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Sida Decentralised Evaluation

Ulrika Ribohn

Human rights for persons with disabilities; an evaluation of the work plan

Final Report

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**Final Report
September 2013**

Ulrika Ribohn

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The views and interpretations expressed in this report are the authors' and do not necessarily reflect those of the Swedish International Development Cooperation Agency, Sida.

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Foreword

The following report is a evaluation of Sida's workplan for: "Human rights for persons with disabilities". The evaluation has been conducted independently by Sipu International in Sweden at the request of Sida. Helena Sancho was the contact person at Sida. The evaluation has been conducted by Ulrika Ribohn, Francesca Jessup and Christian Carlbaum.

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Abbreviations and Acronyms

AGS	Africa Groups Sweden
APF on NHRI	Asian Pacific Forum on National Human Rights Institutions
APWLD	Asian Pacific Forum on Women Law and Development
ARASA	AIDS and Rights Alliance for Southern Africa
AWID	Association for Women's Rights in Development
CBS	Central Bureau of Statistics (Sweden)
CSO	Civil Society Organisation
CRPD	Convention on the Rights of Persons with Disabilities
DHAT	Disability HIV and AIDS Trust
DPO	Organisation for Persons with Disabilities
DRPI	Disability Rights Promotion International
GBV	Gender Based Violence
GPDD	Global partnership for Disability
HR	Human rights
HRBA	Human Rights Based Approach
HRW	Human Rights Watch
IDA	International Disability Alliance
IHS	Intervention Handling System
INTEM	International Organisation and Policy Support
ITP	International Training Programs
LGBT	Lesbian, Gay, Bisexual and Transgender
MFA	Ministry for Foreign Affairs (Sweden)
PGD	Sweden's policy for global development
PwD	Persons with disabilities
OECD DAC	OECD Development Assistance Committee
OHCHR	Office of the UN High Commissioner of Human Rights
SAT	Southern African AIDS Trust
SIDA	Swedish International Development Agency
UNPRPD MDTF	UN Partnership to Promote Human Rights for Persons with Disabilities Multi Donor Trust Fund



Executive Summary

In 2009 Sida adopted a work plan for human rights for persons with disabilities as a result of a letter of appropriation for 2009. The task according to the letter of appropriation was for Sida to present “a plan that sets out how the organization intends to guarantee that the observance of human rights for persons with disabilities is incorporated into Sida’s internal work and bilateral development cooperation.” This resulted in a work plan that has two intermediate objectives and 24 activities. The first objective is: “to specify how Sida will include human rights for women, men, girls and boys with disabilities in its development cooperation.” The second objective was: “to increase knowledge and understanding of Sida’s personnel and strategic implementers within development cooperation of: –the possibilities and challenges facing children, youth, women, and men with disabilities, and –the implications these possibilities and challenges have for Sida’s work on strengthening the ability of poor people to improve their living conditions.”

One of the activities of the plan was to carry out this evaluation in order to a) assess the implementation of the work plan and the extent to which its objectives and milestones have been reached and b) make suggestions as to how the work on rights for persons with disabilities could be taken forward regarding existing resources and priorities.

The overall conclusion is that it is difficult attribute the work- and decision processes regarding human rights of persons with disabilities to the work plan. The evaluation shows that there is a limited awareness of the existence of the plan and its objectives. Many attribute the work done to a few committed employees and local initiatives. The operational responsibility for implementing the plan was never transferred to the relevant departments; it stayed instead within the working group. A lot needs to be done to fully mainstream persons with disabilities into Sida’s work and reach the work plan’s objectives. As the evaluation shows, there are a number of documents, dialogue guides, Human Rights Base Approach (HRBA) briefs, policies and strategies that emphasize the importance of mainstreaming disability. Therefore, no new work plan is needed in order to complete what has been started; instead the personnel need help to understand why, how and when to use the material.

Positive results

The evaluation shows that a majority of the indicators have been achieved fully or partially. Out of 24 activities, 12 were fulfilled and an additional 5 were partially fulfilled. Only 5 activities were not fulfilled, while 2 were not measurable. In particular, the activities connected to Sida’s work- and decision processes were fulfilled. We can see that, in a number of activities, the indicators were exceeded; for example regarding HIV/AIDS, global organizations receiving support, and regarding deeper analysis as Sida developed HRBA briefs regarding persons with disabilities for 13 different countries, as well as one general brief.

In 2013, persons with disabilities were mentioned in 16 strategies (in 2009 it was 12) and 2 new policy documents. During this period Sida has developed dialogue guides to facilitate the process and the rights of persons with disabilities were included in dialogues with governments in 12 countries (7 in 2009). Persons with disabilities were reached by initiatives in 47 countries (44 in 2009).

Weaknesses observed

Since launching the work plan, Sida has undergone a period of savings, restructuring and downsizing. This has resulted in a lack of training, fewer personnel, a higher workload, competence loss and indistinct operational responsibilities. Taking all this into consideration, the number of activities fulfilled should be seen as a positive result. Unfortunately, activities and objectives related to capacity building –regarding why and how to include persons with disabilities– are among those not fulfilled. During this period, Sida neither organized competence development for its own staff nor International Training Programs (ITP) for framework organizations, strategic bodies and consultants. Instead of arranging an international conference in Stockholm, some of Sida's staff and framework organisations attended one in Norway. By doing so, Sida missed an opportunity to both create debate and increase capacity and competence among their staff in general with regard to persons with disabilities. By attending the conference in Norway instead of holding one in Sweden, the opportunity to inform the media and promote debate was also missed.

In addition, no pilot countries were identified that promoted human rights for persons with disabilities bilaterally and multilaterally.

Challenges

The lack of competence among Sida's personnel presents a major challenge as it probably undermines the results of the work- and decision processes. If Sida's employees had had a better understanding and knowledge of how to include persons with disabilities, and why this is important both in the view of Sida's poor people's perspective as well as its rights perspective, the disability issue might not have been overwhelmed by other priorities. Changing norms and values within Sida and in its partner countries is a slow process. As it is now, obstacles such as lack of capacity, lack of "demand" for addressing disability, information overload, an excess of high priority issues and unclear operational responsibilities provide sufficient reason to prioritize other tasks.

Recommendations

In order to overcome these obstacles, it is recommended that Sida do the following:

- Sida should build on the foundation that has been laid and continue to use and propagate a social definition of disability instead of a medical one, thereby enabling mainstreaming it in most programmes.
- Sida should prepare and implement training for their own personnel regarding when, why and how to mainstream disability.
- Sida should distribute, remind or make their staff aware of, and create a demand for existing material and advice such as: the baseline study, the work plan, dialogue papers, HRBA briefs, and goals and objectives regarding persons with disabilities in strategies and policies.
- Sida should develop ways to ease the inclusion of persons with disabilities so that it should not be perceived as yet another layer on top of all the other tasks.
- Sida should monitor the rights of persons with disabilities in order to evaluate whether the inclusion of the disability perspective in policies, strategies, analyses has positive consequences for development cooperation.
- Sida should have a focal point for human rights for persons with disabilities, a clear job description and sufficient time allocated to be able to fulfil the tasks associated with the role.

1 Introduction

1.1 PURPOSE OF THE WORK PLAN

The plan was developed in 2009 by a group of Sida's employees¹ and is a result of the letter of appropriation for 2009, where Sida was given the task of:

“presenting a plan that sets out how the organization intends to guarantee that the observance of human rights for persons with disabilities is incorporated into Sida's internal work and bilateral development cooperation” (2008 p. 6)².

The purpose of the work plan was to present in concrete, operational terms how the work with disability issues should be promoted and integrated into Sweden's international development cooperation. The work plan consists of 24 activities, arranged within two intermediate objectives. The aim of the plan was:

1. To specify how Sida will include human rights for women, men, girls and boys with disabilities in its development cooperation.
2. To increase knowledge and understanding of Sida's personnel and strategic implementers within development cooperation of:
 - the possibilities and challenges facing children, youth, women and men with disabilities, and
 - the implications these possibilities and challenges have for Sida's work on strengthening the ability of poor people to improve their living conditions³.

The 24 activities in the work plan are divided into two main areas. The first 17 activities include decision- and work processes as well as policy documents regulating the internal work at Sida. The second area focuses on the capacity and competence development of personnel and strategic implementers of development cooperation and

1 Anette Dahlström, Charlotta Bredberg, Linda Larsson, Lina Lindblom, Christine Lundberg, Johan Norqvist and Camilla Ottosson.

2 Utrikesdepartementet (2008) Regleringsbrev för budgetåret 2009 avseende Styrelsen för internationellt utvecklingssamarbete (p. 6).

3 Sida (2009) Human Rights for Persons with Disabilities Sida's plan for work.

includes 7 activities. The second area also focuses on accessibility, particularly on the issue of access to information.

In 2009 an internal group was appointed by Sida to prepare the plan with support from an external reference group⁴. After the plan was launched, an internal working group was appointed consisting of representatives from various parts of the organization to provide support and advice for implementing the plan. The external reference group has not been active in regard to the plan as a group since it was launched, nor has the internal working group maintained dialogue with the external reference group during the implementation of the plan.⁵

The plan is, as mentioned above, a result of the letter of appropriation in 2009. At the same time, Sida developed plans regarding Lesbian Gay Bi-and Trans- persons (LGBT) and Gender Based Violence (GBV). Both the GBV and the Persons with Disabilities (PwD) plan were adopted by the Sida Director-General. Many at Sida perceive the status of these plans to be unclear in relation to other documents such as strategies and policies.

1.2 THE AIM AND SCOPE OF THE EVALUATION ASSIGNMENT

The purpose of the evaluation is to assess the implementation of the work plan and the extent to which its objectives and milestones have been reached. The aim is also, based on an analysis of the results, to make suggestions as to how the work on rights for persons with disabilities can be taken forward within existing resources and priorities.

In the evaluation, special attention should be paid to the following:

- To what extent goals and sub-goals have been achieved (see chapter 4).
- What the short and long-term results have been and how sustainable they are (see chapter 5.1).
- Where objectives have been achieved, the lessons that can be drawn from this (see chapter 5.2).
- Where goals and sub-goals have not been achieved, the lessons that can be drawn from this (see chapter 5.3).

⁴ The organizations constituting the reference group were MyRight, the Swedish Equality Ombudsman, the Delegation of Human Rights in Sweden and Handisam, which is the Swedish agency for disability policy coordination.

⁵ This will be taken up again further along in the discussion as it is a relevant issue.

- Suggestions as to how Sida can continue its work with human rights for persons with disabilities within existing resources and priorities. (See chapter 6).

2 Background and contexts

2.1 DOWNSIZING, REORGANIZATION AND SAVINGS

Since launching the plan, Sida has undergone a period of savings, restructuring and downsizing. In many ways Sida is no longer the same organization today as it was in 2009. This transformation has had implications for the implementation and results of the plan.

- In general, Sida has 16 per cent fewer personnel to implement the same amount of work since the workforce has diminished from 765 to 643 persons.
- During the downsizing, competence regarding persons with disabilities disappeared, as personnel left the organization. Of the seven persons writing the plan two now work at embassies, one is working at the department of Intem (International Organisation and Policy Support), but not especially with disability issues, two work with global programmes, and two no longer work for Sida.
- The departments/teams designated as having operational responsibility for activities in the plan no longer exist. The department of empowerment within the policy pillar was the department responsible for the implementation of the work plan. It was deeply affected by the downsizing, with only a few persons continuing to Intem, the department now responsible for human rights and the work plan.
- The persons responsible for the plan have shifted at least three or four times, and the positions have been vacant for periods of time, leaving only interim solutions.

2.2 POVERTY REDUCTION AND HUMAN RIGHTS BASED APPROACH

The overall objective of Sweden's policy for global development is to contribute to equitable and sustainable development. Two basic perspectives guide and inform Swedish policy – the perspective of the poor on development, and a rights perspective. Both these perspectives are central to human rights for persons with disabilities.

Research has shown that persons with disabilities are in many cases overrepresented amongst the poorest of the poor (World Report on Disability 2011)⁶. Sida's perspective of the poor on development:

“means that efforts to reduce poverty and seek equitable and sustainable global development must be based on the needs, circumstances and priorities of poor women, men and children, as they themselves experience them”. (Guidelines for Cooperation Strategies, 2010 p.10)⁷.

Sida's other perspective is just as essential to the plan and future work for persons with disabilities. The international disability movement has its own slogan “Nothing about us, without us”, demonstrating the importance of a human rights perspective, especially regarding participation.

The rights perspective emphasises the freedom and human rights of individuals. Action is based on a globally agreed, common set of fundamental values and principles as expressed in the UN Universal Declaration of Human Rights, and also on the human rights conventions and on regional instruments and systems. The rights perspective embraces four fundamental principles: non-discrimination, participation, openness and transparency, and responsibility and accountability. (Guidelines for co-operation strategies, 2010 p.10).⁸

These two perspectives represent the basis of all of Sida's work, and constitute the basis for any policy or strategy. In addition, article 32 in UN Convention on the Rights of Persons with Disabilities (CRPD) regarding international cooperation ratified by Sweden in 2008 is relevant to the plan:

- (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, in-

6 World Bank. 2011. Main report. Vol. 1 of World Report on Disability. Washington D.C.

7 Government offices of Sweden: Guidelines for cooperation strategies.

8 Ibid.

cluding by facilitating access to and sharing of accessible and assistive technologies, and through the transfer of technologies.⁹

Due to this article it is a legal obligation for Sweden to include disability as a key human rights issue in international cooperation development as Sweden has ratified the Convention.

2.3 THE CONCEPT OF PERSONS WITH DISABILITIES

There are three aspects regarding notions and concepts of disabilities that are important to keep in mind when mainstreaming disability issues. Firstly, according to the CRPD, disability includes 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. However, not all impairments cause disabilities. Impairment is linked to a person, while impediment is linked to the surrounding environment. Hence it is in the meeting between impairment and impediment that disabilities occurs. The Convention includes a social model of disability that identifies systemic barriers, negative attitudes and exclusion by society (purposely or inadvertently). The Nordic countries were a driving force in the process that led up to the paradigm shift from a medical to a social definition of disability.

Secondly, the concept of persons with disabilities is used as a decontextualised notion without any cultural connotations. In reality, this is obviously not the case, as every person with disabilities exists in a local cultural and political context where he/she is considered to fall within or outside of the category. These categorizations have legal, cultural, historical, political and financial causes and consequences for the individual and for society at large. In some societies, parallel notions of disabilities exist – a narrow medical legal definition on the one hand and a broader social definition on the other hand (Hansen and Sait 2011)¹⁰. What is considered as a disability in Sweden for example is not necessarily perceived or acknowledge as such in another country – and vice versa.

Finally, there is a continuum between persons with disabilities and persons without disabilities. As mentioned above, the categories are consequences of local processes, and connotations vary. Therefore, some people might perceive themselves as falling

⁹ Article 32 in UN Convention on the Rights of Persons with Disabilities (CRPD).

¹⁰ Camilla Hansen and Washeila Sait. 2011. "We too are disabled" disability grants and poverty politics in rural South Africa, in *Disability and poverty: a global challenge* (ed) Arne Eide and Benedicte Ingstad. Policy Press.

within the category, while other persons or legal systems categorise them as persons without disabilities. In other cases, it is the converse.

3 Methodology

Information has been collected through a search within Sida's document systems. As Sida changed databases, several different ones were used; Inside, LIS and DOX that are all part of Sida's internal system, and Open Aid and Sida's CSO-database that are public systems. The search primarily focused on finding documentation to verify whether the objectives had been achieved. The search was complemented by interviews and e-mails with questions to around 40 persons at Sida and strategic partners.

In addition, about 50 questionnaires were sent out to 40 different embassies and 4 regional programmes. The response rate was low, about 55 per cent even though two reminders were sent out. Although this low response rate may have established the minimum level of the achievements of the goals/ planned results regarding the activities, it has not been possible to give a complete picture of Sida's work.

The information from the CSO-database is up to date, being a new version since mid May 2013. The organizations themselves enter the information in the system and decide how they want to categorise their initiatives.

As the last search in databases was made in January 2010 for the baseline study, this evaluation has assessed information since 2010 until July 2013 to avoid including the same initiatives twice.

3.1 LIMITATIONS

Since 2010, Sida has removed its statistical coding for disability as it was considered unreliable. Instead, Sida uses two DAC codes, one being human rights and the other social /welfare services, both of which include persons with disabilities. In addition to these two DAC codes, Sida also applies a policy marker for democracy and human rights (which is one of three thematic priorities decided by the government) in which persons with disabilities are included. Consequently, the codes include many more initiatives than those targeting persons with disabilities. At the same time, the codes exclude any initiative mainstreaming or including disability issues in other sectors such as agriculture, education or infrastructure. Therefore, in order to limit the search area, only initiatives with "disability" in the name or description will appear in the evaluation. Consequently, the evaluation does not include any attempt to map the totality of the number of projects or how much money Sida has invested in issues related to persons with disabilities.

As disability has been increasingly mainstreamed in Sida's work as well as in the work of frame organizations, it has become less visible in initiatives. The mainstrea-

ming has not been followed up by the establishment of indicators or monitoring mechanisms to see what is actually being achieved for persons with disabilities.

Furthermore, the baseline study included information from Sida's competence database. This is based on employees' own estimation of their knowledge within different areas. However, the competence database is also considered unreliable as the information entered was most likely affected by the fear of dismissal during the downsizing, and will be quality assured during 2013. The new version will probably not be as detailed and will leave out information regarding knowledge concerning persons with disabilities.

Assessing existing Sida policies also proved to be quite difficult as many of them lacked a clear status or timeframe of validity. At the time of the baseline study, the Ministry for Foreign Affairs was, and still is in the process of reviewing the large number of policies, position papers, reference papers, action plans and strategies in order to reduce and streamline the number of steering documents. The new development platform is expected to be presented by the Government in parliament during the fall of 2013. In the baseline study, about 44 cooperation strategies were assessed while this evaluation includes 47 (see appendix 1).

Because of these limitations, this is not an exhaustive presentation of all of Sida's work related to persons with disabilities. Nor is it possible to deduce all activities and work related to persons with disabilities to the plan.

4 Evaluation of the work plan

4.1 BROAD OVERVIEW OF THE PLAN'S IMPLEMENTATION PHASES.

Based on interviews it is possible to divide the implementation of the plan into three phases.

In the first phase from the initiative of the work plan in 2009 until the downsizing in 2010, the plan had resources and was prioritised. The focus had wind in its sails both nationally and internationally. It is possible to see that a majority of the cooperation strategies and policies written around that time include the perspective of human rights for persons with disabilities. In the Strategic Direction and Budget (p.21)¹¹ it is

11 Sida "Strategic Direction and Budget 2009-2011 (revision for 2010-2011)".

pointed out that non-discrimination (with focus on rights of persons with disabilities and rights of LGBT) have high profile.

In the second phase from 2010, Sida began a period of savings and downsizing. Sida continued in particular with its global support regarding human rights for persons with disabilities. For a short period of time, a few international conferences on the issue took place without Swedish participants due to reduced travel budgets. In the main, the global programmes and cooperation continued without any significant changes, with international visits and the Swedish presidency at the Fourth Session of the Conference of States Parties in New York, the international conference in Oslo and so forth. Many dialogues and meetings occurred with representatives from global organisations and the reference group and so no special meetings were considered necessary.

In phase three from about 2012, Sida and its personnel started to settle into the new organisation. As the Ministry for Foreign Affairs emphasised new focuses, the focus on persons with disabilities was not excluded but was drowned by attempts to also include and mainstream anti-corruption, transparency, gender, environment etcetera. As staff numbers had diminished but not the number of tasks, many had time only to prioritise what was demanded of them at that very moment. At the same time, new streamlined standards for cooperation strategies rendered issues regarding human rights for persons with disabilities less visible in new strategies. A few enthusiasts tried to maintain the working group and meetings were held. However, as personnel constantly shifted, the main focus of the meetings was to keep those present updated instead of planning forward.

Due to the changes in personnel, it has been difficult to review the working group's actions to implement the activities in the work plan. It was suggested in the baseline that the policy officer appointed in the Human Rights Team should be somebody with broad knowledge on disability issues, sufficient time allocation, and a long term contract for continuity. In addition, selected members of the Empowerment Network should be appointed in each of the three organizational pillars and in each of the five country categories with time allocations and responsibility for concrete results within their respective organizational units. Trainings should be compulsory and integrated in ordinary team meetings to reach staff that are not yet aware of or interested in disability issues. However, as Sida reorganized since then, the plans were not revised and no new directions for how to implement the plan seems to have been developed. Therefore little information exists regarding how the working group actually implemented the activities, and this has made it more difficult to find out which initiatives are attributable to the implementation of the plan, and which occurred for other reasons.

Two interpretations are possible, the first is that the plan was central for the first phase and second phase, and had it not been for the savings and downsizing, Sida would have been able to implement all activities. The second interpretation is that since the focus had momentum in the first phase, the activities would have been implemented regardless of the plan. In that case, the plan had little influence upon the

actual results. A majority of those interviewed express that they lacked knowledge of the existence of the plan. There have been frequent changes of personnel within the working group since the reorganisation, and little institutional memory or written documentation exist regarding continuity, mode of operation, monitoring and reporting for the working group.

4.2 HAVE THE GOALS BEEN ATTAINED?

In this part of the evaluation a presentation of the 24 activities and an assessment and reflections on the fulfilments of goals and sub-goals will be presented.

4.2.1 Activities connected to sub-goal one

1) A survey/baseline study of Sida's initiatives, capacity and expertise in the area and how HR for PwD can be included in Sida's various decision and work forums.	Indicator: Survey completed.	Completed: "Baseline study of Sida-funded interventions on disability and Sida's capacity to work effectively with disability issues".
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The baseline was completed as planned in 2009 but much indicates that the recommendations have not been followed up. The necessary factors for a successful implementation of the plan are presented in the recommendations of the baseline. These factors are:

- Sida needs to strengthen its structural set up and capacity to facilitate and drive the process.
- Ideally the coordinating policy officers should be full-time staff with broad experience of the disability sector, and should be given a two-year contract to maintain continuity.
- Specific individuals should be appointed to promote disability issues in each department and sector of Sida.
- These individuals need time allocations and formal responsibility for concrete results regarding method development, evaluations, tools development and implementation of initiatives etcetera.
- The internal working group and external reference group should be active in promoting and monitoring the implementation of the action plan.

- Persons with experience of the subject should be invited to support the process as resource persons¹².

There is no indication that any of these recommendations were adhered to.

2) Inclusion of issues concerning HR for PwD in at least 3 documents for cooperation strategies during the period.	Indicator: HR for PwD have been included in 3 strategies.	Completed: 5 cooperation strategies since 2010. ¹³
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According to the baseline study, persons with disabilities were mentioned in 12 country strategies out of 44, often as an illustration of marginalized, vulnerable and poor groups in the analytical part of the strategy. Of 47 strategies encountered in this evaluation, the concept “persons with disabilities” is included in 15 country strategies and one regional strategy.^{14 15}

The distribution of strategies is as follows:

Year:	Number of strategies published	Number of strategies mentioning PwD
Until 2008	13	4
2009	20	6
2010	6	3
2011	2	1
2012	2	1
2013 ¹⁶	3	1

Of the cooperation strategies made after 2009, Afghanistan (2012), Rwanda (2010), South East Asia (2010), Tanzania (2013) Turkey (2010) and Zimbabwe (2011) mention persons with disabilities. In the strategy for Afghanistan, persons with disabilities are mentioned as part of the objectives for human rights and democracy as well as education. In the strategy for Rwanda, persons with disabilities are mentioned in the analysis as well as in objectives and areas of cooperation. In the strategy for Tanzania, persons with disabilities are mentioned in objectives for education. The coopera-

12 Sida 2009 Base line study of Sida funded interventions on disability and Sida’s capacity to work effectively with disability issues: Final report

13 Afghanistan (2012), Rwanda (2010). Tanzania (2013), Turkey (2010), Zimbabwe (2011).

14 Afghanistan, Bangladesh, Bolivia, Burkina Faso, Burundi, China, Kenya, Mali, Nicaragua, Rwanda, Sierra Leone, Tanzania, Turkey, Uganda, Zimbabwe and one regional for Southeast Asia.

15 The following cooperation strategies mentioned persons with disabilities in my review, but are not listed in the baseline study of 2009; Bangladesh (2008) and Burundi, (2009), Nicaragua (2008).

16 In 2013 it changed from cooperation strategy to a much shorter result strategy, the new result strategies are only a few pages long and focuses completely on the expected results of the cooperation.

tion strategy for Turkey only mentions persons with disabilities as a target group for previous successful initiatives. Finally, the strategy for Zimbabwe mentions persons with disabilities as part of focus and scope.

A few cooperation strategies no longer mention persons with disabilities as compared to the baseline study, such as Belarus (2011) India (2009) and Moldova (2011). In 2013, 19 strategies will be renegotiated but they will no longer be cooperation strategies but instead result strategies and hence much shorter and solely focusing on desired results. It is uncertain whether these will include persons with disabilities. So far, two out of three result strategies published in 2013 do not include the disability issue.¹⁷ The result strategy for Tanzania states that Sweden should contribute to strengthening incitement for girls' education and create opportunities for persons with disabilities to go to school.

3) Dialogue with the Ministry for Foreign Affairs on inclusion of PwD in strategy and policy assignments given to Sida.	Indicator: Assignments for strategy documents given to Sida request that Sida consider PwD in their analyses and strategy proposals.	Verification not possible.
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It is not possible to verify whether assignments for strategy documents given to Sida request that Sida consider persons with disabilities in their analyses and strategy proposals. Informants state that when appropriate during dialogue with the Ministry for Foreign Affairs, they and their colleagues have emphasized the importance of the inclusion of persons with disabilities in analyses and strategy proposals. It has not been possible to find assignments for strategy documents given to Sida that explicitly request the inclusion of persons with disabilities in analyses or strategy proposals.

4) HR for PwD are included in the preparation of Sida's documents for the government's future operational policies and in Sida's method document.	Indicator: HR for PwD have been integrated into at least 4 operational policies and into "Sida @ Work". Sida's agreement templates must include	Partially completed: 2 operational policies include HR for PwD since 2010. ¹⁸ 4 out of 10 operational policies in total. ¹⁹
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17 The West Bank and Gaza (2013) and Zambia (2013) do not mention it while Tanzania (2013) does.

18 "Change for freedom: Policy for democratic development and human rights in Swedish development cooperation 2010-2014" and "On equal footing: Policy for gender equality and the rights and roles of women 2010-2015".

19 The other two are "Pluralism: Policy for support to civil society in developing countries within Swedish international development cooperation" and "Right to a future: Policy for Sweden's international

	reporting requirements on the results for vulnerable and marginalized groups, including PwD.	0 of the 11 sector strategies include PwD but mentioned in 2 strategy reports from 2010. Mentioned in IHS but not as part of Sida's agreement templates as obligatory reporting requirements on the results for PwD.
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The baseline study revealed that persons with disabilities were mentioned in two out of four adopted policies. Both “Pluralism”, the policy on civil society cooperation and “Rights to a future”, the policy on HIV/AIDS adopted in 2009 mention rights for persons with disabilities. Since then two more policies have been adopted that include persons with disabilities.

In “Change for freedom”²⁰

- As part of the rights based approach and Sida's four principles.
- To ensure people with disabilities equal access to local and regional elections.
- And as part of equal access to justice.

In “On equal footing”²¹, persons with disabilities are mentioned in a number of places:

- Everybody should be able to enjoy human rights to the full, regardless of disabilities.
- Risk of discrimination and unequal distribution of power due to cultural perceptions and norms.
- As affecting people's circumstances and life prospects by the interplay between various social hierarchies.
- Sweden will take action to strengthen the physical integrity of women and girls regarding sexual and reproductive health regardless of marital status, disability, HIV status, sexual orientation and gender identity.
- Disability as one of several factors to include when mainstreaming gender.

HIV and AIDS efforts.

20 “Change for freedom: Policy for democratic development and human rights in Swedish development cooperation 2010-2014”

21 “On equal footing: Policy for gender equality and the rights and roles of women 2010-2015”

Out of 11 sector specific strategies, none included persons with disabilities.²² However, two strategy reports on the follow up of the implementation of said sector strategies included the perspective of human rights for persons with disabilities. The strategy report regarding civil society²³ mentions that:

- One of Africa Groups of Sweden (AGS) partner organizations in Zimbabwe, through local advocacy, has rendered it mandatory for public institutions to have ramps for people with disabilities.
- MyRights' partner organizations advocacy work in Bolivia gained influence over the content of the new law: "The law for persons with disabilities".
- Finally the report states that Swedish CSOs in general work within Sida's two perspectives of poor people and human rights. In many cases the CSOs focus particularly on vulnerable and discriminated groups such as girls, women, and youths and persons with disabilities.

The other strategy report including persons with disabilities concerns global strategic development.²⁴

- The rights based approach constitutes a fundamental pillar within the portfolio with a focus on supporting global agents striving against discrimination and to increase political participation for especially vulnerable groups such as LGBT, persons with disabilities and children.
- Human rights for persons with disabilities and LGBT constitute a strong focus in the global arena receiving financial support from Sida.

"Sida @ Work" has been replaced by IHS (insatshanteringssystem) (Contribution Management System) in an attempt to keep all relevant documentation within a digital system to simplify contribution management. For those methodologically developing the new IHS that will be launched later in 2013, it is still unclear which cross-questions should be included and to what extent. However, three thematic priorities are included; a) human rights and democracy, b) gender equality and c) environment and climate. The new IHS uses the rights holder to a larger extent as its reference

22 Strategi för kapacitetsutveckling och samverkan 2011 – 2013; Strategi för informations- och kommunikationsverksamhet inklusive för organisationer i det civila samhället 2010-2014; Svensk strategi för multilateralt utvecklingssamarbete; Strategi för globala ämnesstrategiska utvecklingsinsatser 2011-2014; Strategi för stöd genom svenska organisationer i det civila samhället 2010-2014; Strategi för Sidas stöd till forskningssamarbete 2010-2014; Strategi för finansiering av utvecklingslån och garantier avseende miljöåtgärder (miljölån); Strategi för humanitärt bistånd genom Styrelsen för internationellt; Strategi för särskilda insatser för demokratisering och yttrandefrihet 2012-2014; Strategi för Sveriges samarbete med Världsbanksgruppen; Strategi för särskilt demokratistöd genom svenska partianknutna organisationer 2011-2015.

23 Strategi för stöd genom svenska organisationer i det civila samhället 2010-2014 och Strategirapport: stöd genom svenska organisationer i det civila samhället sept 2010-aug 2011.

24 Strategirapport ämnesstrategiska utvecklingsinsatser 2010-2011.

point. It will be up to the user of the system to define the relevant right holders such as LGBT persons, persons with disabilities or ethnic minorities that will be targeted by the contribution. Help texts are included to support the user of the system in this process. Persons with disabilities fall under human rights/democracy and the help text will most likely (the system is still under development) explicitly mention persons with disabilities twice in the relevance section. Firstly, as an example of the importance of breaking down information about the right holders, such as gender, age, disability, religion, ethnicity, sexual orientation etcetera, secondly, as an example of bases for discrimination.

5) A specific, more detailed analysis of the situation for PwD will be carried out in consultation with the disability movement within the framework of work with 2 strategies during the period 2009-2012.	Indicator: Analysis of the situation for PwD has been carried out in at least 2 countries. ²⁵	Completed: HRBA briefs for 13 countries and 1 general brief. ²⁶
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The HRBA briefs represent at least two different country categories; conflict/post conflict cooperation countries (2) and programme cooperation countries (9) as well as Somalia and Burma/Myanmar are presented in the briefs.

All briefs are or will be linked to the IHS and exist both as a full brief and as a short summary. In addition to a background description the briefs include possible considerations in line with the Swedish cooperation and mandate in each country. So far, according to the survey, the briefs have been used in four countries²⁷ during preparation, planning and developing strategies but not during follow up.

6) The situation of PwD is included in Sida's analytical instruments (power, social, economic, and conflict).	Indicator: 2 studies analyse the situation for PwD.	Partially completed: A draft version of power analysis. ²⁸
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In the draft version of the guidelines for power analysis²⁹ it is emphasized how Sida's approach to power analysis can enhance, or be enhanced by, processes of social anal-

25 The countries selected must reflect two different country categories, for instance long-term cooperation and conflict/post-conflict countries.

26 Burkina Faso, Burma/Myanmar, Cambodia, Democratic Republic of Congo, Kenya, Liberia, Mali, Mozambique, Rwanda, Sierra Leone, Somalia, Tanzania, Uganda, Zambia.

27 Ethiopia (the general brief) Mozambique, Uganda and Zambia.

28 "Power analysis: A practical guide for Sida and Embassy staff (Draft version 16 may)."

ysis through looking at marginalized sections of the population such as persons with disabilities.

The guide for conflict analysis is from 2006 and does not include such a perspective. No social or economic analytical instruments exist.

7) Support for research on persons with disabilities in development contexts.	Indicator: At least 1 new research support initiated in this area.	Completed: At least 5 research initiatives have been supported.
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There have so far been a few disability related research projects during the period 2010-2013³⁰:

- The Foundation Spinalis and the Health ministry in Botswana are implementing a project with the aim to develop expertise in the rehabilitation of those with spinal cord injuries in Botswana with support from Sida (2010-2013)
- “Assessing the mental health legacy of the Khmer Rouge: Disability as an impediment” is a research project at Lund University that started in 2010 with financial support from Sida.
- A planning grant for Stockholm University to work together with Chanshun University in China on research regarding disabilities (2009-2012).
- Sida also supports a project building a global disability rights monitoring system at York University via Disability Rights Promotion International (DRPI) (2009-2014).
- Finally, “Reality Checks” is a qualitative method built upon participatory research and takes the perspective of the poor. As it looks at households instead of individuals, this method tends to include persons with disabilities.³¹

The policy regarding research (2010) does not mention persons with disabilities in any way.

8) Inclusion of statistics concerning PwD in ongoing and future statistics programmes in cooperation with Statistics Sweden	Indicator: 2 statistics programmes include statistics on PwD.	Completed: Burkina Faso and Mali (2009)
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29 Ibid.

30 The research department at Sida is unaware of any research on disability related issues that deliberately forms part of any bilateral research cooperation. Yet, if research is financed by other departments, the research department is often not informed.

31 For example “Reality checks in Mozambique- Building better understanding of the dynamics of poverty and well being- Annual report year one, 2011”.

Sida has supported statistics programmes in Burkina Faso and Mali that include statistics on persons with disabilities. The programmes were initiated 2009-2010. Previously, both Cambodia and Armenia have received similar support.³²

9) Inclusion of issues concerning HR for PwD in bilateral, regional and global programmes that are not specific programmes for that target group.	Indicator: Issues concerning human rights for PwD have been included in at least 1 regional, 1 global and 2 bilateral programmes.	Completed: 9 Bilateral programmes mentioning PwD. ³³ 5 Not mentioning but reaching PwD. ³⁴ 3 Regional programmes. ³⁵ 1 Global programmes: AwID.
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Nine countries have bilateral programmes not specific to, but mentioning the target group, including persons with disabilities in the programmes. In at least five countries persons with disabilities are reached even without having been mentioned in any programmes at all.

In Southeast Asia, at least three initiatives not specific to persons with disabilities have been supported by Sida: a) Forum Asia, b) Asian Pacific Forum on Women Law and Development (APWLD), and c) Asian Pacific Forum on National Human Rights Institutions (APF on NHRI).

Finally, Sida's result report for 2010 states that the Association for Women's Rights in Development (AWID) supported by Sida have more participants than ever that are Roma people, indigenous people or persons with disabilities.

10) Continued support for international and Swedish players in the area.	Indicator: At least 3 global organizations that specifically work with	Completed: At least 6 organisations. ³⁶
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32 There was little knowledge of the work plan amongst them who work with the Central Bureau of Statistics Sweden and the consensus was that the programmes developed independently of the plan.

33 Bilateral programs mentioning persons with disabilities Bangladesh, Bolivia, Cambodia, Ethiopia, Kenya, Rwanda, Tanzania, Yemen, Zambia.

34 Countries with bilateral programmes that reaches persons with disabilities without mentioning them in programmes: Bangladesh, Bolivia, DRC, Kenya, Rwanda, Zambia.

35 South east Asia (at least 3 initiatives: Forum Asia, APWLD, and APF on NHRI).

36 UN Children's Fund (UNICEF), UN partnership to promote human rights for persons with disabilities multi donor trust fund (UNPRPD MDTF) UN development fund (UNDP) International Disability Alliance (IDA) The UN Special Rapporteur on Disability of the Commission for Social Development.

	HR for PwD receive support during the period.	
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During the period 2010-2013, Sida has been supporting at least 6 global initiatives which specifically target or include persons with disability.

- Disability Rights Promotion International (DRPI)
- International Disability Alliance (IDA)
- UN development fund (UNDP)
- UN children's fund (UNICEF)
- UN partnership to promote human rights for persons with disabilities multi donor trust fund (UNPRPD MDTF)
- The UN Special Rapporteur on Disability of the Commission for Social Development.

The global support has been prioritized as there was a demand for it. It is also not a question of mainstreaming, but of supporting organisations which is easier to monitor. The global cooperation has had a snowballing effect where international demand has received great support from Sweden, and Sweden has been actively pushing the question further within both global and regional cooperation.

Through core support to MyRight (SHIA) and Diakonia, Sida also contributed to a number of global initiatives.

11) Hold global dialogue and bring up issues regarding human rights for PwD within Sweden's cooperation with OHCHR and the World Bank.	Indicator: OHCHR and the World Bank have raised the profile of issues relating to PwD in future strategies and operational plans.	Completed: Both organisations have raised the disability issue.
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It was not feasible to verify whether OHCHR and the World Bank's raised profile of issues relating to human rights for persons with disabilities has derived from any dialogue with Swedish officials.

However, Sida and Sweden have been active in global dialogues and OHCHR and the World Bank have high profiles related to persons with disabilities. For example, Maria Larsson, Sweden's children and elderly minister, chaired the fourth session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities (7 to 9 September 2011, UN Headquarters New York). The theme of the fourth session was "Enabling Development, Realizing the Convention on the Rights of Persons with Disabilities". The Swedish delegation consisted of members of parliament, ministries, agencies and disability movement as well as representatives from Sida.

Other examples are:

- Global Partnership for Disability (GPDD) which was formed to increase collaboration among development agencies and organizations.
- Sida supported the World Bank Nordic Trust Fund and supported a secondment linked to it, with the objective of enhancing the World Bank's capacity for and knowledge about human rights. Among other things, they commissioned the "World Bank Human Rights Impact Assessments" which emphasises the importance of including persons with disabilities in a number of places.³⁷
- Sida initiated dialogues with UNICEF and OHCHR in connection with meetings regarding IDA.
- In dialogue with the World Bank, Sida managed to increase the financial support for IDA by 20%.³⁸

12) Initiative support and studies to increase and spread knowledge of, and strengthen the capacity to work with HIV/AIDS and persons with disabilities in Africa.	Indicator: Support and study initiated.	Completed: At least 3 programmes and 1 study supported.
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Sida's policy regarding HIV/AIDS³⁹ mentions disability as well as "Sexual rights for all" (2010).

Sida supports a number of local organisations that at an early stage realised the vulnerability of persons with disabilities in relation to HIV/AIDS. Big advocacy campaigns did not reach persons with disabilities to the same degree as others. Today, therefore, Sida supports SAT (Southern African AIDS Trust, which for example works to help HIV prevention campaigns reach persons with disabilities in Mozambique. SAT also gives support to DHAT (Disability HIV and AIDS Trust) that focuses particularly on the issue of persons with disabilities and HIV. ARASA (AIDS and Rights Alliance for Southern Africa) is a regional partnership of over 50 CSOs working together to promote a human rights based response to HIV/AIDS and TB. ARASA also has several initiatives focusing on disability. When it comes to research, Sida supports HEARD (Health Economics and HIV/AIDS Research Division) at the University of KwaZulu-Natal that has done several studies on HIV/Aids and persons with disabilities.

37 "Study on Human Rights Impact Assessments: A Review of the Literature, Differences with other Forms of Assessments and Relevance for Development" February 2013 Commissioned by the Nordic Trust Fund The World Bank.

38 Sida's annual report 2010 p. 63.

39 Ministry for Foreign Affairs (2008) The right to a future; policy for Sweden's international HIV and AIDS efforts

The number of initiatives goes beyond what was required in the work plan, but the initiatives seem to be locally initiated, as there was no knowledge about the work plan.

In the CSO-database, three projects have been identified, MyRights' initiative in Rwanda, Africa Groups' initiative in Zimbabwe and Forum Syd's initiative in Mozambique. The Institute of Development Studies will also receive support from Sida for a global initiative called "Gender, power and sexuality: connecting local voices and global arenas". The project explicitly states that both disability activists and women with HIV will be included in the project, but whether this means that the project will include persons that have both disabilities and HIV is uncertain. The concept note only states that both groups will be targeted, not that the target group have both disadvantages at the same time.

13) Dialogue on inclusion in global forum and within sector programme support within education for children, youth and adults.	Indicator: Dialogue held in 3 countries.	Completed: Dialogue regarding HR for PwD in education in at least 5 countries. ⁴⁰
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Based on the survey, Sida conducted dialogues to include human rights for persons with disabilities in education programmes in at least five countries.

In 2010 Sida developed dialogue papers on four subjects; freedom of expression, rights of children and young people, rights for LGBT and rights for persons with disabilities. In the latter Sida developed guidelines for how to conduct dialogue regarding human rights for persons with disabilities within areas such as education, health etcetera. The guidelines exist both as a short summary and in a longer version. The dialogue guideline has been used in at least Tanzania.

14) In 2 pilot countries jointly push the issue of human rights for persons with disabilities bilaterally and multilaterally.	Indicator: The issue of HR for PwD has been pushed jointly in 2 countries.	Not completed: No PwD-issues have been pushed jointly.
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No countries have been selected as pilots, nor are there any indications of jointly pursued issues regarding the subject, bilaterally and multilaterally in any country. In the

40 Bangladesh, Bolivia, Cambodia, Namibia, Tanzania.

baseline study, pilot countries were also suggested for more comprehensive initiatives.

15) ITP training is organized regularly regarding HR for PwD.	Indicator: At least 6 ITP courses have been held during the period.	Not completed: The procurement started but no tender offer fulfilled Sida's requirements.
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Sida started the process of procurement for 6 ITP courses, with 2 courses per year for 3 years. However, no tender offer was accepted due to lack of quality and no new tender process has been initiated so far.⁴¹

16) An overview of the accessibility and inclusion of HR for PwD in other ITP training programmes.	Indicator: Overview completed.	Partially completed: No overview conducted but accessibility included in public procurement.
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In the specifications of all ITP-procurements, the requirement is that the bidder should specify how they would benefit people with disabilities' accessibility needs. Having said this, Sida has no explicitly defined standards for what are regarded as minimum requirements.

17) Evaluation of Sida's work plan with HR for PwD.	Indicator: Evaluation completed.	Completed 1 September 2013.
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The period was prolonged in order to conduct an evaluation of the work plan. Many of those interviewed expressed the importance of evaluating the plan and the need to assess the results.

4.2.2 Activities connected to Sub-goal two

1) Launch and provide information to Sida and the media on the plan by organizing a webcast seminar, in cooperation with MyRight (SHIA) at Oasen, with the	Indicator: A launch seminar has been held in cooperation with MyRight (SHIA). Report on the launch in the media.	Completed: Seminar held and reports in the media.
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⁴¹ The Public Procurement Act, the law regarding procurement, prevents the procurement department at Sida from talking about any new scheduled procurement on the subject.

participation of Operative Management group.		
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On December 2nd 2009 a launch of Sida's work plan on human rights for persons with disabilities was held at Sida, Hörsalen lead by Anders Nordström, Sida Director-General at the time. The launch was to shed light on Sida's work for increased respect for the human rights of women, men, girls and boys with disabilities, and for better opportunities and scope for improving their living conditions. Specially invited were Mr. Shuaib Chalklen, UN Special Rapporteur on Disabilities and Florence Nightingale Mukasa, Uganda National Association of the Deaf. During the launch there were sign language interpreters and equipment for the hearing-impaired, and both the programme and the work plan were available in Braille.

The launch was not realized in cooperation with MyRight (SHIA) and it was not webcasted. The Operative Management Group was represented by Anders Nordström, Sida Director-General.

At least two local Swedish newspapers wrote about Shuaib Chalklen's presentation the day after the launch⁴².

2) In connection with the launch of the plan, publish an article on Inside and initiate a debate on Sida's internal web platform for the networks.	Indicator: 1 article published on Inside and 1 debate initiated on Sida's internal web platform for the networks.	Partially completed: 1 invitation to the launch published but no debate initiated.
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An invitation to the launch was published on the Inside but no debate was initiated on Sida's internal web platform for the networks. A possible reason for the latter was that the internal web platform never became a real platform for discussion as was foreseen.

Inside also had an article about the program for the celebration of International Human Rights Day, on the 10th of December at Sida, Oasen. As part of the program a short film produced by the UN about two men with disabilities from Paraguay was shown to illuminate that the CRPD had come into force.

Another article on Inside describes the visit of Shuaib Chalklen, UN Special Rapporteur for persons with disabilities on 2 June 2010. He emphasized the importance of integrating human rights for persons with disabilities in all activities. The part of

42 Länstidningen Södertälje and Nya Wermland Folkblad.

global aid that goes directly to initiatives for persons with disabilities makes a difference. But at the same time, the rest of the initiatives – those not taking this perspective – risk building new barriers.

3) In cooperation with MyRight (SHIA), prepare and implement training for Sida's personnel and managers, including Sida's Policy and Strategy Committee, framework organizations, strategic bodies and consultants on HR for PwD	Indicator: During the period, 7 courses have been held. Sida's competence database shows that at least 25 people have competence in the area.	Not completed: No courses held.
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No internal competence development on any subject has taken place during this period due to savings.

The competence database is being revised, so there is no information about the competence at Sida.

4) Include HR for PwD in Sida's competence development plan and in Sida's training plan for the thematic priority Democracy/Human Rights and in Sida's pre departure trainings 2009-2012.	Indicator: HR for PwD have been included in Sida's competence development plan.	Not completed: Sida has no competence development plan.
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Sida has a number of courses for new recruits, management and departure training. However, the curriculum does not explicitly include human rights for persons with disabilities in any of the courses, nor has Sida got a competence development plan.

Regarding departure training, a total of three hours is spent on the thematic priority Democracy/Human Rights. During these three hours all aspects of the subject should be included, but the competence development team do not explicitly specify the content in detail. However, the training includes the importance of non-discrimination, and persons with disabilities are usually mentioned as a vulnerable group in this context.

5) Coordinate an international	Indicator: International	Partially complet-
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meeting in Stockholm on HR for PwD, with the participation of the Swedish and international disability movement, global human rights organizations and the media to increase the visibility and knowledge of the issues.	meeting held. Report on meeting in the media.	ed: International meeting held in Oslo by Norad. Sida assisted. ⁴³ No reports in Swedish media.
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Sida chose not to arrange an international meeting as Norad held one in May 2011; “Disability in Conflict and Emergencies; Reaching the most Vulnerable”. The opinion was that the Norwegian conference was sufficient. Sida paid for two of MyRights’ partner organisations to be able to assist in the conference. There were no reports in Swedish media regarding the event in Norway.

By doing so, Sida missed an opportunity to create debate and increase the capacity and competence among Sida’s staff in general regarding persons with disabilities. An opportunity to inform the media and create a debate was also missed by assisting the conference in Norway instead of holding one in Sweden.

6) Include implementation of the plan in the results contract for the Empowerment manager and the Team Manager for Human Rights.	Indicator: Empowerment Manager and Human Rights have included implementation of the plan in their results contract.	N/A: Sida no longer has empowerment and human rights managers.
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It has not been possible to find out if any result contracts included the implementation of the plan. Due to the reorganisation and new appointments, any result contract would have had to be renegotiated due to altered responsibilities. It was primarily the Policy Pillar that was responsible for the work plan but due to the reorganisation in 2010 already mentioned, the policy department ceased to exist and the responsibility now rests with Intem. Sida therefore no longer has an Empowerment manager, and the implementation of the plan was not introduced in the result contract for the new Senior Policy Advisor on Human Rights employed spring 2013.

7) Improve Sida’s accessibility to information through Sida’s website and increased use of Braille.	Indicator: The Human Rights team and Operative Management Group have business cards with	Not completed: Braille is not standard nor is the website adapted to PwD.
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43 “Disability in Conflict and Emergencies; Reaching the most vulnerable” May 2011.

	Braille. Sida's website has been adapted to include alternative formats and function to make the text easy to read.	
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According to the company Citat who make the business cards for Sida, nobody has Braille on their cards today. However, it has been ordered previously by single individuals, but not as a standard for all of Sida's business cards or for all personnel at certain departments.

Sida's website is not sufficiently user-friendly for persons with disabilities and has not been adapted to have pages in "Easy Swedish".

4.3 THE DESIGN OF THE WORK PLAN

The objective with the evaluation is to review the implementation of the plan; however, it is relevant to point out some aspects of the plan that created difficulties both in regard to the implementation and the review.

Firstly, the gap between the overall goal and the activities in the work plan.

"The overall aim of the plan is for human rights of women, men, girls and boys with disabilities to be respected and for there to be better opportunities and scope for improving their living conditions in the countries where Sweden carries out development cooperation" (the plan for work p.10).

This goal of the plan is in line with the overall objective of Swedish development cooperation, which is to help create conditions that will enable poor persons to improve their quality of life. However, it is not possible to conclude whether the plan was influential in reaching the goal since it has not been possible to evaluate to what extent persons with disabilities are respected and whether their living conditions have improved in the partner countries.

No broader argument or rationale links the various levels of goals of this plan, and in addition, no theories of change or actions are explicitly identified or used to point out the routes to achieving the goals. To use the letter of appropriation to define the overall goal would have been more useful.

Secondly, assessing whether the sub-goals have been achieved.

The majority of indicators connected to the first sub-goal have been achieved; it is possible to argue that persons with disabilities have been included in Sida's various

documents. However, it is not possible to conclude that human rights for persons with disabilities have been taken into consideration to a greater extent. “To a greater extent” is not a very meaningful measurement. It is advisable for Sida to identify a quantifiable number of fulfilled activities to argue that the sub-goals have been reached, for example 70 per cent.

Thirdly, some indicators have too many aspects

For example, activity four under sub-goal one: Human rights for persons with disabilities have been integrated in a) at least four operational policies, and b) into Sida @ Work (now IHS). c) Sida’s agreement templates must include reporting requirements on the results for vulnerable and marginalized groups including persons with disabilities.

The indicator is actually three indicators in one which renders it difficult to monitor whether it is fulfilled. The indicators should be divided into several instead of grouped together as one.

Fourthly, including other organisations in the indicators.

For example, activity eleven under sub-goal one: “OHCHR and the World Bank have raised the profile of issues relating to persons with disabilities in future strategies and operational plan”. This indicator is difficult to monitor, as is attribution, but it is also difficult to try to implement it.

Another example is the indicator for activity one under sub-goal two: “A launch seminar has been held in cooperation with MyRight (SHIA). Report on the launch in the media”. I would advise Sida not to include other organisations as partners in indicators unless absolutely necessary. An organisation might not have the capacity, time, knowledge or desire to collaborate.

4.4 TO WHAT EXTENT SUB-GOAL ONE HAS BEEN ACHIEVED

The 17 first activities are connected to achieving the plan’s first sub-goal:

“...for human rights and conditions for women, men and children with disabilities to be included and taken into consideration in Sida’s various work and decision processes (analysis, cooperation strategies, programmes and dialogue) to a greater extent.”

Out of the 17 activities identified to reach sub-goal one, the distribution is as follows:

- Activities fulfilled⁴⁴: 11
- Activities partially fulfilled⁴⁵: 3
- Activities not fulfilled⁴⁶: 2
- Activities not measurable⁴⁷: 1

In other words, only two out of 17 activities were not fulfilled. The question then is whether persons with disabilities are taken into consideration in Sida's various processes to a greater extent?

The challenge is not the fulfilment of the activities, but rather whether they have contributed significantly to including persons with disabilities in Sida's processes. For example, even if persons with disabilities are mentioned in a cooperation strategy, it does not necessarily mean that actions are taken to improve the situation of persons with disabilities in that partner country, especially since the mention usually is in the analytical part and not included in aims, goals and objectives. Unfortunately, Sida does not monitor the mainstreaming of persons with disabilities so it is difficult to measure what effects the strategies have.

4.5 TO WHAT EXTENT SUB-GOAL TWO HAS BEEN ACHIEVED

The second sub-goal is connected to the last 7 activities and indicators.

“...increased understanding and knowledge on the part of Sida personnel and some strategic organisers:

- a) of the human rights situation and conditions of women, men and children, with disabilities and,
- b) of how these rights and conditions affect Sida's work in improving the living conditions of poor people”.

Out of the 7 activities identified to reach sub-goal two, the distribution is as follows:

- Activities fulfilled⁴⁸: 1

44 Activities 1, 2, 5, 7, 8, 9, 10, 11, 12, 13, 17.

45 Activities 4, 6, 16.

46 Activities 14, 15.

47 Activity 3.

- Activities partially fulfilled⁴⁹: 2
- Activities not fulfilled⁵⁰: 3
- Activities not measurable⁵¹: 1

The majority of activities planned in order to achieve the second sub-goal have not been implemented. The only fully fulfilled activity connected to sub-goal two was the launch of the work plan. The fulfilment of activities connected to sub-goal one would probably have had greater consequences had these activities also been fulfilled. In January 2009, Sida made a self rating study where only 14 persons throughout the entire organisation answered that they had knowledge regarding human rights for persons with disabilities.⁵² In other words, there was a clearly stated need for improving the overall competence. Unfortunately, this has not been done. In order for Sida to be able to mainstream human rights for persons with disabilities it would require the employees to have sufficient knowledge and competence both regarding a) the situation for persons with disabilities and b) how Sida's work can improve their living conditions.

For every Sida initiative, a large number of issues, focuses, perspectives and priorities have to be included (gender, environment, anti-corruption, transparency, HBGT et-cetera) and the personnel need to understand why it is important to include yet another one. It is insufficient to mention human rights for persons with disabilities as an example of vulnerable people in policies. The work plan describes why persons with disabilities should be included in all of Sida's initiatives by pointing out that it is not only because they are vulnerable but because they are important to reach several millennium goals and fighting poverty.

One of the objectives of training should be that the focus on human rights for persons with disabilities need not be perceived as yet another issue to include, but instead as constituting a discernible part of human rights based approach and perspective of poor people.

48 Activity 1.

49 Activities 2, 5.

50 Activities 3, 4, 7.

51 Activity 6.

52 Sida 2009 Base line study of Sida funded interventions on disability and Sida's capacity to work effectively with disability issues: Final report (p. 7).

4.6 TO WHAT EXTENT HAS SIDA FULFILLED ITS TASK ACCORDING TO THE LETTER OF APPROPRIATION

Instead of using the overall goal mentioned above, it is more relevant to use the letter of appropriation to review whether the goals are reached. Sida was given the task of:

“presenting a plan that sets out how the organisation intends to guarantee that the observance of human rights for persons with disabilities is incorporated into Sida’s internal work and bilateral development cooperation” (2008 p. 6)⁵³.

The work plan is a good stepping-stone towards incorporating human rights for persons with disabilities. Through the interviews it became clear that a great majority of those who knew about the plan thought it was a good ambitious plan with relevant indicators and objectives. Many of them considered that the plan would have been fully implemented had it not been for the reorganisation. It is also possible to see that in a number of activities, the indicators were exceeded: regarding HIV/AIDS (activity 12), global organisations receiving support (activity 10) and deeper analysis (activity 5).

However, a number of those interviewed did not know the plan existed and did not want to attribute the findings to the plan but instead to local initiatives or enthusiasts. The lack of knowledge could be due to information, absent-mindedness or to new recruits not receiving the information. As Sida did not have any competence development during this period, the planned courses regarding the disability perspective were never held. Without training or information most personnel will lack sufficient knowledge regarding why the disability perspective is important and how to include the perspective to actually use the disability perspective. This will obstruct the possibility of guaranteeing the observance of human rights for persons with disabilities.

As there is no monitoring it is not possible to define to what extent persons with disabilities actually are incorporated into Sida’s bilateral development cooperation, nor is it possible to guarantee that it is done at all.

53 Utrikesdepartementet (2008) Regleringsbrev för budgetåret 2009 avseende Styrelsen för internationellt utvecklingssamarbete (p. 6)

5 Conclusions and reflections

The implementation and hence the relevance of the work plan was impeded by the reorganization that was not followed-up by adjusting the plan to the new circumstances. A cross sectarian issue like disability fell between the cracks as departments and divisions no longer existed in the same form.

Sida has identified a wide range of important activities to enhance its work for persons with disabilities. The relevance of the indicators did have some limitations (see comments above regarding the design of the work plan). By design or default the indicators were found to monitor only the inclusion of concepts in documents, not necessarily influencing actual interventions. Rarely is the target group used when describing goals and objectives with the cooperation.

The effectiveness of the plan is impeded by lack of resources, mainly in terms of personnel, and an unclear responsibility for the implementation of the plan. The mandate is unclear in the sense that the work plan has no given place in the internal hierarchy of strategies and policies, nor does the failure to fulfil its activities have any financial consequences. In addition, the highly fragmented portfolio of activities that the plan tries to cover obstructs the focus of a few essential activities.

The effectiveness was also impeded by the fact that the recommendations for a successful implementation of a plan as described in the baseline study, the disability plan as well as the evaluation of the LGBT action plan (as the latter had recommendations for action plans in general) were disregarded. These suggestions still have bearing.

Most indications point to the fact that the inclusion of persons with disabilities in contributions is subject to individual staff members and not to routines. Departments and sections at Sida have not taken over responsibility for implementing the activities, which instead stayed with the working group. The responsible units indicated in the work plan did not assume their responsibility, partly due to lack of information and partly due to the reorganization.

The mainstreaming of persons with disabilities through HRBA has not been followed up by the establishment of indicators or monitoring mechanisms to see what is achieved. Other structures foreseen in the work plan such as a reference group, regular reporting to management, time allocation to follow up and inform about the plan have been noticeably absent. At the same time, a competence base was never created due to a lack of training.

Results from a study presented in the baseline study at Sida in 2009 conclude that the most common answer to the question; “how important is human rights for persons with disabilities to Sida management?” was “don’t know.” (p.26). The extent to which disability should be prioritised remains unclear, while the excessive number of policies and guidelines that are still in use awaits the new development platform. If

anything, some perceive it as a lower priority now than in 2009. It is of vital importance that Ministry for Foreign Affairs define the extent to which policies, strategies, mainstreaming themes etcetera should be prioritised in order for the employees to achieve good results effectively.

5.1 WHAT THE SHORT- AND LONG-TERM RESULTS HAVE BEEN

A majority of activities have been fully or partially implemented and Sida has, particularly on a global level, been active regarding the importance of persons with disabilities in development work. In other words, we can see that to a certain extent, the rights of persons with disabilities are visible in policy and decision documents. However, in the majority of interviews, the informants have emphasised that they did not know about the work plan, and that any inclusion of persons with disabilities in initiatives occurred independently of the plan.

The difficulty of attributing long-term results to the plan might be due to the following:

- The inclusions of persons with disabilities in documents might be due to a general momentum and focus on the subject during the first phase.
- The actual inclusion in initiatives seems to depend on a number of factors in the partner country or region such as active DPOs, individual staff members, local knowledge, and active administration instead of on strategy documents.
- The lack of monitoring and statistics including targets such as persons with disabilities both as a specific target group (which existed until 2010) and extent to which it is mainstreamed. In 2010 the target group marker for persons with disabilities was removed from the Sida database.

Any absence of long-term results might be due to other pressing issues like climate change, transparency or freedom of expression, which have been higher on the agenda of the Swedish government. As the government focuses on other issues, Sida's staff does the same and prioritizes more frequently requested information. The reprioritization is carried out due to a) insufficient training and knowledge of Sida personnel regarding the importance of human rights for persons with disabilities; b) the lack of requests for results regarding human rights for persons with disabilities on behalf of the Ministry for Foreign Affairs; c) the lack of monitoring the mainstreaming of the right of persons with disabilities in Sida or OECD/DAC statistics; d) lack of administrative capacity and personnel.

- **5.2 Where objectives have been achieved, the lessons that can be learnt from this**

When comparing the two sub-goals, some differences appear that might explain the fact that most activities connected to the first sub-goal were fulfilled but not the ones connected to the second. Firstly, it is possible that the indicators and activities in the

first sub-goal were closer to the normal tasks of the employees in the working group. Secondly, low administrative costs were connected to implementing these activities. As mentioned before, with the high number of policies, strategies and plans guiding Sida's work, one aspect stands out regarding reaching targets and objectives; namely the level of priority given. As lack of time seems to be a constant factor, employees have to prioritize all their activities, as they know they lack sufficient time to implement them all. The tasks given priority are therefore those where a superior manager or external agent needs or requires the results immediately. In other words, in situations where the spotlight is on the question of rights for persons with disabilities, as in international fora for example, Sweden and Sida deliver results. In situations where employees receive constantly new demands, the old priorities risk falling by the wayside.

- **5.3 Where goals and sub-goals have not been achieved, the lessons that can be learnt from this**

In comparison to the first sub-goal, we can identify a few differences. Firstly, the implementers of the activities of the second sub-goal were not part of the working group nor did they work specifically with human rights issues. They were therefore more distanced from the issue. Secondly, some of these activities were planned for phase three and fell between the cracks in the new structure. Thirdly, some of these activities, such as competence development, demanded resources, time and financial investment from Sida. As the plan lacked budget for administration (förvaltningsanslaget), activities demanding resources were not prioritized.

The continued reorganization and especially its effects on the structure for policy support brought about changes that complicated the implementation of the plan. In the plan every activity not only had indicators, but also divisions that were given operational responsibility and these divisions altered and in many cases ceased to exist due to the reorganisation. Yet the plan was not updated to fit the new organisation, with the consequence that the division of responsibility was no longer clear. Since the reorganization much suggests that the implementation has had insufficient resources for maintaining and spreading the importance of the subject to different divisions.

Sida has created methodological support in the form of:

- 14 different country briefs regarding HRBA, (short summary and full version exist).
- Procured framework agreements for expert consultants on human rights including human rights for persons with disabilities to support in the design, follow up or evaluation of contribution and strategies, (that any department or team can use).
- Developed dialogue guidelines with a special focus on the rights of persons with disabilities (short summary and full version exist).

The country briefs and the dialogue guidelines give good support and can be useful in planning, preparation, and follow up, as well as in dialogue with partners and during the development of new strategies. In order for the documents to be used, the personnel need to remember they exist at the right time, know where to find them, and un-

derstand why the disability perspective is important to include in the initiative. Based on the survey, these materials have hardly been used, four answered that they used country briefs, one had used expert consultants and one had used the dialogue guide. Therefore we can see that it is not enough to produce good material, a demand for the material has to be created as well.

Even though political will and the decision processes that support the importance of human rights for persons with disabilities exist, much indicates that this is not sufficient when the second sub-goal is not achieved. If Sida's personnel and strategic implementers have never undergone training, they lack understanding of a) the importance of the issue and b) of how to include the perspective of persons with disabilities and c) of how Sida's work can improve the situation. Lack of understanding gives other subjects priority.

While the problem analysis in the work plan (p14-16) lists a number of areas in which the rights of persons with disabilities are neglected or rejected, the activities do not refer back to these. Areas mentioned in the plans background chapter are poverty, multiplying factors of discrimination for women, low literacy and attendance in school, limited options of earning their own living, those worst affected by conflicts and catastrophes and higher mortality among children. It is possible that the activities would have created better understanding among personnel had they understood the impact a disability perspective could have upon the above mentioned issues.

5.2 LESSONS LEARNT FROM OTHER EVALUATIONS AND PLANS

This evaluation concludes that the possibility of learning from previous experiences and recommendations in the baseline, the disability plan or the evaluation of the LGBT action plan has been overlooked, or at best forgotten. There are no indications that the recommendations for a successful implementation have guided the process of realizing this plan. In the baseline study the authors conclude, based on previous experiences, that the following are prerequisites for an effective implementation:

- Consistent and frequent communication.
- Staff training.
- Invitations to discussions with management groups.
- Study visits.
- Facilitating CSOs' participation and contribution.

Unfortunately, nothing indicates that these prerequisites have been taken into consideration during the implementation of the work plan.

According to the plan, follow up and evaluation should have been done through reports to Sida's management on the status of the plan's implementation in accordance with the procedures set up for reporting within Sida. Based on a search through a

number of protocols from board meetings, nothing indicates that this has been done. In addition the plan states that by the end of 2010 or the beginning of 2011, a review of the plan will be carried out. No official documentation exists of such a review.

6 Recommendations for the future within existing resources and priorities

Experience has shown that development interventions seldom manage to benefit everyone. Education or health care for all hardly ever manages to reach all population groups, yet alone all individuals. Certain groups are excluded due to factors such as gender, age, sexual orientation or disability. Persons with disabilities commonly end up being excluded, not intentionally, but rather due to a lack of consideration for the obstacles that exist between a person and his or her context. Sida should try to minimize this in all of its initiatives. Further effort is needed if Sida is to be successful in fully mainstreaming disability into its work- and decision processes. Two background conditions need to be fulfilled:

- Sida should build upon the foundations laid and continue to use and propagate a social definition of disability instead of a medical definition, thereby enabling mainstreaming into most programs.
- The Ministry for Foreign Affairs should launch a development platform to define to what extent different strategies, policies and mainstreaming issues should be emphasised, as there are still too many high priority issues.

The work ahead can be divided into a few steps. Step one is to reach the objectives connected to sub-goal two; i.e. to increase knowledge and understanding of Sida's personnel.

- Prepare and implement training for Sida's personnel regarding why and how to mainstream disability
 - The training should be systematic, broad and adapted to the context and needs of the personnel. Managers should be offered individual training.
 - Sida should use ICT and digital presentations to train its own employees (at their convenience) as well as strategic implementers and partners.
 - Training should include the link between persons with disabilities and poverty, as well as Sida's poor people's perspective. It should also take into account the human rights perspective and social definition. Here, Sida's human rights based approach is central, particularly regarding non-discrimination and participation.
 - A monthly/quarterly presentation of a successful PwD-initiative/ mainstreaming with cultural context should be presented on the intranet/newsletter to remind staff of the importance of the issue.

When Sida's staff have knowledge of, and understand why and how to mainstream disability, they should mainstream it by using the existing work- and decision processes (see result from sub-goal one). As it is now, most indications point to the fact that the inclusion of persons with disabilities in initiatives is subject to individual staff members and not to routines. Departments and sections at Sida have not taken over the responsibilities.

- Sida should distribute, make known, remind staff of and create a demand for existing material and advice such as; baseline study, work plan, strategies, dialogue paper, HRBA briefs etcetera.
 - The management should follow up on the advice given in the baseline study and work plan in order to make it clear that the subject is important.
 - The Intem/senior policy advisor for human rights should remind other departments of the importance of mainstreaming disability.
 - The embassies/officers concerned should use and follow up on their strategies mentioning persons with disabilities.
 - The embassies/officers concerned should use and follow up on their or the general HRBA briefs.
 - The embassies/officers concerned should use and follow up on dialogue papers regarding their initiatives.
 - The embassies/officers concerned should use and follow up on policies mentioning human rights for persons with disabilities based on their development cooperations.
- Sida should develop methods of easing the inclusion of persons with disabilities so that it should not be perceived as yet another layer on top of all the other tasks.
 - A priority should be to make it easier for Sida staff to include persons with disabilities in the poor people perspective and HRBA in initiatives.
 - Sida should work on how IHS could make it easier to mainstream human rights for persons with disabilities.
 - Instead of mentioning persons with disabilities in the IHS help text as an example of vulnerable groups that should be considered, active questions should be asked, such as; how does the initiative affect persons with disabilities?
 - Make sure the senior policy advisor for human rights, who is responsible for policy support in the area of the rights of persons with disabilities, can review the steps in IHS and include human rights for persons with disabilities when relevant.

Sida should monitor the rights of persons with disabilities in order to evaluate whether the inclusion of the disability perspective in policies, strategies, analyses has positive consequences for development cooperations.

- Sida should continue and enhance the use of tracer studies, reality checks and impact assessments to include persons with disabilities without adding to the administrative burden on embassies, cooperation partners and officers in the field.
 - Sida should follow up on its activities in pilot countries where national statistics are available regarding persons with disabilities such as Mali and Burkina

Faso. Here, there needs to be a clear connection between what Sida does and what to measure.

- Sida should support initiatives regarding statistics as well as monitoring. Possible initiatives could be to:
 - Continue and increase the support to national statistical offices.
 - Assist countries that have signed CRPD in their statistical reporting on the Convention.
- Sida should follow up policies and strategies that mention persons with disabilities and monitor whether Sida includes persons with disabilities in its initiatives. For example, in countries where Sida supports democracy development and election training, the policy regarding human rights and democracy which mentions equal access to elections and non-discrimination by the law⁵⁴ should be evaluated. Possible indicators could be:
 - The number of initiatives regarding elections including persons with disabilities
 - The number of DPOs informing their members of their suffrage.
 - Physical accessibility to polling booths.

As Sida still has room for improvement regarding human rights for persons with disabilities, it should continue to build on the existing foundation and extend the issue's high profile until it is fully mainstreamed into the organisation's work.

- Sida should have a focal point for human rights for persons with disabilities with a clear job description and sufficient time allocated to be able to fulfil the tasks associated with the role.
 - The focal point should periodically inform and remind Sida's personnel about the importance of including persons with disabilities, and not only the concept in Sida's development cooperation and internal work.
 - The focal point should function as a help desk and assist in competence development in order to improve other departments' competence.

⁵⁴ Change for freedom: policy for democratic development and human rights in Swedish development cooperation 2010-2014

Appendix 1 Comparison with baseline

Country	Cooperation Strategy			Initiatives reaching PwD without strategy		Result matrix	Dialogue PwD		Mainstreaming PwD in the education sector		Mainstreaming PwD in the health sector		Mainstreaming PwD in the agricultural sector		Mainstreaming PwD in general		CSO and/or Sida disability initiatives ⁵⁾		Inclusion of statistics in cooperation with CBS	HRBA country briefs	Ratification of the rights of PwD
	Baseline ¹⁾	Evaluation ²⁾	Evaluation ³⁾	Baseline ¹⁾	Evaluation ⁴⁾		Baseline ¹⁾	Evaluation ²⁾	Baseline ¹⁾	Evaluation ⁴⁾	Baseline ¹⁾	Evaluation ⁴⁾	Baseline ¹⁾	Evaluation ⁴⁾	Baseline ¹⁾	Evaluation ⁴⁾	Baseline	Evaluation			
Afghanistan ^{1,3)}		1	2012-2014						1								1	1			R 2012
Albania			2009-2012														1				R 2013
Angola																	1				
Armenia																		1			
Bangladesh		1	2008-2012	1			1	1	1	1	1				1		1	1			R 2007
Belarus	1		2011-2014														1	1			
Bolivia	1	1	2009-2013				1	1	1	1	1				1	1	1	1			R 2009
Bosnia-Herzegovina			2006-2010														1	1			R 2010
Botswana			2009-2013																		
Brazil																	1	1			
Burkina Faso	1	1	2004-2006							1		1		1		1		1	1	1	R 2009
Burundi		1	2009-2012															1			
Burma			2013-2017					1												1	
Cambodia			2012-2013		1	1	1		1	1	1						1	1			R 2012
Colombia			2009-2013		1				1												R 2011
Chile																	1	1			
China	1	1	2009-2013														1	1			R 2008
DRC			2009-2012															1		1	
East Timor			2009-2011						1								1				
Egypt																	1	1			R 2008
El Salvador																	1				
Eritrea																	1	1			
Estonia																		1			
Ethiopia			2003-2007														1	1			R 2010
Gambia																	1	1			
Georgia			2010-2013																		S 2009
Guatemala			2008-2012																		R 2009
Haiti																		1			R 2009
Honduras			2008-2011				1								1		1				R 2008
India	1		2009-2013														1	1			R 2007
Indonesia			2009-2013				1										1				R 2011
Iraq			2009-2014														1	1			R 2013
Kenya	1	1	2009-2013				1	1					1		1	1	1	1		1	R 2008
Kosovo			2009-2012						1								1				

	Cooperation Strategy			Initiatives reaching PwD without strategy	Result matrix1		Dialogue PwD		Mainstreaming PwD in the education sector	Mainstreaming PwD in the health sector	Mainstreaming PwD in the agricultural sector	Mainstreaming PwD in general		CSO and/or Sida disability initiatives ³⁾	Inclusion of statistics in cooperation with CBS	HRBA country briefs	Ratiofication of the rights of PwD				
Laos			2008-2011						1					1	1		R 2010				
Latvia															1						
Liberia			2008-2013													1	R 2012				
Libanon															1		S 2007				
Lithuania															1						
Macedonia			2010-2012											1			R 2011				
Mali	1	1	2004-2006													1	R 2008				
Moldova	1		2011-2014											1	1		R 2010				
Montenegro															1		R 2009				
Mozambique			2008-2012		1		1							1	1		R 2012				
Namibia			2009-2013		1		1		1		1				1		R 2007				
Nepal														1	1		R 2010				
Nicaragua		1	2008-2011							1			1	1	1		R 2007				
Nigeria															1		R 2010				
North Korea														1							
Peru															1						
Russia			2010-2013											1	1		R 2012				
Rwanda	1	1	2010-2013				1						1	1	1	1	R 2008				
Serbia			2009-2012											1	1		R 2009				
Sierra Leone	1	1	2009-2013														R 2010				
Somalia														1		1					
South Africa			2009-2013					1		1				1	1		R 2007				
South East Asia		1	2010-2015	1	1																
Sri Lanka			2008-2010											1	1		S 2007				
Sudan			2008-2011												1		R 2009				
Tanzania	1	1	2013-2019	1		1		1	1	1	1			1	1	1	R 2009				
Thailand														1							
Turkey	1	1	2010-2013											1	1		R 2009				
Uganda		1	2009-2013					1			1			1	1	1	R 2008				
Ukraine			2009-2013											1	1		R 2010				
West			2008-2011	1	1									1	1						
Vietnam			2009-2013											1	1		S 2007				
Yemen					1												R 2009				
Zambia			2013-2017		1			1			1		1			1	R 2010				
Zimbabwe					1			1						1	1						
1) the results are presented in the baseline study but unknown how gathered. 2) based on search in documentation. 3) The empty space indicate that we dont have information while NO indicates that we know it is not included. 4) Based on																					
	12	15		4	9	2	3	7	12	9	6	3	4	1	2	6	4	44	47	2	13

Explications to appendix one.

- 1) The results are presented in the baseline study.
- 2) Based on search in documentation July 2013.
- 3) The empty space indicates that we have not been able to find information. It does not mean that we know that there are no projects.
- 4) Based on information from survey conducted July to September 2013. (see appendix two for more information regarding the survey.)
- 5) Based on data from CSO-database, Dox, and OpenAid.
- 6) In the column for cooperation strategy, there are three columns, one column for cooperation strategies mentioning PwD found during the baseline study 2009 (red), one column for cooperation strategies mentioning PwD found during the evaluation 2013 (yellow) and the last column all cooperation strategies searched in the evaluation 2013(time period mentioned on the strategy).
- 7) In the column for” initiatives reaching PwD without strategy”, the answers are based information in the baseline 2009 (red) on answers in the survey 2013 (yellow). It is not the difference between the column for cooperation strategies and the column for CSO and/or Sida disability initiatives.
- 8) In the next columns, the answers are based on information in the baseline study 2009 (red) and answers in the survey 2013 (yellow).
- 9) In the column for “CSO and/or Sida disability initiatives” the information is collected from baseline 2009 (red) and from CSO-database, interviews and survey as well as information from the statistics department (everything with a name or description including “disabil” including disabilities, and disability) in 2013 (yellow).
- 10) In the column for “inclusion of statistics in cooperation with CBS” the information comes from searched in Dox (July 2013) and communication with the Sida focal point for CBS. No information exists in the baseline.
- 11) In the column for “HRBA country briefs” Sida’s HRBA PwD briefs are listed (yellow). No briefs existed during the baseline.
- 12) In the column for “Ratification of the Rights of PwD” the countries that have signed (S) or ratified (R) the CRPD are listed and the year it was signed/ratified.

Appendix 2 Survey

Survey as part of the evaluation of Sida's plan for work: Human rights for persons with disabilities.

- 1) What is your position?**
- 2) Which country do you work in/ with?**
- 3) Are issues regarding human rights for persons with disabilities included in the cooperation strategy for your country?**
 - a) Yes (10)
 - b) No (15)
 - c) Don't know

If yes, what?

- 4) Does Sida support any research project regarding persons with disabilities in your country?**
 - a) Yes (1)
 - b) No (21)
 - c) Don't know (1)

If yes, what?

- 5) Have you or your team engaged in dialogue about the inclusion of human rights issues for people with disabilities in any of the following areas?**
 - a) In general (Yes: 6)
 - b) Education (Yes: 7)
 - c) Health (Yes: 3)
 - d) Infrastructure (Yes: 1)
 - e) Other (Yes: 3)

If other, what

- 6) Are questions regarding human rights for persons with disabilities included in the following Swedish-supported programmes?**
 - a) Bilateral programmes (Yes: 12)
 - b) Regional programmes (Yes: 1)
 - c) Global programmes (Yes: 2)

If yes, are the PwD issues coordinated between the programmes?

- 7) Have you or your team included results for issues related to human rights for persons with disabilities in the result matrix?**

- a) Yes (3)
- b) No (20)
- c) Don't know (0)

If yes, what?

8) In your country, do you have any of the following type of initiatives?

- a) Specific initiatives targeting persons with disabilities (Yes: 4)
- b) Initiatives with other focus but mentioning persons with disabilities (Yes: 12)
- c) Initiatives not mentioning persons with disabilities but successfully reaching them (Yes: 6)

If yes, which initiatives

9) Have you or your team used any of the following services or materials Sida is providing regarding human rights for persons with disabilities.

- a) Dialogue guide regarding PwD (Yes: 1)
- b) HRBA briefs (Yes: 7)
- c) Frame work contract with experts on PwD (Yes: 0)
- d) Other material (Yes: 13)
- e) Not used any material on PwD (Yes: 1)

If other, what?

10) Have you mainstreamed issues regarding human rights for persons with disabilities in the following sectors?

- a) In general (Yes: 4)
- b) The education sector(Yes: 6)
- c) The health sector(Yes: 3)
- d) The agricultural sector(Yes: 1)
- e) Other(Yes: 2)

If other, What?

Appendix 3 Activities

Activities connected to sub-goal one

ACTIVITY	INDICATOR	STATUS
1) A survey/baseline study of Sida's initiatives, capacity and expertise in the area and how HR for PwD can be included in Sida's various decision and work forums.	Indicator: Survey completed.	Completed: "Baseline study of Sida-funded interventions on disability and Sida's capacity to work effectively with disability issues."
2) Inclusion of issues concerning HR for PwD in at least 3 documents for cooperation strategies during the period.	Indicator: HR for PwD have been included in 3 strategies.	Completed: 5 cooperation strategies since 2010. ⁵⁵
3) Dialogue with the Ministry for Foreign Affairs on inclusion of PwD in strategy and policy assignments given to Sida.	Indicator: Assignments for strategy documents given to Sida request that Sida consider PwD in their analyses and strategy proposals.	Verification not possible.
4) HR for PwD are included in the preparation of Sida's documents for the government's future operational policies and in Sida's method document.	Indicator: HR for PwD have been integrated into at least 4 operational policies and into "Sida @ Work". Sida's agreement templates must include reporting requirements on the results for vulnerable	Partially completed: 2 operational policies include HR for PwD since 2010. ⁵⁶ . 4 out of 10 operational policies in total. ⁵⁷

⁵⁵ Afghanistan (2012), Rwanda (2010), Tanzania (2013), Turkey (2010), Zimbabwe (2011).

⁵⁶ "Change for freedom: Policy for democratic development and human rights in Swedish development cooperation 2010-2014" and "On equal footing: Policy for gender equality and the rights and roles of women 2010-2015".

⁵⁷ The other two are "Pluralism: Policy for support to civil society in developing countries within Swedish international development cooperation" and "Right to a future: Policy for Sweden's international HIV and AIDS efforts."

	and marginalized groups, including PwD.	0 of the 11 sector strategies include PwD but mentioned in 2 strategy reports from 2010. Mentioned in IHS draft but not as part of Sida's agreement templates as obligatory reporting requirements on the results for PwD.
5) A specific, more detailed analysis of the situation for PwD will be carried out in consultation with the disability movement within the framework of work with 2 strategies during the period 2009-2012	Indicator: Analysis of the situation for PwD has been carried out in at least 2 countries. ⁵⁸	Completed: HRBA briefs for 13 countries and 1 general brief. ⁵⁹
6) The situation of PwD is included in Sida's analytical instruments (power, social, economic, and conflict).	Indicator: 2 studies analyse the situation for PwD.	Partially completed: A draft version of power analysis.
7) Support for research on persons with disabilities in development contexts.	Indicator: At least 1 new research support initiated in this area.	Completed: At least 5 research initiatives have been supported.
8) Inclusion of statistics concerning PwD in ongoing and future statistics programmes in cooperation with Statistics Sweden.	Indicator: 2 statistics programmes include statistics on PwD.	Completed: Burkina Faso and Mali (2009).
9) Inclusion of issues concerning HR for PwD in bilateral, regional and global pro-	Indicator: Issues concerning human rights for PwD have been included	Completed: 9 Bilateral programmes mentioning PwD. ⁶⁰

58 The countries selected must reflect two different country categories, for instance long-term cooperation and conflict/post-conflict countries.

59 Burkina Faso, Burma/Myanmar, Cambodia, Democratic Republic of Congo, Kenya, Liberia, Mali, Mozambique, Rwanda, Sierra Leone, Somalia, Tanzania, Uganda, Zambia.

60 Bilateral programs mentioning persons with disabilities Bangladesh, Bolivia, Cambodia, Ethiopia, Kenya, Rwanda, Tanzania, Yemen, Zambia.

grammes that are not specific programmes for that target group.	in at least 1 regional, 1 global and 2 bilateral programmes.	5 Not mentioning but reaching PwD. ⁶¹ 3 Regional programmes. ⁶² 1 Global programmes: AwiD.
10) Continued support for international and Swedish players in the area.	Indicator: At least 3 global organizations that specifically work with HR for PwD receive support during the period.	Completed: At least 6 organisations. ⁶³
11) Hold global dialogue and bring up issues regarding human rights for PwD within Sweden's cooperation with OHCHR and the World Bank.	Indicator: OHCHR and the World Bank have raised the profile of issues relating to PwD in future strategies and operational plans.	Completed: both organisations have raised the disability issue.
12) Initiative support and studies to increase and spread knowledge of, and strengthen the capacity to work with HIV/AIDS and persons with disabilities in Africa.	Indicator: Support and study initiated.	Completed: At least 3 programmes and 1 study supported.
13) Dialogue on inclusion in global forum and within sector programme support within education for children, youth and adults.	Indicator: Dialogue held in 3 countries.	Completed: Dialogue regarding HR for PwD in education in at least 5 countries. ⁶⁴
14) In 2 pilot countries jointly push the issue of human rights for persons with disabilities bilaterally and multilaterally.	Indicator: The issue of HR for PwD has been pushed jointly in 2 countries.	Not completed: No PwD-issues have been pushed jointly.
15) ITP training is organized regularly regarding HR for	Indicator: At least 6 ITP courses have been held	Not completed: The procurement started

61 Countries with bilateral programmes that reaches persons with disabilities without mentioning them in programmes: Bangladesh, Bolivia, DRC, Kenya, Rwanda, Zambia.

62 South east Asia (at least 3 initiatives: Forum Asia, APWLD, and APF on NHRI).

63 UN children's fund (UNICEF), UN partnership to promote human rights for persons with disabilities multi donor trust fund (UNPRPD MDTF) UN development fund (UNDP) International Disability Alliance (IDA) The UN Special Rapporteur on Disability of the Commission for Social Development.

64 Bangladesh, Bolivia, Cambodia, Namibia, Tanzania.

PwD.	during the period.	but no tender offer fulfilled Sida's requirements.
16) An overview of the accessibility and inclusion of HR for PwD in other ITP training programmes.	Indicator: Overview completed.	Partially completed: No overview conducted but accessibility included in public procurement.
17) Evaluation of Sida's work plan with HR for PwD.	Indicator: Evaluation completed.	Completed September 2013.

Activities connected to Sub-goal two

ACTIVITY	INDICATOR	STATUS
1) Launch and provide information to Sida and the media on the plan by organizing a webcast seminar, in cooperation with MyRight (SHIA) at Oasen, with the participation of Operative Management group.	Indicator: A launch seminar has been held in cooperation with MyRight (SHIA). Report on the launch in the media.	Completed: Seminar held and reports in the media.
2) In connection with the launch of the plan, publish an article on Inside and initiate a debate on Sida's internal web platform for the networks.	Indicator: 1 article published on Inside and 1 debate initiated on Sida's internal web platform for the networks.	Partially completed: 1 invitation to the launch published but no debate initiated.
3) In cooperation with MyRight (SHIA), prepare and implement training for Sida's personnel and managers, including Sida's Policy and Strategy Committee, framework organizations, strategic bodies and consultants on HR for PwD.	Indicator: During the period, 7 courses have been held. Sida's competence database shows that at least 25 people have competence in the area.	Not completed: No courses held.
4) Include HR for PwD in Sida's competence development plan and in Sida's training plan for the thematic priority Democracy/Human Rights and in Sida's pre departure trainings 2009-2012.	Indicator: HR for PwD have been included in Sida's competence development plan.	Not completed: Sida has no competence development plan.
5) Coordinate an international meeting in Stockholm on HR for PwD, with the participa-	Indicator: International meeting held. Report on meeting in the media.	Partially completed: International meeting held in Oslo

tion of the Swedish and international disability movement, global human rights organizations and the media to increase the visibility and knowledge of the issues.		by Norad. Sida assisted. ⁶⁵ No reports in Swedish media.
6) Include implementation of the plan in the results contract for the Empowerment manager and the Team Manager for Human Rights	Indicator: Empowerment Manager, and Human Rights have included implementation of the plan in their results contract	N/A: Sida no longer has empowerment and human rights managers.
7) It has not been possible to find out if any result contracts included the implementation of the plan. Due to the reorganisation and new appointments, any result contract would have had to be renegotiated due to altered responsibilities. It was primarily the Policy Pillar that was responsible for the work plan but due to the reorganisation in 2010 already mentioned, the policy department ceased to exist and the Improve Sida's accessibility to information through Sida's website and increased use of Braille.	Indicator: The Human Rights team and Operative Management Group have business cards with Braille. Sida's website has been adapted to include alternative formats and function to make the text easy to read.	Not completed: Braille is not standard nor is the website adapted to PwD.

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- Strategi för finansiering av utvecklingslån och garantier avseende miljöåtgärder (miljölån)
- Strategi för informations - och kommunikationsverksamhet inklusive för organisationer i det civila samhället 2010–2014
- Strategi för kapacitetsutveckling och samverkan 2011–2013
- Strategi för Sidas stöd till forskningssamarbete 2010–2014
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Human rights for persons with disabilities; an evaluation of the work plan

In 2009 Sida adopted a work plan for human rights for persons with disabilities as a result of a letter of appropriation for 2009. The task according to the letter of appropriation was for Sida to present "a plan that sets out how the organization intends to guarantee that the observance of human rights for persons with disabilities is incorporated into Sida's internal work and bilateral development cooperation." This resulted in a work plan that has two intermediate objectives and 24 activities. The first objective is: "to specify how Sida will include human rights for women, men, girls and boys with disabilities in its development cooperation." The second objective was: "to increase knowledge and understanding of Sida's personnel and strategic implementers within development co-operation of: –the possibilities and challenges facing children, youth, women, and men with disabilities, and –the implications these possibilities and challenges have for Sida's work on strengthening the ability of poor people to improve their living conditions."

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