



CHECKLIST FOR DISABILITY-INCLUSIVE PROGRAMMING FOR RESULTS

DECEMBER 2024

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What is disability-inclusive programming for results?

Nearly 1.3 billion people - or 16 of the world's population – experience some form of disability during their lifetime. In developing countries, this number rises to 20 per cent.¹ The Convention on the Rights of Persons with Disabilities (CRPD) states that 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”.² Despite all the progress made, prejudice and systemic discrimination against persons with disabilities continues, and they often face extreme violations of their rights.

Disability-inclusive programming for results is the systematic integration of disability-inclusive considerations into the planning, implementation, monitoring and evaluation of programmes and projects to ensure that they produce meaningful and measurable outcomes that benefit persons with disabilities. Results should be communicated inclusively and accessibly and programmes should be adapted using lessons learnt throughout the process. [This programming approach](#) recognizes the importance of promoting inclusivity, equal opportunities and the full and meaningful participation of persons with disabilities in all aspects of programming. It also ensures the United Nations Population Fund's (UNFPA) key approaches to disability inclusion are considered:³

- ▶ Twin-track approach
- ▶ Intersectionality
- ▶ Gender transformative
- ▶ Coordination and collaboration

1 WHO, Global report on health equity for persons with disabilities, 2022: <https://www.who.int/publications/i/item/9789240063600>

2 [United Nations Convention on the Rights of Persons with Disabilities and Optional Protocol](#) (2006)

3 More about these approaches in [We Matter. We Belong. We Decide. UNFPA Disability Inclusion Strategy](#) and [Technical Brief: Disability inclusion in UNFPA's Programmes: Making it a Reality!](#)

Disability-inclusive planning for results

Disability-inclusive planning for results is a comprehensive approach. It aims to ensure that policies, programmes and projects are designed and implemented in a way that considers the needs and rights of persons with disabilities, promotes their full participation in society, and measures, evaluates and communicates the results of these efforts.

KEY ENTRY POINTS TO PLANNING FOR DISABILITY INCLUSION IN PROGRAMMING:⁴



Review legal and policy frameworks.

Make assessments and consultations disability-inclusive.



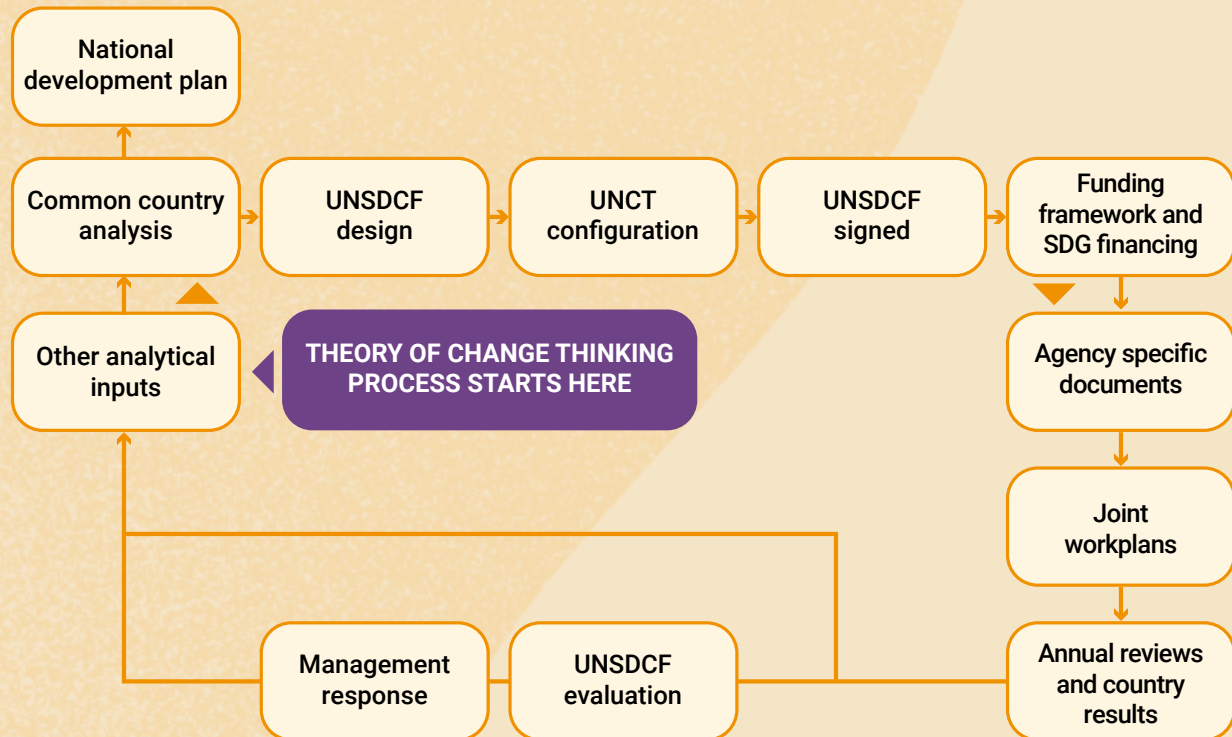
Think accessibility!



Establish partnerships with disability-inclusive civil society organizations or organizations of persons with disabilities (OPDs). Focus on underrepresented groups e.g. persons with psychosocial disabilities, women and girls with disabilities, indigenous persons with disabilities and migrants with disabilities.

Theory of change process

Disability-inclusive planning for results starts with a disability-inclusive theory of change thinking process.



Source: *The Roadmap for Developing a Results-oriented Country Programme Strategic plan 2022-2025*

- ✓ Check national development plan and sectoral plans for disability-related objectives and indicators.
- ✓ Ensure common country analysis considers disability.
- ✓ Include disability-related studies into other analytical inputs.

Steps for formulating a disability-inclusive theory of change

PHASE 1: UNPACKING

Include disability within situation and problem analysis for each transformative result. Then, convert the problem trees developed for each transformative result into an objective, or solution tree, by rephrasing each of the problems as positive desirable outcomes for women and young persons with disabilities.

PHASE 2: PRIORITIZING

Map solutions against two dimensions: (a) urgency and (b) efforts:

- ✓ Prioritize creative solutions for transformative results.
- ✓ Identify big-ticket items that are the most significant deliverables that support the realization of the transformative results.
- ✓ Identify accelerators to achieving the integrated pathways and big-ticket items.

HUMAN RIGHTS-BASED CRITERIA FOR SELECTING DISABILITY INCLUSION AS A PRIORITY INTERVENTION AREA INCLUDE:

- Major gaps between human rights standards and practice. For example, persistent, negative trends in the severity and scope of human rights violations against women and young persons with disabilities.
- Main issues of concern raised by treaty bodies or special procedures (e.g. an issue raised by the Special Rapporteur on the Rights of Persons with Disabilities), regional mechanisms and/or national human rights institutions.
- Negative social, economic and political trends leading to human rights violations of women and young persons with disabilities, such as social exclusion, violent conflict, humanitarian crisis, political unrest, poverty and extreme poverty.
- Disparities indicating unequal treatment and discrimination, and persistent exclusion from opportunities and participation, especially when it comes to disability and gender.
- National priorities aligned with human rights of persons with disabilities.
- Opportunities for advocacy, policy and programme cooperation by development partners in connecting disability movements and sexual and reproductive health and rights (SRHR) actors.
- Opportunities for multiple impacts on development challenges and advancement of SRHR of persons with disabilities.
- Opportunities to work with national OPDs.

PHASE 3: POSITIONING

In this phase, UNFPA develops a thorough understanding of what it will take to accelerate the achievement of disability-inclusive transformative results in a particular country.

UNFPA will position the priorities and pathways identified into the Cooperation Framework thinking process. More information on how to strengthen negotiation and advocacy skills to achieve disability-inclusive transformative results can be found by reviewing [day 1](#) and [day 2](#) of the Strengthening Results-Based Management for Quality Programme Design sessions along with their associated [resources](#).

PHASE 4: VALIDATING

At this stage, the Cooperation Framework results architecture may have evolved. UNFPA will validate the preliminary theory of change developed for the three transformative results against the Cooperation Framework's theory of change. So, it is important to:

- ✓ Identify the causal relationship between identified integrated outputs for the country programme and Cooperation Framework outputs and outcomes.
- ✓ Adjust identified integrated country programme outputs to better align with the Cooperation Framework theory of change.
- ✓ If the Cooperation Framework has joint outputs, UNFPA has flexibility to take the joint Cooperation Framework output/s as the country programme output/s.
- ✓ Ensure the validated results architecture includes outputs relevant for advancing the rights of persons with disabilities.
- ✓ Include OPDs in the validation process.

OTHER ISSUES AND TOOLS TO TAKE INTO CONSIDERATION IN PLANNING:

- Leave No One Behind ([LNOB Operational Plan](#) and [prioritization tool](#)).
- Results and resources framework (indicators, target setting) [We Decide⁵].
- Disability-inclusive planning for resources (human and financial): guidelines on [accessible communication](#) and [a guide to consulting with OPDs](#).

⁵ See the We Decide monitoring framework indicator bank for country offices

Implementing/accelerating disability-inclusive results

Key entry points for disability-inclusive implementation of projects and programmes:

- ✓ Make coordination and referral mechanisms disability inclusive.
- ✓ Set standards on access and inclusion for gender-based violence (GBV) and sexual and reproductive health (SRH) service providers (See GBV [assessment tool](#)).
- ✓ Advocate and raise awareness on how GBV and SRHR and disability are intertwined.
- ✓ Integrate disability into training and curricula (see [International Technical and Programmatic Guidance on Out-of-School Comprehensive Sexuality Education \(CSE\), Global Guidelines](#)).

OTHER ISSUES TO CONSIDER IN IMPLEMENTATION:

- Ensure accessibility and reasonable accommodation.
- Work with OPD partners for achieving results.
- Strengthen capacity of implementing partners on disability inclusion.
- Mobilize resources for disability-inclusive results.
- Pursue disability-inclusive joint programme implementation, e.g. The Global Disability Fund formerly known as the UN PRPD – Partnership on the Rights of Persons with Disabilities.

Monitoring disability-inclusive results

Key entry points for disability-inclusive monitoring for results:

- ✓ Collect and analyse [disability disaggregated data](#).
- ✓ Set indicators on disability-inclusive GBV/SRHR programming and service provision.
- ✓ Employ an action research model to foster ongoing sharing and learning.

OTHER ISSUES TO CONSIDER IN MONITORING:

- Use [Washington Group Short Set of Questions on Functioning](#) (WG-SS) for collecting data on disability. Encourage implementing partners to do so.
- Ensure staff understand the importance of adhering to protocols for collecting data for all people attending the service.
- Involve persons with disabilities or representatives of OPDs to participate in monitoring activities. Ensure the perspectives of persons with disabilities are included.
- Engage persons with disabilities and/or local OPDs for input to overcome any barriers to inclusion in monitoring activities. Seek their input for training in disability-inclusive data collection.
- Ensure monitoring methods are accessible.
- Monitor whether disability-specific budget lines are being spent in line with the plans.

Integrating disability inclusion into evaluations

Strengthening disability inclusion in evaluations, for both mainstreamed and targeted interventions, will help UNFPA to promote institutional accountability and learning. This will contribute to the implementation of the CRPD and the achievement of the Sustainable Development Goals (SDGs), including the core commitment to leave no one behind.

[Disability-inclusive evaluations](#) should ensure:

- ✓ The Terms of Reference (ToR) for evaluations pay adequate attention to disability inclusion⁶.
- ✓ Evaluation teams have knowledge and/or experience of disability inclusion, where relevant.
- ✓ Evaluation questions cover different aspects of disability inclusion.
- ✓ Stakeholder mapping and data collection methods involve persons with disabilities and OPDs.
- ✓ Evaluation findings and analysis provide data and evidence on disability inclusion.
- ✓ The conclusions and/or recommendations reflect their findings on disability inclusion.

⁶ [The UNFPA Guidance on Disability Inclusive Evaluation](#) includes a ToR template and a quick and easy reference for mainstreaming disability inclusion in evaluations.

Communicating disability-inclusive results

- ✓ Use accessibility tools to ensure results are reported in an accessible and inclusive manner.
- ✓ Disseminate results through accessible supplementary content, such as graphics, summaries, audio versions, easy read and plain language publications.
- ✓ Position results to explain how they contribute to the implementation of CRPD and SDG's LNOB principle.
- ✓ Use results for advocacy and for mobilizing resources for disability-specific programmes.
- ✓ Use [disability inclusive communication guidelines](#) to guide you with non-stigmatizing language and disability-inclusive communication styles.

Learning and adapting using disability-inclusive results

- ✓ Use disruptive moments, discomfort or unexpected results for learning and adaptive programming.
- ✓ Take opportunities to pause and reflect as teams and individuals.
- ✓ Establish accessible learning mechanisms for adaptation and make necessary adjustments. Model inclusive practices through these mechanisms.
- ✓ Share the successes and good, promising and best practices in disability inclusion within UNFPA and with stakeholders. This can help create a culture of inclusion and encourage broader adoption of inclusive practices.
- ✓ Recognize and celebrate achievements in disability inclusion and related results.
- ✓ Regularly conduct accessibility audits of your programme facilities, websites and materials. Address any identified barriers and make improvements to enhance accessibility.

