



Include people with disabilities & older people in Livelihood & Skills Development Program/ projects: A Technical Tips Sheet

Key messages

1. The tip sheet aims to provide technical tips to develop an inclusive Livelihood & Skills Development program in Humanitarian Response. It emphasizes that older people & persons with disabilities will not only be recipients of humanitarian assistance, rather they should be included as participants in the humanitarian response.
2. The tips sheet builds through studying & analyzing Twin-Track Approach, IASC Inclusion guideline, Humanitarian Inclusion Standard and UNCRPD documents.
3. The tips sheet provides a rights-based framework to approach the inclusion of persons with disabilities & older people in Livelihood & Skills Development contexts, specifically through the analysis of risks and barriers faced by persons with disabilities, as well as 'must do' actions that are required if persons with disabilities are to be included in all phases of humanitarian Livelihood & Skills development actions.
4. Persons with disabilities are estimated to represent 15% of the world's population, likely higher in humanitarian settings. Reach Study says among adults, 20% of individuals were identified as persons with disabilities, among older persons more than half were identified as persons with disabilities, compared to 17% of adults aged 18 to 59. So 15% person with disability among all participants should be made as mini target in the project. They are among the most marginalized people in crisis-affected.

Must Do Actions

- **Promote meaningful participation**

The entire community, including older people & persons with disabilities benefit equally from mainstream Livelihood & Skills Development processes. Thus they should be involved actively in identifying barriers, and in planning, designing, implementing, monitoring and evaluating livelihood and economic inclusion program along with other participants.

- **Remove Barriers**

Environmental, institutional, communication and attitudinal barriers are identified and addressed to ensure that older people & people with disabilities are fully included in all phases of the program. Provide accessibility & reasonable accommodations and reach out to older people & persons with disabilities to facilitate their full inclusion.

- **Empowerment & Capacity Development**

Protection, safeguarding & CFRM measures should be accessible/ reasonably accommodate, use inclusive communication tips. Provide training session on Age & Disability rights including interaction tips, increase stakeholder capacity on the risks and obstacles faced by older people & persons with disabilities and how to remove barriers.

- **Disaggregate data for monitoring inclusion**

As the project requirement, include Washington Question of Short Set/ Enhanced Set of Washington Group Questions to collect age, sex & disability disaggregated data. Analyze & do systematically across

the Livelihood & Skills Development program cycle. Share information on the cross-sectoral requirements. Ensure that data ethics and protection principles & compliance are maintained.

Steps in making program/ Project inclusive

Objective	Indicator
15% Persons with disabilities are part of our target group and will be included in all project activities	<ul style="list-style-type: none"> The building is accessible & reasonably accommodate to people with disability & older people Minimum 15% of the participants have a disability Accessible/ and inclusive communication/ facilitation for older people & all people with disabilities



Recommended actions: People with disabilities must participate in the whole project cycle

Assessment, analysis and planning

- Assess the accessibility of life skill training & Technical skills training, and market-related information, for persons with different types of disability and older people.
- Ensure that livelihood & skills development training targeting criteria adequately address differences in the character and severity of disabilities and older age.
- Always include representatives of people with disabilities & older people in the planning and decision-making process.
- Organize focus group discussions with people with disabilities and older people.
- Make sure that various groups of people with disabilities are consulted.
- Identify referral services that are available in the target area. Include psychosocial support, physical rehabilitation, prosthetics, orthotics, etc.
- Provide staff training on inclusive livelihoods & Inclusive Skills training.

Resource mobilization & Staff Training

- Inclusive budgets should include costs for improving physical accessibility, providing reasonable accommodations, and providing specialized product/ tools, assistive devices, mobility equipment and accessible communications. If possible include cost on inclusive module development.

Important Elements of staff training

- Session on Washington Group Question & Data Collection
- Session to discuss local beliefs prejudices and culture related to disability.
- Introduce appropriate terms to refer to persons with disabilities.
- Session on explaining the rights of persons with disabilities to participate in all spheres of life.
- Session on identifying the barriers in the project.
- Session on inclusive Communication & Etiquette
- Session on inclusive Training facilitation techniques
- Session on accessibility & reasonable accommodation
- Session on Self-care & Home Based care of older people & person with disability.
- Session on different guidelines, standards, and laws (like IASC, HIS, UNCRPD, etc.) and also need to add a session on assistive devices.

Implementation

- Respect the rights & use inclusive communication techniques and etiquette.
- Use Age Inclusion module & Disability Inclusion module as life skill training to aware all participants.
- Adapt livelihood & Skills development assessment and monitoring tools with the WG Questions.
- For identifying barriers and enablers/ needs, should be conducted individual needs assessment.
- Adapt training materials, tools & products to the requirements of persons with disabilities.
- Make the curricula and courses offered that are inclusive & accessible
- Adapt infrastructures (such as markets and training centers) to make them more accessible.
- Develop outreach and Home-based care processes
- Referral/ provision of disability specific needs & building networks for medical services, Eye treatment, hearing treatment, Psychiatric & PSS services, Protection, market linkage, job or financial services.

Coordination

- Assign Livelihood & Skills development inclusion focal points who should work to assist sector partners to mainstream inclusion and support referrals across relevant sectors.

Monitoring & Evaluation

- Information, dissemination modalities, and complaint and feedback mechanisms should be accessible and include persons with various types of disability and older people.
- Need to use specific disability indicators & targets in planning, monitoring & evaluation systems. First need to set up age, sex & disability disaggregated data.
- Need to measure if people with disabilities & older people have access the services-
- How do people with disabilities & older people perform and participate in comparison to participants

without disability? Why is there a difference?

- Is budget being used for disability inclusion? Monitor for what purpose it is being used.
- How does the collaboration with Disability Support Committee, mainstream organization and disability-specific organizations.
- Identify good practices and initiatives that promoted the inclusion. Document and disseminate these.