

**Second informal consultation
on the updated Protection Policy**

**WFP disability inclusion
two-year road map (2020–2021)**



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**World Food Programme
Rome, Italy**

Objectives and scope

1. The main objective of this two-year road map is to facilitate the implementation of WFP's approach to addressing the rights of persons with disabilities¹ as defined in WFP's Protection Policy. The road map presents a process for assessing and addressing the possible impact of any planned action on persons with disabilities. The road map and the Protection Policy are mutually reinforcing, given that disability inclusion goes beyond programming. Taking steps to include people with disabilities in WFP's work is an organization-wide obligation grounded in the United Nations Disability Inclusion Strategy (UNDIS).² The approach is informed by the Charter on Inclusion of Persons with Disabilities in Humanitarian Action;³ the Inter-Agency Standing Committee (IASC) Guidelines: Inclusion of Persons with Disabilities in Humanitarian Action;⁴ and the UNDIS.
2. These normative frameworks are based on the Convention on the Rights of Persons with Disabilities as well as the 2030 Agenda for Sustainable Development, which are grounded in leaving no one behind.⁵ Particularly pertinent for WFP is article 11 of the Convention, which requires parties to the Convention "to take ... all necessary measures to ensure the protection and safety of persons with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies and the occurrence of natural disasters."
3. UNDIS includes an accountability framework for monitoring progress and addressing gaps and other challenges, both at headquarters and in the field. The framework includes 15 indicators in 4 core areas of responsibility: leadership, strategic planning and management; inclusiveness; programming; and organizational culture. WFP has identified as priorities 4 of the 15 indicators that are particularly relevant to WFP's work and can realistically be delivered in two years: leadership; programmes and projects; procurement; and capacity development for staff. These areas align with the Inter-Agency Standing Committee disability inclusion guidelines.
4. The IASC disability inclusion guidelines have four objectives that align with those in the UNDIS: "guidance"; "capacity"; "accountability"; and "participation". The guidelines are particularly relevant to programmes and projects and are discussed in that context below.

¹ The two-year timeframe aligns with the WFP Strategic Plan (2017–2021) (<https://www.wfp.org/publications/wfp-strategic-plan-2017-2021>)

² The Secretary-General, who has described the implementation of UNDIS as an "operational imperative", launched the strategy on 11 June 2019 in line with his commitment to make the United Nations an inclusive organization for all.

³ The Charter was adopted pursuant to the 2016 World Humanitarian Summit, where participants made a commitment to develop globally endorsed system-wide guidelines on how to include persons with disabilities in humanitarian action.

⁴ Endorsed by the IASC in October 2019, these guidelines have been designed to provide practical information for humanitarian actors and other relevant stakeholders. They place persons with disabilities at the centre of humanitarian action.

⁵ The global commitment to "leave no one behind": <https://www.un.org/disabilities/documents/2016/SDG-disability-indicators-march-2016.pdf> (SDG indicators on disability); <https://sdg.iisd.org/news/un-report-finds-inclusion-gaps-for-people-with-disabilities/>.

5. The road map provides principles to guide WFP in working to achieve the desired outcomes and fostering an inclusive culture. It also outlines the key steps for reaching this aim. The road map targets WFP personnel, WFP partners, affected populations and persons with disabilities.

"[I]n developed countries, available data shows that the average percentage of persons with disabilities who are unable to afford a meal with protein every second day is almost double that of persons without disabilities.

...

Children and youth with disabilities are also less likely to benefit from school-based malnutrition reduction efforts because they are less likely to attend school than their peers without disabilities.

...

The gender gap between women and men [in terms of access to meals with protein] is wider among persons with disabilities....

...

In developing countries, data shows that persons with disabilities and their households are more likely to not always have food to eat, than persons without disabilities and their households.

...

[A]ccess to financial services such as banks remains restricted by the lack of physical and virtual accessibility of these services. In some countries, persons with disabilities find that more than 30 percent of banks are not accessible."

United Nations. Disability and Development Report: Realizing the Sustainable Development Goals by, for and with persons with disabilities: 2018 (<https://www.un.org/development/desa/disabilities/publication-disability-sdgs.html>)

Guiding principles

6. The following principles set forth in article 3 of the Convention on the Rights of Persons with Disabilities should guide the approach to implementation of the road map:
 - Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
 - Non-discrimination;
 - Full and effective participation and inclusion in society;
 - Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
 - Equality of opportunity;
 - Accessibility;
 - Equality between men and women; and
 - Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

Key result areas

7. The UNDIS accountability framework can only work at WFP with the commitment of WFP's senior management. WFP's leadership is responsible for promoting and implementing a disability inclusive culture at all levels of work and for ensuring positive organization-wide results. To achieve those aims will require senior management to plan, through robust context analysis grounded in inclusion and engagement with affected populations,

implement and report on contributions to the inclusion of persons with disabilities in relation to the full implementation of the Sustainable Development Goals; to reinforce common goals and consistent working methods in promoting the inclusion of persons with disabilities; and to create effective platforms for joint programming and coordination within WFP.

Steps toward disability inclusion at WFP

Leadership

- Improve knowledge management to include the experiences, expertise and practices of United Nations partners with regard to mainstreaming disability inclusion; and
- Track and monitor performance to ensure that WFP is accountable for its performance in the inclusion of persons with disabilities.⁶

Key actions

- Include persons with disabilities and their human rights reflected in the main strategic planning documents, including WFP's Strategic Plan and country strategic plan (CSP) documents. WFP should also advocate for inclusion in United Nations Sustainable Development Cooperation Frameworks (UNSDCF) and other country level joint planning documents;
- Carry out an accessibility review to identify ways to enhance the access of persons with disabilities to WFP assistance. The review, where possible, should be carried out or supported by an expert with disability; it is suggested that this review take place in two phases, the first at headquarters and the second in up to four country offices, taking into account geographical balance;
- Implement at least one solution identified in the accessibility review to enhance the accessibility of goods and services to persons with disabilities, for example by ensuring that the WFP website is accessible to them;
- Carry out a survey of the implementation of the findings and recommendations of the accessibility review two years after release of the review report;
- Conduct a WFP-wide survey on reasons for the low number of persons with disabilities applying for positions with and being employed by WFP. To the extent possible, the survey should be conducted by a disabled people's organization and, where not possible, with the oversight of such an organization;
- Make compliance with the UNDIS a standing agenda item of all regular sessions of the Executive Board; and
- Report annually to the Secretary-General.

⁶ See Organisation for Economic Co-operation and Development, Development Assistance Committee (DAC) Working Party on Development Finance Statistics. 2018. Handbook for the Marker for the Inclusion and Empowerment of Persons with Disabilities.

[http://www.oecd.org/officialdocuments/publicdisplaydocumentpdf/?cote=DCD/DAC/STAT/RD\(2019\)1/RD1&docLanguage=En](http://www.oecd.org/officialdocuments/publicdisplaydocumentpdf/?cote=DCD/DAC/STAT/RD(2019)1/RD1&docLanguage=En); [https://one.oecd.org/document/DCD/DAC/STAT\(2018\)52/en/pdf](https://one.oecd.org/document/DCD/DAC/STAT(2018)52/en/pdf).

Programmes and projects

8. The UNDIS requires WFP to ensure that the rights of persons with disabilities are embedded in all programmes and projects and thus requires a twin-track approach of mainstreaming and targeting approaches. This will require:
 - An understanding of the situation of people with disabilities in WFP operations;
 - Promotion of meaningful participation;⁷
 - Where appropriate, assessing and addressing the possible impact of any planned action on persons with disabilities, e.g. the removal of barriers and adoption of enablers;⁸
 - Empowerment of persons with disabilities; and
 - Inclusive budgeting and advocating with donors on the same.
9. Effective programming needs to be informed by the scope of the challenge it is meant to address. Hence, a priority action is to collect data and disaggregate it.

Key actions

- A pilot stocktaking and assessment in one WFP region of the situation of people with disabilities and barriers to access to support the development of an understanding of how WFP can better assist people with disabilities organization-wide. Elements to be considered in the pilot should include the collection and disaggregation of data for monitoring inclusion, complementing food security and vulnerability analysis and mapping;⁹
- A lessons-learned forum hosted by the regional bureau in the pilot region to provide operational guidance to other regional bureaux on how to meet obligations defined for programming;
- Enable persons with disabilities to participate in all processes for assessing, planning, designing, implementing, monitoring and evaluating WFP programming at all levels; specifically, hold at least one consultation on the road map with recognized disabled persons' organizations (e.g. International Disability Alliance and the International Disability and Development Consortium), advise those organizations on an as-needed basis, and provide for them to review the key results achieved at the end of the two-year period;
- Based on the review identified in the Leadership core area of the UNDIS accountability framework, develop a phased plan for adopting the measures necessary to recruit persons with disabilities as WFP staff, including as front-line workers and community mobilizers; and

⁷ Inter-Agency Standing Committee. 2019. Guidelines: Inclusion of Persons with Disabilities in Humanitarian Action, ch. 3, "What to do: Key approaches to programming: Must do actions", p. 19.

⁸ Ibid, at 6. "Disability is understood to arise when individuals with impairments interact with the barriers they face." See also page 19 of the IASC guidelines, "Must do actions", and the annexes, which provide checklists for action.

⁹ To measure disability inclusion, the Corporate Results Framework (2017–2021) includes the output indicator "Number of women, men, boys and girls with disabilities receiving food/cash-based transfers/commodity vouchers/capacity strengthening transfers". The WFP Guide to Inclusion of Persons with Disabilities in Food Assistance Programmes (currently not available online) recommends integrating disability into vulnerability analysis and mapping in order to facilitate understanding of how disability might affect households' food security situations and thus inform targeting and prioritization.

See also IASC Disability Inclusion Guidelines, Key Approaches to Programming, "Must Do Actions", at 19.

- Advocacy with donors that are party to the Convention on the Rights of Persons with Disabilities, which requires donor assistance to be inclusive of, and accessible to, persons with disabilities.

Procurement

10. Procurement, which includes the purchase of goods and services, has the potential to promote equity and prevent the exclusion of persons with disabilities. Procurement policies can provide a framework for quality, standard, transparency and eligibility criteria that organizations and individuals must satisfy in order to submit successful contract bids.¹⁰ For example, procurement policies can require that construction and operations meet universal design standards and promote accessibility; they can also prioritize companies that promote disability inclusion.¹¹ A disability compliant procurement process would require WFP to:¹²

- Review procurement policies to ensure that they accelerate the inclusion of vendors operated by persons with disabilities;
- Ensure that vendors owned or operated by persons with disabilities are not excluded or restricted from benefitting from procurement processes and outcomes;
- Promote and monitor implementation of accessibility standards (based on the accessibility review referred to above);
- Encourage universal design, i.e. design aimed at making structures accessible to all, by investing in research and development and promoting innovation for universal design, implement inclusive procurement, consider the advance market commitment to universal design and prioritize contracts that offer solutions of greatest advantage to users;
- Use procurement to promote *de facto* equality through employment for persons with disabilities, for example by conducting a review of global vendors to create a baseline and then examining whether a hiring quota for persons with disabilities could be included in procurement actions; and
- Use procurement as an effective mainstreaming tool for the inclusion of persons with disabilities in development aid.

Key actions

- Include accessibility standards (for example the ISO/IEC GUIDE 71:2014(E) Guide for addressing accessibility in standards) in at least 30 percent of all tendering specification for applicable goods, services including construction work procured by WFP with a view to increasing this percentage overtime;
- Develop standards for the procurement of goods and services, including universal design, in the area of construction of infrastructure at WFP to ensure that it does not create barriers for persons with disabilities; and

¹⁰ See 2015. International Disability Alliance. *Public procurement and the Convention on the Rights of Persons with Disabilities: Rights in Practice*, p. 10.

http://www.internationaldisabilityalliance.org/sites/default/files/6.4_public_procurement_and_the_crpd_rights_in_practice_2015.pdf

¹¹ Ibid. at 10–11.

¹² Ibid. at 14–21.

- Target at least 30 percent of WFP approved vendors on the global vendor list with more than 30 staff members for relevant initiatives, for example awareness-raising on the rights of persons with disabilities for all staff, who will be asked to commit themselves to increasing accessibility (one solution implemented).

Capacity development

11. All the above can only be achieved if staff know what to do and how to do it. A range of capacity development initiatives will therefore be required.

Key actions

- Mandatory dedicated disability sensitization training for every WFP section head and country office director prior to, or within six months of, taking up a new post;
- Online learning module and train-the-trainers programme developed by an expert with disability;
- Monitoring and evaluation framework for a pilot regional bureau programme required to have a minimum of three disability-related indicators with staff trained on how to design, develop and monitor the indicators;
- Staff induction programmes to include disability, supported by staff who have been trained in disability rights or experts with disability; and
- As WFP is usually the cluster co-lead on food security in country programming, cluster related documents should reflect disability obligations and staff should be trained accordingly.