



*Empowered lives.
Resilient nations.*

DISABILITY-INCLUSIVE DEVELOPMENT AT UNDP

UNEG Evaluation Practice Exchange 2017

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Independent Evaluation Office



/UNDP_Evaluation



/IEOUNDP

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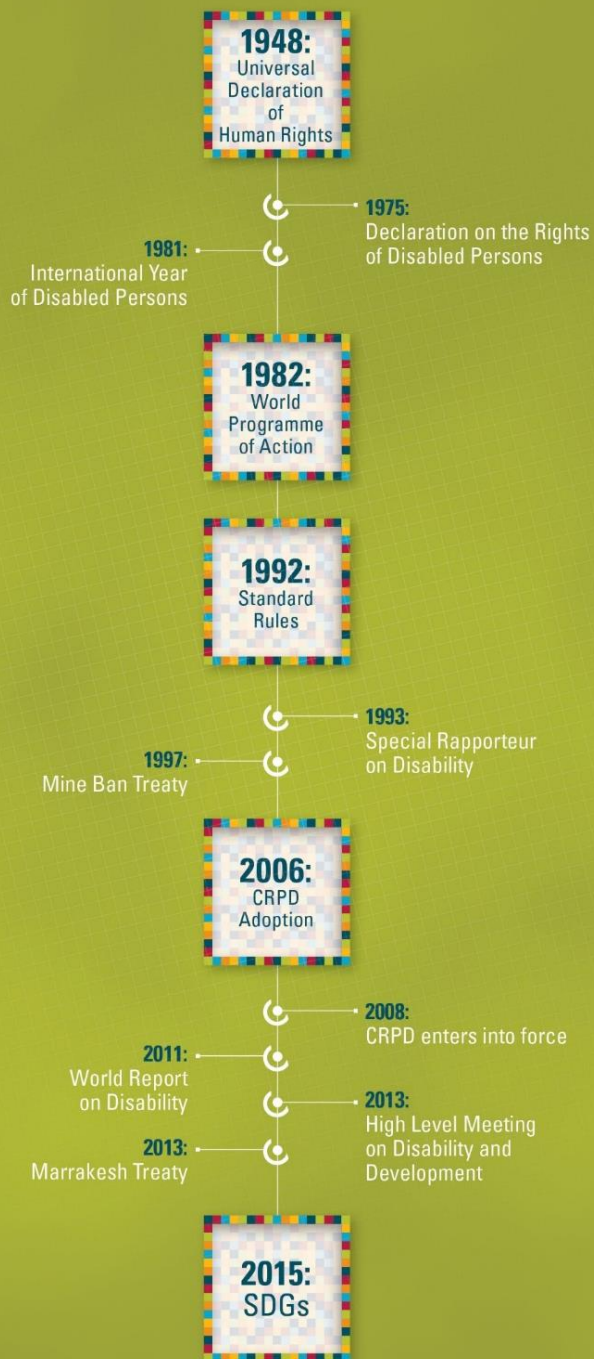
Introduction

**Global context –
15% of the
world's
population live
with disabilities**

**Persons with
disability have
been consistently
left out of the
gains made by
global
development**

**Convention on
the Rights of
Persons with
Disability**

**UNDP strategic
vision to “help
countries achieve
the simultaneous
eradication of
poverty and
significant
reduction of
inequalities and
exclusion”.**



Evolution of disability-inclusive development within the UN system

In this evaluation, the work of UNDP has been considered through the four key principles of the CRPD



Evaluation scope

Strategic relevance of disability-inclusive development for UNDP as observed through its strategic priorities

UNDPs global positioning and partnerships for disability-inclusive development

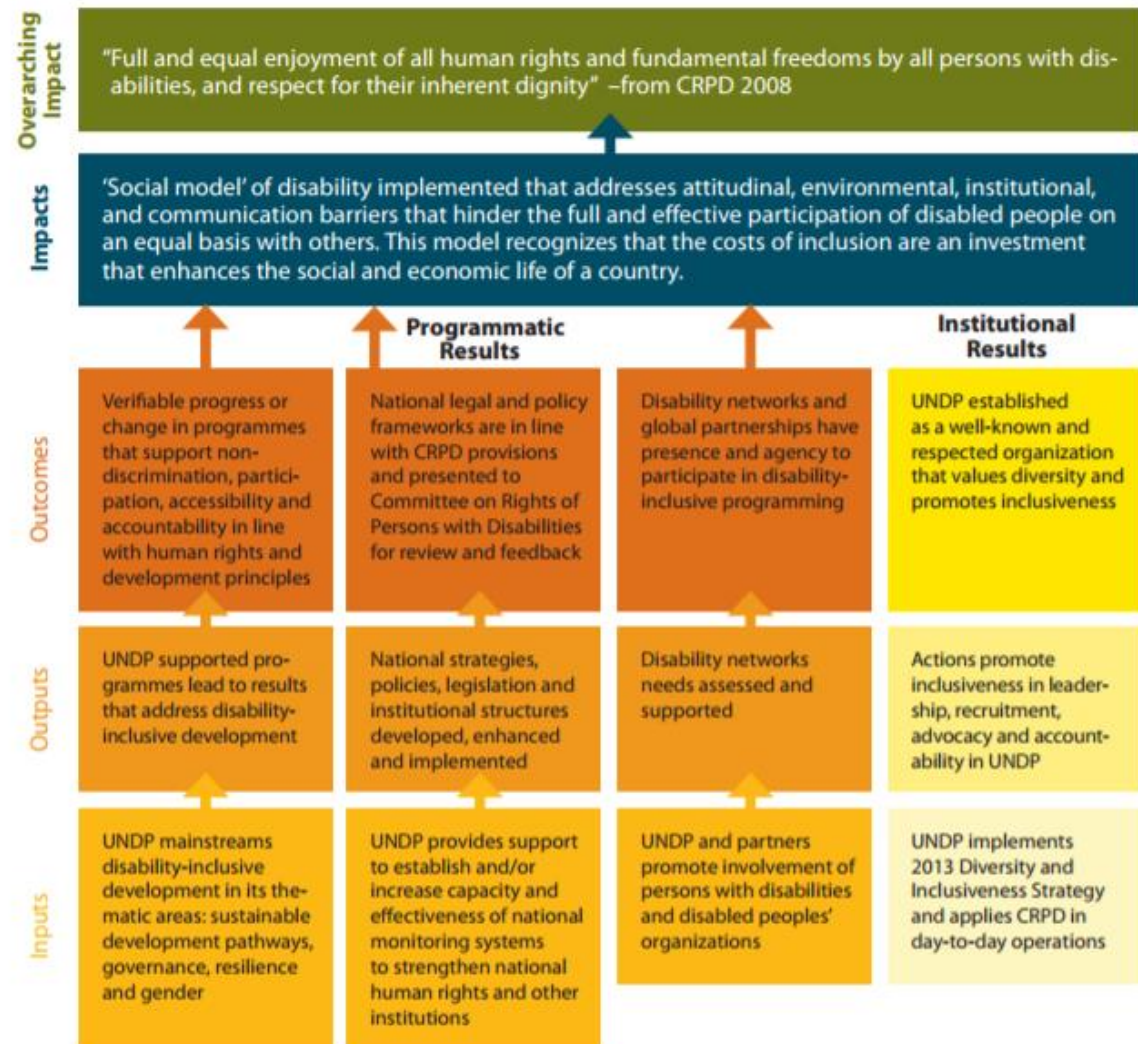
UNDP programme and project results that assist persons with disabilities and 'mainstream' their inclusion

UNDP internal aspects including institutional culture, policies and procedures

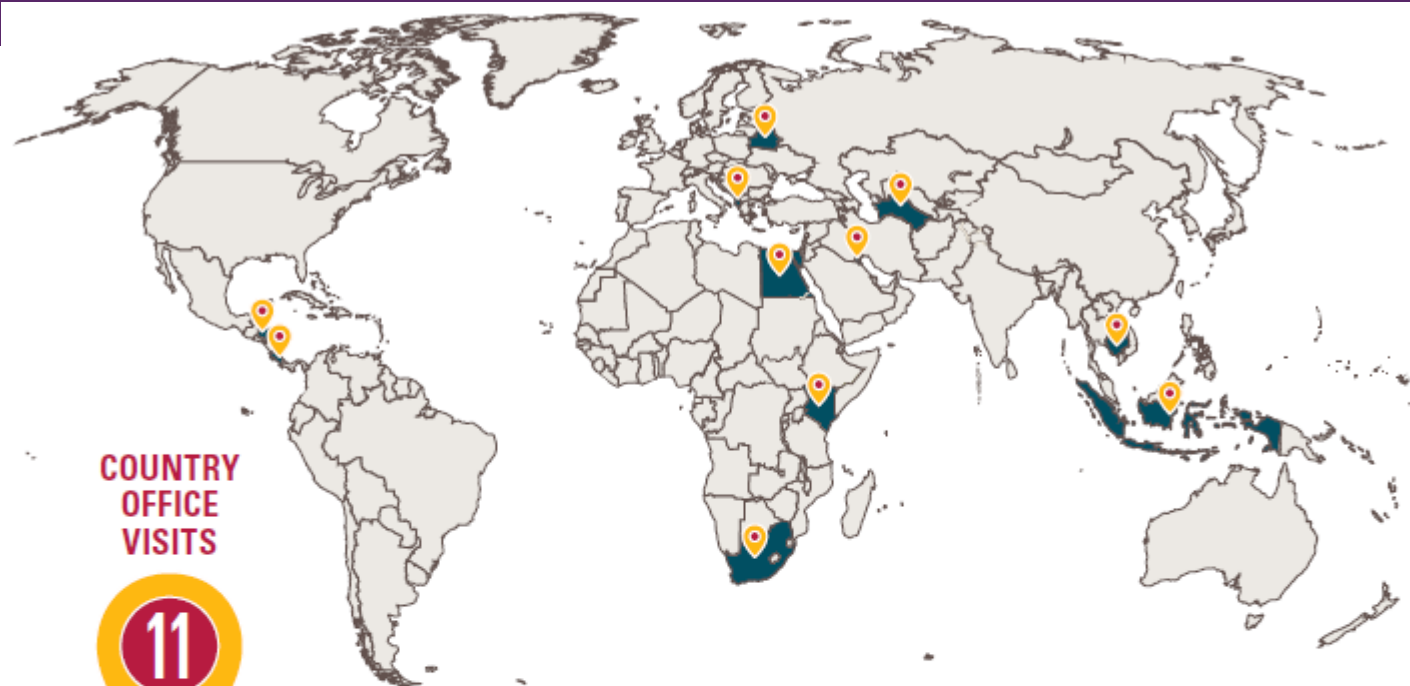
Disability-inclusive development in similar organizations

Data collection methods

Theory
of
change



Data collection methods



COUNTRY
OFFICE
VISITS

11

Albania
Belarus
Cambodia
Costa Rica
Egypt
Honduras
Indonesia
Kenya
Kuwait
South Africa
Turkmenistan

337

People interviewed
& interview records
were coded and
analysed using NVivo



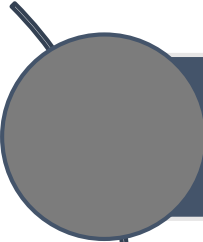
Survey administered
for all UNDP
Country Offices



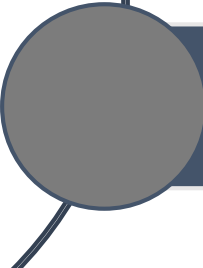
Global portfolio of UNDP
disability-inclusive
programmes and
projects was developed

Conclusion 1: Strategic and Corporate

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



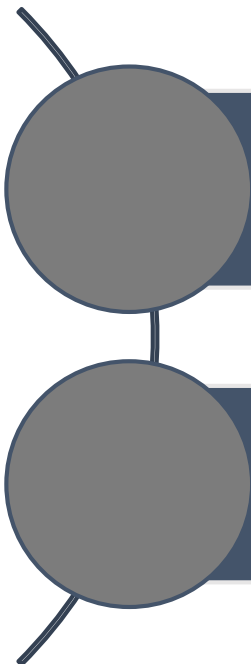
UNDP is positioned to play a more prominent role in advancing the CRPD



The 2012 guidance note on programming for persons with disabilities was well structured, yet poorly disseminated and applied.

Conclusion 2: Global Partnerships

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



The UNPRPD has proven to be a viable and innovative instrument to promote multi-sectoral interventions in support of the CRPD

UNPRPD recognizes the importance of engagement with disabled peoples organizations

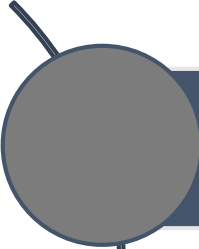
Conclusion 3: UNDP Programming

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.

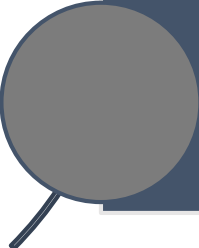
- UNDP programming is helping countries develop and strengthen disability laws and policy frameworks
- UNDP has not consistently emphasised the rights of persons with disabilities in its support to countries on electoral processes
- UNDP mine victim assistance has in some instances broadened into more comprehensive support for persons with disabilities.

Conclusion 4: UNDP Internal Culture & Procedures

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 all its facilities are accessible.



Although UNDP has taken some positive steps to create an enabling work environment, the organisation has not made a concerted effort to employ persons with disabilities



UNDP operates under comprehensive UN guidelines on the functional accessibility of common premises, yet compliance is uneven across country offices and other duty stations

Disability-inclusive development in other organisations

- ILO
- World Bank
- UNICEF
- ESCAP
- UNHCR
- UN Women
- UNAIDS
- UNESCO

- DFID
- US State Dept. & US AID
- DFAT
- GIZ

- Groupe Adecco
- Carrefour
- Wellspring Advisors
- Open Society Foundation
- Abilis Foundation

Key lessons on the inclusion of persons with disabilities are provided from 18 other international organisations

- Disability inclusiveness as an organisational priority
- Guidelines for mainstreaming disabilities and setting accessibility standards
- Reasons for taking a more disability-inclusive approach
- Funding for disability programming
- Building internal capacity for disability inclusive development
- Data collection
- Recruitment of persons with disabilities
- Reasonable accommodation



Recommendations

Strategic and Corporate

1. Give significantly greater prominence and attention to the rights of persons with disabilities in the next UNDP strategic plan, aligned with the UNCRPD, with an action plan on disability.
2. In support of countries in SDG fulfilment, pay special attention to disability-inclusive targets, emphasizing Goal 16.
3. Revise the UNDP Disability Guidance Note, articulating recommendations for programme design and implementation that are aligned to the SDGs.

Global Partnerships

4. Work with UN country teams to have UNDAFs identify persons with disabilities as a vulnerable group, and specify outcomes for targeted and mainstreamed programming that address implementation of the UNCRPD.
5. Work with partners to expand funding of the UNPRPD.
6. Deepen partnerships with disabled people's organizations.

Recommendations



UNDP Programming

7. Align employment and livelihood programmes with the UNCPRD, promoting programmes that reach the full diversity of the disability community.
8. Assist governments to make social protection systems fully accessible to individuals with disabilities, and support deinstitutionalization, transitioning to community-based services.
9. Include disability access in all UNDP electoral assistance projects
10. Pay specific attention to the needs of persons with disabilities in crisis prevention planning and risk assessments, early recovery and post-crisis development planning.
11. Provide support for improving the collection of data on disability. Track country-level programming and lessons that address the rights of persons with disabilities as participants in and beneficiaries of development.
12. Periodically review pertinent documentation used for programme design, monitoring and evaluation to ensure that disability inclusion is appropriately addressed

Recommendations



UNDP Internal Culture and Procedures

13. Determine the number of employees with disabilities and the types and costs of reasonable accommodation measures provided. Ensure funding is available for reasonable accommodation support.
14. Revise the UNDP diversity and inclusiveness strategy to clarify that UNDP 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.
15. Implement a recruitment initiative to bring persons with disabilities into the organization.
16. Carry out an accessibility audit of UNDP premises to identify existing barriers to inclusion and practical steps that can be taken to eliminate them.

Key Challenges



Definition issues

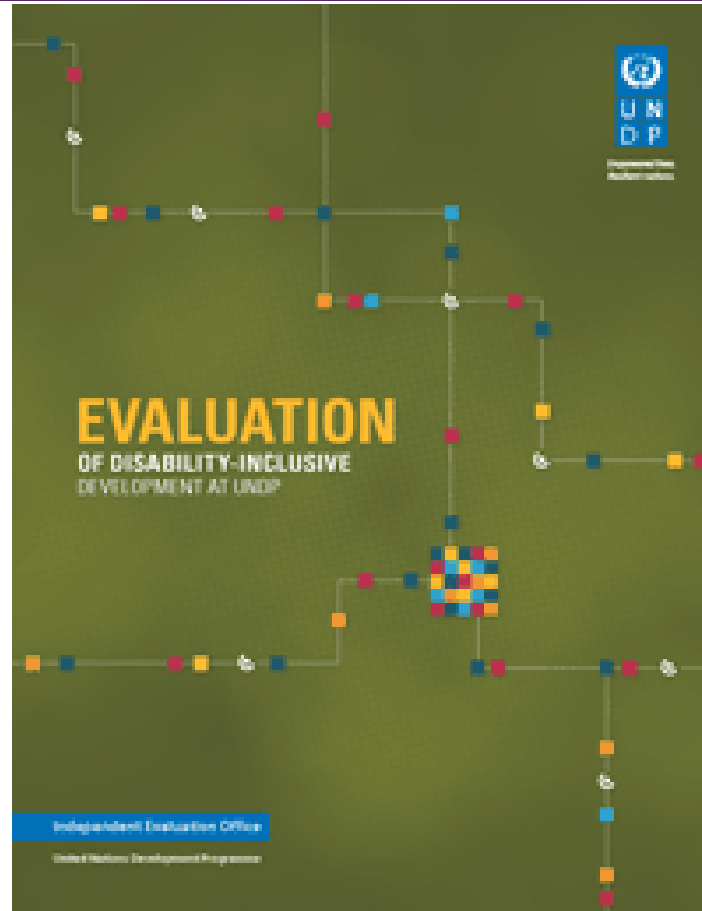
Availability of disability-disaggregated data

Including PwD on the evaluation team

Focus groups with civil society organisations

Accessibility of office facilities to PwD

Evaluation of Disability-inclusive development at UNDP



<http://web.undp.org/evaluation/evaluations/thematic/disability.shtml>

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THANK YOU!



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