



Employment Promotion for Women for the Green Transformation in Africa (WE4D)

Disability Inclusion Guide

Implemented by



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WE4D Guideline

Inclusion of Persons with Disabilities in Project Design and Monitoring

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List of Abbreviations

<i>Abbreviation</i>	<i>Definition</i>
BMZ	Federal Ministry for Economic Cooperation and Development
DAC	Development Assistance Committee
EU	European Union
FETAPH	Fédération des Associations de Personnes Togolaise Handicapées
GDPR	General Data Protection Regulation
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
M&E	Monitoring and Evaluation
NORAD	Norwegian Agency for Development Cooperation
NTA	Namibia Training Authority
ODA	Overseas Development Assistance
OECD	Organisation for Economic Co-operation and Development
OPD	Organization of Persons with Disabilities
PwD	Person(s) with Disabilities
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
WE4D	WE4D Employment Promotion for Women for the Green Transformation in Africa

1 Introduction

The **Employment Promotion for Women for the Green Transformation in Africa (WE4D)** programme is a large-scale initiative with the aim of promoting women's employment within the context of sustainable and environmentally friendly development. It is commissioned by the German **Federal Ministry for Economic Cooperation and Development (BMZ)** and co-financed by the **Norwegian Agency for Development Cooperation (NORAD)** and the **European Union (EU)**. It is currently implemented in nine different countries, namely Cameroon, Kenya, Malawi, Mozambique, Senegal, South Africa, Tanzania, Togo, and Uganda. The programme adopts the **integrated approach to employment promotion of German development cooperation** by focusing on three aspects: labour demand, labour supply and the matching of supply and demand for skilled workers. Moreover, it seeks to improve the employment and economic situations of women in specific sectors driving the green transformation in Africa like sustainable agriculture, eco-tourism and renewable energy.



The **purpose** of this guide is to provide practical knowledge and guidance on the inclusion of persons with disabilities (PwD) in the implementation of the WE4D programme. Specifically, it will support the mainstreaming of PwD-inclusion during the project design and monitoring phases.

We envision the **users** of this guide to be project designers and project managers seeking to include PwD in projects under WE4D, and M&E experts responsible for measuring PwD-inclusion.

The guide will be structured as follows:

- [Chapter 1](#) introduces the strategic context of disability inclusion.
- [Chapter 2.1](#) lays out some key concepts and definitions, followed by a brief discussion in [Chapter 2.2](#) of some of the ethical issues that may arise while working with PwD.
- [Chapter 3](#) expands on the goal of PwD-inclusion within the context of WE4D, focusing on its two major goals of mainstreaming inclusion in the project cycle and collecting disaggregated data for monitoring purposes.
- [Chapter 4.1](#) provides an overview of some of the most significant kinds of barriers encountered by PwD in the WE4D context. [Chapter 4.2](#) presents a set of questions that can serve as a broad guide for project managers and designers seeking to mainstream PwD-inclusion in their work. [Chapter 4.3](#), [4.4](#) and [4.5](#) provide guiding questions for project designers aiming for inclusion in skill development, matching measures and enterprise development respectively.
- [Chapter 5](#) discusses ways to meaningfully incorporate PwD-inclusion in monitoring and evaluation. [Chapter 5.1](#) suggests ways in which PwD can be included in the WE4D Logframe, while [Chapter 5.2](#) cites a set of questions that can be used to assess disabilities for baseline and tracer studies. [Chapter 5.3](#) lists questions that can be used in KOMPASS and finally, [Chapter 5.4](#) provides a brief overview of important data considerations to keep in mind while working with PwD.

The initial development of this WE4D Disability Inclusion Guide took place between March and July 2024. It was grounded in a comprehensive desk review of literature on PwD-inclusion. This involved a systematic analysis of academic studies, position papers, programmatic data, and grey literature, with a particular focus on disability inclusion within global employment initiatives. To ensure practical relevance, especially in sections on project design and Monitoring & Evaluation (M&E), the guide incorporated inputs from WE4D staff through a series of co-creative working sessions. Additionally, the guide was reviewed by the African Disability Forum, a continental membership organization of Organizations of Persons with Disabilities (OPDs) in Africa, to gather further insights. The content was further refined and edited through multiple rounds of feedback from a diverse group of experts.

Germany's commitment to promoting the inclusion of (PwD) is rooted in its adherence to international frameworks such as the **United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)**¹ and the **International Labour Organization (ILO) Convention No. 159**. The UNCRPD outlines the obligations of its signatories to recognize and promote the right of PwD to work on an equal basis with others, while ILO Convention No. 159 details the rights of PwD to access vocational rehabilitation and employment opportunities.

In line with these commitments, Germany has integrated PwD-inclusion into its development policy and initiatives. The inclusion of PwD is a significant objective of German development policy. The **Federal Ministry for Economic Cooperation and Development (BMZ)**, the initial commissioning body of WE4D, actively promotes inclusion through both dedicated projects and the mainstreaming of disability considerations across its programmes. A 2023 report by the BMZ, titled **Human Rights Strategy for German Development Policy**, highlights **PwD-inclusion as one of the guiding principles of German development policy**, emphasizing it as a prerequisite for equal and self-determined participation in social life.² This is also in line with Germany's feminist approach to international cooperation, laid out in its **Feminist Development Policy**. Implementing this approach is one of the current government's priorities, which includes amongst others creating accessible environments, respecting and promoting the rights of PwD, and addressing intersectional forms of discrimination to achieve comprehensive and transformative inclusion.³ The BMZ adopts a **'twin-track approach' to disability inclusion**.⁴ One track focuses on mainstreaming the needs of PwD in all stages of development cooperation, including planning, implementation, monitoring, and evaluation. The second track involves targeted interventions designed to empower PwD and Organizations of Persons with Disabilities (OPDs), enabling their participation in development cooperation projects and activities. **WE4D's approach towards PwD-inclusion primarily focuses on mainstreaming PwD interests and considerations rather than developing projects specifically targeted at PwD.**

The **Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH**, under the framework provided by BMZ, has integrated PwD-inclusion in its development projects and strategies. As of 2019, more than 40 projects under the GIZ spanning various sectors are

¹ <https://www.un.org/disabilities/documents/convention/convoptprot-e.pdf>

² [Human Rights Strategy for German Development Policy \(bmz.de\)](https://www.bmz.de/en/press-releases/2023/09/2023-09-14-human-rights-strategy-for-german-development-policy)

³ [Feminist Development Policy - For Just and Strong Societies Worldwide \(bmz.de\)](https://www.bmz.de/en/press-releases/2023/09/2023-09-14-feminist-development-policy-for-just-and-strong-societies-worldwide)

⁴ https://health.bmz.de/wp-content/uploads/studies/Every_person_counts_short_ENG.pdf

focused on PwD-inclusion.⁵ GIZ also aligns its efforts with the **Diversity Charter**, a German corporate initiative promoting diversity and inclusion within organizations.⁶ Through advising and liaising with government, private sector, and civil society actors, GIZ advances PwD-inclusion by increasing the number of inclusive development measures. Recent disability-inclusive employment promotion projects in Bangladesh, Togo, Indonesia, Rwanda, and Namibia serve as best practice examples and sources of inspiration for programmes like WE4D.⁷

Notably, Germany's endeavours in promoting PwD-inclusion are in line with efforts by both **NORAD** and **the EU**. NORAD's strategy for inclusion is focused on integrating disability inclusion in all areas of development cooperation. This includes ensuring that all Norwegian Official Development Assistance (ODA) is inclusive and accessible to PwD. NORAD requires grantees to specify their plans for disability inclusion in their applications and prioritizes partnerships with organizations that effectively include PwD. The EU ratified the UNCRPD in 2010 and participated actively in the Global Disability Summit in 2022. Moreover, it has succeeded in using the **Organisation for Economic Co-operation and Development's (OECD) Development Assistance Committee (DAC) disability marker** to screen 100 per cent of its ODA projects, cementing inclusion as a key priority in its development initiatives worldwide.

Notably, all partner countries of WE4D except Senegal, Tanzania and Uganda have signed and/or ratified the **African Disability Protocol**, a legal framework adopted by the African Union in 2018 that is designed to protect and promote the rights of persons with disabilities in Africa

The rationale for including PwD in WE4D projects and interventions can be justified on the following grounds, which will be discussed in more detail in subsequent sections of this guide:

- **Ethical reasons:** All individuals, regardless of their abilities, should have access to education, employment and social opportunities. Providing equal opportunities also helps to dismantle systemic biases and challenges that prevent PwD from achieving their full potential.
- **Economic reasons:** The inclusion of PwD has been proven to have significant micro- and macroeconomic advantages, ranging from enhancement in productivity and employee satisfaction in companies and GDP growth.
- **Strategic reasons:** The inclusion of PwD is a key priority of WE4D's commissioning party, implementing body as well as its co-financers.

⁵ [Inclusion of People with Disabilities - giz.de](https://www.giz.de/en/inclusion-of-people-with-disabilities)

⁶ <https://www.charta-der-vielfalt.de/en/diversity-charter-association/about-the-diversity-charter/>

⁷ https://www.giz.de/en/downloads/05_Disability-inclusive%20Employment%20Promotion.pdf

2 Key Concepts and Considerations

This chapter provides a short overview of concepts that are commonly encountered in discussions of disability inclusion. It introduces crucial distinctions between notions of **disability and impairment**, delineates different kinds of **barriers** that shape the experience of disabilities and discusses the importance of taking an **intersectional approach** to inclusion. The chapter will culminate in a summary of some of the main **ethical considerations** that should be accounted for while working with PwD.

2.1 Defining Terms

This sub-chapter presents a set of key terms and concepts that are important to know for the purpose of PwD-inclusion in development contexts.

Impairment

The term impairment refers to ‘any loss or irregularity of a psychological, physiological, or anatomical structure or function’. Impairments are intrinsic to the individual and are often biological in nature, manifesting as a complete or partial loss of functioning in the affected organ or organ system. Persons with impairments might develop them at birth or acquire them later in their lifetimes. Although impairments are diverse and their classification often context-specific, they can be allocated to the following broad categories for the purposes of this guide:

Type	Description ⁸
Physical Impairments	These impairments impact a person’s bodily movements and/or appearance. They can be caused by conditions such as cerebral palsy and polio.
Sensory Impairments	These impairments affect a person’s sight, hearing, taste, smell, speech, touch or physical balance. Some potential causes can be infectious diseases like malaria or nutrient deficiencies.
Intellectual or Cognitive Impairments	These impairments impact a person’s intellectual and cognitive capacities and adaptive behaviour. They can be rooted in genetic irregularities or adverse environmental conditions, amongst other reasons.
Psychiatric Impairments	These impact a person’s moods, ability to think and relate to others and their capacity to cope with the demands of daily living. They can have hereditary and/or stress-related causes.

Table 1: Types of impairments and their descriptions

Please note that more than one impairment can occur in the same person simultaneously, thus compounding or exacerbating loss of functionality in various aspects. These are typically referred to as **multiple impairments**.

⁸ Source for all descriptions in the table: Kieck, B., Ayeh, D., Beitzer, P., Gerdes, N., Günther, P., & Wiemers, B. (2016). Inclusion grows toolkit on disability mainstreaming for the German Development Cooperation. *SLE Postgraduate Studies on International Cooperation, Publication Series S, 265(2)*.

Disability

The term disability describes a set of limitations that a person with one or more impairments experiences as an **outcome of negative interactions with their social environment**. These **losses or limitations of opportunities** to participate in society on equal terms with others are rooted in barriers, which can be attitudinal, environmental or institutional in nature. Barriers can be explicit and visible, for example, the lack of an elevator or ramp making buildings inaccessible for people with certain physical impairments. Alternatively, they can be difficult to identify, impacting and disadvantaging persons with invisible / not directly visible impairments in lasting and insidious ways.

The World Health Organization estimates that 16% of the world's population, or 1.3 billion people live with some form of disability.⁹ What's more, 80% of persons with disabilities live in developing countries, with the risk of disabilities increasing under conditions of poverty, malnutrition, inadequate access to education, lack of safe water and sanitation, unsafe working environments etc.¹⁰

While impairments have more to do with individual bodily functions, disabilities extend beyond the individual and encompass **societal and environmental factors** that limit the ability of persons to participate equally in society. Notably, a disability is an outcome of a person with an impairment(s) being confronted by an environment that is hostile towards them.



Inaccessible Environment



Accessible Environment

Figure 1: A physically-impaired person encountering an inaccessible versus accessible environment.

Historically, disability has been understood in three broad ways, namely through **medical, social and interactive social models**. The interactive social model is the most important approach in the context of German development cooperation. Listed below are brief descriptions of each approach and the important ways in which they differ from each other:

Medical Model of Disability

The medical model of disability portrays disability as an **individual problem** with its origins in impairments or differences characterizing a person. As such, it emphasizes what is 'wrong' or lacking in an individual and aims to cure or mitigate that specific problem. For example, if a person has a mobility impairment and therefore cannot use the stairs, the medical model focuses on the person's **limitations** rather than absence of barrier-free infrastructure.

Social Model of Disability

Developed in the 1970s and 1980s by PwD, the social model of disability shifts the focus from the individual to **societal barriers**, recognizing that disability results not from individual

⁹ <https://www.who.int/news-room/fact-sheets/detail/disability-and-health>

¹⁰ <https://www.un.org/development/desa/disabilities/resources/factsheet-on-persons-with-disabilities.html>;
<https://www.worldbank.org/en/topic/disability>

weaknesses, but from barriers in a **person's external environment**, for example inaccessible buildings, negative attitudes and prejudices. Instead of holding a person responsible for not being able to access stairs in a building, the social model advocates for the construction of ramps, thus making the building accessible for all.



Interactive Social Model of Disability

This is the model of disability that is adopted for the purposes of German development cooperation, which promotes collaborative efforts to increase accessibility, spread awareness and empower PwD.¹¹ The interactive social model of disability combines elements of both the medical and social models in that it acknowledges the **significance of individual impairments** while simultaneously considering the impact of **societal barriers** on the capacity of PwD to participate in mainstream society.

Besides these models of disability, two terms that are key for your work with and for PwD are "integration" and "inclusion". Below, we briefly introduce these terms:

Integration



In disability studies, the term integration refers to the practice of including PwD in mainstream contexts and institutions like schools or workplaces and placing them alongside their non-disabled peers. The focus of integration is on **facilitating physical proximity and access** by bringing in some PwD into the fold of an existing group or system. While it is a positive measure in theory, integration alone may be insufficient when it comes to addressing the diverse needs of PwD, often putting the onus on them to adapt to pre-existing structures rather than changing systemically exclusionary structures from within.

Inclusion



A policy of inclusion goes several steps beyond integration in aspiring for the creation of systems that facilitate the full and equal participation of people regardless of their ability or impairment. The goal of PwD-inclusion is to foster **meaningful participation** and is supported by the notion that institutions, social structures, values and belief systems must change in mainstream society to include PwD and to **acknowledge and respect their dignity as full members of society**.¹²

Lastly, it is important to consider that disability often merely forms one aspect of a person's lived reality. In the context of WE4D – and beyond – we strive for an intersectional understanding of the barriers a person faces, to derived suitable mechanisms for overcoming or dealing with them. In the context of WE4D, it is especially important to understand the close linkage between gender and disability, as we explain below:

¹¹ https://www.giz.de/en/downloads/08_Discussions%20Paper%20on%20Social%20Protection.pdf

¹² Kieck, B., Ayeh, D., Beitzer, P., Gerdes, N., Günther, P., & Wiemers, B. (2016). Inclusion grows toolkit on disability mainstreaming for the German Development Cooperation. SLE Postgraduate Studies on International Cooperation, Publication Series S, 265(2).

Intersection of Gender and Disability

Projects and interventions aiming for inclusion must be sensitive to the internal diversity and heterogeneity characterizing groups of PwD. Women and girls with impairments are particularly vulnerable to intersectional and compounding forms of discrimination, e.g. on account of their gender identity as well as their disabilities. When compared to men without disabilities, women with disabilities are found to be three times more likely to be illiterate, two times less likely to use the internet, three times more likely to have unmet health care needs, and two times less likely to be employed.¹³ Moreover, women with disabilities experience a heightened risk of sexual harassment as compared to women without.¹⁴ These considerations are of particular significance for WE4D, which has a special focus on women with disabilities. For additional insights on the topic of intersectionality, please refer to the infobox in [Section 5](#).

2.2 Ethical Considerations of work and research on PwD

While undertaking projects that involve PwD as participants and/or targeted beneficiaries, several **ethical factors** come into play. This section lays out a few overarching concerns in the context of PwD-inclusion. These are crucial considerations for programmes like WE4D and will be discussed in further detail in upcoming chapters.

Informed Consent

It is crucial for PwD to understand the purpose, risks, and benefits of their involvement in a research study or project. Obtaining informed, transparent and voluntary consent from them is critical. However, obtaining such consent can prove to be challenging on account of communication barriers, cognitive impairments or lack of accessible information. An ethical approach towards inclusion would entail adapting processes of obtaining consent from PwD to individual needs, using **accessible formats** and **involving support persons** wherever necessary. Moreover, consent should be sought at regular and sustained intervals throughout the project life cycle to account for changes in circumstance and unanticipated adjustments.

Privacy and Confidentiality

Ensuring the privacy of PwD and maintaining confidentiality is essential throughout the project life cycle. It is of the utmost importance for the **personal information of PwD** to be safeguarded, and for their dignity to be upheld. No sensitive information obtained from PwD at any stage of the project cycle should be shared without their consent and they should be provided with a comprehensive account of how their data would be handled during the project. This is especially pertinent in the context of collecting health data from PwD, which is deemed to be a particularly sensitive form of personal information. GIZ is required to comply with the General Data Protection Regulation (GDPR) in the EU, which emphasizes the rights and protections of PwD by, among other things, promoting the **lawful and transparent processing** of their data and mandating adequate **technical and organizational measures** to ensure its security.

¹³ <https://www.adb.org/sites/default/files/publication/779396/disability-inclusive-development-2021-2025.pdf>

¹⁴ <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/Discussion-paper-Sexual-harassment-against-women-with-disabilities-en.pdf>

Non-Discrimination

Experiences of discrimination impact the lives of PwD in varied and lasting ways. **Negative stereotypes and false beliefs** can lead to their exclusion from mainstream society. Furthermore, discriminatory norms and attitudes that are formalized and written into laws and policies can cultivate institutions that unfairly disadvantage PwD. For example, healthcare systems may deliver inadequate care and services to them or discriminatory hiring practices in the labour market may subject them to lower employment rates and financial insecurities. It is important for project designers, managers and evaluators to develop rules, guidelines and frameworks that are sensitive to the unique needs of PwD and that actively work to tackle societal biases and prejudices. This is also in line with GIZ's "do no harm" principle, which emphasizes the need to minimize the risks of unintended negative consequences of any intervention and ensures that actions taken by GIZ and its partners contribute positively to their respective contexts.

Representation

Incorporating the **interests and perspectives of PwD** ensures that a project has effective and relevant outcomes. In projects seeking to be inclusive, **PwD must be engaged with to obtain substantive inputs**. Data that is collected for the purposes of the project should be disaggregated and reflect the internal diversity, socio-economic status as well as special needs of PwD. On the monitoring side, **special indicators** must be developed to track the participation of PwD and the benefits accrued to them through the project activities. Dedicated channels of communication should be established for PwD to be able to provide feedback on project implementation at regular intervals.

3 Objectives of PwD-Inclusion in WE4D

This chapter of the guideline lays out the key approaches to PwD-inclusion in the WE4D programme. It starts by providing a rationale for PwD-inclusion and then proceeds to introduce the two main inclusion goals for projects under WE4D namely, the mainstreaming of disability considerations and the disaggregation of project data for disabilities.

The WE4D programme aims to improve the employment opportunities and economic situations of women in sub-Saharan Africa with a special focus on promoting employment in businesses and value chains that contribute to the green transformation. In doing so, it aspires to empower women in partner countries while simultaneously facilitating the transition towards a more sustainable and climate-friendly future in Africa. The WE4D programme implements the **integrated approach to employment promotion of German Development Cooperation**. WE4D interventions, depending on their specific focus, target **labour demand** (e.g. by encouraging businesses in the green or greening sector to create employment opportunities), **labour supply** (e.g. by enhancing the skills and capabilities of potential employees) and/or **matching initiatives** aimed to coordinate supply and demand (e.g. by improving digital matching platforms to facilitate connections between skilled workers and job opportunities).¹⁵

NORAD and the EU, the co-financers of WE4D, advocate for the inclusion of PwD in all their development and humanitarian projects, ensuring accessibility, equal participation and the consideration of PwD needs throughout the project life cycle. This commitment to inclusion closely aligns with the principles laid out in Germany's feminist development policy, which similarly advocates for the inclusion of PwD through actively addressing their needs and rights, promoting their participation and representation, and eliminating barriers that hinder their participation in social, economic and political life.

Aside from the requirement of donors, the inclusion of PwD can be further justified on ethical and economic grounds. The equal opportunities argument for the inclusion of PwD in workplaces is centred on principles of fairness and non-discrimination. It asserts that all individuals, regardless of their abilities, should have access to the education, employment and social opportunities. Providing equal opportunities also helps to dismantle systemic barriers and biases that often prevent PwD from achieving their full potential. Furthermore, PwD-inclusion helps mitigate the risk of social isolation, which can have severe psychological and emotional consequences.

From an economic perspective, including PwD in the workforce and broader economy can lead to substantial benefits. Research has shown that inclusive workplaces tend to have lower employee turnover rates, as employees generally appreciate and remain loyal to companies that prioritize diversity and inclusion¹⁶. This decrease in turnover can reduce hiring and training costs, leading to increased organizational efficiency and stability.¹⁷ Moreover, by tapping into the talents and perspectives of PwD, businesses can spur innovation and enhance

¹⁵ <https://www.giz.de/en/worldwide/123226.html>

¹⁶ Australian Safety and Compensation Council, Are People with Disability at Risk at Work? (2007) 30; 32-33

¹⁷ Ibid.

productivity¹⁸. On a macroeconomic level, greater employment and participation of PwD in the economy can contribute to GDP growth, as it expands the overall labour force and stimulates demand for goods and services.¹⁹

For the WE4D program, the goal of PwD-inclusion involves:

- ✓ **Mainstreaming** the inclusion of PwD
- ✓ **Disaggregating project data** during Monitoring and Evaluation (M&E)

Disability mainstreaming calls for the centring of PwD perspectives in all activities and processes of projects, programmes and organizations. Its primary aim is to ensure that the rights and needs of PwD are meaningfully incorporated in every aspect of development planning, implementation and evaluation. A programme looking to mainstream disability must correspondingly build disability into its existing agendas, frameworks and processes and must commit to analysing and addressing possible outcomes of planned interventions on the lives and well-being of PwD.

The second objective – **disaggregation of project data** – is essential especially for the planning and designing of PwD-inclusive projects as well as, to the extent possible, the monitoring and evaluation of their effects. In the absence of such data, **PwD are at risk of being rendered invisible**, with their experiences and needs inadequately reflected at crucial phases of project or programme cycles. The data collected should adequately capture the ways in which disabilities intersect with other characteristics like gender and ethnicity while always respecting the privacy and confidentiality of data sources. While quantitative data is necessary for overall assessments of the situation of PwD, thick data (e.g. collected during user research and applying different methodologies e.g. shadowing, ethnographic research, prototyping & testing) should not be neglected. It is crucial to design interventions together with the target groups (principle “design with the user”) to meet demands and increase ownership.

¹⁸ Accenture with Disability:IN and American Association of People with Disabilities, Getting to Equal: The Disability Inclusion Advantage (Research Report, 2018) 4

¹⁹ https://includeability.gov.au/sites/default/files/2021-07/includeability_-_factsheet_-_the_business_and_economic_benefits_of_employing_people_with_disability.pdf

4 Inclusion in WE4D Practice: Consideration of PwD in Project Design

This chapter presents a set of guidelines meant to aid project designers and managers in WE4D who seek to be inclusive of PwD considerations in their interventions and effects. It starts by introducing some of the most common barriers that hinder the meaningful participation of PwD in social life. Next, it enumerates a set of questions that can be used for general guidance and orientation in mitigating these barriers. Lastly, it lists questions that can be used in more specific WE4D contexts like in the inclusion of PwD in skill development, matching or enterprise development measures.

4.1 Barriers and Related Practical Considerations

Barriers are obstacles in a PwD's environment which make it difficult or impossible for them to participate in social life on equal terms with their non-disabled peers. In the context of WE4D, relevant barriers are those that impede PwD in participating in the labour market, either by blocking them from accessing essential education and skills or by making it increasingly challenging for them to be employed by companies or start their own business. The analysis of these barriers constitutes an essential first step in laying the groundwork for the implementation stage of projects, where these obstacles can be addressed in concrete ways to pave the way for the inclusion of PwD.

Barriers can vary in scale and scope, with some being more visible than others. They can be delineated into three broad categories:

Attitudinal Barriers

Attitudinal barriers are obstacles encountered by PwD that are rooted in stereotypes, prejudices, false perceptions and negative social, cultural or religious norms prevailing in a society. On the one hand, they cause non-disabled people to perceive PwD through a negative and ignorant lens, resulting in forms of behaviour that fail to respect the dignity and rights of PwD. On the other hand, the internalization of widely shared attitudinal barriers can cause PwD to lose confidence in their own abilities and relegate them to lives of dependency and asymmetrical power relations with non-disabled persons.

In the context of employment promotion under WE4D, attitudinal barriers can hinder PwD in both demand and supply aspects of the labour market:

- On the labour demand side, they can cause businesses to implement discriminatory hiring practices or nurture hostile work environments that disadvantage PwD.
- On the supply side, long-term exposure to attitudinal barriers can cause PwD to internalize negative stereotypes and lead them to exit the labour market of their own accord or not opt for essential skills training that would better their chances of getting hired.

Environmental Barriers

Environmental barriers are physical or structural obstacles in natural or human-made environments that obstruct or impede mobility and access for PwD. Some examples of

environmental barriers include inaccessible buildings, medical equipment that require PwD to move in ways that are rendered difficult or impossible by their impairments and the lack of print and electronic information in accessible formats for persons with sensory impairments.

In the context of employment promotion under WE4D, environmental barriers can hinder the labour market participation of PwD in several ways:

- On the labour demand side, environmental barriers can manifest in the form of infrastructure and services which make workplaces inaccessible and non-navigable for PwD.
- On the supply side, these barriers can interfere with the ability of PwD to access vocational training centres or educational materials that can help them develop necessary skills for the labour market.

Institutional Barriers

Institutional barriers are systematic or structural obstacles embedded in the social and cultural norms of a society. These are often written into discriminatory policies and legislation that end up disadvantaging PwD by, among other things, limiting their participation in decision-making roles. Institutional barriers can exist, for example, in the form of federally funded programmes and services that are inaccessible for PwD or educational policies that are insufficiently responsive to the differential needs of PwD.

In the WE4D context, institutional barriers can have both demand and supply side effects in the labour market:

- On the labour demand side, they can actively hinder or disincentivize businesses from instituting more inclusive hiring and operational practices.
- On the supply side, discriminatory institutions and social programmes can impact the ability of PwD to participate in equitable and meaningful terms in institutions, like the education system or the legal system. This causes structural disadvantages for them in the labour market and renders them vulnerable to mistreatment and exploitation within it.

For PwD-inclusion within the WE4D programme, the project design stage involves, among other things, the identification and analysis of barriers that impede or prevent the participation of PwD in the labour market. This involves a comprehensive investigation of the local knowledge and attitudes towards disability, situation analyses of the state of the disability inclusion at national or sectoral levels and the identification of key stakeholders including PwD and OPDs.

4.2 General questions to be asked before/during project design

When designing a project with the goal of mainstreaming the inclusion of PwD, it is essential to consider their unique needs and requirements in order to respect their dignity and facilitate their participation on equal terms with non-disabled persons (see Ethical Considerations of work and research on PwD).

Please note that in seeking to be inclusive of PwD in employment promotion projects, it is important to **integrate disability considerations at the very outset**. Attempts to incorporate

these at later stages of projects are often more expensive and difficult to execute. Indeed, failures to include the perspectives and interests of PwD in early stages of a project can hinder them in accessing their benefits. In the worst-case scenario, the exclusion of PwD perspectives can result in projects/programmes that cause harm to the livelihoods and well-being of PwD.

Before delving into specific questions that WE4D staff should consider in the project design and implementation, we present two examples of WE4D countries in which inclusive projects were designed. These **WE4D inclusion stories** can serve as an orientation and inspiration:



WE4D Inclusion Story: Kenya

In Kenya, a dedicated team of WE4D staff are pursuing a grant to initiate a comprehensive support project aimed at integrating disability considerations across all WE4D Kenya portfolio projects. Unlike typical funding that targets a single initiative, this grant will bolster a variety of projects to meet their inclusion goals.

The project's primary goal is to enhance the inclusion of Persons with Disabilities (PwD) in the labor market by identifying job opportunities and providing tailored training. Additionally, it aims to raise awareness and promote inclusivity within public and private sector companies. This effort includes collaborating with Organizations of Persons with Disabilities (OPDs), which will undertake crucial tasks such as reviewing project plans for inclusivity and sharing valuable insights and experiences.

OPDs, with their extensive databases on PwD, will play a key role in mapping employment opportunities and leading employer sensitization initiatives. The grant will also support the development of sensitization forums for Technical and Vocational Education and Training (TVET) institutions, enhancing the training provided to PwD. Furthermore, it will focus on capacity-building for educators and staff to ensure a supportive learning environment.

The team's advice for WE4D colleagues:

- **Start early!** Incorporating inclusion from the inception stage simplifies implementation.
- **Be ambitious** and make deliberate, incremental efforts towards inclusivity.



WE4D Inclusion Story: Tanzania

In Tanzania, WE4D staff is collaborating with NGO SAFI (See Ability First) on a project that aims to create 100 jobs in carpentry and handicrafts for PwD. The initiative focuses on employing deaf persons and persons with physical disabilities in a workshop setting. SAFI employs a piecemeal production model, where different components of products are made by different people. The workshop also includes an affiliated café that also employs PwD. The focus of the workshop and its associated training programme is to equip PwD with the necessary skills to be economically self-sufficient. After receiving specialized training, they are free to sell their products via the workshop or elsewhere, depending on their preference.

The team's advice for WE4D colleagues:

- **Collaborate with OPDs** to understand inclusion potentials and challenges.
- **Utilize and leverage** existing governmental resources and frameworks to support inclusion.
- **Be ambitious in your goals but willing to learn from experiences.**
- **Start planning early**, ideally before implementation, to ensure thorough preparation and success.

Listed below are a set of guiding questions that can be used by project designers, planners and managers for orientation:

Needs Assessment

1. What is the **additional value** that PwD can bring to a particular project area?
2. What are the **kinds of impairments that can be included** in a specific project area?
3. What **specific employment needs** do PwD have in a particular WE4D project area, community and sector?
4. Which steps can be taken to **address these needs**?
5. What are the **knowledge resources that already exist in the project area or sector** (e.g. experiences, guidelines and standards of institutions that have already worked on PwD-inclusion) that can be leveraged by project designers and managers?

Barrier Identification

1. What kinds of **environmental, institutional and attitudinal barriers** exist that might hinder PwD from accessing **training and capacity-building opportunities** in the WE4D project area or sector? (Please note that each country context will likely present a unique set of barriers to disability inclusion)
2. What kinds of **environmental, institutional and attitudinal barriers** exist that might hinder PwD from accessing **employment opportunities** in the WE4D project area or sector?
3. What are ways in which these barriers can be mitigated?
4. Do barriers to employment affect groups of PwD differently depending on their **specific impairments**?
5. How do the multiple and **intersectional aspects of PwD's social identities** impact their employability or lack thereof e.g. do **women with disabilities** face greater barriers to meaningful employment as compared to men with disabilities?

Participatory Approach

1. How have **PwD and OPDs contributed to the identification of challenges** in the demand/supply/matching side of the labour market?
2. How have **PwD and OPDs contributed to the formulation of proposed solutions**?
3. What are ways in which PwD can be further involved in the project planning process?
4. Were **stakeholder groups in the region or sector** identified who work on similar themes as the project and who might be able to support the project through knowledge transfers on the topic of inclusion?
5. How can **women with disabilities** be actively involved in the identification of employment challenges and the formulation of solutions?
6. How will the **proposed knowledge products (reports, videos, etc.) be inclusive** of PwD perspectives and interests?
7. Will any **planned workshops in the implementation phase** include PwD and representatives of OPDs?

Accessibility and Universal Design

1. How will **project infrastructure, facilities and services made accessible** for PwD within the determined scope?
2. Have **project materials been developed in accessible formats** (for example Braille, large font sizes, audio formats)?
3. How will the project ensure that **infrastructure, facilities, and services are accessible to women with disabilities** (e.g. safe and accessible toilets and nursing rooms), considering their specific needs?
4. How will planned workshops be organized in such a manner as to ensure **the ease of participation of PwD**?

Please note that it is unfeasible in the programme and project context to guarantee accessibility for every/all kinds of disabilities, and the **scope of inclusion** can only be **determined for each project individually**.

Policy Alignment

1. Which are the **international, national, regional or sectoral mandates or frameworks** focusing on disability issues, esp. in the context of the employment in the green sector?
2. Are **project goals aligned with national and international disability policies** and frameworks?
3. Are there **specific policies that focus on the inclusion of women with disabilities in the green sector**, and how is the project aligned with these policies?

Awareness and Sensitization

1. In what ways can **awareness be raised among employers and existing employees** about PwD-inclusion?
2. What specific strategies can be employed to raise awareness among employers about the unique **challenges and strengths of women with disabilities**?
3. What strategies can be employed to **dispel stigma and prejudice** against PwD in workplaces?

Internal Capacity Building

1. What kinds of **training and capacity-building programmes** are needed for project staff and partners to understand the importance and implications of disability inclusion?
2. What training programmes are needed for project staff and partners to understand the **intersectional nature of disability and gender**?
3. How can the **skills of project personnel be enhanced** to address disability-related issues?

PwD-Inclusive Selection Processes

Sensitively designed selection processes are key factors in promoting interest and participation from PwD. To design advertisements for employment promotion initiatives that attract more PwD, consider the following steps:

Use Inclusive Language and Imagery: Clearly state that PwD are encouraged to apply and feature images of diverse individuals, including those with disabilities.

Highlight Accessibility: Ensure the advertisements mention the accessibility of the event or program, such as wheelchair access, sign language interpreters, and accessible materials.

Promote through Relevant Channels: Partner with disability organizations, social media groups, and platforms that are frequented by PwD to distribute your advertisements.

Offer Clear Information on Accommodations: Provide detailed information about available accommodations and support services, reassuring potential attendees that their needs will be met.

Testimonials and Success Stories: Include testimonials or success stories from PwD who have benefited from past initiatives to build trust and demonstrate the program's impact.

4.3 Questions concerning promoting inclusion in skill development measures

One of the key intervention areas of WE4D involves addressing labour supply deficits by providing individuals with training and opportunities for skills development, particularly in sectors driving the green transformation. PwD populations often have lower levels of education as compared to non-disabled populations.²⁰ Women with disabilities, in particular, face compounded challenges due to the intersection of gender and disability. They often experience higher levels of discrimination, reduced access to education and training, and greater social and economic marginalization compared to men with disabilities and non-disabled women.²¹ It is therefore important for project designers and managers to be sensitive to these differences and the implications that they have for inclusion. Tailoring skills development programmes to address the specific barriers faced by women with disabilities can enhance their participation and success in the workforce. This involves considering factors such as accessible training environments, gender-sensitive support services, and inclusive policy frameworks.

Listed below are a set of guiding questions that can be used for promoting inclusion in skill development projects under WE4D:

Needs Assessment

1. What are the **skills gaps that exist among PwD** that need to be addressed through the planned project or intervention and how can these gaps be assessed?
2. How can skill development programmes be tailored to **address pre-existing gaps** in business training and education between PwD and their non-disabled peers and any skill gaps that exist between genders, if applicable?

²⁰ Fundación, O. N. C. E. (2023). Making the green transition inclusive for persons with disabilities.

²¹ <https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/10/Making-SDGs-count-for-women-with-disabilities.pdf>

Participatory Training Initiatives

1. Are **PwD and OPDs consulted in developing training strategies** and materials that match the standard required in the labour market?
2. Do training initiatives make space for **on-the-job training for PwD**?
3. Do training initiatives create **concrete pathways for employability**?
4. Are there **special scholarships** available for PwD to participate in training programmes?

Accessible Training Programmes

1. How can **training programmes be designed to be accessible** to PwD with different kinds of impairments? For example, providing real-time captioning or subtitles for videos and presentations for persons with hearing impairments, ensuring that proper alt text is included for images for persons with visual impairments, offering additional time for completing tasks and assessments for persons with cognitive impairments etc.
2. Are training materials available in **alternative formats** (audio, Braille, sign language etc)?
3. Are **training venues and their facilities barrier-free and accessible** to PwD (e.g. restrooms with handrails and sufficient space for manoeuvring, computer devices with screen reading software, clearly marked emergency exits and procedures that are sensitive to specific impairments)?
4. Are additional measures being undertaken to ensure accessibility of training programmes for **women with disabilities** who face additional obstacles in obtaining educational and vocational opportunities compared to their male counterparts? (Examples of obstacles impacting women with disabilities include cultural biases that discourage participation in vocational training programmes, lack of safe, private and accessible restrooms, inaccessible menstrual hygiene facilities etc.)
5. Are training programmes adjusted to **allow for remote access and participation** in order to accommodate mobility and commute-related challenges?

Please note that beyond these more general considerations, it is important for project designers and managers to account for **sector-specific skill requirements** and develop projects that can address skill gaps while also responding to evolving market realities. Training measures should likewise be informed by knowledge about particular sectors and their openness to employing PwD as well as their historical track-record in doing so.



Good Practice Example: Vocational Education and Training in Namibia

In a joint initiative with the Namibia Training Authority (NTA), GIZ Namibia implemented a vocational education and training project between 2012-2017 to meet labour demand in both public and private sectors. Special measures were taken to make the vocational education system accessible for PwD, including the appointment of a disability focal person at the management level at the NTA in-charge of mainstreaming PwD consideration, the institution of an inclusive vocational training program in cloth production, sign language training for instructors and awareness-raising initiatives.

For more information on this project see:

https://www.giz.de/de/downloads/05_Disability-inclusive%20Employment%20Promotion.pdf



4.4 Questions concerning promoting inclusion in matching measures

WE4D aims to promote employment not only through skills development and vocational training measures, but also by facilitating connections between skilled workers and relevant job opportunities. In the context of PwD-inclusion, it is important for persons who have been equipped with skills and training fit for the labour market to ultimately gain meaningful employment in the sectors and areas that they are qualified to participate in. Effective job matching measures not only reduce unemployment and contribute to economic growth, they also reduce turnover by ensuring that skilled workers end up in positions that are suited to their capabilities and potential. In the WE4D programme context, job matching measures can take the shape of job fairs, conferences and counselling initiatives targeted at skilled workers seeking long-term and relevant employment opportunities.

Listed below are a set of questions that can guide project designers and managers in including PwD in matching measures:

Needs Assessment

1. What **kinds of jobs exist for PwDs within an enterprise or selected sector?**
2. What are the **gaps between the skills and abilities of trained PwD and job requirements** in the market?
3. What measures can be taken by employers to **address these gaps?**
4. What are the **gaps in accessibility** that exist in workplaces that seek to employ PwD and how can they be made more barrier-free?

Individual-Centric Approaches

1. Are there systems in place to identify and evaluate the **unique abilities, preferences and limitations** of skilled PwD workers?

Inclusive Strategies and Adjustments

1. Can **existing positions in the labour market be adjusted** to accommodate the needs of skilled PwD workers (e.g. scheduling modifications, hiring process, contract flexibility etc.)?
2. Are **PwD and OPDs consulted to recommend hiring strategies** that are more inclusive of PwD?
3. What are the **extra resources and tools needed at a workplace** to support PwDs to perform effectively (e.g. large screens, specialized computers)?

Job Analysis and Ability Profiling

1. Are PwD and OPD involved as key experts in **analysing the requirements of different job positions** and their implications for PwD?
2. Is there a system in place to conduct **ability profiling of skilled PwD workers** to successfully match their capacities and experiences with job requirements?
3. Is there sufficient knowledge of the **risks of ability profiling** (e.g. bias and discrimination, overlooking of individual needs, violation of data privacy) and are **adequate measures taken to mitigate these** (e.g. through providing training to employers on ethical uses of

profiling information, promoting a culture that values diversity, implementing robust data protection measures)

Dynamic and Multi-Pronged Initiatives

1. Are employers being encouraged to **regularly adjust and update job requirements** to keep in line with PwD-inclusion goals?
2. Are **formal job matching measures** (e.g. structured assessments) being complemented by more **informal processes** (e.g. evolving adjustments and accommodations to job requirements by employers)



Good Practice Example: An Inclusive Job Centre in Bangladesh

Between 2010 and 2020, the GIZ implemented a large-skill multi-level project to support the garment industry in Bangladesh to become more inclusive of PwD. One of the key components of its integrated employment approach was the setting up of an inclusive job centre to help connect PwD with employers in the garment industry. The job centre consulted garment companies on workplace accommodations for PwD and offered support to new PwD recruits by helping them resolve problems, overseeing necessary technological adjustments and mediating workplace conflicts. Close cooperation between the job centre and the factories has led to the latter now directly forwarding job offers to the job centre.

For more information on this project, see:

https://www.giz.de/de/downloads/05_Disability-inclusive%20Employment%20Promotion.pdf



4.5 Promoting inclusion in enterprise development measures



WE4D identifies support for enterprise development and entrepreneurship as a key aspect of promoting dependent and self-employment opportunities in sub-Saharan Africa. In the face of limited opportunities to access business-related trainings and workshops, coupled with a labour market entrenched in attitudinal and environmental barriers to their participation, self-employment or entrepreneurship can be a viable channel of PwD-inclusion in the labour market.²² Enterprise development can provide PwD with greater flexibility and freedom in choosing types of work, their working hours and even working location. Please note however that enterprise development measures are not exclusively concerned with the establishment of new businesses but can also refer to efforts directed towards make existing enterprises more inclusive and competitive.

Listed below are a short set of guiding questions for the use of project designers and managers seeking to be inclusive of PwD in supporting enterprise and entrepreneurship in WE4D:

²² https://www.cipe.org/wp-content/uploads/2022/03/PNG-PWD-Policy-Brief_May2022.pdf

Needs Assessment

1. What are the **relevant gaps that exist between the skills of PwD and the demands of entrepreneurship**?
2. How are **environmental, institutional and attitudinal barriers** that hinder the participation of PwD mitigated in the company?
3. Is there a **PwD focal point in the company**? If not, would there be an added value in appointing one?
4. How can **HR departments in companies** be encouraged to employ more inclusive practices?
5. Are companies making sufficient use of **modern working practices and technologies** (e.g. hybrid or remote working facilities)?

Customized Training Measures

1. What kinds of **training programs and educational resources** are available on **the theme of entrepreneurship by PwD**?
2. What are the **steps that can be taken to sensitize management and employees to PwD needs** and considerations?
3. What are the **steps that can be taken to sensitize and train HR** in the importance of PwD-inclusion?

Access to Funding and Resources

1. What are the **special costs, requirements and overheads** experienced by PwD in developing their own start-ups (e.g. Disability-specific technology and materials)?
2. Which **challenges do PwD encounter in accessing financial support** through formal institutions?
3. What are the avenues for PwD to apply for **external financing** to fund their businesses (e.g. disability-sensitive financial support mechanisms like institutional financing aimed towards PwD, non-traditional cash infusion programs etc.)?



Good Practice Example: Micro-Entrepreneurship Training in Togo

Between 2012 and 2018, GIZ Togo supported the *Fédération Togolaise des Associations de Personnes Handicapées* (FETAPH), the national umbrella organization of OPDs in Togo, in a project that offered entrepreneurship training to young PwD to promote self-employment. The training curricula was developed by FETAPH and the customized trainings were delivered with the financial support of the national fund for the promotion of economic activities of young people. This complemented the government's efforts in setting up a national fund to finance entrepreneurial training and coaching as well as microcredits.

For more information on this project see:

https://www.giz.de/de/downloads/05_Disability-inclusive%20Employment%20Promotion.pdf



5 Inclusion in WE4D Practice: Consideration of PwD in M&E

Monitoring and Evaluation (M&E) within the project life cycle involves systematically collecting and analysing data to assess the progress and performance of a project against a pre-determined set of indicators and targets. In the context of WE4D, **disability-inclusive monitoring** entails analysing whether and to what extent the needs and interests of PwD are being included in a given project, while **disability-inclusive evaluation** involves measuring the performance and impact of a project, specifically with regards to the inclusion of PwD.²³ Notably, disability-inclusion in the M&E phases of WE4D is largely centred on the collection and analysis of disability-disaggregated data to analyse to what extent PwD benefit from WE4D projects.

5.1 Including PwD in the Logframe

The WE4D Logframe does not include disability-specific indicators and there are no plans to make these additions in the future. In the absence of these, the **focus of PwD-inclusion in the M&E stage should be on collecting disability-disaggregated data** that can be used to monitor pre-existing outcomes and outputs in the Logframe. In other words, data that is collected to measure certain indicators can provide helpful information on a project or intervention's impact on inclusion as long as it is disaggregated for disability. The module objective and output indicators in the WE4D Logframe that can be used to measure inclusion goals are:

<i>Indicators</i>	<i>Description</i>
Module Indicator 1	Number of people who have found employment in companies that are driving the green transformation.
Module Indicator 2	Number of people who have improved their employment situation in one of the following areas: <ul style="list-style-type: none"> ○ Real income increase of 10% ○ Improved gender-specific working conditions
Module Indicator 3	Number of people have completed a vocational training measure.
Output Indicator 2.2	Number of beneficiaries, of whom 70% are women, who have participated in new or improved offers of active labour market policy (e.g., internship programmes, soft skills training courses, careers guidance and advice, and job placement measures)
Output Indicator 3.2	Number of persons trained within the scope of the partnerships with companies, 70% of whom are women, who confirm that their economic prospects have improved as a result of the inclusive and green business models supported by the programme
Output 4.2	Percentage of owners of MSMEs and start-ups, of whom 60% are women, confirm the new or improved advice and support services from actors in the entrepreneurship and start-up ecosystem are useful for improving their competitiveness.

²³ Kieck, B., Ayeh, D., Beitzer, P., Gerdes, N., Günther, P., & Wiemers, B. (2016). Inclusion grows toolkit on disability mainstreaming for the German Development Cooperation. SLE Postgraduate Studies on International Cooperation, Publication Series S, 265(2).

Table 2: Indicators in the WE4D logframe for which disability-disaggregated data should be collected

Data for measuring these indicators can be obtained in two ways: Firstly, it can be **drawn from existing sources**, if available. These can be sector or region-specific sources maintained by OPDs and NGOs, ministry data systems or databases administered by international development organizations. Secondly, it can be collected via **primary data collection**. In the absence of data that can effectively measure desired changes, M&E experts must make up for the deficit by collecting their own through surveys, focus groups and observational studies. It should be noted that the appropriate data collection method would depend on the nature of beneficiaries' disabilities and might lead to additional costs.²⁴ Ideally, the data collection should be done in cooperation with OPDs and other organizations that have prior experience with collecting data on PwD. Cooperation and consultations with OPDs can help M&E staff avoid known risks and challenges surrounding inclusive data collection. For more information on the specific challenges of disability-disaggregated data collection and analysis, see [Section 5.4](#).

Notably, data for M&E purposes in WE4D projects is not always collected by WE4D staff. In such cases, it is crucial to have **systems in place to ensure that external partners also implement the required standards of inclusion in their data collection and analysis procedures**. It is recommended to initiate any such collaboration or partnerships by first conducting a short training on research ethics and data protection, covering topics such as data security, confidentiality and minimization. Moreover, external data collectors should be made aware at the very outset of existing inclusion goals and be familiarized with methods of inclusive data collection. For this purpose, OPDs can be consulted who may have information about persons or institutions trained in inclusive data collection methods and/or resources to train data collectors in such methods.

Additionally, **data collected on disabilities is highly sensitive** and must be handled with the utmost care and confidentiality. M&E staff must ensure that they **secure appropriate permissions from relevant authorities**, such as National Data Ethics Boards, before collecting such data. This ensures compliance with legal and ethical standards, protecting the privacy and rights of individuals with disabilities.

²⁴ E.g. if interviews by phone are not feasible due to hearing difficulties of interviewees and in-persons interviews are required.

5.2 Assessing Disabilities in Baseline and Tracer Studies

The WE4D programme utilizes a before – after comparison to monitor the gross effects of its interventions.²⁵ To determine the situation before the start of a project, a baseline is set up. This baseline data is subsequently compared with data that is collected through enterprise and beneficiary surveys, which are implemented up to twice in a project’s life span.

Baseline studies provide a reference point for assessing the starting conditions or status quo before a project is implemented. They serve as a basis for setting realistic objectives and function as benchmarks against which future changes or impacts can be measured.

Tracer studies are used to track changes of objective and output indicators over time. They are conducted after the implementation of a project. By comparing data collected during tracer studies with baseline data, evaluators can identify trends, assess progress towards goals and determine the extent to which interventions have achieved their intended outcomes.

As mentioned in the previous section collecting **disability-disaggregated data** is crucial for M&E experts if they wish to evaluate the impact of planned employment initiatives on PwD. One of the most popular instruments globally for collecting disability data is **the Washington Group Short Set of Questions on Disability** (referred to as the Washington Short Set hereon). Developed by the Washington Group on Disability Statistics, the questions are used to collect data on disability in censuses, surveys, and other data collection efforts.

Respondents to the Washington Short Set can reply to questions about impairments by picking from a four-point answer scale made up of of ‘1-no difficulty’; ‘2-some difficulty’; ‘3-a lot of difficulty’; and ‘4-unable to do’. Although judgments about this might vary from context to context, the **Washington Group recommends using ‘3-a lot of difficulty’ as a threshold for international reporting** on disabilities. That is, respondents who flag ‘3-a lot of difficulty’ or ‘4-unable to do’ in one or more domain should be considered as having a disability. **This threshold can also be used by WE4D M&E staff to disaggregate by disability while collecting data for measuring indicators.**

The Washington Short Set covers functional difficulties across six domains, namely **seeing, hearing, walking, cognition, self-care, and communication** as listed below²⁶

²⁵ The gross effect included all changes of an indicator that can be measured. A net effect shows only those parts of the overall changes that can be causally linked to the project. Net effects can only be measured in rigorous evaluations that involve control- or comparison groups.

²⁶ https://www.washingtongroup-disability.com/fileadmin/uploads/wg/Washington_Group_Questionnaire__1__WG_Short_Set_on_Functioning__October_2022_.pdf

Seeing	"Do you have difficulty seeing, even if wearing glasses?"
Hearing	"Do you have difficulty hearing, even if using a hearing aid?"
Walking or climbing stairs	"Do you have difficulty walking or climbing stairs?"
Cognition	"Do you have difficulty remembering or concentrating?"
Self-care	"Do you have difficulty with self-care such as washing all over or dressing?"
Communication	"Using your usual language, do you have difficulty communicating, for example understanding or being understood?"

Table 3: Washington Group Short Set of Questions on Disability

Notably, many countries collect data on disabilities. However, in the absence of standardized questions and methods, the data that is collected is often not comparable across countries. The use of the Washington Short Set by countries and organizations worldwide has facilitated the **collection of standardized disability data**, enabling better monitoring, evaluation, and policy development related to disability issues at national and global levels. It has also made cross-country comparisons and evaluations of inclusion data feasible and efficient.



Did you know?

In spite of a growing number of countries collecting data on PwD in national surveys and censuses, the data is rarely disaggregated by sex and disability. The resulting **lack of robust data on women with disabilities** serves to perpetuate their invisibility and marginalization, thus serving to exacerbate the multiple and intersecting forms of discrimination that many of them face. In the WE4D context, **it is important for M&E experts to collect reliable sex-disaggregated disability data and statistics** if they wish to be inclusive of women with disabilities in their projects and interventions.

5.3 Questions on PwD to be used in KOMPASS

In projects managed by GIZ, the monitoring of progress through output and outcome indicators is complemented through the KOMPASS procedure. KOMPASS is implemented once during the WE4D life cycle and is conducted on a regional level. An integral part of the monitoring system, it involves inviting key stakeholders to openly express their opinions regarding the strengths and weaknesses of a project or a program. Comparative perspectives of partners and target groups are gathered through a series of systematic interviews with the primary objective of preventing "organizational blindness", or the risk of a project or program becoming too inward-focused.

For projects under WE4D, the KOMPASS survey method can be used as a helpful way to complement inclusive data collection through the posing of open-ended questions such as²⁷:

1. How has the status of individuals with disabilities evolved with respect to employment in the project region or sector?
2. Are there variances in the status of PwD between rural and urban settings across different project areas?
3. Are there noticeable correlations among disability, gender, poverty, and other intersecting concerns?
4. Are societal attitudes toward disability undergoing transformations? How might this impact the project?
5. Have there been shifts in interest in the labour market concerning disability inclusion and the rights and roles of individuals with disabilities? If yes, what or who instigated this change, and how?
6. Which specific labour-market related product, activity, or outcome holds special relevance for individuals with disabilities?
7. Who might experience concern or apprehension?
8. What incentives drive individuals, both with and without disabilities, to engage in a particular project?
9. What potential repercussions could the proposed approach have in terms of disability inclusion across political, institutional, societal, and individual spheres?

5.4 Considerations on Data Protection



When working with PwD, M&E staff in WE4D should be mindful of the data protection considerations listed below. Please note that although these principles are applicable for all persons regardless of disability status, they are particularly important in the context of PwD as data that is collected on disabilities is of a particularly sensitive nature, thus calling for data protection considerations to be taken especially seriously.

1. **Confidentiality:** The confidentiality of personal information harvested from PwD must be respected. Only such data should be collected and stored that is absolutely necessary for the implementation of a given project. Moreover, access to sensitive data should be restricted to authorized personnel only.
2. **Informed Consent:** PwD should be provided with detailed information about what kind of data will be collected from them, how it will be used, who will have access to it and how it will be protected. Their ongoing consent should be a prerequisite for the collection and handling of any personal data.

²⁷ Kieck, B., Ayeh, D., Beitzer, P., Gerdes, N., Günther, P., & Wiemers, B. (2016). Inclusion grows toolkit on disability mainstreaming for the German Development Cooperation. SLE Postgraduate Studies on International Cooperation, Publication Series S, 265(2).

3. **Data Security:** Robust data security measures should be implemented in order to protect the personal information of PwD. This includes encryption, access controls, regular data backups, and secure storage systems.
4. **Data Minimization:** Only a minimum amount of personal data should be collected that is necessary for the project. Collection of excessive or irrelevant information must be avoided.
5. **Data Retention:** Clear policies must be defined for the retention and deletion of personal data. Data should only be retained for as long as necessary to fulfil the purposes for which it was collected and should be securely disposed when it is no longer needed.
6. **Training and Awareness:** All personnel involved in a project should receive training on data protection principles and their responsibilities in handling personal data, especially as it relates to PwD.
7. **Compliance with Regulations:** Project managers and M&E experts should be informed about relevant data protection regulations such as the GDPR (General Data Protection Regulation) and ensure compliance with these regulations.
8. **Third-Party Service Providers:** In case third-party service providers are employed to process personal data of PwD, adequate data protection measures should be in place and they should be required to sign appropriate data processing agreements.
9. **Data Subject Rights:** The data subject rights of PwD should be respected including the right to access, rectify, and erase their personal data. They should be provided with mechanisms to exercise these rights easily.

Annex 1: Selected Examples of PwD-Inclusion in Green Sectors

Green Skills Development Initiative in Ghana

The objective of the Green Skills Development component of the Ghana Green Jobs Programme is to develop employable skills, especially for youth, women and PwD to take advantage of existing and emerging potential in green jobs. This involves both the strategic "greening" of existing skill sets as well as promoting the development of entirely new "green skills" and jobs in order to seize opportunities in the green economy. The strategy enables key stakeholders, including the government, to anticipate future green skills demands and to respond to these by instituting measures to help people develop critical skills required to participate in the green economy. The Council for Technical, Vocational Education and Training (COTVET), the lead implementing agency of the Green Skills Development component, is responsible for overseeing studies in various sectors to identify required green skills, developing reports and recommendations based on these studies, instituting measures for adjusting existing skills programmes and ensuring the timely mobilisation of resources for implementation.

For more information on this initiative, please see https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@africa/@ro-abidjan/@ilo-abuja/documents/publication/wcms_776631.pdf



PwD-Inclusion in Renewable Energy by Électricité de France

Électricité de France (EDF), a leading producer of renewable electricity in Europe, is a French electric utility company dedicated to becoming an "efficient, responsible electricity company that supports low-carbon growth." Currently generating 8 gigawatts, EDF aims to boost its production to over 50 gigawatts by 2030. The company initiated efforts towards the inclusion of PwD over 25 years ago by signing an agreement with trade unions to solidify its commitment to this cause. With contributions from experts across various fields, EDF has engaged multi-stakeholder networks to integrate PwD needs into its operations and to evaluate the outcomes of its inclusion strategies. This long-standing focus on inclusion and specialized governance for disability issues has facilitated informed, disability-sensitive decision-making and implementation throughout the organization.

For more information on PwD-inclusion in a low-carbon economy see https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@edemp/@ifpskills/documents/publication/wcms_727084.pdf



Capacity-Building and Accessibility by Siemens Gamesa Renewable Energy

Siemens Gamesa Renewable Energy is the world's second-largest wind turbine manufacturer, offering onshore and offshore wind services globally. In Hull, UK, Siemens Gamesa partnered with Pathway Plus in 2017 to create internships for students with disabilities, eventually leading to employment opportunities within the company in the UK. These internships involved placements across various departments in the wind turbine blade factory, enabling interns to build capacity and develop essential skills for factory employment in the green economy. This targeted capacity-building ensures that the skills acquired by persons with disabilities are tailored to the industry's emerging requirements.

In Canada, Siemens Gamesa introduced a multi-year accessibility plan for 2017–2021 to eliminate accessibility barriers for its employees and customers, aligning with the Accessibility for Ontarians with Disability Act (AODA). The plan outlines specific measures to remove obstacles and improve the experience for employees and customers with disabilities.

For more information on PwD-inclusion in a low-carbon economy see

https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_emp/@ifp_skills/documents/publication/wcms_727084.pdf



Annex 2: Data Sources and Partners for Inclusive Project Design

One of the more comprehensive online data sources for disability prevalence is the global [Disability Data Initiative](#) (DDI) for Malawi, Senegal, Tanzania and South Africa, and Uganda. This initiative is supported by the World Bank. Besides the DDI, the [United Nations](#) for example provide relevant country-level statistics and some individual country provide national health data, including on disability. However, data availability on disability is a persistent challenge, and the available data is not always up to date or can be very abstract. Publicly available data should therefore not serve as the only source on disability-prevalence and guidance during the project planning phase.

Another valuable data source as well as sparring partner during the project design phase are **organisations that advocate for and provide services to individuals with disabilities** in the WE4D countries as well as on the African continent. We have compiled a list of the main national (umbrella) organisations to reach out to in the WE4D countries below. This is not a complete list, so do not hesitate to reach out to other organisations you may come across.

Lastly, within your GIZ network, you may consider contacting the **Global Programme on Inclusion of Persons with Disabilities** or the **FMB** within GIZ for methodological questions on disability inclusion and project design or advice on contacting these organisations.

African Continent		
African Disability Forum (ADF)	Continental membership organization of Disabled Persons' Organizations (DPOs) in Africa. An actor that GIZ's Global Programme on Inclusion of PwD works with.	https://africandisabilityforum.org/
Cameroon		
Plateforme Inclusive Society for Persons with Disabilities	Works nationwide in Cameroon. Member of the African Disability Forum. Offers services in the areas of advocacy and coordination between organizations working with people with disabilities in Cameroon.	https://www.facebook.com/societeinclusive/
Kenya		
United Disabled Persons of Kenya (UDPK)	Member of the African Disability Forum. A national federation of organizations for persons with disabilities advocating for their rights.	https://www.udpkenya.or.ke/
Malawi		
Federation of Disability Organizations in Malawi (FEDOMA)	Member of the African Disability Forum. Umbrella body for organizations of persons with disabilities advocating for their rights. Works on the national level in Malawi.	https://www.facebook.com/www.fedoma.org/

Mozambique		
Forum of Mozambican Associations of Disabled People (FAMOD)	Member of the African Disability Forum. Coordinates the activities of various disability organizations and advocates for disability rights on the national level in Mozambique.	www.famod.org
Senegal		
Federation of Associations of Persons with Disabilities in Senegal (FSAPH)	Member of the African Disability Forum. Umbrella organization that advocates for the rights of people with disabilities, working on the national level in Senegal.	https://www.facebook.com/Fsaph1997/
South Africa		
Disabled People South Africa (DPSA)	Advocates for the rights and inclusion of people with disabilities especially regarding the rights of PwD within the workplace. It is a member of the African Disability Forum.	https://disabilityconnect.co.za/disabled-people-south-africa-dpsa-2/
Tanzania		
Tanzania Federation of Disabled Peoples Organizations (SHIVYAWATA)	Member of the African Disability Forum. An umbrella organization that advocates for the rights of people with disabilities on the national level in Tanzania.	https://shivyawata.or.tz/about-us/?lang=en
Togo		
Togolese Federation of Associations of People with Disabilities (FETAPH)	Member of the African Disability Forum. An umbrella organization that advocates for the rights of people with disabilities on the national level in Togo.	http://www.fetaphogo.org/
Uganda		
National Union of Disabled Persons of Uganda (NUDIPU)	Member of the African Disability Forum. Advocates for the rights and inclusion of people with disabilities on the national level in Uganda.	https://nudipu.org/

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