



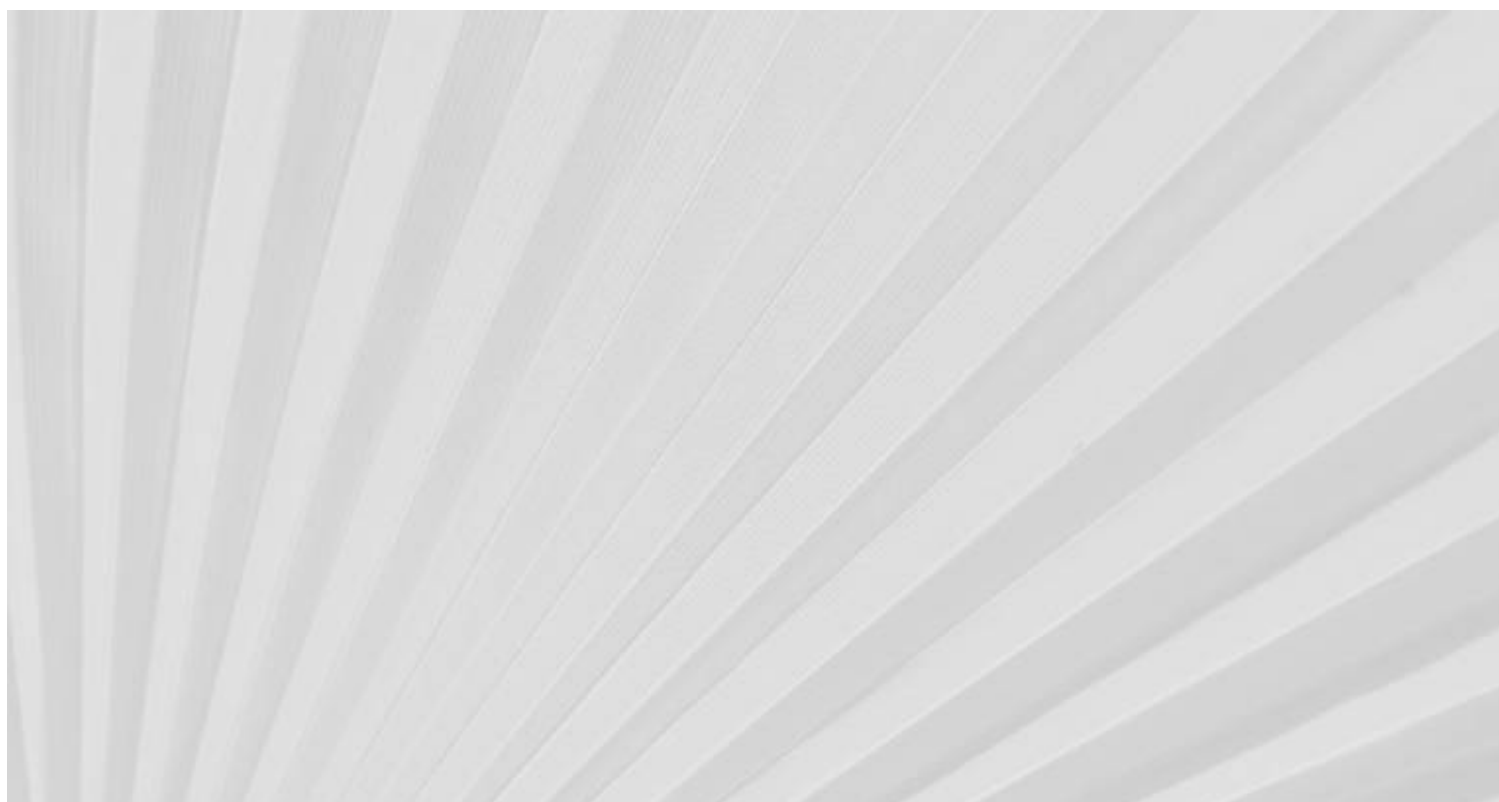
PALMERA

INNOVATING
FOR SUSTAINABLE
LIVELIHOODS

Disability Inclusive Development Policy

Palmera

JUNE 2016, VERSION 2





1.1 Introduction

Palmera Projects (**Palmera**) recognises that people with disabilities and their families are more likely to be poor and to remain poor, due to stigma, poor accessibility, discrimination, higher living costs, barriers to education, health and employment opportunities, and unpaid caring responsibilities.

In Palmera livelihood projects, people with disabilities may face difficulties being involved due to their physical, mental, intellectual or sensory impairments, as well as attitudinal, social and physical barriers. For example, hearing difficulties may mean a beneficiary cannot hear parts of the training, or mental illness may mean a beneficiary misses several training days. These impairments are often exacerbated by the stigma surrounding disability and the attitudes of the community members, trainers and others involved. Together, these factors may result in beneficiaries dropping out of Palmera projects or earning relatively lower income compared to other beneficiaries.

In the post conflict zones in which we work, access to safe drinking water and hygienic toilet facilities is a major issue due to the destruction of infrastructure. People with physical disabilities find it especially difficult to not have water sources or properly constructed toilets close to their home. Gender is an interacting variable with women and girls with disabilities finding it especially unsafe to travel long distances to meet these basic human needs. Unsafe drinking water and unhygienic toilets can further exacerbate some pre-existing health conditions. And because women disproportionately care for relatives with disability, lack of access to toilets can increase the time they spend caring for relatives and make it more difficult for them to leave the home and hold employment.

Since one-in-five of the world's poorest have a disability, reducing poverty must include the full and equal participation of people with a disability. Disability inclusive development is critical to achieving Palmera goal of a world where no one is left out.

1.2 Definition¹

'People with disabilities': "those who have episodic or long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others". Barriers can be attitudinal and/or societal barriers (such as stigma), physical and/or environmental (such as stairs), and policy and/or systemic.

Disability-inclusive development: "Disability-inclusive development promotes effective development by recognising that, like all members of a population, people with disabilities are both beneficiaries and agents of development. An inclusive approach seeks to identify and address barriers that prevent people with disabilities from participating in and benefiting from development. The explicit inclusion of people with disabilities as active participants in development processes leads to broader benefits for families and communities, reduces the impacts of poverty, and positively contributes to a country's economic growth".

1.3 Purpose of the policy

The purpose of this policy is to acknowledge that it is only with disability inclusive development that Palmera can fully support the communities we work with to achieve economic self-sufficiency which delivers freedom, choice and

¹From DFAT, Development for All, 2015-2020, Strategy for strengthening disability-inclusive development in Australia's aid program May 2015, page 9



dignity. This policy sets out Palmera's commitments to enhance participation and empowerment of people with disabilities, reduce poverty among people with disabilities and their families and improve equality for people with disabilities.

1.4 Scope

This policy applies to all Palmera's international projects.

1.5 Principles

We recognise that as a member of Australian Council for International Development (ACFID), we have a commitment to "including and addressing the rights of people with disabilities and their representatives in [our] aid and development activity."²

We also abide by the Australian Department of Foreign Affairs and Trade (DFAT)'s strategy to incorporate disability inclusive principles into our activities.

Those principles will include:

- **Participation and access:** Palmera should actively work with men and women with disabilities at all stages of projects and ensure the design, implementation, monitoring and evaluation of projects are in line with Palmera Community Participation and Partnership policy. Reasonable adjustments should be made throughout the project cycle to ensure people with disabilities can participate. This may include providing accessible training venues, accessible transport, sign-language interpretation, and documents in accessible formats. Where possible, Disability Organisations should be partnered with or engaged as a technical partner.
- **Targeting attitudinal and social barriers:** Palmera should support people with disabilities' empowerment and advocacy whenever possible. Training and support provided by staff, volunteers and partners should be consistent with our Human Rights in Development Policy and should acknowledge, respect and advocate for the rights of people with disabilities as equal partners in development. Women and men with disabilities should be supported to participate in and take leadership roles in their community.
- **Evidence based:** Evidence and data on disability should be gathered in our monitoring and evaluation processes and Palmera should share the information collected with beneficiaries, partners and other stakeholders.
- **Gender specific:** Palmera should recognise the interaction between gender and disability in our work: women with disabilities are less likely than men with disabilities to have been enrolled in education, and much more likely to be victims of physical and sexual violence.³ Because of this, disability inclusive development will need to be gender sensitive and incorporate, when possible, activities targeted specifically at women with disabilities. All Palmera projects will need to be designed, implemented, monitored and evaluated in accordance to our Women in Development Policy.
- **Context specific:** Palmera should take into account that the diverse nature of disability means people with different disabilities have varied experiences. In particular, people with psychosocial and intellectual disabilities "can be rendered invisible and left out of disability-inclusive development efforts."⁴ Because of this,

² ACFID, *Code of Conduct*, October 2014, p. 13.

³ DFAT, *Development for All*, p. 10.

⁴ DFAT, *Development for All*, p. 11.



disability inclusive development will need to be context specific and give attention to the needs of people with psychosocial and intellectual disabilities as well as physical disabilities.

1.6 Guidelines

Palmera strives to include people with disabilities at the project design stage to ensure the needs of both men and women with a disability are met and barriers to, and risks arising from, their participation have been identified and can be overcome.

Our project appraisal assesses the extent by which the project is disability inclusive and highlights areas that may need to be worked on. The project supporting documents will incorporate activities to be implemented and funded, risks to be managed or evidence to be gathered to ensure the project is disability inclusive.

Palmera also monitors the disability inclusiveness of projects during implementation, reporting and during monitoring visits. When potential problems are detected, strategies are discussed and agreed upon with the local partner and beneficiaries to mitigate these problems.

Our Evaluation template includes reflection on the disability inclusiveness of the project. The findings of the Evaluation will be discussed with staff, partners and relevant stakeholders, and the lessons learnt incorporated into future projects.

Palmera is also committed to periodically assess - and assist in building - partners' understanding of - and capacity to - conduct and implement disability inclusive development projects.

Through the Organisational Due Diligence process, new partners are assessed on disability inclusion and ask for evidence of this in past projects they have implemented. Palmera will assess key gaps in partner's capacity with regard to disability inclusiveness, agree on capacity building activities and reassess capacity building needs regularly.

We recognise the expertise of Disability Organisations and, where possible, seek to partner with them or engage them as technical partners.

1.7 External: Legislative and Regulatory Framework

- [DFAT, Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia's aid program](#)

The core United Nations human rights human rights conventions are:

- [International Covenant on Civil and Political Rights](#);
- [International Covenant on Economic, Social and Cultural Rights](#);
- [Convention on the Elimination of All Forms of Racial Discrimination](#);
- [Convention on the Elimination of All Forms of Discrimination against Women](#)
- [Convention against Torture and other Cruel, Inhuman and Degrading Treatment or Punishment](#) ;
- [Convention on the Rights of the Child](#);
- [International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families](#)

Some international and regional human rights conventions protect the rights of persons with disabilities specifically, or have provisions concerning persons with disabilities. These include:

- [ILO Convention concerning Vocational Rehabilitation and Employment \(Disabled Persons\)](#)
- [Inter-American Convention on the Elimination of All Forms of Discrimination Against Persons With Disabilities](#)



- Convention on the Rights of the Child (article 23);
- African Charter of Human and People's Rights (art. 18(4));
- the African Charter on the Rights and Welfare of the Child (article 13);
- European Social Charter (article 15); and
- Protocol of San Salvador (Additional Protocol to the American Convention on Human Rights in the Area of Economic, Social and Cultural Rights) (article 6 & 9)

1.8 Document Control

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