Gender Equality, Disability and Social Inclusion Training Workshop

Part 1: Wednesday 23 Sep 2020, 10am–12.30pm (CBR/SYD AEST)

Australia – water partners for development

Pre-training survey

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Agenda

Time	Topic	Presenter
10:00 – 10:10	Welcome and introduction (including a special message from Bob McMullan, AWP Advisory Committee Chair)	Veitania Lepani (AWP), Jen Blyth (CBM), Melita Grant (ISF-UTS)
10:10 – 10:15	Expectations of training: *Discussions around what you hope to gain from the training, your previous knowledge and understanding of GEDSI key concepts and how they link to your work.*	Melita Grant
10:15 – 10:45	Guest Speaker: *Ipul Powaseu will talk about disability and gender in relation to water and WASH.*	Ipul Powaseu (Papua New Guinea)
10:45 – 10:55	Break (10 mins)	
10:55 – 11:10	AWP Context: *Overview of AWP's commitments to GEDSI within the organisation and supporting AWP-funded activities.*	Veitania Lepani
11:10 – 12:10	Disability inclusive development: *A focus on DFAT's approach to disability inclusion and international development; applying disability inclusion to the aid management cycle; and the cross-cutting areas of disability inclusion in water resources management and WASH.*	Jen Blyth
12:10 – 12:20	Interactive exercise: *Group activity reflecting on content of the session*	-
12:20 – 12:30	Wrap up	Melita Grant

Welcome and Introductions

Jen Blyth

Advisor, CBM Global Inclusion Advisory Group

Melita Grant

Expert Review Panel Member (GESI Specialist), AWP

Veitania Lepani

Program & GEDSI Officer, AWP

Bob McMullan

Chair, AWP Advisory Committee

Ipul Powaseu

GEDSI Champion, PNG

Special message from Bob McMullan AM

- Chair, AWP Advisory Committee (2018–present).
- Director, ANU Crawford Leadership Forum.
- Board Member, Crawford Fund and the Foundation for Development Cooperation.
- Executive Director, European Bank for Reconstruction and Development.
- Special interest in the welfare of people with disabilities in developing countries and initiated the World Bank's Global Partnership for Disability and Development, adopted by the GPDD Task Force on 24 February 2005.
- Ministerial roles included Parliamentary Secretary for International Development Assistance (2007–2010) and Minister for Trade (1994–1996) amongst many other roles in the Australian Government.

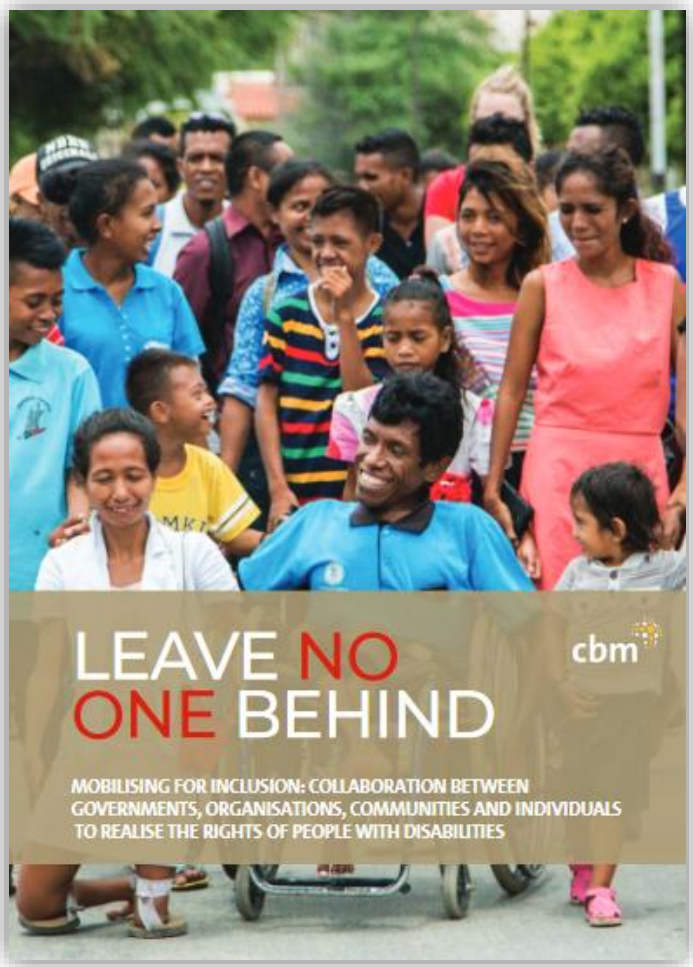
Special message from Bob McMullan AM (click to play)

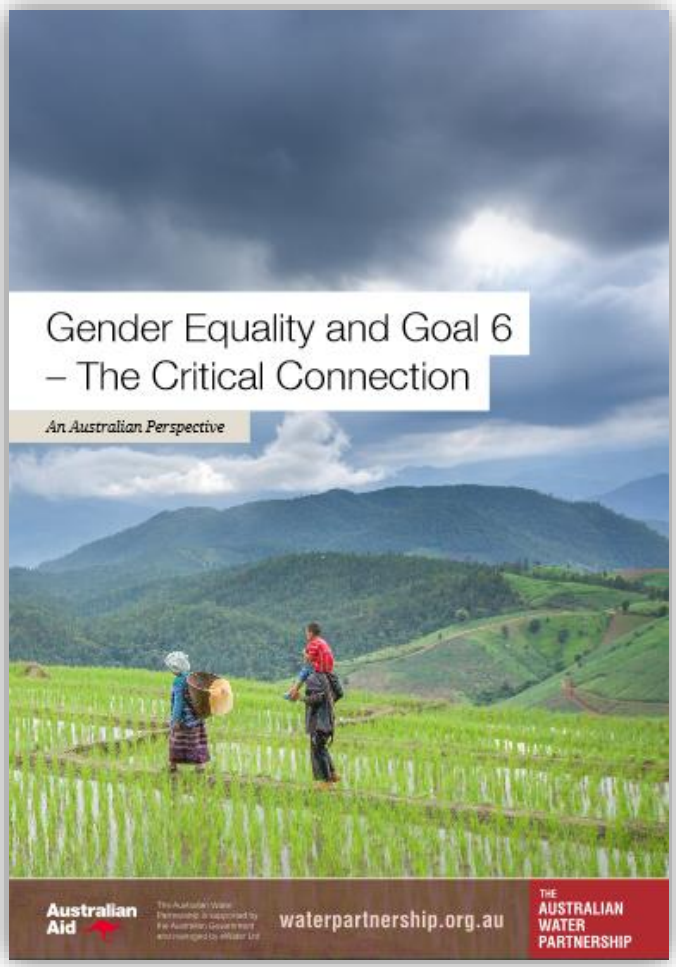
Learning Outcomes

At the end of this session you will:

- be able to explain why gender equality, disability and social inclusion (GEDSI) is relevant to water management projects internationally and the AWP;
- know key concepts related to GEDSI;
- have applied your knowledge and have generated suggested steps to take to improve GEDSI outcomes in a range of scenarios relevant to the types of projects that the AWP funds; and
- be aware of the resources and tools that can support your efforts to improve the GEDSI outcomes of your work.

Expectations of training: Pre-training survey results





Guest Speaker: Ipul Powaseu

- 20 years in the field of agricultural and socio-economic research in PNG and briefly on the Secretariat of the Pacific Communities in Fiji.
- Contributed to regional and global discussions on disability and gender issues.
- Instrumental in advocating for GoPNG ratifying the Convention on the Rights of Persons with Disabilities (2013).
- Inaugural President of the PNG Assembly of Disabled Persons in PNG (2009–2018).
- Co-Chair Pacific Disability Forum as (2012–2013) and a Board Member of Pacific Disability Forum.

10 minute tea break – please return at 10.55am

AWP commitments to GEDSI

- AWP context and GEDSI commitments
- GEDSI in AWP activities
- AWP GEDSI criteria in submissions

AWP commitments to GEDSI

- The AWP GEDSI Policy, endorsed in 2017, and revised in 2020 to include a stronger disability inclusion focus
- The policy commits to integrating GEDSI into operations, activities, communications - *and to supporting partners to improve GEDSI outcomes*
- AWP GEDSI Policy aligns with the Australian Government's development policy *Partnerships for Recovery: Australia's COVID-19 Development Response*

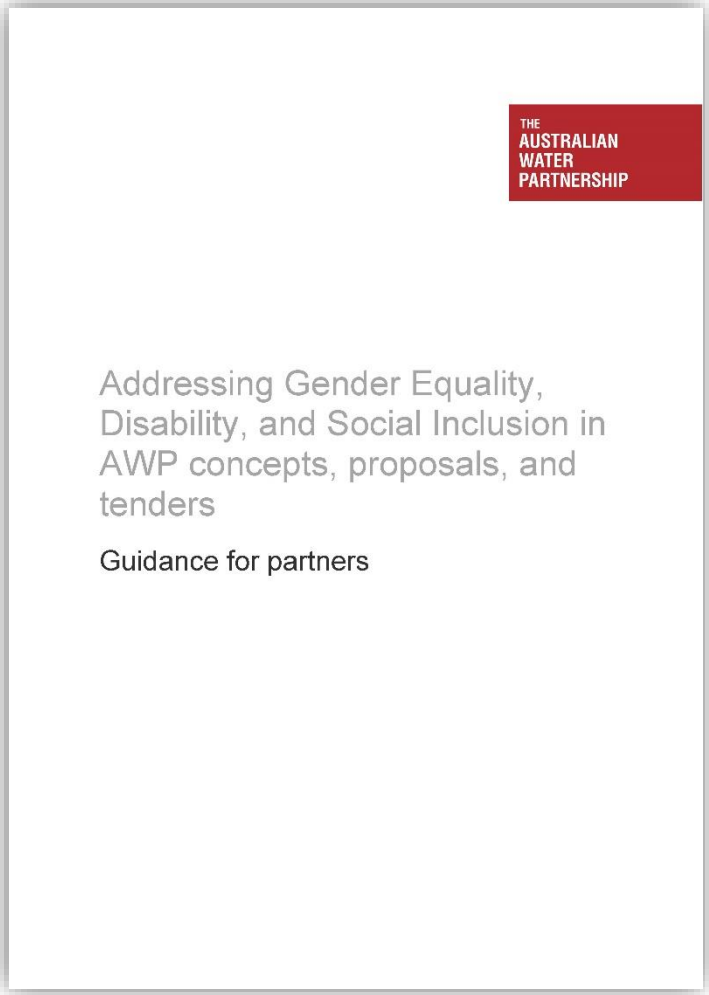
AWP commitments to GEDSI

Supporting partners through:

- Webinars, training, guidance documents

Ensuring GEDSI is integral to the activity approvals process by:

- GEDSI Expert Review Panel members reviewing submissions
- Partner Guidelines set out the criteria and some practical suggestions on how to meet these by AWP activity type



AWP activity types (GEDSI guidance)

1. **Events**: workshops, conferences, study tours, delegations
2. **Policy and strategy**: strategy and policy development and advice
3. **Twinning**: organisational sharing of knowledge and expertise
4. **Capacity**: capacity building and knowledge sharing
5. **Coordination**: facilitating AWP inputs at a country, program, activity or event scale
6. **Technical work**: investigation, assessment, monitoring, modelling, design, pilot

GEDSI Criteria

When assessing a submission the AWP and ERP considers the following:

1. Has a **GEDSI analysis and risk assessment** been undertaken?
2. To what extent has the **GEDSI analysis and risk assessment influenced the development of the submission**?
3. Does the submission outline an appropriate **monitoring and evaluation system?**
4. Have **sufficient resources been allocated** for addressing and achieving GEDSI outcomes?

Disability Inclusive Development: Jen Blyth

In the next set of slides, Jen will cover:

- DFAT's approach to disability inclusion and international development.
- Applying disability inclusion to the aid management cycle.
- Cross-cutting areas of disability inclusion in water resources management and WASH.

Disability Inclusive Development

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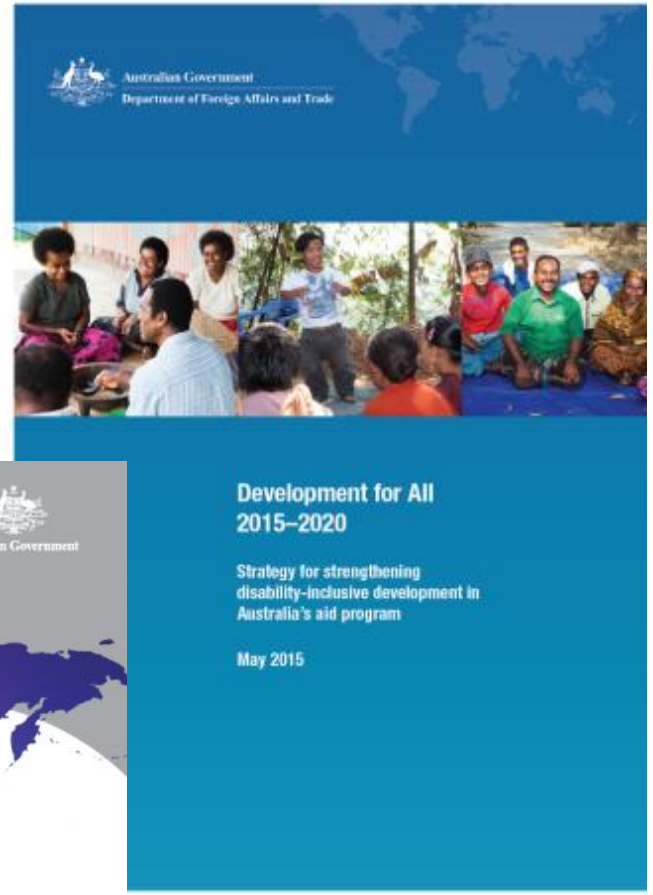
Inclusion Advisory Group is an initiative of CBM Global

Setting the scene

- 2017 Foreign Policy White Paper
- DFAT Development for All Strategy 2015-2020
- Partnerships for Recovery: Australia's COVID-19 Development Response
- 2020 Agenda /Sustainable Development Goals

Goal 6/Target 6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water **for all**

- UN Convention on the Rights of Persons with Disability – ratified by Australia in 2008



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What is disability inclusive development

Disability inclusive development is a **process** and an **outcome**.

- Is a process of making sure people with disabilities are able to participate and are included in decision-making.
- Is an outcome which is achieved when all community members, including people with disabilities, benefit equally from a project or service.

Examples:

- Water irrigation would include people in the planning processes
- Farm water resource management training would be accessible to include farmers with disabilities

Image Credit: CBM

Thinking about inclusion

- The concept of inclusion is a core part of the 2030 Agenda and the Sustainable Development Goals: **'Ensure no one is left behind'**
- Everyone has multiple characteristics – age, gender, wealth, ethnicity, disability, etc.
- Some individuals may be less able to participate in and benefit from community activities or access services based on their particular characteristics or circumstances

Image Credit: Room 3 / CBM Australia

What is inclusive development?

- When development activities include and benefit the whole community.
- Targeting and deliberately including people and groups who are most likely to be excluded.
- Making changes to how we implement projects and deliver services.

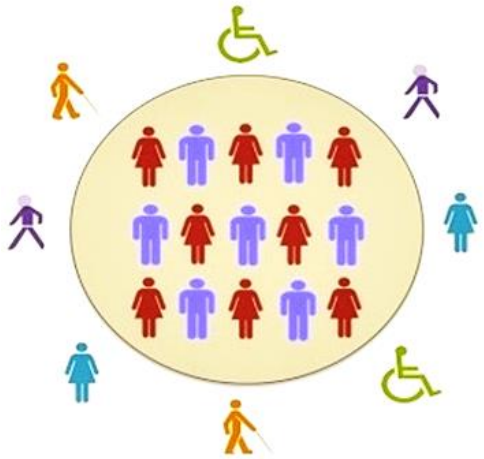
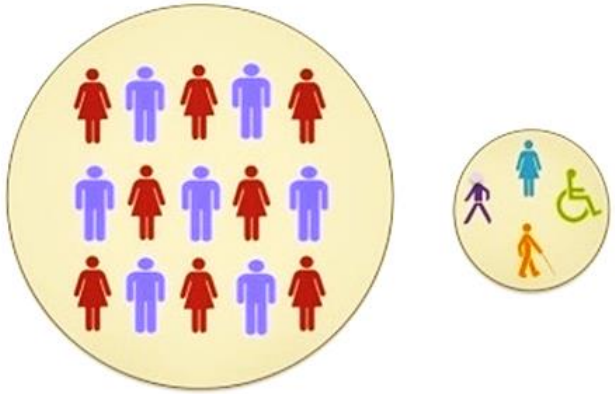
Exclusion	Segregation	Integration	Inclusion
			

Image source: Solidarité Lilloise Etudiante

Some people at risk of exclusion

- Women and girls
- People with little or no education
- People who are illiterate
- People who have HIV/AIDS
- People who are displaced
- Young parents or child-headed households
- People with disabilities
- People who live in very remote areas
- Ethnic minorities

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Convention on the Rights of Persons with Disabilities

"Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others."

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Convention on the rights of persons with disabilities (CRPD)

- Ratified by Australia in 2008
- Sets out human rights for all people with disabilities
- Requires all Australian development and humanitarian action to be disability inclusive
- Does not create new rights, but explains how UN Human Rights apply to people with disabilities.

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Disability inclusion: our starting assumptions

People with disabilities:

- are part of the community
- have the same human rights as other people, including a right to participate in community and political life
- are not just part of a 'vulnerable' group
- have their own unique strengths and opinions to contribute

Self help group members sharing project ideas
Photo: CDD Bangladesh

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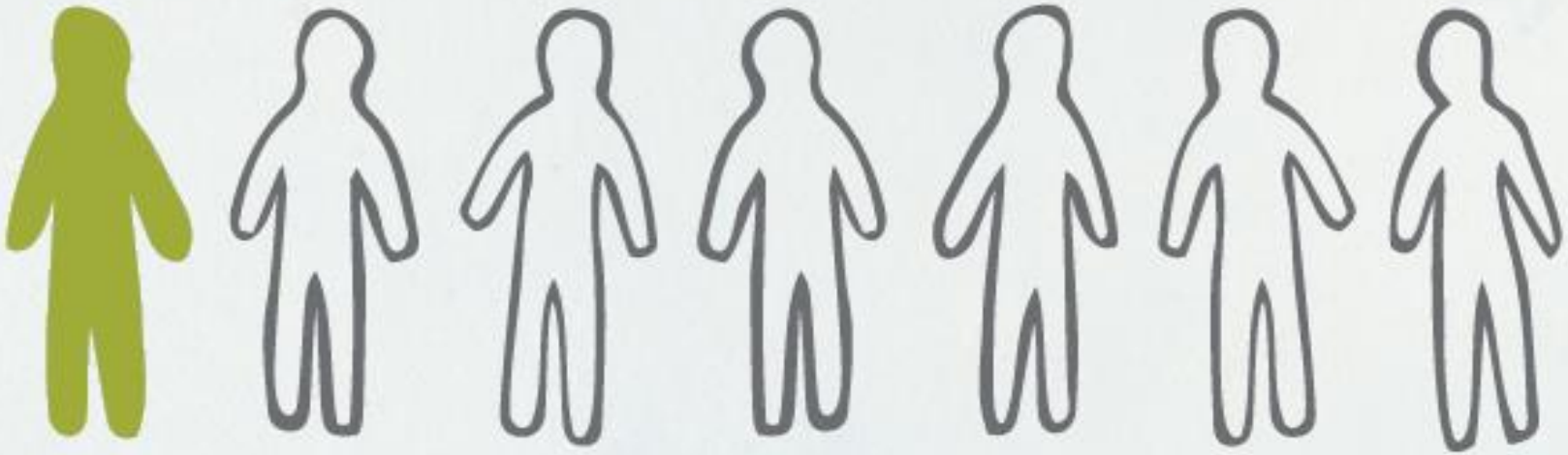
1 IN 7

PEOPLE IN THE WORLD
HAVE A DISABILITY



80%

OF PEOPLE
LIVING WITH A

DISABILITY

LIVE IN DEVELOPING COUNTRIES

THE FACTS

When family members are taken into account, 25% of people living in the poorest communities are impacted by disability

World Report on Disability, 2011

DISABILITY CONTRIBUTES TO POVERTY

A PERSON WITH A DISABILITY & THEIR FAMILY ARE

LESS LIKELY

TO HAVE ACCESS TO

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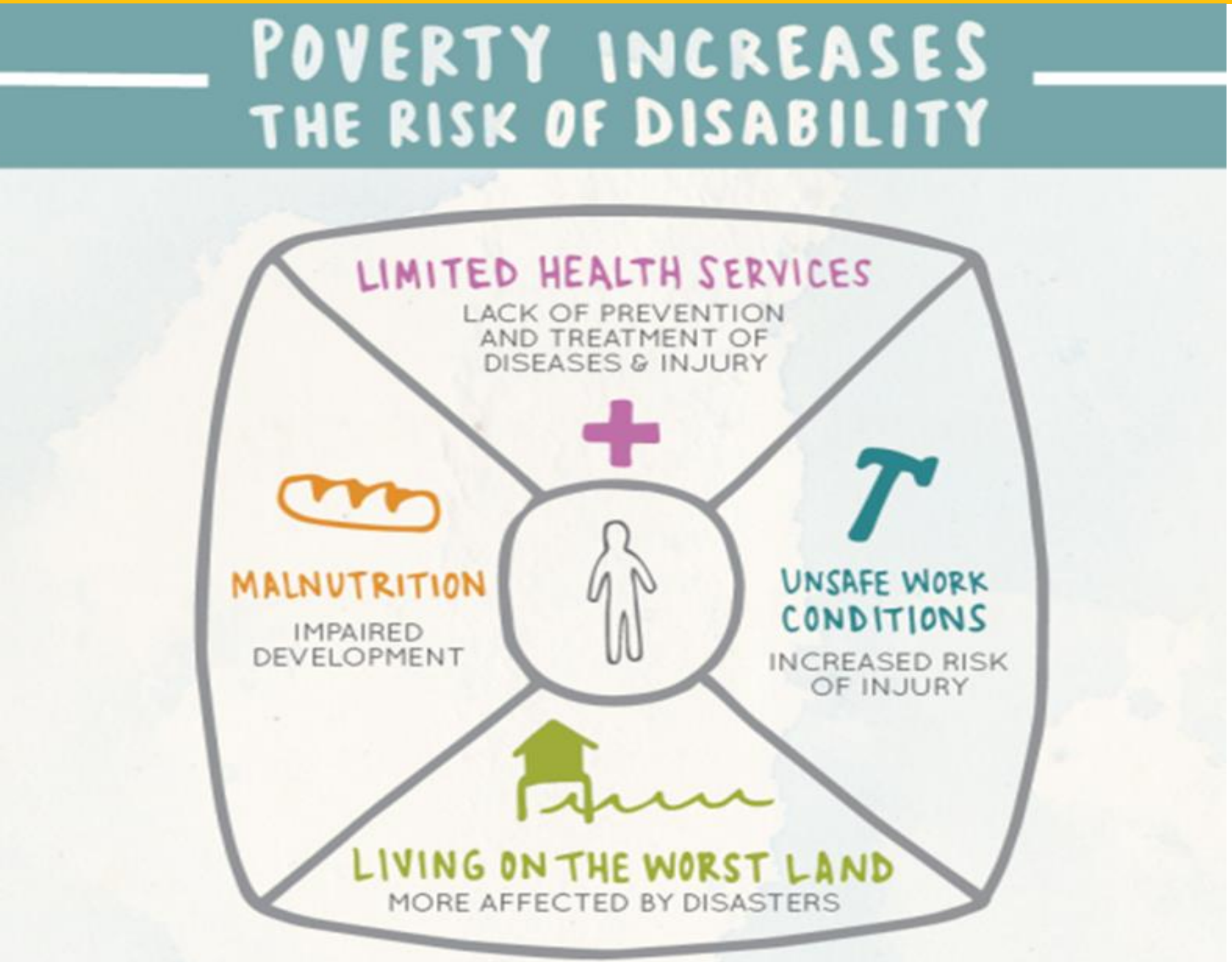

Poverty and Disability

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Photo: CBM

Impairment
+
barriers
=
disability

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Types of impairments as recognised by the CRPD

- **Physical:** performance of body functions e.g. walking, moving arms and legs, using hands, etc. *e.g. spinal cord injury, cerebral palsy, amputation*
- **Sensory:** seeing, hearing or communicating. *e.g. people who are Deaf, hard of hearing, blind or have low vision*
- **Psychosocial:** chronic severe mental disorders or psychosocial distress. *e.g. schizophrenia, depression, bipolar*
- **Intellectual:** language, reasoning, memory, personal care, etc. *e.g. Down syndrome, cognitive impairments/brain injuries*

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People with disability are also **diverse**	Women, men, boys, girls, mothers, fathers, workers, church choir members, from rural/urban areas and different economic backgrounds
Impairments are **diverse**	Physical Psychosocial Intellectual Sensory
Barriers are **diverse**	Policy/institutional Physical/ environmental Communication & information Attitudinal
Disadvantage is **diverse**	Experience of disadvantage and poverty is not the same for everyone.

Disability is diverse

Diversity of impairments combined with **diverse barriers** means that people with disability are **not equally disadvantaged**

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Gender and disability

- Women and men, girls and boys, are impacted differently by disability in different contexts
- In order to address gender inequalities and discrimination, **both men and women** must be involved.
- Women with disabilities in developing countries face ‘triple jeopardy’.

Women and girls with disability often face **‘multiple’ or ‘compound’ discrimination**

Physical barriers can be overcome through the use of universal design principles.

Active participation of people with disability alone can challenge and change **attitudes**.

Providing Braille, sign language interpreters and using simple language can overcome **communication** barriers.

Removing discriminatory **laws and policies**, and introducing protective laws and policies, can help protect people with disabilities.

Photo: CBM

Reducing barriers

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reduces disability

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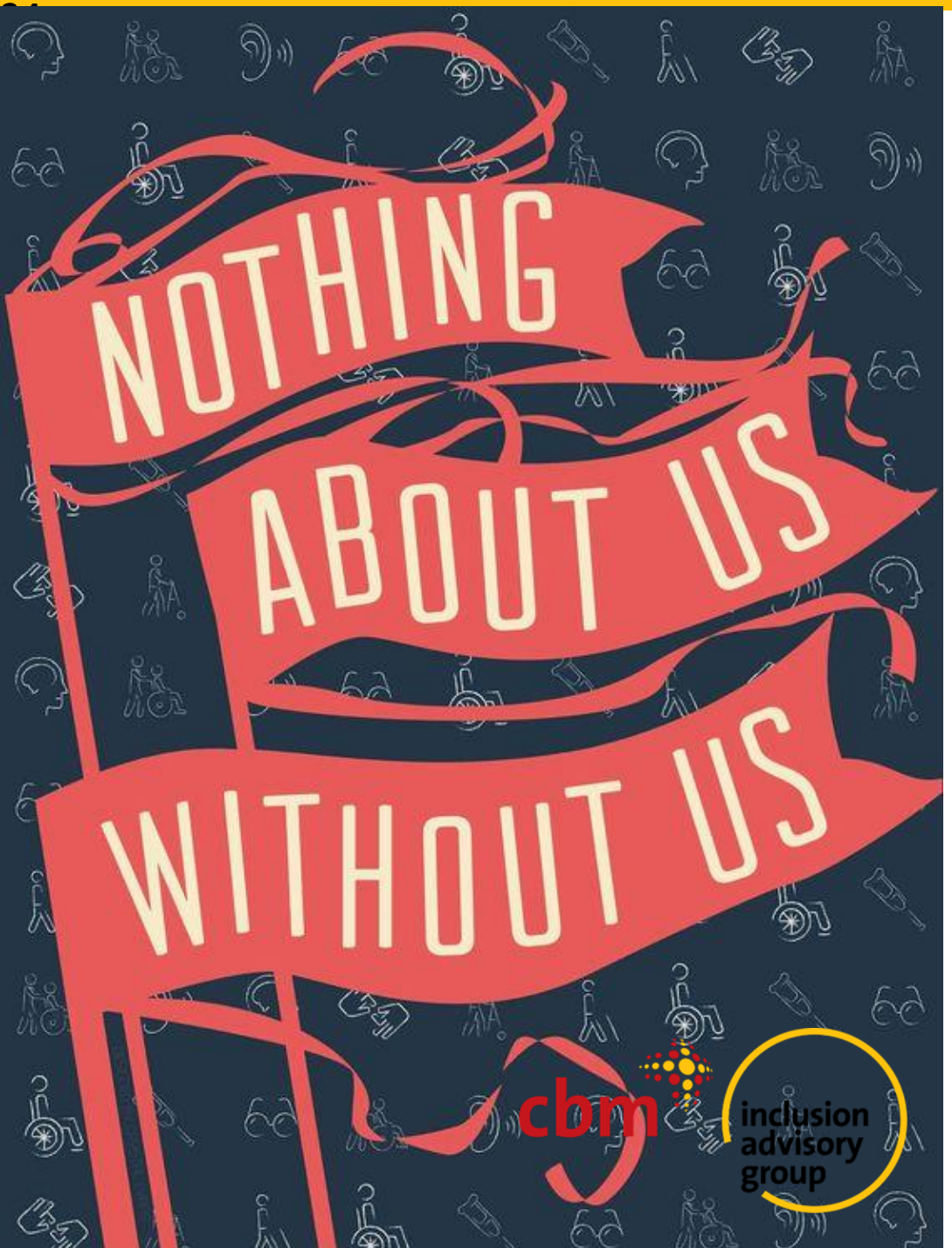

Work with DPOs

- A DPO is an organisation **of** and **for** people with disabilities.
  - Persons with disabilities are leaders of the organisation.
  - Represents interests and demands of its members
  - Can be local, provincial, national or international
  - Can represent <u>all</u> people with disabilities, or specific groups
  - DPO activities can include:
    - Advocacy/lobbying,
    - Information sharing,
    - And sometimes service provision for income generation.

Participation: Working with DPOs

- How can DPOs participate in development projects?

Some examples:

- Helping link project with local networks of people with disabilities
- Advising on accessibility, laws and policies, and disability services
- Participating in planning, training or awareness raising sessions
- Participating as research/M&E enumerators, team members or advisors
- Joining project steering committees / stakeholder groups
- Joint advocacy or policy engagement on relevant issues
- Contributing to project design and context analysis

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The Twin Track Approach

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The ‘twin-track’ approach

Disability-specific activities

Targeted interventions to increase the function, capacity and empowerment of people with disabilities

Mainstreaming activities

Making sure people with disability can access all activities, services, policies, materials, etc.

Equal opportunities for people with disabilities

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Examples of the twin track

Mainstream examples	Disability-specific activities
People with disability, alongside people without disability, are included in all development efforts	Any activity that focuses primarily on people with disability, including targeted development opportunities
People with disability contribute to and are recognised in national policy making and budgets	Capacity strengthening of DPOs and self-help groups
Community meetings are accessible and people with disability are part of local councils and church groups	Support access to assistive technology and support services locally, eg. Access to sign language or Braille
People with disability use mainstream services: health and rehabilitation, education, livelihoods, gender-based violence, banks/financial services, telecommunications	Community based services are available in local communities to support identification, rehabilitation and referral to services

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Making a project disability inclusive

1. Ensure active **participation** of people with disabilities

2. Identify and **reduce barriers** to ensure equal outcomes

3. Have the **resources and plans** in place to make it happen

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Making a project disability inclusive

1. Ensure active **participation** of people with disabilities

- Actively reach out to people with disabilities
- Work with Disabled People's Organisations (DPOs)
- Support people with disabilities' capacity in leadership and decision-making roles
- Adapt project activities and processes so that people with disabilities can participate
- Consider the diversity of disability, including those who are most marginalised

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Making a project disability inclusive

2. Identify and **reduce barriers** to ensure equal outcomes

- Understand what the barriers are for people with disabilities in your operating context (community, household, organisation, government)
- Take steps to reduce attitudinal, physical, communication and institutional barriers
- Include people with disabilities in mainstream activities
- Consider additional actions to meet specific needs

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Making a project disability inclusive

- Develop a disability inclusion plan
- Allocate budget to implement inclusion
- Raise awareness and build capacity among staff
- Allocate staff responsibility for disability inclusion
- Partner with DPOs & other disability organisations
- Monitor and evaluate disability inclusion, and collect disaggregated data

3. Have the **resources and plans** in place to make it happen

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Remember: Disability inclusive development is a **process** and an **outcome.**

- Is a process of making sure people with disabilities are able to participate and are included in decision-making.
- Is an outcome which is achieved when all community members, including people with disabilities, benefit equally from a project or service.

Image Credit: CBM

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Reflecting on what you've heard today....

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Thank you – see you next week for Part 2

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