Mid-term report on the implementation of the Action Plan for the Inclusion of Persons with Disabilities
(As at: September 2014)
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4. **Outlook**
In early 2013, the Federal Ministry for Economic Cooperation and Development (BMZ) launched its Action Plan for the Inclusion of Persons with Disabilities. It covers a period of three years (2013-2015). In that Action Plan, we underline our commitment to a human rights-based approach to the inclusion of people with disabilities in Germany’s development cooperation. The overarching goal of the Action Plan is to ensure the systematic mainstreaming of the inclusion of persons with disabilities in German development policy. In this way, the BMZ, as part of the German government, is supporting the implementation of the United Nations Convention on the Rights of Persons with Disabilities (CRPD), particularly Article 32 (International cooperation).

The Action Plan focuses on three strategic objectives:
- Raising the level of commitment within the BMZ and its implementing organisations
- Strengthening the inclusion of people with disabilities in our partner countries
- Enhancing cooperation with civil society, the private sector and multilateral organisations

These objectives are to be achieved through a total of 42 measures in ten fields of action. The mid-term report presents the current status of implementation of these measures. Based on a “traffic light” system, we try to assess our own efforts in order to highlight progress made, as well as areas where further action is needed. We present our achievements and identify challenges that need to be met.

Now, at mid-term, it is evident that the Plan has had a positive impact. Not only has the Action Plan made available additional resources for the inclusion of persons with disabilities in development cooperation projects; it has also triggered numerous activities for the benefit of people with disabilities, even beyond the measures listed in the Plan. Moreover, we have been able to considerably increase the number of experts working on the topic. Demand for German expertise on the inclusion of people with disabilities has increased internationally.

Progress is only possible on the basis of cooperation with civil society organisations and disabled people’s organisations (DPOs). There has been an open and constructive dialogue between various stakeholders. This has been crucial for the implementation of practical actions. We are therefore continuing our conversations with all interested stakeholders; most recently at the fifth Round Table meeting on the inclusion of persons with disabilities in German development cooperation, which was held in Berlin in November 2014.

Our goal is to firmly establish the rights of persons with disabilities in Germany’s development cooperation programmes – beyond the period covered by the Action Plan. Thus, we

- have made the inclusion of people with disabilities part of our Charter for the Future entitled ONE WORLD – Our Responsibility;
- are advocating for the interests of persons with disabilities on a broad basis within the process for the post-2015 agenda, based on the report of the Open Working Group;

- are sending a signal through the BMZ’s three special initiatives, all of which have been designed to be disability-inclusive.

The special initiative One World – No Hunger focuses on the development of family farms and the establishment of innovation centres. These efforts include actions in support of people with disabilities and their families.
The special initiative Tackling the root causes of displacement, reintegrating refugees includes support for persons with disabilities from, or in, crisis countries who have been displaced or left behind.

The special initiative Stability and development in the MENA region supports the entire region in providing training and jobs for young people, including young people with disabilities.

Notwithstanding major progress at the international level, there are still challenges for us and for our governmental and civil society partners in our partner countries.

We are prepared to tackle these challenges. People with disabilities finally need to be able to tap their full potential – everywhere in the world.

Dr. Friedrich Kitschelt
State Secretary in the Federal Ministry for Economic Cooperation and Development

February 2015
Executive Summary

The present report describes the mid-term status of implementation of the BMZ Action Plan for the Inclusion of Persons with Disabilities. Based on feedback from the BMZ units in charge of implementation, it can be said that some 80 per cent of the envisaged measures (34 out of 42) are being implemented or have been completed. The measures that are currently being implemented differ in terms of pace and resources. About 20 per cent of the measures (8 out of 42) have not yet been launched. It is expected that, by the end of the period covered by the Plan, inclusion-related measures worth more than 37 million euros will have been commissioned.

In addition to the measures contained in the Plan, the Action Plan has triggered many initiatives for the inclusion of people with disabilities and helped mobilise further financial and human resources for their inclusion. There have been a growing number of instances in which the concerns of people with disabilities have been taken into account explicitly when proposals for new projects were submitted or additional funds for existing projects were committed.

Not only has the Action Plan helped increase the number of German development cooperation staff who have been sensitised to issues related to the inclusion of persons with disabilities; it has also helped raise the number of staff whose job description explicitly says that they are working, or providing advice, for the inclusion of people with disabilities. Accordingly, it has been possible to hire growing numbers of people with relevant expertise.

The mid-term report shows that Germany’s related activities cover various continents and numerous countries (about 20), and that they can be found in a broad range of sectors, including health, education, social protection, vocational training/labour market, decentralisation, and rural development.

Other bilateral donors feel that Germany has been acting as a pioneer when it comes to the inclusion of people with disabilities in development cooperation. Germany’s multilateral engagement with a view to ensuring that the inclusion of people with disabilities will be incorporated in the post-2015 agenda is further evidence of this.

Of course, the ongoing measures comply with the quality and sustainability standards of Germany’s development cooperation, even if, at this stage, the mid-term report has no specific evidence to offer in this regard.

The BMZ is already looking beyond the second half of the term covered by the Action Plan. The inclusion of persons with disabilities is a matter that must be addressed on a medium-term to long-term basis if it is to be successful. The big challenge for the BMZ – and for other bilateral, multilateral and civil society stakeholders – is to mainstream the activities systematically and on a sustained basis. A harmonised analytical framework will be helpful. In order to build relevant capacity, the BMZ is engaged in a continuous exchange with bilateral and multilateral partners and national and international non-governmental organisations and disabled people’s organisations (DPOs).
1. Introduction

1.1 THE ACTION PLAN

In February 2009, the Federal Republic of Germany ratified 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 Convention. In that context, the Federal Ministry for Economic Cooperation and Development (BMZ) made a commitment to develop its own strategy for the promotion of the rights and inclusion of people with disabilities.

Following a comprehensive consultation process with staff of implementing organisations and civil society, including disabled people’s organisations (DPOs), the BMZ presented its own Action Plan in January 2013. Over the three-year period it covers (up to December 2015), the Action Plan is to “ensure the systematic mainstreaming of the inclusion of persons with disabilities in German development policy”.

In that document, the BMZ defines inclusion 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 abilities, as well as enjoying equal access to the services and benefits provided by that society”. Through the Action Plan, the BMZ is responding to the fact that the equal participation of people with disabilities in development cooperation requires a coordinated strategy as well as change at multiple levels:

I. within our own institutions;
II. in our cooperation with governments and stakeholders in partner countries; and
III. in our cooperation with other actors within the international community, civil society and the private sector.

Accordingly, the BMZ has adopted three strategic objectives in its Action Plan:
1. We will set a good example in our own organisation.
2. We will foster the inclusion of persons with disabilities in our partner countries.
3. We will cooperate with other actors.

The strategic objectives can be broken down into ten fields of action with a total of 42 measures.

1.2 PURPOSE OF THE MID-TERM REPORT

Through this mid-term report, the BMZ wants to provide information on the current status of implementation of the measures and live up to its accountability commitments. A “traffic light” system is used to assess progress on each measure. The report highlights initial successes and positive trends, but also challenges that remain for the coming year. The mid-term report not only provides information, it is also an important basis for readjustments to the measures that are under way or being planned.

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1 BMZ Strategy Paper 1/2013, p. 4
2 ibid.
3 BMZ Strategy Paper 1/2013, p. 10
2. Methodology

2.1 Procedure

The mid-term report is based on a survey of all BMZ units that are in charge of implementing the measures listed in the Action Plan. Their responses, which were of a qualitative-narrative nature, were then analysed. While the implementation of some of the measures may be the result of initiatives that date further back than 2013, the report only covers the implementation of measures that took place during the period covered by the Action Plan.

2.2 Collection of Data

In order to gather information on the status of implementation of the measures, a survey was carried out within the BMZ in September 2014 containing key questions for reporting. The key questions addressed the following criteria in relation to inclusion and to issues arising in the course of implementation:

- Is the measure a specific initiative that directly addresses persons with disabilities and/or an effort to include persons with disabilities in ongoing programmes and projects?
- Have persons with disabilities or DPOs been involved in the implementation of the measure?
- What resources have been made available for the implementation of the measure, over and above “business as usual” levels?
- Accessibility of infrastructure, events, publications and information material
- Cooperation with non-governmental organisations (NGOs) and DPOs
- Focal points and/or points of contact for the inclusion of persons with disabilities
- Factors for success
- Required support

The units participating in the survey were allowed to decide for themselves in what form and in how much detail they would respond. In a second step, they were asked to assess the status of implementation of each measure on the basis of a “traffic light” system. “Green” stands for measurable implementation (for instance “project has been commissioned”). “Yellow” means that a measure has been started explicitly and in a meaningful way, and that it has been determined who will be responsible for its implementation. “Red” is used for measures that have not been started yet or that will not be feasible for certain reasons.

2.3 Limitations of the Mid-Term Report

The qualitative data and the traffic light system facilitate a rough assessment of the status of implementation of the inclusion measures. Accordingly, the mid-term report can only provide a comparison of planned and actual implementation of measures. This is primarily significant with a view to recommending actions for the remaining period of the Action Plan and for the period beyond. The traffic light system provides a straightforward picture of the current status. On the other hand, a three-grade scale does not leave much room for differentiation. So the traffic light assessment should not be viewed in isolation. It requires additional qualitative information. Furthermore, the data that formed the basis for this mid-term report can only be documented on a sample basis at this point. Additional data will be collected for the final report. That data will be analysed on the basis of stricter criteria. In summary, it must be underlined that the BMZ considers inclusion as a process. Just like with a human rights-based approach, the principle of gradual realisation must apply. At international level, there is a lack of implementation experience that could help in appropriately assessing the inclusion process. This presents the BMZ as well as other players with great challenges.
3. Findings

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

Strategic Objective 1 comprises Fields of Action 6.1 (Inclusive human resources policy) and 6.2 (Accessibility). This relates to measures that are geared towards making the BMZ an even more attractive employer for persons with disabilities. A disability-inclusive employment policy focuses on recruitment procedures and working conditions that give appropriate attention to the potential and needs of persons with disabilities. In addition, Strategic Objective 1 includes measures geared towards ensuring that BMZ events and information are accessible for interested members of the general public.

Box 1 lists the measures that come under the two said fields of action. As can be seen from the colour markers, five of the seven envisaged measures are being implemented. Two have not yet been started.

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**Box 1: Status of implementation of measures to achieve Strategic Objective 1**

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

**6.1 Inclusive human resources policy**
- 1. The 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 assignments, the BMZ will assume additional costs arising as a result of their disability.
- 3. The BMZ will take part in the “behindertenfreundlicher Arbeitgeber” (Employers for Disabled Individuals) competition organised by the Landschaftsverband Rheinland.

**6.2 Accessibility**
- 4. The BMZ will pay attention to ensuring accessibility when planning and executing construction measures on the premises of German development cooperation organisations.
- 5. BMZ publications for the purposes of development education and PR work, including the website, will be accessible.
- 6. The BMZ will produce guidelines for the planning and implementation of accessible events.
- 7. The BMZ will make its public events as accessible as possible and will provide sign language interpreters if required.
Measures 1 and 2 under Field of Action 6.1 (Inclusive human resources policy) have begun. The BMZ’s human resource development strategy is currently being updated. Subject to their professional competence, job seekers with severe disabilities will be given increased attention.

The participation of people with disabilities in BMZ junior staff development programmes and volunteer services has already increased. Since January 2014, the weltwärts volunteers service has been disability-inclusive. Additional expenses for volunteers with disabilities are eligible for reimbursement up to an amount of 600 euros per volunteer month. The ASA Programme gives assistance to young college students and vocational school graduates who want to do an assignment abroad. In 2013, the ASA Programme organised a global learning campaign on accessible travel. Among other things, this resulted in the creation of a platform with trip descriptions for people with visual impairments. The Schools Exchange Programme for Development Education (ENSA), too, undertook an effort to explicitly address the inclusion of people with disabilities. It is making its application and information materials available in easy read; it has developed teaching materials in line with the criteria of the inclusion index; and it is offering training and information to ENSA schools and seminar leaders on the inclusion of people with disabilities in international youth work.

Measure 3 under Field of Action 6.1 has turned out not to be feasible, as the competition was discontinued. This means that the measure has become obsolete because its basis is no longer in place. Under Field of Action 6.2 (Accessibility), Measures 4, 5 and 7 have begun. Important fundamentals have been put in place with regard to accessibility in the virtual sphere. Not only did the BMZ bring its website into line with the German “Ordinance on Barrier-Free Information Technology” (BITV 2.0); it is also making available its development education and PR publications (such as sector and country strategies) as fully accessible PDF documents on the relevant websites. Longer, specialised publications contain a note stating that they can be provided in accessible form at request.

The BMZ has not yet started to draft its guidelines for the planning and implementation of accessible events. However, the BMZ does pay attention to accessibility requirements when it plans and implements public events. Whenever the units concerned file a request, sign language interpreters are hired for BMZ events (such as the BMZ Open Day, the launch of the BMZ Action Plan in February 2013, and expert discussions at the BMZ on sector and thematic issues, poverty reduction, social protection and the inclusion of persons with disabilities). At the Round Table meeting on the inclusion of persons with disabilities in development cooperation held in November 2014, accessible communication requirements were taken into account on a particularly comprehensive scale. Sign language interpretation was available throughout the event. In addition, participants were assisted through real-time captioning.

In addition to compliance with minimum standards, accessibility has been given consideration in the planning and construction of new GIZ buildings in Germany through motorised doors, elevators with audio announcements, adjustable mirrors etc. Accessibility standards were taken into account as new GIZ offices in partner countries were planned (e.g. Malawi, Uganda). Adjustments have been made to other offices (e.g. Togo). However, the majority of international GIZ offices are not yet accessible.

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4 The ASA Programme is a non-profit, politically independent programme for development-related internships. Each year more than 200 college students and young skilled workers aged 21 to 30 take part in the ASA Programme. Applications can be filed at the end of each year.

5 The BITV check is used to assess, on a comprehensive and reliable basis, whether information-oriented web content is accessible.
In summary, it can be said that for Strategic Objective 1 (We will set a good example in our own organisation), many measures are being implemented and a number of good practices have been established. The BMZ seeks to successfully implement all measures under Strategic Objective 1 within the remaining period covered by the Action Plan.

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

Strategic Objective 2 has three sub-objectives. Sub-objective A provides for the mainstreaming of the inclusion of persons with disabilities in the planning, implementation and evaluation of development cooperation activities in partner countries. Sub-objective A addresses Fields of Action 6.3 (Strategic directives, monitoring and evaluation) and 6.4 (Involving experts with disabilities).

Sub-objective B is geared towards supporting specific measures for the inclusion of persons with disabilities and, thus, for the improvement of their living conditions, in Germany’s partner countries. It comprises Fields of Action 6.5 (Promotion of measures specifically designed to benefit persons with disabilities) and 6.6 (Inclusive design of development measures in a number of priority areas). The living situation of persons with disabilities in partner countries will be improved through specific measures that are geared to their needs, and through the gradual mainstreaming of inclusion in projects that address broader target groups.

Sub-objective C describes the BMZ’s commitment to building capacity and expertise. This means that specialised staff and other actors in German development cooperation are to improve their knowledge and skills to effectively reach persons with disabilities, and cater for their needs, through the results of their work. In addition, the BMZ will ensure that experience is documented and scientifically collated data is made available to facilitate needs-driven and informed engagement with a view to building inclusive development cooperation programmes. These aspirations are reflected in Fields of Action 6.7 (Training courses for German development cooperation managers and specialists) and 6.8 (Knowledge management and research).

3.2.1 Sub-objective A: Mainstreaming in planning, implementation and evaluation

Measures that come under Fields of Action 6.3 (Strategic directives, monitoring and evaluation) and 6.4 (Involving experts with disabilities), and, thus, under Sub-objective A, are listed in Box 2. The “traffic light” assessment shows that two of the six measures have already been implemented. Three measures are in the process of being implemented. One has not yet been implemented.

Measures 8 and 9 under Field of Action 6.3 (Strategic directives, monitoring and evaluation) have begun. While persons with disabilities have not yet been taken into account in all sector strategies, all new sector strategies are sent to the inclusion unit for comments. Since early 2013, a total of four sector strategies have been drafted or revised (private sector development; financial sector development/financial governance; education; rights of children and young people) that now take the concerns of people with disabilities into account.

The inclusion of persons with disabilities has been taken up in the Charter for the Future ONE WORLD – Our Responsibility and in the paper laying down the German government’s key positions on the post-2015 agenda for sustainable development.
Box 2: Status of implementation of measures to achieve Strategic Objective 2 (Sub-objective A)

**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**

6.3 **Strategic directives, monitoring and evaluation**

- 8. The BMZ will systematically take into account the inclusion of persons with disabilities when producing and revising sector strategies.
- 9. The 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. The BMZ will devise an approach to record the inclusive design of development measures.

6.4 **Beteiligung von Expertinnen und Experten mit Behinderungen**

- 11. The BMZ will establish a thematic team to advise on the inclusion of persons with disabilities in development cooperation; the team will have the support of experts with disabilities.
- 12. The 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. The BMZ will encourage the networking of German development cooperation projects and programmes with disabled people's organisations.

Inclusion has also been mainstreamed in several country strategies (Afghanistan, Bangladesh and South Africa). In February 2013, guidelines were adopted on incorporating human rights standards in the programme proposals submitted by Germany’s implementing organisations. Accessibility and the inclusion of persons with disabilities have incorporated as a standard throughout the document. An evaluation manual is currently being drawn up, and the German Institute for Human Rights is analysing pertinent documents regarding experience with the inclusion of human rights aspects in evaluation work.

So far, the BMZ has not managed to develop a way of automatically recording the inclusive design of development measures. Discussions have already been held within the BMZ and at meetings with other international donors on how to address the related challenges. The BMZ plans to come up with practical proposals before the end of the period covered by the Action Plan.

Under Field of Action 6.4 (Involving experts with disabilities), activities to implement Measures 11, 12 and 13 have been launched and, in some instances, implemented. For example, a thematic team on the inclusion of persons with disabilities in development cooperation was set up in 2013 to serve as an advisory body of experts. It has been reinforced by experts with disabilities from civil society organisations. The team meets twice a year. So far, three meetings have taken place.
The BMZ has held several sessions of the “Round Table” dialogue forum on the inclusion of persons with disabilities. These meetings serve to encourage an exchange of views and experience among governmental and non-governmental development organisations and with German DPOs. The Ministry plans to continue to hold meetings annually in order to provide space for a dialogue.

There are several German development cooperation programmes and projects where talks with DPOs are under way and forms of cooperation are being discussed. So far, this type of cooperation has been established in Bangladesh, Liberia, Peru, Togo, Tunisia and South Africa. In the coming months, increased engagement with DPOs is to be launched in other countries as well.

In summary, it can be said that further initiatives in the area of planning, monitoring and evaluation need to be undertaken if implementation is to be successful. The fact that inclusion has now been mainstreamed in the first sector strategies and country strategies is a good basis for this. Regular involvement of experts with disabilities has been ensured through the establishment of the thematic team and the continuation of the Round Table meetings. There will be continued efforts to enhance the networking between German development projects and DPOs in partner countries.

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

Sub-objective B comprises Fields of Action 6.5 (Promotion of measures specifically designed to benefit persons with disabilities) and 6.6 (Inclusive design of development measures in a number of priority areas).

The traffic light assessment for Box 3 shows that the majority of measures for Field of Action 6.5 have already been implemented. Six of the eleven measures under Sub-objective B are being implemented and five have been completed.

DPOs in Rwanda, Senegal and South Africa have been supported through a grant to an African non-governmental organisation. For the period of 2013-2015, an international non-governmental organisation has been commissioned with building the capacity of DPOs in Bangladesh, Indonesia, India and Timor-Leste.

The Government of Bangladesh has been supported in implementing the UN Convention on the Rights of Persons with Disabilities (CRPD) through the drafting of local action plans for two pilot districts. Other efforts related to the ratification of the CRPD are Germany’s activities to assist with the inclusion of people with disabilities in Cambodia and Germany’s support for the Indonesian government in drafting a national action plan that will be launched in a big public event in December 2014 and will serve as a frame of reference for all Indonesian inclusion efforts in future. The Ugandan Equal Opportunity Commission is engaged in advocacy work for disadvantaged groups, particularly people with disabilities. At the BMZ’s government negotiations with Uganda in 2013, it was agreed that support would be provided to the national planning authority, to the government’s human rights and equal opportunity commissions, and to civil society institutions. Cooperation currently focuses on the establishment of an independent government institution and on building the capacity of its staff.

Since 2013, the BMZ has been supporting efforts in Liberia to enhance integrated services in the field of sexual and reproductive health and HIV treatment and prevention for at-risk persons with disabilities.
Box 3: Status of implementation of measures to achieve Strategic Objective 2 (Sub-objective B)

STRATEGIC OBJECTIVE 2:
We will foster the inclusion of persons with disabilities in our partner countries

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

6.5 Promotion of measures specifically designed to benefit persons with disabilities

- 14. The BMZ will encourage the political participation of persons with disabilities in a minimum of three partner countries.
- 15. The BMZ will commission a project to strengthen disabled people’s organisations in selected partner countries.
- 16. The 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. The BMZ will support the Uganda Equal Opportunity Commission in its efforts to ensure equal opportunities for disadvantaged groups including persons with disabilities.
- 18. The 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. The 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

- 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.
The BMZ has been working through an umbrella organisation of international NGOs. In response to the recent Ebola outbreak in the region, discussions are under way on whether unspent residual funds should be used for action against Ebola.

The BMZ co-financed the Maternity and Newborn Hospital of the non-governmental organisation “Comprehensive Community-Based Rehabilitation” in Tanzania in order to improve maternal and child health care services, with a special focus on prevention, early diagnosis and early childhood support for children with disabilities.

All planned measures under Field of Action 6.6 (Inclusive design of development measures in a number of priority areas) are currently being implemented. In summary, it can be said that persons with disabilities are taken into account in various priority areas of Germany’s bilateral development cooperation with Cambodia, Tanzania, Guatemala, Malawi, Bangladesh, Indonesia, Viet Nam, Afghanistan, Laos, Namibia and Togo. In addition, studies on inclusion issues have been carried out in several countries, for instance Sri Lanka and Myanmar. Further initiatives are under way in countries that were not mentioned in the Action Plan. They include Kyrgyzstan, Liberia, Mozambique, Mongolia and Serbia.

The following examples provide an idea of the implementation of individual measures:

In the priority area of “Decentralised health care” in Tanzania, several initiatives have been carried out that help mainstream the inclusion of persons with disabilities. As a result of several campaigns, health staff are now better informed about the human rights-based approach. Comprehensive Community-Based Rehabilitation in Tanzania (CCBRT), a local NGO for poor people, has received support from the BMZ. It offers services for people with disabilities and their families and does important advocacy work within the framework of the national policy dialogue. An inclusion expert was provided to assist CCBRT in its quality assurance efforts with regard to its services. A study was undertaken to identify barriers to access to health services, with an indicator to measure the extent to which persons with disabilities and their concerns are given attention at hospitals.

In Togo, various steps were undertaken to systematically include persons with disabilities in development cooperation. Inclusion initiatives were implemented, above all, in the vocational training and employment promotion programme, but also in the programmes on decentralisation and good governance and on rural development and agriculture and in administrative bodies. Results have been assessed regularly on the basis of predefined criteria. In order to be able to set a good example, the buildings of German Technical Cooperation agencies in Togo and those of partner organisations and vocational training centres were fitted with ramps and equipped with wheelchairs. Job advertisements were adjusted in such a way that more people with disabilities applied and were hired. Technical and administrative personnel in all three programmes were sensitised with a view to reducing the discrimination of persons with disabilities in the projects and to actively encourage their participation. The team of one GIZ expert, and also their partners, were provided with information and assistance with a view to implementing the inclusion of persons with disabilities. The assistance was provided by Togo’s umbrella organisation of DPOs (FETAPH), by the international NGO Handicap International, and by CBM (Christian Blind Mission, a German NGO).

In parallel with this internal process, increased efforts for the inclusion of persons with disabilities were also made in all three programmes’ external activities. The first significant indications of successful inclusion efforts in the vocational training and youth employment programme are the inclusive and
participatory design of the programme’s action plan and the systematic engagement with persons with disabilities and with the umbrella organisation (FE-TAPH) in the course of training programmes, events and planning meetings. Outside the programme, staff from the consulting industry, crafts and trades, the vocational training sector and job placement agencies were also sensitised in order to gradually eliminate barriers to disabled people’s access to jobs.

In the priority area of “Democracy, civil society and public administration” in Bangladesh, a number of measures are being pursued in order to include persons with disabilities.

Assistance is being provided to the private sector as 50 factories are remodelled so as to make parts of the buildings accessible. Targeted efforts are under way to ensure that, within the programme and at partner organisations, persons with disabilities will be (re-)hired and provided with rehabilitation services. In this context, decentralised activities for women and girls with disabilities are currently being carried out with the participation of NGOs, both in urban and rural areas. They include, for instance, medical, social and vocational rehabilitation programmes for women and girls who were left, or may have been left, with a physical or mental disability as a result of the crash of a textile factory in Bangladesh. In addition, training is being provided to government workers at the Ministry of Women’s Affairs on the inclusion of persons with disabilities so as to facilitate their (re-)integration in the labour market.

Following a successful pilot project with twelve women with disabilities, the Ministry of Women’s Affairs was supported in developing a disability-inclusive vocational training programme for the textile and garment sector. Some 1,200 women (including 200 women with disabilities) are currently participating in that programme (which will run until March 2015). They are training to become garment workers and product managers. One training centre has been remodelled to be accessible. Furthermore, the first school to train orthopaedic technicians has been set up in Bangladesh together with an NGO.

In the priority area of education in Guatemala, successful initiatives have been launched and carried out that will help mainstream the inclusion of persons with disabilities in the education sector. From the beginning, inclusion has been taken into account in the planning. The project planning exercise included a specific roadmap with milestones for the achievement of inclusion of pupils with disabilities. There are three thematic areas on which German advice to the Guatemalan authorities focuses: education management, curriculum development and in-service training for teachers. In all these areas, activities for disability-inclusive education have been carried out. For instance, a training module was developed on how to design, monitor and evaluate disability-inclusive education policies. On that basis, a meeting is to be held in early 2015 with high-ranking officials from the Ministry of Education to discuss ways of implementing these standards in the national education system. A transition course was developed for pupils with disabilities to assist them in entering the labour market. These courses are being implemented in cooperation with one of the leading NGOs for the inclusion of persons with disabilities in Guatemala. Courses have also been developed for the University of San Carlos. Teachers can use them for their lectures on teaching methods (target audience: university-trained teachers).

In Malawi, the programme for the improvement of basic education has been working closely with the Department of Special Needs Education since 2012. Support is being provided to the Montfort Special Needs Education College with regard to specialised measures to foster the inclusion of persons with disabilities. These measures are part of the College’s in-service training programmes. They include
workshops for school principals and teachers; limited funding is also available for accessible communication measures.

The final example is Indonesia, where the inclusion of persons with disabilities is systematically being mainstreamed in a programme to strengthen social protection systems. Numerous activities have been launched in the priority area of “Sustainable economic education”. Together, they constitute a comprehensive measure. The activities include support for the Indonesian government as it drafts its national action plan for the inclusion of persons with disabilities. This has been leading to significantly growing demand from politically high-ranking quarters for assistance in this field, and to an increase in the number of institutions involved in the implementation of the UN Convention on the Rights of Persons with Disabilities. Advice is being provided to the Ministry of Social Affairs on how to make the national conditional cash transfer programme disability-inclusive. The new social insurance agency for occupational risks (BPJS Labour) is being supported in developing a modern rehabilitation system, based on cooperation with a representative of Germany’s statutory occupational accident insurance. Two staff members of BPJS Labour are being trained to become Indonesia’s first internationally certified disability case managers.

Programme staff are also helping to revise the curriculum of a disability-inclusive vocational training school and are working together with private enterprises to improve the employment opportunities of people with disabilities. In order to assist with the implementation of the BMZ Action Plan for the Inclusion of Persons with Disabilities in Asia, a post was created for a regional advisor.

In summary, it can be said that all measures under Sub-objective B (Promotion of concrete measures in our partner countries) have been launched as planned. In Field of Action 6.5 (Promotion of measures specifically designed to benefit persons with disabilities) in particular, a number of measures has already been implemented successfully. In Field of Action 6.6 (Inclusive design of development measures in a number of priority areas), the systematic mainstreaming of inclusion is presenting a special challenge. In view of the complexity of that challenge, further action is still needed in this field.

3.2.3 Sub-objective C: Building capacities and expertise

Sub-objective C comprises Fields of Action 6.7 (Training courses for German development cooperation managers and specialists) and 6.8 (Knowledge management and research).

Box 4 shows that there is a very mixed picture as regards the status of implementation of the various measures. Of a total of eight measures, three have been implemented, two are currently being implemented, and three have not yet been started.

There is room for improvement as far as Field of Action 6.7 (Training courses for German development cooperation managers and specialists) is concerned. Even before the Action Plan was adopted, a training course for new staff members was available that covered human rights issues, including the inclusion of persons with disabilities. Since 2013, all new BMZ professional staff have been receiving training on the inclusion of persons with disabilities.

Technical Cooperation staff in Germany and abroad who are working in sectors such as rural development, vocational training, health and social protection have attended information events and workshops on the inclusion of persons with disabilities. In order to be able to provide more targeted systematic awareness-building and training for managers and specialists, the BMZ has started a mapping
exercise of existing training formats for German development cooperation staff, and the development of modules and materials on inclusion in various sectors.

So far, no agreements have been concluded with development education institutions on the introduction of curriculum items on the inclusion of persons with disabilities. Only the Centre for Rural Development\(^6\) began to address this issue in various modules during the 2013 teaching year. The Academy for International Cooperation of Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) offered an e-learning course on human rights. The Academy has provided support to the effort to identify teaching

\(^6\) The Centre for Rural Development (SLE) is Germany’s oldest institute for future experts and managers in the field of development cooperation. It is headquartered in Berlin. Every year, 20 higher education graduates enrol in a 12-month postgraduate programme to prepare for international development cooperation.
formats that are suitable for the issue of inclusion, and it has made a commitment to provide further support as the topic is included more systematically in relevant formats.

The BMZ has not yet commissioned 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).

In Field of Action 6.8 (Knowledge management and research), four of five measures are being implemented or have been implemented. For instance, specialist publications on the implementation of the inclusion of persons with disabilities have been drawn up for the priority areas of Social Protection, Rural Development, and Disaster Preparedness. Work is under way on further publications and on compiling lists of methods and instruments (for instance on participation and gender).

However, it has not yet been possible to award the Walter Scheel Prize to particularly innovative entries regarding efforts to foster the inclusion of persons with disabilities in developing countries. This is being envisaged for 2015.

As planned, the BMZ has commissioned two research projects. The London School of Hygiene and Tropical Medicine and Technische Universität München (working with a Tanzanian research institute) have been commissioned with a research project on the inclusion of persons with disabilities in social protection systems in Peru and Tanzania. Their analytical work, which will focus on social protection in health, will be available at the end of 2014. They will also develop a toolbox on the disability-inclusive design of social protection and health programmes, so as to facilitate systematic mainstreaming of the inclusion of people with disabilities in other partner countries. Furthermore, the BMZ has commissioned Hanover University and GOPA7 with a research project on inclusive education in Malawi and Guatemala. Research activities have been carried out in the two countries. The findings are currently being analysed. The final event and expert discussions are planned for 2015. Both research projects made sure from the beginning that people with disabilities and DPOs would be participating in the effort – both in the data collection phase on the ground and in terms of the composition of the advisory councils that assist the research project prior to, and during, implementation.

In addition, a status analysis was carried out regarding the implementation of accessibility in BMZ-supported construction work. As a result, recommendations for action were drafted concerning bilateral agreements, national construction legislation and construction standards, procedural guides, contracts with consultants, and quality assurance. The recommendations are now available for internal use.

In summary, it can be said that with regard to Sub-objective C (Building capacities and expertise), a number of measures have been implemented as planned in Field of Action 6.8 (Knowledge management and research), but a similar number of measures (mainly in Field of Action 6.7, Training courses for German development cooperation managers and specialists) have only been started on a very limited scale. So in certain areas, a lot of action is still needed until the term of the Action Plan ends.

3.3 STRATEGIC OBJECTIVE 3: WE WILL COOPERATE WITH OTHER ACTORS

Strategic Objective 3 covers Fields of Action 6.9 (Multilateral engagement and political dialogue) and 6.10

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7 GOPA Consultants (Gesellschaft für Organisation, Planung und Ausbildung mbH)
(Cooperation with civil society and the private sector). The BMZ wants to use its position in multilateral organisations in order to foster the rights and the inclusion of persons with disabilities. Bilaterally, it wants to raise its voice and make its position heard in its political dialogue with its partners. In that effort, the Ministry has been working together with civil society and private sector representatives. Box 5 shows that

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**Box 5: Status of implementation of measures to achieve Strategic Objective 3**

**STRATEGIC OBJECTIVE 3:**
We will cooperate with other actors

**Sub-objective C: Building capacities and expertise**

**6.9 Multilateral engagement and political dialogue**

- 33. Within the framework of the Associate Expert Programme, the 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. The 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. The 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. The 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.

**6.10 Cooperation with civil society and the private sector**

- 38. The BMZ will commission Engagement Global to make its service package accessible.

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

- 40. The 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, the BMZ will ensure that persons with disabilities are included in the programmes implemented by Engagement Global.

- 41. The 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 potential for relevant industries.
six of ten measures are being implemented, two have been completed and two are still outstanding.

Under Field of Action 6.9 (Multilateral engagement and political dialogue), one Associate Expert post at the Inclusion of Persons with Disabilities team of the International Labour Organization (ILO) has so far been staffed. Another Associate Expert has been seconded to the International Civil Aviation Organization (ICAO).

Increased attention is being given to people with disabilities when such posts are advertised; additional costs arising as a result of a person’s disability are covered where needed.

Information for the preparation of bilateral government consultations and negotiations is being processed systematically with attention for the rights of persons with disabilities. Comments on the rights of persons with disabilities have been included, for instance, in the human rights situation briefs for Brazil, Ethiopia, Guatemala, Indonesia, Kenya, Namibia, Peru, Togo, Ukraine, Viet Nam and Yemen. The BMZ is also playing an active part in events and drafting meetings for documents on the promotion of the inclusion of people with disabilities. This includes the 2013 High-level Meeting on Disability and Development; side events at the Conference of the States Parties to the UN Convention on the Rights of Persons with Disabilities in 2013; the Open Working Group on the Sustainable Development Goals in the course of the debate on the post-2015 agenda; the German government’s paper with key positions on the post-2015 agenda; the German government’s position for the seventh session of the Conference of the States Parties to the UN Convention on the Rights of Persons with Disabilities in June 2014; drafting of the BMZ’s Charter for the Future. One important milestone has been Germany’s continuous effort to put the inclusion of persons with disabilities and human rights on the post-2015 agenda.

The BMZ has been raising inclusion as an issue to be incorporated in the development strategies of multilateral organisations. Germany is one of the most significant supporters of the UNDG Human Rights Mainstreaming Multi-Donor Trust Fund. In that context, Germany has been supporting Botswana with regard to the inclusion of people with disabilities. At the United Nations Population Fund (UNFPA), the inclusion of persons with disabilities is a relevant issue in almost all areas of work. The BMZ also supports regional projects, as well as the advisory programme for the African Union with regard to the implementation of the African Union Disability Architecture and the implementation of the Continental Plan of Action for the African Decade of Persons with Disabilities. At the European level, the BMZ supports the implementation of the UN Convention on the Rights of Persons with Disabilities and of the EU Disability Strategy through programmes and policies. The BMZ has also raised the issue successfully for incorporation in numerous international resolutions.

Under Field of Action 6.10 (Cooperation with civil society and the private sector), the BMZ has instructed Engagement Global to make its advisory services accessible. Engagement Global has complied with these instructions. In 2013, it revised its website in line with BITV 2.0 in such a way that they were graded “sehr gut zugänglich” (very accessible). Online content provided by the Service Agency Communities in One World, the Bildung trifft Entwicklung (Education meets Development) initiative, the Chat der Welten (Chat of the Worlds) programme, and the weltwärts volunteers service is currently being revised. By the end of 2014, content will be available in easy read and (partly) with sign language videos.
The BMZ plans to incorporate the inclusion of persons with disabilities into its revised criteria for appraising development projects of German non-governmental organisations. This has not happened yet. The criteria are to be revised in 2015.

The BMZ is also planning to support the establishment and consolidation of orientation and training measures for managers and specialists of Engagement Global in order to put in place the capacity needed to ensure that persons with disabilities are included in the programmes implemented by Engagement Global. As far as the explicit incorporation of inclusion measures as a bonus criterion for the assessment of develoPPP.de project proposals is concerned, the only criterion that has been incorporated in the website so far is that projects should reach particularly disadvantaged groups (persons with disabilities under the criterion of “Compatibility with development policy goals”). The issue is to be incorporated in a better way in 2015.

The final measure in this field of action is the sensitisation of development cooperation scouts who act as disseminators in business associations and chambers of commerce, and the sensitisation of develoPPP.de staff, through training programmes on the inclusion of people with disabilities. Scouts were trained in February 2014, whereas the training sessions for develoPPP.de staff still have to be held.

In summary, it can be said that for Strategic Objective 3 (We will cooperate with other actors), most measures are still in the process of being implemented. In Fields of Action 6.9 (Multilateral engagement and political dialogue) and 6.10 (Cooperation with civil society and the private sector), further continuous efforts are needed on the part of the BMZ if the Action Plan is to be fully implemented by the end of 2015.
4. Outlook

The present comparison of planned and actual implementation of measures shows that a number of measures still need to be launched, and others need to be implemented continuously, before the end of the term of the Action Plan. The BMZ has accepted these challenges and is working hard on the basis of available resources in order to implement the measures as planned.

In 2015, the BMZ will be working on criteria to measure the success of inclusion efforts in German development cooperation in order to help improve the monitoring of impacts. To that end, the BMZ will be drawing on expertise from evaluation practitioners and researchers. The Ministry will continue to work closely with civil society and with its implementing organisations. These efforts are planned for the first half of 2015. They are to serve as the basis for the development of an analytical framework for the final internal stock-taking. The BMZ plans to gather data again near the end of the third quarter of 2015, to be analysed before the end of the year and to be made available to interested members of the public in early 2016.

Reporting in the mid-term report has been based on a descriptive approach, providing an overview of what has been achieved and highlighting areas where action is needed, to be discussed with stakeholders. By contrast, the final report to be presented after the end of the term of the Action Plan will take stock of what has been achieved. The BMZ expects that final report to provide a clear picture of the Plan’s implementation at the level of individual measures, and an assessment of the status of the systematic inclusion of persons with disabilities in development cooperation. That final report will highlight strengths and weaknesses and facilitate lessons for future activities. This final stock-taking of the implementation of the Action Plan will be based on a study by external evaluators.