



Promoting Access and Inclusion for Displaced Populations with Disabilities

Women's Refugee Commission

WOMEN'S
REFUGEE
COMMISSION

Executive Summary

The Women's Refugee Commission (WRC) respectfully requests a two-year grant of Australian dollars 553,823 from AusAid to promote changes in humanitarian policy and practice that improve access and inclusion for conflict-affected displaced persons with disabilities, particularly the most vulnerable — women, children and girls. During the 24-month period, the WRC will:

- 1) **Pilot change in practice:** Design training modules, in consultation with UNHCR Headquarters in Geneva and the UNHCR Global Learning Center in Budapest, on disability inclusion in humanitarian contexts, to identify and understand the specific needs of women and children with disabilities, and to promote equal access for women, men, girls and boys with disabilities in all services.

Plan, prepare and conduct three multi-day workshops in three sites (possible sites are: Kenya, Thailand and the Philippines) to provide humanitarian agencies with information and guidance on preferred practices when working with conflict-affected displaced persons with disabilities.

- 2) **Capacitate local Disabled People's Organizations in target countries:** Identify local disability organizations in each location and engage them in workshop design and facilitation, as well as in ongoing, post-workshop technical support to assist humanitarian agencies with program adaptation, implementation and institutionalization of improved programming.

The humanitarian community in general has not reached out to and engaged DPOs in humanitarian work, and host country DPOs have not been involved in refugee work. UNHCR sees potential for DPO engagement to evolve into longer-term implementing partnerships.

- 3) **Assist UNHCR to rollout its global disability guidance:** Partner with UNHCR in the development and implementation of a strategy to rollout their disability guidance globally. The guidance focuses on operationalizing the 2010 UNHCR Executive Committee Conclusion on Refugees with Disabilities.

Ensure the strategy addresses the specific needs of women and children with disabilities and promotes equal access and gender equality among persons with disabilities. Ensure ownership by UNHCR, field implementation, and the development of a monitoring and reporting accountability mechanism to track implementation and impact. If

appropriately rolled out and supported, UNHCR's disability guidance should lead to considerable improvements in the lives of refugee, internally displaced and returnee women and men and girls and boys with disabilities under UNHCR's care and mandate.

- 4) **Analyze, document and share lessons learned:** Capture and analyze lessons learned throughout the pilot training and global guidance rollout process. The lessons and analysis will be documented and shared with the broader humanitarian practitioner community in order to influence attitudes and practice.

Lessons learned might include: ways to mainstream disability throughout a humanitarian field of practice; intersectionality and how to promote gender equality among displaced women with disabilities, for example; outcomes and impacts resulting from targeted training coupled with ongoing technical assistance; how to bridge the Disabled People's Organization (DPO) – humanitarian actor divide; and how to better protect women and girls with disabilities from gender-based violence. Lessons will be documented in a policy/practice brief and widely disseminated to the humanitarian community, including UN agencies, international and local NGOs and donor and host governments, and also shared with listservs, relevant websites and portals, and through journal articles.

- 5) **Advocate for change globally:** Develop and launch an advocacy and communications campaign focused on improving access to all services for persons with disabilities in crisis-affected areas throughout the world. The campaign will be based on learning captured in pilot countries and UNHCR guidance rollout. Key stakeholders within the humanitarian community will be targeted, including other UN agencies (OCHA, UNICEF, UNFPA, UNDP/Bureau for Crisis Prevention and Recovery), international and local non-governmental organizations, and donor and host governments.

This project seeks to improve the lives of conflict-affected people with disabilities by promoting access to and inclusion in all programs and services. Examples include ensuring that displaced women with disabilities are protected from gender-based violence, and that they have equal access to reproductive health services; that children with disabilities have access to inclusive education and recreational activities; and that female and male youth participate in vocational training, secondary education, and income generation programs. This requires humanitarian actors to take the specific needs of people with disabilities into account when designing and implementing programs across all sectors (shelter, WASH, food security, health, education, gender-based violence, protection, and livelihoods). Knowledge sharing and information dissemination are necessary to inform the attitudes of humanitarian actors and those of affected communities to influence behaviors and eventually bring about disability integration and institutionalization within humanitarian organizations across all areas of their work.

Outcomes of this project are expected to be: a minimum of 75 humanitarian actors trained in three locations; links made with three local DPOs and participate through the lifespan of the

program; UNHCR strategy developed for the global rollout of their disability guidance; key lessons learned, consolidated, documented and widely shared; awareness among humanitarian actors increased on the needs, skills, and resources of displaced people with disabilities, including the specific needs of women and children; initial changes and modifications implemented in some humanitarian programs, resulting in greater access and inclusion for people with disabilities; and a global advocacy and communications strategy designed and implemented to influence the broader humanitarian system.

Analysis and Strategic Context

Refugees with disabilities are an invisible, neglected and most vulnerable population. The World Health Organization estimates that some 10% of the global population has a disability. Considering this statistic, of the more than 43 million refugees and internally displaced persons (IDPs) globally, at least 4.3 million are refugees and IDPs with disabilities. When one considers the additional implications of war-related injuries, flight, landmines, and the disruption of health care services including the discontinuation of immunizations, this percentage is likely higher among populations affected by conflict and displacement. Displaced persons with disabilities are often the last to receive attention and services and are most likely to be left behind during flight and during return to the communities of origin.

In 2007, the Women's Refugee Commission (WRC) approached UNHCR with concerns raised during field assessments about the lack of visibility and attention to refugees with disabilities. The WRC asked UNHCR's then Director of the Community Development, Gender Equality and Children Section if UNHCR knew the status of refugees with disabilities, and would a mapping of their needs and experiences be helpful. The response was, "We don't know and, yes, could you start tomorrow. Here's \$50,000."

As a result, from 2007 to 2008, the Women's Refugee Commission conducted global desk research and five field assessment missions covering Nepal, Thailand, Jordan, Yemen, and Ecuador, which included significant input from field-based actors in Kenya and Sudan (Darfur), to map the needs of and services for persons with disabilities in refugee and internally displaced settings. The organization's groundbreaking report, *Disabilities Among Refugees and Conflict-Affected Populations*, the first of its kind, identified the near-total lack of awareness and attention given to conflict-affected persons with physical, sensory and mental disabilities by the humanitarian community.

In general, our research found that issues common for refugees with disabilities include:

- A failure to identify and register refugees and IDPs with disabilities.
- Inaccessible shelters, latrines, educational and health facilities.
- Difficulties in accessing food distributions and water points.
- Harassment and discrimination.

- Lack of access to mainstream services, such as education, health, livelihoods training and income generation.
- Few, if any, specialized services, such as rehabilitation, inclusive education, and assistive devices.
- Lack of awareness on the part of humanitarian organization of how their programs, facilities and camp design further marginalize those with disabilities by excluding them from services provided to other refugees.
- Inability of specialized agencies providing targeted services to promote disability awareness and access, or to adopt a “disability lens” on all service provision.
- No outreach to local Disabled People’s Organizations (DPOs) to extend their services to the displaced community.
- Little awareness of the skills and experience possessed by those displaced with disabilities and their possible contributions.
- Lack of awareness of the impact of disability on gender and the heightened risks faced by women and children with disabilities.
- The enhanced isolation and reduced access to services faced by displaced people with disabilities in urban areas.

The WRC’s research resulted in the most comprehensive assessment of disabilities among conflict-affected populations to date. The work also included the development of a practical resource kit for service providers on how to make their programs more inclusive. The report and resource kit have been well received by United Nations agencies, the International Committee of the Red Cross, and international non-governmental organizations as a significant step forward.

The WRC has presented the report at the U.S. Institute of Peace, the U.S. Department of State, the National Council on Disability International Watch, the World Bank, the U.S. Agency for International Development, the United Nations High Commissioner for Refugees, the Unite for Sight Conference at Yale University, and to the NGO community in Washington, D.C. More than 600 organizations and individual practitioners have attended presentations and briefings offered by the WRC staff on the research findings and toolkit.

Over 1,500 copies of the report and resource kit have been sent to practitioners within the NGO and UN community around the world, including to every International Rescue Committee country office and 500 key United Nations High Commissioner for Refugees’ Protection, Program and Community Service Worker staff. Numerous websites have posted the documents, including: Relief Web, Human Security Report Project, Child Rights Information Network, Forced Migration Review, Humanitarian Reform, U.S. Agency for International Development, South Asia One World, Development Gateway, Refugees International, AIDS Free World, Eldis, Disability Rights Fund, and Women, Peace and Security. The print and electronic media also highlighted the report in articles in the *Boston Globe*, the *Huffington Post*, *VOA News*, and *Reuters AlertNet*. Release of the report and an interview were covered on CNN’s Inside Africa.

Since publishing and distributing the report and the resource kit, anecdotal information from the field indicates improvements in practice. For example, local Disabled People's Organizations in both Yemen and Jordan have extended their services to the refugee population because of participating in our field research. Additionally, UNHCR has made changes in its electronic refugee registration system to capture the types of disabilities among the population being registered.

From late 2009 to October 2010, the WRC focused on influencing policy development. The organization led and facilitated a multi-agency effort to promote a UNHCR Executive Committee (EXCOM) Conclusion on Refugees with Disabilities. The WRC promoted the idea of an EXCOM Conclusion with key UNHCR personnel, built a coalition of NGOs to advocate for the Conclusion (members included Handicap International, Leonard Cheshire Disability program, Motivation, World Vision International, Help Age International, Disabled People's International, and the International Disability and Development Consortium), consulted with and informed Member State Government Missions in Geneva to identify partners and champions, and drafted the Conclusion language.

The WRC's disabilities research report was used as the background document for the framing of the EXCOM Conclusion which was endorsed at the UNHCR's Executive Committee meeting held in Geneva from 4 to 6 October 2010. UNHCR is now tasked with implementation of the Conclusion in each of the 100 countries where they operate. As a policy document, however, the Conclusion does not provide the guidance required to inform and shape field practice. UNHCR, with input from NGOs such as the WRC, developed a short guidance document for their field offices, which UNHCR headquarters is now tasked with rolling out globally. UNHCR has already reached out to the WRC to request our assistance with the development of a strategy for their guidance rollout.

The WRC has directly partnered with UNHCR on a number of occasions including in the development, rollout, and evaluation of their Age, Gender and Diversity Mainstreaming (AGDM) Initiative from 2005 to 2007. As the only NGO partner in the AGDM process, the WRC played a crucial role in ensuring that NGOs were included in the country-level trainings and rollout, that attention to men and boys was built-in as a focus, and that sub-groups within the refugee population (female heads of household, single females, ethnic and religious minorities and those with disabilities) were consulted.

Building on the momentum developed with the ratification of the UN Convention on the Rights of Persons with Disabilities, and with the subsequent adoption of UNHCR Executive Committee Conclusion, the WRC now plans to focus on piloting change, engaging DPOs to assist with the piloting, capturing that change, contributing to the drafting and shaping of a strategy for the rollout of UNHCR's guidance, and advocating for change to be implemented more broadly. Our multi-pronged approach thus entails:

- Changing practice.

- Linking DPOs to humanitarian action.
- Operationalizing policy.
- Capturing change and lessons learned.
- Advocating for change globally.

In the short-term, our project will result in increased inclusion, participation and access for refugees and IDPs with disabilities in three settings (possible locations: Kenya, Thailand and Philippines). In the longer term, these combined efforts will move us toward our ultimate goal of creating systemic change at the global level in both policy and practice, resulting in improved conditions for all refugees with disabilities. The three locations will be chosen in partnership with UNHCR, as UNHCR country office buy-in is crucial to moving this agenda forward. WRC has already had discussions with UNHCR Geneva, including the Africa Bureau and Asia Bureau. Both Kenya and Thailand have been mentioned as possible locations. The Philippines has been suggested based on AusAid priorities and in order to pilot in an IDP context.

Kenya: hosts the largest refugee population in Africa; the three inter-connected camps known collectively as Dadaab now host an estimated 400,000 refugees¹, while another 82,000 reside in the Kakuma camp. The urban population in Nairobi is estimated to be between 45,000 – 100,000.² The largest refugee population is Somali but also includes Congolese, Sudanese, Ethiopians, Rwandans and Burundians.

Thailand: hosts nine camps along the Thai-Burma border which are home to over 146,000 Burmese refugees³. An additional 2,150 refugees and asylum seekers reside in Bangkok⁴, representing multiple nationalities. It is estimated that up to 1,000,000 Burmese live in Thailand in refugee-like situations.

Philippines: according to OCHA, nearly 70,000 IDPs⁵ remain in Mindanao primarily in evacuation centers. The IDP population on the southern island of Mindanao peaks and wanes as the conflict moves, escalates, and quietly simmers depending on the state of peace talks between Manila and the Islamic separatists.

This project incorporates AusAid's priority of building strong, effective disabled people's organizations as partners in each target country. The DPOs in each pilot site will be identified, selected and engaged in pilot training design, facilitation, implementation, and follow-up technical assistance. The project includes capacity building grants for the selected DPOs to facilitate their engagement in these roles and provide the necessary support for their ingoing involvement.

¹ According to recent news sources, CNN, et. al., week of July 24, 2011.

² Refer to: http://www.diplomateastafrica.com/index.php?option=com_content&view=article&id=597:home-away-from-home-kenya-has-400000-refugees&catid=36:latest

³ Source: <http://www.tbbc.org/camps/2011-05-may-map-tbbc-unhcr.pdf>

⁴ Source: <http://www.unhcr.org/4a55e8596.html>

⁵ Source accessed on July 19, 2011: <http://www.unocha.org/where-we-work/philippines>

This project also supports the central role that people with disabilities must have to inform programs and services. It is built on the participatory research carried out by the WRC with refugees and IDPs with disabilities, and based on their expressed needs and proposed solutions. Refugees and IDPs with disabilities will be consulted in each of the pilot sites during the week prior to conducting the training. Representatives from those communities will also be invited to participate in the trainings as both participants and panelists.

In addition, the project emphasizes AusAid's priority of education for all children through its focus on a much under-served population – children with disabilities affected by conflict and promotes the guidance developed by the Inter-Agency Network on Education in Emergencies, with whom the WRC partners, on inclusive education. This project could provide AusAid with an opportunity to build bridges between its disability development work and the humanitarian sector, which requires the strong donor leadership and vision that AusAid possesses.

Program Description

Objective #1: Pilot Change in Practice.

Design training modules, in consultation with UNHCR Headquarters in Geneva and the UNHCR Global Learning Center in Budapest, on disability inclusion in humanitarian contexts, to identify and understand the specific needs of women and children with disabilities, and to promote equal access for women, men, girls and boys with disabilities in all services.

Plan, prepare and conduct three multi-day workshops in three different countries with different displacement contexts to provide humanitarian agencies with information and guidance on preferred practices when working with conflict-affected displaced persons with disabilities.

Organize and facilitate three country-level workshops (possible locations: Kenya, Thailand and Mindanao in the Philippines) on promoting access and inclusion of displaced populations with disabilities in all humanitarian programs and services. Training content will be based on the WRC's Disabilities Resource Kit, UNHCR's Executive Committee Conclusion on Refugees with Disabilities and the UN Convention on the Rights of Persons with Disabilities.

Methodology:

During the initial months of funding, the Women's Refugee Commission will work closely with UNHCR and its field-based partners in three locations to communicate project objectives, timeframes and desired outcomes. Below are the three locations we are potentially targeting:

- Kenya – specifically, the Dadaab Somali refugee camps, as well as with the urban refugee population in Nairobi;
- Thai-Burma border camps and urban Burmese population in Bangkok; and
- Philippines – internally displaced persons in Mindanao.

The countries were chosen to be geographically dispersed and representative of diverse settings: protracted refugee camps (Thailand and the Dadaab camps in Kenya); urban displacement (Nairobi and Bangkok); and internally displaced persons (IDPs) uprooted more recently by the religious and independence movement conflict in Mindanao in the southern Philippines. The countries provide a “window” into changing practice at the field level that can be used to advocate for broader, global change.

Thailand was one of the field assessment countries in the Women’s Refugee Commission’s initial research project and covered in the Women’s Refugee Commission’s report, *Disabilities among Refugees and Conflict-Affected Populations*. Our research found a serious lack of services for refugees with disabilities in the multiple Thai-Burma border camps, as well as the lack of a “disability lens” among all service providers. Our initial research also culled information from organizations working in the Dadaab camps, where there was a demonstrated lack of mainstreaming of disabilities across program sectors and serious problems with harassment and discrimination. The inclusion of the Philippines allows for learning from a more recent and still-evolving IDP context that receives little outside assistance or attention.

During Year One of this project, development of the workshop curriculum will commence and field missions will be scheduled. The three in-country workshops will be spread over the first nine months of the project to allow for adequate preparation, as well as modifications based on feedback from the previous workshop. Action plans will be developed at the workshops with work toward their implementation beginning shortly after each workshop is concluded. By the end of Year One, all country-level workshops will have been held, and all action plans will be in the initial stages of implementation. By the end of Year Two, action plans will be fully implemented, program modifications institutionalized, and project impact documented.

The workshops will be held in accessible venues and will ensure use of accessible communications – sign language, Braille – dependent upon the needs of those with disabilities participating. The workshop curriculum will emphasize the key principles of universal design and reasonable accommodation for application in humanitarian settings for the participants, their programs and their organizations. These principles will also be included as areas of focus and follow up in the workshop action plans.

Output indicators and time line:

- Workshop curriculum designed for three (3) country-level workshops (Quarter 1).
- Disabilities workshops held in three countries with service providers (Quarters 2 & 3).
- Action plans developed in each target country for implementation of resource kit recommendations, the UNHCR Executive Committee Conclusion and the UN Convention on the Rights of Persons with Disabilities (CRPD) (Quarters 2 & 3 – completed at country level workshops).

- 75 humanitarian workers in three country locations are trained on use of disabilities resource kit and on the application of the EXCOM Conclusion and the CRPD for their settings and work (Quarters 2 & 3).
- Service providers in each of the three target countries modify their programs to promote greater access and inclusion as monitored by the engaged DPOs and as measured by monitoring reports submitted to the Women's Refugee Commission (Quarters 3 – 6).

Estimated Program Budget:

This objective includes 20% time for the Program Manager with support and oversight from the Senior Director of Programs it also covers four of the six international trips (not inclusive of Geneva trips). The international trips cover facilitation of the three pilot trainings with the first training supported by both the Program Manager and the Senior Director for Programs. Subsequent trainings will be covered solely by the Program Manager. Estimated costs are: personnel: AUD 52,119; travel: AUD 16,924; meetings and conference costs for training venue expenses: AUD 13,596; and other direct and indirect: AUD 25,069.

Objective #2: Capacitate local Disabled People's Organizations in target countries.

Identify local disability organizations in each location and engage them in workshop design and facilitation, as well as in ongoing, post-workshop technical support to assist humanitarian agencies with program adaptation, implementation and institutionalization of improved programming. The humanitarian community in general has not reached out to and engaged DPOs in humanitarian work, and host country DPOs have not been involved in refugee work. UNHCR sees potential for DPO engagement to evolve into longer-term implementing partnerships.

Methodology:

Initial outreach to DPOs in each of the three locations will begin at the start of the project. DPOs will be asked to express their interest in assuming a training, technical support, information-sharing and monitoring role with the project. A DPO in each location will be selected to engage in workshop design and facilitation and to assist the WRC in monitoring and capturing program change, barriers to change and resulting improvements in the lives of refugees with disabilities. The selected DPOs will receive sub-grants to support their involvement. Sub-grants will vary in size based on need, time frame and extent of involvement. That is, the DPO engaged for the first training will be involved the longest and may have a sub-grant extending over 21 months, the DPO engaged for the third training may only have a sub-grant covering the remaining 18 months of this grant. As such, sub-grants are expected to vary in size between AUD 10,000 – 15,000 per sub-grant per year. In addition, the WRC will further capacitate the selected DPOs through information sharing, coaching, and technical assistance.

Monitoring mechanisms will be developed with input from DPOs on what to capture, how to capture changes and barriers to change and on providing the WRC with expert feedback. The

WRC will also receive expert advice from Handicap International and Leonard Cheshire Disability as well as other well-established service-providers.

Output indicators and time line:

- Local DPOs identified and selected in each location (Quarters 1 & 2)
- Sub-grants completed for local DPOs inclusive of responsibilities, roles and outputs (Quarter 2)
- Local DPOs engaged in each of the three locations to assist with workshop design, implementation, as well as provide ongoing technical assistance to service providers, and monitor and document change (Quarters 2 – 8).
- Monitoring mechanisms are drafted based on how humanitarian service providers are modifying and adapting their programs to promote access and inclusion (Quarter 2 & 3).
- Lessons learned are integrated into the WRC's advocacy strategy (Quarter 6 - 8).

Estimated Program Budget:

The costs for implementing this objective includes sub-grants to local DPOs and WRC advocacy costs in addition to regular project staff costs including 20% time for the Project Manager. As such, estimates are: personnel: AUD 52,119; sub-grants (Years 1 and 2) AUD 72,513; and other direct and indirect: AUD 22,069.

Objective #3: Assist UNHCR roll out its global disability guidance.

Partner with UNHCR in the development and implementation of a strategy to rollout their disability guidance globally. The guidance focuses on operationalizing the 2010 UNHCR Executive Committee Conclusion on Refugees with Disabilities. Ensure the strategy addresses the specific needs of women and children with disabilities and promotes equal access and gender equality among persons with disabilities. Ensure ownership by UNHCR, implementation at the field level, and the development of a monitoring and reporting accountability mechanism to track implementation and impact. If appropriately rolled out and supported, UNHCR's disability guidance should lead to considerable improvements in the lives of refugee, internally displaced and returnee women and men and girls and boys with disabilities under UNHCR's care and mandate.

Methodology:

The WRC will work with UNHCR headquarters in Geneva to plan and formulate a strategy for rolling out the guidance developed for all UNHCR country offices. This requires more than distribution of the guidance globally; it requires detailed actions expected and inclusion of those actions into each office's annual country operations plan. The strategy may include UNHCR training of their field staff, identifying field-based focal points for pushing the guidance forward, the provision of UNHCR HQ technical assistance, as well as possible reporting and verification mechanisms.

The WRC will work with the Senior Community Services Officer and the Disability Advisor at UNHCR Headquarters in Geneva to develop the strategy for rolling out guidance to UNHCR

country programs on how to implement the ExCom Conclusion. The WRC will support the Senior Community Services Officer and Disability Advisor to engage the UNHCR Bureaux (Africa, the Americas, the Middle East and North Africa, Europe, and Asia and the Pacific), as well as staff within the various units and departments (Executive Office, Protection, and Program Support and Management) whose involvement is key for securing movement at the field level. The WRC will also work to ensure that key stakeholders (the NGO Coalition that the WRC convened to advocate for the EXCOM Conclusion, as well as local DPOs in the three field assessment locations) are consulted and engaged in the guidance strategy drafting process to promote wider buy-in.

The WRC will work to ensure that the guidance strategy is concrete and specific, and that it reinforces the CPRD. The WRC will advocate with and monitor UNHCR's efforts to promote EXCOM Conclusion and Conclusion guidance implementation. Finally the WRC will advocate with UNHCR and key donors, the U.S. Department of State, AusAid, Canada, and the Scandinavian countries (particularly Norway and Sweden) to ensure that UNHCR is devoting sufficient attention, that headquarters is providing the required technical support, and that UNHCR and its donors are allocating the necessary resources.

The WRC will ensure that the rollout strategy includes concrete actions and timelines for moving the guidance forward, as well as the roles of host governments and NGOs. The pilot sites will inform the strategy development by demonstrating what is possible and practical, and what can be achieved when appropriate attention is given to the issue. The WRC will advocate for the rollout strategy to include a compliance/accountability mechanism. This is crucial for ensuring that policy translates into practice and that the EXCOM Conclusion isn't just one more piece of paper but actually leads to improvements in the lives of those it was meant to serve.

Output indicators and time line:

- Strategy developed for rolling out guidance on implementation of the EXCOM Conclusion on Refugees with Disabilities (Quarters 3 & 4).
- The guidance is rolled out to at least five country programs in Year One and an additional five country programs in Year Two. Guidance strategy includes actions to be undertaken and the roles of host governments and NGO implementing partners as well as an accountability mechanism built in UNHCR's FOCUS/results-based management system. Follow on rollout strategy developed for remaining countries of operation (Five countries by end of Quarter 4, and five additional countries by end of Quarter 8).

Estimated Program Budget:

In addition to personnel time including 20% time of the Program Manager with oversight from the Senior Director for Programs, this objective includes all Geneva travel for work with the Senior Community Services officer, Disability Advisor, Bureau staff, and other key stakeholders within UNHCR. Estimated costs are: personnel: AUD 52,119; travel: AUD 9,000; and other direct and indirect: AUD 25,069.

Objective #4: Analyze, document and share lessons learned.

Capture and analyze lessons learned throughout the pilot training and global guidance rollout process. The lessons and analysis will be documented and shared with the broader humanitarian practitioner community in order to influence attitudes and practice. Lessons will be documented in a policy/practice brief and widely disseminated to the humanitarian community, including UN agencies, international and local NGOs and donor and host governments, and also shared with listservs, relevant websites and portals, and through journal articles.

Methodology:

During Year Two, the WRC will conduct follow up field visits to two of the pilot site locations. The purpose of these visits will be to assess how the guidance is being implemented, what barriers to implementation exist, what successes have been achieved, and the impact the guidance is having on the lives of refugees and IDPs with disabilities. During these assessments, the WRC will conduct in-depth structured interviews to assess knowledge of the guidance among key host government officials, UN staff and their partners, and how they are integrating the guidance into their own work. In addition, the assessments will include focus group discussions with refugees and IDPs with disabilities to learn firsthand the new opportunities open to them, barriers to their participation, and their recommendations for improving access and inclusion across all program sectors.

The WRC will also work with UNHCR headquarters to develop a monitoring mechanism to capture how the guidance is being implemented and to what effect. The WRC will document, publish and share results with the wider community of donors and practitioners to promote change more globally.

Output indicators and time line:

- Two follow up field assessments are completed with reports written that capture learning, successes, barriers, and recommendations. Field assessments will include structured interviews and focus group discussions with field-based UNHCR and NGO staff, with host government staff, and with refugees with disabilities (Quarter 6 & 7).
- A monitoring mechanism is established that captures the results of implementation of the guidance (Quarter 5).
- Lessons will be documented in a policy/practice brief and widely disseminated to the humanitarian community, including UN agencies, international and local NGOs and donor and host governments, and also shared with listservs, relevant websites and portals, and through journal articles (Quarter 6 – 8).

Estimated Program Budget:

This objective includes travel for the follow up field assessments as well as 20% time for the Program Manager and other staff costs including for the Director of Communications as well as printing, layout and distribution of the lessons document. Estimated costs: personnel: AUD

63,639; travel: AUD 9,000; and other direct and indirect including printing and design: AUD 33,754.

Objective #5: Advocate for change globally.

Develop and launch an advocacy and communications campaign focused on improving access to all services for persons with disabilities in crisis-affected areas throughout the world. The campaign will be based on learning captured in pilot countries and UNHCR guidance rollout. Key stakeholders within the humanitarian community will be targeted, including UN agencies (OCHA, UNICEF, UNFPA, UNDP/Bureau for Crisis Prevention and Recovery), international and local non-governmental organizations, and donor and host governments.

Methodology:

Stakeholders from key humanitarian organizations (including International Rescue Committee, American Refugee Committee, Concern Worldwide, Danish Refugee Council, CARE International, Save the Children Alliance, Norwegian Refugee Council) and disability provider organizations (such as Handicap International, Leonard Cheshire Disability program, Motivation, World Vision International, Help Age International, Disabled People's International, and the International Disability and Development Consortium) will be identified and targeted. Our advocacy and change strategy will address the following questions: What change do we want to see? Who is in a position to help facilitate that change? What do we need to do to get there? We anticipate that the advocacy campaign, though developed and launched during Year Two, will continue far beyond the funding period for this grant.

Output Indicators and time line:

- Key stakeholders identified among donor, policymaker and practitioner communities (Quarter 5).
- Change strategy and key messages developed (Quarter 6).
- Advocacy scheme launched targeting ten (10) key funding and policy-making organizations (Quarters 6 - 8).
- Impact and results of advocacy campaign captured and documented (Quarter 8).

Estimated Program Budget:

This objective includes 20% for the Program Manager and the majority of advocacy related personnel costs for WRC advocates in Washington, DC, Geneva and New York to engage and advocate with UN agencies and host and donor governments on WRC's findings and the needs and priorities of refugees/IDPs with disabilities. Estimated costs are: personnel: AUD 86,761; and other direct and indirect: 20,072.

Implementation Arrangements

The program will be supervised and supported by the Senior Director for Programs under the overall leadership of the Women's Refugee Commission's Executive Director. A disability expert will serve as Program Manager and will be responsible for direct program implementation. This

will be 100% of his/her work for the 2-year period. The advocacy efforts will be lead by the WRC's Director of Advocacy and External Relations based in Washington, DC with the Senior Advocacy Officers based in New York and Geneva spearheading advocacy efforts in their respective locales. The WRC Controller will provide financial management and oversight. The WRC Director of Communications and the entire Communications team will assist with the development of the communication strategy, messaging, and design and layout of the program publications.

The program involves strong, direct partnership with UNHCR at both the Geneva and pilot training country levels as well as direct partnership with disabled people's organizations (DPOs) in each of the three pilot countries.

The Women's Refugee Commission is governed by a 20-member Board composed of refugee experts, current and former refugees as well as prominent individuals coming from the Finance, Communications, Law, Human Rights, and Business sectors.

Implementation plans are detailed under each objective in the preceding section and graphed in the GANTT chart annex (attached). The WRC uses a participatory approach to all of its work which focuses on listening to and learning from the populations of concern and engaging transparently with all actors and stakeholders to promote change in the humanitarian system.

Monitoring and Evaluation

Implementation of the project will be monitored by each objective's indicators according to the timelines noted. The Senior Director for Programs and the Program Manager will review the indicators monthly to chart progress and note successes as well as delays and modify work plans accordingly. Progress, or lack thereof, will be reported transparently to AusAid and UNHCR with suggestions for addressing obstacles and delays.

Evaluation of the program will be based on achieving the objectives, namely completion of the three pilot trainings; finalization of sub-grant awards and close-outs with 3 selected DPOs, UNHCR guidance rolled out to 10 countries with follow up plans developed and in place for completing the rollout globally; the WRC advocacy strategy developed and being implemented in Washington, DC, New York, and Geneva; changes at the field level documented during the follow up assessments; and, lessons learned document completed and distributed to UN agencies, donor and host governments, and international and local NGO stakeholders. Evaluation will include qualitative data based on input received from the refugees and IDPs with disabilities during the follow up field assessments in Year Two.

Risk Assessment

An ambitious program of this size requires partnership (UNHCR, DPOs) and relative security for conducting the trainings and follow up assessments. UNHCR, as a huge institution, can move at

a different pace and can be less flexible than NGOs – this can impact timelines and progress. In addition, changes on the ground can impact training sites. The recent influx of Somalis into the Dadaab camps, for example, may make that an unrealistic location for the training. The emergency may also result in Kenya being de-selected as a pilot site. All the potential risks are manageable and the WRC does not anticipate risks that would derail or significantly change the project.

Why the Women's Refugee Commission is well-placed to lead this project: As a recognized leader in the field of advocacy for refugee rights, the WRC is well positioned to spearhead efforts that will bring change in policy and practice to the field. Change will be realized on the policy level through our efforts advocating in partnership with key stakeholders for the adoption of improved policies, and on the ground level through activities that promote inclusion and the dignity of refugees and displaced persons with disabilities.

The WRC's work is based on identifying gaps in the field that affect the protection and well-being of displaced women, adolescents and children. On the basis of solid research and the collection of empirical data, the WRC develops manuals, tools and guidelines for field practitioners to strengthen programs and services targeting these populations. The WRC works on cutting-edge issues for the long term until systemic change occurs at the field level. We also collaborate with multiple NGO and UN organizations, as well as through interagency initiatives, umbrella organizations and as a member of several consortia, to ensure that policies and practices serve the most vulnerable.

The WRC has a long history of creating partnerships and consortia to move policy and shape practice. For the disabilities project, WRC was initially co-funded by UNHCR, and UNHCR has expressed support for our continued efforts in this area. The WRC has briefed and engaged Handicap International staff in Lyon, Geneva, Paris and Washington, D.C., and been in regular contact with the Leonard Cheshire Disability program, Motivation, World Vision International, Help Age International, Disabled People's International, and the International Disability and Development Consortium, all of whom are eager to contribute and participate. Partners will be involved at multiple levels, from participation at pilot field sites, to drafting the change and advocacy strategy and assisting in its implementation. Of note, the Women's Refugee Commission will be receiving the Disabilities Award at the InterAction Annual Forum in Washington, DC in August 2011 in recognition of the organization's efforts to mainstream disability inclusion in humanitarian practice.

Founded in 1989 under the auspices of the International Rescue Committee, the WRC is the first organization in the United States dedicated solely to speaking out on behalf of women, adolescents and children uprooted by armed conflict and persecution. The WRC seeks to improve the lives of refugee women and children through a vigorous program of research, technical assistance, public education and advocacy.

The goals of our major program areas are to:

- Promote economic opportunities for displaced women and youth to enhance their self-reliance, dignity, and future prospects;
- Ensure greater access to comprehensive reproductive health care for refugee and displaced women and adolescents;
- Promote appropriate educational and skills building programs for underserved, displaced adolescents and young people; and
- Promote fair and humane treatment of women and children seeking asylum in the U.S.

Significant accomplishments by the WRC in recent years include:

- Secured UN Security Council debate and Resolution on protection for women in war zones;
- Produced a ground-breaking global survey on education in emergencies that has led to increased attention and educational services for children affected by conflict;
- Led the charge to bring reproductive health services to refugee and internally displaced women;
- Produced the first comprehensive manual on designing livelihood programs for humanitarian practitioners that has been recognized as the standard by leading UN and NGO organizations;
- Trained nearly 500 practitioners representing over 60 organizations coming from 40 different countries on mitigating women's risk of gender-based violence through the design and implementation of effective, safe economic opportunities;
- Put the issue of women's safe access to firewood and alternative sources of cooking fuel on the international agenda which has led the World Food Programme to target 6 million women with safe access to cooking fuel in 2011; and,
- Helped the Department of Homeland Security develop more humane guidelines for children's asylum claims; and played leading role in passing legislation to mandate changes in U.S. detention and asylum policy relative to children.

The WRC is legally part of the International Rescue Committee (IRC), a nonprofit 501-c-3 organization, headquartered in New York City. The WRC does not receive direct financial support from the IRC and raises all funds to support its operations. The Women's Refugee Commission changed its name from the Women's Commission for Refugee Women and Children in 2009 as part of a pro-bono branding effort led by DraftFCB.

Detailed budget and budget narrative: attached.



WOMEN'S
REFUGEE
COMMISSION

Women's Refugee Commission
Promoting Access and Inclusion for Displaced Populations with Disabilities
BUDGET NARRATIVE

PERSONNEL:

Total: AUD 239,654

Senior Director of Programs: This individual is responsible for the overall management of the project. He insures compliance with all the terms and conditions of the agreement including implementation, program and financial reporting. He will spend 15% of his time on this project. Total cost is AUD 38,978.

Program Manager: This individual will focus in workshop design and facilitation, engagement of DPOs and managing DPO sub-grants. S/he will also work closely with UNHCR on the nuts and bolts of guidance development and rollout. This individual will spend 100% of their time on this project. Total cost is AUD 153,844.

Director of Communications: The Director of Communications is responsible for managing all activities related to publication of printed and web-based materials related to this project. She will spend 5% of her time on this project. Total cost is AUD 9,000.

Director of Advocacy and External Relations: Based in Washington, D.C., she will manage and supervise implementation of the global (DC, New York, Brussels, and Geneva) advocacy strategy to influence change at the policy, donor and HQ NGO levels. She will spend 5% of her time on this project. Total cost is AUD 12,688.

Senior Advocacy Officer: Based in New York, s/he will focus on influencing the UN system in New York (UNDP, UNOCHA, UNICEF, UN Women, UNFPA, DPKO, Peace Building Commission) as well as key government missions, the UN Security Council, the working group on Security Council Resolution 1820, the NGO Working Group on Women, Peace and Security, etc., on promoting activities such as those the Women's Refugee Commission is proposing. S/he will spend 5% of their time on this project. Total cost is AUD 7,981.

Advocacy officer: Based in Geneva, she will focus on influencing and liaising closely with UNHCR in Geneva particularly around the strategy development for the global rollout of the disability guidance. She will spend 7% of their time on this project. Total cost is AUD 6,394.

Controller: The Controller supervises the Grants Manager and is the primary contact with the International Rescue Committee's finance department. He oversees financial record keeping, allocations and compliance with AusAid guidelines. He will spend 7% of his time on this project. Total cost is AUD 10,769.

FRINGE BENEFITS:

Total: AUD 67,103

Fringe Benefits are calculated using the following percentages: Medical and dental benefits 10.24%; FICA 4.46%; Medicare 1.08%, Employee retirement plan 6.51%; Workers compensation 1.06%; Life and AD&D 1.16%; and other insurance and benefits 3.49%. The total IRC network benefits rate for eligible full time salaries is 28%.

TRAVEL:

Total: AUD 34,924

Travel line covers international travel for staff as follows:

International Travel (Workshops and Field Assessments – 3 sites)

Airfare	6 trips @ AUD 1,632 per trip for 2 trips during year 1 and 1 trip during year 2 to facilitate the trainings	AUD 9,789
Lodging	6 trips, 14 days AUD 118 per day per trip	AUD 9,898
Meals	6 trips, 14 days @ AUD 73 per day per trip	AUD 6,091
Taxi/Ground Transportation		AUD 408

International Travel (Geneva)

Airfare	2 trips @ AUD 770 per trip for 1 trip per year x two years	AUD 3,082
Lodging	2 trips, 5 days @ AUD 204 per day for 1 trip per year x two years	AUD 4,079
Meals	2 trips, 5 days @ AUD 68 per day for 1 trip per year x two years	AUD 1,360
Taxi/Ground Transportation		AUD 218

MEETINGS & CONFERENCES:

Total: AUD 13,596

Meetings and Conferences line covers expenses for facility rental and refreshments for the workshops. We estimate this cost to be AUD 4,532 per workshop x 3 workshops for approximately 30 participants per workshop.

CONTRACTUALS

Total: AUD 72,513

Sub-grants are proposed for three DPOs, one in each location. Grants would range from AUD 10,000-AUD 15,000/ grant per year.

OTHER DIRECT COSTS:

Total: AUD 75,685

The following direct project expenses are related to the implementation of all sector activity and are proportionate based on actual use.

Occupancy:

Office rent	Approx. AUD 1,813 per month x 24 months	AUD 43,508
Insurance	Approx. AUD 181 per month x 24 months	AUD 4,351
Phone/Fax/Internet	Approx. AUD 181 per month x 24 months	AUD 4,351
Depreciation	Approx. AUD 136 per month x 24 months	AUD 3,263
Amortization	Approx. AUD 181 per month x 24 months	AUD 4,351

Training material includes reprint of WRC disability report and toolkit. We expect 30 participants in each workshop and we estimate this cost to be AUD 2,266.

Printing and design: Guidance and recommendations developed by program staff are edited, designed and printed for distribution. Total estimated cost is AUD 13,596 for 1,500 copies.

INDIRECT COSTS:

Total: AUD 50,348

Indirect costs are calculated at 10% of the total direct costs for the project.

TOTAL BUDGET: AUD 553,823

Conversion Rate: 1.00 USD = 0.906413 AUD

7/27/2011 14:32 UTC

Conclusion on refugees with disabilities and other persons with disabilities protected and assisted by UNHCR

No. 110 (LXI) - 2010

EXCOM Conclusions, 12 October 2010

The Executive Committee,

Emphasizing that this Conclusion applies to refugees with disabilities and other persons with disabilities protected and assisted by UNHCR in accordance with the provisions of international conventions and relevant United Nations General Assembly resolutions,

Taking note of its Conclusions No. 47 (XXXVIII), No. 74 (XLV), No. 105 (LVII), No. 107 (LVIII), No. 108 (LIX) and No. 109 (LX) and the entry into force of the Convention on the Rights of Persons with Disabilities and its Optional Protocol on 3 May 2008,

Acknowledging that refugees and other persons with disabilities include those who have long-term physical, mental, intellectual and sensory impairments, which, in interaction with various barriers, including attitudinal and environmental barriers, may hinder their full and effective participation in society on an equal basis with others,

Recalling the recognition by the Convention on the Rights of Persons with Disabilities of the inherent dignity and equality of persons with disabilities, recognizing that disability is an evolving concept and acknowledging the valued existing and potential contributions made by persons with disabilities to the overall well-being and diversity of their communities,

Reaffirming the importance of mainstreaming age, gender and diversity in identifying and responding to the views and needs of all persons with disabilities; and taking note with appreciation of UNHCR's involvement in the inter-agency support group for the Convention on the Rights of Persons with Disabilities to support the promotion and implementation of the Convention on the Rights of Persons with Disabilities and its Optional Protocol,

Recognizing that the specific needs of persons with disabilities are often overlooked, especially in the early phases of humanitarian emergencies, and that they, particularly women, children and older persons with disabilities, are exposed to discrimination, exploitation, violence, and sexual and gender-based violence, and may be excluded from support and services,

Recognizing that children with disabilities are at a greater risk of abuse, neglect, abandonment, exploitation, health concerns, exposure to the risk of longer term psycho-social disturbances, family separation and denial of the right to education,

Acknowledging that services and facilities, including assistance programmes and protection, may be inaccessible to persons with disabilities,

Recognizing that refugees with disabilities may be excluded from support and services when repatriating and often have fewer opportunities for other durable solutions, namely local integration and resettlement,

Reaffirming the primary responsibility of States to take all appropriate measures to protect and assist persons with disabilities, in all situations,

Recognizing that host States, which are often developing countries, have limited resources and face various challenges in providing such services and facilities; reaffirming, therefore, the international community and UNHCR's role to assist States in fulfilling these responsibilities, in the spirit of international cooperation and burden sharing,

- (a) *Calls upon* States and UNHCR, in cooperation with relevant partners where applicable, to protect and assist refugees and other persons with disabilities against all forms of discrimination and to provide sustainable and appropriate support in addressing all their needs;
- (b) *Also calls* upon States, UNHCR and all relevant partners to raise awareness on disability issues and to foster respect for the rights and dignity of persons with disabilities, by providing training on the needs, rights and capabilities of refugees and other persons with disabilities, among other things;
- (c) *Recommends* that States, UNHCR and relevant partners ensure where appropriate a swift and systematic identification and registration of refugees and other persons with disabilities, with particular attention to those who cannot communicate their own needs, in order to identify their protection and assistance needs, including as part of a global needs assessment;
- (d) *Recommends* that States include refugees and other persons with disabilities in relevant policies and programmes and provide access to services, including through the issuance of relevant documentation;
- (e) *Encourages* States, UNHCR and all relevant partners to ensure the participation of refugees and other persons with disabilities through appropriate consultation in the design and implementation of relevant services and programmes;
- (f) *Encourages* States, UNHCR and all partners to communicate information, procedures, decisions and policies appropriately to ensure that these are accessible and understood by refugees and other persons with disabilities;
- (g) *Encourages* States, UNHCR and partners to enable children and youth with disabilities to access appropriate protection, assistance and education, and to ensure the inclusion of women and girls with disabilities, protected and assisted by UNHCR, in programmes to prevent and respond to sexual and gender-based violence and other forms of exploitation;
- (h) *Encourages* States, UNHCR and relevant partners to adopt and implement appropriate and reasonable accessibility standards, including at the start of an emergency, and to ensure that all mainstream services and programmes as well as specialized services are accessible to persons

with disabilities, including those services and programmes provided within the framework of international cooperation;

- (i) *Reaffirms* the importance of international cooperation for improving the living conditions of refugees and other persons with disabilities, particularly in developing countries, through ensuring timely availability of adequate humanitarian and development funding and other resources, including sufficient support for host communities;
- (j) *Recommends* that States and UNHCR, as applicable, ensure that refugee status determination and all other relevant procedures are accessible and designed to enable persons with disabilities to fully and fairly represent their claims with the necessary support;
- (k) *Recommends* that States, in cooperation with UNHCR and relevant partners, ensure that refugees with disabilities have equality of opportunity for durable solutions and are provided appropriate support;
- (l) *Recommends* that States, in cooperation with UNHCR and relevant partners upon request, ensure that persons with disabilities, other than refugees, protected and assisted by UNHCR have equality of opportunity for solutions and are provided appropriate support;
- (m) *Requests* UNHCR to include disability awareness in its policy guidelines and training programmes and to ensure that relevant policies, guidelines and operating standards for UNHCR staff and implementing partners are in line with this Conclusion;
- (n) *Requests* UNHCR to provide Member States with periodic updates on the follow-up to this Conclusion, including relevant financial data.

