

**Regional Workshop on Disability and Development  
ADB Headquarters, Manila, 2-4 October 2002**

**RECOMMENDATIONS**

**DISABILITY: LATEST ESTIMATES**

- Latest UN estimates that 600 million people are persons with disabilities (PWD), or 10 % of the world population.
- There are 400 million people with disabilities are estimated to live in the Asia-Pacific region. When taking into consideration the impact on families, the lives and livelihood of over 800 million people are impacted or about 25% of the population.
- 80% of persons with disabilities live in rural communities.
- Less than 5% of children with disabilities attend school and only 2% of persons with disabilities receive any form of rehabilitation. There is no data on access to other sector opportunities such as employment as for developing countries it is negligible.
- Children and women with disabilities and mothers and daughters of persons with disabilities can be the hardest hit because they suffer from double exclusion.
- Poverty is the leading cause of disabilities through poor pre- and ante-natal care, unassisted births, malnutrition, communicable diseases, unsafe drinking water, poor sanitation, lack of occupational health and safety, road and traffic, war, conflicts and landmines.
- The proportion of disabled persons keeps increasing due to still large incidence of poverty, civil conflicts, lack of environmental management, safety negligence at work and the world's ageing population. Further, poverty keeps increasing among persons with disabilities.
- Disabled persons are poor because they are denied the access and opportunities most basic to human development - to lead a healthy life and to enjoy a decent standard of living, dignity, self-esteem and respect of others. However, PWD have the capacity to become productive citizens and positively contribute to the development of the Asia and Pacific region.

**WHY PUBLIC ACTION IS REQUIRED**

***The economic argument:***

- Given that persons with disabilities represent around 10% of the population, the short term costs of education and integrating persons with disabilities will be surpassed by the long-term savings to families and societies. Countries would enjoy large productivity gains and economic returns when disabled people are allowed to develop their skills, intellectual and physical potential and engage in economic activities.

DISCLAIMER: These findings and recommendations are a result of the ADB Regional Technical Assistance 5956 studies, national consultative processes during 2002 and high level discussions at the concluding Manila Regional Workshop, and do not necessarily reflect the views of the ADB.

- The World Summit for Social Development (1995) in its Declaration on Social Development noted that people with disabilities, as one of the world's largest minorities, are often forced into poverty, unemployment and social isolation. People with disabilities are integral and significant members of our society. Addressing their needs is essential to curtailing poverty and refocusing our energies on developing programs with people with disabilities that promotes their participation in income generating activities and enrichment of the community. Ignoring their needs will only sustain the poverty cycle.

### ***The human rights and dignity argument***

- Everyone is entitled to rights, dignity and freedoms. Persons with disabilities are no exception. Disabled persons have constitutionally the same rights as any other citizen in any country of the world and this is universally recognized through the United Nations Declaration of Human Rights.
- ESCAP members and associate members adopted the resolution 58/4 of 22 May 2002 on promoting an inclusive, barrier-free and rights-based society for people with disabilities in the Asian and Pacific region in the twenty-first century, by which it proclaimed the extension of the Asian and Pacific Decade of Disabled Persons, 1993-2002, for another decade of, 2003-2012.

### **STAKEHOLDERS AND BENEFICIARIES**

- Government, institutions, community agencies and NGOs
- Persons with intellectual, sensory and physical disabilities, with particular emphasis on the people in rural communities
- Families of persons with disabilities
- Distinct groups: women and children, persons with multiple disabilities, intellectual, disabilities and psychiatric survivors/illness

### **KEY FINDINGS**

There have been significant advancements of this region's understanding of disability, the emergence of many stakeholders active in the field of disability and the establishment of laws guaranteeing human rights and social justice for persons with disabilities. What is this region's major challenge is that the geography, population size and extent of poverty overshadows these advancements. They appear incremental when one looks at the magnitude of the problem and the investment required for reducing poverty and promoting income security and growth. So much more needs to be done to address the needs of this distinct population and to ensure their full and equal participation as a partner in development.

### ***Economic Growth and Poverty Reduction Strategies***

- Economic growth alone will not reduce poverty due to the large and growing inequalities among communities and vulnerable populations.

- Disability can be expected to increase in the future if the economic growth does not accommodate equity, environmental factors and social concerns.
- Recognition that poverty reduction and economic growth are linked to the capacity of societies to address disability issues in a way and manner that the basic and essential support systems required for persons with disabilities are established to empower themselves to carry out their obligations as citizens like all other members of society.
- Access to employment and education are essential to bring persons with disabilities out of the poverty cycle.

### ***Stakeholder Participation and Collaboration in Policy Development***

- Participation and collaboration among stakeholders has been essential to move the disability agenda forward.
- Significant progress has been made to establish legislation governing disability issues and securing the rights of persons with disabilities for citizenship and quality of life. This has been achieved through a multi-sector and multi-stakeholder collaboration in which organizations of persons with disabilities have played a central and integral role.
- The challenge, however, is in relation to the implementation of these policies at all levels.
- The UN has numerous policies on disability, however, the agencies themselves struggle to implement these policies in their country offices and programs.
- Policy implementation into programming in most countries is underdeveloped. In some cases policies discriminate against people with disabilities or inhibit their participation.
- Participation of persons with disabilities as central members of the stakeholder consultation and policy making process has significantly improved and is viewed as an essential step in this development process. The challenge is to increase their role and participation in program implementation.
- With the assistance of ESCAP, many governments have established disability councils to oversee policy development. Although they have been effective, it is emphasized that this role must be integrated within the government structure at the highest level in order to ensure that all sectors participate in the translation of policy into sector programming.
- The experience of development in the disability field is that it is fraught with lack of coordination and mutual support for creating synergies in program implementation. This is a challenge not limited to local and international NGOs but is also experienced within the donor community who are supporting disability programs.

### **Government, NGO and Private Sector Projects and Initiatives**

- There are many ongoing activities such as training and employment/micro-enterprises, education, health, advocacy and self-help:
    - There are many examples of good programs, however, standard evaluation tools are limited to provide a common understanding of effectiveness.
    - Quality, appropriateness, availability, scope, effectiveness, accessibility and application are all issues.
    - Poor accessibility to infrastructure and services.
    - Only a fraction of the population of persons with disabilities are beneficiaries of these programs.
      - less than 2 or 3 % of the population of persons with disabilities access to what programs are available;
      - people with intellectual I disabilities, mental illness, HIV/AIDS and learning disabilities are significantly impacted by exclusion.
      - majority of beneficiaries are urban based.
    - Public awareness of services is an issue.
- Management and technical capacity to plan, implement, evaluate and sustain programs is a major issue (this is also addressed as a common theme)

### **Disabled Persons Organizations (DPOs)**

- A paucity of programs focussing on promoting ideas of self-help, building the capacity of persons with disability and supporting the self-help development movement.
- Strengthening DPOs is a priority in the region as it is increasing in interest and prominence among the community of DPOs and beneficiaries.
- Consideration needs to be given to integrate DPO initiatives as a 'sector' of service providers.
- Some countries need to establish and consolidate DPOs, such as several countries of the Pacific and the Kingdom of Bhutan.

### **Information and Understanding**

- More effective reliable, quality and current information is a high priority. Currently, most information sources are fragmented (inaccurate), inconsistent (no uniformity in terminology, changing according to sources) and non-systematically updated. Also there is an inconsistency between availability and quality of information about disabilities.
- The application of uniform and acceptable terminology continues to be a challenge.
- A centralization of evaluations conducted on disability programs is a priority.

- Limited research on disability issues.
- Attitudes towards disability are generally negative at all levels of development due to lack of understanding, information and 'fear'. Remove attitudinal barriers and promote a positive view of PWD is a major short-term priority.
- There is significant need to involve the mass media in the dissemination of information about disability that promotes their value and contribution to society and uses appropriate terminology for identifying them as a significant member of the population.

### ***Prevention of the Causes of Disabilities***

- There is a need to increase access to preventative programs that mitigate the causes of disability such as: pre- and ante-natal care, assisted births, good nutrition, safe drinking water, sanitation, immunizations and drugs, occupational health and safety, demining and peacebuilding. Preventing the causes of disability is a major priority in Asia and the Pacific.
- There is a need to increase public awareness on the risks associated to lack of compliance of preventative programs - ie. Landmines, safe water, and neonatal care, sanitation etcetera.
- On-going issues related to promoting peace-building, stability, and security.

### ***Awareness and Interest in Disability Issues***

- Public attitudes towards disability are generally negative, destructive and not founded.
- Globally there has been a significant shift in attitudes from a "medical" model towards a "rights-based" approach to addressing the needs of persons with disabilities. This approach needs to be integrated into the policies and programs delivered throughout the regions and in the communities.
- The awareness of the imperative to profile disability as a community issue that requires the attention of policy makers and program implementers in almost all sectors of society is very low. One of the problems is the few organizations involved.
- Up until very recently, most countries, NGOs (of non-specific disability programs) and donor agencies do not identify disability as a priority issue to be addressed as a cross-cutting theme in all of its sector and special project activities. And at most disability if interest has been expressed, is just on the agenda with little evidence of follow through from interest, to intention leading to direction and action.

### ***Capacity of Government and NGOs to Manage Disability and Development***

- The application of management approaches that promote capacity to lead and facilitate participation in the area of assessment, planning, implementation, evaluation leading to empowerment, sustainability and replication is a priority.

- There is a need to improve capacity for management, leadership and in mobilizing resources/fund raising in all areas impacting on disability and development
- Governments need to invest in policy implementation and strengthen their capacity to design and implement disability programs in all sectors.
- Other public institutions such as schools, universities, social welfare, health service and other agencies that provide disability services will vary considerably in their capacity. However, no matter what the capacity, accessibility to these services are negligible since most are urban based, over-crowded and under-staffed or privately owned and operated.
- NGOs are very strong on the promotion of policy and advocacy but need strengthening in management capacity. They also are interested in enhancing their capacity to design and deliver services specific to the needs of persons with disabilities (i.e. peer counselling, legal, housing, networking, personal advocacy).
- Education for stakeholders on disability issues is inaccessible, fragmented and lacks universally accepted standards.

## **CORE GOALS FOR DISABILITY STRATEGIES AND PROJECT INTERVENTIONS**

The analysis led to the development of recommendations into four main priority areas for disability and development. They are inclusion, participation, access and quality.

**PARTICIPATION:** People with disabilities and their organizations must have a voice. Participation identifies the extent to which people with disabilities and their chosen representative organization are given and able to voice in decisions made that are affecting their lives and the lives of their community. Consultation, the involvement of beneficiaries and decision-making are the key areas of priority.

**INCLUSION:** People with disabilities must be visible. Inclusion identifies disability issues are taken into account in the design, implementation and evaluation of strategies, policies, programs and projects. Lending, knowledge, mandate, resources and accountability are the key indicators.

**ACCESS:** Removing barriers are essential for people with disabilities. Access identifies the extent to which people and other stakeholders are informed and aware of disability issues, data, and services, and how they are able use the services, built and natural environment including communications.

**QUALITY:** People with disabilities deserve quality of life. Quality identifies the extent to sectors are making available to persons with disabilities services and programs that are appropriate to needs, meeting universal standards of practice, and are effective. Core dimensions of quality include the nature and scope of technical intervention, critical awareness

of the environment, knowledge/participatory management and inter-sectoral teams/participation, in which persons with disabilities are included.

## **RECOMMENDATIONS: FROM RETHORIC TO ACTION**

There was unanimous agreement that disability deserves public action. Disability issues should be brought at the country strategy and project design levels. Unless the problems that persons with disabilities and the community face become visible to policy-makers, and project implementers disability issues will not receive sufficient budgetary resources. Government support to persons with disabilities is essential. The demand for a disability sensitive and disability specific approach to development requires key players, e.g. policy-makers, parliament members, and staff of line ministries, particularly the ministries of finance and national development planning bodies to pay more attention to the needs and concerns of disabled people.

Country strategy programming and project design provides that essential opportunity to promote the inclusion of disability issues into its strategic planning and implementation documents for Governments and ADB initiatives. Unless disability issues are acknowledged at the country strategy and the project design levels no resources will be allocated to them. A tool to ensure this is to ensure the participation of organizations of persons with disabilities in the process.

These recommendations are based on a significant participatory process. ADB, in collaboration with the Governments of Cambodia, India, Philippines and Sri Lanka, and local DPOs, had developed simultaneous consultations on the local needs for disability and poverty reduction, through a series of provincial and national workshops and consultations with people with disabilities, during the period of May to August 2002. Over 500 stakeholders including 125 persons with disabilities participated in the workshops. Over 1000 persons with disabilities and their families participated in the consultations.

- In Cambodia, workshops were held at Battambang (23-24 May) and Kampong Cham provinces (6-7 June).
- In India, the needs from Tamil Nadu, Kerala, Andhra Pradesh, and Pondicherry were discussed in a provincial workshop in Chennai (14-15 June), the priorities of Madhya Pradesh, Maharashtra, Gujarat, Goa, Chattisgarh, and Lakshadweep in a provincial workshop in Mumbai (18-19 June), the needs of Assam, Meghalaya, Manipur, Mizoram, Arunachal Pradesh, Sikkim, Tripura and Nagaland in the provincial workshop of Kolkata (27-28 June) and finally the priorities of Bihar, Jarkhand, West Bengal and Orissa consulted in the Delhi provincial workshop (4-5 July).
- In Philippines, provincial workshops were held in Ilo-Ilo (30-31 May) for the needs of the Visayan region, Baguio (4-5 June) for the priorities of the Luzon region, and Davao (9-10 June) for the needs of the Mindanao region.
- In Sri Lanka, provincial consultations were held in Kandy (3-4 June), Galle (29-30 June) and Hikkaduwa (1-2 July).

- The recommendations of the provincial workshops were further discussed and enlarged at national consultations with national government officials, development agencies, DPOs and people with disabilities, held in Phnom Penh (30 July-1 August 2002), Delhi (6-8 August 2002), Colombo (14-16 August 2002) and Manila (27-29 August 2002). This extensive participatory process has been the base of the regional recommendations and framework.

On 2-4 October 2002, high level representatives from governments, regional development agencies, international DPOs and people with disabilities were invited to speak for themselves at the Asian Development Bank in Manila, and based on the presentation of earlier consultations and findings, provided the following recommendations:

## **COUNTRY PROGRAMMING STRATEGY**

PARTICIPATION in decision-making by persons with disabilities at the country programming level is essential for defining the strategies for ensuring the continued participation of persons with disabilities throughout the process, the INCLUSION of disability issues at all levels of programming, promoting ACCESS which addresses the needs of all disabilities and for ensuring the QUALITY of strategies, projects and services.

### **Participation**

- To strengthen dialogue between Governments, DPOs and other representative stakeholders during the elaboration of country programming strategies and national planning process – “Nothing about us without us”, DPOs should be adequately represented in decision-making.
- Using existing institutions and mechanisms, such as National Disability Councils and national umbrella organizations to advance disability issues into policies and strategies.
- All institutions to have clear information on who to contact and how the institution works, so DPOs could address their concerns.
- ADB to include disability experts on country strategy mission and monitoring where disability is clearly a priority (i.e. post conflict countries).
- For ADB to continue to dialogue with organizations of persons with disabilities and other stakeholders by continuing developing international meetings like the ones in 1999 and 2002..

### **Inclusion**

- Strengthen national censuses, and any other information collection mechanisms, to ensure that persons with disabilities are properly reported in national statistics, by adding disability indicators in national census and household surveys, and any other surveys that may be developed.

- Conducting public awareness initiatives and annual reports be targeted to raise the profile of disability issues— making persons with disabilities “visible”. For instance, invited organizations of persons with disabilities to ADB for presentations.
- Involve the media to raise awareness and create a public consciousness of the positive aspects of the role of persons with disabilities in society and remove attitudinal barriers from society.
- Governments to include disability as subject on “civic education” in education curricula at all levels to create educated citizens familiarized with disability.
- Governments and ADB to implement the ESCAP agenda for the Decade 1993-2002, and fully engage in the next decade agenda for 2003 to 2012 being launched this October in Japan.
- To encourage governments to actively implement the paradigm shift from a charity-based approach to a rights-base approach, especially the perspective of the right to development.
- Disability is not just an issue for the Ministries of Welfare and Social Affairs, but it should be mainstreamed to any line ministry by establishing disability focus groups to raise awareness, share knowledge and leverage interest and ownership for introducing and monitoring disability in their sectors and projects.
- To provide government budgetary allocations to all Ministries for disability-specific initiatives.
- Making explicit reference to disability in ADB’s Country Poverty Analysis, specifically in the country *Vulnerability and Risk Profile*, mandated in ADB’s Social Protection Strategy, and, if the needs assessment demonstrate the group as a priority, ensuring that disability appears reflected in ADB’s Country Strategy Program.
- Research success cases in which disability has been mainstreamed to understand how did it happen.
- ADB to develop a Policy on Disability.
- Improve ADB staff and other agencies access to information and knowledge on disability by providing literature on disability in the ADB library.

### **Access**

- Conduct national censuses, and any other information collection mechanisms, to ensure that there is access to information on people with disabilities and that they are properly reported in national statistics, by adding disability indicators in national census and household surveys, and any other surveys that may be developed.

- Ensure transparency of release of information about country strategies which is accessible to DPOs, civil society NGOs and other stakeholders
- To emphasize to all that access is a means for achieving full participation of persons with disabilities.
- To recognize that accessibility issues must pay particular attention to the rural communities where over 80% of the population of persons with disabilities live.
- If disability has been included in a determined country strategy, explore possibilities to develop interventions for supporting disability in areas such as:
  - Education
    - primary
    - secondary
    - tertiary/university
    - technical education
    - inclusive education
  - Employment
    - private and public sector targeted employment opportunities
    - small business development and micro-enterprise initiatives
    - vocational rehabilitation programs
  - Social security
    - Disability insurance
    - Disability benefits
    - Health
      - Prevention and public health
      - Mainstreaming in primary health care
      - Hospitals and Rehabilitation Centres
  - Community services
    - Independent living
    - Community based rehabilitation
  - Prosthetics and orthotics
  - Urban and environmental planning, social infrastructure, architectural design
  - Capacity building for persons with disabilities and other stakeholders
  - Public awareness raising programs
  - Accessible Information and Communication Technology
  - Research

## **Quality**

- Establish responsibilities for disability programming and monitoring at the highest level to ensure, facilitate and measure the extent to which disability is included in macro-policies.
- ADB to identify and explain to Government and other agencies the mechanisms they have in place for ensuring that programs meet the needs of persons with disabilities.
- The results of country strategy analysis are used to make budgetary allocations; it is

therefore critical to ensure the work is of high analytical quality, focuses on core issues, has no vested interests and develops viable options for addressing disability issues versus other pressing social needs.

- Establish a consultative process that involves representation of people with disabilities and other relevant stakeholders to ensure that the country strategy addresses the needs of intended beneficiaries.

## **PROJECT DESIGN**

Once a country identifies disability as a priority in its country programming strategy, project interventions on disability can be initiated. What is essential is that projects are targeted at improving the quality of life and citizenship of persons with disabilities directed at leading to poverty reduction and income security for them, their families and their society. This is to be achieved through targeted programs that increase the opportunity for PARTICIPATION, that ensures disability is INCLUDED in sector policies and programs, that increases ACCESS to information, services, and a barrier-free environment, and that all activities are being designed and conducted to achieve the highest standard of QUALITY. The workshop participants formulated the following recommendations of initiatives as priority areas for development.

### **Participation**

- Develop human resources within the Government and ADB by assigning disability as a responsibility of individual(s) within the Government and ADB so that in-house expertise in disability is considered.
- Specifically for Governments, responsibilities should not just rest at national level but also at regional and local level.
- Specifically, ADB should consider hiring a Disability Advisor position like the World Bank.
- Recruiting actively people with disabilities in existing internship and recruitment programs.
- Inviting local DPOs to run seminars for Governments and ADB staff on disability issues relevant to their sector to share experiences and information on local and regional trends and developments.
- Promote the organization of a unified voice of persons with disabilities and a common language.
- Support DPOs :
  - Strengthen national and local DPOs by developing capacity building activities; for instance, international DPOs to work closer with national and local DPOs to support their activities.

- ADB and other donor agencies to develop mechanisms to support DPOs through grant funds so DPOs can continue their work for persons with disabilities. Specifically, in the case of ADB, to develop more Social Fund projects (social funds are loans to the Government to develop small demand-based activities at the local level on grant basis).

## **Inclusion**

- Incorporate awareness on disability issues into all Government's departments, ministries and development programs that develop infrastructure and services to which persons with disabilities have a right to access – disability is a cross-cutting issue (like Gender) that cannot be left to a single ministry but requires multi-sectoral collaboration. For example, in some countries, this takes the form of Interministerial Commissions, of focus groups hosted by the President's Office – DPOs should be included. For this, capacity building will be needed for staff of those line ministries and sectors.
- Including disability into ADB's operations in ADB's Poverty and Social Analysis, a mandatory analysis for all ADB Projects, and assist ADB staff and executing agencies by developing a handbook and checklist that provides the appropriate tools and terms of reference for consultants that ensures disability inclusion and participation in social assessments and missions.
- Capacity building of DPOs and other stakeholders to develop expertise and credibility for effectively managing programs and organizations that ensure mainstreaming is included in project design and implementation. Of importance, however, is that the management skills developed are those which facilitate the empowerment of persons with disabilities and other stakeholders in the creation, application, dissemination and evaluation of project in which participation is a core dimension of all activities.
- Special attention should be given to post-conflict countries, countries in distant locations (ie. Pacific countries), countries with limited financial resources and countries where DPOs may have lesser presence.

## **Access**

- Accessibility is a major priority for enhancing the quality of life of persons with disabilities.
- To work towards the establishing a common definition and set of standards for accessibility that takes into consideration not only physical barriers but also issues related to language (brail technology, sign language), hearing and cognitive disabilities to name a few.
- To ensure the enforcement of existing laws to provide an accessible environment.
- For countries to establish a common sign-language in order to increase communication among the population of persons who are blind.

- To incorporate into the education system for architects and others involved in making the environment accessible studies related to making the environment accessible for all persons with disabilities.
- To ensure that when presentations/workshops on issues related to making the environment accessible that there is cross-disability collaboration (i.e. the participation of the deaf, blind, and wheel chair users etc.)
- To provide training for governments on accessibility.
- To strengthen the capacity of self-help movements so that they can challenge governments to have responsibility to oversee and monitor government compliance on accessibility.
- Assist Governments, ADB and other donors/agencies to use and apply UN, ESCAP and other existing universal design and disability rights guidelines, materials and expertise in the region to advance the process of establishing an 'enabling environment' for persons with disabilities.
- Governments and ADB to increasingly make accessible to people with disabilities support services such as interpreters, readers, facilitators, etc. and Information Communication Technologies (ICT), prosthetic and orthotics and other aids.
- Capacity building of prosthetic and orthoses services and manufacturing agencies and technicians in order for a high quality cost-effective products are accessible.
- To include universal access as a criterion in rural, urban, social infrastructure and environmental assessments.
- To investigate conditionality on universal design for all infrastructure loans.
- Make the ADB an accessible environment for persons with disabilities by applying Universal Design principles to the structure and services of the ADB including targeting disabled persons in employment equity hiring policies.
- Design and implement projects in areas such as:
  - Education
    - primary
    - secondary
    - tertiary/university
    - technical education
    - inclusive education
  - Employment
    - private and public sector targeted employment opportunities
    - small business development and micro-enterprise
    - vocational rehabilitation programs
  - Social security
    - Disability insurance

- Disability benefits
- Health
- Prevention and public health
- Mainstreaming in primary health care
- Hospitals and Rehabilitation Centres
- Community services
  - Independent living
  - Community based rehabilitation
- Prosthetics and orthotics
- Urban and environmental planning, social infrastructure, architectural design
- Capacity building for persons with disabilities and other stakeholders
- Public awareness raising programs
- Accessible Information and Communication Technology
- Research

### **Quality**

- The identification of a series of disability indicators that can be applied for planning, implementing and evaluating disability specific and mainstreamed programs to ensure that governments and implementing agencies are working towards quality measures.
- Prioritizing research activities and applying results to mainstreaming with a particular interest in identifying unmet needs.
- The development of a national approach to the standardization of scope of practice of curriculum for the preparation of disability and sector based workers, professionals, and managers working in the disability field at the level of service, education, policy making and research.
- The credentialing of organizations and practitioners in the field of disability.
- Establish a network for the exchange of good practice among countries and agencies.
- To develop the capacity for facilitating better coordination of activities.
- The continued development of standards for implementing programs aimed at preventing the causes of disability.
- To ensure that effective mechanisms are established for the implementation of projects and activities at appropriate levels, particularly at the local level.
- To ensure that 'real-time' monitoring and evaluation are conducted and mechanisms for follow-up to ensure compliance.
- Further discussion and development of tools for ensuring that country programming and the projects designed and implemented are of good 'quality' (e.g. the development of a handbook and checklist for ADB staff and executing agencies).

- To develop the capacity of DPOs in:
  - Knowledge and participatory management skills,
  - Areas of professional development as 'experts' in disability programming and project design and also as professionals working 'in the system',
  - Strategies for educating others on human rights and promoting an enabling environment.
  - Compliance with ISO standards as a form of quality assurance.
  
- To develop the capacity of other stakeholders in:
  - Knowledge and participatory management skills,
  - Strategies for human rights and promoting an enabling environment
  - be more 'technically' effective as service providers, educators, researchers and policy makers working in the field of mainstreaming disability into scope of responsibilities and practice