AusAID

Development for All Strategy Mid-Term Review

Report

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Executive summary

The AusAID Development for All Strategy (the Strategy)[1] was launched in November 2008. The Strategy covers a period of five years from 2009 to 2014, with specific funding allocated against the Strategy from 2010.

Its intention is to strengthen the effectiveness of Australia's aid program by ensuring that people with disability contribute to and benefit from the program. The mid-term review of the Strategy was undertaken from January to June 2012.

The Strategy seeks to achieve change through three core and two enabling outcomes and guiding principles. The mid-term review examined progress against each of these outcome areas as well as reference to the principles.

The findings indicate that the first steps have been taken towards a more inclusive aid program through the production of the Strategy and its first years of implementation. The steps have been considerable and impressive.

The Strategy, funding commitment and, in particular, the dedicated staff at both Canberra and various posts have led to significant improvement in the lives of people with disability. This includes increased access to education, employment, health services and law and justice. People with disability have increased voice and more ability to work together for their own development and to advocate within local communities and national governments for their rights as citizens.

Internationally, AusAID is now identified and positioned as a leader in disability-inclusive aid programs. The agency is beginning to develop wide-ranging experiences which provide invaluable examples of how to undertake good quality disability-specific support, as well as emerging examples of disability-inclusive development. AusAID has committed resources to research and to support the promotion of disability work through several other agencies, in particular, UN agencies.

At this midpoint of the Strategy, it would appear that AusAID is well placed and has good potential to make a further considerable contribution to improving the lives of people with disability, both directly through its programs, as well as through its regional and international leadership and advocacy with partner countries. In particular, it has the potential as the aid world moves into post-MDG discussions, to support an international commitment to improving the lives of people with disability.

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[1] AusAID (2008),"Development for All. Towards a disability-inclusive Australian aid program 2009 – 2014"

AusAID is now highly visible, and both its Australian domestic constituency as well as other aid donors, national governments and people with disability in various countries, are all looking to AusAID to move ahead and extend its work in disability-inclusive development. This presents both risks and opportunities.

An examination of internal and external influences suggests that there are many remaining challenges for AusAID to address in order to fulfil the potential of its initial investment and meet external expectations. External challenges require careful development of strategies and approaches. The internal challenges require development of AusAID capacity and systems.

As a result of the findings from the review, it is recommended that in accordance with Development for All, AusAID should commit sufficient financial and human resources to ensure that disability-inclusive development is consistently and systematically progressed across the Agency.

Acronyms

ABV	Australian Business Volunteers
ADB	Asian Development Bank
ADDC	Australian Disability and Development Consortium
ADP	PNG Assembly of Disabled Persons
ADRAS	AusAID Development Research Awards Scheme
ADS	Australian Development Scholarships
AIPJ	Australia Indonesia Partnership for Justice
APPR	Annual Program Performance Report
APTC	Australia Pacific Technical College
AQEP	Access to Quality Education Program Fiji
ARC	Australian Red Cross
ASOP	Australian Sports Outreach Program
AusAID	Australian Agency for International Development
BEST	Basic Education Sector Transformation
CAVAC	Cambodia Agriculture and Value Chain
CIDI	Cambodian Initiative for Disability Inclusion
COPE	Cooperative Orthotic and Prosthetic Enterprise
CRPD	United Nations Convention on the Rights of Persons with Disabilities
DAC	OECD Development Advisory Committee
DfA	Development for All
DFCD	Department for Community Development
DFID,	Department for International Development
DID	Disability in Development
DPO	Disabled Peoples' Organisation
DPS	Disability Policy Section
DRF	Disability Rights Fund
DRG	Disability-inclusive Development Reference Group
FDPF	Fiji Disabled Peoples Federation
FSM	Federated States of Micronesia
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GoS	Government of Samoa
GPDD	Global Partnership for Disability and Development
HIV	Human Immunodeficiency Virus
ICF	International Classification of Functioning Disability and Health
ICRC	International Committee of the Red Cross
IE	Inclusive Education
IFRC	International Federation of Red Cross and Red Crescent Societies

ILO	International Labour Organization
IT	Information Technology
KAMPI	Katipunan ng Maykapansanan sa Pilipinas, Inc.
MDGs	Millennium Development Goals
MESC	Ministry of Education, Sports and Culture
MoSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MTR	Mid-term review
MWCSD	Ministry of Women, Community and Social Development
NACD	National Advisory Committee on Disability
NCDA	National Council on Disability Affairs
NDCC	National Disability Coordinating Committee
NDPO	National Disabled Person's Organisation
NGO	Non-Government Organisation
NOLA	Nuanua O Le Alofa Samoa
NZAID	New Zealand Agency for International Development
PAVIC	Parents Advocates for Visually Impaired Children
PDF	Pacific Disability Forum
PIFS	Pacific Islands Forum Secretariat
PLP	Pacific Leadership Program
PNG	Papua New Guinea
PRIME	Philippines' Response to Indigenous Peoples and Muslim Education
PRPD	UN Partnership for the Rights of Persons with Disability
PWDF	Persons With Disabilities Foundation
REAP	Rights Education and Protection Program (UNICEF)
RGC	Royal Government of Cambodia
RIDBC	The Royal Institute for Deaf and Blind Children
RRRT	Pacific Regional Rights Resources Team
SFD	Special Fund for the Disabled
SIEDP	Samoa Inclusive Education Demonstration Program
UNDAF	United Nations Development Assistance Framework
UNDESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNWomen	United Nations Development Fund for Women
UNRWA	United Nations Relief and Works Agency
USAID	United States Agency for International Development
USP	University of the South Pacific

WB	World Bank
WHO	World Health Organization

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Background

Introduction

The AusAID Development for All Strategy (the Strategy)[2] was launched in November 2008. The Strategy covers a period of five years from 2009 to 2014, with specific funding allocated against the Strategy from 2010.

Its intention is to strengthen the effectiveness of Australia's aid program by ensuring that people with disability contribute to and benefit from the program.

The Strategy was designed to be reviewed at its mid-term and given this requirement, together with the changing context for implementation of the Strategy, AusAID commissioned a mid-term review (MTR) in early 2012. This document reports the findings and outcomes of the MTR.

Structure of the report

The report is structured around four sections. This background section introduces the Strategy and the history and rationale of AusAID focus on disability-inclusive development. The second section outlines the methodology and approach for the MTR. The third and major section presents the findings of the review against the five outcome areas of the Strategy with a short discussion following each presentation of findings. The final section concludes the discussion overall and outlines the recommendations arising from the MTR.

The Development for All Strategy

> Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments in which interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.[3]

The Strategy was developed as part of the Australian Government's commitment to focus its aid program on practical development outcomes, including faster progress towards the MDGs, with substantially increased attention to the most vulnerable and excluded.

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[2] AusAID (2008), Development for All. Towards disability-inclusive Australian aid program 2009 – 2014
[3] Article One, the United Nations Convention on the Rights of Persons with Disabilities

The Strategy was developed following an extensive consultation process with over 500 written submissions and consultations taking place in over 20 countries. This consultation is a strength of the Strategy, leading to strong ownership by both the disability community and AusAID.

At its core, the Strategy is about organisational change – changing the way AusAID does its business so that people with disability are included in, contribute to and benefit from the Australian aid program.

The Strategy has a primary purpose:

> *To support people with disability to improve the quality of their lives by promoting and improving access to the same opportunities for participation, contribution, decision-making, and social and economic well-being as others.*[4]

The Strategy focuses on achieving three core outcomes:

- Improved quality of life for people with disability;
- Reduced preventable impairments;
- Effective leadership on disability and development.

And two enabling outcomes:

- AusAID skilled and competent in disability-inclusive development;
- Improved understanding of disability and development.

It is also underpinned by several guiding principles:

- Active central role by people with disability;
- Recognise and respect rights;
- Respect and understand diversity;
- Take into account the interaction of gender and disability;
- Focus on children;
- Support people to people links and promote partnerships.

The Strategy was designed to start with a focus on the two sectors of education and infrastructure and with two focus countries, Samoa and Cambodia. Due to the interest generated by the Strategy and political will in-country, this has extended to four focus countries, Samoa, Papua New Guinea (PNG), Cambodia and East Timor. The Strategy aims to work through a twin-track approach; that is, by supporting disability-specific activities that reduce barriers to participation and also through integrating disability in all AusAID's processes, systems, programs and policies. The work is supported by: a Disability Policy Section (DPS) located in Canberra; two regional specialists for each of Asia and the Pacific, located in Cambodia and Fiji respectively; and two Inclusive Development Program Officers, located in Canberra (one based in the Pacific Division and one based in the East Asia Division).

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[4] Op cit, pg. 1.

At the time of the MTR AusAID reported an estimated A$80 million between 2008 and 2015 is being invested to resource the Strategy implementation.[5] This is in addition to investments already being made through other AusAID programs such as education, infrastructure, humanitarian and mine action, volunteers and scholarships.

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[5] This includes around $80 million for improving the quality of life of people with disability. It does not include an estimated $66.3 million for preventing avoidable blindness.

Why Development for All?

> Sustainable, equitable progress in the agreed global development agenda cannot be achieved without the inclusion of persons with disabilities. If they are not included, progress in development will further their marginalization.[6]

There are over one billion people with disability in the world, of whom between 110-190 million experience very significant difficulties. This corresponds to about 15 per cent of the world's population.[7] One household in every four contains a person with a disability, which means that an estimated two billion people live with disability on a daily basis.[8]

People with disability are disproportionately likely to be among the very poor, with the World Bank estimating that they make up 20 per cent of people living below the extreme poverty line.[9] 80 per cent of people with disability live in developing countries.[10]

Disability-inclusive development cuts across all the major sectors of the Australian aid program. (Annex Two Disability Fact Sheet provides further details on the links between disability and aid sectors). The 2010 MDG Report revealed a strong link between disability and marginalisation in **education**. Even in countries close to achieving universal primary education, children with disability are the majority of those excluded.[11]

- An estimated one third of the world's out of school children live with a disability;[12] primary school completion and literacy rates are consistently far below those of people without a disability.[13]

Women and girls with disability face double discrimination on the grounds of both their gender and their impairments.

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[6] ''Including the rights of persons with disabilities in United Nations programming at country level: A Guidance Note for United Nations Country Teams and Implementing Partners'', UNDG (2010)

[7] World Report on Disability, WHO (2011)

[8] United Nations Office of the High Commissioner for Human Rights, 'From Exclusion to Equality: Realizing the rights of persons with disabilities' (2007)

[9] Elwan, A, "Poverty and Disability: A Survey of the Literature," SP Discussion Paper No. 9932. The World Bank (1999): note that this is the best estimate available, but remains an estimate

[10] UN Convention website – Facts about persons with disabilities

[11] The Millennium Development Goals Report 2010 www.un.org/millenniumgoals/pdf/MDG%20Report%202010%20En%20r15%20-low%20res%2020100615%20-.pdf

[12] Education for All Global Monitoring Report: Reaching the Marginalized, UNESCO (2010)

[13] ''Illiteracy among adults with disabilities in the developing world: an unexplored area of concern'', Nora Groce and Parul Bakshi (UCL, 2009); World Report on Disability, WHO (2011)

- Violence and abuses against women with a disability are often hidden, and there remains deep-seated stigma and shame connected to both sexuality and disability.[14]

People with disability experience the same range of **health** related problems as the general population but they may be at greater risk because they face barriers to prevention and treatment options.

- The HIV infection levels among people with disability are equal to or higher than the rest of the community due to insufficient access for people with disability to appropriate HIV education, information, prevention and support services (possibly resulting in high HIV risk behaviours): in addition, a large percentage of people with disability tend to experience sexual violence, which was found to be one of the main causes for the high prevalence rate among them.[15]

There is an urgent need to make **environmental** accessibility a top priority for all populations, including people with disability.

- People with disability are among the "most vulnerable to natural and human-made hazards" and are disproportionately represented among "victims of disasters".[16]

Development for All argues that strengthening Australia's focus on disability in the aid program is an essential part of Australia contributing to partner governments achieving the Millennium Development Goals.

In June 2011, 'enhancing the lives of people with disability' was highlighted as one of ten development objectives in Australia's aid policy.[17] This affirmed the Australian Government's commitment to disability-inclusive development as an effective development approach.

The original rationale for the Strategy focused around three areas. The first was the need to correct the exclusion of people with disability from the development process.

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[14] Kvam, M. H. and Braathen, S. H., (2006) "A576 Report, SINTEF Health Research, Violence and Abuse against Women with Disabilities in Malawi", Oslo.

[15] World Health Organization, The United Nations Joint Programme on HIV/AIDS and Office of the High Commissioner for Human Rights Policy Brief, April 2009. Available at: http://data.unaids.org/pub/Manual/2009/jc1632_policy_brief_disability_en.pdf

[16] Global Report on Human Settlements 2007, Enhancing Urban Safety and Security (published by Earthscan in the UK and US, 2007), United Nations Human Settlements Program (UN-HABITAT), p 181. Available at: Http://www.preventionweb.net/files/2585_2432alt1.pdf.

[17] AusAID (2011), "An Effective Aid Program for Australia: Making a Real Difference, Delivering Real Results", Canberra.

The Strategy argues that due to a failure to recognise these facts, people with disability have often been excluded from the development process and purposeful action is required to strengthen the access and inclusion of people with disability in the development process.

Secondly, the Strategy proposes that actively including people with disability and creating more accessible and inclusive communities will not only benefit people with disability, but will result in more successful and sustainable development for all. It recognises that people and populations with a disability can be resilient, productive and have the capacity to make significant contributions to the social, economic and political life of the communities in which they live. Put simply, disability-inclusive development is more effective development.

Finally, the Strategy argues that the Australian Government has a responsibility to implement disability-inclusive development because of its national and international obligations. These include the Australian Government social inclusion agenda, the Biwako Millennium Framework for Action (which Australia has adopted), and the United Nations Convention on the Rights of Persons with Disabilities (CRPD) (which Australia has signed and ratified). The CRPD obligations include a commitment to ensure international development programs and other international cooperation activities include people with disability and can be accessed by them (more detail on Australia's obligations under the CRPD is provided in Annex Two).

Methodology and approach to the Mid-Term Review

The Terms of Reference for the MTR[18] identify two primary objectives:

- Assess progress in the achievement of the Strategy objectives;
- Assess the need for any refinement of the Strategy and implementation arrangements.

The MTR was not designed to be an impact study (which would be more appropriate for an end of Strategy evaluation), rather it sought to use good quality evaluation and review processes to develop an in-depth understanding of outcomes to date, their significance and the lessons learned for further improvement.

The methodology was developed in line with these intentions. The approach to the MTR was designed to match the wide ranging consultation process undertaken for original development of the Strategy alongside a critical enquiry and review process that provided a framework for analysis.

It was made clear to the review team that the process of undertaking the MTR was as important as the outcomes. The review team was tasked to share lessons throughout the MTR and to explore the intent and implementation of the Strategy with internal and external stakeholders during the

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[18] See Annex One

consultations. The MTR was therefore a 'point in time' review of progress as well as an important opportunity for consultation, advocacy and engagement with stakeholders in the ongoing implementation of the Strategy.

Extensive consultation was undertaken, and the full list of people consulted is attached at Annex Four. It included visits to six AusAID country programs, Samoa, PNG, Fiji, Philippines, Cambodia, and Indonesia (see Annex Three for summary reports of field visits), and additional international consultations in Thailand.[19] It also included consultations in Australia with Disabled Peoples' Organisations (DPOs), Australian Non-Government Organisations (NGOs), Australian universities and other research institutions, and other interested and relevant stakeholders. In addition, there was a call for public submissions. Targeted interviews were also undertaken with a range of international organisations including other donors, United Nations organisations and organisations with specialist expertise and focus on international development and disability.

Interviews and discussions were undertaken with AusAID staff in Canberra, in particular staff responsible for sector and thematic programs. A confidential survey was undertaken of staff with responsibility for disability programs. Some country programs also chose to make additional written submissions to the review team. Finally, extensive review was undertaken of relevant documents, in particular AusAID policies for all sector, country and thematic areas and AusAID's program management guidance documents. This wide-ranging consultation process established a strong triangulation of data and findings.

Alongside the consultation process, extensive use was made of international research material available around disability-inclusive development. This material is referenced throughout this report and in detail within the attached annexes. This provided a further critical framework through which to analyse and review findings and the final discussion in this report draws heavily on this analysis.

In line with the proposed methodology for the review, the process was undertaken across three stages with periods of consultation in various countries and in Australia, interspersed with discussion and preliminary analysis of findings. As a result, each stage of inquiry was able to build upon the previous one to explore particular aspects emerging from the MTR. This enabled some testing of initial findings, both with country program staff from AusAID as well as external international and national stakeholders. This was an important process for ensuring the robustness of the findings and recommendations summarised in this document. The initial draft recommendations for the MTR were explored with AusAID management, program staff and with the independent AusAID

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[19] Round table discussions were held in Bangkok during the ESCAP-LCD conference to explore participants' experience with the implementation of the Strategy.

Disability-inclusive Development Reference Group (DRG). The feedback from these discussions assisted with presentation and drafting of recommendations in this report.

There were of course limitations to the MTR. Not all AusAID country programs were able to be visited, and in particular there was insufficient time to visit AusAID programs in Africa, the Caribbean and Latin America, or in the Middle East. The findings and discussion are therefore heavily focused upon AusAID Pacific and Asia experience, reflecting AusAID's expenditure priorities. The MTR team comprised two people, one with monitoring and evaluation experience and the other a specialist in disability-inclusive development.[20] While these are appropriate complementary skills for the purposes of the review, the team were split for country program visits and therefore the same expertise and review perspective were not available for all data collection processes.

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[20] The team members for the review include Ms Lorraine Wapling, a disability-inclusive development specialist, and Dr Linda Kelly, a monitoring and evaluation specialist.

Overall however, AusAID provided considerable time and resources for the MTR and provided the independent review team with access to all materials as required. The review team was supported by the DPS, but was able to undertake confidential enquiries and discussion both in country field visits and in Australia as appropriate. The responses from people consulted were generous and detailed, providing a broad range of information. The review team is confident that this MTR has been comprehensive and the findings and recommendations are well supported by experience and evidence.

Development for All Outcomes

This section outlines the findings against each of the five outcomes of the Strategy.[21] It should be noted that after five months of inquiry the MTR team has considerable evidence from which to draw its analysis. It has only been possible to present a summary of the findings in this report, illustrated with select examples.

Following the summary of findings a short discussion of the potential implications is included.

Development for All Core Outcome 1: Improved quality of life for people with disability

MTR findings

Noting that the MTR was not intended to be an impact assessment, the review team focused on considering whether the Strategy is "fit for purpose". That is, does the Strategy enable or create the right conditions for improved quality of life of people with disability? The findings suggest there are three main perspectives against which to measure the impact of the Strategy: from a strategic perspective; from the perspective of disability-specific activities; and from a disability-inclusive programs perspective.

Strategic perspective

Firstly, from a strategic perspective, the Strategy has provided the basis for considerable change. The very fact of AusAID having an explicit public policy statement about disability is having an effect in itself. AusAID programs have been influenced by the Strategy, as discussed below.

In addition, AusAID is providing leadership in disability-inclusive development at the international level and has influenced other donors and multilateral organisations as a direct result of the Strategy. Some international organisations report that due to the influence of the AusAID Strategy their own focus on disability-inclusive development has improved or expanded, which can be expected to have impacted positively the lives of people with disability.

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[21] It is noted that there are more detailed action areas and foci under each of the outcomes however the experience of the review team was that it was difficult to confine discussion of specific actions under the Strategy to one outcome area alone. This clearly demonstrates that the Strategy is based on a systems model or approach to change, where action under one outcome area influences and interacts with actions in another. This is of course a sensible and good quality process for understanding how to bring about change in this complex area (although perhaps poorly represented in the summary boxes in the original Strategy document). For the purposes of this report however, the key findings and the associated discussion which seemed most relevant to the outcome are presented under that outcome with reference made as far as possible to the discussion in other sections.

Finally, both partner Government and other in-country stakeholders are aware of the AusAID Strategy and have increased expectations of the AusAID programs in countries and increased interest in AusAID results in disability-inclusive development.

Twin Track Approach

AusAID uses a twin-track approach to disability-inclusive development; aiming to ensure that all of its aid activities include and benefit people with disability (disability-inclusive activities) while at the same time supporting targeted aid activities (disability-specific activities) that support and promote the empowerment and participation of people with disabilities. The two elements of this approach are:

Disability-specific initiatives

These activities explicitly target people with disabilities or accelerate efforts towards, and demand for, a disability-inclusive aid program. These extra efforts are needed because people with disability have traditionally been, and often continue to be, excluded and denied access to education, health, employment and participation in society and continue to face barriers to inclusion.

Disability-specific initiatives include strengthening the capacity of Disabled Peoples' Organisations, providing technical support to Partner Governments to develop disability policies and programs, and building understanding of AusAID staff of the importance of a disability-inclusive aid program to effective development. All of these activities contribute to efforts of including disability and are unlikely to be provided initially through larger sectoral programs such as health or education programs.

Disability-inclusive programming

This refers to any work in which people with disabilities are included in a wider program targeting a sector, issue or location. Inclusive programs will have other/many main aims but will actively ensure people with disabilities can access, participate in and benefit equally from all development initiatives.

Disability-inclusive programming requires that resources are available and corporate systems are in place to support the inclusive programming.

Disability-inclusive initiatives include, for example, the explicit inclusion of people with disability in general health, education, infrastructure and humanitarian programs.

Outcome

The outcome of this twin-track approach is that development outcomes improve for people with disability, leading to reduced poverty and improved quality of life.

Disability-specific programs

From the second perspective, where AusAID programs are specifically targeting people with disability, these are clearly making a difference in the lives of people. A summary of some of the positive outcomes of these programs has already been published by AusAID.[22] AusAID disability-specific programs are operating on a number of levels. These include working through DPOs and NGOs to promote and support greater disability rights advocacy and provide services for people with disability such as rehabilitation, education and vocational services.

The Cambodian Initiative for Disability Inclusion (CIDI)

AusAID's CIDI program is implemented by the Australian Red Cross. It follows previous support for a landmine survivor assistance program also managed and implemented by Australian Red Cross. There are three components to the program including mine risk education, community-based health for persons with a disability and a Disability Inclusion Assistance Fund (a small grants fund).

The fund receives proposals related to disability inclusion around education and infrastructure. It supports several NGOs and DPOs in Cambodia to undertake services such as inclusive education for children with a disability, establishment of self-help groups for poverty alleviation projects and community-based psychosocial support for people with disability and their families.

One such group being supported by the fund is the Cambodia Association of Disabled Relief. This group explained how they felt as a group of people with disability with no land and no way to provide for their families. In 2000 they came together with nothing but the motivation of the five families and an area of land that no one else wanted. Now in 2012 their Association includes 450 families and through their work together they now have a school, training Centre, health centre, pagoda, roads and infrastructure.

Most recently the group has received a grant through CIDI to focus on women, especially women with a disability. They explained that through their engagement with CIDI, they have come to understand the additional disadvantage faced by women with a disability. Through this new project they intend to draw these women into increased decision-making and participation in the Association.

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[22] AusAID (2010), "Development for All. Achievement highlights – the first two years"

Disability-specific assistance also includes working with partner governments to strengthen disability focused national plans and policies and assist with their implementation.

The Samoa Inclusive Education Demonstration Program (SIEDP)

The Samoa Inclusive Education Demonstration Program began in 2010 with a focus on improved educational outcomes in access, retention and progression for children with a disability; increased family and community support and advocacy for children with a disability's right to education; and a policy and practice environment committed to improvement and learning about inclusive education. This was developed in line with the government's policy to strengthen inclusive and special education support as outlined in the Samoa National Policy on Disability.

The first two years have seen funding targeted at two local NGOs with extensive experience in education for children with a disability (Loto Taumafai and SENESE); support for the appointment of an Inclusive Education Advisor post in the Ministry of Education, Sports and Culture (MESC); an inclusive education small grants scheme; and provision for the MESC to conduct specialist research, analysis and awareness-raising around inclusive education.

Work to date has seen the two NGOs producing excellent work in promoting awareness about children with a disability's right to education, skilling teachers and support staff and increasing overall enrolment and access to early intervention programs by 59 per cent from 2009-2011. The small grants facility has been used by mainstream schools to provide equipment, adapted materials and in-class support.

MESC has committed to mainstreaming inclusive education, and a transition plan is guiding changes in governance and implementation arrangements in the program to move towards increased Samoan government ownership and control.

Finally, disability-specific assistance includes work with DPOs, both directly and in partnership with others such as the Disability Rights Fund (DRF).[23] This area of work is quite significant. Evidence from country program visits suggests that the capacity building and support of DPOs is leading to their increased ability to advocate for improved rights. This in turn contributes to the greater participation of people with disabilities in policy and decision making at government levels, increased services for people with disability and greater inclusion of people with disability in services and programs provided by national governments.

The review team received considerable feedback from DPO organisations pointing to the contribution AusAID has made to increasing their capacity to function and to directly improve the lives of their members. People with disability report that as a result of support from AusAID they are beginning to see improvements in their capacity to lead and to advocate on their own behalf. Service providers are reporting that as a result of AusAID programs directed at people with disability, people are enjoying improved access to services and quality of life. These are impressive and important gains by the Australian aid program.

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[23] DRF supports the development of grass roots level DPOs and National Level Disability coalitions in select countries for the advancement of the ratification, implementation and monitoring of the CRPD.
AusAID support to DRF totalled $6.2 million between 2009-2014

Fiji Disabled Peoples Federation

The Fiji Disabled Peoples Federation (FDPF) is the peak national DPO with four affiliated impairment-specific organisations. The main role of FDPF is to represent the voice of people with disability in Fiji at the national level. It aims to advocate for the inclusion of disability into national policies and development plans.

Although it has always notionally covered Fiji as a whole, it wasn't until 2009, with funding from UNDP and the Disability Rights Fund (supported by AusAID), that FDPF was able to conduct some activities outside of Suva. Since 2009 it has become more active in supporting the development of DPOs as part of a project to increase the democratic representation of people with disability. So far it has been instrumental in supporting the formation of 20 new DPOs.

In the last year FDPF has worked with provincial offices in the North of Fiji. The head of the province attended a workshop being run by FDPF in the area which focused on disability rights and empowerment. The representative was so impressed by the information that he went back to his office and began championing disability inclusion. As a result, people with disability are now represented in several important provincial forums and planning meetings and gaining access to transport and small grants to assist with livelihoods.

Neighbouring provinces have shown interest in this model and have started to approach FDPF for more information.

> ### *The PNG Assembly of Disabled Persons (ADP)*
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> The ADP is supported by AusAID funding via the Disability Rights Fund and through regional support from the Pacific Disability Forum. The ADP has a total of 20 DPO affiliate members across PNG.
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> The ADP is supporting its affiliate members to respond to the needs of people with disability in their locations. For example in the Eastern Highlands the provincial DPO is working on barriers to children with a disability accessing education. The Bougainville DPO is working on livelihoods and poverty alleviation for people with disability in order to ensure that their basic needs are met. The New Ireland DPO is trying to increase the participation of people with disability in community life. The DPO in Manus Province is working with the local government to try and raise their awareness and engagement with the concerns of people with disability.
>
> ADP also works with the PNG Government and other development partners to ensure inclusion of people with disability in development planning.

Disability-inclusive programs

Finally, from the perspective of including people with disability across the AusAID program (disability-inclusive programming), the result is promising but inconsistent. The MTR found some good examples of initiatives that have made a start towards developing disability-inclusive programming, in particular through the situation analyses that have been undertaken in several country programs.[24]

In addition, some programs, particularly in the two focus sectors of infrastructure and education, have established a policy base for disability-inclusive programming. The AusAID Education Thematic Strategy gives particular attention to promoting an inclusive education approach. The AusAID Infrastructure Thematic Strategy now references the Accessible Design Guide, developed by AusAID to promote accessible infrastructure. As a result of these and other changes, more attention is being given, for example, to school construction to ensure physical access for children with a disability.

Further, the MTR found several examples of good quality disability-inclusive programming in particular program areas.[25] Together with the disability-specific work, these programs illustrate that AusAID staff and partners are developing the ability to design and implement disability-inclusive development. Programs which provide positive lessons for the wider agency include the Australia-

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[24] These include Bangladesh, Cambodia, Laos, Philippines, PNG, East Timor and Samoa.
[25] Reports from programs undertaking a disability-inclusive approach to development work were received from Bangladesh, Indonesia, the Philippines, PNG, East Timor, parts of the Africa program and from various locations in the Pacific. In addition several sector areas are moving towards a disability-inclusive approach such as scholarships, volunteers, sport, and humanitarian response.

Indonesia Partnership for Justice Program; the bilateral and regional approach being taken in Fiji to increase access by people with disability to existing programs; the Sport for Development program in the Pacific; the AusAID scholarships program; and the AusAID Volunteers programs. Each of these examples has started with systematic analysis of needs and opportunities and then developed implementation plans responding to their particular context in consultation with people with disability.

The AusAID Scholarships Program

In 2009, AusAID's Scholarships Section started to explore how to promote access and inclusion, in particular to encourage applications from people with disability. The Section undertook consultation with people with disability and commissioned research to assess policy and legal implications of making scholarships more accessible. It worked with country programs and the team is now finalising guidelines to ensure a systematic approach to disability-inclusive development in the scholarships program.

Many of AusAID's country programs, in particular Cambodia, Indonesia, Philippines, Laos and Pakistan, have taken up the challenge, using their own resources and those made available by the Disability Policy Section. As a result a number of people with disability have been awarded AusAID scholarships, with approximately 2 per cent of awardees identifying as having a disability in the 2011 annual On-going Survey. The MTR team was able to hear from returned awardees who could point to the change in their lives after studying in Australia.

> *"Yes it made a difference to me. When I returned people respected my qualification and therefore respected me."*
> Returned scholar, Indonesia

> *"When I returned I wanted to empower my fellow citizens. I talked to my local mayor and I work from the municipal social affairs department of the City Council. I work in the planning area and am able to work on rehabilitation for people with disability."*
> Returned scholar, Indonesia

One of the most impressive examples of this change has been with the volunteer program. This program has moved to increase its focus on disability in two ways, by increasing the number of assignments that have disability as a focus and by increasing the number of people with disability being selected for assignments. The implementing agencies have been proactive in looking for opportunities to be strategic and used their design process to ensure that they built in a high-quality inclusive approach to the program from the beginning. They have now developed a policy that will

ensure the practical changes they have created will be sustainable.[26] A key element of this policy is an up-front budget allocation for disability inclusion of $2 million.

Other important emerging examples were programs where disability had not been included in the original design or development approach, but where AusAID staff have been proactive in working for a more inclusive approach during the life of the program. Examples include the electoral programs in PNG and the Philippines, and the education program in PNG. In these programs, while the original designs did not give particular attention to disability, individual program staff have been able to introduce small but strategic changes that have increased the inclusion of people with disability.[27]

The Australia-Pacific Technical College

The Australian Pacific Technical College (APTC) provides technical and vocational training to Australian standards for people from Pacific countries. It has campuses located in Samoa, Vanuatu, PNG and Fiji.

APTC has worked to develop and refine its policy on disability inclusion. They have consulted with DPOs and are an associate member of the Pacific Disability Forum.

APTC encourages people to identify if they need help or adjustment due to a disability. They advise in their public literature that they provide support for people with disability and have provided training for the staff in disability inclusion.

As a result, APTC now has people with disability studying at various campuses although they still seek to increase these numbers. They see the greater and more important challenge is to support students with a disability into employment.

At the same time, apart from an emerging approach in Fiji, it would appear that a systemic and program-wide approach to disability-inclusive development is still developing across AusAID country programs. Several of the comments received from AusAID country program staff suggested that they saw disability as an optional crosscutting issue which was not a priority within their program. Several reasons were given for this, including: a lack of national government prioritisation of disability; a lack of identification of the topic within the MDGs; other priorities perceived as needing to be addressed before disability could be considered; and disability not being identified as a priority in the AusAID country strategy. These responses were received during discussion with sector and thematic areas in

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[26] The Australian Volunteers for International Development (AVID) Program (2012), "Draft Disability-Inclusive Development Policy", April.
[27] A full list of AusAID programs with attention to disability-inclusive development is available upon request to the Disability Policy Section.

Australia but mainly came from discussion with AusAID post staff during the various country program field visits.

> *"We know that AusAID supports infrastructure that is accessible for people with disability, but it's harder to sell this idea to counterparts in government."*
> AusAID staff member
>
> *"In the basic education program we have included access ramps in schools. But that's all there is. It's not connected to anything broader. It goes to the heart of how to get these crosscutting issues into the program."*
> AusAID staff member

The possible reasons for this inconsistent approach are important and will be explored in the discussion that follows.

Discussion

Taken together, the results for this outcome area suggest that AusAID has established some very important building blocks necessary for an aid program that will lead to improvements in the lives of people with disability. These building blocks include the Strategy which has been significant and influential and continues to be an important document internally and externally for AusAID.

The disability-specific work that AusAID has undertaken is wide-ranging and varied and provides important opportunities for learning and for interaction with people with disability. These programs often offer a starting point for AusAID to understand the situation and priorities of people with disability in particular locations and provide a process of engagement with DPOs in countries. They make a significant difference to people and should continue to receive support. However, disability-specific programming by itself will not meet the needs of most people with disability nor does it represent disability-inclusive development. While this work should continue, it needs to be seen as an opportunity for learning lessons, catalysing wider programming and establishing and maintaining relationships with DPOs. Disability-specific activities should provide the basis for movement towards an integrated and inclusive development program.

The Strategy intends that the whole AusAID program will develop to be disability-inclusive. The MTR indicates that this process has started in a number of specific program areas but that it has been difficult in many locations for AusAID to strategise and plan a coherent approach. Noting that the Strategy has only been in operation for three years it is important to be realistic about what can be achieved. AusAID has made some considerable progress, but there seem to be two sets of factors which AusAID needs to address in order to move ahead more consistently with its Strategy. The first are internal to AusAID and will be addressed in the discussion under Outcome Four. The second are linked to the external environment within which AusAID operates and are outlined briefly below.

Country level donor forums

It is significant that AusAID is now being seen as the lead donor in disability-inclusive development internationally. This is commendable and points to a commitment to effective and good quality development work. However, it frequently leaves AusAID ahead of other donors and expected by both donors and other stakeholders to provide leadership around the issue of disability. While there are regular international forums where disability and development is discussed, such as the Conference of States Parties, other international, regional and country level regular donor forums and donor coordination mechanisms rarely include a focus on disability. In addition, disability is not referenced in the MDGs; an issue noted in the Strategy and one which continues to limit the focus on disability internationally. Added to this, disability is rarely a priority in national partner government development strategies.

AusAID therefore is in a position of needing to lead many of the stakeholders at country program level to enable them to understand the rationale and benefits of disability-inclusive development, without having many of the normal reference points for these bilateral level discussions. This is a challenging position for country program staff, especially if they lack confidence or fully understand the rationale behind disability-inclusive development.

> "*Amongst development partners AusAID is the only major donor to have a Strategy that focuses on disability inclusion. We have experienced difficulties in gaining support for integration of disability into programs that are implemented in partnership, particularly with development banks.*"
> AusAID staff member

Strong DPO community to drive change

The emerging evidence from AusAID's work and that of other donors suggests that the presence of a strong DPO community which can operate independently to advocate for disability inclusion with national governments, is an important support for donors. It helps to drive change towards a more enabling political environment. In those countries where a strong DPO network is able to operate such as Fiji or the Philippines, there is more incentive for partner governments to take interest in the AusAID focus on disability.

Where the DPO movement is less strong and therefore the voice of people with disability is largely unavailable, it is more difficult for an external donor to motivate and influence national government priorities. AusAID faces this challenge in many countries. It requires a different strategic approach, one that seeks to accompany the disability sector in raising issues of inclusive development and encouraging the growth of pro-disability legislative frameworks.

The important point here is that AusAID programs need to be aware of the context in which they are operating, identifying the potential drivers for change, so that the most effective strategy can be developed.

Understanding disability-inclusive development

Disability-inclusive development itself can be a misunderstood concept and the Strategy did not fully anticipate the implications of this for staff.[28] Throughout the MTR process people often referred to disability as being just one of many 'crosscutting' issues needing to be 'mainstreamed' into general development. In addition, others (including many external stakeholders) prefer that disability is approached from the perspective of social inclusion. This perspective suggests that people with disability represent just one of a number of socially excluded groups, alongside women, children, older people, ethnic or religious minorities for example who are better targeted as part of vulnerabilities programming.

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[28] For example, there is no AusAID agreed definition of disability-inclusive development in the Strategy

> ### *Broadening the debate around disability and social inclusion*
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> If disability is addressed only as part of a social inclusion agenda then it becomes much more difficult to deal with as a broad development issue. Framing disability simply in terms of social inclusion misses the fact that people with disability have the ability to make significant social, economic and political contributions. Instead responsibility for disability issues falls to individual sectors – often social development or human rights, with other sectors failing to recognise the potential contributions people with disability can make to their programming. It makes it more difficult to discuss disability during bilateral discussions, in policy formulation or legal redress for example when it's considered as a single sector issue rather than a cross-cutting development one.
>
> It also makes it much more difficult to track and measure the economic benefits of the inclusion of people with disability with the costs of inclusion falling to social welfare programs, or even specialised health and education activities.
>
> Keeping disability as one part of the social inclusion agenda makes achieving an inclusive development agenda much more difficult. The majority of sectors will not in the first instance consider that it is their responsibility to be inclusive of people with disability and the overall benefits of enabling people with disability to fully participate in the development of their communities is lost. (*See Annex Two for the full paper on this debate*)

There are many highly compelling reasons why the social inclusion approach is not consistent with promoting disability-inclusive development and the AusAID Strategy is doing well to challenge this internationally.

However, this represents a complex theoretical arena for AusAID work. For AusAID staff, it is important that they are able to confidently and consistently articulate the theoretical basis on which disability-inclusive development is being promoted[29] so that they can respond positively in situations where others may have different approaches or have little conceptual understanding.

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[29] Which includes being confident with the social model approach to disability

Addressing resistance

There are several resistances to disability-inclusive development which include a perception that it will increase the cost of aid programs or social programs implemented by national governments. In many countries there is considerable stigma and discrimination attached to disability which can make it difficult to ensure a focus on the issue in partner government and stakeholder discussions because of a reluctance to actually talk about it.

Donors such as AusAID need considerable skill to challenge these preconceptions about disability. They also need to use evidence-based research to demonstrate the economic and other values of disability-inclusive development. There is existing evidence to draw on, and new evidence is emerging in all sectors to support staff to do this.[30] Similar to working for changes in AusAID's approach to gender equality, AusAID country programs need to have a long-term comprehensive approach to influencing partner government attitudes in order to assist in development of disability-inclusive policies and programs.

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[30] See for example: Mitra, S., Posarac, A. & Vick, B. (2012) "Disability and poverty in Developing Countries: A Multidimensional Study", Barron, T. & Ncube, J. (2010) "Poverty and Disability", Leonard Cheshire.

Development for All Core Outcome 2: Reduced preventable impairments

This outcome area was part of the original Strategy. However, following a review of the Strategy in early 2011, the then Minister for Foreign Affairs Mr Rudd wrote to the Disability Discrimination Commissioner, Graeme Innes, to advise that the Government had taken the decision to locate and manage future support to prevent impairments such as blindness within the AusAID health program and road safety work within the Infrastructure program.

Whilst the mid-term review did not focus on this outcome area, the mid-term review team did meet with relevant program staff and noted that the work continues effectively under this management arrangement. It was also noted that AusAID continues to be committed to this outcome and to ongoing support to prevent impairments.

It was noted through public submissions and discussion with AusAID program managers, that there remains some overlap between the work funded in this area and that covered by the Strategy. This is understandable and it will be important that the focus on disability inclusion in the area of preventable impairments continues to be informed and guided by the principles and approaches of the Strategy. However, in line with the Ministerial decision it appears appropriate that this outcome is now managed through AusAID's health and infrastructure thematic teams.

The mid-term review team took no further review of this area.

Development for All Core Outcome 3: Effective leadership on disability and development

This outcome includes several areas for action. It directs attention to supporting the leadership of people with disability, modelling good practice, forging strategic partnerships to leverage action and focuses on the role of Australia in providing leadership and advocacy in regional and international forums to increase the priority given by the global community to disability-inclusive development.

The findings described below focus in particular on the way in which AusAID has supported leadership of people with disability and worked with other organisations to begin a process of leveraging and working together for change. They also address the leadership role that AusAID has played in promoting disability-inclusive development.

Findings

Supporting DPO leadership

A particular strength of the work that AusAID has undertaken to date has been its support towards developing the leadership of people with disability. Clearly this work overlaps with the more general intention of building capacity of DPOs, but the particular attention AusAID has given to the area demonstrates the agency's commitment to the guiding principle of *'ensuring an active central role by people with disability'.*

> ### *Pacific Disability Forum*
>
> The Pacific Disability Forum (PDF) was established in 2004 to ensure participation and voices of Pacific people with disability to the governments of the Pacific region. PDF has a particular focus on enabling the needs and concerns of people with disability to be raised at higher regional and international levels.
>
> > *"PDF understands us - they know and are able to voice our needs at the regional level."*
> > NDPO member
>
> PDF supports the establishment and strengthening of National Disabled Peoples' Organisations (NDPO) at country level in the Pacific. The organisation works hard to ensure equal representation across the region and pays particular attention to the representation of small Island States. They work to encourage NDPOs to likewise ensure that all people with disability in a country have access to information and representation.
>
> > *"PDF funds have enabled us to reach out to members in rural areas and northern parts of Fiji which had previously been inaccessible to us."*
> > NDPO member
>
> PDF have a strong focus on leadership by people with disability. They have used AusAID funding to support leadership training and development for people with disability throughout the Pacific.

There were several examples provided to the review team of AusAID supporting key people with disability to attend international forums and meetings and to attend leadership training.

There are also good examples of AusAID's commitment to improving the visibility of people with disability being demonstrated at AusAID Posts, where focal points and regional specialists have been working to connect people with disability in leadership positions to important national and international forums. In Fiji for example, the Pacific Humanitarian Team was introduced to the Disability Coordinator at the Pacific Islands Forum Secretariat and members of the Pacific Disability Forum (PDF), who were able to provide powerful firsthand accounts of how people with disability were being routinely excluded from emergency aid. AusAID supported PDF to conduct training on disability-inclusive disaster preparedness and are now working with the Fiji Disabled Peoples Association to create a model for inclusive disaster management in Fiji. During the consultations it was evident this had already made an impact on communities and aid agencies – both of which are now much more likely to include people with disability in their response.

Modelling good practice
There are many reported examples of AusAID promoting disability-inclusive development at the international level. Some notable recent examples include being a key supporter of the first World Report on Disability 2011 and supporting the Disability Rights Fund (DRF) to host a 'Side Event on indigenous persons with disabilities' at the 11th Session of the UN Permanent Forum on Indigenous

Issues (the first such event of its kind). This in turn led to a request from the Forum for an expert report on the situation of indigenous people with disabilities around the world.

In the Pacific region AusAID has provided particular leadership on disability-inclusive development. In 2009 it supported the Pacific Islands Forum Secretariat (PIFS) to hold its first Forum Disability Ministers' meeting. As a result, Ministers, government representatives and DPOs finalised and endorsed the Pacific Regional Strategy on Disability (2010–2015). More recently, AusAID has supported PIFS to host meetings of government disability focal points (August 2011) and Directors of Education on disability-inclusive education (October 2011). Subsequently, more countries have gone on to sign the CRPD (FSM, Palau, PNG, Tonga) and to finalise disability policies (Niue, Tuvalu, Kiribati).

It is important to note that AusAID has benefitted extensively from contributions and long-standing relationships with the Pacific Disability Forum (PDF) and the Pacific Islands Forum Secretariat (PIFS) even prior to the launch of *Development for All*. PDF and PIFS have provided valuable advice and insights to AusAID to inform Strategy development and subsequent implementation of work in disability-inclusive development. These contributions have shaped how AusAID consults, designs, delivers, implements and monitors the aid program and have formed valuable precedents for work beyond the Pacific in disability-inclusive development.

Through these actions and others, AusAID has demonstrated consistent leadership around disability-inclusive development which is now being recognised by international partners and organisations. The message that came through strongly from respondents was that AusAID is *the* leading international agency actively promoting and supporting disability-inclusive development.

> "*AusAID has been a pioneer and a leader. We have been trying to learn from AusAID.*"
> Multilateral agency representative
>
> "*AusAID has been beneficial to our agency in modelling an excellent strategy for mainstreaming. Our disability unit is using AusAID's Strategy as the basis on which to develop its own approach. We have been impressed by the way AusAID has created a more accessible development program and try to find ways to ensure that they can involve people with disabilities as much as possible in the decision making processes. In addition the disability team in AusAID itself has been of huge support.*"
> UN agency representative

AusAID was the first donor to have allocated resources to the new UN Partnership for the Rights of Persons with Disability (PRPD) being managed through the UNDP. This was launched on 3 December 2011 with an aim to support the development of national stakeholders, especially governments and UN agencies, to effectively implement the CRPD. Whilst this mechanism could prove highly beneficial in supporting change at the national policy level, more donors need to be recruited before it can function fully.[31] As part of its leadership strategy, AusAID should continue to encourage other bilaterals to sign up if its own funding is to be utilised to maximum effect.

In addition to supporting other agencies, AusAID also provides key levels of funding to the Disability Rights Fund[32] (DRF) and the International Disability Alliance.[33]

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[31] Note Cyprus, Finland and Sweden have made recent contributions
[32] www.disabilityrightsfund.org
[33] www.internationaldisabilityalliance.org/en

The Disability Rights Fund

The Disability Rights Fund (DRF) empowers DPOs in the developing world to participate in ratification, implementation and monitoring of the rights of peoples with disabilities as outlined in the CRPD. DRF supports DPO strengthening, collaboration among DPOs and between DPOs and other stakeholders, and direct involvement of DPOs in advocacy for rights. DRF also provides information to key development and rights stakeholders about promotion and protection of the rights of people with disabilities.

As a major donor to this fund, AusAID has enabled DRF to expand into the Pacific Region and Indonesia with the result that DPOs in these areas have been able to access funding for capacity building, awareness raising, movement building, and advocacy activities. DRF provides an efficient way for AusAID to channel funds to small and emerging DPOs, including very marginalized sectors of the disability community.

On the other hand, the mid-term review found far fewer examples of leadership in disability being shown amongst middle and senior management at AusAID posts. The mid-term review findings suggest that more could be done by senior management at AusAID posts to promote discussion and debate amongst partners and peers in-country.

Forging strategic partnerships

AusAID currently has a number of funding arrangements with international agencies focused on disability-inclusive development which are helping to contribute towards change. Partnership arrangements with UNICEF, WHO, and the UNDP focus on the promotion of disability-inclusive development. Agreements with WHO and UNICEF in particular represent interesting models in which a bilateral agency is providing funding specifically to enable partner staff to be appointed to work on disability inclusion. This is enabling the organisations to develop and expand their disability inclusion work in ways that would not have been possible prior to AusAID funding.

"*The way they [AusAID] work is especially useful, clear long-term partnerships which allow for resources to grow and develop.*"
UN agency representative

There are also commitments to work towards disability inclusion in partnership agreements with UNFPA, ADB, WB, IFRC, UNRWA, and UNWomen.

Significantly, the feedback from these partners was that if AusAID were to ask partners to measure the participation of people with disability, this would help increase the attention agencies pay to disability in mainstream programs. MTR respondents consistently suggested that AusAID could be much more demanding of disability-inclusive targets within its partnership agreements. Several UN agencies, for example, indicated that if there were specific targets on disability inclusion in

partnership agreements, and that these were monitored closely, it would help promote disability-inclusive development in their organisation.

AusAID has collaborated informally with several donors, by sharing the Strategy and the process underlying its development and implementation. Donor agencies and other development organisations contacted for this review, including GIZ, DFID, NZAID and ILO identified considerable value from this collaboration.

> *"AusAID's Strategy has been the main referral document for the development of the disability policy in this organisation. Our government was influenced by what this international donor is doing. We needed this international example from AusAID to provide the influence and attention to disability to open the doors for our government to agree to develop a disability policy."*
> Bilateral donor representative

Many international agencies felt that AusAID has an excellent opportunity, given its global reputation, for facilitating more discussion amongst bilateral and multilateral agencies around the importance and benefits of disability-inclusive development. AusAID has an important role in encouraging other agencies to match its levels of funding and to be more visible in promoting the need for all development agencies to develop strategies for disability-inclusive development. AusAID could, for example, work with DFID more closely to encourage greater awareness and commitment to the Disability Rights Fund from other bilateral agencies.

Australian advocacy

This outcome also addresses the need for stronger Australian advocacy to increase the priority on disability-inclusive development.

AusAID has sought to cooperate with Australian DPOs and NGOs and other relevant Australian stakeholder groups as part of the Strategy. Consultation with these groups for the purpose of the MTR suggests that they have largely been satisfied with the interaction from AusAID and appreciate the opportunity for regular engagement and robust discussion. This domestic constituency remains a very important support base for the Strategy and also provides an informed group of people who can hold AusAID accountable for effective implementation of the Strategy.

There were some concerns expressed by these stakeholders however about access to AusAID program information. People wanted to have more detail about what programs AusAID was funding for disability-specific work but also where disability had been integrated into other development programs. This is an indication of how closely AusAID is being monitored and should be an important consideration as AusAID seeks to become a more transparent organisation. AusAID needs to develop more effective communications around its work on disability-inclusive development, especially at the program level, so that information on progress and learning can be shared widely.

Concerns were also expressed by a small number of organisations about the need for increased funding to Australian DPOs and for increased representation by Australian DPOs on the DRG.

Discussion

Enabling factors

There are various factors which have contributed to the success AusAID has enjoyed in promoting the leadership of people with disability, creating effective partnerships and providing leadership internationally and regionally. One important factor is the establishment of a core team of staff within AusAID, the Disability Policy Section (DPS) whose specific mandate is to promote disability-inclusive development. This has been key to helping promote disability inclusion and to implementing the Strategy so broadly. Where they oversee partnerships with other agencies, the DPS team are well respected:

> "*AusAID is a major supporter of the Disability Rights Fund. Their representative is really positive, open and helpful.*"
> Bilateral donor representative

At a bilateral level, this remains a unique level of commitment and in itself serves as a model for how, practically, disability-inclusive development can be established within an international agency.

An additional contributing factor has been the commitment, understanding and sensitivity to disability present at senior management level within Canberra. The fact that disability has been highlighted as one of AusAID's top ten development priorities[34] is indicative that at the most senior levels, disability inclusion is being discussed. The MTR team also noted that during individual interviews with senior AusAID staff there was full engagement and commitment shown to disability-inclusive development.[35]

Another important aspect of resourcing has been providing two regional specialist positions to work as a bridge between Posts and Canberra. This unique process has enabled some Posts to make considerable progress on engagement with people with disability. It has also enabled engagement

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[34] See "Helping the World's Poor through Effective Aid: Australia's Comprehensive Aid Policy Framework to 2015-16", page 7

[35] For example the Assistant Director General for Governance chairs the regular DRG meetings and most recently chaired a session at the UNESCAP/LCI meeting on Disability-inclusive MDGs and Aid Effectiveness, March 2012, Bangkok

with partner governments on disability-inclusive development. It is an excellent, practical solution to the issue of how to support the implementation of strategies and policies at programming level.

Looking at AusAID's domestic constituency, it is clear that Australian DPOs, NGOs and other interested stakeholders will continue to be important partners as the Strategy moves forward. While the relationship with the stakeholders may at times be robust, they continue to provide important insight and support for the Strategy. They are also able to hold AusAID accountable for the way in which it implements the Strategy. For this reason, it is important that information is made available to stakeholders and that people are able to gain an accurate and true understanding of the diverse range of AusAID programming that is now more inclusive of disability.

In regard to support and inclusion of Australian DPOs, it is clear that AusAID has good quality systems for support to Australian organisations. It is appropriate that these existing funding mechanisms (i.e. the Australian NGO Cooperation Program) ought to be utilised for any additional funding to domestic disability organisations.

However, representation of Australian DPOs in the Disability-inclusive Development Reference Group (DRG) is a worthwhile consideration given the important role these groups play in giving voice to people with disability in Australia. AusAID currently invites representation from Australian organisations on to the DRG through the Australian Disability and Development Consortium (ADDC). Notwithstanding the need to balance stakeholder representation alongside the value of individual contributions to this group, it would be appropriate for an Australian DPO to be the next Australian representative from the ADDC to the DRG when a vacancy becomes available.

In addition, it is important for AusAID to continue policy dialogue with Australian NGOs and DPOs. For example the DPS' continued engagement in ADDC meetings has been well received. It is recommended that regular and systematic discussion and engagement continue between AusAID DPS and Australian stakeholders.

Remaining challenges
A consistent finding from consultations has been that although the AusAID Strategy, including its guiding principles, aligns very well with the CRPD, the CRPD is generally not being used across the agency as a tool to promote disability-inclusive development.[36] Given the widespread understanding

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[36] A 2010 staff survey (ORIMA (2010), Disability-inclusive Development Research, AusAID) found that 61 per cent of those surveyed in AusAID had heard of the CRPD, yet the detail of the Convention is not well-known, especially at AusAID posts.

of the CRPD by other organisations and their promotion with national government partners, it is probable that AusAID could make much more explicit reference to the CRPD in its partnerships and possibly also its bilateral agreements. This would provide a basis for leadership at the level of country programs for disability-inclusive development (even in situations where the local disability movement is weak) and assist staff conversations with development partners about how investments can extend their reach to people with disability and their families.

A further challenge for AusAID is to seek to influence the changing international architecture to ensure increased attention to disability-inclusive development in mainstream development forums and country–level donor coordination mechanisms. A particular area where AusAID could direct its attention is towards the discussions currently being held around the post-MDG frameworks. Whatever frameworks are developed following the MDGs, it will be very important that they explicitly reference people with disability and are inclusive of disability. AusAID's ability to continue to work towards a disability-inclusive development approach in its aid program around the world will be considerably influenced by the leadership it is able to provide currently in these discussions.

Development for All Enabling Outcome: AusAID skilled and confident in disability-inclusive development

This enabling outcome focuses on strengthening AusAID's capacity to successfully promote, manage and monitor disability-inclusive development as a central aspect of Australia's aid program. It also includes attention to AusAID to ensure that it is an open accessible and inclusive organisation.

Findings

As outlined in the summary of findings under Outcome One, AusAID has made positive moves in the direction of increasing its capacity to successfully implement disability-inclusive development. This includes the provision of training and seminars, as well as practical guidance for staff. As a result there are examples across several country programs and across various thematic areas of work where disability-inclusive development is now effectively incorporated into program work or under consideration.

At the same time, it is clear that AusAID is still developing its confidence and skills as an organisation in disability-inclusive development. The responses received from AusAID posts indicated that many staff saw the Strategy as a challenge and one that they had not been able to address to date in their programming. There was a sense of inconsistency in its application across the agency.

> "*For the Indonesia and East Timor country programs the impression we have is the coordination regarding disability is a big issue. While there are currently good examples in law and justice, and education, it is not strategic or systematic. More effective mainstreaming will need to be considered in a strategic way.*"
> AusAID staff member

A consistent response received from a range of AusAID staff was that the Strategy represented just one of a range of crosscutting issues that should be considered by programs. Staff reported feeling overwhelmed by the number of crosscutting areas that they needed to address and believed that disability was either optional or something that could be considered once the program was confidently able to address the needs of people without a disability. This kind of attitude often stems from a lack of appreciation of the scale of the issue and a tendency to focus on disability as an individual or impairment based issue. It is one indicator that people may not have fully understood disability-inclusive development and are therefore still conceptualising disability as being something that is focused on individual interventions rather than on accessibility to mainstream programs.

Other staff expressed keen support and interest in greater inclusion of people with disability but explained that their programs were focused around responding to national government priorities and that those national governments rarely identify people with disability as a target group for government services. It was therefore difficult for AusAID to influence existing national policy directions.

Alternatively, some AusAID staff explained that their programs were working with government and partners to achieve MDG results for the country and that disability is not a target in the MDGs.

> *"There are too many agendas. In order for this to be implementable, we need to see disability as a social development issue as a whole, a combined effort."*
> AusAID staff member

Finally, there were several discussions with AusAID staff who were interested and keen to understand better how to integrate people with disability but felt that they lacked the skills, development approach or the technical knowledge and resources to adapt their programs in the most appropriate ways.

In part this is about AusAID systems not keeping pace with the Strategy. People repeatedly suggested that if disability is to be effectively integrated into programs it needs to happen as part of the programming system. This means that disability should be reflected in country strategy analysis, delivery strategy analysis and also in design and monitoring and evaluation guidance. People were unsure how they could introduce disability into their specific program areas when it had not yet been considered at these strategic levels.

For other staff the gap was in the technical skills and knowledge which they considered necessary to enable them to develop their programs more confidently.

> *"The Pacific posts need skills and tools to engage in disability. There is a lot of confusion about what needs to be done. They need clear advice."*
> AusAID staff member at post
>
> *"The Asia programs need more technical resources. They need help to be clear about what should be achieved. They need information across the whole region."*
> AusAID staff member

People also identified the need for changes in contracting arrangements with implementing agencies if they were going to increase the focus on programming. Programs implemented through multilateral and bilateral partners were particularly challenged about how they could introduce AusAID's focus on disability into the approach undertaken by the development banks, UN agencies or others.

> *"What expectations can we place on partners? We haven't asked ADB to do anything. And most ADB people are in Manila not in this country. It's a conversation that Canberra needs to have at high levels. The ADB is not going to do anything not required by their management."*
> AusAID staff member at Post

Discussion

The findings for this section suggest that AusAID has begun a transition towards being an agency more skilled in implementing disability-inclusive development, yet still faces several challenges in moving ahead. For the purpose of the MTR it seems important to identify what has enabled the developments so far and what the areas are where AusAID may need to direct attention in order to support further change.

Enabling factors

There are clearly a range of important enablers that have assisted AusAID development so far. The first of these is the Strategy itself. The Strategy has clearly been a driver for change within the agency, as well as providing external leadership, as discussed earlier. In part this was due to the way the Strategy was developed through a highly consultative process that has brought numerous individuals and groups into contact with AusAID, who in turn have continued to influence the agency. It is also due to the focus and presentation of the Strategy which clearly identifies the position that AusAID is taking. Several AusAID programs identified the Strategy as one of the major influences in their first considerations of disability-inclusive development. Significantly the Strategy was also supported with budget allocation. This has been critical to the legitimacy and also to the practical realisation of the Strategy.

Since the development of the Strategy, AusAID has released its Comprehensive Aid Policy Framework.[37] As noted earlier, this overarching policy for the aid program includes *'Enhancing the lives of people with disabilities'* as one of the 10 strategic goals of the program. This strong policy commitment to the intentions of the Strategy is a critical step to ensuring the sustainable implementation of disability-inclusive development in AusAID.
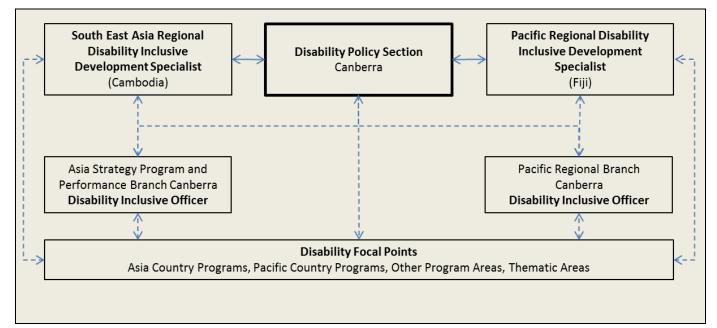
The Strategy was supported by senior political and high-level AusAID leadership. Initially driven and launched by then Parliamentary Secretary, Mr Bob McMullan, it continued to receive support from then Minister for Foreign Affairs Mr Smith, then Prime Minister Rudd, and most recently from the current Foreign Minister Mr Carr and Parliamentary Secretary Mr Marles. The current Director General of AusAID has developed a good in-depth understanding of the centrality of the Strategy to AusAID's work and has supported a lead on the Strategy both internally and at external forums. This is complemented by the leadership provided by other senior AusAID Management. Several AusAID staff pointed to this political and high-level interest as being motivations for their program or thematic area taking up disability-inclusive development.

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[37] AusAID (2012) op. cit.

The internal AusAID DPS has clearly also been an essential driver for the take-up of the Strategy throughout AusAID. Originally the Strategy development was supported through a disability task force. This task force transitioned into a disability-inclusive development team with a mix of public service and technical skills around disability who were able to support the early implementation of the Strategy. Most recently the Strategy is now managed by the DPS, a group of people within AusAID able to provide leadership internally and externally for disability-inclusive development. This changing approach to the development, implementation and management of the Strategy reflects AusAID's responsiveness, flexibility and commitment to finding the most effective way to promote this area of its work. In particular it reflects the way AusAID has changed in response to growing interest and awareness of disability within its own programs and both internationally and in Australia.

The DPS is also supported by the two regional disability specialists covering the Pacific and Asia. As noted earlier in the report, feedback about both specialists to the MTR has been extensive and overwhelmingly positive. Both for country programs and in representation of AusAID to external audiences, the regional specialists have played critical roles in advancing the Strategy in AusAID work and providing leadership in disability-inclusive development. As is usual with new types of positions, both specialists have moved outside and beyond their terms of reference undertaking roles which are unsustainable in the long term as they have provided high volumes of both strategic and program management assistance. Recommendations are provided in the final section of this report around how this role could be developed in the future, however it is clear that the regional specialists should continue to be an essential and ongoing part of AusAID's overall approach.

AusAID Disability-inclusive development staffing

While no formal focal point network has been developed for disability in AusAID to date, an informal network has begun to function with people identified in various AusAID posts and thematic programs as the focal points for disability. It is clear that often the focal points have been the drivers in programs for the take-up of disability-inclusive development and for good management of disability-specific programs. It is fair to say that the focal points, often those with some personal experience of disability, have provided considerable leadership in AusAID posts or thematic programs to ensure that disability is effectively included in AusAID programs.

This has not been without some challenges. A survey of the focal points was undertaken to better understand their roles which highlights the need to formalise their roles and then more tightly outline their responsibilities. It also shows the need for increased support and resourcing for these positions.

Fiji Senior Program Manager

Melinia works for AusAID in Fiji within the regional team which covers the UN, gender, disability, law and justice, sports-media, HIV and human rights. She spends about 20 per cent of her time focused on disability-specific work and this is formalised into her work plan as one of three priority areas.

Melinia has no formal background in disability; most of her knowledge has come from reading and from being with people with disability. The most significant influence has been her connection with the Pacific Disability Forum (PDF). In addition to direct experience with people with disability, Melinia has had good support from the regional disability specialist based in Fiji.

Melinia tries to meet with DPOs every month (as she does with other partners) to make sure that they have direct communication with AusAID. This has created a mutually beneficial relationship which has enabled DPOs to become more familiar with development issues and priorities and has given Melinia the chance to gain firsthand knowledge of disability. An important part of her work is liaison between DPOs and AusAID program areas to facilitate greater access to AusAID sources of funding, such as the Pacific Leadership Program, Scholarships and Civil Society Fund.

Overall, having the role as part of a formal work plan helps ensure there is the time and support needed to effectively contribute to disability inclusion at AusAID posts.

Finally, the presence of a guiding, consultative body – the Disability-inclusive Development Reference Group (DRG) – adds an important mechanism through which people with disability (and those active in the field of disability-inclusive development) can participate in the aid program. The DRG includes several highly regarded disability leaders from around the world, as well as representatives working in disability-inclusive development in Australia and overseas and it was identified by many stakeholders as adding a high level of support and legitimacy to what AusAID is doing. The DPS convenes regular meetings of the DRG in Australia and partner countries, inviting participation of AusAID staff and senior management and politicians from both sides of Parliament.

The DRG has been influential with management in AusAID, Ministers and politicians across parties, providing the opportunity for better understanding by senior stakeholders of disability-inclusive development and also a sense of accountability for implementation of the Strategy. The DRG has also helped with support and direction to the DPS and the general direction of the program across AusAID. Significantly, with Australian stakeholders the DRG has provided important legitimacy and credibility to the AusAID Strategy and to the commitment AusAID has made to ongoing consultation in implementation of the Strategy.

A common feature of many of the programs which are disability-inclusive is their commitment to good quality analysis and high-quality consultation during design and implementation. Experience from the analysis of the Indonesia Country Program for example suggests that those programs which work from a position of poverty, social and contextual analysis as part of program design and implementation are more likely to take an inclusive development approach. This supports the view that disability-inclusive development is a core aspect of good quality development programming, not

an optional crosscutting or additional issue. This is a very important consideration and is taken up in a more detailed discussion paper attached in Annex Two.

Challenges

There are several issues which have contributed to challenging AusAID's progress towards a disability-inclusive development program. Some of these have been outlined as external influences and discussed under Outcome One. The following features overlap with this discussion but also have implications for AusAID internally.

Understanding disability-inclusive development

The first challenge is around the inconsistency of understanding across many parts of AusAID about the meaning of disability-inclusive development. The uncertainty people have about disability as a crosscutting issue and how it might be integrated into their particular program suggests that for some AusAID staff it is not clear what the agency intends by disability-inclusive development and what this means in practice for the various programs. As noted earlier, while the Strategy provides a good rationale for and examples of disability-inclusive development it does not specifically define or explain what the practices mean. Some increased attention to information or explanation in this regard would clearly assist AusAID staff to better understand the shape and nature of a development program which is disability-inclusive.[38]

In a related way, there is still some uncertainty about why AusAID has adopted a disability-inclusive development Strategy and how it fits as one of the ten core objectives of the aid program. Questions were raised with the MTR team about the economics of disability inclusion and how AusAID could justify an approach to partner governments which may increase their spending. This indicated a poor understanding of both a human rights and an economic perspective on disability-inclusive development and suggested that there is considerably more work needing to be done to enable AusAID staff to understand disability as an issue of barriers to participation rather than as a medical or social welfare issue.

This clearly has led to some challenges across different sectors. It is less of an issue in the two sectors where the Strategy has been focused, that is education and infrastructure. The Education thematic team were able to identify how their sector Strategy addressed the issue of inclusion, including disability inclusion, and how they expected this would contribute to quality education work throughout all AusAID programs. The Infrastructure sector was clearly still developing its position in

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[38] It is noted that capacity development of AusAID staff is a priority within the work plan of the Disability Policy Section.

this area but was able to articulate the utilisation of the Accessible Design Guide and the technical assistance it was now able to offer programs from a disability-inclusive development perspective.

This confidence and comprehensive understanding was not as evident in all the sectoral programs (nor at all levels of the organisation, for example in AusAID programs in both Samoa and the Philippines there was confusion about the definition of inclusive education, exacerbated in part by differing definitions on the part of partner governments). For example, AusAID staff working on health programs tended to still identify disability as an issue of prevention or medical intervention rather than also looking to incorporate disability-inclusive planning and design into all their interventions (see text box below). Similar to many other donors it appears that while AusAID is supporting impairment related health services (i.e. prevention and rehabilitation) there is less understanding or attention being given to ensuring people with disability can access mainstream health services. Maintaining impairment specific services is vital but at the same time, health programs need to broaden their understanding of the health needs of people with disability, so they can actually access all services being provided.

Disability and health

People with disability experience the same range of health related problems as the general population but they may be at greater risk because they face barriers to prevention and treatment options. There is growing evidence to show that in general, people with disability experience poorer levels of health than their peers. Some of this is related to increased co-morbidity linked to specific impairments but significant amounts are due to a lack of access to appropriate information, preventative measures and treatment (*World Report on Disability*, WHO, 2011). People with disability are not routinely considered in sexual and reproductive health programs, for example, often because of the attitude that people with disability are not/should not be sexually active. Inaccessible public health information can mean that people with disability remain unaware of things like HIV, contraception and safer sex measures. People with disability often find it more difficult to travel to/from health clinics and even once there have to struggle with inaccessible infrastructure and poor attitudes from staff.

The challenge for mainstream agencies is to ensure that disability is being approached not just from an impairment perspective (i.e. that there are appropriate identification, rehabilitation and assistive devices programs available) but through general healthcare provision. Any health related activities – from the construction of clinics, to primary health worker training, and immunisation programs are relevant to people with disability. Disability-inclusive development means that when any health program is being designed, thought should go into what barriers might be experienced by people with disability and how they can be mitigated against. Consultation with groups of persons with disabilities should help inform the design process and ensure appropriate budget measures are adopted from the outset so that accessibility becomes integral to the program and not an optional extra.

Capacity development

There was considerable discussion and requests for increased training and capacity building for AusAID staff. Looking carefully at what this might mean in practice, there appears to be a number of areas that a comprehensive capacity building program should address.

- The first is to assist program staff and their managers to be able to understand the AusAID rationale and approach to disability-inclusive development, as discussed earlier.
- The second, and perhaps equally important, is to assist AusAID staff to identify and address their own personal responses and reactions to the issue of disability. As with many issues of poverty and exclusion, disability touches upon cultural, social and personal experiences. In many of the countries where AusAID works it is clear that disability is associated with stigma and discrimination and local staff will not be immune from these influences. It is also clear that AusAID Canberra-based staff and Australian staff operating within posts bring their own experience to working with people with disability and therefore their own biases and understandings. A communication and capacity building program is needed to address these social and personal perspectives and to assist AusAID staff to identify how these might be influencing their behaviour and reactions. An important step towards this would be to enable AusAID staff to meet with and work with people with disability.
- AusAID senior management and program staff in particular sectoral areas need some additional information about the key issues regarding disability within their sectors and how they can represent and address these issues in their discussions with partner governments and other stakeholders. This needs to build on a disability-inclusive strategy for each particular sector and could draw more explicitly on articles from the CRPD.
- Finally, AusAID staff need to understand how to manage designs, monitoring and evaluation processes and contracting and agreement processes in ways that reflect AusAID's intention for disability-inclusive development. Much of this experience is available within AusAID and rather than re-create this information, a useful approach would be to systematically collect existing experiences and approaches and start to make this available in an expanded set of guidance notes that could in turn be communicated through the capacity building process. (The DPS have started this process and should be encouraged to continue). This assistance could extend to partners to inform practical implementation.

It is important to note that the experience across AusAID to date suggests that program staff and management do not necessarily need detailed technical knowledge in order to implement disability-inclusive development. However, they do need to be able to access good quality technical resources and research as required. Currently AusAID has a partnership arrangement with an International NGO, CBM Australia, to ensure access to good quality technical resources as required. This partnership works on making resources rapidly available and through strengthening the skills and capacity of a wider group of stakeholders, particularly in the Pacific region (see section below on the CBM-Nossal Institute partnership). This is an excellent approach and should be continued, but is probably insufficient for AusAID's wide-ranging technical needs. There is a need now for AusAID to

develop a more diverse range of strategic partnerships or contracting arrangements for technical support in order to ensure that good quality resources are available to country and sector programs on request throughout the agency. This includes ensuring existing and new mechanisms available to AusAID staff such as those available in education (Education Resource Facility), health (Health Resource Facility), infrastructure, social protection, and economics (and other panels) increase their capacity to support disability-inclusive development so that they are ready to respond to the growing demand for technical expertise as demand grows in these areas.

Management support

Apart from the strong messages about the need for capacity development, AusAID staff consistently identified two areas that would enable them to move ahead on disability-inclusive development. The first was support and direction by their managers. It is clear that at the very senior level of management within AusAID there is support for the Strategy. However, the findings suggest that for some of the middle management level of AusAID, implementation of the Strategy is seen as a relatively low priority. If managers are not prepared to support and resource their staff to undertake disability-inclusive development in country programs and sectoral programs then continued progress under the Strategy will be limited.

AusAID needs to develop an approach that assists middle and senior level managers, particularly those located at posts (i.e. Overseas-based Senior Program Managers, Counsellors, Minister-Counsellors), to better understand the AusAID Strategy and how it can be used to improve development work at country programs level. Managers need to be supported to enable staff to have the space to undertake disability-inclusive development work. They need to require staff to implement disability-inclusive development, which requires them, in turn, to be able to ask questions of policy and programs about the impact of the work on people with disability. Finally, this management group needs to be able to engage themselves in disability-inclusive development, in particular through raising the issue at high-level consultation meetings with partner governments and with other development partners.

Supporting middle to senior level management to take up these roles is likely to be effectively achieved through a combination of targeted communication tools, capacity development processes, opportunities for managers to meet with and explore issues with local and regional DPOs, and a process of accountability that focuses attention on progress towards disability-inclusive development at each AusAID post.

Systems development

The second area that AusAID staff consistently identified as being an enabling factor that would support them working towards disability-inclusive development is for disability to be a more visible part of AusAID's systems and processes. The limited attention given to disability-inclusive development within the AusAID accountability and reporting systems is seen as a key challenge. A very common response from staff was that in AusAID important issues were reflected in its systems

especially requiring attention in reporting and accountability. Generally people felt that disability was not identified with this level of significance.

> *"If it's important where is the box that I have to tick?"*
> AusAID staff member

While disability does feature within some of the current guidance available within AusAID on development of country strategies, delivery strategies, designs and quality assessment processes, it is largely treated as a crosscutting issue and with minimal guidance around expected standards and approaches. A brief review of current country strategies and program delivery strategies across AusAID indicates that limited and inconsistent attention has been given to disability across those documents.

AusAID is currently redeveloping much of the guidance available for country regional and delivery strategies. It is also redeveloping its approach and guidance to design of activities. Some better attention is being given to disability within the new design guidance but this will need further work.

A useful starting point would be to require an inclusive design process for all program country strategy and delivery strategy development. Towards this end 3-5 per cent of the design budget should be allocated specifically for ensuring the program or strategy development process is inclusive and accessible.[39] The allocation would be available to cover various activities such as consultation with DPOs, opportunities for people with disability to attend stakeholder meetings and consultations and making design or strategy reports accessible to people with disability.[40] This approach potentially could be expected to lead to an ongoing allocation within the program or strategy for a percentage of the budget to be allocated to inclusive implementation. The benefits of this approach are that not only will it increase the potential participation of people with disability but a general access budget allocation could also be used to facilitate the involvement of other 'difficult to reach' groups (older people, nursing mothers, rural populations etc).

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[39] Past experience in introducing requirements for appropriate monitoring and evaluation in AusAID programs indicates that nominating a percentage of the budget for an area is an effective method to direct program attention to that area. That experience also says that starting with a small but identifiable amount, up to 5 per cent is a manageable and reasonable approach.

[40] Examples could include hiring sign language interpreters, paying for guides and personal assistants, producing material in large font/Braille as well as covering higher costs associated with accessible transport and meeting venues.

AusAID employment of people with disability

Finally this Enabling Outcome also gives attention to AusAID as an inclusive organisation itself. It was clear throughout discussions for the MTR that AusAID as an organisation does not have a good reputation for including people with disability as part of its staff. Both comments at post and the public submissions that were received, suggest that people are aware of this situation and see it as a contradiction to the intention of the Strategy and in particular the underlying principles of the Strategy. AusAID needs to be able to model and practice the disability-inclusive approach that it seeks to foster in partners and counterparts.

AusAID advises that new processes are now in place to address workforce planning (i.e. the recently-launched Disability Action Plan, the Disability Champion and Disability Coordinator in Human Resources and the new reasonable adjustments policy) and it is seeking to increase the inclusion of people with disability across the AusAID workforce. This should include the opportunity for people with disability to be employed at post or deployed from Canberra to post. These are important and positive steps but AusAID will need to be held accountable to achieve change in its workforce and to be seen to be supporting people with disability both in Canberra and at post.

Development for All Enabling Outcome: Improved understanding of disability and development

Under this final enabling outcome AusAID intends to build strategic partnerships to strengthen efforts to capture robust quantitative and quality data as well strengthen overall knowledge management and dissemination of information about disability, poverty and development.

Findings

Information gaps

One of the major concerns raised during the MTR by partner governments and by other stakeholders in country was the lack of accurate data about disability in each of the countries where AusAID works. In some cases data on numbers of people with disability was available but poorly constructed and hard to utilise. In many other locations there is simply a lack of data both in relation to prevalence rates of different impairments and the quality of life experienced by people with disability.

The lack of impairment-related data in particular is often cited as a reason why work on disability is limited. Governments and aid agencies feel unable to develop programs which have unquantifiable outcomes. Disability-inclusive development in fact does not need accurate statistics on impairments because it focuses on reducing the barriers to participation (i.e. within services and programs) rather than on assisting individuals with impairments. However, data on the prevalence rate of impairments will assist governments to plan for some services (especially health and education) and it can help highlight where more resources are needed for disability-specific interventions. While it is important that lack of data is not used as an excuse for lack of action by national governments and development agencies, it is clear that there is a strong need for assistance with data collection around disability.

Related to this, there is clearly a concern by national governments about the cost of disability-inclusive development. Notwithstanding evidence in some countries such as Australia that indicates inclusive policies are more cost efficient in the long term[41], limited research has been undertaken around the economic benefits of disability-inclusive development in the countries where

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[41] The World Bank for example highlights that adopting Universal Design principles from the start is more cost effective than trying to retrofit accessible features. It increases the costs of construction by just 1 per cent if done at the design stage. Not incorporating universal design can result in significant human and opportunity costs due to lack of accessibility. 'Design for All' World Bank (2008).

AusAID works. This is a significant gap and one which was identified by both partner governments and other donors as an area where AusAID could make a considerable contribution.

Finally, the monitoring of disability-inclusive development is a challenging area. None of the international donors or organisations contacted as part of the MTR was able to identify a comprehensive system for monitoring and evaluation of disability work beyond programs directed to specific disability interventions. People noted that there are no OECD Development Advisory Committee (DAC) markers for disability and it was therefore not routinely collected in donor management information systems. People identified this as a further area where AusAID could make a considerable contribution, developing appropriate systems for monitoring and evaluation of disability-inclusive development work that would be in line with current donor approaches to assessments of effectiveness and outcomes.

Since the release of the Strategy, disability has become a bigger part of AusAID's research program. The Strategy has increased the profile of disability within AusAID and it is now a higher research priority with particular attention given to the need to increase data around disability. (The total AusAID funding for research directed at disability between 2008 and 2010 was $2,040,500).

AusAID's new Research Strategy was released in July 2012 and will provide the opportunity for new research to focus on results and support to AusAID's areas of identified research need. AusAID organises seminars on a regular basis involving technical advisors and policy makers to discuss findings with the researchers as well as exploring opportunities to take up these results in planning future AusAID and other programs.

In addition, through the AusAID Development Research Awards Scheme (ADRAS), AusAID has played an important role in supporting people with disability as a primary theme of its research, and through a sub-theme of promoting the need to improve the quality of life of people with disability and improving information on disability and development. Early proposals were required to articulate how they would include people with disability in the research process and outcomes. Specifically, how they would involve people with disability and DPOs to engage in and utilise the research. People with disability have been represented on the selection committee since 2008.

ADRAS research focusing on the Pacific and Asia regions has included socio-cultural attitudes to disability in the Solomon Islands; analysis of the economic costs of disability-related stigma in Vietnam; developing and testing a toolkit to measure the effectiveness of development activities which target or include people with disability in both the Pacific and Asia regions (the *Rapid Assessment of Disability* research*)* and improving access for people with disability through inclusive infrastructure development in urban and rural PNG. A successful ADRAS proposal funded under the gender theme also has a strong disability component providing an assessment of gender-based violence, disability, rights violations and access to related services among women in Cambodia. A successful partnership with the CBM-Nossal Institute has worked hard to develop the capacity of

local universities and DPOs to research key disability issues such as in the 2009 ADRAS program, "Improving access for people with disability through inclusive infrastructure development in rural and urban Papua New Guinea".

Improving access for people with disability through inclusive infrastructure development in rural and urban Papua New Guinea (2010-2013)

This three year participatory research project, funded by AusAID, has been looking at issues addressing access by people with disability to road infrastructure and road planning processes in Papua New Guinea. It is being coordinated by the CBM-Nossal Institute Partnership for Disability-Inclusive Development, the Faculty of Architecture, Building and Planning (University of Melbourne), Cardno Emerging Markets, the PNG Assembly for Disabled Persons and the Divine Word University. This program is notable for the central role people with disability have been given in the design, data collection and analysis of the findings. It has already produced some important findings and recommendations which have been presented in journals and at international conferences, and is leading to the production of training and guidelines for disability-inclusive road infrastructure projects. Overall, ten data collectors and one Research Officer, all people with disability, have been trained and are now skilled to take on board other similar activities.

The ADRAS 2012 continues the disability-inclusive development research theme. Support to ADRAS 2012 will focus on improving the quality of life of people with disability and strengthen the development of good quality information on disability and development. Funding of up to $6 million over three years is expected to be spent on ADRAS activities.

In addition, AusAID has engaged with a number of other partners including the UK Department of International Development (DFID) and the International Initiative for Impact Evaluation (3ie) in undertaking a range of systematic reviews of evidence addressing key development questions. In 2010, the Leonard Cheshire Disability and Inclusive Development Centre undertook research into "*the impacts of measures to increase the accessibility to education for people with disability across developed and developing countries and what is known about the cost effectiveness of different approaches".* While systematic reviews are not primary research, they are an important way of ensuring that evidence can better inform policy.

Funding has also been provided to the University of Johannesburg to utilise existing national data to break the poverty/disability cycle in urban and rural locations in South Africa, as well supporting the Pacific Disability Forum to undertake analysis on capacity building for DPOs in the Pacific region.

In addition, AusAID provided financial and other support for the World Bank and WHO World Report on Disability, published in 2011. This comprehensive report aims to provide evidence for programs and policies directed towards disability and facilitate implementation of the CRPD.

Australia is looking to provide funding to the WHO to undertake research to provide an authoritative overview of current evidence on the:

- Magnitude and scope of disability/ difficulties in functioning including impairments, activity limitations and participation restrictions - by the four main non-communicable diseases (NCD):[42] cardiovascular diseases, cancers, diabetes and chronic lung diseases.

- Risk factors or predictors of disability onset (i.e. what are the factors that tip someone from having an NCD to having a disability – health, environment, personal).

- The most effective rehabilitation measures for NCD-related disability that have been applied across all contexts.

Currently, there is no existing standardised survey instrument that (i) enables the collection of comprehensive and relevant information and helps countries construct a complete picture of disability with particular relevance to disability policy and to monitoring progress in the implementation of the CRPD in their respective countries; and (ii) enables international comparisons and global monitoring of the implementation of the CRPD. In response AusAID is providing support to WHO to work with the World Bank in developing the first ever Disability Survey.

The Model Disability Survey will use a common definition and concepts of disability based on WHO's International Classification of Functioning Disability and Health (ICF). The survey will provide the data that social, health and other policies require, and which could respond to monitoring indicators based on the UN Convention on the Rights of Persons with Disabilities.

Discussion
It is clear that this is an important area where AusAID is making a significant contribution. This contribution needs to be acknowledged and continued and the agency could potentially expand its contribution.

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[42] NCDs are estimated to account for 66.5 per cent of all years lived with disability (YLD) in low-income and middle-income countries. NCD-related disability limits one or more of a person's major life activities such as walking, eating, communicating or caring for oneself. The 2011 High Level Meeting on NCDs acknowledges that *"NCDs are among the leading causes of preventable morbidity and related disability"* and requires States Parties and the international community and cooperation to pursue *"comprehensive strengthening of health systems……acknowledging the importance of promoting patient empowerment, rehabilitation and palliative care for persons with NCDs, and a life course approach, given the often chronic nature of the NCDs"*. However, no action to improve access to rehabilitation and other services for people with NCD-related disability has occurred as part of the global NCD response because there is little evidence available regarding the situation for people living with NCD-related disability, predictors of disability and the impact on health systems and the economy.

More research is needed that reinforces the important relationship between access to mainstream programs and services and improved socio-economic outcomes for people with disability and their communities. More data is needed of a quantitative nature which provides evidence of the scale of exclusion (especially linked to poor participation in education, health, social protection and livelihoods programs) and as much as possible, this evidence needs to be widely disseminated.

National governments in particular are asking repeatedly for help to obtain basic data on the numbers of people with disability. This issue of prevalence appears to be a stumbling block for many national governments and other donors. The World Report on Disability goes some way to providing an evidence-based prevalence figure (15 per cent) from which national estimates can be developed, but there seems to be some difficulty in dissemination and understanding of this information. It is clear that assistance is required by government research and statistics departments to utilise existing information and build their systems to create relevant and nuanced data. AusAID could consider providing further assistance in these areas.

In addition, AusAID already has a growing body of evidence about how to undertake disability-inclusive development. It should take the opportunity to document, analyse and disseminate this information, as a way of providing leadership for development partners.

Development for All Guiding Principles

The guiding principles outlined in the Strategy are clearly significant to the effectiveness of the Strategy, in particular to the leadership and credibility of AusAID in its work for disability-inclusive development. However, while the DPS appear to be aware of and working in a conscious way to uphold the principles, other AusAID staff are less familiar with them.

While the systematic inclusion of the principles across AusAID was not obvious, as discussed below, there is evidence that each of the principles is receiving some attention. There also seems to be room for further improvement under a number of the principles.

Active central role by people with disability

This principle is clearly key to helping shift AusAID from an agency that provides disability-specific activities to an agency wide approach that is disability-inclusive. There has clearly been some attention given to this principle, particularly in the AusAID engagement with DPOs in various countries, and with the overall support provided for capacity development and leadership development with DPOs.

AusAID has also sought to engage with international and Australian-based organisations that include people with disability. This includes regular dialogue with Australian DPOs and NGOs, in particular the Australian Disability and Development Consortium. Various programs reviewed throughout the MTR have sought to include people with disability. This has included, for example, the ADRA review committee, and on other design and review exercises such as development of the Volunteers policy, the Australia-Pacific Technical College redesign and the Fiji disaster response work.

At the same time, an active role by people with disability in the program is far from a normal or systematic approach within AusAID. There was consistent feedback from people with disability in all of the programs reviewed that they sought greater opportunity to contribute to the design and implementation of disability-specific activities and to all programs so that people with disability can be included and benefitting from them.

> "*We would like AusAID to include DPOs in project planning and implementation and monitoring. So that they, people with disability themselves, can assess the appropriateness of donor projects.*"
> DPO member

It therefore seems important that more attention should be given to this principle. AusAID should adopt this principle in guidance for program design and evaluation, as well as development of country and delivery strategies. AusAID could also consider how to monitor itself more specifically against this principle.

Recognise and respect rights

This principle links to the centrality of the CRPD within disability work internationally. It is clear from discussions with donors and partner governments throughout the review that the CRPD is a primary

document that frames the expectations and commitments of both governments and donors to people with disability. While the DPS in AusAID are highly conversant with the Convention and draw much of their material and information from the appropriate articles and guiding principles, the Convention is not well-known across the wider AusAID staff group and not generally well utilised in interactions with partner governments and other donors.

This detracts from AusAID as a whole being able to understand the human rights basis for its disability work and also detracts from AusAID opportunities to take up the issue of disability with partner governments. Introduction to the CRPD and to the obligations placed upon AusAID and partner governments that have ratified the Convention should be part of future capacity development for AusAID staff.

Respect and understand diversity

This guiding principle clearly speaks to both personal and institutional challenges. As noted, there are many AusAID staff who are personally very comfortable with an embracing of diversity and many of them have championed a disability-inclusive approach to AusAID program work. Institutionally however, the agency has not been successful in attracting and retaining people with disability as employees and has also not yet systematically included people with disability in program designs and development of strategies.

More opportunity for AusAID staff to interact with and work with people with disability would assist in the application of this principle and contribute to development of improved programming approaches.

The guiding principle has application to the AusAID workforce and how well this reflects the diverse mix of people. As more people with disability are employed at AusAID both in Canberra and at Post, their experience will speak to how well this principle is influencing AusAID as an institution.

In addition, this principle speaks to the diversity of people with disability themselves. People with disability are a highly diverse group, not only with a wide range of impairments but also with varying social, cultural, economic and political experiences. Ensuring that as wide a range as possible of people with disability are integrated into AusAID programming will bring benefits to the aid program because of the diversity of their lived experiences. Paying attention to ensuring the full range of people with disability can access the aid program (as staff, advisors and beneficiaries) will inevitably mean that AusAID is also benefitting many others – older people, pregnant and nursing mothers, ethnic minorities, children and young people.

Take into account the interaction of gender and disability

In many of AusAID's disability-specific activities, as well as some of the programs where people with disability are being included, there is good early attention being given to the overlap between gender and disability. Several of the respondents to the MTR noted the need for particular attention to the experience of women with a disability. Issues of violence and abuse were raised regularly and AusAID has supported research[43] to better understand and seek to address these concerns.

The gender unit within AusAID has welcomed the opportunity to work strategically with the DPS in areas that overlap. This could see the opportunity for expanded work in line with this principle.

One such example of an opportunity would be to expand the relationships AusAID currently has with UNFPA and UN Women. There are some interesting initiatives happening in countries like the Philippines where issues linked to women's sexual and reproductive rights and health needs are intersecting with disability; in particular in areas of abuse where there is growing and compelling evidence to suggest that women and girls with a disability are experiencing increased levels of violence. AusAID could explore this issue in more detail with UNFPA.

Focus on children

There is clearly an argument for a focus on early intervention with children with a disability in order to increase their opportunity for access to health and education services and therefore maximise their opportunities for lifelong participation in community and economic life. However, it is unclear why a focus area has been adopted as a principle rather than being reflected in the other focus areas for the Strategy. Some clearer explanation of the rationale for this location within the Strategy would be useful.

AusAID is giving attention to the needs of children with a disability, in particular in education, but also in accessible infrastructure in schools. It is also supporting disability-inclusive education work with other donors particularly through collaboration with UNICEF. However, there is considerable scope for looking at how early intervention programs which combine health, social protection and education activities could be devised to better enable children with a disability to progress.

Another area which requires attention is the issue of children whose parents have a disability. In many situations these children do not attend school and /or are subject to inappropriate levels of responsibility (potentially resulting in abuse). This could be an important area for AusAID to investigate more thoroughly as part of its education and child protection programs.

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[43] For example the research supported through the ADRAS awards in Cambodia looking at the intersection of gender, domestic violence and disability.

In addition to these program issues there has also been some feedback on the way that children with a disability are being used to illustrate disability work in AusAID publications. Whilst there is an obvious reason behind this (education is one of the focus themes) it is not always appropriate to be making use of photographs of children with a disability when the focus of the information is not linked to education. There is a danger, in using photographs of children with a disability that people with disability are 'infantilised', reinforcing notions of dependency. Whilst this is obviously not the intention, AusAID does need to pay careful attention to when it uses photographs of children with a disability and to ensure a broad range of images are available.

For the next strategy AusAID may want to move this priority consideration about children to a focus area under the strategy. This might enable more strategic research about particular needs and issues to be undertaken and appropriate implementation strategies developed in combination with relevant sectors such as child protection and education.

Support people to people links and promote partnerships

The experience under the Strategy to date supports this guiding principle as being an important aspect of building the enabling environment for disability-inclusive development as well as contributing to advocacy by citizens to their national governments and other donors.

In many locations AusAID is supporting people to people links when it enables DPOs to build their capacity to advocate and lobby for inclusion. Some of the most important work in this area has been with DPOs in the Pacific which have been actively supported to network at local, national and international level. AusAID has also contributed towards enabling people with disability to participate in international forums and high level meetings which is increasing interest and commitment from other donors.

As considered earlier in this report, AusAID relationship-building and support for DPOs in all country programs, particularly building their domestic capacity and the capacity to interact regionally and internationally, would increase the capacity for DPOs to be advocates with their own governments and therefore improve the national government commitment to disability-inclusive development and the reach of AusAID's aid program. Some greater attention to this guiding principle at a country program level therefore would support the further advancement of the Strategy.

Overall conclusions

The findings from this extensive MTR suggest that AusAID should be proud of its achievements under the Strategy to date.

The Strategy, funding commitment and, in particular, the dedicated staff at both Canberra and various posts, have led to significant improvement in the lives of people with disability. This includes increased access to education, employment, health services and law and justice. People with disability have increased voice and more ability to work together for their own development and to advocate within local communities and national governments for their rights as citizens.

Internationally, AusAID is now identified and positioned as a leader in disability-inclusive development. The agency is beginning to develop wide-ranging experiences which provide invaluable examples of how to undertake good quality disability-specific support, as well as emerging examples of disability-inclusive development. AusAID has committed resources to research and to support the promotion of disability work through several other agencies, in particular, UN agencies.

At this midpoint of the Strategy, it would appear that AusAID is well placed and has good potential to make a further considerable contribution to improving the lives of people with disability, both directly through its programs, as well as through its regional and international leadership and advocacy with partner countries. In particular, it has the potential as the aid world moves into post-MDG discussions, to support an international commitment to improving the lives of people with disability and to mobilising action and resources of the global community.

There is a huge risk, however, given that AusAID has taken a very public and accountable approach to implementation of the Strategy. AusAID is now highly visible, and both its Australian domestic constituency as well as other aid donors, national governments and people with disability in various countries, are all looking to AusAID to move ahead and extend its work in disability-inclusive development. As outlined in this report, an examination of internal and external influences suggests that there are many challenges for AusAID to address. External challenges require careful development of strategies and approaches. The internal challenges require development of AusAID capacity and systems.

It is clear that the first steps have been taken towards a more inclusive aid program through the production of the AusAID Strategy and its first years of implementation. The steps have been considerable and impressive. The following recommendations are offered for consideration to support AusAID further in development of its disability-inclusive development leadership and programming.

Recommendations

The intention of *Development for All* is to guide the Australian aid program in meeting the needs and priorities of people with disability. Evidence to date suggests that while AusAID has made good progress in a short period of time, disability-inclusive development is not yet consistently included across the aid programs. The following recommendations are made around those areas which are considered by the MTR team to be the most significant to ensure further progress towards a disability-inclusive aid program.

The Strategy
1. It is recommended that:
   a) *AusAID continue with the current Strategy for the remainder of the strategy period.*
   b) *AusAID develop a subsequent disability-inclusive development strategy for the period 2015-2020 and utilise the learning and lessons from this review to assist with preparation for the subsequent Strategy to guide the organisation beyond 2014.*
   c) *AusAID develop a relevant explanation of disability-inclusive development which is appropriate to the current AusAID program. A clear definition of disability-inclusive development should be included in the next AusAID Strategy.*
   d) *The expectations attached to being a focus country need to be clear and monitored on a regular basis. If utilised as an approach in the next Strategy, future focus countries should have clear agreements around resources, approaches, senior staff engagement.*
   e) *Under the current Strategy and beyond**, AusAID gives particular attention to increasing disability-inclusive development work in the health sector.[44]*

Strategy outcome 1 – Improved quality of life for people with disability
AusAID should continue its disability-specific work but focus on expanding disability-inclusive programming.
2. It is recommended that:
   a) *Detailed disability-inclusive development guidance notes be developed for at least the sectors of education, infrastructure, health and social protection.*
   b) *For program and activity designs, and country strategy and delivery strategy development, disability-inclusive analysis be required.*
   c) *A budget (3-5 per cent) for disability-inclusive analysis and inclusive implementation be allocated within all program designs and delivery strategy development processes.*

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[44] It is appropriate that the first Strategy avoided a focus on health as a sector since this can lead to confusion over whether to focus on impairment related services or disability-inclusive development. However, AusAID now has a clearer understanding of inclusive development and should be in a position to explore how best to facilitate the development of accessible health services.

d) *Regular monitoring and analysis be undertaken of disability-inclusive development implementation and outcomes and that this information is made available for accountability and learning inside and external to AusAID.*

e) *AusAID fosters an active and central role for people with disability to inform development practice.*

f) *The Disability Policy Section continues to develop, disseminate and publish guidance on how to improve access to the aid program for people with disability. In particular the Accessible Design Guide currently in development be urgently progressed.*

Strategy Outcome 2 – reduced preventable impairments

The move of work on reduced preventable impairments (avoidable blindness and road safety) out of the Disability Policy Section to the health and infrastructure thematic sections is appropriate.

3. *It is recommended that the next Strategy does not include work on preventable impairments.*

Strategy Outcome 3 – effective leadership on disability and development

International leadership

4. *AusAID should continue to provide international leadership for disability-inclusive development, particularly through demonstrating best-practice in inclusive programming and playing a catalytic role in mobilising action and resources of the international community. It is recommended that:*

   a) *AusAID build understanding and awareness about the Convention on the Rights of Persons with Disabilities throughout the Agency, with particular attention to Article 32 on international cooperation. Other relevant articles such as Article 11 (humanitarian assistance), 13 (Accessibility) and 24 (Education) should be referenced as appropriate across the Agency.*

   b) *AusAID develop a policy position around disability inclusion in the post-2015 UN development agenda discussions and take this position forward whenever the opportunity arises over the coming months.*

   c) *AusAID focus its attention on making a strong case for the inclusion of people with disability in mainstream development cooperation at the 2013 High Level Meeting of the UN General Assembly (HLMD) on Disability.*[45]

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[45] This will be a significant gathering of Heads of State focused specifically on how to ensure the Post-2015 development frameworks are inclusive of people with disability. AusAID will have a considerable contribution to make at this meeting and it could represent a unique opportunity to influence major international stakeholders about the importance of disability-inclusive development.

d) *Where AusAID has a funding relationship with a bilateral or multilateral donor, AusAID establishes disability performance indicators, to hold partners and AusAID to account on disability-inclusive development outcomes.*

e) *Where there is no funding relationship with a bilateral or multilateral donor, AusAID continues to influence bilateral and multilateral donors on disability-inclusive development.*

f) *AusAID increases its regular dialogue and engagement with Australian Disabled Peoples' Organisations to maintain and expand communication, transparency and accountability.*

The Disability-inclusive Development Reference Group (DRG)

5. *The Disability-inclusive Development Reference Group has made a strong contribution to the implementation of the Strategy. It is recommended that:*

    a) *The DRG continue to be utilised by AusAID for its informed advice and support in Strategy implementation.*

    b) *The DRG should continue to undertake direct contact and interaction with senior management within AusAID and politicians, in particular to focus on progress under the Strategy and to provide informed assessment of this progress directly to senior management.*

    c) *The donor and Australian Disability and Development Consortium members of the DRG rotate on a regular basis (three years), to ensure opportunity for other donors and stakeholders to engage with AusAID in this way.*[46]

Enabling Outcome 4 - Creating a development organisation that is skilled, confident and effective in disability-inclusive development

Systems development

6. *In order for AusAID to progress implementation of the Strategy, program management systems within the agency require further attention, particularly disability-inclusive analysis and implementation guidance. It is recommended that:*

    a) *AusAID develop a disability-inclusive development marker within Aidworks so disability inclusion in all programs can be tracked and reported throughout AusAID.*

    b) *All results frameworks developed for AusAID country and regional programs and thematic areas include disability-specific monitoring indicators and analysis.*

    c) *AusAID reports publicly on both disability-specific and disability-inclusive programs. This reporting will include*

        *   *An annual list of activities by country and sector indicating the program and nature of the disability-specific or disability-inclusive activities;*

        *   *Information about the allocated budget for the program;*

        *   *Where possible, information and analysis about relevant program outcomes through country and sectoral transparency pages on the AusAID website.*

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[46] An important proviso is that any nominated member of the DRG is appropriately qualified.

Responsibilities

Notwithstanding the senior management support for the Strategy and for AusAID's commitment to disability-inclusive development, the implementation of the Strategy to date has largely been seen as the responsibility of the Disability Policy Section (and previous versions of this team). This has been appropriate for the early introduction of the Strategy but will not support a disability-inclusive approach being adopted throughout the agency.

7. *It is strongly recommended therefore that at all AusAID posts, but particularly for those countries designated as focus countries under the Strategy, a person at senior management level be identified with responsibility for implementation of disability-inclusive development throughout the work that is supported by AusAID in that post.[47]*

8. *It is recommended that this Manager at Post be responsible for:*
   - *Ensuring that disability is consistently on the agenda of high-level consultation meetings with partner governments and other development partners;*
   - *Ensuring that disability-inclusive development is understood, supported and implemented throughout the country program;*
   - *Ensuring that disability-inclusive development is reflected in high-level policy and strategy documents relevant to the country program.*

Staffing and resources

Staff with specific responsibility for implementation of the Strategy, in particular the Disability Policy Section, have become the face of disability within AusAID.

9. *It is recommended that there continues to be a fully resourced, dedicated staff team for disability, but that greater attention be given to whole-of-team clarity of roles and responsibilities.*
   a) *The Disability Policy Section in Canberra should:*
      - *Act as liaison for AusAID internationally and domestically around issues of disability;*
      - *Lead on issues of capacity and systems development within AusAID towards inclusive development approaches;*
      - *Work with AusAID sectoral representatives in Canberra to develop appropriate policy approaches to disability-inclusive development within those sectors;*
      - *Communicate the details of AusAID's work and leadership in disability-inclusive development to external stakeholders;*

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[47] This would be separate to responsibility for disability-specific programs, which would continue to be the responsibility of staff within the relevant sector

- *Have the opportunity to inform their work through regular interaction with country programs, particularly for those countries designated as focus countries.*

b) *Disability focal points are identified in all posts. This position:*
- *Should provide programming support, including a basic level of technical advice during the design and monitoring of mainstream programs; and be responsible for facilitating the engagement of people with disability and DPOs with program sector staff/partners;*
- *Should have responsibilities identified within a position description, appropriate time and support allocated for work, training, support and high-level monitoring by the senior manager responsible for program wide disability-inclusive development.*

c) *To assist with the development of focal points, a formal focal point network should be established; and regular meetings and training be provided.*

d) *The regional disability specialist positions should continue, ideally with more than one specialist for each region.*

e) *The terms of reference for the regional specialists be modified so that their role focuses upon providing broad strategic advice, quality assurance of disability-inclusive development at posts and regional collaboration and networking.*

f) *Technical assistance, including situation and barrier analysis continues to be provided through a technical assistance capacity managed from Canberra and available to posts.*

Enabling Outcome 5 – improving our understanding of disability and development by focussing on the lived experiences of people with disability

10. *It is recommended that:*
   a) *AusAID should continue its support for disability-related research through the Australian Development Research Awards Scheme as well as support for research by other institutions.*
   b) *AusAID gives particular attention to research in the following areas:*
   - *The economic implications of disability-inclusive development, particularly as it pertains to broader economic development within countries.*
   - *Effective examples of disability-inclusive development within mainstream aid sectors, particularly those where less attention has traditionally been given to inclusive development work such as health, social protection and law and justice.*