 the Department created a single office to facilitate requests for reasonable accommodations. Prior to this, persons with disabilities had to go to different parts of the US State Department to request different reasonable accommodations be made.

Interviewees did identify some remaining challenges. An interviewee from DFAT reported that assistive technology has not been factored into the design of DFAT's IT security arrangements, presenting challenges for staff with disabilities. An interviewee from DFID recognized that some managers still defer issues in regard to workplace adjustments to human resources.

6.9 TAKING THESE LESSONS AND INSIGHTS TO UNDP

The inclusion of persons with disabilities by multilateral organizations, bilateral donors and global corporations provide pockets of good practice, valuable lessons and useful insights UNDP can draw upon to strengthen its own approach to disability inclusion. Other organizations have actively sought to improve their own disability-inclusive programming, strengthen the place of disability in the global development agenda, and be a more inclusive employer. Drawing upon civil society expertise to build internal capacity, for example, and appointing a senior-level disability lead to raise the profile of disability internally and act as point person externally, are options worth considering by UNDP. As an employer too, UNDP can consider the examples from others to significantly strengthen its approach to the inclusion of persons with disabilities. UNDP's Diversity and Inclusiveness Strategy compares well with similar documents from other organizations. The Strategy recognizes the need for a reasonable accommodation policy, to deliver disability training, to establish a Disability Accommodation Fund, to review also UNDP's requirements on universal design and staff security. UNDP's Diversity and

Good practices identified by this study in relation to reasonable accommodation include:

- Clear organizational policy on reasonable accommodation, supported by a good understanding of it by all staff and managers.
- Reasonable accommodations fund to ensure sufficient resources are available to help persons with disabilities work for and with an organization.
- Accessibility fund (separate to any reasonable accommodations fund, if necessary) to help improve an organization's accessibility to persons with disabilities.
- A single, simple application process for requests for reasonable accommodations (e.g. a single office to manage requests and procedures like DFAT's 'if not why not' approach to flexible working that place the onus on the organisation and not on the individual).
- IT security arrangements that are compatible with assistive technology.

Inclusiveness Strategy also identifies the need to focus on recruitment practices. Compared to similar documents from other organizations, UNDP's Strategy does, however, omit any mention of ensuring the accessibility of UNDP's premises and information. UNDP compares particularly badly with other organizations in terms of its implementation of the Diversity and Inclusiveness Strategy. The proposed Disability Accommodation Fund has not been established, making it hard for UNDP staff with disabilities to work on an equal footing with their non-disabled peers. Specifically targeting vacancies at persons with disabilities, routinely auditing UNDP's accessibility and sensitising UNDP staff to disability including through a staff survey that asks about knowledge and practices appear to be ways in which UNDP could improve its approach to disability-inclusion in terms of human resources.

While UNICEF and DFAT seem to be very strong in terms of including persons with disabilities, it is clear that no one organization presents a single gold standard for the inclusion of persons with disabilities. UNDP is doing more than some organizations but needs to do much more

to be considered as a leader in this area. While strengthening UNDP's portfolio of disability-inclusive programming is important, so is global advocacy. The inclusion of disability in the global development agenda is now building, and UNDP can add significant value and practical experience to this global effort.

The series of contacts with persons in these other organizations also offered an opportunity to get

feedback on their views of the role of UNDP in disability-inclusive development. While most interviewees in this study expressed frustration that UNDP was not already doing more in regard to the inclusion of persons with disabilities, they urged UNDP to be a vocal and active champion, and consider UNDP well placed to assist countries in achieving the objectives of the CRPD and helping remove the numerous barriers faced by persons with disabilities.

CONCLUSIONS AND RECOMMENDATIONS

Building especially from the findings on UNDP contributions to disability-inclusive development set out in previous chapters, and the review of what other organizations are doing in this regard, the following section brings these various lines of assessment together into a more general set of conclusions, from which a series of recommendations to UNDP are then elaborated.

7.1 CONCLUSIONS

STRATEGIC AND CORPORATE

Conclusion 1. Globally, UNDP is not widely regarded as a major advocate of or provider of technical assistance for disability-inclusive development and support to the Convention on the Rights of Persons with Disabilities. At the country level, while there is a strategic fit for UNDP in support of partner government efforts promoting the rights of and services for persons with disabilities, UNDP has not fully leveraged its role as trusted convener, knowledge broker, technical adviser and facilitator of dialogue between government, civil society and national human rights institutions in support of the Convention, thus limiting its potential impact. Its work in support of national efforts to achieve the Sustainable Development Goals provides UNDP with an important opportunity in the coming years to help strengthen the rights of persons with disabilities.

Evidence collected through the evaluation suggests a strategic fit for UNDP in support of efforts of partner Governments to address the rights of and services for persons with disabilities. Across the array of stakeholders interviewed, from government partners to donors and DPOs, UNDP is regarded as uniquely well

positioned to play a prominent role in advancing the Convention at global and country levels. As identified through the portfolio review, UNDP is well positioned to champion the rights of persons with disabilities. Support to persons with disabilities is a human right and disability-inclusive development is relevant across the UNDP development mandate.

While the development of strategic guidance on achieving the Sustainable Development Goals and the 2030 Agenda for Sustainable Development is still underway, findings indicate that the inclusion of disability in these frameworks merits increased attention on the part of UNDP. Recognizing the role that UNDP plays in the development sphere and in view of its unique role with government where it operates, there is an important opportunity at the global, regional and country levels for UNDP to strengthen disability inclusion through the Sustainable Development Goal framework.

GLOBAL PARTNERSHIPS

Conclusion 2. The UNPRPD is an effective vehicle for joint programming to help countries assess the actions they should take to implement the Convention on the Rights of Persons with Disabilities and to help build the legal and institutional capacities needed to do so. Demand is high for funding and participation. Since its inception, the UNPRPD has provided support to more than 20 countries, with at least an additional 10 to be added in the first half of 2017. There remains high, unmet demand from UNCTs and partner Governments to participate. Sustained resource mobilization will be required in order to meet this demand.

UNDP played a fundamental role in designing and setting up the UNPRPD. Its work on the UNPRPD, both as host of the technical secretariat and fund manager, and as a project implementer, has been favourably viewed by key stakeholders. Results from the first funding round of the UNPRPD suggest that programmes have achieved more outcome-level objectives than expected. While awareness of the UNPRPD is high in the UNDP country offices visited, this awareness is variable across UNDP country offices.

UNDP PROGRAMMING

Conclusion 3. UNDP has effectively supported disability work where there was clear national ownership and leadership in advancing the Convention on the Rights of Persons with Disabilities. UNDP support in this area typically includes strategy development, an assessment of policy gaps and efforts to revise legal systems and build government capacities. UNDP has provided support at national and subnational levels and in some cases has been instrumental in helping Governments to adopt and implement the Convention.

Evidence from interviews in the 11 countries visited suggest there is high-level interest on the part of countries for UNDP to expand its support on disability-inclusive development, to help with compliance with the Convention on the Rights of Persons with Disabilities while also addressing disability indicators within the Sustainable Development Goals. An especially valued role for UNDP is help set strategies and then monitor the roll-out of national development plans that comply with the Convention.

Mainstreaming the rights of persons with disabilities across the UNDP thematic areas of work has been uneven and of generally limited scope. While there is some evidence of positive country-level results, there are also areas where the inclusion of disability-inclusive programming has been surprisingly limited, for example in support of electoral reform.

UNDP has yet to develop a comprehensive approach to disability inclusion in its governance and peacebuilding activities, to address the diversity of disability and the far-reaching obligations of the Convention on the Rights of Persons with Disabilities in domestic legal frameworks. Future direction is needed on including persons with disabilities in rule of law efforts, such as: reform of judicial, legal and regulatory frameworks (e.g., codes, laws, constitutions) that support democratic institutions; creating entry points for advancing disability inclusion in programming to improve access to justice and the skills and knowledge necessary to use the justice system effectively; advancing the engagement of DPOs in their efforts to advance national and local governance reform; and identification of diverse strategies of support for the participation of persons with disabilities in accessing justice mechanisms.

UNDP INTERNAL CULTURE AND PROCEDURES

Conclusion 4. UNDP is not a welcoming organization for persons with disabilities. While it has taken some positive steps such as formulating a diversity and inclusiveness strategy, attention to implementing this strategy has been sporadic and ineffectual. Conditions of recruitment, hiring and employment present barriers for persons with disabilities, and UNDP has not taken the necessary steps to ensure that its facilities are accessible.

While some country offices' human resource departments demonstrate an understanding of reasonable accommodation and other positive measures to facilitate inclusion in the workplace, there are only a few instances of such knowledge being utilized in practice. The majority of UNDP country office premises visited had numerous environmental barriers that were at odds with accessibility and universal design requirements.

7.2 RECOMMENDATIONS

A. STRATEGIC AND CORPORATE

Recommendation 1. The next UNDP strategic plan, for the period 2018-2021, should give sig-

nificantly greater prominence and attention to the rights of persons with disabilities, with outcomes and outputs designed to align substantively with the breadth of the provisions of the CRPD, and situate UNDP as a leading provider of disability-inclusive expertise. UNDP should then develop an action plan on disability that publicly details the UNDP approach with clear goal(s), targets and specific indicators within a revised integrated results and resources framework (IRRF).

Recommendation 2. In its efforts to help Governments achieve the SDGs, UNDP should pay special attention to disability-inclusive targets, emphasizing Goal 16, promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels, where UNDP is an acknowledged lead agency. The aim of UNDP to support Governments in the implementation of disability-inclusive development targets under the Goals should be noted in the new strategic plan and IRRF.

Recommendation 3. The UNDP Disability Guidance Note should be revised and reissued to articulate recommendations for programme design and implementation that are aligned to the SDGs. This guidance should include a ‘tool-kit’ for how to include disability in the various areas of UNDP programming and operations.

B. GLOBAL PARTNERSHIPS

Recommendation 4. UNDP management at the country level should work through the resident coordinator system and UNCT counterparts to ensure that all United Nations Development Assistance Frameworks (UNDAFs) identify persons with disabilities as a vulnerable group, and specify outcomes for targeted and mainstreamed programming that address implementation of the CRPD and disability-inclusive development actions, consistent with the SDGs. Persons with disabilities, DPOs and civil society groups working on disability inclusion should be consulted as part of the UNDAF planning process.

Recommendation 5. Expansion and increased funding for the UNPRPD is strongly urged. In addition to current donor support, the technical secretariat should facilitate a discussion within the policy board on the possibility of partnerships with private sector entities and foundations as part of an expanded resource mobilization effort.

Recommendation 6. UNDP should deepen its partnerships with disabled people’s organizations to utilize their expertise on disability inclusion for both programming and human resource issues.

C. UNDP PROGRAMMING

Recommendation 7. UNDP efforts in support of employment and livelihood improvement should be aligned with the CRPD, including their right to freely choose their work on an equal basis with others. Whenever feasible, UNDP should promote programmes that reach the full diversity of the disability community.

Recommendation 8. UNDP support to social protection programming should include measures to make social protection systems fully accessible to individuals with disabilities. Commensurate with this focus, and in keeping with the Convention, UNDP should make clear its commitment to deinstitutionalization, by championing government efforts to plan and carry out transitions to community-based living arrangements.

Recommendation 9. Specific activities targeting disability access must be included in all UNDP electoral assistance projects, including support to partner Governments on electoral access in law, policy and practice.

Recommendation 10. In its work in countries that are highly vulnerable to natural disasters and in environments affected by conflict, UNDP should make specific reference to the needs of persons with disabilities in crisis prevention planning and risk assessments, early recovery and post-crisis development planning.

Recommendation 11. At headquarters, regional and country levels, UNDP should pay particular attention to and provide support for improving the collection of data on disability, consistent with Article 31 of the CRPD. Through its results-oriented annual reporting mechanism, UNDP should periodically track and report on country-level programming and lessons that address the rights of persons with disabilities as participants in and beneficiaries of development.

Recommendation 12. UNDP should review and revise pertinent documentation used for programme design, monitoring and evaluation to ensure that disability inclusion in development is appropriately addressed (e.g., the UNDAF, Gender Equality Strategy, Gender Marker and Seal, Social and Environmental Standards and Programme Design), and is consistent with SDG frameworks and indicators that reference persons with disabilities.

D. UNDP INTERNAL CULTURE AND PROCEDURES

Recommendation 13. UNDP should survey its staff to better determine the number of employees with disabilities and the types and costs of reasonable accommodation measures that have been provided. A line item should be added to the UNDP human resources budget on reasonable accommodation to ensure appropriate funding of reasonable accommodation support. A disability accommodation fund could be established to help secure needed funding. The United Nations Children's Fund's Greening and Accessibility Fund presents an innovative model for UNDP to consider.

Recommendation 14. The UNDP diversity and inclusiveness strategy should be revised to make clear that the organization will adequately support staff with disabilities in all phases of the full employment continuum, including recruitment, retention and retirement, and through sufficient financial resources for workplace accommodation. In addition, policies and grievance procedures should make clear the recourse persons have where their needs for accommodation are not met. To expand understanding of the rights of persons with disabilities across the organization, UNDP should update, relaunch and make mandatory the e-learning module on disabilities and promote it among all staff at all levels.

Recommendation 15. UNDP should implement a recruitment initiative to bring persons with disabilities into the organization, including through targeted advertisements on disability networks. In vacancy announcements, it should specifically encourage persons with disabilities to apply, and adopt affirmative action-like policies that give preference to persons with disabilities who are as equally qualified as other applicants. UNDP should also consider establishing a paid internship programme for qualified persons with disabilities, which could provide a potential pathway to full-time employment.

Recommendation 16. An accessibility audit of UNDP premises and work environments should be carried out to identify existing barriers to inclusion and practical steps that can be taken to eliminate them. This should include a review of information technology security arrangements to ensure their compatibility with relevant accessibility standards. UNDP should set a date by which all of its premises are accessible, regardless of local building codes.

COUNTRY VISIT REPORTS

ALBANIA

1. COUNTRY CONTEXT

Albania has a population of 3.2 million¹¹⁵ and is located in south-eastern Europe. It ranks 85th (out of 188 countries) in the 2015 Human Development Index.¹¹⁶ Albania has enjoyed a high sustained rate of economic growth over the past several years, averaging about 5–6 percent per year.

Albania is an official candidate for accession to the European Union (since June 2014) and has made progress towards EU integration, with respect to meeting political criteria and establishing stable institutions that guarantee democracy, rule of law, human rights, protection of minorities, regional cooperation and good relations with enlargement countries and Member States.

Persons with disabilities constitute a sizeable vulnerable population group. The 2011 Census in Albania informs that 137,435 persons, 15 years old and over, live with disabilities, of which a large majority, 75,239, are women. Challenges related to social inclusion are closely linked to Albania's longer-term economic and social development goals, which are reflected in the National Strategy for Development and Integration. Persons with disabilities face multiple barriers in social, economic and political inclusion. Some 44.2 percent of persons with disabilities within the age cohort 15–34 years old have never attended school (Census 2011). Significant barriers to inclusion of persons with disabilities include: a lack of accessibility

in the physical environment, for communication, and the availability of goods and services, in addition to negative attitudes and behaviour towards disability among some members of society.

2. TREATY STATUS

In November 2012, Albania ratified (Official Journal no.157, Dec 2012) the United Nations Convention on the Rights of Persons with Disabilities (CRPD) which seeks to protect the civil, cultural, economic, political and social rights of persons with disabilities. The CRPD asks States Parties to the Convention to take actions to avoid discrimination and promote inclusion and equality of persons with disabilities. In addition, the Convention identifies areas that States must develop progressively over time in order to improve the living standards and rights of persons with disabilities.

Albania has signed and ratified the UN Convention on the Rights of Persons with Disabilities as well as other UN Conventions on demining (relevant for their victim assistance/rehabilitation of victim's components). Albania now faces the task of implementing the CRPD as well as monitoring and evaluating its implementation.¹¹⁷ Albania has over the past several years established several pieces of legislation to bring Albanian law into conformance with the CRPD. The legal framework in Albania now includes three laws with this intent: the law on pre-university education¹¹⁸, the law on inclusion of and accessibility for persons with disabilities,¹¹⁹ and the anti-discrimination law¹²⁰.

115 <hdr.undp.org/en/countries/profiles/ALB>.

116 Ibid.

117 Information collected on UNDP Albania website <www.al.undp.org/content/albania/en/home/countryinfo/>.

118 Law no 69/2012, dated 21 June 2012 'On pre-university education system in the Republic of Albania'.

119 Law no. 93, dated 24 July 2014 'On inclusion and accessibility of persons with disabilities'.

120 Law no. 10221, dated 4 February 2010 'On anti-discrimination'.

Treaty ¹²¹	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	11 February 2013
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Not signed or ratified	
Treaty ¹²²	Status	Date
Oslo Convention on Cluster Munitions	State Party – Ratified	16 June 2009
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction	State Party – Ratified	29 February 2000
2015 UNGA Resolutions: 70/55 (landmines) 70/54 (cluster munitions)	In favour – In favour	
WIPO Marrakesh VIP Treaty	Not signed or ratified	

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP has four main programmes/projects that focus attention on persons with disabilities:

- a) The *Promoting Disability Rights*¹²³ programme was jointly administered by members of the UN country team. The programme ran from 2010 to 2012, with a budget of \$650,000. The purpose was to enhance national capacities in order to achieve social inclusion and promote the rights of persons with disabilities. The project supported Albania's efforts to ratify and implement the CRPD and its Optional Protocol.
- b) The *Albanian Mine Action Programme* provided two phases of support: 2003–2010 and 2011–2014. The programme included the development of a Community Based Rehabilitation (CBR) network, the creation of a prostheses support centre at Kukës hospital, as well as the development of vocational training, and entrepreneurship. The programme completed a five-year disability action plan, capacity-building for government staff and people with disabilities, Disabled People's Organizations (DPOs) support, grounded research and assessments, and infrastructure development.
- c) The *Capacity Building and Advocacy on Disability Rights* project ran from 2012 to 2013 with a budget of \$147,609. The programme focused on providing capacity support on disability rights to national and local government, the judiciary, media, business and civil society. More specifically, the SCP aimed to build capacity of the national focal point, national coordination mechanism and independent monitoring mechanism to meet country responsibilities under the CRPD.
- d) The *Inclusive Social Policies* programme started in 2013, and will be completed in 2017 with a budget of \$3.2 million, funded by the Swiss Development Cooperation. The project is jointly administered by the Government (Ministry of Social Welfare and Youth), and members of the UN Country Team: UNDP, UNFPA, UN Women, UNICEF, UNODC, UNAIDS, and IOM.

121 UN Treaty Collection, available at: <treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-15&chapter=4&clang=en> & <treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-15-a&chapter=4&clang=en>.

122 The Monitor – <www.the-monitor.org/en-gb/reports/2016/albania.aspx> and <www.wipo.int/treaties/en/ShowResults.jsp?lang=en&treaty_id=843>.

123 <www.al.undp.org/content/albania/en/home/operations/projects/poverty_reduction/disability/> and <www.eurasia.undp.org/content/dam/rbec/docs/UNDP_projects_promoting_the_rights_of_people_with_disabilities_in_Europe_and_CIS.pdf>.

The project aims to build capacities of institutions at central and local level, and enhance participation of civil society and citizens as rights holders in the national social inclusion processes.¹²⁴

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- UNDP received high praise from interviewed stakeholders in government and civil society for its work on the rights of persons with disabilities in Albania. It has furthered disability-inclusive development, and served as an integral part of the CRPD ratification and implementation process. Under the Inclusive Social Policies programme, UNDP supported the Government's efforts to improve data on persons with disabilities,¹²⁵ and establish an overarching national policy on social inclusion.¹²⁶ All persons interviewed indicated their interest for UNDP to continue supporting the legislative process to fully comply with the CRPD, and assist on planning and monitoring CRPD implementation.
- Albania is a UN 'Delivering as One' country, and the joint work in support of persons with disabilities constitutes a successful model of joint UN programming. UNDP has worked successfully with UN Women, UNICEF, UNFPA, UN Office on Drugs and Crime, UNAIDS, and the International Organization for Migration through the Inclusive Social Policies programme.
- The SDC (Switzerland) is funding the Inclusive Social Policies evaluation. SIDA (Sweden) and the EU have also provided funding, as have various foundations and philanthropies. The EU accession objectives of Albania may provide an additional spur for the EU to provide support.
- Albania is in the midst of a territorial reform process, with the creation of a new level of government between national and local. This was indicated by government and other stakeholders as presenting another opportunity for UNDP to continue and expand its government capacity-building assistance in social protection.
- UNDP has carried out some facility-upgrade projects in Albania: such as a vocational education unit at the Institute for the Deaf, and a multimedia, audio and printing facility for persons with disabilities at the Institute for the Blind. It has also supported the construction of new day care centres for children with disabilities in two municipalities. These projects have been well received and were carried out successfully. Future programmes should prioritize opportunities to better integrate persons with disabilities into mainstream education, training and job-creation programmes, in line with CRPD mainstreaming objectives.
- The UNDP Albania country office indicated it has not sought or received much in the way of advice from UNDP technical experts on disabilities, at regional or global levels. UNDP employs a national disabilities expert who is well regarded in the field.
- No UN country team members interviewed in Albania could recall hiring someone with an obvious disability. The UN/UNDP offices in Albania are accessible via elevator, and there is an accessible restroom adjacent to the conference room.

124 UNDP Albania ROAR 2014.

125 Profile of the Disabled Population in Albania, January 2015.

126 Government of Albania, Ministry of Social Welfare and Youth, 'Social Inclusion Policy Document, 2016-2020'.

BELARUS

1. COUNTRY CONTEXT¹²⁷

The Republic of Belarus, an upper-middle-income country with a population of 9.3 million¹²⁸, is located in Eastern Europe. Belarus ranks 50th (out of 188 countries) in the 2015 Human Development Index¹²⁹, and has achieved most of the MDGs¹³⁰. The absolute poverty rate (national poverty line) declined from 30 percent in 2002 to about 5.5 percent in 2013.

According to the Belarus Statistics Committee, approximately 500,000 Belarusians have disabilities, constituting 6 percent of the population. Among them, around 20,000 are wheelchair users. Only 14 percent of Belarusian disabled people of working age have a job, but the majority of them have low-qualified and low-wage jobs. The Belarusian companies are encouraged to hire people with disabilities, and even though they do, often it is only on paper. The Government of Belarus introduced tax incentives for enterprises in which 50 percent of workers are people with disabilities.

The state programme of barrier-free environment for 2011-2015 was aimed to improve the quality of life of the disabled. The Ministry of

Labour considers it to be a success, as instead of initial re-equipment of 5,000 facilities to meet the needs of the disabled, the state constructed 9,000 barrier-free access points. In Minsk alone, it has spent over \$3.5 million, creating 2,107 barrier-free objects. Minsk subway invested over \$150,000 into re-equipment of the stations: overall, 32 stations now have elevators, special platforms or ramps. At the same time, according to the Zero Report, quite a significant list of activities under this programme was not implemented or not fully implemented.

Programmatically, the UN RC/UNDP RR has brought together a wide range of stakeholders, including governmental agencies, NGOs, and international development partners, including donors and other multilateral, for a discussion of the future Rule of Law and Access to Justice Programme. This programme will have particular emphasis on the rights of vulnerable groups, including persons with disabilities.

2. TREATY STATUS

Belarus has signed the UN Convention on the Rights of Persons with Disabilities as well as other UN Conventions on demining (relevant for victim assistance/rehabilitation).

Treaty ¹³¹	Status	Date
UN Convention on the Rights of Persons with Disabilities	Signed and ratified ¹³²	28 September 2015
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Not signed or ratified	

(Continued)

127 Belarus country office.

128 <hdr.undp.org/en/countries/profiles/BLR>

129 Ibid.

130 UNECE Collection of National MDG Reports: <goo.gl/tYrHHX>

131 UNTreatyCollection – <treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&cmdsg_no=IV-15&chapter=4&clang=en> and <treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&cmdsg_no=IV-15-a&chapter=4&clang=_en>.

132 Deposit of the instrument of ratification is pending following the passage of the national law on the ratification of the UNCPRD by the Parliament on 06 October 2016 and signature of the decree for ratification by the President on 18 October 2016.

(Continued)

Treaty ¹³³	Status	Date
Oslo Convention on Cluster Munitions	Non-signatory ¹³⁴	
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	State Party	3 September 2003
2015 UNGA Resolutions: 70/55 (landmines) -- 70/54 (cluster munitions)	In favour – Abstained	
WIPO Marrakesh VIP Treaty	Not signed or ratified	

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP has two main programmes/projects in Belarus that focus attention on persons with disabilities:

- a) *Support to Local Development in the Republic of Belarus* has prioritized in its small grants program projects advancing the rights of persons with disabilities through local development initiatives. The scoring system for the grants review process gave priority to disability-related proposals. Within its small grants programme, this project currently supports implementation of more than 12 initiatives targeting persons with disabilities at the local level. The areas of support include vocational training, inclusive education, access to new skills and their further use for business establishment, access to employment, awareness raising on accessibility and barrier-free environments at the local level, and rehabilitation of children with mental disabilities.
- b) *Strengthening Inclusive Local Governance in Belarus* aims to improve local governance systems and practices through pilot engagements with government institutions at the central and local level, civil society organizations, the private sector, and academic/training institutions in the country. Disability inclusion is well integrated into the projects, and is reflected in the project results

framework. In terms of Output 2 “Local government bodies are able to demonstrate improved service delivery through involvement of citizens, in particular, benefitting the green development as well as vulnerable citizens such as people with disabilities”, it is expected that civil servants and other public workers will receive training on how to address the needs of persons with disabilities.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- UNDP Belarus has successfully used its convening power to facilitate dialogue on disability inclusion at all levels including the highest levels of government. High-level advocacy helped to place signature and ratification of the CRPD on the agenda of the Government. This resulted in the signing and ratification of the CRPD. Disability inclusion has been integrated into the United Nations Development Assistance Framework (UNDAF) for the Republic of Belarus for 2016-2020 and in the (draft) rule of law concept paper developed by the government in cooperation with UNDP and other actors.
- UNDP Belarus has prioritized disability inclusion in its mainstream development programming to a significant degree. The prioritization of disability inclusion in mainstream programming is broadly evident and

133 The Monitor – <www.the-monitor.org/en-gb/reports/2016/Belarus.aspx> and <www.wipo.int/treaties/en/ShowResults.jsp?lang=en&treaty_id=843>.

134 Source: The Monitor – <www.the-monitor.org/en-gb/reports/2016/belarus/cluster-munition-ban-policy.aspx>.

is coupled with a commitment to further deepen disability inclusion across the programme portfolio.

- UNDP has created substantive platforms for persons with disabilities to engage in decision-making, consultations on disability inclusion in numerous contexts and in UNDP advocacy campaigns. DPO representatives participated in the convening of the Inter-Ministerial Council to discuss signature and ratification of the CRPD, in advocacy campaign events convened by UNDP to support ratification, in dialogue on the UPR process, and in efforts to profile the human rights situation of persons with disabilities in Belarus.
- UNDP Belarus discloses a commitment to raising the profile of disability issues and advancing awareness of the rights of Belarusians with disabilities, exemplified not only in inclusive programming but also in concerted efforts to engage persons with disabilities and their representative organizations in SDG campaigning. The most recent examples of such engagements are the inclusive Bike4SDG campaign¹³⁵, support to Belarusian Paralympic wheelchair dancers at the international competitions, and domestic advocacy campaigns of rights of persons with disabilities in Belarus, ensuring inclusive participation of young persons with disabilities at national sporting events.
- UNDP Belarus has consistently placed disability inclusion and the international human rights of persons with disabilities on the agenda at all levels of governmental dialogue, as evidenced by numerous media accounts, NGO and DPO accounts as well as government feedback.
- UNDP Belarus has prioritized advances in disability inclusion in its physical space and internal processes. The Belarus UNDP office has, in a relatively short space of time, made major headway in ensuring the accessibility of UNDP space, including through extensive barrier removal and the implementation of an accessibility assessment and a highly participatory process engaging the expertise of the disability community.
- UNDP Belarus is promoting inclusion and equality by creating and disseminating inclusive videos, articles and photo stories, which could be found at UNDP Belarus website and among the photo albums at UNDP Belarus Facebook page¹³⁶.

135 More on the inclusive Bike4SDGs campaign can be found at: <www.youtube.com/watch?v=YSvppimrWc>.

136 One of the life stories is accessible at <www.youtube.com/watch?v=DyIL2mEwsdI&feature=youtu.be>.

CAMBODIA

1. COUNTRY CONTEXT

Cambodia has a population of 15.4 million¹³⁷ and is located in Southeast Asia. It ranks 143rd (out of 188 countries) in the 2015 Human Development Index¹³⁸. Economically, Cambodia has enjoyed strong growth rates during the past decade. The economy is projected to post a 7.6 percent growth in 2013. GDP per capita is US\$1,036¹³⁹ compared to approximately US\$200 in 1992, putting Cambodia well on its way to become a lower-middle income country in the near future.

The report of the Cambodia Inter-Censal Population Survey 2013, undertaken by the Ministry of Planning concluded that the number of persons with disabilities in Cambodia was 301,629, equivalent to 2.06 percent of the total population of 14,676,591. Of these, men comprised 157,008, equivalent to 52.05 percent; and women 144,622, equivalent to 47.95 percent. Children with disabilities, aged between 0 and 14 years, numbered 32,056, equivalent to 10.63 percent of all persons with disabilities. However, official government data on disability remain unreliable. With the exception of children aged 2-9, there are no reliable estimates of the number of people with disability in Cambodia, nor of their quality of life or access to disability-specific and mainstream services.

It is estimated there are over 50,000 people who are deaf in Cambodia and 500,000 with hearing impairment; however, just 1,800 people who are deaf have been taught sign language. As a post-conflict country, Cambodia exhibits a number of risk factors that can lead to high prevalence of psychosocial impairments. For example, the

prevalence of post-traumatic stress disorder is substantially higher than the global average.¹⁴⁰ Government efforts are limited with only 0.2 percent of the total health budget spent on mental health. According to a study published in 2013, Cambodian women with disabilities experience multiple disadvantages resulting from the interplay between gender, disability and poverty. Among other things, women with disabilities: (1) experienced almost five times higher rates of emotional, physical and sexual violence by household members (other than partners); (2) were considered less valuable and more burdensome within the household; (3) were 2.5 times more likely to require permission from a partner to seek health care; and, (4) experienced higher rates of psychological distress (as a result of partner violence) and are less able to disclose family violence or seek appropriate support (often because communities/non-government organizations (NGOs) do not seek to include them in prevention/support programmes).¹⁴¹

The Royal Government of Cambodia (RGC)'s commitment to improving the lives of persons with disabilities through recognition of their rights was demonstrated through ratification of the CRPD in 2012. In addition, the legal framework for disability rights is regulated by the Law on the Protection and Promotion of the Rights of Persons with Disabilities (Disability Law) in 2009; Convention to Eliminate all forms of Discrimination Against Women in 1992; the signing of Incheon Strategy to "Make the Right Real" for Persons with Disabilities in 2013; and the adoption of the National Disability Strategic Plan 2014-2018 (NDSP).¹⁴²

In response to the commitment of national and international legal framework, the RGC created

137 <hdr.undp.org/en/countries/profiles/KHM>

138 Ibid.

139 MEF statement, 22 July 2013.

140 McLaughlin, Daniel and Wickeri, Elizabeth, Leitner Centre for International Law and Justice, Special Report, *Mental Health and Human Rights in Cambodia*, 2012, pp. 12, 17, 19, 22.

141 Astbury, Jill and Walji, Fareen, 'Triple Jeopardy: Gender-based violence and human rights violations experienced by women with disabilities in Cambodia', *AusAID Research Working Paper 1*, January 2013, pp. 20, 29.

142 Cambodia country office.

institutional mechanism to ensure the rights of persons with disabilities are protected such as Disability Rights Unit under the Disability Action Council Secretariat (DAC-SG), Disability Rights Administration (DRA) under the Department of Social Welfare for Persons with Disabilities of Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY). Disability Action Council (DAC) has a role as a top national inter-ministerial coordination and advisory mechanism on disability. The DAC is chaired by the Minister of Social Affairs and has the Prime Minister as honorary president. The DAC Secretariat is the main UNDP counterpart for disability issues.

Persons with disabilities have limited knowledge about their rights. In addition, there are numerous limitations in venues for redress, whether

formal legal actions (inaccessible, expensive, low awareness and capacity of duty bearers), as well as the absence of other grievance mechanisms beside courts which can help them to remedy these challenges effectively. The Cambodian Disabled People's Organization (CDPO) is an umbrella disability organization with 63 member DPOs including Women with Disabilities Forums (WWDFs) across the country. CDPO main role is to represent DPOs/WWDFs nationally and advocate for rights and interests for persons with disabilities aimed at achieving improved quality of their life.

2. TREATY STATUS

Cambodia has signed and ratified the CRPD as well as UN Conventions on demining (relevant for victim assistance/rehabilitation).

Treaty¹⁴³	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	20 December 2012
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Not signed	1 October 2007
Treaty¹⁴⁴	Status	Date
Oslo Convention on Cluster Munitions	Non adherent	
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	Ratified	28 July 1999
2015 UNGA Resolutions: 70/55 (landmines) – 70/54 (cluster munitions)	In Favour-Absent	
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Source: http://www.unwomen-eseasia.org/projects/Cedaw/countryprogramme_cambodia.html	Ratified	1992
Convention on the Rights of the Child (CRC) Source: http://www.unicef.org/cambodia/12681_13461.html	Ratified	15 October 1992
Incheon Strategy to “Make the Right Real” for Persons with Disabilities in Asia and the Pacific Source: http://www.unescap.org/resources/incheon-strategy-%E2%80%9Cmake-right-real%E2%80%9D-persons-disabilities-asia-and-pacific	Adopted	2013
WIPO Marrakesh VIP Treaty	Signed	28 June 2013

143 UN Treaty Collection: <treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtmsg_no=IV-15&chapter=4&clang=en> and <treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtmsg_no=IV-15-a&chapter=4&clang=en>.

144 The Monitor – <www.the-monitor.org/en-gb/reports/2016/cambodia.aspx> and <www.wipo.int/treaties/en/ShowResults.jsp?lang=en&treaty_id=843>.

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP has been supporting the following projects relating to disability-inclusive development in Cambodia. They are all part of one initiative, Disability Rights Initiative Cambodia (DRIC), with a total budget of \$12,727,869 from 2014 to 2018.

- a) *Disability Rights Initiative Cambodia* has increased opportunities for people with disabilities to participate in social, economic, cultural and political life through the implementation of the National Disability Strategic Plan (NDSP). The programme outcomes are: (1) Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY)/Disability Action Council (DAC) effectively coordinates implementation of the National Disability Strategic Plan, aligned to the CRPD; (2) Disabled People's Organizations effectively represent the needs and priorities and advocate for the rights of people with disability; (3) Improved rehabilitation services for people with disability. (Implemented by WHO); and (4) Increased capacity of and collaboration between subnational decision-makers, civil society and communities to achieve the rights of people with disability (implemented by UNICEF).
- b) *Supporting Disabled People's Organizations to raise the voice and protect the rights of people with disability/Sector Strategy and Mechanism to Engage Civil Society Groups*: This programme focuses on strengthening the capacity of CDPO to (1) undertake policy research and advocacy; (2) act as a channel for policy dialogue between civil society and the RGC; (3) strengthen the capacity of DPOs and act as an effective coordinator of civil society in the disability sector; and (4) ensure the representation of the full spectrum of people with disability, including women, and those with hearing, sight and intellectual disabilities (who are currently under-represented).
- c) *Supporting Government implementation of the Convention on the Rights of Persons with Dis-*

abilities/Stakeholder Coordination Capacities aims to improve the quality of life of people with disability through the promotion of the CRPD, improvement of the Disability Action Council's structure and capacity, and promotion of participation among Disability Action Councils.

- d) *Support to CDPO/DPOs*, wherein the primary focus will be to strengthen the capacity of CDPO to (1) undertake policy research and advocacy; (2) act as a channel for policy dialogue between civil society and the RGC; (3) strengthen the capacity of DPOs and act as an effective coordinator of civil society in the disability sector; and (4) ensure the representation of the full spectrum of people with disability, including women, and those with hearing, sight and intellectual disabilities (who are currently under-represented).
- e) *Human Rights Institutional Capacities/Programme Coordination Team* increases the interaction and accountability of elected bodies and authorities to citizens through strengthened democratic processes at the national and subnational levels.
- f) *Strengthening Democracy Programme (SDP)* funds were partly used to fund disability-related activities with CDPO.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- UNDP is playing a key role in terms of disability-inclusive development in Cambodia (DRIC), which represents a multifaceted response to dealing with the salient features of disability-inclusive development. The DRIC project has two key components: (1) supporting Government implementation of CRPD, and (2) supporting DPOs to raise their voice to protect the rights of persons with disabilities. DRIC involves UNDP, UNICEF and WHO, which have worked together to provide relevant and targeted support to promote this rights-based approach emanating from the adoption of the CRPD.

- Cambodia evidenced an approach to CRPD advancement that was innovative, coherent, and likely to result in systemic change. It did so through support to the government CRPD focal point and establishment of a CRPD inter-governmental coordination mechanism together with CRPD capacity development among DPOs. However, there is a need to reframe the timeline in terms of CRPD follow-up actions and have a more realistic approach to the support that this project can provide.
- It was also noted that UNDP Cambodia should build on and extend the experience gained from DRIC to mainstream disability into its other programming in a more intentional manner.
- Actual recruitment of persons with disabilities as staff does not appear to have been a focus. Therefore, attention should be paid to include this aspect in future vacancy notices. Likewise, further attention should also be paid to ensuring that all UNDP country office premises are fully accessible.

COSTA RICA

1. COUNTRY CONTEXT

Costa Rica has a population of around 4.9 million¹⁴⁵, of whom nearly a quarter live in the metropolitan area of the capital and largest city, San José. Costa Rica is located in the continent of Central America, and it ranks 69th (out of 188 countries) in the 2015 Human Development Index.¹⁴⁶

2012 was a prosperous year for Costa Rica, mainly in economic terms (growth of 4 percent and monetary stability, with inflation below 5 percent, and maintenance of the exchange rate, according to data from the Central Bank of Costa Rica). However, these advances have not necessarily involved substantial improvements in other areas (social, environmental and political). An increasing economic and social inequality persists.¹⁴⁷

In Costa Rica, the population with disabilities faces great difficulties in their efforts to procure

themselves an income. Sixty-four percent of them are non-active in the labour market and those who are trying to find employment have a harder time finding one than people without disabilities; they show higher unemployment rates and higher unemployment duration. They also show higher poverty rates (32 percent) compared to the population without disabilities (24 percent).¹⁴⁸

2. TREATY STATUS

Costa Rica has signed and ratified the CRPD as well as UN Conventions on demining (relevant for victim assistance/rehabilitation).

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

In Costa Rica, UNDP has three main programmes/projects that focus attention on persons with disabilities. These are:

- a) *UNPRPD National Plan for Labour Inclusion of Persons with Disabilities* initial programme took place between October 2012 and Octo-

Treaty ¹⁴⁹	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	1 October 2008
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Signed	30 March 2007
	Ratified	1 October 2008
Treaty ¹⁵⁰	Status	Date
Oslo Convention on Cluster Munitions	State Party – Ratified	28 April 2011
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	State Party – Ratified	17 March 1999
2015 UNGA Resolutions: 70/55 (landmines) – 70/54 (cluster munitions)	In Favour – In Favour	
WIPO Marrakesh VIP Treaty	Signed	28 June 2013

145 <hdr.undp.org/en/countries/profiles/CRI>

146 Ibid.

147 <www.cr.undp.org/>

148 <mptf.undp.org/factsheet/project/00084088>

149 UN Treaty Collection: <treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtsg_no=IV-15&chapter=4&lang=en> and <treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtsg_no=IV-15-a&chapter=4&clang=_en>.

150 The Monitor – <www.the-monitor.org/en-gb/reports/2016/costa-rica.aspx> and <www.wipo.int/treaties/en/ShowResults.jsp?lang=en&treaty_id=843>.

ber 2014 and was a joint programme with UNDP and ILO. The total amount of funding was \$350,000. The project was designed to assist the Government's efforts to promote a more open and inclusive employment and is structured around five strategic areas: 1) improving institutional coordination and governance; 2) enhancing the employability profile of Costa Ricans with disabilities; 3) expanding the demand for workers with disabilities; 4) improving job facilitation services; and 5) promoting entrepreneurship among persons with disabilities. The number of companies engaged and individuals who have either received training or are employed has increased significantly since the programme ended in 2014.¹⁵¹

- b) *Social Protection/Poverty Reduction*: UNDP Costa Rica is looking for ways to include persons with disabilities into social protection programmes. In addition, UNDP is supporting the Government in implementing its Bridge to Development (Puente a Desarrollo) programme, which serves as the Government's poverty reduction plan. UNDP is developing protocols on disability in order to make the government programme more accessible to persons with disabilities.
- c) *Disaster Reduction and Preparedness*: The Ministry of Health requested support on making disaster preparedness programmes inclusive of persons with disabilities and therefore it is part of the UNDP disaster preparedness portfolio. This includes an assessment on what needs to be done within the country such as making shelters accessible. This is something that UNICEF has also been working on in the country in the past.
- d) *Climate Change and Environment* programme represents approximately 75-80 percent of the country's programming and budget portfolio. Most of the funding comes from the Global Environmental Facility (GEF). Though staff is thinking of how to make

these initiatives inclusive, modifications to programmes have yet to take place.

- e) *Gender*: UNDP Costa Rica has limited programmes on gender within the country but staff is thinking through how to include women with disabilities throughout gender programmes. The Gender Seal process is a very effective mechanism and would be helpful to have something similar for disability. In addition, the support system for gender and having regional technical experts to support the work in the region is a useful system, which could be a model for disability.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- While some promising mainstreaming initiatives are taking place within UNDP Costa Rica, these efforts appear to be periodic and ad hoc: disability-inclusive development has yet to be institutionalized. Examples of mainstream efforts cover developing protocols for inclusion of persons with disabilities in disaster relief programmes; ensuring that DPOs are part of civil society training on the SDGs; adding a ramp to the country office building so that it is accessible; establishing an inter-agency task force on disability; efforts to hold trainings in accessible venues; and including images of persons with disabilities in public materials.
- In addition to building employment opportunities for persons with disabilities in the country, the UNPRPD programme helped raise the interest and profile of disability issues within the UNDP office. The hiring of an expert on disability issues to work on this project has helped ensure that there is general support to the office on disabilities issues. This is a model of good practice that should be replicated in other countries.
- There is a need to reach out to key stakeholders to educate them on the general prac-

151 ROAR 2014, Open UNDP, Atlas, IEO Intranet.

tices of UNDP and other initiatives related to persons with disability.

- There is minimal outreach and consultation with DPO federations as they are not seen as an effective entity. Instead, the Government, private sector and potentially the UNDP reach out to other groups, such as CONAPDIS to serve as the consultation of persons with disabilities but this group has limited representation of persons with disabilities.
- The majority of the leadership and organizers of the UNPRPD programme are

not persons with disabilities. The dynamic of having persons with disabilities as beneficiaries but not as leaders or participants within the design and implementation of the programme is an approach that should be reviewed by the UNDP Costa Rica and rectified in future phases of funding.

- Though there have been some efforts to become more inclusive, such as having staff training on how to interact and provide reasonable accommodations, UNDP has never employed someone with a disability.

EGYPT

1. COUNTRY CONTEXT

With over 90 million inhabitants (two-thirds of whom are below 29 years), Egypt is Africa's third most populous country after Nigeria and Ethiopia, and has the highest population in the Arab world. Egypt ranks 108th (out of 188 countries) in the 2015 Human Development Index.¹⁵² Challenges include persistence in poverty (reaching 26.3 percent in 2012-2013) despite relatively improved economic growth, large disparities and inequitable growth, a shrinking public sector, inefficient safety net programmes unable to target the poor, and the digital divide, making the poor very vulnerable to economic shocks. With unemployment standing at around 13 percent – the majority affected being youth – and the rate three times higher among women, amid a shrinking public sector, key reforms are required to generate long-term employment aiming at equitably benefiting underprivileged Egyptians.¹⁵³

In Egypt, there is an estimated minimum 3.4 percent of the population classified as disabled, and 25 percent of the population are affected indirectly by this phenomenon as family members take care of a person with a disability. Despite the size of the problem, people with disability remain generally unaccepted and marginalized. Lack of service provision and poor access to education also characterize their situation. Children in Egypt, and particularly girls and children with disabilities, have poor access to quality education. Illiteracy rates for girls are 45 percent higher than they are for boys, an estimated 1.4 million school-age children are not enrolled in school and children with disabilities face many barriers. They have limited physical access to classrooms, with no wheelchair ramps and often have no appropriate school transportation.¹⁵⁴

2. TREATY STATUS

Egypt has signed and ratified the CRPD and has abstained from UN Conventions on demining (relevant for victim assistance/rehabilitation).

Treaty	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	14 April 2008
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Not signed or ratified	
Treaty	Status	Date
Oslo Convention on Cluster Munitions	Non-signatory ¹⁵⁵	
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	Non-signatory ¹⁵⁶	
2015 UNGA Resolutions: 70/55 (landmines) -- 70/54 (cluster munitions)	Abstained – Abstained	
WIPO Marrakesh VIP Treaty	Not signed or ratified	

152 <hdr.undp.org/en/countries/profiles/EGY>

153 Delegation of the European Union to Egypt: <ec.europa.eu/europeaid/documents/case-studies/egypt_social-cohesion_en.pdf> UNDP Egypt: <www.eg.undp.org/content/egypt/en/home/countryinfo>

154 Plan International: <plan-international.org/egypt/healthy-start-and-quality-education-egypt>

155 Non-signatory Egypt has expressed its support for efforts to protect civilians from cluster munitions, but sees military utility in the weapons and has objected to key provisions of the convention and the process that created it. Egypt has participated in several meetings of the Convention, most recently in 2013. Egypt is a producer, importer, exporter, and possesses stockpiles of cluster munitions. Evidence indicates that Egypt exported or otherwise transferred cluster munition rockets to Syria in the past. Egypt states that it has not used cluster munitions. Source: The Monitor: <www.the-monitor.org/en-gb/reports/2016/egypt/cluster-munition-ban-policy.aspx>.

156 The Arab Republic of Egypt has not acceded to the Mine Ban Treaty. Egypt participated as an observer in the Mine Ban Treaty Third Review Conference of States Parties in Maputo, Mozambique in June 2014, but did not make any statement. Egypt did not attend the intersessional Standing Committee meetings in June 2015. Egypt signed the Convention on Conventional Weapons (CCW) in 1981 but never ratified it. Source: The Monitor: <www.the-monitor.org/en-gb/reports/2016/egypt/cluster-munition-ban-policy.aspx>.

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP has two main programmes/projects in Egypt that focus attention on persons with disabilities. These are:

- a) UNPRPD Programme funds a component of a larger *Community Development Project*. This ongoing project covers *Jobs and skills for persons with disabilities with a focus on ICT-based solutions*, which was launched in September 2014. The aim of the project is to enhance employability of youth with visual and physical impairments and to facilitate their employment. In the beginning, the project faced challenges to identify qualified NGO partners, which caused some delay in its following activities and training on technical skills for the targeted youth with disabilities only started in December 2015. While some training courses are still ongoing, the project recently shifted its focus from training to job-matching activities. Around 25 youth with visual and physical impairments, out of 608 project trainees, have gained employment so far as a result of this project (the concept note anticipates 300). The project has been extended until March 2017.
- b) The project *Support to the North West Coast Development Plan and Relevant Mine Action* has been implemented in the Matrouh Governate in northwestern Egypt since November 2007. In partnership with the Ministry of International Cooperation (MOIC) and the Ministry of Defence, this project entered its phase II in October 2014 building on the foundations realized during the first phase to further strengthen the national capacities of stakeholders to address Mine Action in Egypt through the provision of relevant tools and mechanisms; reintegrate mine victims into the economy as productive community members. Phase II is being supported by UNDP, EU and a

number of countries bilaterally. That project, however, has taken a medical approach to disability. In October 2016, an Artificial Limbs Centre was inaugurated in Marsa Matrouh, which is the first of its kind in this area. The centre is expected to serve the inhabitants of the governorate and its neighbouring areas. There is an opportunity for the mine action work to collaborate in the field with the UNDP PRPD project as they both work in Matruh governorate, and they both have a focus on employment.

- c) *UNDP Egypt's Innovation Lab* project's objective is to promote social innovation, design thinking, creativity and entrepreneurship among youth in order to deal with development challenges and advocate the concept of 'smart citizens'. The project's partners are UN Volunteers, Egypt ICT Trust Fund, Microsoft, Vodafone, International Development Research Centre, and the Governments of Egypt and Sweden. In this regard, UNDP Egypt conducted a three-day workshop, 'Design for Integrated Living', where participants generated ideas and cost-effective prototypes that would assist persons with disabilities to have a more inclusive life. Teams with the best ideas were assigned mentors and industry leaders to further develop and scale their projects.¹⁵⁷

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- The National Council for Disability Affairs (NCDA) is identified as the focal point and coordinating authority for CRPD implementation. NCDA is well placed to do this as it reports directly to the Cabinet of the Prime Minister, and representatives from the five most important ministries sit on its board. NCDA also sees itself as the monitoring body as well, which can be seen as a conflict of interest.

157 UNDP Innovation 2015 Year in Review report: <[www.undp.org/content/dam/undp/library/innovation/IF%202015%20Report%20For%20Web%20final\(1\).pdf](http://www.undp.org/content/dam/undp/library/innovation/IF%202015%20Report%20For%20Web%20final(1).pdf)>.

- There is limited capacity devoted to disability-inclusive development in UNDP. Thus far, it is dependent on a UNV who joined when the UNPRPD project began in September 2014.
- There is a need for renovations to ensure the physical space is fully accessible at the UNDP country office.
- The aim of the UNPRPD project has been to increase employment opportunities for young persons with visual and physical disabilities. Main activities under the UNDP component have focused on vocational and skills training, and linking persons who have completed trainings with potential employers while activities under the ILO component have focused on capacity-building of training providers, job placement providers, and employers.
- One component of the project has focused on the development of technologically oriented solutions to improve the living and working environment for persons with disabilities. Design thinking workshops have led to the development of an app 'Mobile RAMP' which enables persons with disabilities to report on their needs of ramps identifying exact locations on the application map. This helps alert local authorities to the needs to make modifications or renovations. The same app also has a feature where it can highlight areas that are accessible (so people can know how to navigate a particular neighbourhood). So far, 50 ramps have been installed in partnership with the Government. That said, most of the apps are still at the prototype stage.
- The steering committee of the UNPRPD project included representatives of two DPOs and the NCDA, which was established under the Cabinet in 2012 as a national specialized entity with a majority of staff members with disabilities to deal with disability affairs. A representative of one of the DPOs is a woman with visual impairments. In addition, a former NCDA representative and one of the current NCDA representatives are now in the Parliament.
- The project Support to the North West Coast Development Plan and Relevant Mine Action targets mine victims, and supports those individuals who do not have a police record as well as if a causal link between their disabilities and landmine explosions is confirmed through interviews with people in their own tribes.
- According to the Ministry of Social Solidarity pension regulations, the level of support for the survivors of landmine explosions is based on whether the individual has medical documentation that the disability has been caused by a landmine. The nature or severity of the injury and/or the actual needs for support of the individual are not taken into consideration.

HONDURAS

1. COUNTRY CONTEXT

Honduras has a population of 8.3 million¹⁵⁸ is located in the heart of Central America. It is bounded on the north and east by the Caribbean Sea, southeast with the Republic of Nicaragua, on the south by the Gulf of Fonseca and El Salvador, and west by Guatemala. Honduras ranks 131st (out of 188 countries) in the 2015 Human Development Index.¹⁵⁹

Honduras is a country with low income and faces various development challenges. The last MDG Country Report identifies that the country is unlikely to achieve the MDGs by 2015, with the exception of the goals of water, sanitation and nutrition. In the last decade the Honduran economy has grown at rates higher than the Latin American average. However, over 60 percent of households live in poverty and over 40 percent live in extreme poverty.

Despite efforts to improve the lives of disabled people in recent years, the population growth over the second half of last century and the fact that 54 percent of families live in extreme poverty has hindered the potential positive outcomes.

2. TREATY STATUS

Honduras has signed and ratified the CRPD as well as UN Conventions on demining (relevant for their victim assistance/rehabilitation).

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP in Honduras is involved in two main programmes/projects that focus attention on persons with disabilities. These are:

- a) *Human Rights: Strengthening National Capacities and SNU for the respect, protection and promotion of Human Rights in Honduras:* Persons with disabilities are one of the target groups of the project. In this sense, the UNDP country office has provided technical assistance for the development of the first Public Policy for Persons with Disabilities, and the establishment of the General Directorate for Persons with Disabilities.¹⁶⁰
- b) *Democratic Governance:* In 2012-2013, UNDP Honduras integrated persons with disabilities as part of its broader human rights programme funded by the Swiss government. Other vulnerable groups, such as LGBTI and indigenous persons, were also a

Treaty	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	14 April 2008
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Signed	23 August 2007
	Ratified	16 August 2010
Treaty	Status	Date
Oslo Convention on Cluster Munitions	State Party – Ratified	21 March 2012
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	State Party – Ratified	24 September 1998
2015 UNGA Resolutions: 70/55 (landmines) – 70/54 (cluster munitions)	In Favour – In Favour	
WIPO Marrakesh VIP Treaty	Note signed	

158 <hdr.undp.org/en/countries/profiles/HND>

159 Ibid.

160 Honduras CO ROAR 2014.

focus on disability. The suggestion to include persons with disability was made by the UNDP staff person who had a background on disability and the donor was very open to this suggestion. The project focused on developing a strategic plan to complement the Government's national policy, supporting the Government and DPOs on developing reports to the CRPD committee, and supporting awareness raising activities on disabilities and capacity training for DPOs.

- c) *Other mainstream initiatives:* In 2009, UNDP Honduras produced a 'Manual to Mainstream the Disability Perspective in Development Programmes and Projects', which is roughly based upon the Mexico gender-mainstreaming guide. Though this guide provides useful information, most UNDP staff were not aware that it existed.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- The UNDP human rights programme on disability was seen as highly successful by the Government and civil society. Many disability leaders stated that the programme marked a shift from advocating for services and a charity approach to recognizing that disability is a human right.
- Though DPOs were actively consulted and involved in the implementation, consultation of persons with disabilities in the design of the programme could have been improved. This type of programme could serve as a model for other UNDP programmes looking to support and build the capacity of DPOs in other countries.
- There is a need to provide technical support to the Development and Social Inclusion Secretary (SEDIS). The household survey developed for 'Honduras Para Todos' with support of the Pan American Health Organization (PAHO) is unfortunately using incorrect data methods. While they are using the questions developed by the Washington Group on Disability Statistics, they are not using the correct responses, which as a result would not capture individuals with mild disabilities. As a result, it is likely that they will not collect accurate data on persons with disabilities. The Ministry will also need support on the appropriate methods and how to analyse results. In addition, SEDIS could use support on designing appropriate outreach information to ensure that negative views and stereotypes of persons with disabilities are not inadvertently included.
- UNDP Honduras should make every effort to include and empower staff resources currently available in-house in terms of enhancing its interventions in issues related to disability-inclusive development.
- Though there are currently limited number of mainstream programmes within UNDP, the mission found that the majority of the staff interviewed were interested and keen to make their programmes more inclusive in the future.

INDONESIA

1. COUNTRY CONTEXT

Indonesia's population of 252.8 million¹⁶¹ live amid 17,508 islands. The diverse country, in the world's largest archipelago, is home to hundreds of distinct ethnic groups, as well as hundreds of languages. Indonesia ranks 110th (out of 188 countries) in the 2015 Human Development Index.¹⁶² The country has experienced significant economic growth in the last decade, and its middle class continues to expand. Indonesia is now categorized as lower middle-income, and between 2009 and 2013, annual GDP growth was 5.8 percent. With a rising middle class expected to reach 135 million people by 2020, the country is challenged with widening inequality.

In 2011, the Indonesian Government ratified the CRPD following an intensive advocacy campaign by DPOs with active support of Handicap International. Despite this progress, Indonesians with disabilities face a high level of discrimination and stigmatization, particularly those who live in isolation and poverty. As a whole, Indonesia offers very little in the way of disability services, and of the services that do exist, the majority are inaccessible and staffed by under-qualified technicians.¹⁶³

2. TREATY STATUS

Indonesia has signed and ratified the CRPD as well as UN Conventions on demining (relevant for their victim assistance/rehabilitation).

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP is involved in four main programmes/projects in Indonesia that focus attention on persons with disabilities. These are:

- a) *UNPRPD Project* conducted jointly with UNESCO, ILO, WHO and UNFPA, during the first funding cycle, and now continued into the second UNPRPD funding cycle (without the participation of UNFPA). Prominent among the results is the use of a network of mayors of inclusive cities, disability data and most notably civil society engagement that led to the adoption of the Disability Law in 2016.
- b) *Indonesian Democracy Index* was developed to measure democracy dynamics at subnational level using three main aspects of democracy: civil liberties, political rights and institutions of democracy. It is a participatory tool with local stakeholders involved in data collection to promote local solutions. IDI has been incorporated into the previous and the cur-

Treaty	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	20 November 2011
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Not signed or ratified	
Treaty	Status	Date
Oslo Convention on Cluster Munitions	Signatory	3 December 2008
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	State Party – Ratified	20 February 2007
2015 UNGA Resolutions: 70/55 (landmines) – 70/54 (cluster munitions)	In Favour – In Favour	
WIPO Marrakesh VIP Treaty	Signed	24 September 2013

161 <hdr.undp.org/en/countries/profiles/IDN>

162 Ibid.

163 <www.handicap-international.us/indones>

rent National Mid-term Development Plan as one of the development targets. UNDP has supported the programme since 2009 and the Index has been published annually. UNDP's contribution has been to support the group of experts that have helped set up the Democracy Index (academics and other specialists). The manager indicates that the Government values the UNDP presence as it helps establish 'independence' and credibility of the Index overall.

- c) *Recovery measures in disaster-affected areas:* This has been active since 2009. It targets Indonesian local government and covers planning of recovery measures in the disaster affected areas implemented. It is guided by the Government's Post Disaster Needs Assessment (PDNA). The programme takes into consideration the needs of vulnerable groups, calibrated according to the four stages of evacuation, with a special focus on assistance to the elderly. It supports the strengthening of the capacity of local government to manage and coordinate DRR-based recovery programmes and mainstream DRR with the involvement of all stakeholders. The Implementing Partner is Badan Nasional Penanggulangan Bencana.
- d) *Early recovery initiatives:* This also aims to support the recovery process. The project is implemented in Mount Kelud and Mount Sinabung areas in a coordination role, identifying priorities and assisting in the implementation of selected 'quick wins'.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- UNDP does not have disability-inclusive development as a key aspect of its programming at present. This issue is dealt with under the rubric 'vulnerable groups' and within this the most visible manifestation of attention is within the Democracy Index programme where two indicators "Freedom from being discriminated" and "the right to vote" are included.

- The UNDP office has been associated with an innovation challenge prize that has been implemented with Global Pulse. Among the 'top ideas' was *TUNE Map: Crowdsourcing the Mapping of Accessible Pedestrian Routes for the Visually Impaired in Bandung*, and *Discover: A Community-Based Platform to Improve Public Spaces and Services for People with Disabilities (Yogyakarta)*, an application with that helps people with disabilities to access public facilities using a ratings system of public accessibility, a crowdfunding platform to improve public facilities, and a social medium for people with disabilities to communicate with people nearby in case of emergencies.
- There are a number of entry points in the future programming within the UNDP Indonesia country programme. Prominent among these are the areas of transport, decent work, accessibility and data and statistics. Support to the SDG Secretariat in terms of focusing programming on the SDG indicators that address disability issues, could also hold promise. Attention could also be paid to capacity-building of local DPOs in areas such as electoral support in particular and also to participate in the ongoing Democracy Index programme.
- The office is aware of the Diversity and Inclusiveness Strategy. All vacancy notices contain the following text – "*UNDP is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged and strongly encouraged to apply.*" The wording was not taken from UNDP/Headquarter templates but was developed by UNDP Indonesia after looking at samples from other country offices as part of an effort to address the issue of overall gender parity at the more senior levels. All job vacancy notices are distributed to a CSO network. However, it is not clear if DPOs are part of the CSO network. (During a focus group discussion with DPOs they stated they had not received any UNDP job vacancy

announcements in the past.) Furthermore, the HR person noted that recruitment websites are not accessible for screen-reading technology. The HR unit does not track the number of persons with disabilities who apply for positions. In 2014, UNDP Indonesia recruited a consultant who used crutches (for the Global Pulse programme in the Resident Coordinator's office). She was a junior data engineer and recruited for a short-term contract, using the standard recruitment practices. Her contract has been completed and she did not need specific accommodations for her to do her work.

- The UNPRPD programme appears to have some success in terms of contributing to CDPO activities in connection with the Disability law, data and a network of mayors from cities. UNESCO led the project and worked with ILO, UNFPA, and WHO (UNDP was not part of the PRPD project). One challenge for the team in Indonesia was that UNESCO and UNFPA were originally not members of PRPD. This led to some administrative challenges and delays in implementation. A second-phase programme has been approved, without the participation of UNFPA.

KENYA

1. COUNTRY CONTEXT

The country has an estimated population of 45.5 million¹⁶⁴, the majority of whom are in rural areas. Kenya ranks 145th (out of 188 countries) in the 2015 Human Development Index¹⁶⁵ and is located in Eastern Africa.

Despite the post-electoral violence of 2007–2008, Kenya has largely maintained its internal stability and its predominant role in East Africa. The country has adopted a devolved system of governance, and is divided into 47 administrative counties with a governor for each county. Devolution as designed aims at, among others, enhancing local level public service delivery, ensuring equitable distribution of national and local resources and promoting citizen participation in decision-making on issues that affect them at the local level. However, living conditions for persons with disabilities and others are still fragile and many services need to be provided, such as education, preventative care, and protection against sexual violence. The country also has an enormous population of refugees, largely from Somalia and South Sudan. Refugees, especially those with disabilities, have enormous needs in terms of food, healthcare, and other basic services.¹⁶⁶

The Kenya Vision 2030 is the national long-term development blueprint that aims to transform Kenya into a newly industrializing, middle-income country providing a high quality of life

to all its citizens by 2030 in a clean and secure environment. The Kenya Vision comprises three key pillars: economic, social, and political. The three pillars are anchored on the foundations of macroeconomic stability; infrastructural development; Science, Technology and Innovation (STI); Land Reforms; Human Resources Development; Security and Public Sector Reforms. Vision 2030 is implemented through Medium Term Plans that outline the Government's priorities within a five-year period. The current Medium Term II is for 2013–2017.

Kenya promulgated a new Constitution in 2010. The Constitution defines national values and principles of governance that include: respect for human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized. The very progressive Bill of Rights places specific emphasis on advancement of realization of economic, social and cultural rights including with emphasis on persons with disabilities.

2. TREATY STATUS

Kenya has signed and ratified the CRPD as well as UN Conventions on demining (relevant for their victim assistance/rehabilitation).¹⁶⁷

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP has three mainstream programmes/projects in Kenya that have included a focus on persons with disabilities. These are:

Treaty	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	19 May 2008
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Not signed or ratified	

(Continued)

164 <hdr.undp.org/en/countries/profiles/KEN>

165 Ibid.

166 Sources: <www.handicap-international.us/kenya> and <www.ke.undp.org/content/kenya/en/home/countryinfo/>.

167 Source: UNDP Kenya: <www.ke.undp.org/content/kenya/en/home/countryinfo/>.

(Continued)

Treaty	Status	Date
Oslo Convention on Cluster Munitions	Signatory ¹⁶⁸	
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	Ratified	23 January 2001
2015 UNGA Resolutions: 70/55 (landmines) – 70/54 (cluster munitions)	In Favour – In Favour	
WIPO Marrakesh VIP Treaty	Signed	28 June 2013

- a) *Amkeni Wa Kenya* (Strengthening civil society), which has been seen as successful, has included DPOs in its capacity-building programme. The programme fits three thematic areas within the strategic result of transformative governance: devolution, access to justice, and human rights. In total 370 civil society organizations received some support (through grants and trainings) during this project. An evaluation of Phase 1 of this project¹⁶⁹ referenced a few results with regard to inclusion of DPOs, but did not look specifically at the impact of inclusion. Its review is piecemeal: reference to participatory theatre, employment of sign language interpreters, and the drafting of one memo on county budgets, and the implementation of civic education by two groups of persons with disabilities. The evaluation’s conclusion of impact: “all IPs were expected to integrate disability in their programming.”
- b) *Support to the Realization of Human Rights and Access to Justice in Kenya* was designed specifically to provide support to the Kenya National Commission on Human Rights (KNCHR), National Gender and Equality Commission (NGEC) and the Commission on Administrative Justice (CAJ), which acts as the Office of the Ombudsperson. While this programme was not targeted to DPOs, two of the commissions (KNCHR and NGEC) had specific activities (research, reporting, and draft legislation) that looked at human rights conditions for persons with disabilities.
- c) *Support to Electoral Reforms and Processes* is a project where UNDP has worked with UN Women on an elections programme. The purpose of this programme is to strengthen the capacity of the Independent Electoral and Boundaries Commission towards the management of free, fair and credible and peaceful elections in Kenya.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- The Amkeni Wa Kenya (AK) and Strengthening Human Rights/Access to Justice (SHRAJ) programmes worked with the Article 59 Constitutional Commissions and supported the advancement of rights of persons with disabilities. AK has included DPOs, and in particular smaller less capacitated DPOs, in their programme. SHRAJ supported three commissions, two of which researched and reported on a variety of issues concerning persons with disabilities. KNCHR and NGEC in particular demonstrated effective engagement with government bodies on issues of disability, and produced several quality reports contributing to awareness raising on rights of persons with disabilities. As a result of its monitoring

168 The Monitor: <www.the-monitor.org/en-gb/reports/2016/kenya/cluster-munition-ban-policy.aspx> Last Update 20 July 2015: Signatory Kenya has regularly expressed its intent to ratify the convention, but the exact status of the ratification process is not known. It has participated in all of the Convention’s Meetings of States Parties, except in 2014. Kenya is not known to have used, produced, transferred, or stockpiled cluster munitions.

169 Adili Consulting, July 2015.

work carried out with funds from UNDP, KNCHR drafted an alternative report to the CRPD Committee. NGEK conducted research on several topics pertaining to persons with disabilities, and drafted a bill on education for persons with disabilities.

- The human resources support for persons with disabilities in UNDP Kenya is limited, and some but not all facilities are accessible. UNDP is housed in a facility that houses a majority of the UN agencies in Kenya. Managed by the United Nations Office at Nairobi, the facility has ramps and other facilities to allow for persons with disabilities to access

various places in the compound. Additional facilities that make the compound more disability friendly should be considered.

- In general, there are large data gaps on disability in Kenya, making it difficult for government, civil society and international partners when designing projects to support persons. Some data on disabilities can be gleaned from the 2013 report 'Demographic, Economic, Social and Cultural Characteristics of Kenya'. In addition, Kenya is preparing for the 2019 population census, which will update the national and county figures including on persons with disabilities.

KUWAIT

1. COUNTRY CONTEXT

Kuwait has a population of 3.5 million¹⁷⁰ and is a sovereign Arab state situated in the north-east of the Arabian Peninsula in Western Asia. It is bordered by Saudi Arabia to the south at Khafji, and Iraq to the north at Basra. Kuwait ranks 48th (out of 188 countries) in the 2015 Human Development Index.¹⁷¹

In 1996 a Disability Law was officially passed in the state of Kuwait, which paved the way for the creation of the Higher Council for the Disabled Affairs (HCDA).

The Kuwait Law for Persons with Disability (Law Number 8/2010) was passed on 8 February 2010, which resulted in the creation of the Public Authority for Disabled Affairs (PADA). Currently 41,396 persons with disability are registered with PADA. Most of the aims of the project are mirrored in that Law and as such, collaboration with various benefactors was made easy due to these recent developments.

UNDP Kuwait has contributed to Kuwait's role in the field of disabilities and inclusion via its Early Learning Challenges (ELC) Programme. This was executed collaboratively with

the national partner, the Supreme Council for Planning and Development. The ELC Programme has been ongoing for some seven years and has managed to achieve a strong impact on the inclusion and disabilities scene in Kuwait.

The UNDP country office in Kuwait has been very actively supporting the Government's continuous plans to raise the standards of primary education to reach the 2nd MDG Goal to Achieve Universal Primary Education as well as maximize the support and enabling of individuals with disability in Kuwait.

2. TREATY STATUS

Kuwait has signed and ratified the CRPD and UN Conventions on demining (relevant for their victim assistance/rehabilitation).

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP's *Country Programme Action Plan (CPAP)* supports the Government's priorities per the Supreme Council for Planning and Development. The CPAP references subsidies provided to the 36,000 persons with disabilities who are registered, and the financial support they are provided.¹⁷² The CPAP highlights as a main barrier

Treaty	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	11 February 2013
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Not signed or ratified	
Treaty	Status	Date
Oslo Convention on Cluster Munitions	Non-Signatory	
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	State Party	1 January 2008
2015 UNGA Resolutions: 70/55 (landmines) – 70/54 (cluster munitions)	In favour – Abstained	
WIPO Marrakesh VIP Treaty	Not signed or ratified	

170 <hdr.undp.org/en/countries/profiles/KWT>

171 Ibid.

172 CPAP, para 2.7

“the lack of national assessment standards for the various types of disabilities that could enable an objective and systematic identification of disabled individuals.”¹⁷³ The solution put forth to address this barrier is to strengthen PADA.¹⁷⁴ The CPAP highlighted as a strategic output “the national assessment tool for the diagnosis of children with learning disabilities” the application of which has enabled children with learning disabilities to become eligible for state support.¹⁷⁵ The CPAP proposes replicating and expanding it “to cover all other disability types.”¹⁷⁶ Details of this project are as follows:

Early learning and disability challenges programme: operated in two phases: 1) Early Learning Challenges (2002-2008), and 2) the Early Learning Challenges and Disabilities (2010-2013). The ELCD programme aims (removing barriers to inclusion, empowering persons with disabilities, and enabling participation of persons with disabilities to contribute to society). Activities have focused on creating diagnostics for service providers to assess impairments and development of standardized tests for their use. The programme approach focused on ‘special education’, which is segregated from the mainstream.

A new programme has also been formulated for the period 2015-2018:

Achieving Kuwait 2035 Vision towards Persons with Disabilities project will provide technical assistance and build capacities of PADA as part of its Strategic Plan in order to support persons with disabilities to access appropriate resources¹⁷⁷.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- Consultants hired by UNDP and seconded to various organizations have contributed through the ELDC programme to the development of diagnostics standards and guides. It is less clear as to how the lives of persons with disabilities have improved as a result of these interventions.
- There is interest among stakeholders to see UNDP take a more active role in the area of disability-inclusive development.
- Human resources staff noted that one person with a hearing impairment was hired several years ago. The physical premises of the country office are accessible.
- UNDP could expand its support to NGOs working on disability, serving as a neutral forum for share information sharing. There are 13 certified NGOs working on disability in Kuwait, but those organizations have limited knowledge about the activities of the other organizations. UNDP should also help support NGOs with capacity-building about the rights of persons with disabilities. Particular attention should also be placed on enhancing knowledge about the CRPD.
- There are nascent DPOs and also some organizations working more broadly on human rights promotion that have started to work on disability (two of them submitted alternative reports to the CRPD Committee). UNDP could/should reach out to such organizations as partners.

173 Ibid.

174 Ibid.

175 Ibid., para 3.2

176 Ibid., para 3.5, and paras 4.5 and 4.5.3

177 Source: Atlas

SOUTH AFRICA

1. COUNTRY CONTEXT

South Africa has a population of 53.1 million¹⁷⁸ and is located on the southern edge of the African continent. The complex nature of the development situation in the country is evident from its ranking of 116th out of 188 on the Human Development Index¹⁷⁹. A combination of characteristics underlines the depth and scope of the challenge facing South Africa. While extreme poverty has declined, there are significant disparities in levels of relative poverty across provinces. Inequality remains sharp with an essentially static Gini coefficient above 0.7. Unemployment is high and particularly pervasive among youth (15-35 years of age), at 34.5 percent for this group compared to a national average of about 25 percent.

South Africa has made significant progress since its transition to democracy in 1994. It has established a solid foundation for democratic governance and improved access to education, health services, water, electricity, housing and social protection for the historically disadvantaged. The South African economy has grown at an annual average rate of 3.6 percent between 1994 and 2008, and has returned to a steady, though fragile, path of economic expansion after a recession in 2009.

2. TREATY STATUS

South Africa has signed and ratified the CRPD as well as UN Conventions on demining (relevant for victim assistance/rehabilitation).

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP in South Africa is involved in one main programme that focuses attention on persons with disabilities.

- a) *Accelerating the implementation of the UNCRPD in South Africa*: This UNPRPD programme is a collaboration among three UN agencies (UNDP, OHCHR, and UNICEF) and the South African Government (Department of Social Development). The programme is aimed at achieving three complementary outcomes to: (1) strengthen monitoring and evaluation capacity for effective oversight and advocacy for promotion of rights of persons with disabilities, (2) establish a CRPD-compliant legal and policy framework to implement provisions of the Convention in South Africa, and (3) reduce economic vulnerability of persons with disabilities.¹⁸⁰

Treaty	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	30 November 2007
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Ratified	30 November 2007
Treaty	Status	Date
Oslo Convention on Cluster Munitions	State Party – Ratified	28 May 2015
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	State Party – Ratified	26 June 1998
2015 UNGA Resolutions: 70/55 (landmines) – 70/54 (cluster munitions)	In Favour	
WIPO Marrakesh VIP Treaty	Not signed or ratified	

178 <hdr.undp.org/en/countries/profiles/ZAF>

179 Ibid.

180 UNPRPD South Africa: <mptf.undp.org/factsheet/project/00085929>.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- The UNPRPD programme has facilitated a CRPD-compliant legal and policy framework through the development of several key documents: a White Paper on the Rights of Persons with Disabilities; an Implementation Matrix for the White Paper; a study on the Financial and Economic Costs of Disability to Households; an Analysis of Disability in the National Development Programme; and a Government-Wide Monitoring and Evaluation on the Rights of Persons with Disabilities.
- The Government of South Africa has been seen as the main catalyst for the success of this programme, and was instrumental in ensuring involvement of DPOs during all phases of the programme.
- Although disability is mentioned in the CPAP, there has been no effort to include disability in any of UNDP's programmes aside from the UNPRPD programme.
- The work of UNDP in the UNPRPD programme in South Africa was focused especially on providing technical support in establishing disability rights-based monitoring and evaluation instruments and financial aspects. UNDP staff that were interviewed recognized that their role has been limited, and expressed interest in doing more if funding and technical support for mainstreaming disability across its programme areas is made available to the country office.
- UNDP has not built relationships directly with DPOs but has been engaging with them through facilitating and supporting the process of building coalition between the Government and DPOs around disability in South Africa. Three of the four DPO representatives interviewed for this evaluation indicated they were meeting UNDP staff for the first time.
- UNDP office in South Africa is not accessible. The bathrooms are not accessible, and the doors to all offices are not accessible.

TURKMENISTAN

1. COUNTRY CONTEXT

Turkmenistan has a population of 5.3 million¹⁸¹ and is situated in Central Asia bordering Afghanistan, Iran, Kazakhstan, Uzbekistan and the Caspian Sea. The country is located in a disaster-prone region and can be affected by a number of natural disasters, such as earthquakes, drought, desertification and others. Turkmenistan ranks 109th (out of 188 countries) in the 2015 Human Development Report.¹⁸²

Turkmenistan was the first Central Asian country to become party to the CRPD. It acceded to the Convention in September 2008 and ratified its Optional Protocol in 2010. In 2014, the CRPD Committee reviewed the initial report of Turkmenistan and issued concluding observations and recommendations. The Committee highlighted numerous deficiencies in domestic implementation of CRPD. There is no anti-discrimination legislation and there are numerous direct and indirect discriminatory barriers that seriously undermine equality and inclusion in society for persons with disabilities. There is, however, considerable evidence of the impact of ratification in terms of law reform, integration of disability rights issues into the National Human Rights Action Plan, the National Development Framework and within

government institutions and ministries. Government oversight is undertaken by the National Institute for Democracy and Human Rights under the President of Turkmenistan, in conformity with Article 33(1) of the CRPD. There is no designated independent monitoring body pursuant to Article 33(2) of the CRPD.

Additional challenges impacting the inclusion of persons with disabilities in society include the under-development of the civil society sector in Turkmenistan where it is difficult for NGOs to operate and requires laborious registration. Of some 110 officially registered NGOs, there are approximately 8-10 disability organizations and there is limited coordination between these groups and considerable competition. There are reports of more informal disability-related networks also operating in the regions. Access to infrastructure and public services for persons with disabilities is limited and data on disability is extremely limited, a characteristic of population data more generally in the country

2. TREATY STATUS

Turkmenistan has signed and ratified the CRPD and its Optional Protocol as well as UN Conventions on demining (relevant for victim assistance/rehabilitation).

Treaty	Status	Date
UN Convention on the Rights of Persons with Disabilities	Ratified	4 September 2008
Optional Protocol to the Convention on the Rights of Persons with Disabilities	Accession	10 November 2010
Treaty	Status	Date
Oslo Convention on Cluster Munitions	Non-Signatory ¹⁸³	
Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction, 18 September 1997	State Party – Ratified	19 January 1998
2015 UNGA Resolutions: 70/55 (landmines) – 70/54 (cluster munitions)	In Favour – Absent	
WIPO Marrakesh VIP Treaty	Not signed or ratified	

181 <hdr.undp.org/en/countries/profiles/TKM>

182 Ibid.

183 Source: The Monitor: <www.the-monitor.org/en-gb/reports/2016/turkmenistan/cluster-munition-ban-policy.aspx>.

3. UNDP ENGAGEMENT IN DISABILITY INCLUSION

UNDP in Turkmenistan has five programmes/project that focus attention on persons with disabilities:

- a) *Visually and Hearing Impaired* project's purpose is to identify sustainable approaches to integrate the visually and hearing impaired people into economic and social activities.
- b) *Social Inclusion through Leadership Skills for Women with disabilities in Turkmenistan* project was a partnership of the Deaf and Blind Society of Turkmenistan and UNDP. The project was designed to expand the knowledge of hearing and visually impaired women in democratic institutions, modern socio-economic-political processes, gender issues and computer skills. It also aimed to empower young women with disabilities to take on enhanced leadership positions in DPOs and to engage more actively in policy dialogues with the Government.
- c) *Strengthening the National Capacity of Turkmenistan to Promote and Protect Human Rights* was a joint UNDP, OHCHR, and European Union project, run from 2009 to 2012. The main implementing partner was the Turkmen National Institute for Democracy and Human Rights under the President of Turkmenistan. The objective of this mainstream human rights project was to increase the knowledge on international human rights standards and mechanisms in Turkmenistan and to strengthen national capacities to promote and protect human rights in accordance with these standards. As a result, Turkmenistan went through and accepted the majority of recommendations of the Universal Periodic Review (UPR). Following that, a National Human Rights Action Plan was developed for 2016-2020, recently adopted by the Government.
- d) *Assistance in implementation of the National Human Rights Action Plan of Turkmenistan*: UNDP Turkmenistan supports the Government in the implementation of the National

Human Rights Action Plan 2016-2020 (NHRAP), approved on January 15, 2016. The objective of the project is to provide technical support the Government to meet Turkmenistan's human rights commitments and UN Treaty Body obligations, to improve the national capacity in implementation of recommendations by UN human rights Treaty Bodies, promote and protect rights. The main implementing partner is the Turkmen National Institute for Democracy and Human Rights under the President of Turkmenistan.

- e) *Enhancing social inclusion of people with disabilities through mainstreaming inclusive approach into the vocational trainings institutions project*: The aim was to promote employment opportunities for people with disabilities through a pilot project designed to mainstream women with disabilities into selected vocational training institutes. The primary beneficiary group of the project will be the members of the Deaf and Blind Society.
- f) *Rehabilitation of visually and hearing impaired people and their social and economic integration into the society project*: The objective is the rehabilitation of visually and hearing impaired people and their further social and economic integration in the society.

4. MAIN FINDINGS FROM THE COUNTRY VISIT

- In Turkmenistan, where civil society faces numerous constraints in operating freely, there are few disability organizations and those that exist require significant capacity development. In such cases, sustained support over the long term is required, but is too often not possible within the framework of existing programming.
- UNDP Turkmenistan was responsible for ensuring that accessibility measures formed part of the design for the new UN Headquarters in Ashgabat, which involved the approval of government ministries. UNDP Turkmenistan is including the voice and image of persons with disabilities in some of

its mainstream publications, as well as highlighting individuals with disabilities and their representative organizations in specific news releases and other publications.

- UNDP Turkmenistan's support has been instrumental in advancing the institutionalization of disability inclusion in government law and policy frameworks.
- Building the capacities of disability-focused non-governmental organizations: Meagre funding has limited the capacity of UNDP to bring about the much needed organizational capacity-building of disability organizations or to build advocacy capacity to engage in human rights work and CRPD implementation. That said, UNDP Turkmenistan has

been creative in garnering limited resources, deftly partnering with a variety of donors.

- UNDP in Turkmenistan has contributed to enhancing the self-empowerment and advocacy of persons with disabilities and supporting skills building to enhance economic opportunity. UNDP Turkmenistan has included, among its beneficiaries, traditionally highly marginalized sectors of the disability community, with extensive participation among visually and hearing impaired women. A weakness of UNDP disability programming lies in the short term and small scale nature of its interventions, chiefly attributed to the inadequacy of funding, exacerbated by limited donor interest in the country.

Annex 2

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Leka, Ramazan, Mine Action Project

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- Kostyko, Lyudmila, Youth Panel Member (with disabilities), UN Youth Panel Members with Disabilities
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Annex 3

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TERMS OF REFERENCE

1. INTRODUCTION

The Independent Evaluation Office of the United Nations Development Programme (UNDP) included an evaluation of *UNDP's contribution to disabilities-inclusive development* in its medium-term plan (DP/2014/5) approved by the Executive Board in January 2014. In approving the plan for this evaluation, the Executive Board recognized the importance of ensuring that development support from UNDP includes and emphasizes assistance to poor and marginalized populations, of which the persons with disabilities are disproportionately represented. The evaluation will include an assessment of UNDP contribution to disabilities-inclusive development during the 2010 to 2016 period, and will be presented to the Executive Board at its first regular session, January 2017.

2. BACKGROUND

The UN considers the term *persons with disabilities* to apply to all persons “who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others”.¹⁸⁴ It has been estimated that upwards of 15 percent of the world’s population, more than 1 billion persons, fit within this definition, 80 percent of whom live in developing countries, and are over-represented in poorer sections of the population.

A landmark event in the disabilities arena representing the culmination of decades of dedicated advocacy efforts carried out by persons with dis-

abilities and their representative organizations, took place in December 2006, when the UN General Assembly adopted the UN Convention on the Rights of Persons with Disabilities (CRPD). This legally binding framework spells out the duties of States Parties to take all appropriate measures to promote, protect and ensure the full and equal enjoyment of all human rights and freedoms by all persons with disabilities. The CRPD entered into force in May 2008. It constitutes the first international human rights treaty of the 21st century and is recognized as marking a paradigm shift that enshrines a human rights based approach, detailing the rights of persons with disabilities and setting out a code of implementation. One hundred sixty-three states are party to the convention and another 25 are signatories but have not ratified. Eleven countries have taken no action.

The rights of persons with disabilities are directly pertinent to UNDP as a provider of development support to countries. Reference to disabilities is made in the UNDP Strategic Plan 2014-2017, which states that key driving principles in UNDP’s work include “participation and voice in pursuit of equitable access to development opportunities and gains across the population, working with the poor and other excluded groups, whether women, youth, indigenous peoples or the persons with disabilities, as agents of their own development.” The Strategic Plan further states that the “strengthening of local governance is key (to the Plan’s) implementation, as it is the level closest to citizens, especially to secure more equitable access to services for the poor and other excluded groups such as PLHIV, persons with disabilities and victims of human trafficking.”¹⁸⁵ The previous UNDP Strategic Plan, 2008-2013, in discussing its priorities

184 UNenable: <www.un.org/esa/socdev/enable/faqs.htm>.

185 UNDP Strategic Plan 2014-2017, p 30.

for democratic governance, states that “UNDP supports governments in the identification of effective interventions strengthening participation by the poorest social sectors, as well as by women, youth, persons living with disabilities, and indigenous people”.¹⁸⁶

UNDP’s focus on inclusive development is based on the premise that development is inclusive only if all groups – regardless of gender, ethnicity, age, sexual orientation, disability or poverty – contribute to the creation of opportunity, share in the benefits of development, and are able to participate in decision-making. The concept of disabilities-inclusive development builds on UNDP’s human development approach, through integrating the standards and principles of human rights, namely participation, non-discrimination and accountability.¹⁸⁷ Recognition of the needs of persons with disabilities is critical for strengthening their access to primary social services, such as education, health care, housing and accessibility. UNDP’s attention to disabilities-inclusive development is aligned with the QCPR resolution that requests the United Nations development system to take into account the needs of persons with disabilities in its operational activities for development, including in the United Nations Development Assistance Framework, and to address the continuing lack of adequate and reliable information on disability and to strengthen coherence and coordination across the United Nations system.¹⁸⁸

3. PURPOSE

The evaluation has been conceived to meet the overall provisions contained in the UNDP Evaluation Policy and is intended to: 1) to support UNDP’s accountability to global and national

development partners and stakeholders, including the UNDP Executive Board; 2) serve as a means of quality assurance for UNDP interventions; 3) to support development of corporate programme strategies; and 3) to contribute to organizational learning.

4. OBJECTIVES

The work of UNDP relating to the rights and services for persons with disabilities will be considered through the four key principles of the CRPD, namely non-discrimination, participation and inclusion, accessibility and accountability; principles that are at the core of UNDP’s overall strategy and vision as a UN development organization. The evaluation will take a ‘formative’ approach that focuses on current practices with the aim of providing information that will help modify and improve future UNDP programming related to disabilities-inclusive development.

Within this framing, the evaluation is designed to address not only the extent to which these four principles are embraced within UNDP support to partner countries¹⁸⁹, but also the extent to which UNDP applies these principles within its own operations. The objectives of the evaluation are therefore to:

1. Assess the relevance, effectiveness, efficiency and sustainability of UNDP support for disabilities-inclusive development to date, through both targeted and mainstreaming efforts; and
2. Provide findings, conclusions and recommendations to inform the future scope of UNDP planning, programming, and partnerships, in support of the rights of persons with disabilities.

186 UNDP Strategic Plan 2008-2013, p. 27.

187 UNDP Website, ‘Inclusive Development’, accessed August 1, 2015, available at: <www.undp.org/content/undp/en/home/ourwork/povertyreduction/focus_areas/focus_inclusive_development.html>.

188 A/67/442/Add.1

189 UNDP, ‘Guidance Note: Applying the Conventions on the Rights of Persons with Disabilities in UNDP Programming’, 3 December 2012, p. 17.

UNDP targeted efforts are defined here as those that focus directly on and/or are designed specifically to improve the conditions of persons with disabilities. Mainstreamed efforts are those that actively include people with disabilities within wider development initiatives targeting sectors, regions, and/or issues.

5. SCOPE

The evaluation will cover:

1. Strategic Relevance

The evaluation will consider the extent to which disabilities-inclusive development has featured in the strategic planning of UNDP during the two strategic planning cycles since development of the CRPD: (2008–2013, 2014–2017).

2. Global Positioning and Partnerships

UNDP hosts the technical secretariat of the UN Partnership on the Rights of Persons with Disabilities (UNPRPD), a collaborative UN inter-agency effort which promotes the implementation of the CRPD through facilitating coalition-building and capacity development at global, regional and country levels. The UNPRPD, which now comprises nine UN organizations, was officially launched by six UN entities in December 2011, became operational in mid-2012 with the adoption of a Strategic and Operational Framework and started country level activities between the end of 2012 and the first half of 2013. Its strategy stresses, among other things, four broad principles: (1) country-level programming delivered by participating UN organizations; (2) taking twin-track approaches to promoting disability rights through interventions that directly and indirectly benefit people with disabilities; (3) a strong focus on capacity development; and (4) a vision for joint efforts that can be scaled up. UNDP is also a full-fledged UNPRPD participating organization. In this capacity, it has participated in seven of the eleven country-based projects that constitute round 1 of UNPRPD. These are located in Mozambique, Costa Rica, Moldova, Ukraine,

Viet Nam, South Africa and Palestine. A second round of programming began in 2014 and UNDP is active in Egypt, Mexico, Tajikistan, China and Armenia. Furthermore, the UNDP regional office in Addis Ababa leads a regional UNPRPD initiative supporting the establishment of the African Disability Forum.

The evaluation will assess the development of policy guidance and results of UNDP global, as well as regional and country level engagement with partners in support of the CRPD and persons with disabilities. In addition, it will assess the UNDP management of the technical secretariat of the UNPRPD, and as host of the UNPRPD Trust Fund.

In addition, the evaluation will assess UNDP involvement in inter-agency groups such as the Inter-Agency Support Group for the CRPD and its sub-working groups on Article 11 and women and girls with disabilities.

3. Programme and Project Results

UNDP efforts since 2008 that have been specifically aimed at helping partner governments improve their services to members of persons with disabilities community will be analysed. A global portfolio analysis and case studies will be carried out to assess the scope and objectives of such programmes and their results.

Initial background review indicates that UNDP has initiated more than 50 programmes and projects that provide some measure of support to persons with disabilities, across 30-plus countries, over the last 10 years. During the evaluation, this portfolio analysis will continue, with an expectation that additional programmes and projects will be identified.

Preliminary scoping point to UNDP efforts in the areas of:

- a) Employment/livelihood creation and sustainability
- b) Support to CRPD fulfilment

- c) Social protection
- d) Improving availability of and access to information
- e) Capacity development and empowerment
- f) Healthcare
- g) Accessibility
- h) Inclusion of disability to national legislation, policy and planning
- i) Post-conflict integration
- j) Access to justice

4. Mainstreaming and Safeguards

The evaluation will consider the extent to which UNDP is demonstrating disabilities-inclusiveness across its three areas of work: sustainable development pathways, inclusive and effective democratic governance, and resilience, with specific attention to establishing whether disabilities-inclusive development resulted from UNDP post-crisis support following conflict and disasters. The evaluation starts from an assumption that UNDP efforts to mainstream the rights of persons with disabilities throughout its broader UNDP programming is likely to be limited, considering the fairly recent time-frame under consideration, i.e. since the CRPD entered into force in 2008. In this context, the evaluation will take a 'formative' approach that focuses particular attention on whether strategies and mechanisms are being established that will enable the UNDP to be more disabilities-inclusive in the future.

5. Internal Culture, Policies and Procedures

The evaluation will consider the extent to which UNDP has advanced a workforce, work environment and organizational culture of disabilities inclusiveness as an organization. The analysis will include a review of UNDP hiring practices to determine whether persons with disabilities get hired, and whether any special arrangements are made available to enable persons with disabilities to fully perform their assignments.

6. Disabilities-Inclusive Development in Similar Organizations

A review of the disabilities-inclusive development strategies, programmes and practices of similar international development agencies will be carried out in order to establish a practical frame of reference for gauging current UNDP strategies, policies and practices, and making recommendations for future action.

6. EVALUATION QUESTIONS

Taking into account the areas of inquiry above, the evaluation will seek to answer the following questions are set out that the evaluation will seek to answer:

1. Strategic Relevance

- UNDP's overriding strategic objective is to help the poorest of the poor and most marginalized members of society. Persons with disabilities constitute a disproportionately high percentage of persons globally who fit in these categories. Is this recognized in UNDP strategic planning and programming?

2. Global Partnerships

- Is there evidence that UNDP has been providing effective management of the UNPRPD technical secretariat, in keeping with the expectations of its main clients: UNPRPD Participating UN Organizations, UN Country Teams, organizations of persons with disabilities and broader civil society organizations represented on the UNPRPD Policy Board and UNPRPD donors?
- Is there evidence that the partnership development work carried out by UNDP as home of the UNPRPD technical secretariat added value to UN system efforts to support implementation of the CRPD?

3. Programme and Project Results

- Is UNDP a significant player in the global effort to implement the CRPD?
- Is there evidence that UNDP programmes and projects, including those carried out

jointly, have contributed to improved national implementation of mandates under the CRPD?

- How effective has UNDP been in developing programmes that foster non-discrimination, participation and inclusion, and accessibility and accountability in terms of support to persons with disabilities?

4. Mainstreaming and Social Safeguards

- Does UNDP effectively mainstream attention to the rights and special needs of persons with disabilities in its development support to countries?
- To what extent and how effective has UNDP been in supporting the mainstreaming of disabilities-inclusive development in programming across its three major areas of work: sustainable development pathways, inclusive and effective democratic governance, post-crisis/conflict and resilience
- Do UNDP social and environmental safeguards procedures screen for accessibility and inclusiveness of persons with disabilities in UNDP-funded programmes and projects?
- Are there accessibility requirements in place and enforced for all UNDP-funded construction-related projects in countries that are signatories to the CRPD?

5. Internal Culture and Procedures

- Does UNDP provide opportunities for employment of persons with disabilities?
- Does UNDP make special arrangements so that persons with disabilities can work productively?

6. Disabilities-Inclusive Development in Similar Organizations

- To what extent, and in what ways, have similar international organizations incorporated disabilities inclusiveness into their programming and human resource policies and practices?

- What are the key lessons from the experiences of these similar international organizations that UNDP should consider in its future work in support of persons with disabilities?

7. MANAGEMENT ARRANGEMENTS

EVALUATION TEAM

The evaluation will be the responsibility of two IEO staff functioning as Evaluation Manager (EM) and Associate Evaluation Manager (AEM). The EM and AEM will be supported by a Research Assistant.

The IEO intends to issue a Request for Proposal (RFP) to recruit a team of two technical specialists from think tanks, consultancy groups or academic institutions who have strong competence in issues related to disability-inclusive development interventions to assess UNDP's contributions to disability-inclusive development at the national, regional and country levels. These consultants will be responsible for refining the theory of change and developing the evaluation design and an updated timetable. In undertaking these tasks the specialists will pay due attention the 'formative' approach that it is to be adopted for this evaluation that focuses attention on whether strategies and mechanisms are being established that will enable the UNDP to be more disabilities-inclusive in the future. The specialist team will also be responsible for designing and conducting the country case studies (up to six) which will then be synthesized into a draft evaluation report. IEO expects that the country studies should involve national consultants recruited from civil society organizations active in the areas of disability-inclusive development.

In addition, the IEO intends to recruit a consultant to develop and conduct the instructive-practices study of the disabilities policies and programmes. This consultant will produce a self-standing report to be used as a resource in the final evaluation report.

INTERNAL REVIEW

The evaluation team as part of its due diligence intends to reach out to a wide range of stakeholders (both internal and external to UNDP), to facilitate access to sources of information, and to solicit comment on the evaluation questions and other products for factual corrections and errors of interpretation or omission.

Following established UNDP and IEO procedures, the concept note, terms of reference and draft final report for this evaluation are subject to review and comment by the UNDP Organizational Performance Group (OPG). In addition, the evaluation team will liaise with staff of the UNDP Bureau for Policy and Programme Support (Governance and Peacebuilding Cluster, technical secretariat of the UNPRPD, and Development Impact Group), and staff from each of the five UNDP regional bureaus, throughout the process. Given the formative nature of the evaluation, there will be opportunities for UNDP staff participation in some of the interactions between the evaluation team and evaluation informants, as appropriate. The Development Impact Group of BPPS is expected to carry out its usual function of coordinating the management response to the final report and recommendations.

EVALUATION WORKSHOPS

Two evaluation workshops will be held, at inception (April 2016), and when a first draft final report is ready (September 2016), to discuss the evaluation with a select group of disabilities experts. The workshops will include 12 to 15 persons, participating in person and virtually. The initial workshop will help to define ‘disabilities-inclusive development’, refine the evaluation questions, consider data sources and case studies, and take comment on the proposed theory of change’ for disability-inclusive development at UNDP. The second workshop will be organized to solicit feedback on the draft report findings, conclusions and recommendations. Expected attendees include representatives from UNDP and other UN agencies, as well as experts from organizations of persons with disabilities.

8. APPROACH AND METHODS

In launching the evaluation, an important initial exercise will be to develop a theory of change (TOC) for UNDP’s contribution to disability-inclusive development. The TOC will serve to highlight the logic underpinning UNDP’s approach to disability-inclusive development, its assumptions and risks. The exercise of developing a TOC should also help the evaluation team identify, at an early stage, any challenges or bottlenecks that may affect evaluability.

A detailed evaluation design will be developed during the inception phase of the evaluation once the technical specialists are recruited. The evaluation design will include an evaluation matrix to link the evaluation criteria and questions with data collection methods and sources of data and verification of evidences.

The evaluation will be a transparent, participatory process involving development stakeholders at the corporate, regional and country levels. It will be carried out within the framework of the **UNDP Evaluation Policy** and the **United Nations Evaluation Group Norms and Standards**.

The evaluation will seek to obtain data from a range of sources, including document analysis, surveys, as well as stakeholder consultations through semi-structured interviews and focus groups at UNDP headquarters and in a range of programme countries, Regional Service Centres (RSC) and other relevant institutions or locations. The rationale for using a range of data sources (data, perceptions and evidence) is to triangulate findings in a situation where much of the data, due to the very nature of disability-inclusive development is qualitative and thus interpretation is critically dependent on evaluator judgment.

The evaluation will entail broad consultation with a range of development actors: government, civil society and NGOs at the country level; representatives of the member states in New York; donor representatives at the coun-

try level and in their respective headquarters; UNDP at the headquarters, regional offices and country offices; relevant UN agencies; academic institutions and international NGOs. Additional data collection and analysis methods will be set out in detail in the term of reference for the evaluation.

Data collection will comprise:

1. **Stakeholder analysis.** An important initial exercise will be the conduct of a stakeholder analysis in order to identify, *inter alia*, the institutional entities and individuals within UNDP involved in planning, management and implementation of disability-inclusive activities; the primary target groups of different disability initiatives; and different partners and beneficiaries.
2. **Document review.** Some of the key sources of information will comprise: (i) global and regional programme documents and results frameworks, project documents, monitoring and financial reports, evaluations, as well as key project outputs; (ii) Trust Fund and related documentation; and (iii) strategic partnership documentation.
3. **Country/regional visits.** The evaluation team will use country and regional visits to complete triangulation of evidence, validate what has been found in other sources of information, (e.g. reports and evaluations) and explore some other topics as identified in the inception phase to strengthen internal and external validity of findings. The global scope of the evaluation limits the number of country visits and case studies that can be carried out. Therefore, the

evaluation will use a purposive sampling approach and try to assess a broad range of global, regional and country level initiatives, looking at different practice areas, design and implementation modalities to check the theory of change principles and hypothesis. A set of parameters will be developed based on the TOC models and preliminary analysis of the thematic portfolios for more in-depth coverage of particular issues.

4. **Interviews and surveys.** Structured, semi-structured and unstructured interviews will be conducted. The results of these interviews will be documented for team analysis. In some cases, focus-group discussions may be held to capture the dynamic of information sharing and debate and to increase validity of findings. Where possible, the evaluation team will consider conducting interviews by telephone or Skype/tele/video conference to cover as many country examples as possible and evidences as needed. It is also anticipated that a survey(s) may be conducted of key stakeholder groups.

At the beginning of the evaluation inception phase, the IEO will select up to six countries to visit as case studies, and an additional six to eight cases will be desk reviewed. Final selection of site visits will be agreed with UNDP managers at regional and country level. The full set of cases selected will ensure:

- At least one study in each region;
- A wide variety of programming and 'mainstreaming' examples;
- Review of several UNPRPD Trust Fund projects that UNDP has carried out jointly.

9. TIME-FRAME

Phases – Activities	Time-frame
Pre-scoping and Launch	
Concept note finalized	January 2016
TOR finalized	April 2016
Inception	
Preparatory desk reviews and analysis	March-April
Evaluation workshop 1: inception	April
Evaluation team recruitment	April-May
Data Collection and Analysis	
Data collection, (including country/regional visits)	June-August
Report Drafting and Review	
Draft final report review and revision	September
Evaluation workshop 2: draft report review	September
Final report and EB paper	October
Completion, Production, Presentation	
Management review and response to draft report	October
Final editing and design	December
Executive Board informals and formal sessions	January 2017

MANAGEMENT RESPONSE

KEY EVALUATION RECOMMENDATIONS AND UNDP MANAGEMENT RESPONSE

Recommendation 1. The next UNDP strategic plan, for the period 2018-2021, should give significantly greater prominence and attention to the rights of persons with disabilities, with outcomes and outputs designed to align substantively with the breadth of the provisions of the Convention on the Rights of Persons with Disabilities, and situate UNDP as a leading provider of disability-inclusive expertise. UNDP should then develop an action plan on disability that publicly details the UNDP approach with clear goal(s), targets and specific indicators within a revised integrated results and resources framework (IRRF).

Management response

Contingent on the inclusion of disabilities as part of the new strategic plan for 2018-2021, clear goals, targets and indicators of the IRRF will be disability-inclusive. This includes ways to consider both disability-specific indicators at the corporate level and country-specific disaggregations of data on disability. Consideration will be given to the feasibility of including disability-disaggregated indicators, taking into account national statistical capacities and cost effectiveness of disaggregated data collection in key areas over the new strategic plan period.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
1.1. The organization will take into account the provisions of the Convention on the Rights of the Persons with Disabilities during its process to identify the highest priority outcome and output areas to which it can contribute through the new strategic plan. Subject to this, disability-specific targets and indicators will be considered as part of IRRF development.	By December 2018	Executive Office, Bureau for Policy and Programme Support (BPPS)/ Development Impact Group)		

Recommendation 2. In its efforts to help Governments achieve the Sustainable Development Goals, UNDP should pay special attention to disability-inclusive targets, emphasizing Goal 16, promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels, where UNDP is an acknowledged lead agency. The aim of UNDP to support Governments in the implementation of disability-inclusive development targets under the Goals should be noted in the new strategic plan and IRRF.

Management response

UNDP welcomes the recommendation to emphasize the promotion of peaceful, just and inclusive societies in work on disability-inclusive targets in the Sustainable Development Goals, including Goal 16 and related targets. It is critical to note the contributory nature of the work of UNDP, in conjunction with other stakeholders in the arena.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
2.1. Review and integrate disability inclusion into elements of the UNDP Global Programme of support for Member States on Sustainable Development Goal 16 and peaceful, just and inclusive societies more broadly.	By December 2018	Bureau for Policy and Programme Support (BPPS)/ Governance and Peacebuilding Cluster		
2.2. UNDP will consider the most effective way to reflect its contribution to supporting the implementation of Goal 16 targets within its new strategic plan and IRRF.	By December 2018	Executive Office, Bureau for Policy and Programme Support (BPPS)/ Development Impact Group		

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Recommendation 3. The UNDP Disability Guidance Note should be revised and reissued to articulate recommendations for programme design and implementation that are aligned to the Sustainable Development Goals. This guidance should include a 'toolkit' for how to include disability in the various areas of UNDP programming and operations.

Management response

UNDP has provided guidance on how to apply the Convention on the Rights of Persons with Disabilities in UNDP programming in 2012, and also contributed to United Nations Development Group guidance for United Nations country teams. UNDP welcome the recommendation to further elaborate on the existing guidance in the framework of the recently adopted Sustainable Development Goals.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
3.1. UNDP will reissue updated guidance on how to apply the Convention on the Rights of Persons with Disabilities in its programming in light of the Sustainable Development Goals and the 2030 Agenda for Sustainable Development.	By July 2018	Bureau for Policy and Programme Support (BPPS), Regional Bureaux		

Recommendation 4. UNDP management at the country level should work through the resident coordinator system and United Nations country team counterparts to ensure that all United Nations Development Assistance Frameworks (UNDAFs) identify persons with disabilities as a vulnerable group, and specify outcomes for targeted and mainstreamed programming that address implementation of the Convention on the Rights of Persons with Disabilities and disability-inclusive development actions, consistent with the Sustainable Development Goals. Persons with disabilities, disabled people's organizations and civil society groups working on disability inclusion should be consulted as part of the UNDAF planning process.

Management response

UNDP should certainly promote it to a much greater degree and scale up targeting of persons with disabilities in its programmes and projects. UNDAFs are nationally owned programmes for which selection of targeted groups in line with national priorities is crucial. In the new UNDAF guidance, definition of target groups includes people with disabilities and targeting is a critical parameter of quality in joint programming. Leaving no one behind is the overarching principle of integrated programming. UNDP contributes to UNDAF formulation as part of multi-agency consultations which are driven largely by analysis and evidence of vulnerable and marginalized groups affected by a particular development challenge, coupled with consideration of national priorities and specific resource constraints. While taking note of this recommendation, UNDP recognizes that UNDAFs are based on national priorities and availability of resources.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
4.1. Review and revise guidance and templates used for programming design and monitoring to ensure that disability is appropriately addressed, including as part of consultative planning processes.	By December 2021 (implementation during new strategic plan period)	Bureau for Policy and Programme Support (BPPS)/Development Impact Group/ Governance and Peacebuilding Cluster, Regional Bureaux, Executive Office		

Recommendation 5. Expansion and increased funding for the The United Nations Partnership to Promote the Rights of Persons with Disabilities (UNPRPD) is strongly urged. In addition to current donor support, the technical secretariat should facilitate a discussion within the policy board on the possibility of partnerships with private sector entities and foundations as part of an expanded resource mobilization effort.

Management response

UNDP, in its capacity as UNPRPD technical secretariat, recognizes the need to expand resources for the UNPRPD and welcomes this recommendation. The technical secretariat will initiate a discussion at the level of the Policy Board on the possibility of partnerships with private sector entities and foundations.

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Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
5.1. UNDP, as part of the UNPRPD technical secretariat, to include in the proposed UNPRPD workplan 2017-2018 a discussion with the Policy Board on resource mobilization expansion, including partnerships with the private sector and foundations.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ UNPRPD Technical Secretariat, Governance and Peace-building Cluster		

Recommendation 6. UNDP should deepen its partnerships with disabled people's organizations to utilize their expertise on disability inclusion for both programming and human resource issues.

Management response

UNDP welcomes the recommendation to continue to deepen its partnerships with disabled people's organizations to continue to utilize their expertise on disability inclusion for both programming and human resource issues. UNDP senior management currently engages with a stakeholder from the disability community through the Administrator's Civil Society Advisory Committee, which is a formal mechanism for a dialogue between civil society and UNDP senior management on key issues of policy and strategy.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
6.1. Revisions to the UNDP civic engagement strategy will involve consultations, including with the UNDP Civil Society Advisory Committee, which currently includes a member of a disabled persons' organization (noting that Committee members serve in their individual capacities, not as organizational representatives).	By December 2018	Bureau for Policy and Programme Support (BPPS)/ Governance & Peacebuilding Cluster		

Recommendation 7. UNDP efforts in support of employment and livelihood improvement should be aligned with the Convention on the Rights of Persons with Disabilities, including their right to freely choose their work on an equal basis with others. Whenever feasible, UNDP should promote programmes that reach the full diversity of the disability community.

Management response

UNDP concurs with the recommendations from the evaluation. Aligning UNDP work on employment and livelihoods to the Convention on the Rights of Persons with Disabilities, including ensuring that UNDP-supported programmes reach the full diversity of the disability community, aligns with the UNDP approach on 'leaving no one behind' in the quest for poverty eradication and significant reduction of inequalities and exclusion. Research has shown that people with disabilities are disproportionately represented among the most vulnerable. Therefore, incorporating them in employment and livelihood support will improve their economic prosperity as well as address larger issues of poverty, inequality and exclusion.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
7.1. UNDP will develop guidance and /or a checklist on how to align employment and livelihoods improvement with the Convention on the Rights of Persons with Disabilities, including their right to freely choose their work on an equal basis with others.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ Sustainable Development Cluster		
7.2. UNDP will integrate disabilities in its employment and livelihoods programmes by ensuring that at least 10 percent of programme resources /funds reach the diversity of the disability community.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ Sustainable Development Cluster		

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Recommendation 8. UNDP support to social protection programming should include measures to make social protection systems fully accessible to individuals with disabilities. Commensurate with this focus, and in keeping with the Convention, UNDP should make clear its commitment to deinstitutionalization, by championing government efforts to plan and carry out transitions to community-based living arrangements.				
Management response UNDP welcomes this recommendation. Making social protection systems accessible to individuals with disabilities is fully aligned with the UNDP approach of inclusive social protection. As outlined in the recently published, 'Leaving No One Behind: A Social Protection Primer for Practitioners', UNDP work to implement social protection systems includes reforms that tackle social exclusion - such as legal and policy reforms to change disempowering and discriminatory social norms and practices - and enable and encourage the most marginalized to register, access and benefit from social protection.				
Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
8.1. UNDP will develop guidance on how to make social protection systems fully accessible to individuals living with disabilities. This guidance will include best practices from around the world on improving the accessibility of social protection systems.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ Sustainable Development Cluster		

Recommendation 9. Specific activities targeting disability access must be included in all UNDP electoral assistance projects, including support to partner Governments on electoral access in law, policy and practice.				
Management response UNDP advocates for all societal groups having access to institutions and political processes. UNDP agrees that disability access should be mainstreamed in all UNDP electoral assistance programming, and when approved by the Focal Point for Electoral Assistance, include specific support to partner Governments and stakeholders on electoral disability access in law, policy and practice. The parameters and areas of United Nations involvement in electoral assistance are defined by the Focal Point for Electoral Assistance (Under-Secretary-General for Political Affairs) on the basis of the recommendations of an electoral needs assessment that is undertaken as response to a request for electoral assistance by a Member State. UNDP will work with the Department of Political Affairs and other members of the Inter-Agency Coordination Mechanism for Electoral Assistance to review the Guidelines for Electoral Needs Assessments to better include the area of disabilities. UNDP takes note of the fact that further knowledge and tools are needed to help country offices to adequately mainstream disabilities in electoral assistance.				
Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
9.1. Work within the Inter-Agency Coordination Mechanism for Electoral Assistance to revise Needs Assessment Mission Guidelines to include a section and checklist on disability.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ Governance and Peacebuilding Cluster		
9.2. Develop further tools and guidance on mainstreaming disability access in electoral assistance	By 31 December 2017	Bureau for Policy and Programme Support (BPPS)/ Governance and Peacebuilding Cluster		

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Recommendation 10. In its work in countries that are highly vulnerable to natural disasters and in environments affected by conflict, UNDP should make specific reference to the needs of persons with disabilities in crisis prevention planning and risk assessments, early recovery and post-crisis development planning.				
Management response UNDP welcomes the recommendation and will review crisis response and early recovery guidance and procedures in order to refine and improve tools and process which ensure that the rights and needs of persons with disabilities are met in crisis and post-crisis contexts. UNDP will integrate specific guidelines on addressing needs of people with disabilities in the corporate policy on recovery. Efforts will be made to assess the impacts of disasters on people living with disabilities in post-disaster needs assessments and include specific plans for addressing needs of people with disabilities in the organization's ' own post-disaster recovery plans and programmes.				
Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
10.1. Review and integrate disability/inclusion/vulnerability in the crisis response packages.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ Crisis Response Unit (CRU)		
10.2. Review and raise awareness on disability/inclusion/vulnerability in the Global Cluster on Early Recovery capacity-building, particularly in relation to conflict and disaster settings or persons with disabilities as a result of conflict/disaster.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ Crisis Response Unit (CRU)		
10.3. Ensure that the UNDP policy on recovery addresses the needs of people with disabilities in post-crisis contexts and in crisis preparedness.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ Strategic and Policy Support Unit and Climate and Disaster Risk Reduction Unit/ Development Impact Group		
10.4. Post-disaster needs assessments and recovery plans take into account specific impacts of disasters on people with disabilities with disaggregated data and a separate component dealing with recovery needs and interventions for people with disabilities.	By December 2017 and annually thereafter	Bureau for Policy and Programme Support (BPPS)/ Climate and Disaster Risk Reduction Unit/Development Impact Group		
10.5. UNDP recovery programmes following disasters target/prioritize a minimum of 10 percent of UNDP funds to assist households of people with disabilities.	By December 2017	Bureau for Policy and Programme Support (BPPS)/ Climate and Disaster Risk Reduction Unit and Sustainable Development Cluster/ Development Impact Group		

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Recommendation 11. At headquarters, regional and country levels, UNDP should pay particular attention to and provide support for improving the collection of data on disability, consistent with Article 31 of the Convention on the Rights of Persons with Disabilities. Through its results-oriented annual reporting mechanism, UNDP should periodically track and report on country-level programming and lessons that address the rights of persons with disabilities as participants in and beneficiaries of development.

Management response
Whether UNDP should track and report on the rights of persons with disabilities as participants and beneficiaries of development interventions in the results-oriented annual reports (ROAR) is a decision that needs to be taken in line with the positioning of the next strategic plan. The ROAR will collect data that are relevant within a given strategy or framework and for corporate and/ or national purposes. The 2014 ROAR included detailed questions on measures that have been taken to increase accessibility of products and services provided by country offices and regional bureaux to beneficiaries with disabilities, and measures taken to increase inclusion of persons with disabilities in personnel and staff. The 2014 data provided an initial picture of the actions UNDP country offices and bureaux have taken to support the rights of people with disabilities, in line with the UNPRPD, for which UNDP acts as technical secretariat.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
11.1. Review and revise guidance and templates used for the ROAR to periodically track and report on country-level programming and lessons that address the rights of persons with disabilities as participants in and beneficiaries of development.	By December 2018 (implementation during new strategic plan period)	Bureau for Policy and Programme Support (BPPS)/Development Impact Group, Regional Bureaux, Executive Office		

Recommendation 12. UNDP should review and revise pertinent documentation used for programme design, monitoring and evaluation to ensure that disability inclusion in development is appropriately addressed (e.g., the UNDAF, Gender Equality Strategy, Gender Marker and Seal, Social and Environmental Standards and Programme Design), and is consistent with Sustainable Development Goal frameworks and indicators that reference persons with disabilities.

Management response
UNDP welcomes this recommendation, and will identify opportunities to strengthen disability inclusion across its corporate standards and tools.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
12.1. UNDP will initiate a review and update of the Social and Environmental Standards in 2017. As part of this review, UNDP will identify opportunities to further address disability inclusion in development in the standards and related procedures, tools and guidance. UNDP will incorporate reference to disabilities in the forthcoming gender equality strategy to be developed in 2017.	By December 2017	Bureau for Policy and Programme Support / Development Impact Group/Gender Team		

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Recommendation 13. UNDP should survey its staff to better determine the number of employees with disabilities and the types and costs of reasonable accommodation measures that have been provided. A line item should be added to the UNDP human resources budget on reasonable accommodation to ensure appropriate funding of reasonable accommodation support. A disability accommodation fund could be established to help secure needed funding. The United Nations Children’s Fund’s Greening and Accessibility Fund presents an innovative model for UNDP to consider.

Management response
UNDP largely agrees with the recommendation, with a caveat that based on leading practice, candidates applying for UNDP jobs and existing employees cannot be forced to disclose disabilities unless they voluntarily choose to do so. Having said this, UNDP will survey its offices to get a more comprehensive overview of issues and existing practices related to the inclusion of people with disabilities in the UNDP workplace. With regard to funding for reasonable accommodation, UNDP will look into the establishment of a requisite funding mechanism. Its exact configuration and management arrangements are to be determined.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
13.1. Analyse results of the Global Staff Survey with regard to issues faced by persons with disabilities.	By March 2017	Office of Human Resources		
13.2. Launch a survey of UNDP offices to collect information and review existing practices and opportunities for improvement with regard to accessibility, reasonable accommodation and support for employees with disabilities and those who have family members with disabilities.	By September 2017	Office of Human Resources		
13.3. Design and operationalize a centrally managed funding mechanism to fund reasonable accommodation costs by UNDP offices	By March 2018	Office of Financial Resources Management, Office of Human Resources		

Recommendation 14. The UNDP diversity and inclusiveness strategy should be revised to make clear that the organization will adequately support staff with disabilities in all phases of the full employment continuum, including recruitment, retention and retirement, and through sufficient financial resources for workplace accommodation. In addition, policies and grievance procedures should make clear the recourse persons have where their needs for accommodation are not met. To expand understanding of the rights of persons with disabilities across the organization, UNDP should update, relaunch and make mandatory the e-learning module on disabilities and promote it among all staff at all levels.

Management response
UNDP agrees with the recommendation. Provisions regarding inclusion of people with disabilities are already included in the UNDP Diversity and Inclusiveness Strategy, but will be revised and detailed as required. UNDP has a well-established process for management of grievances; provisions related to the lack of/non-provision of reasonable accommodation will be detailed, as needed. The online learning course, ‘Persons with Disability, Ability, Capability, Employability’, which provides information and important insights on various issues related to including and working with people with disabilities, will be updated and rolled out, as required.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
14.1. Revise the UNDP Diversity and Inclusiveness Strategy with a view to strengthen provisions related to inclusion of people with disabilities in UNDP.	By December 2017	Office of Human Resources		

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14.2. Develop and provide detailed guidance to offices with regard to reasonable accommodation for people with disabilities and their needs, including various support options and a mechanism to resolve situations when accommodation is not provided/refused.	By December 2017	Office of Human Resources, Office of Financial Resources Management (funding), Central Procurement Unit (long-term agreement for assistive technology), Office of Information Management & Technology		
14.3. Update the online learning course 'Persons with Disability, Ability, Capability, Employability' and roll out an updated version across UNDP. Consider making the course mandatory for some roles.	By June 2017	Office of Human Resources		

Recommendation 15. UNDP should implement a recruitment initiative to bring persons with disabilities into the organization, including through targeted advertisements on disability networks. In vacancy announcements, it should specifically encourage persons with disabilities to apply, and adopt affirmative action-like policies that give preference to persons with disabilities who are as equally qualified as other applicants. UNDP should also consider establishing a paid internship programme for qualified persons with disabilities, which could provide a potential pathway to full-time employment.

Management response
UNDP largely agrees with the recommendation. Over time, as UNDP progresses with efforts to become more accessible for people with disabilities, in terms of both physical accommodations and culture-wise, UNDP will be more purposeful in attracting people with disabilities into UNDP jobs. As the first step, UNDP will expand existing internship programmes for people with disabilities and launch other talent acquisition initiatives. While UNDP may not be in the position to provide paid internships, the organization will ensure (and cover the costs of) all reasonable accommodations. UNDP will also strengthen messaging regarding employment of people with disabilities in the UNDP employment website, e-recruit, forms, templates, etc. to support the attraction/employment of people with disabilities in UNDP. Feasibility of the proposed affirmative action is to be assessed, given the existing 'order of retention' policy.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
15.1. Review lessons learned from existing internship programmes in country offices and issue corporate guidance in internships for persons with disabilities, with a focus on reasonable accommodation.	By September 2017	Office of Human Resources		
15.2. Conduct a 'disability audit' of key human resources functions including recruitment, policies, procedures, tools, forms and templates to ensure that they are 'disability-friendly' and foster employment and retention of persons with disabilities in UNDP. Explicitly stress in vacancy announcements as well as on the UNDP employment website that UNDP encourages candidates with disabilities to apply.	By December 2017	Office of Human Resources		
15.3. Finalize arrangements with the United Nations Volunteers programme to use volunteerism as a mechanism for employment of people with disabilities.	By September 2017	Office of Human Resources		
15.4. Finalize and launch a new talent acquisition programme for young leaders with disabilities.	By June 2017	Office of Human Resources		

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Recommendation 16. An accessibility audit of UNDP premises and work environments should be carried out to identify existing barriers to inclusion and practical steps that can be taken to eliminate them. This should include a review of information technology security arrangements to ensure their compatibility with relevant accessibility standards. UNDP should set a date by which all of its premises are to accessible, regardless of local building codes.

Management response

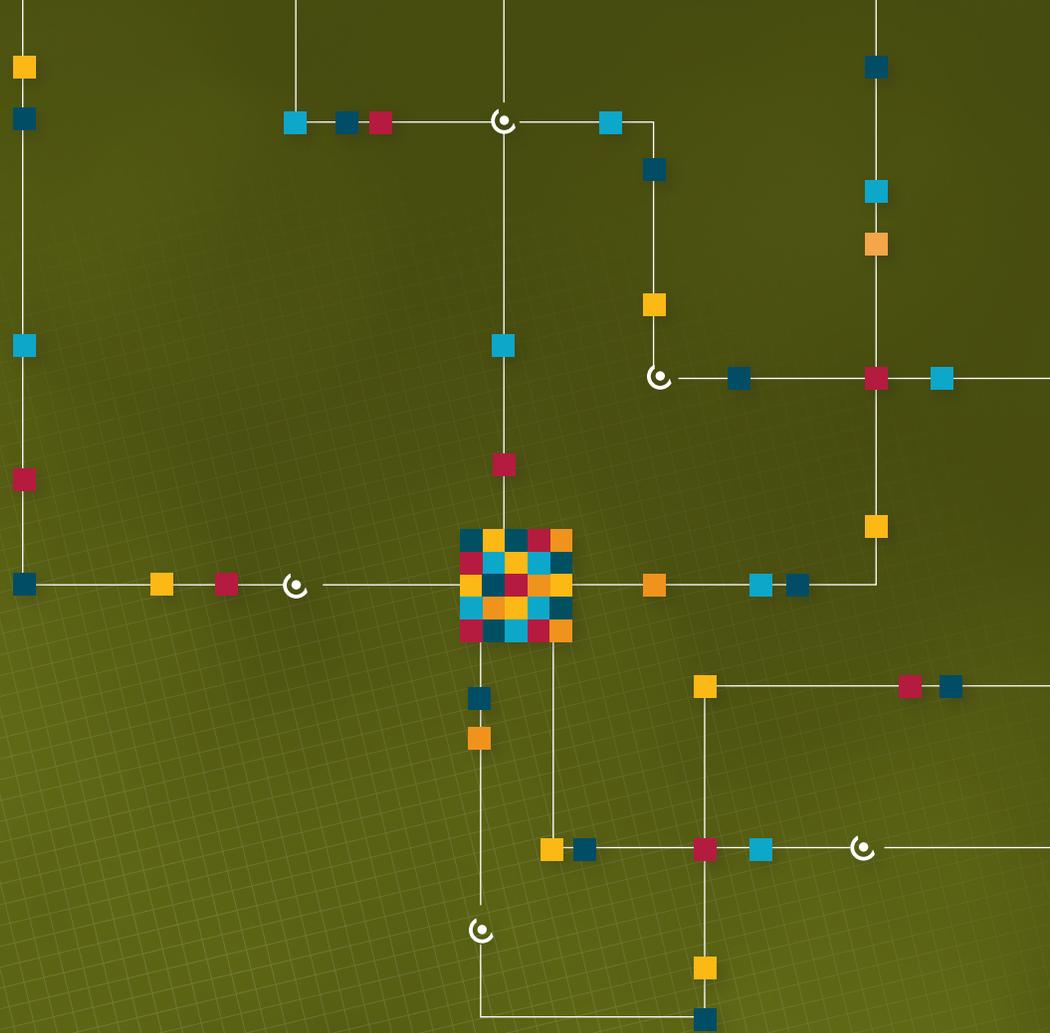
UNDP will employ a systematic approach in assessing and defining standards on accessibility of premises and work environments in order to determine the feasibility of implementation. Based on this feasibility study, a date will be set in line with this recommendation.

Key action(s)	Time frame	Responsible unit(s)	Tracking*	
			Status	Comments
16.1. Conduct assessment of accessibility of premises and work environment	By September 2017	Office of Operations, Legal & Technology Services /General Operating Unit		
16.2. Review information technology security arrangements.	By September 2017	Office of Operations, Legal & Technology Services/ Office of Information Management & Technology		

* The implementation status is tracked in the Evaluation Resource Centre.



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