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**COUNCIL OF DELEGATES  
OF THE INTERNATIONAL RED CROSS  
AND RED CRESCENT MOVEMENT**

Geneva, Switzerland  
8 December 2019

**Strategic Framework on Disability Inclusion by the International  
Red Cross and Red Crescent Movement**

**Progress report**

**Document prepared by  
the International Committee of the Red Cross  
and the International Federation of Red Cross and Red Crescent Societies  
in consultation with National Societies and with staff and volunteers with disabilities**

Geneva, October 2019

**EXECUTIVE SUMMARY**

Persons with disabilities represent approximately 15% of the world's population and often face a variety of barriers that negatively impact their access to services. In part because of these barriers, they are disproportionately affected in times of conflict and disaster and are at higher risk of violence and abuse than the general population.

In 2015, the Council of Delegates adopted a resolution on the Strategic Framework on Disability Inclusion by the International Red Cross and Red Crescent Movement 2015–2019. This final report on the resolution builds on the mid-term progress report adopted in 2017 and provides a snapshot of the current status of implementation of the Framework. The recommendations and conclusions are drawn from an analysis of the whole resolution period from 2015 to 2019. In total, 24 National Societies completed the resolution reporting survey. The number of responses is 2.7 times higher than for the progress report in 2017 (9 National Societies). However, 42% of respondents reported that they did not know of the Movement Strategic Framework on Disability Inclusion or that it had not influenced their organization.

Survey findings show that 46% of respondents (11 of 24 respondents) have information on the number of staff or volunteers with disabilities, and only 29% (7 of 24 respondents) reported that more than half of their main buildings are accessible to persons with disabilities. A few positive examples of enabling and inclusive human resource practices were provided by a handful of National Societies. In addition, 75% of respondents (18 of 24 respondents), the International Federation of Red Cross and Red Crescent Societies (IFRC) and the International Committee of the Red Cross (ICRC) have partnered with organizations of persons with disabilities or other disability-specific organizations, with some examples of positive inclusive outcomes, particularly in National Societies.

In terms of programmes and services, only 25% of respondents (6 of 24 respondents) reported that over 50% of their programmes are inclusive of persons with disabilities. The majority of respondents deliver targeted services for persons with disabilities, primarily in the form of support and assistance. Notably, the ICRC and the ICRC MoveAbility Foundation together provide and support the delivery of physical rehabilitation in 48 countries. Importantly, both the IFRC, with its Protection, Gender and Inclusion (PGI) programming, and the ICRC, with its Accountability to Affected People Framework, have developed intersectional approaches to mainstreaming inclusion of persons with disabilities into programming.

All components of the International Red Cross and Red Crescent Movement (the Movement) have increasingly engaged in advocacy and the promotion of inclusion of persons with disabilities. Of note are the dedicated chapter in the IFRC's *World Disasters Report 2018* on the extent to which older people and persons with disabilities are excluded from humanitarian assistance, and ICRC publications on the protection of persons with disabilities in contexts of armed conflict and other situations of violence.

Lastly, a public survey was administered to Movement staff and volunteers who identified themselves as having a disability to report on their experience of inclusion in their organization. The two barriers most frequently mentioned were 1) negative attitudes towards persons with disabilities in the community and in the workplace, and 2) lack of accessibility in the workplace and offices. When asked about their experience of barriers being addressed by their organization, respondents replied that no reasonable accommodations had been made, that some but insufficient adjustments had been made or that needs in the workplace had been met.

In conclusion, the findings set out in this report suggest that the dissemination of information on disability inclusion and awareness has improved to some extent in the last two years. Nevertheless, the implementation of disability-inclusive practices, particularly internally in Movement organizations and in the delivery of services, is still completely lacking. In light of this, it is recommended that the Council of Delegates, upon adoption of this report, request

reporting under the resolution to be continued during the next four-year period, with follow-up reports to be submitted to the Council of Delegates in 2021 and 2023.

## 1) INTRODUCTION

Persons with disabilities represent approximately 15% of the world's population<sup>1</sup> and often face a variety of barriers that negatively impact their access to services, such as education and employment, leading to increasing poverty. In addition, they are disproportionately affected in times of conflict and disaster and are at higher risk of violence and abuse than the general population. The lack of disability data, particularly data disaggregated by disability, is significant and exacerbates the marginalization of persons with disabilities.<sup>2</sup>

Movement components, and National Societies in particular, have a long history of providing a number of disability-related services and programmes. However, insufficient measures are in place to ensure persons with disabilities can benefit from mainstream programmes and services. The Movement has recognized that, in line with the Fundamental Principles, humanity and impartiality in particular, the necessary measures should be put in place.

In 2013, the Council of Delegates unanimously adopted the first resolution on this subject *Promoting Disability Inclusion in the International Red Cross and Red Crescent Movement*. Subsequently, the resolution *Strategic Framework on Disability Inclusion by the International Red Cross and Red Crescent Movement 2015–2019* adopted by the Council of Delegates in 2015 was a catalyst for increasing efforts within the Movement based on three strategic objectives, according to which this report is structured:

- Strategic Objective 1: All components of the Movement adopt a disability-inclusive approach.
- Strategic Objective 2: Persons with disabilities have equal access to the services and programmes the Movement provides, thereby enabling their inclusion and full participation.
- Strategic Objective 3: All components of the Movement endeavour to change mindsets and behaviour in order to promote respect for diversity, including disability inclusion.

Globally, attention to disability inclusion within humanitarian and development work has grown since the adoption of the resolution, as demonstrated by the adoption of the *Charter on Inclusion of Persons with Disabilities* at the World Humanitarian Summit in 2016, the development of the *IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action*, the Global Disability Summit 2018 and the focus on persons with disabilities in the IFRC's *World Disasters Report 2018*. The ICRC and the IFRC are actively involved in a number of the inter-agency processes and bring the perspective and experience of National Societies.

The potential for the Movement to improve the inclusion of persons with disabilities in its own services and to support the local voice of people with disabilities in these global processes is significant. In 2017, the Movement created the first Disability Inclusion Adviser position to coordinate and lead the implementation of the Framework. While increasing focus on and engagement with disability-inclusive initiatives has been positive and this potential has been tapped to some extent, much more could be done, as outlined in this report.

## 2) BACKGROUND

This is the final report on the Council of Delegates resolution concerning the Strategic Framework on Disability Inclusion by the International Red Cross and Red Crescent Movement 2015–2019. It builds on the mid-term progress report adopted by the Council of Delegates in 2017 and is a snapshot of the current status of implementation of the

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<sup>1</sup> World Health Organization, *World Report on Disability*, 2011.

<sup>2</sup> IFRC, *World Disasters Report 2018*.

Framework. The recommendations and conclusions, however, draw on an analysis of the whole resolution period from 2015 to 2019.

The report was prepared by the Movement Disability Inclusion Adviser. The data was collected from IFRC and ICRC workstreams supported by the Movement Adviser, input from ICRC departments, including the ICRC MoveAbility Foundation, for the final report on the ICRC Framework on Persons with Disabilities (2016–2018), case studies and an 11-question survey administered to National Societies. The National Society questionnaire was disseminated through the Movement Disability Inclusion Working Group, the Global Gender and Diversity Network, other gender-, diversity- or disability-related networks and contacts in National Societies as well as by IFRC regional offices.

A summary of the results from the survey are presented in section 3. In total, 24 National Societies completed the survey, 54% from Africa, 17% from Asia–Pacific, 17% from Europe, 8% from the Middle East and North Africa and 4% from the Americas. The number of responses is 2.7 times higher than for the progress report in 2017 (9 National Societies). However, 42% of respondents reported that they did not know of the Movement Strategic Framework on Disability Inclusion or that it had not influenced their organization. Forty-six per cent of respondents reported that the Framework had informed the work of their organization either to some or to a large extent. **These statistics suggest that dissemination of information on disability inclusion has improved in the last two years, primarily through the Disability Inclusion Adviser, Movement Protection, Gender and Inclusion Focal Points and Gender and Diversity Officers, but that implementation of the Framework is still insufficient.** However, the limited number of responses precludes a comprehensive analysis of the extent of disability inclusion in the Movement.

A second separate survey was administered to staff and volunteers who identified themselves as having a disability. This public survey asked about the extent to which the respondent's organization supports any requirements they may have related to their impairment. Data from this survey is presented in section 3.D.

### 3) ANALYSIS/PROGRESS

#### A) STRATEGIC OBJECTIVE 1: ALL COMPONENTS OF THE MOVEMENT ADOPT A DISABILITY-INCLUSIVE APPROACH

##### **Enabling action 1.1: All components of the Movement better understand the number and situation of persons with disabilities within their respective areas**

Eleven of the 24 National Societies that responded to the survey reported having statistics on the number of staff and/or volunteers with disabilities. These statistics varied between 0% and 9% of staff and 1% and 12% of volunteers. Information on the methodology for identifying persons with disabilities was not available, particularly for non-visible disabilities. It is likely that methods are not consistent across organizations and that the data is not therefore comparable between National Societies. The IFRC and the ICRC do not collect data on staff with disabilities.

Although the IFRC guides National Societies in using the widely accepted and validated Washington Group questions for collecting data disaggregated by disability, including the number of staff and volunteers,<sup>3</sup> this methodology has not yet been systematically applied throughout the Movement. In 2017–2018, for the first time the IFRC requested National Societies to report to the Federation-wide Databank and Reporting System (FDRS) on whether they collect data disaggregated by disability and whether they use the Washington Group questions.<sup>4</sup> Findings show that 42 National Societies disaggregate data by disability

<sup>3</sup> IFRC, Technical Note on Counting People Reached, September 2018.

<sup>4</sup> The UN Washington Group on Disability Statistics has developed a set of questions that are designed to identify people who have difficulty performing basic universal activities and are at greater risk of restricted social participation in an unaccommodating environment than persons without such difficulties.

with at least one indicator, but only 10 of these use the Washington Group questions. Further information on the successes of National Societies and the challenges they face in collecting data disaggregated by disability can be found in a dedicated chapter in the IFRC report *Everyone Counts 2019*.<sup>5</sup> In order to support the capacity building of Movement organizations to enable them to collect data disaggregated by disability, a joint Movement workshop was held in 2018, with facilitation and training provided by Humanity & Inclusion UK. A follow-up webinar was held in 2019.

### **Enabling action 1.2: All components of the Movement identify and address physical, communication and institutional barriers**

National Societies were asked to assess to what extent the main buildings of their organization are accessible to persons with disabilities. The majority responded that some of their main buildings are accessible: 11 National Societies said that over 50% of main buildings are accessible, and 7 said that less than 50% are accessible. No information is available on the accessibility of information and communications, for example, websites.

In 2018, the IFRC Secretariat in Geneva moved to new headquarters facilities in which physical accessibility was central to the design. The ICRC regional delegation's new facilities in Nairobi, which are currently being designed, will also be accessible to persons with disabilities. At the ICRC headquarters in Geneva, minor modifications have been made to improve accessibility, although several sections of the buildings remain inaccessible to persons with mobility limitations.

The Joint Organizing Committee for the 33rd International Conference of the Red Cross and Red Crescent has supported a project to improve accessibility and the inclusive participation of persons with disabilities at the IFRC General Assembly, the Council of Delegates and the International Conference. At the time of submitting this report, the project is underway, the revised website<sup>6</sup> has been adapted to make it accessible and registered delegates have been offered services to meet any accessibility requirements.

### **Enabling action 1.3: All components of the Movement have human resources policies, systems and practices that actively encourage and support the inclusion of persons with disabilities as staff, volunteers and members**

Eight (of 24) National Societies that responded to the survey report having made adjustments to their human resources processes to ensure they support the recruitment of persons with disabilities. These adjustments include stating in the job announcement that qualified persons with disabilities are encouraged to apply, using positive discrimination in the selection process in the case of equally qualified candidates and adopting and implementing a workplace reasonable adjustment policy. Some examples of good practices in National Societies include the following:

- The American Red Cross Human Resources Talent Acquisition Office partners with Getting Hired,<sup>7</sup> which is a job board for persons with disabilities, and with third party vendors to assist in building the workforce with people with disabilities.
- The French Red Cross requires all recruiting managers to post job offers on the website of a specific disability organization<sup>8</sup> (in addition to other postings) so that all job announcements can be accessed by persons with disabilities.
- In addition to their reasonable adjustment policy, the Australian Red Cross networks with Disability Employment Services and Case Managers to support the recruitment of persons with disabilities for both employment and volunteer roles.

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<sup>5</sup> IFRC report, *Everyone Counts 2019*, <http://data.ifrc.org/fdrs/report>

<sup>6</sup> <http://rcrcconference.org/>

<sup>7</sup> <https://www.gettinghired.com/en/companies/american-red-cross>

<sup>8</sup> <https://www.handicap.fr/>

Although some ICRC delegations encourage persons with disabilities to apply in their local job announcements, neither the IFRC nor the ICRC have made adjustments to human resources policies that support an enabling work environment for staff with disabilities.

**Enabling action 1.4: All components of the Movement actively build partnerships with People with Disabilities Organizations and other relevant civil society organizations**

The majority (18 of 24) of National Societies that responded to the survey report working with local organizations of persons with disabilities and/or organizations specialized in disability inclusion. These include disability rights and advocacy organizations, organizations that provide services to persons with disabilities and international disability-specific NGOs. A positive indication of attention to intersectionality is apparent in the partnerships with organizations or networks of women with disabilities and organizations representing the rights of children with disabilities.

One positive example is the Kenya Red Cross Society's partnership with Christoffel Blindenmission (CBM) Kenya. This collaboration has led to institutional and programmatic changes, including the development of guidelines to implement a disability and social inclusion policy, improvements to assessment and monitoring tools to disaggregate data based on government-issued disability identification cards, community sensitization activities to address negative attitudes towards persons with disabilities and improvements in programme design by engaging organizations of people with disabilities in needs assessments, response activities and training.

In 2018, the IFRC worked with CBM to support testing of their Humanitarian Hands-on Tool, with Humanity & Inclusion (HI) UK to deliver a workshop on disability-disaggregated data and with International Disability Alliance on the development of their Bridge training humanitarian module, which aims to build the capacity of organizations of persons with disabilities to engage and advocate with humanitarian actors. Under the IFRC partnership with Special Olympics, National Societies have conducted 14 first aid training events in 11 countries, resulting in 292 individuals with intellectual disabilities and 156 young people without disabilities being trained over the past 18 months. National Societies, the IFRC and the ICRC have contributed to the development of the *IASC Guidelines on Inclusion of Persons with Disabilities* by participating in multi-stakeholder and regional consultation workshops and directly providing input for the guideline content.

The ICRC's Physical Rehabilitation Programme and MoveAbility Foundation continue to partner with local organizations of persons with disabilities to support social inclusion and establish referral mechanisms for access to physical rehabilitation services.

**B) STRATEGIC OBJECTIVE 2: PERSONS WITH DISABILITIES HAVE EQUAL ACCESS TO THE SERVICES AND PROGRAMMES THE MOVEMENT PROVIDES, THEREBY ENABLING THEIR INCLUSION AND FULL PARTICIPATION**

**Enabling action 2.1: All components of the Movement mainstream disability throughout their programmes and services**

In the survey, eleven National Societies reported that they do not have inclusive programming that takes into account the specific needs and capacities of persons with disabilities, 7 said that less than 50% of their programming is inclusive and six said that more than 50% is inclusive.

An example of mainstreaming disability inclusion throughout National Society programming comes from Nepal Red Cross Society. All levels of the organization are committed to policies and plans that explicitly reference reaching persons with disabilities with services and programmes. Furthermore, the National Society has committed human resources to support the roll-out of these plans and policies with dedicated Gender Equality and Social Inclusion/Protection, Gender and Inclusion staff within both the Earthquake Response Operation and other programming.

Consistent and systematic mainstreaming of equal access to services and inclusion of persons with disabilities into IFRC and ICRC operations, programming and budgeting is lacking. However, both have some examples of actions aimed at achieving this objective. The IFRC launched the second edition of the *Minimum standards for protection, gender and inclusion in emergencies* in 2018, which provides technical guidance on how to take gender, disability, age and sexual orientation and gender identities into account in emergency programming. Inclusion of persons with disabilities, with an emphasis on girls and women with disabilities, is mainstreamed throughout the Minimum standards, PGI training and other tools. In 2018, the ICRC adopted an Accountability to Affected People (AAP) Framework and established the AAP team. Disability inclusion is mainstreamed under the AAP umbrella for the areas of diversity inclusion, community engagement and community-based protection.

The IFRC, as an operational shelter and settlement agency, has promoted the guidance *All Under One Roof: Disability-inclusive shelter and settlements in emergencies* in the IFRC master-level accredited global course for shelter programming (held twice a year, accredited by Oxford Brookes University in the UK). In its role as one of the co-leads of the Global Shelter Cluster, the IFRC is also a co-lead, along with the Australian Red Cross, the Norwegian Refugee Council and the International Organization for Migration, of the Global Shelter Cluster technical working group on inclusion of persons with disabilities. The Movement Disability Inclusion Adviser provides ongoing support to the working group with strategic planning and expertise on disability. In 2019, the working group conducted a baseline mapping desk review of disability-inclusive practices and policies among shelter actors.

**Enabling action 2.2: All components of the Movement provide disability-specific services, where relevant and appropriate**

The most common form of targeted services for persons with disabilities reported by National Societies was support and assistance (14 of the 24 survey respondents), for example, with the provision of assistive devices. Other forms of targeted services, i.e. rehabilitation, economic empowerment and social and cultural activities, were also available.

The ICRC's Physical Rehabilitation Programme reaches over 398,000 service users a year in 34 countries through 150 projects involving 142 service providers, 3 component factories and 5 training institutions. In addition, the ICRC MoveAbility Foundation supports 27 physical rehabilitation service providers and 5 training institutions in 14 countries, which provide services for around 45,000 persons with disabilities.

In 2018, the ICRC launched a pilot training course on social inclusion, in collaboration with Adecco in Addis Ababa, Ethiopia, with the aim of driving the social inclusion of people with disabilities and their reintegration into the labour market in areas affected by armed conflict. A growing number of ICRC delegations carry out sports activities for persons with disabilities to promote social inclusion and reduce stigma associated with disability. Moreover, the ICRC has produced a set of guiding principles on disability sport and on setting up wheelchair services in less resourced settings.

**Enabling action 2.3: All components of the Movement actively adopt prevention and early intervention approaches to address the causes of impairments**

Although many National Societies conduct programmes aimed at early intervention, particularly for children with disabilities, for example, the Botswana Red Cross Society's Early Childhood Stimulation for Children with Disabilities, limited information was available on the extent of implementation of this enabling action.

**Enabling action 2.4: All components of the Movement actively consider adopting gender-sensitive poverty alleviation and violence prevention, mitigation and response initiatives within their programmes and services, where appropriate and relevant**

Limited data was available on programmes and services that fall within this area. However, many National Societies conduct programming to address poverty alleviation for persons

with disabilities, for example, through livelihood and economic empowerment services. One example was provided by the Nepal Red Cross Society where a pilot project was conducted in partnership with HI and with financial and technical support from the Hong Kong Red Cross and the Danish Red Cross. One of the main components of the pilot project aims to increase livelihood opportunities for persons with disabilities and their households through a revolving fund that provides funding for self-help groups and training on technical skills.

### **C) STRATEGIC OBJECTIVE 3: ALL COMPONENTS OF THE MOVEMENT ENDEAVOUR TO CHANGE MINDSETS AND BEHAVIOUR IN ORDER TO PROMOTE RESPECT FOR DIVERSITY, INCLUDING DISABILITY INCLUSION**

#### **Enabling action 3.1: All components of the Movement influence and model behaviour to address discrimination and foster the full inclusion of persons with disabilities**

In the National Society survey, 9 of the 24 respondents reported conducting public awareness activities aimed at changing perceptions on disability. The Palestine Red Crescent Society provided an example of good practice to promote and advance meaningful inclusion of persons with disabilities in their communities through model behaviour. The National Society organizes sign language training for volunteers, families, children, universities, service providers, police, etc. in order to facilitate the inclusion of deaf persons in the community. In addition, 12 National Societies reported conducting disability awareness training for staff and volunteers at least once a year.

The IFRC piloted basic-level disability immersion/sensitization training for Movement staff in partnership with local organizations of persons with disabilities in 2019. The pilot was held in Nairobi and conducted with Kenyan organizations of persons with disabilities and with self-advocates leading the interactive training sessions. The training was piloted a second time in 2019 by the ICRC in Mashhad, Iran, for a local service provider partner of the ICRC and delivered in collaboration with local organizations of persons with disabilities.

The ICRC is in the process of incorporating diversity analyses, including related to disability, into staff integration tools. A structure for briefing packages for new staff arrivals is being developed to include problem and situation analyses on the dynamics of inclusion and exclusion, including barriers persons with disabilities face in their communities.

#### **Enabling action 3.2: All components of the Movement actively increase their knowledge of disability in order to promote evidence-based practice**

In 2018, the IFRC *World Disasters Report* included a chapter dedicated to the situation of older people and persons with disabilities in humanitarian contexts. This report has been widely disseminated by the IFRC regions and National Societies as well as in global fora, for example, the Humanitarian Networks and Partnerships Week in 2018.

The ICRC's Law and Policy Department continues to promote the protection afforded to persons with disabilities under international humanitarian law (IHL) and the UN Convention on the Rights of Persons with Disabilities (CRPD), by publishing papers aiming to elucidate the relationship between IHL and the CRPD:

- A fact sheet entitled "IHL and disability" was published, which summarizes how international human rights law, particularly the CRPD, complements provisions of IHL that are applicable to persons with disabilities.
- A position paper was published on commonalities between IHL and the CRPD in terms of the protections applicable to persons with disabilities in armed conflict and the specific contributions of IHL in this regard.
- Updates on provisions of IHL relating to prisoners of war and civilian internees with disabilities were drafted for the commentaries on the 1949 Geneva Conventions and their 1977 Additional Protocols.

In 2018, the ICRC's Physical Rehabilitation Programme started a research project using years of their data to analyse how gender impacts physical rehabilitation outcomes and

access to and attitudes towards physical rehabilitation services for people with disabilities in ICRC projects.

**Enabling action 3.3: All components of the Movement actively advocate for the full and meaningful inclusion of persons with disabilities through humanitarian diplomacy**

Eleven National Societies reported promoting inclusion of persons with disabilities through advocacy and humanitarian diplomacy. These activities include partnering with national disability councils, advocating to municipalities and government ministries and international global events. For example, the British Red Cross, the IFRC, the ICRC and the MoveAbility Foundation attended and launched commitments at the Global Disability Summit in 2018, hosted by the UK and Kenyan governments and the International Disability Alliance.<sup>9</sup>

Other international global events and advocacy where the IFRC and/or the ICRC, including the ICRC MoveAbility Foundation have promoted inclusion of persons with disabilities in humanitarian action include World Water Day 2018, the Global Action on Disability Network meeting in 2018, Humanitarian Networks and Partnerships Week 2018 and 2019, the ECOSOC Humanitarian Affairs Segment 2018, the workshops on the *IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action* and the Women Deliver 2019 Conference. The ICRC partnered with the Geneva Academy to launch their report *Disability and Armed Conflict* in 2019.<sup>10</sup> Notably, the ICRC MoveAbility Foundation received an award for innovative practices at the 2018 Zero Project Conference for its national platform for the physical rehabilitation sector. In 2017, the ICRC launched the second edition of Enable Makeathon. This innovation programme took place from November 2017 to January 2018 and aimed to enable innovators from all over the world to develop innovative solutions for persons with disabilities.

#### D) EXPERIENCES OF STAFF AND VOLUNTEERS WITH DISABILITIES

A public survey for Movement staff and volunteers who identify themselves as having a disability was conducted to ensure that the voice of persons with disabilities was included in this report. The respondents were asked to rate the extent to which they face barriers in their workplace and the extent to which their organization had provided support to address these barriers. Respondents could answer optional questions on difficulties with basic activities using the Washington Group short set of questions so that persons with disabilities could be identified. Of the 82 respondents, 21 were persons with disabilities based on the Washington Group recommended cut-off for functional difficulties.<sup>11</sup>

|   |                              |       |
|---|------------------------------|-------|
| Sex (79 responses)  | Women                        | 49.3% |
|   | Men                          | 49.3% |
|   | Other                        | 1.3%  |
| Regions (77 responses)  | Europe                       | 47%   |
|   | Middle East and North Africa | 30%   |
|   | Asia-Pacific                 | 21%   |
|   | Africa                       | 2%    |
|   | Americas                     | 0%    |
| Do you face any challenges or barriers in your role in relation to your impairment? (82 responses)                        | Not at all                   | 40%   |
|   | A little bit                 | 50%   |
|   | A lot                        | 10%   |
| Do you feel your organization has made reasonable attempts to accommodate any such challenges or barriers? (82 responses) | Not at all                   | 12%   |
|   | A little bit                 | 31%   |
|   | A lot                        | 46%   |
|   | Not applicable               | 11%   |

Respondents could also provide qualitative information on barriers in the workplace and how

<sup>9</sup> [www.internationaldisabilityalliance.org/summit](http://www.internationaldisabilityalliance.org/summit)

<sup>10</sup> Geneva Academy Briefing, *Disability and Armed Conflict*, <https://www.geneva-academy.ch/joomla-tools-files/docman-files/Academy%20Briefing%2014-interactif.pdf>

<sup>11</sup> UN Washington Group on Disability Statistics, <http://www.washingtongroup-disability.com/>

they have been addressed in their organization. The two main barriers that were most frequently mentioned were 1) negative attitudes towards persons with disabilities in the community and in the workplace, and 2) lack of accessibility in the workplace and offices. Responses regarding the extent to which Movement organizations had addressed barriers were split between no reasonable accommodations made, some but insufficient adjustments made and needs in the workplace met.

#### 4) CONCLUSIONS AND RECOMMENDATIONS

The Framework is as relevant and necessary today as it was when it was adopted in 2015. Persons with disabilities continue to be left out of humanitarian action in terms of lack of access to services, lack of equal opportunities to participate in decision-making, and discriminatory practices in respect of volunteering and working in the Movement. The creation of the Movement Disability Inclusion Adviser position in 2017 to champion the inclusion of persons with disabilities has catalysed engagement and awareness of disability inclusion in Movement components and in several global disability-inclusive initiatives, such as the Movement Disability Inclusion Working Group. However, dedicated funding for implementing inclusion of persons with disabilities, particularly operational programmes and capacity building for Movement organizations, is completely lacking, and this hinders further progress.

As implementation of the Framework is still not adequate, comprehensive or cohesive across the Movement, the recommendations from the 2015 mid-term progress report for implementation by National Societies, the IFRC and the ICRC continue to apply, namely:

- **improved accessibility of infrastructure and information communication**
- **increased recruitment of staff and volunteers with disabilities**
- **further development of the mainstreaming of inclusion of persons with disabilities into programmes and services, particularly girls and women with disabilities and others facing multiple and intersecting discrimination**
- **meaningful engagement and partnerships with organizations of persons with disabilities**
- **raising awareness and advocacy on disability inclusion, with an emphasis on dissemination of the Framework throughout the Movement**
- **building knowledge and evidence through assessments that are inclusive of persons with disabilities, with a particular focus on developing the collection of data disaggregated by sex, age and disability and its analysis and use for planning and decision-making.**

As dissemination of the Movement Strategic Framework on Disability Inclusion was lacking during most of the 2015–2019 period, **it is recommended that the Council of Delegates, upon acknowledgement of this report, recommends receiving follow-up reports at the Council of Delegates in 2021 and 2023.**

The findings set out in the 2015–2017 mid-term progress report were not sufficient to assess the extent of disability inclusion implemented by Movement components. Data collection for this final report was somewhat more successful but still not significant enough to provide a comprehensive overview. Nevertheless, **the findings of this final report can serve as a baseline for future data collection and reporting.**

Lastly, the Movement Strategic Framework on Disability Inclusion should be **reviewed by Movement components for progress and effectiveness no later than 2023. At that time, the possible need for submission of a new revised resolution to either the Council of Delegates or the International Conference should be assessed and determined.**