

# Rural Education and Environment Development Center (REED-Nepal)



## DISABILITY INCLUSIVE DEVELOPMENT POLICY

<b>Policy Owner:</b>	Chief Executive Officer
<b>Approved by:</b>	Executive Committee of REED Nepal
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## **1. BACKGROUND**

Disability is a development issue. More than one in five of the poorest people in developing countries have a disability. Due to stigma, poor accessibility and discrimination, people with disabilities are frequently excluded from society, education, employment and development programs. This means that they are at much higher risk of poverty, and are amongst the poorest of the world's poor. At the same time, circumstances related to poverty such as poor nutrition and lack of access to health care and a safe environment often lead to disability. This creates a cycle where disability is a cause and a consequence of poverty.

Disability and impairment in Nepal where REED Nepal works, are expected to increase over the coming decades as a result of population growth, ageing, lifestyle diseases (for example, diabetes), malnutrition, traffic accidents, injuries, HIV, and medical advances that preserve and prolong life.

## **2. REED Nepal's COMMITMENT**

There is growing recognition that addressing disability is crucial to fighting poverty. As an agency involved in development REED Nepal has a role and responsibility to play in ensuring that its programs are inclusive of people with disabilities. This Disability Inclusive Development (DID) Policy therefore reflects REED Nepal's commitment to extending the benefits of its programs to all, and to promoting the dignity and well-being of people with disabilities. It supports all REED Nepal staff, volunteers and in-country partners in their implementation of the Foundation's commitment to the inclusion and full, equal and meaningful participation of people with disabilities in all Foundation programs and projects and management arrangements.

## **3. OBJECTIVE**

The primary objective of this Policy is to support people with disabilities 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. PROGRAM OPERATIONS**

Program operations will be based on the following **Guiding Principles**:

- Promoting and enabling active participation and contributions by people with disabilities through the whole project cycle.
- Recognizing and respecting people with disabilities, recognizing that they have the same rights as others.
- Recognizing that the lived experiences and perspectives of people with disabilities are diverse and better understanding of these will contribute to effective

approaches, which will differ in different contexts.

- Taking into account the interaction of gender and disability which means that discrimination, access, inequality etc. may be different between men and women, girls and boys, family members and care givers.
- Focusing on children with disabilities, especially in terms of their access to education and health services.
- Supporting partnerships with Disabled People's Organizations (DPOs) and other groups.
- Using a strengths-based approach, focusing on people's and organizational abilities, strengths and priorities and their efforts to achieve self-reliance.

REED Nepal staff will incorporate the following DID **Programming Guidance**:

- Inclusion of people with disabilities will be mainstreamed through all REED Nepal projects/programs throughout the entire project cycle - design, appraisal, implementation, monitoring and evaluation (M&E), risk management and reporting.
- Inclusive programming supports full, equal and meaningful participation of people With disabilities in REED Nepal's projects. Identifying barriers and recommendations for participation will be made in collaboration with community-based organizations of people with disabilities. Where REED Nepal works with local governments it will promote equitable access for people with disabilities to all such services.
- Programs and projects will focus on promoting attitudinal and behavioral changes, accessibility and inclusive programming, in order to eliminate discrimination against people with disabilities.
- Approaches to working with children with disabilities include raising awareness about their rights, promoting a positive attitude of parents and communities towards them, and facilitating their inclusion and participation in ongoing development processes.
- Universal access, or disability access as appropriate, is stipulated for all small-scale infrastructure work. People with disabilities and their representative organizations will be involved in assessment, design, monitoring and evaluation of infrastructure work.

## **5. MANAGEMENT ARRANGEMENTS**

REED Nepal's commitment to inclusion of people with disabilities will also be reflected in the recruitment of REED Nepal staff, board and volunteers. REED Nepal recognizes that promoting and supporting a diverse workforce enriches its work and impact, and fosters an environment of mutual learning as well as of respect, dignity, and an appreciation of differences and other perspectives.

## KEY DEFINITIONS

**Impairments** refer specifically to a person's physiological condition, structure or mechanism that is lacking or does not fully or effectively function. Impairments may be long-term or short-term, and may be physical, sensory, neurological, intellectual, mental or other physiological condition.

**Disability** is a result of the limitations imposed on people with impairments by attitudinal, institutional, and environmental barriers to their participation in society.

**Inclusion** is the desired state that all people, including people with disabilities, equally participate in and benefit from policies and programs in political, economic and societal spheres without barriers or discrimination.

**Mainstreaming** is the strategy taken to ensure the inclusion of people with disabilities. This means including people with disabilities, their concerns, contributions and experiences as an integral part of programming. It is an approach rather than a program or project in itself, and requires the removal of societal barriers that exclude people with disabilities.