



# NATIONAL DISABILITY-INCLUSIVE PLANNING GUIDELINES FOR UGANDA



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## FOREWORD

Disability inclusive planning plays a key role in promoting equity for the socio-economic development of a nation. To promote and ensure appropriate disability inclusive planning for the population as enshrined in Uganda's Vision 2040, the Government of Uganda has put emphasis on reducing inequalities through among other measures, equipping the Equal Opportunities Commission, to ensure that the certificate of gender and equity compliance is implemented as per the Public Finance Management (PFM) Act (2015). The National Planning Authority (NPA) has therefore developed these National Disability Inclusive Planning Guidelines to provide direction for planning, budgeting and monitoring of harmonised disability interventions in Uganda for Persons with Disabilities (PWDs).

While the second National Development Plan (NDP II) prioritised disability among the cross-cutting issues, implementation has still experienced many challenges, which require redress by application of these guidelines. Key among the challenges are: the complexity of understanding disability - due to multiple types and causes, limited awareness on the nature of effective interventions, etc. About 13 percent of the population has a disability. These are likely to face more risks and vulnerabilities along their life cycle, as well as face shocks that will affect their well-being.

The Government of Uganda now fully recognises disability as a cross-cutting issue, relevant to all sectors. Therefore, all sectors at national and local Government levels must address disability in their development plans.

In line with Part III, section 7(h) of the NPA Act, 2002, that Mandates the Authority to "ensure that all national plans are gender and disability sensitive", these guidelines have been prepared to facilitate inclusion of disability as a cross-cutting issue in Sector and Local Government plans. The guidelines respond to the need for comprehensive multi-sectoral guidance for those involved in planning at various levels. They complement the Local Government Development Planning Guidelines (LGDPG) and the Sector Development Planning Guidelines (SDPG) developed by the National Planning Authority in 2014 and 2015 respectively.

I therefore urge all those involved in development planning to make effective use of these guidelines to appropriately and effectively integrate disability into development programming.

It is my hope that these guidelines will go a long way towards facilitating effective disability inclusive planning to achieve Uganda's inclusive growth targets and objectives.

For God and My Country,



Kisamba Mugerwa  
**Chairperson, National Planning Authority**

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## ACRONYMS

<b>BCC</b>	Budget Call Circular
<b>BFP</b>	Budget Framework Paper
<b>CNDPF</b>	Comprehensive National Development Planning Framework
<b>CRPD</b>	Convention on the Rights of Persons with Disabilities (UN)
<b>DPO</b>	Disabled Persons' Organisation
<b>EOC</b>	Equal Opportunities Commission
<b>GoU</b>	Government of Uganda
<b>ICT</b>	Information and Communications Technology
<b>LG</b>	Local Government
<b>LGDP</b>	Local Government Development Plan
<b>LGDPG</b>	Local Government Development Planning Guidelines
<b>MDAs</b>	Ministries, Departments and Agencies
<b>MGLSD</b>	Ministry of Gender, Labour and Social Development
<b>MoES</b>	Ministry of Education and Sports
<b>MoFPED</b>	Ministry of Finance, Planning and Economic Development
<b>MP</b>	Member of Parliament
<b>NCD</b>	National Council for Disability
<b>NDP</b>	National Development Plan
<b>NPA</b>	National Planning Authority
<b>NUDIPU</b>	National Union of Disabled Persons of Uganda
<b>OAG</b>	Office of the Auditor General
<b>OPM</b>	Office of the Prime Minister
<b>PFM</b>	Public Finance Management
<b>SDG</b>	Sustainable Development Goal
<b>SDP</b>	Sector Development Plan
<b>SDPG</b>	Sector Development Planning Guidelines
<b>SNE</b>	Special Needs Education
<b>UBOS</b>	Uganda Bureau of Statistics
<b>UNICEF</b>	United Nations Children's Fund
<b>UNOHRHC</b>	United Nations Office of the Human Rights High Commissioner
<b>WHO</b>	World Health Organisation

## GLOSSARY

<b>Affirmative Action</b>	Any action taken in favour of groups marginalised on the basis of gender, age, disability or any other reasons created by history, tradition or custom - for the purpose of addressing imbalances which exist against them.
<b>Disability:</b>	A substantial functional limitation of daily life activities caused by physical, mental or sensory impairment and environmental barriers resulting in limited participation.
<b>Equity:</b>	Equity is defined in terms of two basic principles. The first is equal opportunities: that a person's life achievements should be determined primarily by his or her talents and efforts, rather than by pre-determined circumstances such as race, gender, social or family background. The second principle is the avoidance of deprivation in outcomes, particularly in health, education, and consumption levels (World Bank 2006).
<b>Disability Inclusive development:</b>	Requires that all stages of development processes are inclusive of and accessible to persons with disabilities. It requires that all persons be afforded equal access to services, employment opportunities, and human rights.
<b>Inclusion:</b>	The process of improving the ability, opportunity, and dignity of people, disadvantaged on the basis of their identity, to take part in society (World Bank, 2013).
<b>Inclusive education:</b>	Children learning together in the same classroom, using materials appropriate to their various needs, and participating in the same lessons and recreation.
<b>Mainstreaming</b>	A method of ensuring that persons with disabilities can participate on an equal basis in all services or activities intended for the general population, including education, health, employment, social services, and the full range of interventions provided by Uganda's sectors.
<b>Persons with Disabilities:</b>	Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.
<b>Progressive realisation:</b>	Measures undertaken by the Government to the maximum of its available resources; in close consultation with persons with disabilities through their representative organizations; and where needed, within the framework of international cooperation; to progressively remove barriers to full participation; and put in place enablers for full inclusion of persons with disabilities in the development and implementation of legislation, policies and services.
<b>Reasonable accommodation:</b>	Necessary and appropriate modification and adjustments in a procedure, service design and delivery, facility, or equipment, not imposing a disproportionate or undue burden, where needed in a particular case, to ensure that persons with disabilities have full participation and inclusion for full enjoyment or exercise on an equal basis with others, of all human rights and fundamental freedoms.



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- Rehabilitation:** A set of measures that assist individuals who experience, or are likely to experience, disability to achieve and maintain optimal functioning in interaction with their environments (WHO, 2011).
- Social exclusion:** Process by which individuals or groups of people are systematically denied access to rights, opportunities, and/or services - based on various axes e.g. age, gender, sexual orientation, geography, disability, etc.
- Twin track approach:** Recognises the need to mainstream disability in regular programmes, while in some instances, designing special programmes targeting people with disabilities.
- Universal design:** The design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. "Universal design" shall not exclude assistive devices for groups of persons with disabilities where this is needed.
- Washington Group set of questions** A set of questions designed to identify (in a census or survey format) people with a disability. The questions ask whether people have difficulty performing basic universal activities (walking, seeing, hearing, cognition, self-care and communication).

## HOW TO USE THIS GUIDE

This guide is divided into two parts:

Part A (Chapters 1 – 3) provides the context and guiding principles around disability-inclusive development. It addresses the reasons why disability is a cross-cutting development issue, Uganda’s policy, legal and institutional framework for disability inclusion in planning, and provides principles on how to include a disability perspective in mainstream development programs.

Chapter 1 is about the purpose of the guidelines, its users and how to use them.

Chapter 2 provides a situation of disability in the country, and prevailing challenges encountered by Ministries, Departments and Agencies, and Local Governments in effectively mainstreaming disability. It then concludes with the rationale for the disability-inclusive planning guidelines.

Chapter 3 lays out the policy, legal and institutional frameworks for planning and disability-inclusion. It covers the planning frameworks within which sector plans and local government plans are prepared.

Part B (Chapters 4 – 7) provides specific information and practical steps for mainstreaming disability into a range of program areas and sectors, for use by Ministries, Departments and Agencies, and Local Governments. It also lays out financing, and monitoring and evaluation arrangements.

The time-constrained reader, who already understands the disability context in Uganda can proceed to [Part B](#) of the document.

The development worker, who is looking for possible interventions to include in a particular sector can skip to [Annex 1](#), which provides a list of potential interventions per sector.

# PART A

## CHAPTER 1: PURPOSE OF THE GUIDELINES

### 1.1 Introduction

The Government of Uganda launched a long-term development vision - the Uganda Vision 2040, in 2013. It is an overall guide to development planning in the country at both National and Local Government Levels. Its theme is to have a “Transformed Ugandan society from a peasant to a modern and prosperous country within 30 years.” To achieve the envisaged transformation, the Vision requires careful development planning and commitment of both human and financial resources. At the Central Level, the responsibility of planning and budgeting is delegated to sectors/Ministries, Departments and Agencies (MDAs), while at the Local Government level the responsibility rests with the Local Government Councils.

The planning functions are based on guidelines issued by the National Planning Authority (NPA). The NPA has issued Sector Development Planning Guidelines (SDPG, 2015), and Local Government Planning Guidelines (LGDPG, 2014). In the second National Development Plan (NDP II) 2015/16 - 2019/20, the NPA recognized disability among 13 cross-cutting issues. The NPA has developed other guidelines to supplement guidance to MDAs and Local Governments on cross-cutting issues, which include: The Human Rights Planning Tool; The Nutrition Planning Guidelines; and the National Gender Planning Guidelines. However, there has been limited guidance for disability-inclusive planning.

These National Disability-Inclusive Guidelines have therefore been prepared to facilitate integration of disability as a cross-cutting issue in national, sectoral and local government plans. The guidelines complement the SDPG and the LGDPG, and are in accordance with Article 32 of the 1995 Constitution of the Republic of Uganda, which mandates the Government to address marginalisation of persons with disabilities.

These guidelines were developed through a participatory process that involved multiple stakeholders, including: MDAs, local governments, development partners, persons with disabilities, and Disabled Peoples Organisations (DPOs). The development of the guidelines was preceded by a situation analysis, a summary of which provided in [Chapter 2](#). Drafting of the guidelines considered the gaps in disability inclusion, international best practice, and alignment with national policy frameworks.

### 1.2 Purpose of the Guidelines

These guidelines are designed to support planning teams in sectors and local governments to identify, analyse, include, monitor, and evaluate disability issues as an integral part of their plans and budgets. Specifically, the guidelines are intended to meet the following objectives:

- i. To support sectors to determine and increase visibility of critical disability concerns in their respective sectors;

- ii. To provide a framework for a systematic and multi-sectoral approach for reviewing the impact of current policies and actions, and support evidence-based decisions on disability inclusive interventions.
- iii. To provide a coordinated framework for promoting inclusion, formulating appropriate outcomes and setting targets for disability-inclusion.
- iv. To enhance effective mobilisation and utilization of human, financial and logistical resources for disability inclusion across sectors and Local Governments.
- v. To support MDAs and Local Governments to formulate a clear monitoring and reporting framework to track performance of mainstream services in delivering outcomes for people with disability.

### **1.3 Scope of the Guidelines**

The guidelines do not provide details on the planning process, but offer guidance aligned to other planning guidelines such as: 1) The Comprehensive National Development Planning Framework (CNDPF) (2009); 2) The Sector Development Planning Guidelines (SDPG) (2015); and 3) The Local Government Development Planning Guidelines (2014).

### **1.4 Users of the Guidelines**

These guidelines are intended for use by the following key stakeholders:

At national level and decentralised levels:

- i. Planning teams in all sectors/MDAs – including chief accounting officers, planners, statisticians, staff of technical departments, policy analysts who are critical in diagnosis of the disability issues, prioritization and budgeting for relevant themes in the various sectors or sub-sectors.
- ii. Planning teams in Local Governments, including city authorities, districts, sub-counties, municipalities, divisions, and town councils;
- iii. Sector Working Groups and their technical working committees
- iv. Development Partners, UN Agencies, and Civil Society Organizations (CSOs) that work on disability or wish to mainstream disability in various sectors of their work.
- v. Consultants/facilitators who may be engaged to support sectors in the development of sector development plans.
- vi. Private sector

### **1.5 How to Use these Guidelines**

These guidelines are meant to be used along with planning procedures already defined by the CNDPF (2009), SDPG (2015), and LGDPG (2014), as well as other relevant planning frameworks in the country. Users are encouraged to utilize these guidelines at key opportunities in the planning cycle defined by the above frameworks.

Users can use these guidelines during the development of the National Development Plan; 5-year planning; strategic planning; annual planning; and other short-term planning processes such as preparation of Ministerial Policy Statements.

The guidelines include a list of potential disability interventions, and indicators ([Annex 1](#)) that sectors and local governments may include in their plans. The list is not intended to prescribe the specific interventions and activities that sectors/local government must plan for. Each sector and local government is encouraged to customize its disability plan to its context, after conducting a disability-situation analysis.

## CHAPTER 2: BACKGROUND

### 1.1 Overview of the Disability Situation in Uganda

#### What is disability?

For purposes of these guidelines, the definition provided by the Persons with Disabilities Act (2006) will be adopted. The Act defines disability as “a substantial functional limitation of daily life activities caused by physical, mental or sensory impairment and environmental barriers resulting in limited participation.” The types of disability include those arising from an interaction between social, environmental and physical factors with impairments such as: mobility impairment, hearing impairment, visual impairment, deaf-blindness, mental illness, albinism, and little persons.

#### What is the nature and magnitude of disability in Uganda?

The National Population and Housing Census of 2014 (UBOS, 2016) estimates a disability prevalence rate of 13.6% among the population aged five years and above. The census estimates that the highest forms of disability are: difficulty seeing (6.5% of the population), difficulty remembering (5.4%); difficulty walking (4.5%); and difficulty hearing (3.1%).<sup>1</sup> Disability statistics from the 2014 Uganda population census (UBOS, 2014) reveal the following patterns among others:

***Invisible un-counted people with disabilities are more likely to experience further social exclusion:*** Persons with disabilities have diverse personal characteristics - with differences in gender, age, socio-economic status, ethnicity, or cultural heritage. The 2014 Uganda census (UBOS, 2014) nonetheless estimates that the highest forms of disability are: difficulty seeing, difficulty remembering; difficulty walking; and difficulty hearing. The census used only four of six Washington Group Set of Questions (difficulty walking, seeing, hearing, and cognition). Estimates of disability in Uganda however need to include other forms of disability - e.g. difficulties in communicating and self-care (Washington Group questions), in addition to mental health-related disabilities, and other unique challenges faced by categories such as albinos, and little people, who identify as part of the population with disabilities in Uganda. Planners should ensure that interventions reach all groups of persons with disabilities, and not only those that are easy to enumerate and to target.

***There is an interaction between gender and disability:*** The 2014 census (UBOS, 2014) estimates that the prevalence of disability is higher among women (14.5% of the population) than men (10% of the population). While disability correlates with marginalisation, not all people with disabilities are marginalised in the same way. Women with disabilities experience the combined disadvantages associated with gender, and disability – such as sexual and gender-based violence, limited access to education

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<sup>1</sup> Further analysis of the disability data from the census is required for accuracy and better planning.

opportunities, limited productive economic opportunities, lower incomes and poverty, etc. The UN CRPD recognises that women and girls with disabilities are subject to multiple discrimination; and implores state parties to take measures to ensure the full and equal enjoyment by them, of all human rights and fundamental freedoms. It will therefore be imperative for planners to maintain gender equality as a principle in ensuring disability-inclusion.

***The experience and development challenges of disability vary through the lifecycle:*** People with disabilities face varying challenges throughout the life cycle. According to the State of Equal Opportunities Report (EOC, 2017), the prevalence of disability among children with disabilities (17 years and below) is 2.9%, youth with disabilities (18-30 years) is 2%, adults living with disabilities (31-64) is 5.5%, whereas older persons with disabilities (65 years and above) constitute 2.1% of the population. Evidence indicates extremely low enrolment and completion of primary and secondary schools by children with disabilities. Only about 9% of children with disabilities - of school-going age attend primary school, compared with a National average of 92%, and only 6% of them continue to secondary school (national average: 25%) (UNICEF, 2014). This causes subsequent challenges for them in joining the labour market, limits their incomes, and escalates poverty in later years. Conversely, the World Development Report (World Bank & WHO, 2011) suggests that the number of people with disabilities is growing as populations are ageing, and older people have a higher risk of disability. This therefore underscores the need for planners to ensure that interventions include a response to the disability challenges across the life-cycle.

***Disability and urban poverty need closer attention:*** The 2014 census estimates that the prevalence of disability is higher in urban areas (15%) compared to rural areas (12%) (UBOS, 2014). A sizable proportion of people with disabilities in urban areas are also more likely to be poor. This highlights the need to understand the nature of poverty and social exclusion of persons with disabilities in urban areas, to complement the current focus on rural areas. Urban poverty is characterised by inadequate and often unstable income due to limited wage employment opportunities for the urban poor, inadequate and unstable asset bases; and a general lack of safety nets for the urban poor. Urban poverty is also characterised by soaring prices of necessities such as food, shelter, water and transportation; inadequate provision of accessible public infrastructure such as roads, piped water and electricity. These conditions are more likely to be worse for persons with disabilities.

***Disability comes along with multidimensional exclusion:*** Multidimensional exclusion refers to exclusion across more than one domain or dimension of disadvantage, resulting in severe negative consequences for quality of life, well-being and future life chances. The UN CRPD provides the most comprehensive framework for analysis of possible exclusion of persons with disabilities. These barriers exist in access to social services (e.g. education, health, social protection, etc.), economic opportunities, as well as political participation. The access of disabled people to school and the continuation of their studies is often difficult, jeopardising their integration into the labour market. Disability is also associated with reduced labour capacity of individuals, and sometimes reduces the resilience of households. People with disabilities are also likely to experience further exclusion on the basis of age, sex, ethnicity, etc.

## 1.2 Challenges in Disability-Inclusion by MDAs and Local Governments

Despite the above challenges, interventions by MDAs and Local Governments have not been comprehensive. The following key shortcomings exist:

***There is a perception of insufficient disability data for effective planning:*** MDAs and Local Governments decry the shortage of disability data to provide the evidence needed for planning. The general absence of data and statistics on disability is considered responsible for its reduced significance in programming and resource allocation. There has been limited effort by MDAs and Local Governments to further analyse the 2014 national census data into formats that are usable by respective MDAs. In addition, most MDAs hardly disaggregate their routine monitoring data by disability. The national disability-planning guidelines will therefore implore MDAs and districts to use current data for planning.

***There is limited attention to disability mainstreaming by MDAs:*** Despite the requirement by the Public Finance Management Act (2015), for MDAs to demonstrate effective inclusion of gender and equity, gaps in disability mainstreaming persist. According to the EOC, assessment of MDAs for compliance to gender and equity is weighted in such a manner that gender accounts for 40% of the total score, and disability of all categories, geography (ethnic minorities and hard to reach/live locations), and age (children, youth and the elderly) account for 20% each. However, sectors mostly score relatively higher in gender mainstreaming and less on the other parameters. The EOC therefore is proposing to adjust the scoring procedure to ensure that all parameters are effectively considered in the final score of the MDAs. MDAs currently have inadequate expertise to effectively include disability in their plans and budgets.

***Financial and human resources are not adequately aligned to meet the disability challenge:*** Related to the above, MDAs and Local Governments consider mainstreaming some cross-cutting issues as a costly venture for which they lack funding and skills. Most local government programs follow ring-fenced (conditional) central government priority areas for resource allocation. In some of the guidelines for planning for the conditional grants, mainstreaming of cross-cutting issues such as disability is a requirement. However, the quality of mainstreaming of disability in the programmes is low, and most interventions exclude people with disabilities.

***Multi-sectoral coordination for disability and development is weak:*** Inter-MDA coordination of the response to disability is fragmented and leads to duplication and in some cases, a lack of clarity on which MDA is responsible for what. In addition, some structures for monitoring disability-inclusion, e.g. the District Disability Councils are non-functional. Although the MGLSD is the parent ministry for disability and social inclusion, disability-inclusion should be multi-sectoral – to effectively realise the provisions of the Constitution of Uganda, as well as the CRPD, to which Uganda is a signatory.

***Disability situation analysis in development plans is not matched with effective interventions:*** Most sectoral and Local Government plans highlight disability in their situation analysis, but interventions are of limited scope. In most Local Government budgets, activities are limited to the disability grant, and celebration of the International



Day for Disabled Persons. This misses the compendium of interventions, which have the potential to transform the lives of persons with disabilities.

### **1.3 Rationale for the Disability-Inclusive Planning Guidelines**

Despite the widely acknowledged interconnection between disability and poverty, the existence of planning frameworks, and the general recognition of the need to mainstream disability in development interventions in Uganda, efforts have not been well integrated. Effective mainstreaming of disability in all sectors will:

- i. Promote the progressive realisation of the rights of people with disabilities, and achievement of equality. This cannot be achieved by a single sector, but rather through a coordinated multisectoral approach.
- ii. Re-focus efforts aimed at poverty reduction for people with disabilities.
- iii. Ensure that people with disabilities benefit from; and participate in Uganda's growth and development.
- iv. Strengthen the inclusion and the full participation of people with disabilities and their organisations in planning.

## CHAPTER 3:

### LEGAL, POLICY AND INSTITUTIONAL FRAMEWORKS UNDERPINNING DISABILITY-INCLUSION IN PLANNING

#### 3.1 The Legal and Policy Framework for disability inclusion

The key legal and policy instruments to date include the following national and institutional instruments:

##### **The National Context Underpinning Disability-Inclusion in Uganda**

***The Constitution of the Republic of Uganda (1995)***: This is the supreme national instrument providing for the rights of persons with disabilities in Uganda. The following are some of the sections/articles of the Constitution, which make the case for promotion of the rights of persons with disabilities:

- Objective vi: The State shall ensure gender balance and fair representation of marginalised groups on all constitutional and other bodies;
- Objective xvi: The State and society shall recognise the rights of persons with disabilities to respect and human dignity;
- Objective xxiv: The state shall promote the development of sign language for the deaf;
- Article 21(1): All persons are equal before and under the law in all spheres of political, economic and social and cultural life and in every other respect and shall enjoy equal protection of the law;
- Article 21(2): A person shall not be discriminated against on the basis of sex, race, colour, ethnic origin, tribe, birth, creed or religion or social economic standing, political opinion or disability;
- Article 32(1): The state shall take affirmative action in favour of groups marginalised on the basis of gender, age, disability or any other reasons created by history, tradition or custom for the purpose of addressing imbalances which exist against them.
- Article 35 (1): Persons with disabilities have a right to respect and human dignity and the state and society shall take appropriate measures to ensure they realize their full mental and physical potential;
- Article 35(2) Parliament shall enact laws appropriate for the protection of Persons with Disabilities.

***Persons with Disabilities Act (2006)***: This Act is the main disability-specific law of Uganda. It emphasises that the government shall take affirmative action in favour of persons with disabilities for redressing imbalances which exist against them.

***The National Policy on Disability (2006)***: This policy contributes to the improvement of the quality of life of people with disabilities through expanding the scope of interventions

provided for by the Constitution, and the Persons with Disabilities Act. The policy requires persons with disabilities themselves to participate in designing, managing, monitoring and evaluating initiatives that are meant to improve their well-being. It notes that disability issues transcend all sectors. The policy is under revision.

Other relevant legislation includes: The National Council for Disability Act, 2003; The Equal Opportunities Commission Act, 2007; and The Public Finance Management Act, 2015.

### **The International Policy/Legal Context Underpinning Disability-Inclusion in Uganda**

***The UN Convention on the Rights of Persons with Disabilities:*** Uganda ratified the UN CRPD and its Optional Protocol on 25<sup>th</sup> September 2008 without reservations. By so-doing, Uganda committed to accord the same rights to persons with disabilities as all other citizens. The Convention is intended to protect the rights and dignity of persons with disabilities. Parties to the Convention are required to promote, protect, and ensure the full enjoyment of human rights by persons with disabilities. The CRPD articles/rights are multi-sectoral; and underscore the fact that inclusion of persons with disabilities must be done across all Uganda's 16 sectors, and by all its local governments. The CRPD can be accessed from <http://www.un.org/disabilities/documents/convention/convoptprot-e.pdf>.

***The Sustainable Development Goals:*** Uganda's development framework is gradually being aligned to the SDG framework, which is already shaping policies that are under revision or design; and will inform the third and subsequent National Development Plans. Disability is inherent in the SDG principle of "leave no one behind," and is referenced in various parts of the SDGs - specifically related to education, growth and employment, inequality, accessibility of human settlements, as well as data collection and monitoring of the SDGs. [Annex 1](#) provides a list of possible SDG-related disability outcome indicators for MDAs and Local Governments to consider in planning.

### **3.2 The Institutional Framework Underpinning Disability-Inclusion in Uganda**

The following structures are supposed to work in synergy to ensure effective mainstreaming of disability:

**The Parliament:** Article 35(2) of the Constitution of Uganda (1995) stipulates that "Parliament shall enact laws appropriate for the protection of Persons with Disabilities." The Parliament will therefore continue to consider legislation that promotes the rights of persons with disabilities.

#### **The Executive**

***The Ministry of Gender, Labour and Social Development:*** Disability is the overall responsibility of the Department of Disability and Older Persons under the Ministry of Gender, Labour and Social Development (MGLSD), headed by a Commissioner, under the political supervision of a State Minister. Under the same ministry, disability is categorised under social protection, which is a fully-fledged directorate addressing the development concerns of all other vulnerable and marginalised groups. The Ministry provides policy guidance and coordination to facilitate efficient and effective programming and resource utilization towards effective service delivery. The Ministry also has semi-autonomous bodies

directly responsible for disability issues, and these include: The National Council for Disability; The Equal Opportunities Commission; Community Development Departments of Local Government. In addition, the Ministry delivers its mandate through other line ministries, which are required to mainstream disability into their plans.

***The National Council for Disability:*** This is a semi-autonomous institution under the MGLSD, whose functions, among others include to:

Act as a body at national level through which the needs, concerns and abilities of persons with disabilities can be communicated to the government.

Monitor and evaluate the extent to which government, NGOs, and the private sector include and meet the needs of persons with disabilities in their planning and service delivery.

Act as a coordinating body between Government departments and other service providers and persons with disabilities.

The Council is supposed to have structures at all higher and lower local government levels (District, City, City Division, Municipal, Municipal Division and Sub-county Disability Councils). However, these will need to be made functional in all local governments, to perform their roles.

***The National Planning Authority:*** The NPA is responsible for planning and ensuring the disability (and other cross-cutting issues) is included in national, sectoral and local government plans.

***Other MDAs:*** All MDAs are responsible for mainstreaming of disability in their activities. Some MDAs have created departments to respond directly to disability issues. The MGLSD has recommended that each MDA recruits or appoints a disability-focal person.

***Local Governments:*** Local Governments are responsible for planning, implementing and monitoring the inclusion of disability and other cross cutting issues. Disability issues are mostly handled under the Directorate for Community Development.

### **The Judiciary**

***Uganda Human Rights Commission:*** Uganda Human Rights Commission in 2004 established a Vulnerable Persons' Unit to address issues raised by vulnerable groups – including people with disabilities. The issues raised by people with disabilities to the commission to date are mainly related to education, transport, employment and access to basic services.

***The Equal Opportunities Commission:*** The functions of the Commission are to monitor, evaluate and ensure that policies, laws, plans, programs, activities, practices, traditions, cultures, usages and customs of - (a) organs of state at all levels; (b) statutory bodies and agencies; (c) public bodies and authorities; (d) private businesses and enterprises; (e) non-governmental organizations, and (f) social and cultural communities, are compliant with equal opportunities and affirmative action in favour of groups marginalized on the basis of sex, race, colour, ethnic origin, tribe, creed, religion, social or economic standing, political opinion, disability, gender, age or any other reason created by history, tradition or custom.

### 3.3 Overview of the Planning Framework and Key Entry Points for Inclusion of Disability

Uganda’s current planning framework is defined by the Comprehensive National Development Planning Framework (CNDPF, 2009). The CNDPF provides a holistic approach to long-term planning in Uganda. It describes the process through which plans produced by sector and decentralized local planning systems, would be integrated into National Plans in synchronized time horizons. It also outlines roles and responsibilities of the actors, the planning horizons, cycles and deliverables at the various levels of national development planning process.

The CNDPF adopted vision-based planning. As such, National Development Planning is guided by the 30-year National Vision (Uganda Vision 2040), which articulates long-term aspirations. This is followed by the ten-year Medium Term National Development Plan, meant to actualise the Vision; and the five-year National and Sector Development plans, which operationalise the ten-year National Development Plan and Vision 2040. Local Governments are also required to prepare five-year development plans – aligned to the five-year NDP, as well as annual plans and budgets.

The CNDPF emphasises that, planning will be coordinated at two levels: national and local government levels, which shall be preceded by the development of the National Development Plan. It requires that the process of planning shall be participatory, comprehensive and inclusive in terms of representation and content. The process of planning envisaged under this framework, therefore, is a mix of top-down and bottom-up approach. The top-down and bottom-up approach will ensure integration of development concerns at sector and local government levels into the overall national development programmes and consistent with national policies.

#### 3.3.1 Opportunities for Disability-Inclusion in National and Sectoral Planning

[Table 1](#) lays out the national planning and institutional frameworks, and the possible entry-points for disability-inclusion.

**Table 1: The National Planning Framework, and Entry Points for Disability-Inclusion**

Framework	Current Provisions on Disability	Entry points for Disability-Inclusion by Planning Teams
Vision 2040 (2010 – 2040)	<ul style="list-style-type: none"> <li>• Human Rights Based approach.</li> <li>• Support for vulnerable groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Include disability through subsequent National Development Plans as elaborated below.</li> </ul>
Ten-Year National Development Plan	<ul style="list-style-type: none"> <li>• Development of the plan for the first decade of the Vision 2040 was overtaken by the urgent need to develop the first five-year NDP and subsequently, the second one. NPA is now developing a ten-year NDP, which will inform the</li> </ul>	<ul style="list-style-type: none"> <li>• Since designing of the plan is in its initial stages, there is an opportunity to ensure disability-inclusion, beyond what is currently reflected in Vision 2040 and NDP II. <a href="#">Chapter 4</a> provides guidance on how to integrate disability</li> </ul>

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Framework	Current Provisions on Disability	Entry points for Disability-Inclusion by Planning Teams
<p>Five-Year National Development Plan. There will be six NDPs, to cover the 30-year duration of Vision 2040. GoU is currently operating under NDP II.</p>	<p>development of NDP III and IV.</p> <p>The NDP II commits to the following:</p> <ul style="list-style-type: none"> <li>• By 2020, empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</li> <li>• Design implement and follow up the integration of human rights and disability responsive policies (in the health sector).</li> <li>• To build and upgrade education facilities that are child, disability and gender sensitive, and provide safe, non-violent, inclusive and effective learning environments for all.</li> <li>• Most targets are phrased as “for all”, which could by inference mean, targets will reach persons with disabilities as well. However, in the absence of quotas, there is a risk of exclusion from these generic targets.</li> </ul>	<p>at this overarching level.</p> <ul style="list-style-type: none"> <li>• Disability-inclusion will be one of the parameters during the midterm evaluation of NDP II.</li> <li>• Where targets are defined as “for all”, consider defining specific targets for persons with disabilities.</li> <li>• Ensure that lessons on disability-inclusion in NDP II inform the design of NDP III, while promoting a more disability-inclusive approach (with guidance described in <a href="#">Chapter 4</a>), than is currently provided for in NDP II.</li> </ul>
<p>Five-Year Sector Development Plan (SDP)</p>	<ul style="list-style-type: none"> <li>• Some, but not all sectors list disability as one of the cross-cutting issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure that monitoring frameworks by OPM and NPA track commitments made by SDPs on disability-inclusion.</li> <li>• Where sectors have not included disability in their SDPs, either consider amending them, including disability during their midterm review, or including disability in annual plans, pending the design of new SDPs to align with the upcoming NDP III. Guidance is provided in <a href="#">Chapter 5</a>.</li> <li>• Ensure that emphasis is not on interventions that reach large numbers of people, or</li> </ul>

Framework	Current Provisions on Disability	Entry points for Disability-Inclusion by Planning Teams
		that contribute to economic growth alone, but that are aligned to the principle of “leave no one behind” and are compliant with human rights obligations and non-discrimination.
Annual Budget Framework Papers (BFPs) and Ministerial Policy Statements	<ul style="list-style-type: none"> <li>Some BFPs and annual Policy Statements include disability (gender and other equity issues), in compliance with the requirements by the PFM Act.</li> </ul>	<ul style="list-style-type: none"> <li>Annual BFPs and Policy Statements will include an update on performance on disability inclusion, and budget proposals for disability-inclusive activities.</li> </ul>

### 3.3.2 Opportunities for Inclusion of Disability in Local Government Planning

At Local Government level, the Local Government Act places the primary responsibilities for development planning to the Higher Local Governments (HLGs) and Lower Local Governments (LLGs). The Local Government Act requires the local government planning process to be a participatory one. The needs and aspirations of the people are supposed to determine how government institutions allocate and use public resources for development and service delivery. [Table 2](#) describes the Local Government Planning Framework and possible entry-points for disability inclusion. Detailed guidance is subsequently provided in [Chapter 6](#).

**Table 2: The Local Government Planning Framework - Entry Points for Disability-Inclusion**

Framework	Current Provisions on Disability	Entry points for Disability-Inclusion by Planning Teams
Five-Year District Local Government Development Plans	<ul style="list-style-type: none"> <li>Disability is analysed under the community development departments’ section of the development plans.</li> </ul>	<ul style="list-style-type: none"> <li>The five-year plans are supposed to be refreshed annually. This offers an opportunity for updating the plans to have a better disability situation analysis, matched with interventions that have the most potential to improve development outcomes for persons with disabilities.</li> <li>In line with the PFM Act, disability should be mainstreamed in the Local Government BFP.</li> <li>The planning process is</li> </ul>
Five-Year Sub County Local Government Development Plans	<ul style="list-style-type: none"> <li>Most include disability in their situation analysis - of the most vulnerable population groups.</li> </ul>	
Annual District Plans and Budgets	<ul style="list-style-type: none"> <li>Most include a budget for celebrating international day for disabled persons.</li> </ul>	
Annual Sub County Plans and Budgets	<ul style="list-style-type: none"> <li>However, most are devoid of tangible interventions that could improve development outcomes for persons with disabilities.</li> </ul>	

		<p>required to be consultative, and this provides an avenue for persons with disabilities, and DPOs to participate, highlighting disability-inclusive priorities for inclusion in plans.</p>
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### 3.4 Key Principles for Disability-Inclusion in National and Local Government Planning

1. **Awareness** of disability and its implications is a crucial first step in development programs becoming inclusive. MDAs and Local Governments shall work with the NCD, DPOs and the MGLSD to improve their own understanding of disability, and cascade that awareness to the communities they work with.
2. **Participation** of people with disabilities and DPOs will be promoted, to ensure effective interventions, genuine empowerment, and community change.
3. **Comprehensive accessibility** of all services and facilities will ensure that physical, communication, policy and attitudinal barriers encountered by people with disabilities are both identified and addressed.
4. **A twin-track approach** to identify specific actions for people with disabilities will be promoted. While disability mainstreaming into all sectoral and Local Government programmes will be crucial; in some unique circumstances, special programmes will be established for people with disabilities.
5. **Evidence-based planning** will be promoted to ensure that planners use context-specific, verifiable data or newly emerging evidence for decision-making.
6. **Human rights-based** approaches will be promoted, to ensure that disability planning is underpinned by the recognition of the human rights of persons with disabilities, as particularly defined by the UN Convention on the Rights of Persons with Disabilities.
7. **Gender equality** in disability-inclusive planning will be promoted, to address barriers with a differential impact on poverty and development for women, men, girls, and boys with disabilities.
8. **Harmonization** with national policies and planning frameworks shall be espoused by all planning teams.
9. **Accountability** will be enhanced, through stakeholder involvement, monitoring and evaluation, information sharing, appropriate use of evidence, and ensuring value for money.
10. **Multi-sectoral collaboration** will be applied, to ensure a holistic process that incorporates plans and interventions from all stakeholders involved in disability programming.



11. **Reasonable accommodation** will always be applied, to provide necessary adjustments in procedures, service design and delivery, facilities, or equipment, to ensure that persons with disabilities have full participation and inclusion.
12. **Affirmative action** will be promoted by all sectors, to equalise opportunities for people with disabilities.

Additional guidance is provided in the Sectoral Development Planning Guidelines, and Local Government Development Planning Guidelines, on key considerations for integrating cross-cutting issues in development plans.

## PART B

### CHAPTER 4:

## CONSIDERATIONS FOR DISABILITY-INCLUSIVE PLANNING AT NATIONAL LEVEL

### 4.1 Introduction

Planning at the national level entails the determination of national priorities, integration of local government and sector plans, and production of the national development plans. The NPA is responsible for the overall coordination of development planning at the national level as provided for in the NPA Act 15, 2002.

### 4.2 How to Include Disability in the National Development Plan

Prioritising disability-inclusion in the NDP is an important determinant of the extent to which MDAs and Local Governments will in turn prioritise it. Including disability in the NDP shall follow the overall guidance for national planning, provided in the Comprehensive National Development Planning Framework (2009). Disability-inclusion shall be integral to the development plan, and shall not be only reserved to the section on “cross-cutting” issues. Disability shall be included in the situational analysis, strategic direction, implementation mechanisms, M&E mechanisms, etc.

The following key disability considerations will however be followed.

1. **Disability-inclusion in the planning call circular:** The planning process begins with the issuance of the Call Circular to all ministries, departments, statutory authorities and local governments by NPA. The purpose of the call circular is to inform the stakeholders of the preparation of the 10-year or five-year development plans; and invite them to submit development plans and budgets for their respective areas of jurisdiction. The circular is required to present general guidelines for plan preparation, the macroeconomic perspective, sector development thrusts, proposed development allocation by district and sector, schedule for submission of proposals and the criteria for resource allocation between projects and programmes. The NPA will refer to integration of cross cutting issues, including disability in submissions by MDAs and Local Governments.
2. **Disability-inclusion in the determination of national priorities:** While setting national priorities, the NPA shall include disability from a two-pronged perspective: a) How persons with disabilities can contribute to growth, and b) How persons with disabilities can benefit from growth. This may require NPA to integrate/commission an analysis/modelling of the potential impact of disability (and other cross-cutting issues) on GDP and other macroeconomic indicators. This will include an analysis of GDP lost

due to disability. This analysis should be integrated in the forecasting of proposed long-term growth scenarios. Priorities shall include development-oriented disability policies and strategies that seek to reduce the economic costs of disability e.g. reducing unemployment and increasing labour force participation of people with disabilities, etc. Notwithstanding the economic impact of disability on development, the NPA shall require that disability is included in national priorities, from a human rights perspective, to ensure that no one is left behind.

Sectors shall include a disability perspective in setting and describing their priorities, to ensure that people with disabilities are not excluded. Guidance on how to set disability-inclusive sectoral priorities is provided in [Section 5.2.2](#) of these guidelines.

- 3. Disability-inclusion in the consultation process:** Planning will be participatory and the planning process highly consultative to ensure that the final outputs reflect consensus by the key stakeholders. The consultations will be carried out at macro, sectoral and local government levels. These consultations will involve various stakeholders including private sector, civil society, development partners and the general public. DPOs shall be invited as part of civil society, to participate in the national development planning process. They shall be invited to Sector Working Groups; and contribute to the preparation of thematic papers for submission to NPA.

## CHAPTER 5:

### HOW TO UNDERTAKE DISABILITY-INCLUSIVE PLANNING AT SECTOR LEVEL

#### 5.1 Introduction

The full range of rights of persons with disabilities, elaborated in the UN CRPD emphasises the need to include disability in plans of all sectors across the board. The Sector Development Planning Guidelines issued by the NPA prescribe procedures for developing sectoral plans. The following key planning outputs are expected from each sector: 1) Five-Year Sector Development Plans; and 2) Annual Policy Statements. This section of the guidelines therefore provides guidance on how to include disability in the various stages of the planning process at the sector level. Disability-inclusive planning shall be the responsibility of the entire sector, not just the responsibility of disability desks/sub-sectors within it.

#### 5.2 How to Include Disability in Developing Five-year Sector Development Plans

MDAs are required to prepare their respective SDPs, which are consistent with the long term national development goals and objectives. The SDPs provide the strategic direction of the sectors over their plan period, which should be consistent with the time frame and horizon of NDP's five years. The SDPs further ensure that the sectors can fulfil the sector roles defined in the National Development Plans. The SDPs shall spell out the interventions, including detailed inputs and target indicators, to achieve each objective identified in the sector. Plans shall be prepared by and through the institutional structures defined in the SDP guidelines

##### 5.2.1 Stakeholder Consultation in Developing Sector Development Plans

Consultations on disability-inclusion shall be integrated in procedures set out in the SDP Planning Guidelines. At sector level Ministries shall make adequate consultations with relevant stakeholders including Local Governments, semi-autonomous institutions, the private sector and civil society organizations during the production of technical papers for submission to the Sector Technical Working Groups for drafting SDPs. Technical papers shall, to the extent possible highlight disability-inclusion. Ministries shall also consult development partners to identify possible areas of support that can be solicited from them.

##### 5.2.2 Phases in Developing a Sector Development Plan and How to Include Disability

There are eight distinct phases of developing a sector development plan. These are elaborated in [Table 3](#), along with disability considerations for each phase:

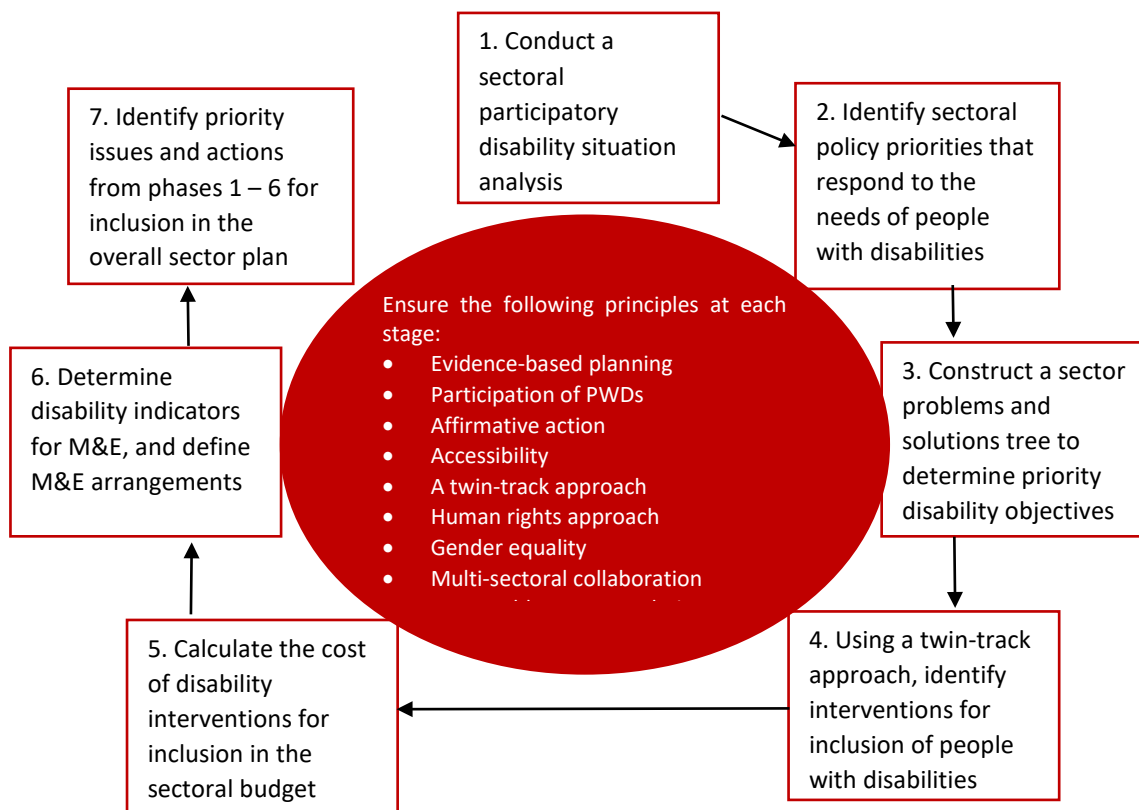
**Table 3: Disability Considerations at Each Phase of Developing a Sector Development Plan**

Phases in developing the SDP	Disability considerations in the process
1. Sector diagnosis	<p>a) Commission a participatory sector disability situation analysis/diagnostic which includes the following:</p> <ul style="list-style-type: none"> <li>• Disability demographics/statistics and qualitative data in relation to the sector.</li> <li>• Vulnerability analysis of risk factors (e.g. adverse policy impacts, economic, environmental, technological, social, life cycle and spatial risks); intersectional considerations, e.g. gender &amp; disability, ethnicity &amp; disability, age &amp; disability, etc. faced by people with disabilities within the sector</li> <li>• Existing sector policies, and management capacities for addressing challenges faced by persons with disabilities in accessing the services of/participating in processes within the sector’s mandate.</li> <li>• How the sector has performed (technically and financially) regarding addressing disability, with a view to identifying the sector’s strengths and weaknesses.</li> <li>• Identify the sector’s key disability indicators and provide a performance update.</li> </ul> <p>b) Integrate analysis from the disability diagnostic into the final sector diagnosis report.</p>
2. Policy formulation	<p>c) As part of the sector disability diagnosis in phase 1, identify policy priorities and goals for addressing the challenges by people with disabilities in the sector. The policy formulation should be based on a review of existing policies as well as the results of the sector diagnosis.</p> <p>d) Identify the international commitments made by the government in relation to disability in the sector (e.g. the UN CRPD, SDGs, etc) and national policies.</p> <p>e) Integrate the disability-responsive policy priorities into the final sector policy priorities.</p>
3. Selection of objectives and priority areas	<p>f) Co-opt DPO representatives into the sector TWG, and through a participatory process involving DPOs, construct a disability “problem tree” to organise the cause-effect relationship of the problems faced by people with disabilities in the sector.</p> <p>g) Transform it into an “objectives tree” to derive the sector’s vision, goals, objectives and outputs for responding to disability.</p> <p>h) Prioritise the key objectives for inclusion in the sector’s final list of objectives/priority areas – taking into account Uganda’s obligations under the CRPD and other commitments.</p>
4. Design of priority programmes	<p>i) Adopt a twin-track approach to inclusion of disability by:</p> <ul style="list-style-type: none"> <li>• Mainstreaming disability - Ensure that the sector’s priority programmes have special targets/quotas for people with</li> </ul>

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Phases in developing the SDP	Disability considerations in the process
	<p>disabilities to benefit.</p> <ul style="list-style-type: none"> <li>• Setting up special programmes for persons with disabilities, to complement mainstreaming.</li> </ul> <p>j) Consider the list of possible programmes in <a href="#">Annex 1</a> among others, for possible interventions to respond to challenges faced by persons with disabilities in the sector.</p> <p>k) Select disability-inclusive programme indicators for inclusion in the log frame (See <a href="#">Annex 1</a> for possible indicators).</p>
5. Preparation of cost and financing framework	<p>l) Provide cost estimates for disability-inclusion.</p> <p>m) Budgets should meet the gender and equity requirements of the PFM Act, and assessment criteria established by the EOC.</p>
6. Design of monitoring system	<p>n) Integrate disability monitoring into the M&amp;E procedures and structures of the sectors</p> <p>o) Include disability in the sector monitoring procedures i.e.:</p> <ul style="list-style-type: none"> <li>• Include disability targets and activities in the Annual Operational Plan and Budget.</li> <li>• Track disability-inclusion through routine monitoring within implementing departments.</li> <li>• Produce short periodic reports on the status of disability-inclusion, for review by the Sector’s Strategic Monitoring Committee.</li> <li>• Include disability updates in the annual sector review with stakeholders.</li> <li>• Report on disability-inclusion in midterm reviews, end term reviews, and evaluations.</li> </ul> <p>p) Either have a specific disability indicator as one of the Key Performance Indicators (KPIs), or integrate it into a KPI with other cross cutting issues.</p>
7. Writing up of the draft plan	<p>q) Ensure that the analysis from previous phases is included in the final plan. Avoid “policy evaporation.”</p>
8. Revision of draft and official plan approval	<p>r) The NPA, MoFPED, Development Partners and other reviewers of the draft plan shall provide feedback on how the sector has included disability, and comments on how to strengthen disability-inclusion in the sector plan.</p>

**Figure 1: An overview of the disability inclusive planning at sectoral level<sup>2</sup>**



Below is further guidance on the key disability considerations:

***How to include disability in sector diagnosis/situation analysis***

1. The disability diagnostic/situation analysis should start by identifying the demographics of people with disabilities - that could potentially be affected by the sector’s interventions. Key sources of data could include: census data, national survey data, sector M&E reports, CSO/DPO reports, assessment reports from EOC, OPM, etc.

Identify the key rights of persons with disabilities, that the sector should respond to. Sectors should consider the rights defined by national laws such as the 1995 Constitution of the Republic of Uganda; PWD Act 2006, and the UN Convention on the Rights of Persons with Disabilities.

**For example,** the education sector contributes to the right of persons with disabilities to education; the rights of children with disabilities; the right to equality and non-discrimination of persons with disabilities; awareness-raising on disability to end stigma and social exclusion of persons with disabilities; accessibility of buildings; etc.

<sup>2</sup> These steps apply to the five-year planning process defined by the Sector Development Planning Guidelines (NPA, 2014). However, the analysis can be refreshed and used for annual planning and budgeting.

2. Assess the extent to which the sector has met the identified rights. This should include successes, gaps, implementation capacity, sector policies responding to the rights, sector performance in disability-inclusion.

Where the sector lacks secondary data to provide an update on the status of these rights, the sector should commission primary research. The research should, where possible also provide projections of changes, over the SDP period, to promote efficiency.

3. Undertake a social exclusion analysis, identifying the risk of social exclusion by sector policies and programmes, and possible social and environmental risks that could preclude people with disabilities from fully benefiting from the sector. Identify possible risks to persons with disabilities, arising from likely adverse impacts of sector policies.

Where the sector lacks data on social exclusion of persons with disabilities, it should include this analysis as part of the primary research it commissions.

4. Identify the sector's key disability indicators if there are some already being used, and provide a performance update. If there are no existing indicators, identify new ones and provide baseline data - consider possible SDG indicators from [Annex 1](#).
5. Consider collaborating with disability institutions e.g. NCD, EOC, Uganda Human Rights Commission (UHRC), and disabled persons through their DPOs, to undertake the sector disability-situation analysis.
6. While the disability situation analysis report may be detailed, according to the needs of the sector, the most relevant text should be integrated into the final sector situation analysis, in Section 2 of the report structure (See [Box 1](#)).

### **Box 1: Structure of the Sector Development Plan**

- Foreword
- Table of Contents
- List of Acronyms
- List of Tables List of Figures
- Executive Summary
- Section One: Introduction
- Section Two: Situation Analysis (Sector Profile/Current Situation/Baseline)
- Section Three: The Strategic Direction of the Sector
- Section Four: Institutional Arrangements for Implementing the SDP
- Section Five: The SDP Financing Strategy
- Section Six: Monitoring and Evaluation Arrangements
- Annex 1: Cost implementation Matrix

### ***How to identify disability-inclusive policy priorities and goals***

If a disability perspective is left out of the policy priorities, people with disabilities can be unintentionally excluded from benefits or outcomes of the sector's programmes. Including



disability as a crosscutting theme in the policy priorities will ensure more inclusive sectoral priorities. To do this, planning teams should consider the following steps:

1. As done in the sector disability situation analysis, identify the key disability rights within the mandate of the sector.
2. Identify the existing sectoral policies and priorities that already contribute to the realisation of those rights.
3. Where there are significant gaps in responding to the identified rights, formulate new goals/priorities to respond to them.
4. Include disability in the general sector priorities. However, where this is not possible, formulate separate disability-specific goals.

Reflect these priorities in Section 3 of the SDP (in [Box 1](#)).

#### ***How to formulate disability-inclusive programme objectives***

1. Co-opt DPO representatives into the sector TWG, and through a participatory process involving construct a disability “problem tree” to organise the cause-effect relationship of the problems faced by people with disabilities in the sector. This can still be built around the priority rights under the mandate of the sector.
2. While constructing the sector’s overall problem tree, integrate disability in the cause-effect relationship of the key problems identified by the sector.
3. Transform the “problem tree” into an “objectives tree” to derive the sector’s vision, goals, objectives and outputs for responding to disability. Ensure that disability is integrated either as a separate issue in the objectives, or alongside the objective that encompasses inclusion of cross-cutting issues.
4. Reflect these priorities in Section 3 of the SDP (in [Box 1](#)).

#### ***How to design disability-mainstreamed or disability-specific programmes***

1. Sectors should consider the following key questions in determining whether they are on track to effectively mainstream disability in sectoral programmes:
  - Have the specific needs of people with disabilities in the sector been identified? Is there quantitative disaggregation of data, and qualitative analysis of correlations between disability and the sector’s expected outcomes?
  - Does a disability or social inclusion policy exist/how has the sector adapted the National Disability Policy frameworks to ensure that the sector includes people with disabilities?
  - Are time-bound disability-inclusive or disability-specific programmes proposed to implement the policies?
  - Are there measurable disability inclusion indicators and milestones?

- Are financial resources to implement disability-inclusion allocated?
  - Does a disability/equity mainstreaming unit/expertise exist to deliver the programmes? Are there dedicated personnel, or have staff in the sector been trained to ensure disability mainstreaming?
2. Sectors should consider a twin-track approach to disability-inclusion (disability-mainstreamed activities, and disability-specific activities). This will enable full inclusion through mainstream access, while working alongside disability-specific programmes.

*Disability-mainstreamed programmes:* Sectors should flexibly adapt mainstream facilities and services so they can adequately serve persons with disabilities and those without disabilities. A specific support service component may sometimes be needed to ensure that persons with disabilities benefit from the mainstream service.

**Example:** A pupil who is deaf can follow the same curriculum in the same classroom as his/her peers, with the help of a sign language interpreter and/or appropriate technical aids. In this case, disability has been mainstreamed into the teaching activity of the education sector.

*Disability-specific programmes:* In this approach, persons with disabilities represent the only target group for planned action and the activity addresses their specific needs. Medical and physical rehabilitation projects are common examples of this approach.

**Table 4: Example of a disability-mainstreamed and disability-specific intervention in the Environment Sector**

Mainstream	Disability-specific
<ul style="list-style-type: none"> <li>• Ensure disability inclusion principles are built into environment-related policy at all levels</li> <li>• Use disability inclusion principles to include people with a disability, their families and other vulnerable groups in the design of all programs relating to the environment.</li> <li>• Conduct training in disability inclusion for all staff working in community development programs.</li> <li>• Work with DPOs, involving people with a disability in community design and management committees for all programs relating to the environment.</li> <li>• Place disability inclusion questions into the terms of reference for evaluations of all programs in areas affected by environmental degradation.</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate access to assistive devices and specialised training so people with a disability can participate in environment programs.</li> <li>• Ensure that a percentage of people with disabilities benefit from interventions in the sector</li> <li>• Ensure environmental components are included in community-based rehabilitation programmes in areas affected by environmental degradation and climate change.</li> </ul>

*Source: Adapted from CBM, Inclusion made easy*

3. Sectors could consider the list of possible programmes in [Annex 1](#) among others, for possible interventions to respond to challenges faced by persons with disabilities.

### **How to undertake disability costing**

1. Sectors should ensure that all disability interventions are costed and sources of resources identified. In most cases, disability-specific interventions will be those that

sectors have previously planned for, so some resources may already exist or may be obtained from usual sources such as sector allocations from the MFPED. However, some interventions may require additional funding. Resources from CSOs and Donors should be included in the resource envelope. These resources should complement and not replace the role of the Government as the main funder.

2. Sectors should consider: a) Measuring the costs of reducing the barriers to inclusion; b) Measuring the costs of the additional measures required to allow persons with disabilities to equally participate in and benefit from the projects; c) Measuring the costs of the disability specific activities (i.e. when a project has a disability component).
3. Sectors should consider the following administrative, and operational costs of disability inclusion. The list is an example and is not exhaustive. The specific costs will be derived from the disability-inclusion priorities identified by the sector.

**Indicative budget items for disability inclusion**

- Awareness of the staff and managers on disability
- Raising awareness on disability – to reduce social and institutional barriers among different stakeholders
- Outreach to raise awareness of a programme among persons with disabilities, who may not have equal access to information
- Workplace adaptations permitting the recruitment of persons with disabilities (e.g. IT and accessible software, ramps, hand rails, braille material, etc).
- Adaptation of service facilities, to enable access to services by people with disabilities (e.g. ramps, hand rails, use of sign language interpreters, etc.).
- Specific expertise (e.g. for disability analysis; or for developing inclusive policies).
- Training of service providers on inclusive practices
- Specific surveys linking disability and the sector, and evaluations to identify good practice.
- Cost of enabling meaningful participation of persons with disabilities/DPOs at different stages of programme design, implementation, and monitoring.

***How to integrate disability monitoring into the M&E procedures and structures of the sector***

The M&E framework should show:

- How implementation of disability-related actions will be monitored and at what intervals, and what information will be monitored. MDAs should also consider the annual equity performance assessments by the Equal Opportunities Commission, which shall examine the level, quality and effectiveness of interventions and targets set by the respective MDAs on disability-inclusion.
- What indicators will be used for monitoring and for assessing results at output, outcome, and impact levels. Measurable indicators should be identified for all

disability activities included in the plan. Some possible indicators are outlined in [Annex 1](#).

### ***How to ensure disability-inclusion during approval of the plan***

The final stage in the sector planning cycle is the plan submission and approval. This is done in accordance with the normal procedures as laid out in the SDPG. Approving Officials must ensure that SDPs are disability-inclusive. Plans should include disability in the situation analysis, priority interventions, budgets, and M&E procedures.

#### **5.2.3 Cross-sectoral linkages**

Some rights for example, the right to equality and non-discrimination of persons with disabilities, transcend all or multiple sectors. Sectors should therefore work together to achieve desired outcomes for disability-inclusion. Multi-sectoral linkages are an important aspect of addressing disability. These linkages can occur in diverse ways, including but not limited to:

- Shared indicators and accountability mechanisms
- Shared funding for co-implemented projects
- Multi-sectoral structures such as technical working groups
- Collaboration for research
- Overlapping sector programmes in the same geographic area

Multi-sectoral linkages do not stop at planning only but continue throughout the sector's programme cycle.

Sectors shall seek additional technical guidance for disability-inclusion, if required, from the Ministry of Gender, Labour and Social Development.

#### **5.2.4 Support to Local Governments**

MDAs shall include support for disability-inclusion in the technical support and monitoring they provide to local governments.

### **5.3 How to Include Disability in Budget Framework Papers and Annual Policy Statements**

Sectors shall annually refresh the disability analysis, priorities, interventions, targets, and costs identified during the five-year sector development planning (described in [Section 5.2](#)).

Annual policy statements are essentially plans and budgets for the forthcoming financial year. Preparation of the annual policy statements shall follow the procedures laid out in the SDP guidelines. MDAs should however ensure that strategies and objectives of the MDAs in the medium term are disability-inclusive, in line with the relevant disability-inclusive policies, objectives and strategies in the SDP of the sector.

In defining their achievements during the previous financial year with respect to budgetary resources and physical output performance, policy statements will also highlight performance on disability-inclusion.

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Budget proposals for the next financial year will be disability inclusive. Sectors will ensure that the various programmes, and their respective budgets (to be undertaken during the financial year) are disability-inclusive.

Sectors will also ensure that disability is included in their service delivery standards, approved by Cabinet.

## CHAPTER 6:

### HOW TO UNDERTAKE DISABILITY-INCLUSIVE PLANNING AT LOCAL GOVERNMENT LEVEL

#### 6.1 Introduction

Local Governments are required to produce five-year development plans, and annual development plans. This section of the guidelines follows the planning processes laid out in the Local Government Development Planning (LGDP) guidelines.

#### 6.2 How to include Disability in the Local Government Development Planning Process

The LGDP process consists of three main stages, namely: i) Consultations and data collection ii) Actual plan formulation iii) Plan approval and submission.

**Table 5: Disability Considerations in Local Government Development Planning**

Stages in developing the LGDP	Disability considerations in the process
1. Consultations and data collection	a) While conducting consultations, planning teams should consider how key development potentials and opportunities can be maximised for people with disabilities, and how constraints and challenges faced by people with disabilities can be addressed. b) Planning teams will ensure that various categories of people with disabilities are included in the consultation process.
2. Actual plan formulation	c) All departmental heads shall ensure that disability analysis is integrated in their situation analysis. In addition to the requirements on cross-cutting issues provided by the LGDP Guidelines, Local Governments shall undertake the following: d) During the situation analysis, Local Governments should conduct a disability situation analysis. Among other things, the analysis should include disability disaggregated data, the nature of disabilities, access to services and opportunities by persons with disabilities, participation in local government processes, etc. The situation analysis should cover the extent to which people with disabilities benefit from each of the sectors in the Local Government. This responsibility shall not be left to the Community Development Department alone. e) Planning teams should ensure that disability is included in the description of development outcomes, goals, strategies and interventions. Disability-inclusion should be part of all the selected goals, strategies and interventions. However, Local Governments should in addition, plan for disability inclusion in the Community Development Department.

	<p>f) Planning teams should describe how disability-inclusion will be implemented.</p> <p>g) Higher Local Governments shall provide technical support and quality assurance of the disability situation analysis conducted by the Lower Local Governments as they develop their respective development plans.</p>
3. Plan approval and submission	h) The Chief Accounting Officer of the Local Government shall ensure that the LGDP adequately integrates disability, before the plan is approved by the Council.

***How to undertake a disability situation analysis***

Undertaking a disability situation analysis will enable Local Governments to identify the magnitude of disability in the Local Government, and the actual issues affecting persons with disabilities. Respective Local Governments will then be better equipped to identify the real priorities for inclusion in the Development Plan.

To undertake a disability situation analysis, Local Governments shall do the following:

- Analyse the prevalence and nature of disability. Sources of information may include: census data; other surveys by UBoS; and study reports by DPOs. The statistics on disability should also include specific information on children and women with disabilities.
- Analyse the extent to which the rights of people with disabilities are being met. The situation analysis should cover the rights defined by national laws such as the 1995 Constitution of the Republic of Uganda; PWD Act 2006; the UN Convention on the Rights of Persons with Disabilities (see <http://www.un.org/disabilities/documents/convention/convoptprot-e.pdf>); etc.
- Identify existing bottlenecks and barriers to the realisation of the rights.
- Identify existing policies and programmes in the Local Government to address those bottlenecks and barriers.
- Identify what people with disabilities themselves see as the most pressing needs.
- Prioritise actions for the planning period, for inclusion in the development plan.

For efficiency, Higher Local Governments should collaborate with Lower Local Governments to prepare the situation analysis.

***How to include disability in other processes of developing the local government development plan***

Local Governments should follow the same technical guidance as that provided for sectoral planning in [Section 5.2.2](#), on:

- How to identify disability-inclusive priorities and goals.

- How to form disability-inclusive objectives.
- How to design disability-inclusive programmes.
- How to undertake disability budgeting/costing.

### 6.3 Where to Include Disability in the Development Plan

Planning teams should mainstream disability in all the relevant sections of the development plan. Teams should include disability in the following sections among others:

- *Introduction:* Disability demographics should be included in the description of the demographic characteristics of the local government.
- *Situation analysis:* Every sector narrative should include the situation of inclusion of people with disabilities in the review of the sector development situation. Description of the disability situation should be included in the analysis of the state of crosscutting issues. Planning teams should also include a performance review of disability-inclusion in the review of previous plan performance. The review of key standard development indicators should in addition include disability-sensitive indicators.
- *Strategic direction:* Planning teams should indicate how national requirements for disability-inclusion, among other relevant national crosscutting policies/programmes will be done. Disability inclusion should be integrated in the broad Local Government Development Plan goals, outcomes, objectives, outputs and interventions. The summary of Sectoral programmes/projects should also include projects targeted at, or including people with disabilities. Projects should not only be limited to celebrating the International Day of Disabled Persons, or the special disability grant. Local Governments should ensure that they respond to the critical gaps identified by the disability situation analysis.
- *Implementation framework:* Planning teams should describe how disability-inclusive or special projects will be implemented.
- *Financing arrangements:* Planning teams should describe how the disability-inclusive projects will be financed.
- *M&E arrangements:* Planning teams should include disability indicators in the LGDP Monitoring and Evaluation Matrix (See [Annex 1](#) for possible outcome indicators). Teams should also indicate how and how often disability-inclusion will be monitored and evaluated. This should follow the procedures provided by the LGDP guidelines.
- *Project profiles:* All project profiles should indicate how projects will benefit people with disabilities. Where special programmes have been proposed to target people with disabilities, they should have separate and comprehensive project profiles.



#### **6.4 Support by Higher Local Governments to Lower Local Governments**

Higher Local Governments shall integrate compliance with the requirements for disability-inclusion in their technical backstopping and monitoring of Lower Local Governments. Local Governments shall follow the procedures provided in the LGDP Guidelines to provide support to Lower Local Governments and Administrative Units.

## CHAPTER 7:

### OVERSIGHT AGENCIES AND FUNCTIONS

#### 7.1 Roles of Cross-cutting Agencies

The roles of crosscutting agencies will broadly include:

- i. Providing planning and budget call circulars that are disability-inclusive;
- ii. Providing support to MDAs and LGs on mainstreaming disability in policy priorities and action areas;
- iii. Providing data and statistics from national sources regarding disability, that will be used by MDAs and LGs in the planning process.

**Table 6: Roles of Cross-cutting Agencies**

MDA	Roles for disability-inclusion
National Planning Authority	<p>The planning process is initiated by a Planning Call Circular by NPA to all MDAs and Local Authorities to inform stakeholders of the preparation of the 10-year or five-year National Development plans and to invite them to submit development plans and budgets. The circular presents general guidelines for preparing the plan, the macroeconomic perspective, sector development thrusts, proposed thematic areas.</p> <ul style="list-style-type: none"> <li>• The NPA will ensure that the planning call circular includes a requirement for MDAs and LGs to effectively include disability, alongside other crosscutting issues in their respective plans.</li> <li>• The NPA, will be instrumental in ensuring that sectors comply with the requirements of the National Disability-Inclusive Planning Guidelines.</li> <li>• The NPA will commission periodic disability-specific studies, to raise awareness in the public sector about disability-inclusion.</li> <li>• The NPA will mainstream disability in the plans, evaluation and reviews, and work with OPM and other entities to monitor progress towards national standards for the disability related services.</li> </ul>
Ministry of Finance, Planning and Economic Development	<p>The MFPED coordinates the preparation and presentation of the national budget. The Ministry is responsible for issuing the BCC; ensuring that sufficient resources are allocated annually through the national budget; monitors budget execution; etc.</p> <ul style="list-style-type: none"> <li>• The MFPED will include in the annual BCCs, a requirement for MDAs and LGs to clearly demonstrate in their respective BFPs, specific actions and resources allocated to address disability,</li> </ul>

MDA	Roles for disability-inclusion
	<p>among other equity issues.</p> <ul style="list-style-type: none"> <li>• Ensure inclusion of disability related interventions in the annual budgets and validate the quality of performance information-program outcomes and sub-program outputs related to disability.</li> <li>• Ensure disability responsiveness is included in the annual performance agreements of accounting officers and CAOs.</li> <li>• Collate data on the costs of disability inclusion, in order to correct any imbalance among different ministries, and between central and local government.</li> </ul>
Office of the Prime Minister	<p>Among other functions, the OPM provides leadership across GoU and ensures proper coordination and oversight of monitoring and evaluation activities; provides technical support and oversight to Planning Units in MDAs and Sector Working Groups (SWGs) in i) the operationalization of monitoring and statistics functions, and ii) the design and implementation of 5-year rolling evaluation plans; designs, commissions, quality controls and disseminates national public policy evaluations.</p> <ul style="list-style-type: none"> <li>• The OPM will therefore integrate disability-inclusion in its M&amp;E support for MDAs.</li> <li>• The OPM will also from time to time, in collaboration with MDAs, commission disability studies, and evaluate the implementation of the disability inclusion indicators.</li> <li>• The OPM will ensure disability-inclusion in the Local Government Assessment Framework.</li> </ul>
Ministry of Gender, Labour and Social Development	<ul style="list-style-type: none"> <li>• Provide policy guidance, technical support and coordination to facilitate efficient and effective programming and resource utilization for disability-inclusion by MDAs and LGs.</li> <li>• Provide capacity building support and collaborate with MDAs and LGs to conduct disability situation analyses and planning.</li> </ul>
Equal Opportunities Commission	<p>In accordance with its mandate derived from the EoC Act, 2007, and the PFM Act, 2015, EOC will:</p> <ul style="list-style-type: none"> <li>• Monitor, evaluate and ensure that policies, laws, plans, programs, and activities of MDAs and LGs are compliant with equal opportunities and affirmative action for people with disabilities.</li> <li>• Define criteria for assessment of MDAs and Local Governments on compliance to disability-inclusion as part of the requirements for certification of their BFPs and policy statements.</li> </ul>
National Council for Disability	<p>In accordance with its mandate derived from the National Council for Disability Act, 2003, the NCD will:</p> <ul style="list-style-type: none"> <li>• Communicate the needs, concerns and abilities of persons with</li> </ul>

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MDA	Roles for disability-inclusion
	<p>disabilities to MDAs and Local Governments;</p> <ul style="list-style-type: none"> <li>• Monitor and evaluate the extent to which MDAs and LGs include and meet the needs of persons with disabilities in their planning and service delivery.</li> <li>• Act as a coordinating body between Government departments and other service providers and persons with disabilities.</li> <li>• Advocate for the promotion of and encourage activities undertaken by institutions, and individuals for the promotion and development of programmes and projects designed to improve the lives and situation of persons with disabilities.</li> <li>• Carry out/commission surveys and investigations on incidents relating to violation of rights of persons with disabilities, non-compliance to programmes policies and laws relating to disabilities, and respond to other refer the matters to other authorities.</li> <li>• Prepare and submit annual reports on the status of implementation of the disability inclusive guidelines by sectors and MDAs</li> </ul>
Ministry of Local Government	<ul style="list-style-type: none"> <li>• The MoLG will oversee Local Governments' compliance with statutory requirements and adherence to national policies and standards, including these disability-inclusive planning guidelines.</li> <li>• The MoLG will include disability-inclusion criteria and indicators in its support to Local Governments.</li> </ul>
Uganda Bureau of Statistics	<ul style="list-style-type: none"> <li>• Include disability questions in periodic surveys, commissioning separate disability-inclusion surveys where necessary; and compiling progress on disability-specific indicators across the board.</li> <li>• Support MDAs and LGs with data and reports on disability.</li> <li>• Develop a framework and guidelines to support MDAs and LGs to collect, analyse, disaggregate and disseminate data on disability.</li> </ul>
Ministry of Public Service	<ul style="list-style-type: none"> <li>• Among other functions, MoPS will support disability-inclusion in ensuring that all Ministries and Local Governments operationalize client charters on the minimum level of service that persons with disabilities (among others) should expect, across sectors.</li> <li>• Include disability in the assessment and induction procedures for recruitment of public servants.</li> <li>• Ensure sensitization of new employees on equity, including disability mainstreaming during their induction</li> <li>• Provide refresher courses on equity and disability-inclusion for senior officials in the public service.</li> <li>• Ensure inclusion of disability responsiveness in annual performance agreements of civil servants.</li> </ul>
Parliament	<ul style="list-style-type: none"> <li>• Provide budgetary oversight and accountability for disability inclusion in policies, plans and budgets.</li> </ul>

## 7.2 Financing Arrangements

The implementation of these guidelines shall be done primarily through the consolidated fund, via existing mechanisms for financing MDAs and Local Governments. However, Development Partners, DPOs, and the private sector are also invited to contribute to financing implementation.

## 7.3 Monitoring and Evaluation Arrangements

MDAs and Local Governments shall undertake monitoring and evaluation of the interventions in these guidelines, according to procedures already established according to the National Policy on Public Sector Monitoring and Evaluation. It is therefore expected that Ministries and Local Governments shall monitor disability inclusion on a quarterly basis, which will include collating input and output performance data against work plans. The review will focus on the timeliness, consistency with approved workplans, and accuracy of the collated performance data prior to its upwards reporting; and make recommendations for any corrective measures in the coming quarter.

Disability inclusion shall also be monitored bi-annually by Sector Working Groups. The review should be light, with a more thorough review carried out on an annual basis. Annual reviews will be conducted by all Sector Working Groups, jointly with other stakeholders (such as Development Partners) as appropriate. The annual reviews will focus on assessing performance on disability inclusion during the previous fiscal year and determining actions and spending plans for the year ahead. These actions and spending should be addressed in amendments to the budget framework papers and Ministerial Policy Statements of the constituent Ministries.

According to their statutory mandates, the following institutions will also perform specific monitoring and evaluation roles:

- i. The National Council for Disability: Shall monitor and evaluate the extent to which MDAs and LGs include and meet the needs of persons with disabilities in their planning and service delivery. The Council will also monitor the implementation of these guidelines.
- ii. The Equal Opportunities Commission: Shall monitor MDAs' and Local Governments' compliance with equity provisions of the PFM Act. It shall use these guidelines to assess fulfilment of disability inclusion in BFPs and annual statements.
- iii. Parliament: Shall ensure compliance with the PFM Act and other relevant laws.
- iv. The Office of the Prime Minister: Shall use its evaluation facility to perform independent periodic evaluations of the implementation of these guidelines.
- v. The National Planning Authority: Shall monitor the utilisation of these guidelines by MDAs and Local Governments during their planning processes.

## ANNEX 1: EXAMPLES OF POSSIBLE DISABILITY-INCLUSIVE INTERVENTIONS AND OUTCOME INDICATORS PER SECTOR

The following considerations shall apply to the proposed list of interventions and indicators:

1. This list of interventions and indicators is not exhaustive and is not meant to prescribe or limit sector undertakings. Sectors are encouraged to conduct sector-specific disability situation analysis and consider other interventions that will directly address the identified challenges.
2. Sectors should take appropriate measures to ensure that persons with disabilities benefit from and participate in the mainstream sector programmes.
3. The interventions proposed are mainly aligned to the objectives of respective Sector Development and Investment Plans (for the NDP II planning period). Sectors shall therefore consider other relevant interventions, and newly emerged evidence whenever they revise their sector development/investment plans and priorities.
4. Some of the interventions require disability expertise, which may currently be lacking in sectors and Local Governments. Where this is the case, in the short-term, as they build their capacity, sectors are encouraged to co-opt expertise from the MGLSD, NCD, and DPOs.
5. The suggested indicators are at outcome level, and mostly derived from the SDG framework. Sectors are however encouraged to refine them, develop lower level (output and activity) indicators, baselines, and targets - based on the key priorities derived from the sector-specific situation analysis.
6. Some of the suggested interventions can be implemented immediately, while others require a medium or long-term time horizon. Sectors are encouraged to identify short-term interventions, as well as those that are likely to have the greatest transformative impact for people with disabilities.

Sector Cluster	Potential Interventions	Potential Outcome Indicators
1. Defence and Security	<ol style="list-style-type: none"> <li>1. Conduct a security-sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Consider affirmative action in recruitment of qualified people with disabilities in administrative and managerial positions.</li> <li>3. Provide mental health services for soldiers and ex-soldiers to prevent and manage Post Traumatic Stress Disorders (PTSD) and other mental health conditions among serving and ex-soldiers.</li> <li>4. Provide rehabilitation services to soldiers who acquire disabilities, to restore their functioning e.g. through provision of assistive devices – wheelchairs, hearing aids, etc.</li> <li>5. Undertake a needs assessment for Mubende Rehabilitation Centre (for military personnel disabled in combat) and allocate sufficient resources to meet specific needs.</li> <li>6. Related to the above, consider establishing more rehabilitation centres.</li> </ol>	<ul style="list-style-type: none"> <li>• Proportion of military personnel with disabilities accessing effective rehabilitation services.</li> </ul>

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Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<ol style="list-style-type: none"> <li>7. Retrain disabled soldiers for alternative job assignments in the sector.</li> <li>8. Promote economic empowerment interventions for military personnel with disabilities.</li> <li>9. Promote special sports for ex-combatants with disabilities.</li> </ol>	
2. Works & Transport	<ol style="list-style-type: none"> <li>1. Conduct a works and transport sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Consider affirmative action in recruitment of qualified people with disabilities into the sector.</li> <li>3. Ensure proper resettlement of people with disabilities affected by land acquisition during infrastructure construction projects.</li> <li>4. Maintain a data base and monitor interventions for people with disabilities as stipulated in resettlement action.</li> <li>5. Ensure that people with disabilities are meaningfully consulted about all land acquisition.</li> <li>6. Consider affirmative action in the award of construction contracts to contracting firms that are owned by/employ people with disabilities</li> <li>7. Ensure universal accessibility designs on road, airport, rail and water terminals e.g. provision of audio facilities at traffic lights, etc.</li> <li>8. Consider affirmative action for representation of people with disabilities on boards of governance/authorities established in the sector.</li> <li>9. Develop standards to ensure accessibility to the physical environment and transport facilities by people with disabilities e.g. work with private transport providers to provide special seats for people with disabilities, provide audio announcements, etc.</li> <li>10. Support innovation and development of appropriate technology e.g. ramps, etc. to ease access by people with disabilities.</li> <li>11. Provide gender- and age- sensitive disability awareness training to all officials working in the sector</li> <li>12. Promote road safety, for prevention of accidents and impairment.</li> </ol>	<ul style="list-style-type: none"> <li>• Proportion of the population with disabilities that has convenient access to public transport.</li> <li>• Proportion of people with disabilities having access to infrastructure, transport, and public amenities.</li> </ul>
3. Agriculture	<ol style="list-style-type: none"> <li>1. Conduct an agriculture sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Consider affirmative action in recruitment of qualified people with disabilities into the sector</li> <li>3. Provide flexible agricultural credit facilities and extension services to ensure that farmers with disabilities, and their farmer groups benefit from sector interventions.</li> <li>4. Promote research into, and design of agricultural technology for small holder farmers with disabilities.</li> <li>5. Promote agricultural value chains in which people with disabilities are engaged.</li> </ol>	<ul style="list-style-type: none"> <li>• Proportion of people with disabilities contributing to the agricultural labour force</li> <li>• Proportion of People with disabilities benefiting from agricultural services (including extension, finance, markets, etc).</li> </ul>

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Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<ol style="list-style-type: none"> <li>6. Support training for farmer groups/cooperatives of people with disabilities, in marketing their products, and negotiating prices to ensure better terms of trade.</li> <li>7. Ensure that all public information, including early warning systems, and market information is produced in formats that can be accessed by people with disabilities.</li> <li>8. Target people with disabilities for inclusion in mainstream groups during farmer mobilisation and group formation.</li> <li>9. Provide affirmative action in sector programmes, e.g. quotas for people with disabilities in operation wealth creation, etc. Quotas should take into account gender and different impairment groups.</li> <li>10. Provide gender- and age- sensitive disability awareness training to all officials working in the sector.</li> <li>11. Collaborate with the Education sector to mainstream disability in the agriculture training curriculum.</li> </ol>	<ul style="list-style-type: none"> <li>• % of people with disabilities, participating in value added export value chains.</li> </ul>
4. Education and Sports	<ol style="list-style-type: none"> <li>1. Conduct an education-sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Complete the inclusive education policy and implement a time-bound plan for the transition from special to inclusive education for all learners with disabilities.</li> <li>3. Consider affirmative action in recruitment of qualified people with disabilities into the sector</li> <li>4. Provide learning and teaching materials for special needs learners and teachers, at all levels (Early Childhood Development, primary, secondary and tertiary education levels).</li> <li>5. Recruit and appropriately deploy Special Needs Education (SNE) teachers at all levels.</li> <li>6. Ensure appropriate monitoring for quality delivery of SNE.</li> <li>7. Revive the Education Assessment and Resource Services (EARS) to conduct early assessment and identification of children with disabilities.</li> <li>8. Include disability training in the pre-service teachers/tutors/instructors training curricula This should include gender-sensitive disability awareness training, inclusive education pedagogy, sign language, braille, easy-to-read material and tactile communication training, etc.</li> <li>9. Provide refresher training of mainstream teachers/tutors/lecturers on SNE, as above.</li> <li>10. Complete the National Examinations Assessment Policy to promote competence-based assessment for SNE learners.</li> <li>11. Provide gender sensitive WASH facilities in learning institutions for people with disabilities.</li> <li>12. Provide gender-sensitive training to children with disabilities and their families on how to avoid, recognise and report violence and abuse in the school setting.</li> <li>13. Promote appropriate ICT and auxiliary services e.g. sign language interpreters for teaching and learning, targeting learners with disabilities.</li> </ol>	<ul style="list-style-type: none"> <li>• Parity indices for all education indicators e.g. <ul style="list-style-type: none"> <li>- Net primary school enrolment</li> <li>- P7 Completion rate</li> <li>- Transition rate to S1</li> <li>- Net secondary enrolment rate</li> <li>- Transition rate from S4 to S5</li> <li>- BTVET enrolment</li> <li>- University enrolment rate</li> <li>- Tertiary enrolment rate</li> </ul> </li> <li>• Percentage of teachers in service who have received in-service training in the last 12 months to teach students with special educational needs.</li> </ul>



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Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<ol style="list-style-type: none"> <li>14. Provide affirmative action for students with disabilities for admission into tertiary institutions, and to benefit from mainstream sector programmes.</li> <li>15. Disaggregate data on enrolment, retention and completion by disability type (according to the Washington Set of Questions – used by the 2014 national census, and other evolving methodology), in the EMIS and other instruments.</li> <li>16. Promote adapted sports for people with disabilities.</li> <li>17. Adopt universal designs to ensure that learning institutions are accessible.</li> <li>18. Promote access to vocational and transferrable job skills by people with disabilities.</li> <li>19. Include people with disabilities in school management/governance committees.</li> </ol>	
5. Health	<ol style="list-style-type: none"> <li>1. Conduct a health sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Prioritise provision of essential drugs and commodities for preventing and treating disabling conditions.</li> <li>3. Provide corrective surgery and rehabilitation of children with disabilities, and adults with disabilities, where feasible.</li> <li>4. Ensure maternal safety for expectant women with disabilities</li> <li>5. Provide assistive devices and services for people with disabilities (e.g. wheel chairs, stretchers, hearing devices and sign language) as part of the minimum comprehensive health care package</li> <li>6. Review and revise the Mental Health Act to ensure compliance with the CRPD</li> <li>7. Repeal all laws and practices allowing or perpetuating forced treatment of persons with disabilities and develop alternative modes of medical treatment that respect the dignity of persons with disabilities.</li> <li>8. Provide gender-sensitive training to persons with disabilities and their families on how to avoid, recognise and report violence and abuse in healthcare settings.</li> <li>9. Provide front-line health workers with skills and tools to communicate with persons with disabilities.</li> <li>10. Ensure that public health information is available in accessible formats</li> <li>11. Ensure that people with disabilities benefit from mainstream health services</li> <li>12. Make health facilities accessible to people with disabilities e.g. through construction of ramps, rails and wider entrances in all health facilities to ease accessibility for patients, and provide appropriate equipment (e.g. adjustable beds, etc.).</li> <li>13. Support government orthopaedic workshops to produce low cost assistive devices.</li> </ol>	<ul style="list-style-type: none"> <li>• Under-five mortality rate for children with disabilities.</li> <li>• Percentage of persons with disabilities within 5 km of a health facility</li> <li>• Maternal mortality (for women with disabilities).</li> <li>• Coverage of tracer interventions for People with disabilities (e.g. child full immunization, ARV therapy, TB treatment, hypertension treatment, skilled attendant at birth, etc.)</li> <li>• Proportion of households with People with disabilities facing catastrophic/impoverishing health expenditure</li> </ul>

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Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<ol style="list-style-type: none"> <li>14. Provide WASH facilities for people with disabilities at health facilities.</li> <li>15. Collect disability-disaggregated data collection in the HMIS.</li> <li>16. Include people with disabilities in health facility user committees.</li> <li>17. Promote awareness and sensitisation of health workers to curb stigma against patients with disabilities.</li> <li>18. Ensure that people with disabilities access sexual and reproductive health services.</li> <li>19. Promote community-based interventions for prevention and management of disability.</li> <li>20. Work with URA to provide tax exemptions on devices, sun protective factor (for people with albinism), etc. required by people with disabilities</li> </ol>	
<p>6. Water &amp; Environment</p>	<ol style="list-style-type: none"> <li>1. Conduct a water and environment sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Consider affirmative action in recruitment of qualified people with disabilities into the sector</li> <li>3. Ensure that people with disabilities can access affordable clean water and sanitation, within safe physical reach of their homes</li> <li>4. Ensure that all public built water and sanitation facilities are accessible e.g. by installing rails/handles, non-slipping ramps and enough space to make them accessible by people with disabilities.</li> <li>5. Include people with disabilities in water facility user committees.</li> <li>6. Collect disability-disaggregated sector data; Include disability indicators in monitoring and evaluations.</li> <li>7. Provide public education on water and environment conservation/sustainability/climate change adaptability and resilience in accessible formats.</li> <li>8. Consider affirmative action in the award of procurement contracts to firms that are owned by/employ people with disabilities.</li> <li>9. Provide gender- and age- sensitive disability awareness training to all officials working in the sector.</li> </ol>	<ul style="list-style-type: none"> <li>• Percentage of population using safely managed drinking water services, disaggregated for persons with/without disabilities</li> <li>• Percentage of population using safely managed sanitation services, disaggregated for persons with/without disabilities</li> <li>• Percentage of people with disabilities accessing environmental management information</li> </ul>
<p>7. Justice, Law &amp; Order</p>	<ol style="list-style-type: none"> <li>1. Conduct a JLOS-sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Consider affirmative action in recruitment of qualified people with disabilities into the sector</li> <li>3. Make justice accessible through provision of legal aid for people with disabilities e.g. through pro bono services.</li> <li>4. Ensure that legal institutions - courts, tribunals, police, etc. are fully accessible, gender- and age-sensitive, e.g. through ramps, access to sign language interpreters, etc., and provide reasonable accommodation.</li> </ol>	<ul style="list-style-type: none"> <li>• Disposal rate of cases involving PWDs</li> </ul>

NATIONAL DISABILITY-INCLUSIVE PLANNING GUIDELINES FOR UGANDA

Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<ol style="list-style-type: none"> <li>5. Ensure that prisoners with disabilities are treated in conformity with the CRPD.</li> <li>6. Identify and recommend for amendment - laws that restrict the right to full recognition of persons with disabilities under the law.</li> <li>7. Develop/promote systems for “assisted” decision-making for persons with psychosocial impairments.</li> <li>8. Promote community awareness on the rights of persons with disabilities.</li> <li>9. Increase awareness on disability rights among police, prisons and legal practitioners.</li> <li>10. Expedite the handling of cases involving people with disabilities.</li> </ol>	
8. Accountability	<ol style="list-style-type: none"> <li>1. Conduct an accountability-sector disability situation analysis to inform prioritisation of disability interventions</li> <li>2. Ensure disability-inclusive criteria in annual budget call circulars.</li> <li>3. Provide sectoral financing for disability-inclusion.</li> <li>4. Recruit qualified personnel with disabilities</li> <li>5. Ensure disability-inclusive criteria in certification/approval of sector budget framework papers.</li> <li>6. Commission/undertake disability audits.</li> <li>7. Collect poverty data disaggregated by disability.</li> <li>8. Integrate disability indicators in national surveys by UBOS.</li> <li>9. Put in place safeguards to ensure that data is only gathered when the sector can be confident that the privacy and safety of people with disabilities can be protected</li> <li>10. Support MDAs and LGs with data and analysis of disability data.</li> <li>11. Provide tax exemption on assistive devices and other materials required for daily functioning of people with disabilities.</li> <li>12. Support capacity building for disability programming by sectors and local governments.</li> <li>13. Set up regulations to ensure access to banking services in formats accessible to people with disabilities.</li> </ol>	<ul style="list-style-type: none"> <li>• Percentage of persons with disabilities living on less than \$1 per day</li> <li>• Average hourly earnings of female and male employees, by occupation, age and persons with disabilities</li> <li>• Unemployment rate, by People with disabilities</li> <li>• Proportion of People with disabilities living below 50 per cent of median income</li> <li>• Data for all disability related indicators and disability disaggregation of the SDG framework</li> </ul>
9. Energy & Mineral Development	<ol style="list-style-type: none"> <li>1. Conduct an energy and mineral development-sector disability situation analysis to inform prioritisation of disability interventions</li> <li>2. Consider affirmative action for recruitment of qualified people with disabilities into the sector</li> <li>3. Consider the needs of people with disabilities during land acquisition and in resettlement action plans for infrastructure projects (e.g. mines and energy plants/lines).</li> <li>4. Ensure proper resettlement of people with disabilities affected by land acquisition during energy and mineral development projects – taking into account considerations such as the right to accessibility,</li> </ol>	<ul style="list-style-type: none"> <li>• % of the population (of persons with disabilities) with access to electricity</li> <li>• Proportion of people with disabilities employed in the energy and mineral development sector.</li> </ul>

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Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<p>the right to freedom from violence, and the right to live independently and be included in the community.</p> <ol style="list-style-type: none"> <li>5. Consider affirmative action, capacity building and flexible credit facilities to promote firms owned by/employing people with disabilities in the award of energy and mining contracts.</li> <li>6. Ensure safety regulations at Artisanal and Small-Scale Mining (ASM) sites, to prevent accidents and impairment.</li> <li>7. Promote enterprises of people with disabilities engaged in ASM.</li> <li>8. Promote research and incentives to make safe renewable energy accessible to people with disabilities.</li> <li>9. Collaborate with the Works Sector to ensure accessibility to energy service points/institutions.</li> <li>10. Train front-line staff to cater for the needs of people with disabilities.</li> </ol>	<ul style="list-style-type: none"> <li>• Quality of integration of disability in resettlement action plans for energy and mineral infrastructure projects.</li> </ul>
10. Tourism, Trade & Industry	<ol style="list-style-type: none"> <li>1. Conduct a tourism, trade and industry-sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Provide flexible credit facilities to ensure that traders with disabilities, including women, and their cooperative groups benefit from sector interventions</li> <li>3. Promote tourism, and trade products by groups and cooperatives of people with disabilities.</li> <li>4. Ensure affirmative action in recruitment of qualified people with disabilities in tourism value chains.</li> <li>5. Promote value addition for products produced by people with disabilities and link them to internal and export markets.</li> <li>6. Promote the formation and growth of cooperatives of/inclusive of people with disabilities.</li> <li>7. Ensure that all tourism and recreation facilities provided by the sector, e.g. cinemas, theatres, museums, hotels and restaurants are accessible for people with disabilities.</li> <li>8. Train staff and service providers on how to cater for guests with disabilities.</li> <li>9. Review industrial and trade policies to identify any unintended adverse impacts for the rights of persons with disabilities</li> </ol>	<ul style="list-style-type: none"> <li>• Proportion of people with disabilities employed in the tourism sector</li> <li>• Proportion of people with disabilities participating in export markets and value chains</li> <li>• Proportion of public leisure and tourism facilities accessible to people with disabilities</li> </ul>
11. Lands, Housing & Urban Development	<ol style="list-style-type: none"> <li>1. Conduct a Lands, Housing &amp; Urban Development sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Promote access to land by landless people with disabilities.</li> <li>3. Integrate the user/ownership rights of people with disabilities during land reforms e.g. the proposed reforms in communal land ownership.</li> <li>4. Ensure land dispute resolution for cases reported by people with disabilities.</li> <li>5. Protect user and ownership rights of people with disabilities during slum upgrading project</li> </ol>	<ul style="list-style-type: none"> <li>• Proportion of People with disabilities with access to/ownership of land</li> <li>• Proportion of People with disabilities with access to decent housing</li> <li>• Level of accessibility of</li> </ul>

NATIONAL DISABILITY-INCLUSIVE PLANNING GUIDELINES FOR UGANDA

Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<p>design/implementation.</p> <ol style="list-style-type: none"> <li>6. Promote access by people with disabilities to affordable housing finance.</li> <li>7. Ensure that housing providers/developers make reasonable accommodation and/or reasonable modifications for people with disabilities.</li> <li>8. Set standards to improve physical planning that provides access by people with disabilities to public amenities</li> <li>9. Promote research into appropriate housing that meets the needs of people with disabilities.</li> <li>10. Set standards and enforce disability access in infrastructure development – in accordance with the Building Control Act, 2013.</li> <li>11. Promote research and adoption of technologies that can make urban areas more accessible to people with disabilities.</li> </ol>	<p>urban areas for People with disabilities</p>
<p>12. Social Development</p>	<ol style="list-style-type: none"> <li>1. Conduct a social development sector disability situation analysis to inform prioritisation of disability interventions</li> <li>2. Promote public education campaigns for attitude change.</li> <li>3. Raise awareness on disability, e.g. through the International Day for people with disabilities.</li> <li>4. Promote social protection for children, youth, women, men, and older persons with disabilities.</li> <li>5. Protect women with disabilities against GBV.</li> <li>6. Promote economic empowerment/livelihoods for people with disabilities.</li> <li>7. Promote access to vocational and transferrable job skills by people with disabilities.</li> <li>8. Ensure equal employment opportunities for people with disabilities.</li> <li>9. Design standards to promote work place safety, and prevent impairment.</li> <li>10. Provide employment support services for employees with disabilities.</li> <li>11. Strengthen the community based rehabilitation programme, and institution-based rehabilitation centres for people with disabilities.</li> <li>12. Provide assistive devices.</li> <li>13. Monitor and report on the implementation of the UN CRPD.</li> <li>14. Fast track completion and implementation of the National Action Plan for disability.</li> <li>15. Strengthen public disability institutions e.g., EOC, NCD and disability councils.</li> <li>16. Strengthen collaboration between the sector and DPOs.</li> </ol>	<ul style="list-style-type: none"> <li>• Proportion of population with disabilities, covered by social protection floors/systems.</li> <li>• Percentage of women and girls with disabilities subjected to physical and/or sexual violence</li> <li>• Percentage of women and girls who make decisions about their own sexual and reproductive health and reproductive rights, disaggregated for persons with/without disabilities</li> </ul>
<p>13. Information &amp; Communication Technology</p>	<ol style="list-style-type: none"> <li>1. Conduct an ICT sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Ensure affirmative action for recruitment of qualified people with disabilities into the sector.</li> <li>3. Promote ICT research and innovation to support innovation for developing affordable assistive</li> </ol>	<ul style="list-style-type: none"> <li>• Proportion of people with disabilities with access to internet and information</li> </ul>

NATIONAL DISABILITY-INCLUSIVE PLANNING GUIDELINES FOR UGANDA

Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<p>technologies for people with disabilities.</p> <ol style="list-style-type: none"> <li>4. Promote the development of applications by ICT students and the private sector, that address day-to-day challenges faced by people with disabilities.</li> <li>5. Support the education and training of persons with disabilities to take advantage of ICT – including training to ensure digital literacy and skills.</li> <li>6. Provide public information and news in accessible formats, and require private television stations to do the same.</li> <li>7. Ensure that regional ICT labs are accessible e.g. through physical access, adapted software, etc.</li> <li>8. Complete and implement the inclusive ICT policy.</li> </ol>	<p>technology to ease daily functioning</p>
<p>14. Public Sector Management</p>	<ol style="list-style-type: none"> <li>1. Conduct a public-sector management disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Establish guidelines to operationalise affirmative action for recruitment, promotion, motivation and retention of people with disabilities.</li> <li>3. Ensure reasonable accommodation by providing adapted work-tools of work, e.g. JAWS software for staff with visual impairments.</li> <li>4. Integrate disability in human resource policies, including performance management.</li> <li>5. Address any capacity gaps that may exacerbate discrimination of people with disabilities.</li> <li>6. Maintain disability-disaggregated data on staff with disabilities.</li> <li>7. Establish a facility of support persons for employees with disabilities in public service e.g. sign language interpreters, sighted guides/readers, etc.</li> </ol>	<ul style="list-style-type: none"> <li>• Percentage of positions in public institutions (national and local legislatures, public service, and judiciary) held by persons with disabilities</li> </ul>
<p>15. Public Administration</p>	<ol style="list-style-type: none"> <li>1. Conduct a public administration sector disability situation analysis to inform prioritisation of disability interventions.</li> <li>2. Ensure that people with disabilities participate in political life on an equal basis with others.</li> <li>3. Sensitize people with disabilities on their voter rights and responsibilities.</li> <li>4. Provide reasonable accommodation, to enable participation of PWD in electoral processes, e.g. voting, while respecting their right to a secret ballot - e.g. provide tactile ballots.</li> <li>5. Support people with disabilities to vie for elective positions through affirmative action and mainstream positions.</li> <li>6. Make the work of the Equal Opportunities Commission widely known among persons with disabilities.</li> <li>7. Adopt a national plan to ensure the protection of persons with disabilities in situations of risk and humanitarian emergencies and also universal accessibility and disability inclusion at all stages and</li> </ol>	<ul style="list-style-type: none"> <li>• Voting turnout as a share of voting-age population disaggregated by disability.</li> <li>• Proportion of People with disabilities elected into LG and National political institutions</li> </ul>

NATIONAL DISABILITY-INCLUSIVE PLANNING GUIDELINES FOR UGANDA

Sector Cluster	Potential Interventions	Potential Outcome Indicators
	<p>levels of all disaster risk reduction policies and their implementation</p> <ol style="list-style-type: none"> <li>8. Periodically monitor implementation of the national disability commitments, UN CRPD and other disability conventions to which Uganda is a signatory.</li> <li>9. Ensure disability inclusion in progress reports on the implementation of the ruling party's manifesto.</li> <li>10. Provide disability support to local councillors with disabilities</li> </ol>	
16. Legislature	<ol style="list-style-type: none"> <li>1. Develop feedback mechanisms between parliament and people with disabilities.</li> <li>2. Scrutinise policy statements and annual BFPs for adequate disability-inclusion, and appropriate budgets with due consideration for disability-inclusion.</li> <li>3. Integrate disability criteria in monitoring of public expenditure.</li> <li>4. Enact legislation that promotes the rights of people with disabilities.</li> <li>5. Track implementation of disability treaties e.g. the UNCRPD, etc. to which Uganda is a signatory.</li> <li>6. Ensure reasonable accommodation for MPs with disabilities.</li> <li>7. Develop parliamentary programmes for special interest groups e.g. people with disabilities.</li> <li>8. Train MPs on disability-inclusion, in close collaboration with DPOs</li> <li>9. Provide disability support to MPs with disabilities</li> </ol>	<ul style="list-style-type: none"> <li>• People with disabilities effectively represented in parliament.</li> </ul>

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