Action Plan for the Inclusion of Persons with Disabilities

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1. Background

This action plan is a contribution of the German Federal Ministry for Economic Cooperation and Development (BMZ) to realising the United Nations Convention on the Rights of Persons with Disabilities. In June 2011 the German Cabinet adopted the national action plan to implement the UN Convention. Within this framework BMZ decided to elaborate its own strategy for the inclusion of persons with disabilities in development cooperation. This action plan translates this political commitment into practice.

The overarching goal of this action plan is to ensure the systematic mainstreaming of the inclusion of persons with disabilities in German development policy.

Inclusion is seen as a major element of a development process that is moving towards a society in which every individual has an equal opportunity to develop his or her full potential. This will be a society in which people can realise their right to participate and contribute to the common good according to their individual abilities, as well as enjoying equal access to the services and benefits provided by that society.

The action plan introduces the steps to be taken in order to gradually put in place inclusive development cooperation for persons with disabilities. Inclusion is not a sector-specific issue, but applies across all sectors of development cooperation.

In a consultation process that embraced staff of implementing organisations, civil society and disabled people’s organisations, BMZ has identified three strategic objectives for including persons with disabilities in German development cooperation:

1. Raising the level of commitment within the own organisation;
2. Strengthening the inclusion of people with disabilities in partner countries;
3. Extending cooperation with civil society, the private sector and multilateral organisations in this field.

These strategic objectives aim to achieve changes in the long term. The 10 fields of action and over 40 measures identified will help achieve the objectives over the next three years. The action plan is broken down into two sections: a presentation of strategic objectives and an explanation of the measures to be undertaken in order to achieve these.
2. Relevance for development policy

The inclusion of persons with disabilities is a global challenge. More than one billion people – 15 per cent of the world’s population – are living with some form of long-term disability. Of them, between 110 and 190 million individuals are severely disabled. Women, elderly people and people living in poor households are disproportionately badly affected. Eighty per cent of people with disabilities live in developing countries. In future we can expect the percentage of people with disabilities to rise, since the world’s population is aging and chronic conditions are becoming more prevalent at global level. This means that the number of elderly people with impairments will also increase. These facts and figures make it quite clear that disability is an important issue for development policy.

Disability is not only the result of physical, intellectual, emotional or sensory impairments; it is above all the barriers encountered in the environment that disable a person. Not only do persons with disabilities have fewer opportunities as a direct result of their impairment. Physical barriers and the attitudes of the people around them further hamper their efforts to participate fully in society. The dividing line at which an impairment becomes a disability depends on the individual context. For many people with disabilities, the stigma and social exclusion they face are the greatest obstacles to leading a self-determined life. Strengthening the rights of people with disabilities thus means firstly dismantling barriers and encouraging active participation and secondly providing specific support. Because development policy plays an important part in shaping the environment of many people, it will in future be even more important in eliminating barriers and ensuring that people with disabilities are not disadvantaged by implicit or explicit exclusion.
3. Legal and conceptual framework

The United Nations Convention on the Rights of Persons with Disabilities is the key normative guiding document at both international and national level for all efforts to realise the rights of people with disabilities. It is at once a vision and a commitment to work to overcome barriers and discrimination. The Federal Republic of Germany ratified the United Nations Convention on the Rights of Persons with Disabilities in 2009. Within the German Government, the Federal Ministry of Labour and Social Affairs (BMAS) ensures the implementation of the Convention. The state coordination agency is attached to the Federal Government Commissioner for Matters relating to Disabled Persons. The German Institute for Human Rights (DIMR) has set up an independent monitoring mechanism. The United Nations Convention on the Rights of Persons with Disabilities is the first human rights convention that includes a separate provision for development policy and international cooperation. In Article 32 the State Parties explicitly recognise the importance of international cooperation as a way of strengthening national efforts to realise the objectives of the Convention and agree to take appropriate and effective measures which could include

a) ensuring that international cooperation, including international development programmes, is inclusive of and accessible to persons with disabilities;

b) facilitating and supporting capacity-building, including through the exchange and sharing of information, experiences, training programmes and best practices;

c) facilitating cooperation in research and access to scientific and technical knowledge;

d) providing, as appropriate, technical and economic assistance, including by facilitating access to and sharing of accessible and assistive technologies, and through the transfer of technologies.

The provisions of the United Nations Convention on the Rights of People with Disabilities provide an orientation, which also applies to development work. The orientation aims, for instance, to involve people with disabilities in the elaboration of strategies and concepts that affect them (Article 4.3). It addresses the especially difficult situation of women and girls with disabilities (Article 6) as well as addressing accessibility and the elimination of obstacles and barriers (Article 9).

This action plan supplements the central concepts of BMZ, in particular on human rights, sustainability and poverty reduction. The strategy ‘Human Rights in German Development Policy’ lays out the conceptual framework for our engagement to ensure the inclusion of people with disabilities. The action plan concretises and operationalises the BMZ Human Rights Strategy for this topic. In its strategic orientation, BMZ has already made the improved participation of people with disabilities an important element in recent years – as evidenced, for example in the strategy for new German development policy, in the education strategy, the policy paper on realising the rights of children and young people, the sector strategy on social protection and the sector strategy on health. This action plan should be seen as taking BMZ’s commitment one step further.
The BMZ as an institution and employer must comply with the legislative framework currently in place in Germany which stipulates how barrier-free accessibility should be operationalised in public institutions and what requirements exist with respect to employing persons with disabilities. Under the provisions of the 2002 Behindertengleichstellungsgesetz (German Equal Opportunities for Persons with Disabilities Act, BGG) offices and facilities of the German federal administration must play an active part in helping to ensure that people with disabilities are not disadvantaged and that they are enabled to participate on an equal basis in society. BMZ is a German employer and, as such, must comply with the provisions of the 9th German Social Code (SGB IX) and the Allgemeinen Gleichbehandlungsgesetz (German General Equal Treatment Act, AGG) relating to the employment of people with disabilities. Specific ordinances – including the 2011 Barrierefreie-Informationstechnik-Verordnung (Ordinance on Barrier-Free Information Technology, BITV 2.0) – regulate specific areas such as information systems and barrier-free access to infrastructure. BMZ already complies with these legal provisions and will be stepping up its engagement with this action plan.
4. The fundamental principles of inclusive development policy to benefit persons with disabilities

The inclusion of individuals with disabilities is a human rights issue. Human rights are indivisible, universal and inalienable. They have been defined in greater detail for certain groups of people. For persons with disabilities they have been laid out in more detail in the United Nations Convention on the Rights of Persons with Disabilities. At international level this marks a paradigm shift, away from the perception of disability as a purely medical problem to the realisation that it is a societal and human rights issue. Other human rights conventions also specifically take account of the rights of persons with disabilities (e.g. the United Nations Convention on the Rights of the Child (Article 23)).

People with disabilities are a heterogeneous group and have very different requirements in terms of a barrier-free environment. Disabled children, for instance, require additional protection, while disabled women are often effected by multiple discrimination. There is also a wide spectrum of different intellectual, emotional, physical and sensory impairments. Each of these impairments entails different needs which must be taken into account by inclusive development cooperation.

Barrier-free access is one of the most important prerequisites for inclusion. The physical environment is especially important and must, as far as possible, be barrier-free. This might involve installing ramps, ensuring that doorways are wide enough, installing suitable toilets, putting in place guidance systems for sight-impaired individuals or putting in place visual signals for hearing-impaired individuals. Information and events must also be accessible to people with a range of different impairments. This can include alternative text formats such as easy language for people with intellectual disabilities or learning difficulties, Braille translations for blind people and sign language interpreters for deaf people. In addition to the elimination of barriers and obstacles, mobility for people with physical disabilities and personal assistance is a precondition for ensuring the inclusion of people with disabilities.

To ensure that persons with disabilities have equal rights, German development policy takes a twin-track approach. On one hand, specific support is given to people with disabilities, their families and disabled people’s organisations in developing countries. This includes rehabilitation measures that specifically address people with disabilities as well as the promotion of appropriate technologies, vocational training and labour market integration projects. And it includes support for realising human-rights-based disability policies. Quite apart from support for specific programmes for people with disabilities, however, inclusion is an issue that must be taken into account across the board in all development measures. Development measures must be planned and implemented such that existing physical, communicative, attitudinal and legal barriers are identified and eliminated. The fundamental principles of the United Nations Convention on the Rights of Persons with Disabilities must always apply.

Persons with disabilities must have a say in the elaboration of policies, programmes and strategies that affect them. ‘Nothing about us without us.’ This slogan became the watchword of the disabled rights movement in the 1990s. It is reflected in the principles laid out in Article 4.3 of the United Nations Convention on the Rights of Persons with Disabilities (the close involvement of persons with disabilities and their organisations in decision-making processes). This requirement brings with it new challenges, also for development cooperation. People with disabilities must be involved in planning, implementing and monitoring development measures that directly affect them. Disabled people’s organisations in our partner countries are best suited to bringing their interests to bear within development
processes, and should thus be strengthened in their capacity as development cooperation actors.

**Including people with disabilities must become second nature in development work.** Clear structures are needed for the relevant processes and responsibilities. Whether or not the rights of persons with disabilities are taken into account must not depend on the personal commitment of individual staff members. Inclusion must be systematically mainstreamed in planning and steering processes. Equally though, new rules and procedures must not make efficient management impossible because of the huge spectrum of issues that must then be taken into account. To retain this balance, clearly allocated responsibilities can help ensure that the concerns of persons with disabilities are taken into account more systematically.

**To strengthen the rights of persons with disabilities, a number of different actors within society must do their bit.** Civil society has always been a valuable and an important partner for German official development assistance. For decades now, civil society organisations have been working to improve the situation of individuals with disabilities in our partner countries. But the private sector too can make an essential contribution to fostering the inclusion of persons with disabilities. Private sector actors can achieve this for instance as employers of people with disabilities, and/or by promoting vocational training, developing innovative technologies, upholding social standards, or through activities in the insurance sector.

**Prevention and inclusion complement one another.** Many impairments that lead to disabilities are avoidable or could be reduced. An adequate diet, the appropriate availability of preventive and rehabilitative health care services, early special support, improved occupational health and safety at work and better environmental protection, as well as peace-keeping and conflict prevention can all help prevent impairments. German development cooperation will continue to engage in many of these fields in future and thus do much to help reduce risks that result in or worsen impairments. Preventive approaches cannot replace efforts to ensure the inclusion of those who are already living with disabilities though.
5. Objectives of the action plan

With our action plan we are contributing to give all individuals an equal opportunity to participate in development. BMZ has been proactive in promoting inclusive development cooperation for years. Nevertheless, to date there has been no systematic inclusion of persons with disabilities and there has been no overarching and coordinated strategy. This action plan thus aims to ensure the systematic mainstreaming of inclusion and the elimination of obstacles and barriers within German development cooperation. In order to realise our vision of inclusive development policy we have worked with civil society and disabled people’s organisations to identify three long-term strategic objectives. If people with disabilities are to participate equally in development, changes must take place at the following levels: within our own institutions; in cooperation with our partner countries; and in cooperation with other actors within the international community, civil society and the private sector.

Our strategic objectives thus address the following levels:

1. **We will set a good example in our own organisation.**

   The first strategic objective concerns the German Federal Ministry for Economic Cooperation and Development (BMZ) as an institution. We will take whatever steps are necessary to make BMZ an attractive, inclusive, barrier-free organisation. We aim to take this more into account in our capacity as employer, and will endeavour to provide barrier-free infrastructure for visitors to our premises and our website, and readers of our information materials.

2. **We will foster the inclusion of persons with disabilities in our partner countries.**

   The second strategic objective concerns work in our partner countries and thus the heart of our engagement. In partner countries we will help ensure that our development cooperation improves the situation of persons with disabilities. To this end we have identified three sub-objectives:

   Firstly, we will mainstream the inclusion of persons with disabilities in our planning and review mechanisms.

   Secondly, we will set new standards over the next three years with the help of the twin-track approach. This will involve continuing to promote development measures that specifically address persons with disabilities, and rolling out new inclusive development measures.

   Thirdly, we will develop the knowledge, understanding and skills of development staff over the years to come. This because the failure to realise inclusive development policy is often not the result of any lack of will, but simply reflects a lack of knowledge on how to design development measures so that they are effectively inclusive.

3. **We will cooperate with other actors.**

   The third strategic objective is to identify strong partners and attract them to our cause so that we achieve greater leverage. In our bilateral and multilateral engagement, we will act in conjunction with our partner governments in a way that complements the activities of other donors. The inclusion of persons with disabilities will play an increasingly important role in international development-policy debates in future, and progress will be measured in line with the rising demands made of effective de-
development cooperation – also with respect to donor harmonisation. We would like to play an active part in shaping this discussion.

For many years now German civil society and development and voluntary services have been working in this field in our partner countries. The private sector too has the scope to focus more on this issue in partner countries. We will step up our cooperation with these important actors in areas in which we can together foster the inclusion of people with disabilities.
6. Fields of action and measures laid out in the action plan

**STRATEGIC OBJECTIVE 1:**
**WE WILL SET A GOOD EXAMPLE IN OUR OWN ORGANISATION.**

**Expected results:**
→ BMZ is exemplary in establishing inclusive structures and practices.

→ Persons with disabilities play an active part in the fields of action of German development cooperation.

**Specifics:**
→ The number of individuals with disabilities taking part in junior staff development programmes has risen.

→ BMZ events planning takes into account the needs of persons with disabilities.

**FIELDS OF ACTION**

6.1 **INCLUSIVE HUMAN RESOURCES POLICY**

BMZ becomes an even more attractive employer for persons with disabilities. Inclusive employment policy focuses on the potentials offered by individuals with disabilities.

1. BMZ will draw up and systematically follow an inclusive human resources strategy, and revise pertinent agreements.

2. More individuals with disabilities will be included in BMZ junior staff development programmes and volunteer services. To encourage these individuals to take up overseas postings, BMZ will assume additional costs arising as a result of their disability.

3. BMZ will take part in the ‘behindertenfreundlicher Arbeitgeber’ (Employers for Disabled Individuals) competition organised by the Landschaftsverbandes Rheinland (LVR).

6.2 **BARRIER-FREE ACCESS**

BMZ is barrier-free for visitors and interested members of the general public.

4. BMZ will pay attention to ensure barrier-free access when planning and executing construction measures are conducted on the properties of German development cooperation organisations.

5. BMZ publications for the purposes of development education and PR work, including the website, will be barrier-free.

6. BMZ will produce guidelines for the planning and implementation of barrier-free events.

7. BMZ will make its public events as barrier-free as possible and will provide sign language interpreters if required.

**STRATEGIC OBJECTIVE 2:**
**WE WILL FOSTER THE INCLUSION OF PERSONS WITH DISABILITIES IN OUR PARTNER COUNTRIES.**

Sub-objective A: Mainstreaming in planning, implementation and evaluation
The inclusion of persons with disabilities is mainstreamed in development cooperation planning processes and procedures and is followed up.
**Expected results:***

- Inclusive development cooperation is an integral part of BMZ’s political directives.
- An increasing percentage of development measures draw on the expertise of disabled people’s organisations in the planning, implementation and evaluation of measures.
- The inclusive design of development measures is followed up.

**Specifics:**

- The number of sector strategies and country strategies explicitly stipulating the inclusion of persons with disabilities has risen.
- An approach is available for recording inclusive development cooperation measures.

**FIELDS OF ACTION**

**6.3 STRATEGIC DIRECTIVES, MONITORING AND EVALUATION**

Strategies, concepts and guidelines lay out how to realise and follow up the inclusion of persons with disabilities in development policy and development cooperation.

8. BMZ will systematically take into account the inclusion of persons with disabilities when producing and revising sector strategies.

9. BMZ will draw up directives and guidelines that lay out how human rights, including the inclusion of persons with disabilities, are to be taken into account in the elaboration of country strategies, programme proposals and evaluations.

10. BMZ will devise an approach to record the inclusive design of development measures.

**6.4 INVOLVING EXPERTS WITH DISABILITIES**

Experts with disabilities are to be increasingly involved in development cooperation.

11. BMZ will establish a theme team to advise on the inclusion of persons with disabilities in development cooperation; the team will have the support of experts with disabilities.

12. BMZ will continue a dialogue forum on the inclusion of persons with disabilities, which is to encourage an exchange of views and experience between development organisations and with German disabled people’s organisations.

13. BMZ will encourage the networking of German development cooperation projects and programmes with disabled people’s organisations in partner countries.

**Sub-objective B: Promotion of concrete measures in our partner countries**

Specific measures to foster the inclusion of persons with disabilities in our partner countries help improve their situation in these countries.

**Expected results:**

- Experience in the inclusive design of development measures will be systematically extended.
- Persons with disabilities will increasingly be involved in German development cooperation measures.
Specifics:

→ BMZ will foster the inclusive design of German development cooperation measures in at least 5 thematic areas in a minimum of 10 countries.

→ BMZ will promote institutions that empower persons with disabilities in a minimum of ten countries.

FIELDS OF ACTION

6.5 PROMOTION OF MEASURES SPECIFICALLY DESIGNED TO BENEFIT PERSONS WITH DISABILITIES

The promotion of specific measures will improve the situation of persons with disabilities in partner countries.

14. BMZ will encourage the political participation of persons with disabilities in a minimum of three partner countries.

15. BMZ will commission a project to strengthen disabled people's organisations in selected partner countries.

16. BMZ will support a minimum of two partner governments in their efforts to implement the provisions of the United Nations Convention on the Rights of Persons with Disabilities.

17. BMZ will support the Uganda Equal Opportunity Commission in its efforts to ensure equal opportunities for disadvantaged groups including persons with disabilities.

18. BMZ will promote a project of an international NGO umbrella organisation in Liberia to promote integrated sexual and reproductive health (SRH) services as well as HIV-related services for at-risk girls and persons with disabilities.

19. BMZ will support maternal and child health care services in Tanzania, with a special focus on prevention, early diagnosis and early childhood support for children with disabilities.

6.6 INCLUSIVE DESIGN OF DEVELOPMENT MEASURES IN A NUMBER OF PRIORITY AREAS

The gradual inclusive design of German development cooperation projects and programmes will foster the inclusion of persons with disabilities in partner countries.

20. In German development cooperation with Cambodia and Tanzania the inclusion of persons with disabilities will be systematically ensured in the priority area ‘health’.

21. In German development cooperation with Guatemala and Malawi the inclusion of persons with disabilities will be systematically ensured in the priority area ‘education’.

22. In German development cooperation with Cambodia and Bangladesh the inclusion of persons with disabilities will be systematically explored in the priority area ‘democracy, civil society and public administration’, and initial measures will be implemented.

23. In German development cooperation with Indonesia, Viet Nam and Malawi the inclusion of persons with disabilities will be systematically ensured in projects and programmes to strengthen social protection systems.
24. In German development cooperation with Afghanistan, Laos and Namibia, greater access to vocational training for persons with disabilities will be ensured in the priority area ‘sustainable economic development’. In the course of consolidating the priority area ‘vocational training’ in Togo, options for the inclusion of persons with disabilities will be explored.

Sub-objective C: Building capacities and expertise
Specialised staff and other actors in German development cooperation have the knowledge and skills they need to effectively include persons with disabilities in development cooperation.

**Expected results:**

→ Institutionalised learning processes foster an exchange of knowledge and practical lessons learned on the design of inclusive development cooperation.

→ Experience, knowledge and examples of best practices are systematically analysed and made available to BMZ staff.

→ BMZ helps expand the scientifically collated data on the inclusion of persons with disabilities at international level.

**Specifics:**

→ In existing advanced training institutions, various options will be on offer relating to the inclusion of persons with disabilities.

→ A training manual on the inclusion of persons with disabilities will be available for at least one priority area.

→ Two long-term research projects will be conducted on the inclusion of persons with disabilities.

**FIELDS OF ACTION**

6.7 **TRAINING COURSES FOR GERMAN DEVELOPMENT COOPERATION MANAGERS AND SPECIALISTS**

Development personnel are trained to ensure that the concerns of persons with disabilities are included in the planning of development measures.

25. BMZ will support the establishment of orientation and training measures for managers and specialists working in German development cooperation, and will conduct targeted awareness measures for staff on the inclusion of persons with disabilities and on this action plan.

26. BMZ will reach agreement with development training facilities on the incorporation into their curricula of subject matter relating to the inclusion of persons with disabilities.

27. BMZ will commission the development of a method of systematically including persons with disabilities in a priority area of German development cooperation, including the elaboration of a training of trainers manual.

6.8 **KNOWLEDGE MANAGEMENT AND RESEARCH**

Orientation guidelines, the documentation of experience and the provision of scientifically collated data will facilitate needs-driven and informed engagement, and allow us to disseminate examples of positive lessons learned in inclusive development cooperation.

28. BMZ will draw up technical orientation aids for the inclusion of persons with disabilities in various sectors.
29. BMZ will award the Walter Scheel Prize to innovative entries which foster the inclusion of persons with disabilities in developing countries.

30. BMZ will commission an applied research project on the inclusion of persons with disabilities in national social security systems.

31. BMZ will commission an applied research project on inclusive education.

32. A situation analysis on realising barrier-free access in BMZ-assisted construction measures will be conducted in selected partner countries on three continents; recommendations will be drawn up on the basis of the analysis.

**Strategic Objective 3:**
We Will Cooperate With Other Actors.

At national, regional and international level, BMZ is advocate and partner when it comes to the rights of persons with disabilities in development cooperation.

**Expected results:**

→ Germany’s commitment to realising inclusive development cooperation is increasingly recognised at international level.

→ The engagement of civil society helps improve the inclusion of persons with disabilities in developing countries.

→ Private-sector actors increasingly recognise the potential offered by including persons with disabilities.

**Specifics:**

→ Promotion criteria for inclusively designed project applications submitted by private-sector bodies are available.

→ Structures to encourage inclusively designed development partnerships with the private sector are in place.

**Fields of Action**

6.9 Multilateral Engagement and Political Dialogue

BMZ uses its position in cooperation with bilateral and multilateral actors to win the latter over for the cause of inclusion.

33. Within the framework of the Associate Expert Programme, BMZ will provide for a post in an international organisation relating to the inclusion of persons with disabilities, to be advertised and filled before the end of 2013.

34. As part of the preparatory work for bilateral government negotiations, information will be drawn up on the situation of persons with disabilities.

35. BMZ will specifically support United Nations initiatives, events and documents on the inclusion of persons with disabilities, especially within the scope of the High-level Meeting on Disability and Development in 2013.

36. BMZ will actively stress and promote the issue of inclusive development and its importance for development policy when the development strategies of multilateral organisations are being produced.
37. BMZ will actively get the issue of inclusion onto the agenda of negotiations of United Nations conventions and resolutions, in particular in the General Assembly, ECOSOC and the Commission for Social Development.

38. BMZ will commission Engagement Global to make its service package barrier-free.

39. BMZ will incorporate the inclusion of persons with disabilities into its revised criteria for appraising development projects of German non-governmental organisations.

40. BMZ will support the establishment and consolidation of orientation and training measures for managers and specialists of Engagement Global. By supporting the development of these human capacities BMZ will ensure that persons with disabilities are included in the programmes implemented by Engagement Global.

41. BMZ will explicitly consider the inclusion of persons with disabilities as a bonus criterion when assessing project proposals within the scope of develoPPP.

42. Development cooperation scouts working as multipliers in industrial associations and chambers and develoPPP.de project managers will be trained in issues relating to the inclusion of persons with disabilities and made aware of the economic potentials for relevant branches.
BMZ has at its disposal a number of mutually complementary development cooperation instruments that can be used to realise this action plan:

→ **State development cooperation:** State development cooperation is based on agreements reached by the governments of partner countries and the German Government. These agreements are reached at government negotiations, which are held at roughly two-year intervals. During the negotiations, priority areas and the volume of financing are hammered out with the partner country. State development cooperation usually involves state project executing agencies in the partner country, and seeks systemic solutions.

→ **Non-state development cooperation:** The second pillar of German development cooperation involves the activities initiated and implemented in partner countries by non-state organisations – including churches, political foundations and a large number of other non-governmental organisations. BMZ provides financial support for these activities. The non-state organisations are responsible for implementing the projects. In spite of state subsidies they retain full autonomy and can thus work in a wider spectrum of fields than is possible in state development cooperation.

→ **Multilateral development cooperation:** In multilateral development cooperation, the German Government acts as a member state of international organisations. The international organisations offer important forums for discussing development-policy principles and development objectives. Over and above this, multilateral institutions play a leading role in implementing and coordinating development cooperation in partner countries, since they often implement large-scale capital-intensive programmes. International organisations are financed by the voluntary and compulsory contributions of member states. Human resources support for multilateral organisations on specific issues can generate a wide impact, if this means that the specific issue is accorded a higher profile within the organisations.
8. Supporting and monitoring the implementation of the action plan

The measures laid out in this action plan are to be implemented by various units within BMZ. The following elements will support them:

- A team of experts will provide technical support for the German state development cooperation actors, helping them ensure the systematic inclusion of persons with disabilities (sector project);

- An advisory body consisting of representatives of implementing organisations, disabled people’s organisations and other non-state organisations which support and advise BMZ on the implementation of inclusive development policy (theme team);

- The continued open dialogue forum with representatives of the realms of politics, business and civil society to foster an exchange of experience among actors (round table).

The following milestones will be used for monitoring the implementation of this action plan:

- A description of the status quo ante in the various fields of action covered by the action plan (baseline survey);

- Mid-term and final reviews of the implementation of the action plan (status reports);

- External review of the implementation of the action plan on completion of its term, with special attention paid to the programmes laid out in Fields of Action Number 6. (external report).
The priorities of German development policy

More effectiveness
More visibility
More commitment
More private sector
More education
More democracy

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