



GENDER AND DISABILITY: INSPIRING PRACTICES FROM WOMEN AND GIRLS WITH DISABILITIES ADDRESSING DISCRIMINATION AND VIOLENCE IN AFRICA



SUMMARY

The 2020 Making It Work report « Gender and disability: Inspiring practices from women and girls with disabilities addressing discrimination and violence in Africa » provides an overview of the violence and discrimination faced by women and girls by documenting 8 good practices across 5 African countries.

The good practices are carried out by women-led Disabled Persons' Organizations (DPOs) and Women's Organizations. They are concrete examples on inclusive Gender-Based Violence (GBV) prevention and response programming.

Following two calls for good practices since 2017, MIW now works with 17 partner organizations across 8 African countries.

The Making It Work Gender and Disability report 2020 is available at www.makingitwork.hi.org

WHAT IS MAKING IT WORK?

The Making It Work Gender and Disability project aims at **eliminating discrimination and violence against women and girls with disabilities**, by advocating for their rights using well-documented **good practices** as evidence and supporting country partners in increasing their impact.

The MIW project involves:

- A project team located at HI headquarters,
- A Technical Advisory Committee made up of individual members and representatives from key organizations working on disability rights and women's rights,
- Regional and country partners including the Good Practice Holders.

Focus on scaling: increasing the impact

MIW supports its country partners on **scaling their projects**. Scaling is a process aimed at **expanding the impact of a successful project**.

MIW partners have been supported in **scaling their practices in more than one direction, depending on their strategy**.

Scaling can take four directions.

- **Scaling up (institutionalization):**

Producing changes in laws, policies, institutions or norms.

- **Scaling out (expansion or replication):**

Geographically replicating or broadening the range or scope of good practices to serve a larger number of people.

- **Scaling in (capacity development):**

An organization investing in its own capacity development to strengthen its capacities to deliver impactful projects

- **Scaling down (resource allocation):**

Sponsoring ground-level implementation at community level, including allowing for adaptations to local contexts and conditions.

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Criteria used for the selection of the good practices

- Achieved **positive changes**.
- **Diversity** of persons involved in the practices.
- **Leadership** of women with disabilities.
- Aiming for **gender equity**.
- **Collaboration** with women and girls with disabilities.
- Potential for being **scaled up**.

The following content presents the key elements that make each practice successful and unique. For more information about the practices, please refer to the full MIW report. bit.ly/MIW2020REPORT

Using sports and art to discuss GBV with children and youth with disabilities



KEFEADO (Kenya Female Advisory Organization), KENYA

- Sports are used as a tool to **counterbalance gender inequality**.
- Girls develop **physical skills and strength**, improving their self-protection aptitudes.
- **Discussion sessions** take place at least once a month in safe spaces in schools.
- **Teaching boys** about gender equality, gender roles and male engagement.

Kefeado's practice is **gender responsive**: it uses sport and art activities as a mean to promote gender equality and inclusion and challenges gender norms.

Improving access to social protection services and the realization of rights of women with hearing impairments



RNADW (Rwanda National Association of Deaf Women), RWANDA

RNADW tackles the isolation of **women with disabilities living in rural areas** through home visits, liaising with local authorities and networking through the community of peers.

- Awareness-raising meetings on **rights and access to services**.
- Supporting deaf women in registering to obtain a **national identity card**, allowing access to services.
- **Disability-sensitivity training sessions** towards women and girls with hearing impairments.

Strengthening public structures and access to services for women and girls with disabilities



NUWODU (National Union of Women with Disabilities of Uganda), UGANDA

- Training women with disabilities on **being paralegals**.

- **Awareness-raising sessions towards local government members** on responding to GBV against women and girls with disabilities.
- **Cooperation with police officers and health workers** to improve their knowledge and practices regarding women and girls with disabilities.

Having women with disabilities as leaders increases opportunities for **empowerment and reassures all women with disabilities of their capacity to effect change**.



Easter Okech (KEFEADO)

Developing women with disabilities' empowerment through income-generating activities



UPHB (Union des Personnes Handicapées du Burundi), BURUNDI

- Training women with disabilities on entrepreneurship, methods of accessing credit and saving systems.
- Promoting leadership and economic independence of women and girls with disabilities.
- Preventing GBV by tackling poverty.

Female leadership:
UPHB is a women-led organization since 2016 with **40% of the executive committee** being women with disabilities.



Sally Nduta (UDKP)

Amplifying the voices of women with disabilities



UDKP (United Disabled Persons of Kenya), KENYA

- Working with authorities at all levels to ensure the rights of women and girls with disabilities are **included in policy framework** development and implementation.
- **Establishing links with the women's rights movement** for an enhanced inclusion within the Kenyan movement.
- Using the **male engagement initiative** by identifying male champions amongst the local administration, members of the community, and parents of children with disabilities.

Women empowerment:

579 isolated women with various forms of disabilities have joined groups of women, such as DPOs and women's organizations.

Promoting the sexual and reproductive health rights of women and girls with disabilities



ODI Sahel (Organisation pour un Développement Intégré au Sahel), MALI

ODI Sahel collaborates with gatekeepers (village chiefs, religious leaders) and female genital mutilation practitioners, which leads to **increased awareness and lasting changes to the collective mindset.**

- **Increasing the reporting of GBV** by informing women and girls with disabilities of different reporting mechanisms.
- Increasing **access to family planning** through trainings on SRHR within the community.
- Building **confidence and self-esteem** of women and girls with disabilities.



Tata Touré (ODI Sahel) and Noella Ndayikeza (UPHB)

Providing access to services and promoting the empowerment of women and girls with disabilities



MUDIWA (Mubende Women with Disabilities Association), UGANDA

- Including women with disabilities in **mainstream income generating activities (IGA) groups**.
- **Improving access** to services for women with disabilities by **addressing physical, communication and behavioral barriers** to health, education and social welfare services.
- **Cooperation with the district probation office** on GBV cases involving women and girls with disabilities through case management and follow-up through to court.

Male engagement: men champions increase their knowledge on GBV, and **raise the awareness among their peers.**

Promoting women with disabilities' inclusion and social change in communities



WARD (Women and Realities of Disability Society), KENYA

WARD held inclusive community dialogues on topics **at the heart on every woman's life:** maternal health, sexuality, economic empowerment, education, hygiene and the political representation of women with disabilities.

- **Inclusive community dialogues** with women with and without disabilities and service providers.
- Creating **safe space to share stories and experiences** and deconstruct misconceptions about the sexuality of women with disabilities.
- Information on **family planning and contraception.**



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