



Inclusive Futures

Promoting disability inclusion



Promoting disability inclusive formal sector employment Inclusion Works! But how?

**Mary Wickenden, Brigitte Rohwerder
Jackie Shaw, Stephen Thompson, Ed Small
Institute of Development Studies, University of Sussex, UK**

With recognition and appreciation of the input of consortium colleagues
Simon Brown, Dorodi Sharma, Sally Chandler, Chirag Amin, Emma Cain and others,
as well as Sightsavers, ADD and DPO colleagues in Uganda, Nigeria, Kenya and Bangladesh

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Inclusion works! consortium partners



Inclusion Works is a four-year
programme funded by UK aid.

The plan for today

Inclusion Works! Promoting disability inclusive formal sector employment: preliminary explorations in preparation for an intervention in Bangladesh, Kenya, Nigeria and Uganda

A focus on data collection tools to learn what works

- Background to disability and employment
- The Inclusion Works programme – 4 countries
- The intervention plan
- **The tools we are developing to measure change and to contribute to learning**

Inclusion Works! - Overview

The focus of the programme is “how can more people with disabilities be included in/access formal waged employment?”

The programme aims to engage a wide group of stakeholders including a diversity of people with disabilities through their representative organisations (DPOs), governments as employers and duty bearers, private sector as employers and influencers, as well as other key groups.

Images?

Formal sector employment

People with disabilities in low and middle income countries often struggle to overcome barriers to employment.

They mainly find work in the informal sector – where work is generally precarious and low paid.

Formal sector employment offers more security, status, career progression and higher wages and should be fully open and accessible to disabled people, as outlined under Article 27 of the UNCRPD.

There is a lack of data on the inclusion of persons with disabilities in the formal sector.

- Uganda: 1.3% of the formal sector workforce were disabled (2016/2017 Manpower Survey, UBOS, 2018)
- Kenya: 1.2% of the public sector workforce were disabled (Ministry of Devolution and Planning data, KNCHR, 2016)

Comparable data is not available for Bangladesh and Nigeria, although research suggests that there disabled people's participation in formal sector employment is also low.

The IW programme's approach

Participatory exploration and planning



Participatory programme design

Preliminary participatory design workshops were held with disabled people's organisations and other relevant stakeholders from government and the private sector in the four countries

Secondary desk-based research – Situational analysis for each country and globally

Workshops on participatory methods

Further design consultations with key stakeholders

Labour market assessments

DPO selection and involvement in implementation planning

Discussions with employers and their organisations

Piloting of tools

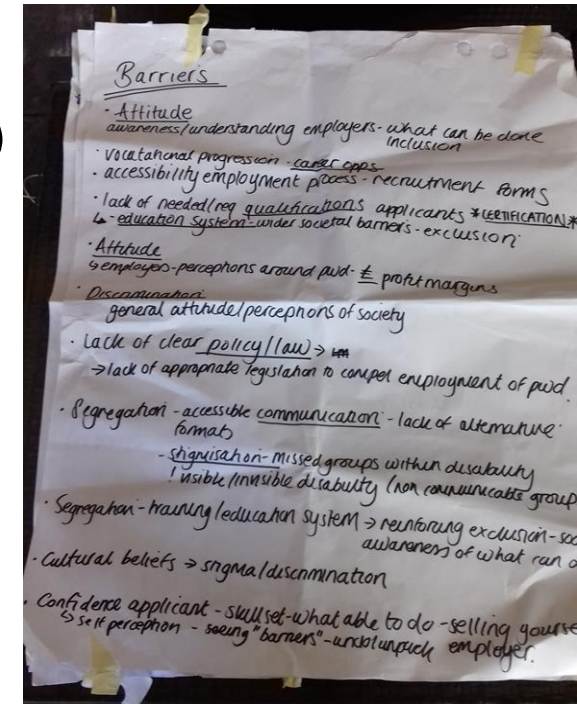
INGOs, local NGOs, DPO
leaders, government and
employers organisations
working together

Stakeholder mapping
Identifying barriers
Identifying who is missing from
the conversation
Plotting possible pathways



Barriers identified

- Stigmatisation and lack of expectations from employers, family, community members
- Discrimination
- Self-stigma and lack of confidence to apply for jobs
- Actual and perceived skills and education levels of persons with disabilities
- Inaccessible public transport and poverty (preventing people from getting to work)
- Lack of accessible job advertisements
- Lack of physical access and access to information in work places
- Lack of reasonable accommodation from employers
- Concerns from employers about the cost of inclusion
- Abuse from employers, colleagues and customers
- Lack of implementation of relevant legislation
- Lack of knowledge about relevant legislation amongst employers
- Lack of disability policies in companies





Pathways to inclusive employment

Workshop participants identified the need for a holistic, multi-pronged approach, tackling both supply and demand issues.

Priorities included:

- **building partnerships** across private, public and civil society organisations to promote inclusive employment;
- **enhancing the skills of disabled people** to access formal employment;
- **working with employers** to make their practices inclusive;
- **strengthening capacity of the disability movement** to support disabled people to realise their right to work; and
- **working with governments on inclusive employment policies** and their implementation.

This forms the basis of the Inclusion Works! Programmes with the four countries.

Tools for evaluating what happens during intervention



A jigsaw puzzle of data – qual & quant

Here are some!

- Partnership assessment tool
- Participants' skill change survey tool
- DPO tool 3 Circles (ADD)
- Employers self-assessment tool (ILO)
- Learning Plan - people with disabilities' skills self assessment tool
- Action Learning Groups
- Policy level change (Levels of influencing SS)

People with disabilities

OUTCOME 2: Women and men with disabilities have enhanced skills to access formal employment (as a result of programme interventions)

Two measurement tools: Participants Tracker Tool and
Participants Skills Change Survey



All participants
Demographics + WGSS Qs
Questions about their
current employment
situation and history
Broad questions about skills

People with disabilities' skills

Learning Plan - self assessment tool – setting own goals
Individually set outcome measures – in specific work context
Each person sets their current level of skill and their aim

	Level 1	Level 2	Level 3	Level 4	Level 5
Skill A					
Skill B					
Skill C					
Skill D					

This is reviewed 6 monthly x 2-3 years
Amount of change can be analysed individually or across groups
(eg by gender, age, impairment group, setting, country etc)

OUTCOME 3: Employers test and adopt innovative UNCRPD compliant practices that enable the inclusion of women and men with disabilities in formal employment.

Two measurement tools: Employer tracker and ILO Employer self-assessment

ILO and Global Business and Disability Network - Model Self Assessment tool

- | | |
|--|-----------------------|
| 1. Respect and promotion of rights | 2. Non-discrimination |
| 3. Equality of treatment and opportunities | 4. Accessibility |
| 5. Job Retention | 6. Confidentiality |
| 7. Attention to all types of disabilities | 8. Collaboration |
| 9. Evaluation | 10. Knowledge Sharing |

Action Learning Groups



3 Groups in each country

Each group meets every 2 months

8-10 people – homogeneous group of people involved in the intervention (eg Youth with disabilities, women with disabilities, employers, people involved in a particular scheme/training)

Facilitator supports discussion of their experiences – longitudinal, prospective, indepth, meaningful engagement, allows participants to set the agenda, using a range of participatory methods including participatory video, group analysis, action research projects?

Facilitators document and report – key emerging themes from each group and across groups

Learning reviews - Quarterly, 6 monthly and annually

Feeds into answering the learning questions – complements, explains and deepens data from other sources

Partnerships

OUTCOME 1: Partnerships between private, public and civil society are developed to influence the inclusion of women and men with disabilities in formal employment

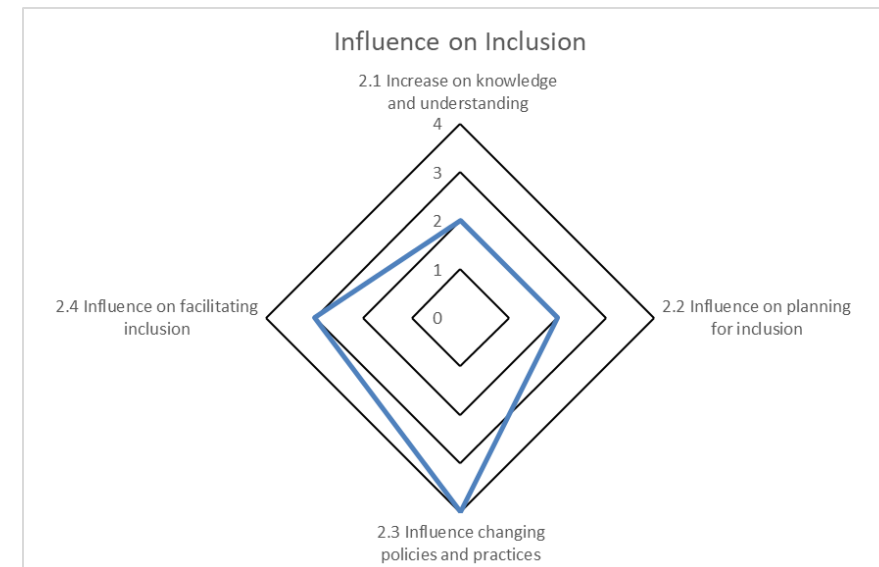
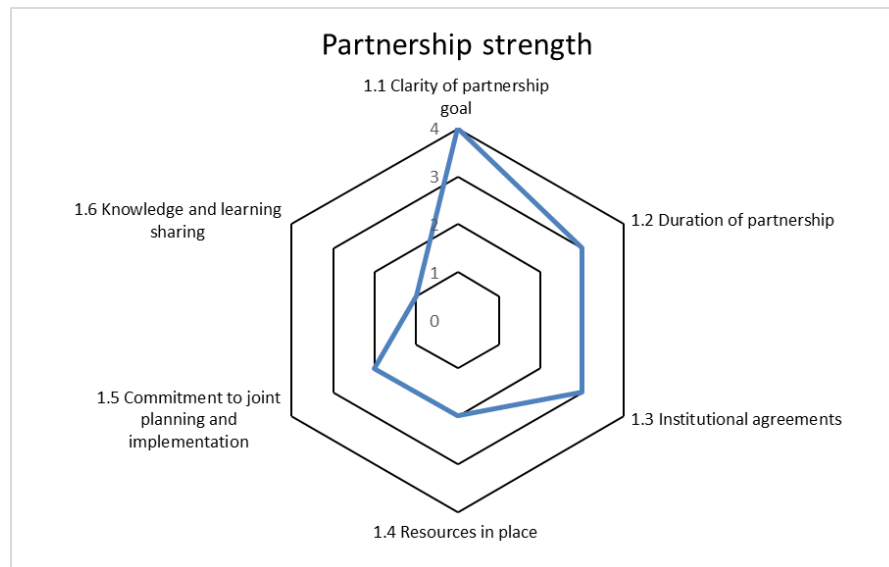
Measurement tool: Partnership Assessment Tool



Indicator 1: Number of existing partnerships strengthened by project interventions.

Indicator 2: Number of new members joining new partnership as a result of engagement with the project.

2 Aspects - rated 1-4 Partnership strength (6) & Influence on Inclusion (4)



Disability movement capacity

OUTCOME 4: The disability movement and supporting stakeholders demonstrate strengthened capacity to support women and men with disabilities to realise their rights to work (Article 27)

Measurement tool: ADD Three Circles tool

ORGANISATIONAL CAPACITY ASSESSMENT & PLANNING TOOL

Organisational Capacity Score Ranking:

1. No capacity
2. Low capacity
3. Average Capacity
4. Good capacity
5. High capacity

23 Capacities

capacity TO BE

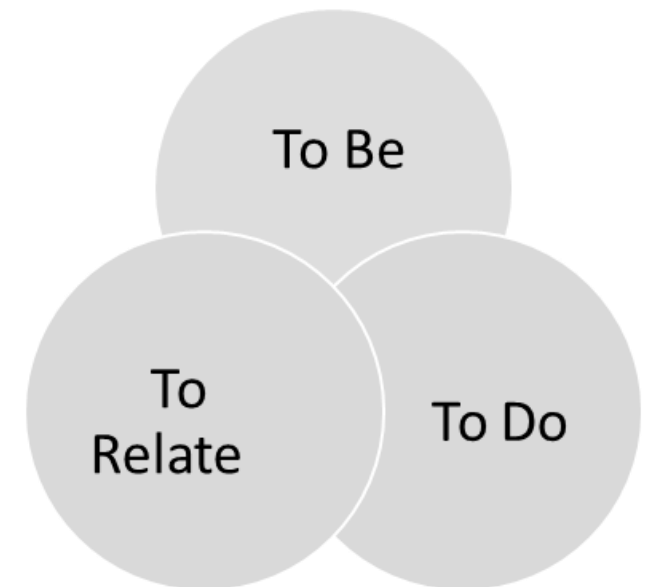
Organisational identity, leadership, membership, structures and systems

capacity TO DO

Delivering effective activities which contribute to achieving the organisation's mission and objectives

capacity TO RELATE

Linking with external organisations and individuals to increase the impact of the organisation's work



OUTCOME 5: Government demonstrates commitment to enabling inclusion of women and men with disabilities in formal employment through creation and/or implementation of inclusive legislation/policy; as a result of programme interventions.

Measurement tool: Levels of Influencing tool



1. Planning

What are we going to achieve and how?



2. Understanding

What do we want the government (or other target) to understand?



3. Engagement and acceptance

How do we want the government to respond and what do we want the government to accept?



4. Commitment

What do we want the government to commit to?



5. Delivery

What do we want the government to deliver?



6. Reflection

What's next?

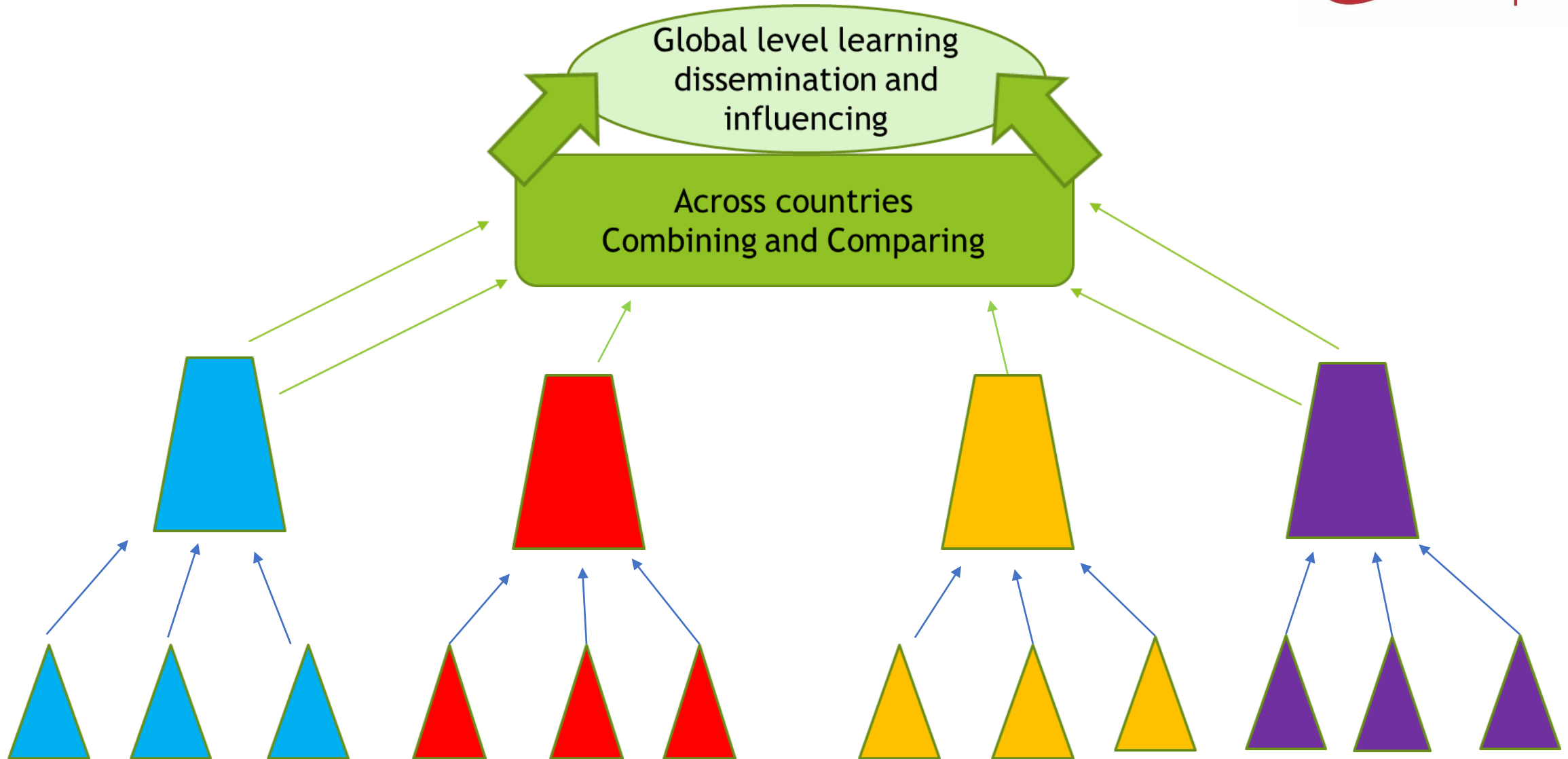
What do you expect to see, how would you verify this, and when?

IW programme learning questions

1. What are the **barriers to change** and whose behaviour needs to change (and in what ways) to remove the barriers?
2. What approaches have been effective at influencing **change in attitudes and behaviours that enable the inclusion?**
3. What are the **pathways** that enable women and men with disabilities **to seek, prepare, apply for and thrive in employment?**
4. What are the **CRPD compliant pathways that enable employers** to attract, recruit and retain women and men with disabilities in the formal sector employment?
5. What approaches and actions are needed to **influence and enable (in-country and global) policy makers** to commit to, support and implement CRPD compliant disability inclusive employment legislation?
6. What the enablers and barriers to **building effective partnerships** across the consortium and across countries?

These are top-level questions, and countries can add supplementary questions

Bringing the evidence together



Looking forward

The programme is currently just starting the implementation phase and the different tools are being piloted for roll out.

Watch this space!



Thanks for listening

Mary Wickenden m.wickenden@ids.ac.uk and **Brigitte Rohwerder** b.rohwerder@ids.ac.uk

Jackie Shaw j.shaw@ids.ac.uk , Stephen Thompson s.thompson@ids.ac.uk

Ed Small e.small@ids.ac.uk



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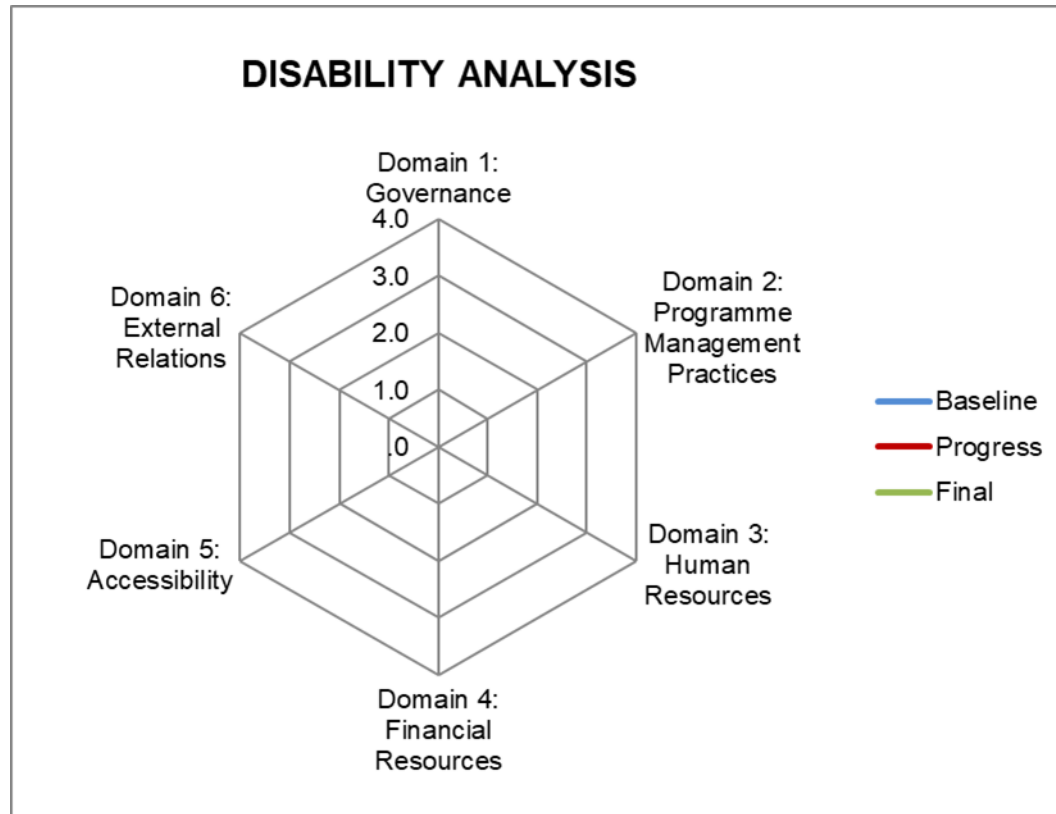


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Light for the World



Disability Inclusion Score Card for Companies DISC



4 levels

6 Domains

Governance, Prog management,
Human resources, Financial
Resources, Accessibility, External
Relations

Areas of strength

Areas for attention

Partnership assessment tool

Partnership Strength Indicator

- 1.1 Clarity of partnership goal regarding disability inclusion in formal employment
- 1.2 Duration of partnership
- 1.3 Institutional agreements between partners are in place (Types of institutional agreements include: Memorandum of Understanding, letters of association, Terms of Reference and other contracts)
- 1.4 Resources in place for partnership activities regarding disability inclusion in formal employment
- 1.5 Commitment to joint planning and implementation of activities regarding disability inclusion in formal employment
- 1.6 Extent to which knowledge and learning is shared between partners allowing partners to learn from each other and collectively develop best practice

Influence on Inclusion Indicator

- 2.1 Extent to which the partnership with IW organisations increased partner's knowledge and understanding of the inclusion of women and men with disabilities in formal employment
- 2.2 Extent to which partnership with IW organisations influenced partner's policies regarding the inclusion of women and men with disabilities
- 2.3 Extent to which partnership with IW organisations influenced the partner to change their internal planning and practices to improve the inclusion of women and men with disabilities in formal employment
- 2.4 How far has partnership with IW organisations influenced the partner to facilitate the implementation of policies and practices that improve the inclusion of women and men with disabilities in formal employment externally in their sphere of influence