



## Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE)

Today the laws, policies, programmes and services concerning people with disabilities are undergoing a fundamental change. Increasingly, there is greater emphasis on the need for change the world over - at every level of society - to be inclusive of disabled persons and to promote their access to education, training, the labour market and all other spheres of society with opportunities. At the policy level, the goal of inclusion and full participation in democratic decision-making is being adopted widely. This implies that people with disabilities must have access to programmes and services which are open to the population in general, and effectively making a difference in the lives of people around the globe. The INCLUDE Project envisions a world in which people with disabilities can participate as fully as they choose at all levels of society.

### Moving From Separate to Inclusive Approaches

The INCLUDE Project, or Disability Inclusion Support Service, aims to assist countries in their transition from disability policies and services based on separate provisions to an approach emphasizing the full participation of persons with disabilities in the mainstream – an approach that is promoted by ILO standards and the UN Convention on the Rights of Persons with Disabilities. More concretely, INCLUDE helps participating countries:

- sensitize policy-makers, programme and service providers to disability issues from a human rights-based perspective, and
- provides technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services.

INCLUDE is funded by the Irish Government in the framework of the ILO/Irish Aid Partnership Programme and will operate for three years, from 2008 to 2011. It will be implemented in the following regions and countries:

- East and Southern Africa: Ethiopia, United Republic of Tanzania and Zambia, with outreach to Kenya and Uganda;

- Asia and the Pacific: Viet Nam, with outreach to Cambodia and Lao People's Democratic Republic.

## **Project Background**

INCLUDE has its origins from experience in promoting the participation of women with disabilities in mainstream women's entrepreneurship activities under the ILO/Irish Aid Partnership Programme components "*Developing Entrepreneurship among Women with Disabilities*" (DEWD) and "*Women's Entrepreneurship and Gender Equality*" (WEDGE). With INCLUDE, the Partnership Programme shifts its approach from direct support to organization of inclusive entrepreneurship development activities to a broader focus on enabling organizations at the national level to effectively support disability inclusion. In doing so, the Project builds local capacity and promotes sustainability.

## **The Strategy**

The INCLUDE Project strategy focuses primarily on building the capacity of regional and national disability inclusion support agencies through:

- advocacy,
- sensitization,
- technical advisory services, and
- other special support services.

The Project ensures the inclusion of women and men with disabilities and gives special attention to persons with disabilities living with HIV/AIDS through national policies, laws and programmes on:

- vocational training,
- enterprise development,
- employment, and
- microfinance.

Collaboration is a key to achieving maximum efficiency and intended end results. The Project pulls together the efforts of the Women's Entrepreneurship Development and Gender Equality (WEDGE) component of the Partnership Programme; the ILO International Training Centre in Turin; the ILO Small Enterprise Development Programme (SEED); the ILO Social Finance Unit; the ILO Bureau for GENDER Equality; and, ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS).

## **Project Aims**

The Project aims to establish a network of disability support agencies in the participating countries to:

- sensitize policy-makers, programme and service providers to the human rights-based perspective on disability issues; and
- provides technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services.

### **Key Elements of INCLUDE**

- Support to the establishment and operation of a Disability Inclusion Support Service in the participating countries that provides practical support in the development of policies, planning and implementation of activities at national level (and in some cases with regional outreach).
- Documentation of good practice in promoting the inclusion of women and men with disabilities in entrepreneurship development, vocational training, employment promotion policies and programmes.
- Preparation of practical guides and tools for disability inclusion.
- Disability audits of existing ILO tools in enterprise development, skills development and employment promotion.
- Completion of a guide to promote access of entrepreneurs with disabilities to microfinance.
- Strengthening the general and technical capacity of the implementing agencies, including organizations of persons with disabilities.
- Documentation, monitoring, evaluation, and dissemination of the Disability Inclusion Support Strategy and Service.

### **From past beneficiaries of the ILO/IRISH AID Partnership Programme:**

*“First and most importantly, my attitude is positively changed and gave rise to my confidence to interact with people.”*

Chaltu, Sells Hops and Charcoal Retail, Ethiopia

Age 70. Chaltu participated in ILO/IRISH AID supported services and training provided for women-owned businesses.

*“HIV/AIDS does not hinder me from being active in entrepreneurship development, because it is my only means of generating income. It enables me to pay my bills such as house rent, the tailors who work for me, school fees for my children and my livelihood.”*

Specioza, Tailoring, Tanzania

Participated in ILO/IRISH AID supported services and training provided for women-owned businesses

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**Additional information can be found on:**

[www.ilo.org/employment/disability](http://www.ilo.org/employment/disability)

