

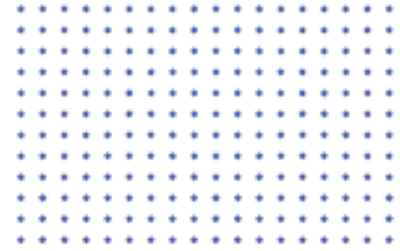


2023-2025 DISABILITY INCLUSION STRATEGY IN IOM NIGER MIGRANTS' PROTECTION AND ASSISTANCE PROGRAMME

Executive summary



EXECUTIVE SUMMARY



The Strategy for the Inclusion of Disability (2023-2025) in the International Organization for Migration's programme of assistance and protection for migrants in Niger provides a basis for achieving sustainable progress and transformations in taking disability into account in all components of the programme activities.

Through this Strategy, IOM Niger reaffirms that the rights and needs of people with disabilities are a fundamental part, in an inalienable and indivisible manner, of all human rights and fundamental freedoms recognized by the Convention on the Rights of Persons with Disabilities (CRPD).

This strategy is the result of a process initiated by IOM Niger in May 2023 with the aim of enhancing the inclusion of people with disabilities in its programme of assistance and protection for migrants and systematically respecting their rights. Its development is based on a field survey conducted by an independent consultant among both migrants with and without disabilities, as well as the staff of IOM transit centres in Agadez, Arlit and Niamey.

The Strategy is structured around a detailed action plan, an accountability framework, and other implementation modalities. It applies to:

- IOM Niger's strategic priorities of resilience, mobility, and governance,
- All staff and consultants working on IOM Niger's programme for the assistance and protection of migrants, as well as third-party staff and consultants, focal points, contractors, subcontractors, and programme implementation partners,
- All projects within the programme for the assistance and protection of migrants.

With regard to IOM Niger's commitment to include disability in its assistance and protection programme, priority intervention actions have been defined and distributed as follows:

Action 1: Building staff capacity in disability inclusion, through training and mentoring, will be a crucial step in ensuring programme access for people with disabilities.

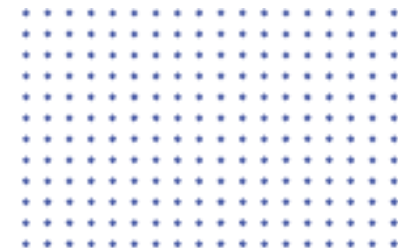
Action 2: The integration of disability will be ensured throughout the planning cycles of IOM Niger's assistance and protection programme for migrants by each programme and programme support project.

Action 3: Collection of data on persons with disabilities and disability inclusion to inform programming and advocacy.

Through this strategy, IOM Niger will systematically integrate the rights of people with disabilities into its assistance and protection programme. It will strengthen its partnerships with organization of persons disabilities (OPDs) and ensure that their dignity and rights are valued and respected, creating a workplace climate that enables them to participate fully and efficiently, on an equal footing with other organizations.

Combined with targeted measures outlined in the action plan below, the inclusion of a rights-based approach to disability will enable IOM Niger to consider the full range of concerns and experiences of people with disabilities throughout the design, implementation, monitoring, and evaluation phases of its interventions. The commitment ensures that people with disabilities receive equal access to protection and assistance. Indeed, IOM is determined to promote equality and establish a culture of inclusion not only within this programme but also in its broader work in Niger.

ACTION PLAN FOR DISABILITY INCLUSION 2023-2025



This plan will support the implementation of the Disability Inclusion strategy in IOM Niger's 2023-2025 assistance and protection programme.

PRIORITY ACTIONS	RESPONSIBLE	DEADLINE	EVIDENCE	VERIFICATION MEANS	VERIFICATION SOURCE
Action 1. Building staff capacity in disability inclusion through training and mentoring will be a crucial step in ensuring programme access for people with disabilities.					
1.1 The CoM approves the final version of the action plan strategy.	Mission of IOM Niger	By December 2023	Approved strategy and action plan	Number of approved strategies	Strategy and action plan approval records
1.2 Develop a capacity-building plan for the inclusion of people with disabilities	Assistance and protection programme	By December 2023	Approved capacity-building plan	Quarterly meetings	Capacity building plan, Terms of Reference (TOR)
1.3 Establish focal points (responsible and qualified) for the inclusion of people with disabilities at the centre and programme levels.	Assistance and protection programme	By December 2023	Operational focal points	Activities carried out by existing focal points (including the list)	Activity reports, TOR
1.4 Coordinate the network of disability inclusion focal points	Assistance and protection programme	By December 2025	Coordinated focal point activities	Coordination meetings	Coordination meeting minutes
1.5 Develop guidelines and tools (Practical Guides, POS) for implementing the action plan	Assistance and protection programme	By December 2025	Developed guidelines and tools for implementing the action plan	Planning meetings	Meeting minutes
1.6 New employees/consultants participate in IOM's Disability Inclusion Orientation session	Assistance and protection programme	By December 2025	Attendance of new employees/consultants in IOM's Disability	Session content	Orientation session report

			Inclusion Orientation session		
1.7 Job descriptions/TORs for consultants and focal points include requirements for the inclusion of people with disabilities	Assistance and protection programme	By December 2024	Job descriptions/TORs including requirements for the inclusion of people with disabilities	Job descriptions/TORs	Inclusive contracts
1.8 Ensure accommodations are guaranteed to candidates with disabilities during interviews when needed.	Human Resources	By December 2024	Guaranteed accommodations for candidates with disabilities during interviews.	Inclusive job interviews	Job contracts
1.9. Establish partnerships with Organizations of persons with disabilities (OPDs) at national and local levels	Assistance and protection programme	By December 2025	Established partnerships with disability organizations at national and local levels.	Partnership agreements	Activity reports
1.10. Provide capacity-building for OPDs on migrant protection	Assistance and protection programme	By December 2024	Strengthened capacities of OPDs for migrant protection	Training workshops held	Training reports
1.11. Conduct training for IOM Niger staff in M&E related to disability	Assistance and protection programme	By December 2024	Trained IOM Niger staff in M&E related to disability	Number of training workshops held	Training reports
Action 2: Disability mainstreaming is ensured throughout the planning cycles of IOM Niger's migrant assistance and protection programme by each programme project and programme support.					
2.1 Identify and implement realistic actions to improve the accessibility of IOM Niger's means of communication and events.	Assistance and protection programme	By December 2024	Improved accessibility of communication and events	Number of accessible communication tools	Accessibility tools
2.2 Ensure accessibility to IOM Niger centres, offices, and sub-offices	Assistance and protection programme	By December 2025	Accessibility of IOM Niger centres, offices, and sub-offices to persons with disabilities	Number of accessible structures renovated/rehabilitated	Works reception reports

2.3 Enhance access to complaints and feedback mechanisms	Assistance and protection programme	By December 2024	Accessibility of complaints and feedback mechanisms	Quarterly meetings	Meeting minutes
2.4 Units report on programmatic actions related to Disability Inclusion	The units	By December 2024	Sharing of programmatic actions by the units	Quarterly meetings	Meeting minutes
2.5. Use of accessible means of transport for migrants with disabilities	Assistance and protection programme	By December 2023	Use of accessible means of transport for migrants with disabilities traveling to transit centres, bus stations, and airports	Number of accessible vehicles available to IOM	Activity reports
2.6 Budget and provide “reasonable facilities” for migrants with disabilities in all their diversity	Assistance and protection programme	By December 2023	Submission of “reasonable facilities” to the budget for persons/migrants with disabilities in all their diversity	Planning and budget planning sessions	Session minutes
Action 3: Collection of data on persons with Disabilities and Disabilities inclusion to inform programming and advocacy					
3.1 Systematically “integrate” disability inclusion into new designs/proposals	Assistance and protection programme	By December 2025	New designs/proposals “integrate” disability inclusion	Planning meetings	Meeting minutes
3.2 Systematization/integration of disability inclusion indicators when profiling migrants	Assistance and protection programme	By December 2024	Inclusion indicators are systematically included when migrants are profiled in the centres	Data collection survey	Survey report
3.3 Use data on access and/situation of persons with disabilities in M&E and research projects to inform programme and donor proposals	Assistance and protection programme	By December 2024	Use disability data in M&E and research projects to inform programme and donor proposals	Planning meetings	Meeting report
3.4. Training for IOM Niger staff on data for disability inclusion	Assistance and protection programme	By December 2024	IOM Niger staff trained on data for disability inclusion	Number of training workshops held	Training report