**Inclusion Works Programme Summary**

**What is Inclusion Works?**

Inclusion Works is a UK Aid-funded consortium which aims to redress the under-representation of people with disabilities in formal employment. Operating over three years, the programme creates and tests innovative approaches to improve the long-term economic inclusion of people with disabilities in Bangladesh, Kenya, Nigeria and Uganda. The project is underpinned by the principles and values of the UN Convention on the Rights of Persons with Disabilities (UN CRPD).

The programme works directly with disabled people’s organisations (DPOs), NGOs and prospective employers to demonstrate ways to include people with disabilities in the workplace on an equal basis with others. It also demonstrates the UK government’s commitment to inclusive development by ensuring that people with disabilities are central to international development policy-making and programmes.

**Why is Inclusion Works needed?**

There are one billion people with disabilities globally, 800 million of whom live in low and middle-income counties. If the global Sustainable Development Goals and their objective to ‘leave no-one behind’ are to be achieved, it means everyone – including people with disabilities – must be meaningfully included in development policy-making and programme implementation. Programmes should focus, among other things, on improving access to skills development and formal employment opportunities for people with disabilities to help claim their right to work.

**Why was Bangladesh selected?**

The programme will specifically promote inclusive formal employment opportunities for young people with disabilities age 18-35 in the districts of Chattogram, Dhaka, Gazipur, Khulna and Narsingdi. Some 30% of Bangladesh’s total population are youths, comprising 50% of the country’s total labour force, yet only 0.1% of its GDP is allocated to the technical education sector. Due to unawareness, stigma, discrimination, insufficient budgetary allocation and inaccessibility, youths with disabilities are less likely to access education and skills development initiatives. Just 10% of jobs are earmarked for people with disabilities in the public sector, and just 1% for first or second-grade jobs. However, there is no mandate for securing guaranteed employment in the private sector for people with disabilities at all – this has a profound impact on employment rates among people with disabilities, as the private sector (particularly the garment sector) is Bangladesh’s biggest employer.

Bangladesh is losing 1.7% of its GDP due to the exclusion of persons with disabilities from the labour market. In Bangladesh, the cost of exclusion, due to forgone income from a lack of schooling and employment both for people with disabilities and their caregivers, is estimated at US $1.2 billion annually. When persons with disabilities have access to skills training, they can significantly contribute to the rising demands of skilled labour, which provides considerable economic advantages for them, their families and the country as a whole.

**What does Inclusion Works aim to achieve?**

The programme seeks to produce evidence, knowledge and training that can be scaled up to deliver systemic change to support the inclusion of people with disabilities.

1. Partnerships between private, public and civil society will be developed to influence the inclusion of men and women with disabilities in formal employment.
2. Up to 2,000 people with disabilities will have enhanced skills to access formal employment as a result of programme interventions.
3. 180 targeted employers will test and adopt innovative UNCRPD-compliant practices that will enable the inclusion of people with disabilities in formal employment.
4. The disability movement and supporting stakeholders (an estimated 18 media organisations and over 200 DPOs) will demonstrate strengthened capacity to support people with disabilities to realise their right to work.
5. UK Aid Connect Disability consortia will coordinate activities to catalyse increased action and investment in disability inclusion by promoting evidence-based decision making.