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Human Rights for Persons with Disabilities

Sida's plan for work

Human Rights for Persons with Disabilities

Team for Human Rights and Political Participation

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Preface

Sida is raising its profile and strengthening its work on human rights for women, men, girls and boys with disabilities.

We are doing this because we are working from the point of departure that every person has equal rights and an equal value, regardless of gender, ethnicity, disability, age, skin colour, language, religion, sexual orientation and identity political or any other opinion, national or social origin.

Adults and children with disabilities are often discriminated against and made invisible, in both development cooperation and in society at large.

Persons with disabilities constitute around 10 per cent of the world's population. Studies have shown that around 2.5 billion people around the world are affected by disabilities, their own or that of a family member. Persons with disabilities do not, therefore, constitute a small, limited group, yet they are still one of the world's most discriminated against and overlooked groups. The majority of these women, men and children live in developing countries and are often the poorest of the poor. Inaccessibility and prejudices in society make life difficult and prevent access to basic rights, such as participating in political life, getting to voting stations and voting, access to health care and the ability of children and youth to attend school.

With this plan, Sida is focusing on increasing its own and its partners' knowledge and understanding of the options and conditions for persons with disabilities, as well as the implications for our work on improving the living conditions of poor women, men and children. This plan will contribute to Sida and our partners becoming better at taking into account and including persons with disabilities in development cooperation.

Strengthened work on human rights for persons with disabilities can have a great catalytic effect on our main objective – creating the conditions for people to improve their living conditions.



Anders Nordström
Director General

1. The task and organisation

In the letter of appropriation for 2009, Sida was given the task of “presenting a plan that sets out how the organisation intends to guarantee that the observance of human rights for persons with disabilities is incorporated into Sida’s internal work and bilateral development cooperation.”

The plan covers the period from July 2009 to December 2012 (3.5 years). The plan includes Sida’s bilateral, global and regional development cooperation, and the organisation’s internal work. The plan includes individual work areas, such as cooperation strategies, training, projects and programmes and studies. The plan also assumes an effort to analyse and work in more detail on a small number of Sida’s decision and work processes in order to gain experience of both method work and operational work that are effective. The aim is for the experience and lessons learnt from Sida’s work on including human rights for persons with disabilities subsequently to be passed on and integrated more widely in Sida’s decision and work processes.

With regard to Sida’s internal work, the focus will be on capacity and competence development of personnel and strategic implementers of development cooperation, as well as elements of accessibility. The access issue is broad and includes many aspects, such as access to transport and infrastructure, to information and communication systems, and to goods and services. Sida’s plan will focus on the issue of access to information for persons with disabilities.

Women, men, boys and girls with disabilities constitute the main focus of the plan¹.

Sida has appointed an internal work group to prepare the plan, led by the Policy/Empowerment Department. An external reference group consisting of representatives from the Swedish Organisations’ of Persons with Disabilities International Aid Association (Shia), the Swedish Equality Ombudsman (DO), the Delegation for Human Rights in Sweden (the Human Rights delegation) and Handisam, the Swedish Agency for Disability Policy Coordination, has been associated with work on the plan.

The head of Policy/Empowerment has overall responsibility for the issue of human rights for persons with disabilities within Sida.

Responsibility for organising the various activities rests with the different departments within Sida (see appendix 2).

An internal working group has been appointed, consisting of representatives from various parts of the organisation, to provide advice and support for implementing the plan. The working group is led by Policy/Empowerment. The internal working group will maintain a constant dialogue with the external reference group during the implementation of the plan.

¹ Preventative work to prevent/reduce/avoid disabilities is included, for example, in Sida’s health policy and in the ongoing health programme.

2. Overall goals

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

Subgoal 1 is for human rights and conditions for women, men and children with disabilities to be included and taken into consideration in Sida's various work and decision processes (analysis, cooperation strategies, programmes and dialogue) to a greater extent.

Subgoal 2 is to increase understanding and knowledge on the part of Sida's personnel and some strategic implementers:

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



3. The aim of the plan

The aim of the plan is:

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

DEFINITIONS

Impairment means impairment in the physical, mental and intellectual functional ability of an individual.

Disability means that the surrounding environment causes an impediment in relation to the impairment. Not all impairments have to cause a disability. The impairment is linked to the person and the impediment to the surrounding environment.

Government Bill 2008/09:28 Human Rights of persons with disabilities discourages use of the term **“handicapped”**.

The definition of the term disability varies from country to country. The UN Convention on the Rights of Persons with Disabilities does not include a specific definition of the term “people with disabilities”, but instead lists a broad category of groups.²

² Despite above definitions this document uses the wording persons with disabilities in order to align to internationally commonly used language

4. Starting points and the legal framework

Disability has long been considered a medical issue, or an issue for charity. Over the last few decades, a stronger focus on rights has replaced these perspectives. Internationally, this development culminated in the latest UN Convention on Human Rights (from 2007), the Convention on the Rights of Persons with Disabilities³. The Convention illustrates a clear paradigm shift – from a perspective where persons with disabilities are a group that are separate and constitute the object of “care” measures, to one where persons with disabilities are accorded equal rights and where non-discrimination, self-determination and inclusion in development initiatives constitute central starting points.

The Convention came into force on 3 May 2008, and has now been signed by almost 140 states, and ratified by around 50 countries. The Convention aims to remove obstacles that prevent persons with disabilities from enjoying their human rights, and also lists measures to counteract discrimination. The Convention also proposes guiding principles such as equality, participation, accessibility and equal opportunities, and covers a wide range of civil, political, economic, social and cultural rights. The Convention also contains an Optional Protocol on individual right of complaint⁴. Sweden ratified both the Convention and the Optional Protocol in December 2008. Sweden has been a driving force in the work on the Convention. The disability movement played a very important role in drawing up the Convention, as its members were actively involved in lobbying and participating in the various forums that produced the Convention.

The Convention also constitutes a powerful instrument for improving the living conditions of persons with disabilities through development cooperation. Article 32 on international cooperation focuses attention on the need for development programmes to be inclusive of and accessible to persons with disabilities.

Sweden’s Policy for Global Development (PGD)⁵ proposes that Swedish development cooperation should be based on two perspectives, a rights perspective and the perspective of the poor on development. The PGD declares that a “rights perspective involves a focus on the discriminated, including marginalised individuals and groups. People, regardless of gender, age, disability, ethnicity or sexual orientation should be able to enjoy their rights.” Other starting points for

³ The Convention is the first legally binding international convention that specifically focuses on persons with disabilities. Among other conventions, only the Convention on the Rights of the Child specifically emphasises the rights of persons with disabilities. However, the Convention does not create any new rights, but aims to clarify the rights that are already in place in other human rights conventions.

⁴ The individual right of complaint means that individual people or groups of people can complain to a monitoring committee if they believe that their rights have been infringed.

⁵ Government Bill 2002/03:122, Gemensamt ansvar – Sveriges politik för global utveckling (Joint responsibility – Swedish policy for global development).

Sida's work on human rights for persons with disabilities are contained in appendix 1.

Application of the rights perspective and the perspective of the poor on development involves, in terms of persons with disabilities, the situation and conditions for persons with disabilities being analysed, clarified and taken into consideration in Sida's various work processes. Human rights for persons with disabilities must not be treated as a separate issue, but should be an integrated part of development cooperation, as all people have an equal value and rights. Based on the principle of inclusion in the Convention and on Sida's own experience, it is also important for Sida to maintain a continuous dialogue with persons with disabilities and with the disability movement regarding its development cooperation.

From 1 January 2008, the Swedish government is emphasising three thematic priorities for Swedish development cooperation, one of which is democracy and human rights. Through these priorities, the government is illustrating its increased ambition for these issues. The government has determined that all aid must take human rights into account and that specific projects for promoting human rights should be prioritised. This promotes human dignity and advances the ability to raise living standards for the very poorest.

Studies have shown that at least 2.5 billion persons are directly affected by disabilities (their own or within their family). Continuously clarifying, including and working to counteract discrimination against persons with disabilities in development cooperation could have a great, so far unexploited, catalytic effect on combating poverty. By including persons with disabilities in development cooperation, a contribution is made towards reducing poverty for a large group of people. Improved opportunities for persons with disabilities have a positive effect on the entire family.



5. Problem analysis

At least 650 million people, or 10 per cent of the world's population, are estimated to have a disability. Eighty per cent of these people live in developing countries, and many live in poverty. A family member with a disability also has an effect on the surrounding environment and the financial situation for their family and their relatives. If you include this effect, then about 2.5 billion persons are directly affected by disabilities.

In both rich and poor countries, studies show that persons with disabilities are poorer than their fellow countrymen without disabilities. The World Bank has estimated that of the world's poorest people, defined as those living on less than USD 1 per day, 20 per cent have some form of disability⁶.

Women with disabilities are twice as likely to suffer discrimination and are excluded on the grounds of both their gender and their disability. Girls and women with disabilities are subject to physical and mental abuse, including sexual violence and abuse, disproportionately often.

Exclusion of persons with disabilities takes place in all countries and in all social sectors. Unesco estimates that only two per cent of children with disabilities in developing countries attend school. Children with a disability together with children who work, are those with the lowest level of access to education. Prejudices and a lack of knowledge lead to children with disabilities often being subject to discrimination at school, and their individual opportunities for development in relation to their disability are not safeguarded in education.

Only around three per cent of all adults with disabilities in the world can read and write. The equivalent figure for women with disabilities is one per cent. The options for earning their own living are limited as a result of this lack of education, as well as on the grounds of discriminatory attitudes and prejudices.

Persons with disabilities are among those worst affected by armed conflicts and natural catastrophes. War and catastrophes increase the risk of injuries that can lead to disabilities. For each child killed in war, a further three suffer permanent disabilities. The mortality rate for children with disabilities is estimated by the British Department for International Development to be as high as 80 per cent, even in countries that have managed to reduce mortality for children under five to below 20 per cent. Children in armed conflict face a particular danger from land mines. Children with disabilities are also particularly vulnerable to attack and sexual violence.

Persons with disabilities have also been marginalised in the work with HIV/AIDS issues. This has often been due to the fact that there is prejudice against persons with disabilities being sexually active.

⁶ Ann Elwan, "Poverty and disability: a survey of the literature" (World Bank, 1999), available from <http://siteresources.worldbank.org/INTPOVERTY/Resources/WDR/Background/elwan.pdf>.

Poverty can also cause disabilities through malnourishment, lack of health care and poor living conditions. At the same time, disabilities lead to poverty, as they can prevent participation in education, in work and in other financial and social contexts, particularly if technical equipment and assistance are not available⁷. Due to prejudices and lack of access, persons with disabilities are often excluded from participation in political life. Prejudices stand in the way of advancement in popularly-elected institutions. Lack of access prevents persons with disabilities from voting, being active citizens and participating in democratic development processes.

Information and communication technology can constitute inclusive tools and resources, but if new technology is designed without considering access for persons with disabilities, it will instead exclude these individuals.



⁷ World Bank website with data and statistics on disability at <http://www.worldbank.org/disability>.

6. Previous experience/results

The *Survey of how the rights of persons with disabilities have been integrated into Sida's activities* (from 2004) confirms that many people within Sida regard taking disability into account as add on and extra work, rather than a central part of Sida's aim to strengthen human rights. The survey also showed that rights for persons with disabilities were a low-priority area.

In the 2005 letter of appropriation, the government tasked Sida with describing the specific initiatives implemented for persons with disabilities. The description shows that there were a number of different targeted initiatives where the target group was persons with disabilities, although it gives a fractured picture of specific initiatives in different regions and sectors.

Many of the individual initiatives constituted rehabilitation programmes. The issue has rarely been regarded as a human rights issue. The work with human rights for persons with disabilities has rarely taken gender equality into account.

Other conclusions from both the internal and external dialogue process involved in producing this plan include:

- There is a lack of knowledge of what it means to work with persons with disabilities on the part of Sida personnel both in Sweden and in the field.
- There is no systematic inclusion of human rights for persons with disabilities in cooperation strategies, programmes and dialogue.
- This issue has not received sufficient support from Sida's management.
- Sida has not set aside sufficient human resources to work on the issue.⁸
- There are no overall evaluations, statistics and research findings in the area. It is therefore difficult to analyse to what extent persons with disabilities have been included in development cooperation. The inclusion that takes place within, for instance, broad education sector programmes is not visible in Sida's statistics.
- The position paper "Children and Adults with Disabilities", which was adopted in 2005, was an excellent initiative for getting more general work going, but it has not had sufficient impact.
- Despite Sida's diversity plan, few persons with disabilities work at Sida in Stockholm and in the field.

⁸ Until 2007, Sida had a full-time advisor on the subject. This service was then integrated into a part-time post within the Knowledge team with a focus on the education sector, plus 20% for one administrator at the old Democratic Governance Unit. Currently, the issue is handled by the Empowerment department with, in terms of time, around 20–30% of its annual man-hours plus administration of initiatives by the Global Team (around 10–15% annual man-hours), and within a few bilateral teams.

- Access to information on Sida's activities can be improved to make it more accessible and easy-to-read for the persons with visual impairments. Sida's website, for example, is not sufficiently user-friendly for persons with disabilities.
- Sida's meetings, courses, seminars, etc. seldom offer signing or a loop service for hearing impaired participants.

The overall analysis of experience shows the need for a strategic, overall result-oriented plan for Sida's work on human rights for persons with disabilities.



7. Implementation

Appendix 2 contains a list of proposed activities over the next 3.5 years covered by the plan and also specifies the department/unit at Sida that is operationally responsible for each activity.

Appendix 3 contains a matrix that identifies the timing for all activities over the next 3.5 years.

Realising the plan for human rights for persons with disabilities has resource implications both in terms of personnel and financing of certain activities and will require strong, clearly expressed support on the part of Sida's management.

In terms of human resources, it is mainly a question of redistributing existing personnel within the authority so that sufficient human resources for the issue are spread among several departments within the organisation.

Financing of special activities will be handled in accordance with the procedures for requesting resources set up within the authority.

Vital to the implementation of this plan, as with other plans (and initiatives) drawn up by the authority is that the plan must receive the support of the management. The existence and content of the plan, as well as its consequences, must be communicated in strategic forums and in the Director General's guidelines for operational planning (Utsignalen).

8. Follow-up and evaluation

As its first activity within the framework of the plan, Sida is planning to carry out an inventory of Sida's capacity and expertise in this area and how human rights for women, men and children with disabilities should be included in Sida's various decision and work forums.

This will provide the foundation for evaluating the implementation of the plan.

Policy/Empowerment will report to Sida's management on the status of the plan's implementation in accordance with the procedures set up for reporting within Sida. Prior to the reporting, a meeting will be scheduled with the relevant departmental managers to gather information on the activities and results of each department.

By the end of 2010 or the start of 2011, a review of the plan will be carried out.

At the end of 2012, an evaluation of the plan will be carried out. This evaluation will be the basis for Sida's continued work on human rights for persons with disabilities.

Appendices:

1. Starting points for Sida's work with the plan.
2. Activities 2009–2012.
3. Periods for activities 2009–2012.

Starting points for Sida's work with the plan



- Ordinance 2001:526 on the need for governmental authorities to plan and conduct activities in consideration of their disability policy goals.
- Government report 2001/02:186 – The Rights of the Child as a Perspective in Development Cooperation
- Perspective on Poverty, Sida 2004
- The Paris Declaration 2005 and Accra Agenda for Action 2008
- Sida's position paper on Children and Adults with Disabilities, Sida 2005.
- Government report 2007/98:109 – Human Rights in Swedish Foreign Policy.

Activities 2009–2012

SUBGOAL 1

Human rights and conditions for persons with disabilities to be included and taken into consideration in Sida's various work and decision processes (analysis, cooperation strategies, programmes and dialogue) to a greater extent.

1. A survey/baseline study of Sida's initiatives, capacity and expertise in the area and how human rights for persons with disabilities can be included in Sida's various decision and work forums.

Timetable: 2009

Operational responsibility: Policy/Human Rights and Management/Evaluation

Indicator: Survey completed.

2. Inclusion of issues concerning human rights for persons with disabilities in at least three documents for cooperation strategies during the period.

Timetable: 2009–2012

Operational responsibility: Policy/Human Rights, each country team

Indicator: Human rights for persons with disabilities have been included in three strategies.

3. Dialogue with the Ministry for Foreign Affairs on inclusion of persons with disabilities in strategy and policy assignments given to Sida.

Timetable: 2009–2012

Operational responsibility: Policy/Human Rights, Policy/Development Analysis

Indicator: Assignments for strategy documents given to Sida request that Sida consider persons with disabilities in their analyses and strategy proposals.

4. Human rights for persons with disabilities are included in the preparation of Sida's documents for the government's future operational policies and in Sida's method document⁹:

- Equality policy 2010
- Democracy/Human Rights policy 2009
- Environmental/climate policy 2009
- Migration policy 2010
- How Sida Operates 2009
- Policy for Education/knowledge 2010
- Policy for Health 2010

THE OVERALL AIM

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

Subgoal 1 is for human rights and conditions for women, men and children with disabilities to be included and taken into consideration in Sida's various work and decision processes (analysis, cooperation strategies, programmes and dialogue) to a greater extent.

Subgoal 2 is increased understanding and knowledge on the part of Sida personnel and some strategic organisers:

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

⁹ The listed documents for policies are the policies that Sida currently knows will be produced. The list may be revised.

Timetable: 2009–2012

Operational responsibility: Policy/Human Rights, Policy/Environment-Climate, Policy/Equality, Policy/Economic Opportunities, Policy/Knowledge, the steering group for How Sida Operates

Indicator: Human rights for persons with disabilities have been integrated into at least four operational policies and into How Sida Operates. Sida's agreement templates must include reporting requirements on the results for vulnerable and marginalised groups, including persons with disabilities.

5. A specific, more detailed analysis of the situation for persons with disabilities will be carried out in consultation with the disability movement within the framework of work with two strategies during the period 2009–2012.

Timetable: 2009–2012

Operational responsibility: Policy/Human Rights, each country team

Indicator: Analysis of the situation for persons with disabilities has been carried out in at least two countries¹⁰.

6. The situation of persons with disabilities is included in Sida's analytical instruments (power, social, economic and conflict).

Timetable: 2009–2012

Operational responsibility: Policy/Development Analysis, Policy/Human Security, Policy/Democracy, each country team

Indicator: Two studies analyse the situation for persons with disabilities.

7. Support for research on persons with disabilities in development contexts.

Timetable: 2009–2012

Operational responsibility: Policy/Human Rights, Policy/Research

Indicator: At least one new research support initiated in the area.

8. Inclusion of statistics concerning persons with disabilities in ongoing and future statistics programmes in cooperation with Statistics Sweden.

Timetable: 2009–2012

Operational responsibility: Each country team, Policy/Democracy

Indicator: Two statistics programmes include statistics on persons with disabilities.

9. Inclusion of issues concerning human rights for persons with disabilities in bilateral, regional and global programmes that are not specific programmes for that target group.

Timetable: 2009–2012

Operational responsibility: Policy/Human Rights, Development Partnership/Global Team, each country and regional team

Indicator: Issues concerning human rights for persons with disabilities have been included in at least one regional, one global and two bilateral programmes.

¹⁰ The countries selected must reflect two different country categories, for instance long-term cooperation and conflict/post-conflict countries.

10. Continued support for international and Swedish players in the area.
Timetable: 2009–2012
Operational responsibility: Development Partnerships/Global Team, Development Partnerships/Civil Society
Indicator: At least three global organisations that specifically work with human rights for persons with disabilities receive support during the period.

11. Hold global dialogue on and bring up issues regarding human rights for persons with disabilities within Sweden's cooperation with OHCHR and the World Bank.
Timetable: 2009–2012
Operational responsibility: Policy/Human Rights, Policy/International Cooperation
Indicator: OHCHR and the World Bank have raised the profile of issues relating to persons with disabilities in future strategies and operational plans.

12. Initiate support and studies to increase and spread knowledge of, and strengthen the capacity to work with HIV/AIDS and persons with disabilities in Africa.
Timetable: 2009–2010
Operational responsibility: Regional HIV/AIDS team in Africa
Indicator: Support and study initiated.

13. Dialogue on inclusion in global forum and within sector programme support within education for children, youth and adults.
Timetable: 2009–2012
Operational responsibility: Policy/Knowledge, each country team
Indicator: Dialogue held in three countries.

14. In two pilot countries jointly push the issue of human rights for persons with disabilities bilaterally and multilaterally.
Timetable: 2009–2012
Operational responsibility (depending on choice of country): Operations/Long-term Program Operation, Operations/Reform Work, Operations/Conflict, Policy/International Cooperation, Policy/Human Rights
Indicator: The issue of human rights for persons with disabilities has been pushed jointly in two countries.

15. ITP training is organised regularly regarding human rights for persons with disabilities.
Timetable: 2009–2012
Operational responsibility: Policy/Human Rights, Operations/Development Partnerships
Indicator: At least six ITP courses have been held during the period.

16. An overview of the accessibility and inclusion of human rights for persons with disabilities in other ITP training programmes.

Timetable: 2010

Operational responsibility: Operations/Development Partnerships

Indicator: Overview completed.

17. Evaluation of Sida's plan for work with human rights for persons with disabilities

Timetable: 2012

Operational responsibility: Policy/Human Rights, Management/Evaluation

Indicator: Evaluation completed.

SUBGOAL 2

Increased understanding and knowledge on the part of Sida's personnel and some strategic implementers;

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

1. Launch and provide information to Sida and the media on the plan by organising a webcast seminar, in cooperation with SHIA, at Oasen, with the participation of Operative Management Group.

Timetable: 2009

Operational responsibility: Policy/Human Rights

Indicator: A launch seminar has been held in cooperation with SHIA. Report on the launch in the media.

2. In connection with the launch of the plan, publish an article on Inside and initiate a debate on Sida's internal web platform for the networks.

Timetable: 2009

Operational responsibility: Policy/Human Rights, Management/Communication

Indicator: An article published on Inside and a debate initiated on Sida's internal web platform for the networks.

3. In cooperation with SHIA, prepare and implement training for Sida's personnel and managers, including Sida's Policy and Strategy Committee, framework organisations, strategic bodies and consultants on human rights for persons with disabilities.

Timetable: 2009–2012

Operational responsibility: Policy/Human Rights, Competence

Indicator: During the period, seven courses have been held. Sida's competence database shows that at least 25 people have competence in the area.

4. Include human rights for persons with disabilities in Sida's competence development plan and in Sida's training plan for the thematic priority Democracy/Human Rights and in Sida's pre departure trainings 2009–2012.
Timetable: 2009–2012
Operational responsibility: Policy/Human Rights, Mangement/Competence
Indicator: Human rights for persons with disabilities have been included in Sida's competence development plan.

5. Coordinate an international meeting in Stockholm on human rights for persons with disabilities, with the participation of the Swedish and international disability movement, global human rights organisations and the media to increase the visibility and knowledge of the issues.
Timetable: 2010
Operational responsibility: Policy/Human Rights, Mangement/Communication
Indicator: International meeting held. Report on meeting in the media.

6. Include implementation of the plan in the results contract for the Empowerment Manager and the Team Manager for Human Rights.
Timetable: 2010–2012
Operational responsibility: Policy/Human Rights, Operative Management Group/Policy
Indicator: Empowerment Manager and Human Rights have included implementation of the plan in their results contract.

7. Improve Sida's accessibility to information through Sida's website and increased use of Braille.
Timetable: 2010–2012
Operational responsibility: Communication, Policy/Human Rights
Indicator: The Human Rights team and Operative Management Group have business cards with Braille.
Sida's website has been adapted to include alternative formats and a function to make the text easy to read.

Periods for activities 2009–2012

2009	2010	2011	2012	Operational responsibility
Subgoal 1	Subgoal 1	Subgoal 1	Subgoal 1	
Inventory/baseline study of Sida's initiatives, capacity and competence in the area				Policy/Human Rights and Management/Evaluation
Inclusion of PWD in 1–3 cooperation strategies	Inclusion of PWD in at least 1–3 cooperation strategies	Inclusion of PWD in at least 1–3 cooperation strategies	Inclusion of PWD in at least 1–3 cooperation strategies	Policy/Human Rights and relevant country team
Dialogue with Ministry for Foreign Affairs on inclusion of PWD in strategy and policy assignments	Dialogue with Ministry for Foreign Affairs on inclusion of PWD in strategy and policy assignments	Dialogue with Ministry for Foreign Affairs on inclusion of PWD in strategy and policy assignments	Dialogue with Ministry for Foreign Affairs on inclusion of PWD in strategy and policy assignments	Policy/Human Rights and Policy/Development Analysis
PWD included in democracy/human rights, equality, environment/climate, migration policies and in How Sida Operates	PWD included in knowledge/education policy			Policy/Human Rights, Policy/Gender Equality, Policy/Environment/Climate, Policy/Economic Opportunities, Policy/Knowledge, Steering Group for How Sida Operates
	Deeper analysis	Deeper analysis		Policy/Human Rights
PWD included in Sida's analytical instruments				Policy/Human Rights, Policy/Development Analysis, Policy/Human Security, each country team
		Support for research on PWD		Policy/Research
	Inclusion of statistics on PWD in statistics programmes	Inclusion of statistics on PWD in statistics programmes		Each country team, Policy/Democracy
	Inclusion of PWD in a bilateral and global programme that does not have PWD as a main target group	Inclusion of PWD in one global, one regional programme that does not have PWD as a main target group	Inclusion of PWD in a bilateral programme that does not have PWD as a main target group	Policy/Human Rights, Development Partnerships/Global Team, each country/regional team
Support for at least one international PWD organisation	Support for at least one international PWD organisation		Support for at least one international PWD organisation	Development Partnerships/Global Team, Development Partnerships/Civil Society

2009	2010	2011	2012	Operational responsibility
Subgoal 1	Subgoal 1	Subgoal 1	Subgoal 1	
	Hold dialogue on PWD with multilateral players	Hold dialogue on PWD with multilateral players		Policy/Human Rights, Policy/International Cooperation, Development Partnerships/Global Team
	Dialogue on inclusion in global forums and within sector programme support for area of knowledge	Dialogue on inclusion in global forums and within sector programme support for area of knowledge	Dialogue on inclusion in global forums and within sector programme support for area of knowledge	Policy/Knowledge, country team
Initiate support and studies to increase and spread knowledge of, and strengthen the capacity to work with HIV/AIDS and persons with disabilities in Africa.	Initiate support and studies to increase and spread knowledge of, and strengthen the capacity to work with HIV/AIDS and persons with disabilities in Africa.			Regional HIV/AIDS team in Africa.
	Promote PWD in general in pilot country		Promote PWD in general in pilot country	Policy/Human Rights, relevant country team, Policy/International Cooperation
Two ITP training programmes on PWD	Two ITP training programmes on PWD	Two ITP training programmes on PWD	Two ITP training programmes on PWD	Policy/Human Rights, Operations/Development Partnerships
	An overview of other ITP programmes' accessibility and inclusion of PWD			Operation/Development Partnerships
			Evaluation of the plan	Policy/Human Rights, Management/Evaluation

2009	2010	2011	2012	Operational responsibility
Subgoal 2	Subgoal 2	Subgoal 2	Subgoal 2	
Launching and providing information on the plan through webcast seminar				Policy/Human Rights
Publishing an article on Inside				Policy/Human Rights
Initiating debate issue on ping pong				Policy/Human Rights
Including PWD in Sida's training programme for thematic priorities, management courses and NPO courses	Including in Sida's training programme for thematic priorities, management courses and NPO courses	Including in Sida's training programme for thematic priorities, management courses and NPO courses	Including PWD in Sida's training programme for thematic priorities, management courses and NPO courses	Policy/Human Rights, Management/Competence
Training Sida's personnel, managers and quality assurance forum	Training Sida's personnel, managers, quality assurance forum, framework organisations, official bodies and consultants	Training Sida's personnel, managers, quality assurance forum, framework organisations, official bodies and consultants	Training Sida's personnel, managers, quality assurance forum, framework organisations, official bodies and consultants	Policy/Human Rights, Management/Competence
	Coordinating international meeting on PWD in Stockholm			Policy/Human Rights, Management/Communication
	Including PWD in the results contract for AC/Empowerment and TC Human Rights	Including PWD in the results contract for AC/Empowerment and TC Human Rights	Including PWD in the results contract for AC/Empowerment and TC Human Rights	Policy/Human Rights,
	Sida's website adapted for alternative formats			Management/Communication
	Sida's website adapted to be easily readable			Management/Communication
Increased use of business cards with Braille	Increased use of business cards with Braille	Increased use of business cards with Braille	Increased use of business cards with Braille	Policy/Human Rights

Sida works according to directives of the Swedish Parliament and Government to reduce poverty in the world, a task that requires cooperation and persistence. Through development cooperation, Sweden assists countries in Africa, Asia, Europe and Latin America. Each country is responsible for its own development. Sida provides resources and develops knowledge, skills and expertise. This increases the world's prosperity.

Sida's plan for work on Human Rights for Persons with Disabilities

Sida is raising its profile and strengthening its work with human rights for persons with disabilities. Approximately 2, 5 billion people live with, or have a family member who lives with a disability that affects the conditions of the whole family. More than 500 million people out of an estimated 650 million people around the world who live with a disability, are living under poor and often extremely poor conditions. With this working plan, Sida concretises its work to protect, promote and fulfil human rights for persons with disabilities by actively taking into account and include person with disabilities in development cooperation. To include persons with disabilities into Sida's programs and projects, strengthen our dialogue with cooperation partners, and to increase knowledge internally as well as externally are examples of activities to reach the overall goal for Swedish development cooperation; to create conditions for poor people to improve their living conditions.



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