

## TC ABSTRACT

### I. Basic Project Data

▪ Country/Region:	COLOMBIA/CAN - Andean Group
▪ TC Name:	Social inclusion model for individuals with disabilities
▪ TC Number:	CO-T1425
▪ Team Leader/Members:	GONZALEZ-VELOSA, CAROLINA Team Leader; NOVOA MOLINA, CARLOS A. (MIF/CCO) Alternate Team Leader; RAMIREZ SALCEDO, GERARDO; ALVAREZ MARINELLI, HORACIO (EDU/CCO); CASAS ROJAS, LAURA XIMENA (SCL/LMK); GAONA, TANIA LUCIA (SCL/LMK); MUHLSTEIN, ETHEL ROSA (SCL/LMK); JIMENEZ MOSQUERA, JAVIER I. (LEG/SGO)
▪ Taxonomy:	Client Support
▪ Number and name of operation supported by the TC:	N/A
▪ Date of TC Abstract:	01 Mar 2017
▪ Beneficiary:	Fundación Saldarriaga Concha
▪ Executing Agency:	FUNDACIÓN SALDARRIAGA CONCHA
▪ IDB funding requested:	\$ 315,000.00
▪ Local counterpart funding:	\$ 62,790.00
▪ Disbursement period:	36 months
▪ Types of consultants:	Individual consultants and firms
▪ Prepared by Unit:	Inter-American Development Bank, Social Sector, Labor Markets Division (SCL/LMK)
▪ Unit of Disbursement Responsibility:	Country Office in Colombia (CAN/CCO)
▪ TC included in Country Strategy (y/n):	Yes
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Social policy for equity and productivity

### II. Objective and Justification

- 2.1 The objective of this TC is to support the development of a productive inclusion model that provides training in technical, managerial and soft skills as well as employment services to: i) increase employment opportunities of People with Disabilities (PwD); and ii) promote and facilitate entrepreneurship of PwD. This productive inclusion model will incorporate activities of outreach, identification of barriers for inclusion, institutional strengthening and disability awareness.
- 2.2 Disability is understood as a concept that evolves and is the result of an interaction process between people with disabilities and barriers that impede its participation –full and effective- inside the society, in equal conditions with the others, (People with Disability Rights Convention, ONU, 2006). Therefore, it is necessary to promote actions directed to decrease the barriers mentioned and generate more inclusion opportunities.
- 2.3 In Colombia, according to the census of 2005 (developed by the National Administrative Department of Statistic), 6.4% of population (2.650.000 personas) have disabilities. About 52% are in a productive stage but only 15% are working. Furthermore, only 2.5% of people with disabilities working receive an earning of a legal minimum wage. According to the Colombian Labor Ministry, there are only 150.000 people with disabilities (PWD) working in the country and the unemployment rate reaches 80%. This rate demonstrates the magnitude of labor exclusion for people with disabilities and the project aims to reduce this rate.

- 2.4 According to Article 13 of Law 1618 of 2013, everyone has the equal right to work and the State should promote and safeguard the exercise of the right to work and prohibit discrimination on grounds of disability. This article also refers to the right to a decent income through productive and inclusive business units, among others. Additionally, the International Labor Organization (ILO) states that work is a fundamental right in order to reduce inequity, social exclusion and poverty indicators. It is also one of the strategic objectives the creation of dignified labor opportunities focused on people with disabilities through the building of adequate and accessible job spaces. However, in Colombia, people with disabilities who are in the productive age face barriers that unable equal access opportunity to jobs.
- 2.5 According to a survey developed by *trabajando.com* in 2014 to more than 2100 entrepreneurs, 55% of the companies would not hire people with disabilities, showing an improvement over the results of 2013, where it was exposed that 64% would not hire people with disabilities. The barriers facing people with disabilities in Colombia to achieve productive inclusion are diverse. Many of these have been detected and analyzed by different programs such as Productivity Pact Programme and the individual efforts of many other organizations. However, these programs have identified a factor that is hampering the productive linking of millions of people in Latin America and that is the lack of social skills.
- 2.6 In this sense, the strengthen of socioemotional skills represents a great opportunity to improve the employability in the region in the extent to which, according to IDB, although the competition inside the labor markets dynamics is selective, the entry barriers are rectifiable, meanwhile the concept of permanence has to cope with a sort of difficulties that generate a huge dispersion between people who achieve start a successful trajectory and those who have to leave their jobs or enter into a lethargy scenario, given the appreciation assigned to its performance.

### III. Description of Activities and Outputs

- 3.1 Activities can be divided into four components:
- 3.2 **Component 1. Develop and implement a training model in soft and technical skills, targeted for people with disabilities.** Training in soft and technical skills for PwD and assistance in job search process. This component finances the development and implementation of a training model that includes: (i) soft and technical skills for PwD; and (ii) job assistance and counselling. Expected outputs are: (i) outreach among PwD population, identification of target population and mapping of barriers faced by PwD; (ii) curriculum development of soft skills training for PwD and their families; (iii) profiling and employability assessment; (iv) technical training by authorized training institutions; (v) assistance to beneficiaries in job search process; (vi) disability awareness for employers; (vii) institutional strengthening, via the identification and selection of organizations with prior experience in the attention to PwD and strategy of association with employers; and (viii) development of an employability model (guides and routes describing the steps, decisions and activities in the implementation) .
- 3.3 **Component 2. Model for productive entrepreneurship.** This component will finance the development and implementation of an intervention to promote entrepreneurship among the PwD. Outputs include: (i) profiling of PwD to identify entrepreneurial potential; (ii) identification of allies in the private sector; (iii) training and technical assistance to create and strengthen business units; and (iv) development of an entrepreneurship model (guides describing the steps and activities in the implementation).
- 3.4 **Component 3. Monitoring and Evaluation.** Construct and document performance indicators of the project describing outputs and outcomes (including

employment/entrepreneurial outcomes of graduates from the project). This will be led by Best Buddies. Their monitoring scheme will be used.

- 3.5 **Component 4. Dissemination.** Model dissemination to transfer knowledge and promote replicability of the intervention beyond this project.

#### IV. Budget

**Indicative Budget (US\$)**

Activity/Component	IDB/Fund Funding	Counterpart Funding	Total Funding
Training in soft and technical skills for PwD and assistance in job search process	155,000	0	155,000
Model for productive entrepreneurship	123,000	40,930	163,930
Monitoring and evaluation	18,000	10,930	28,930
Dissemination	19,000	10,930	29,930
Total	315,000	62.790	377.790

#### V. Executing Agency and Execution Structure

- 5.1 Fundación Saldarriaga Concha (FSC) will be the executing agency for this TC, in partnership with Best Buddies Colombia (BBC). FSC is a Colombian non-governmental organization. For more than 42 years, it has invested its own resources and provided technical assistance to develop innovative alternatives that generate structural, sustainable, and high-impact changes to improve the living conditions and promote social inclusion of people with disabilities (PwD) and the elderly population.
- 5.2 Developing this work, the FSC has made alliances with public and private organizations at national and international level to share knowledge, experiences and increase the impact of their initiatives. The FSC is recognized in the Colombian social sector for its technical and economic contributions in promoting development, strengthening social institutions, and contributing to the formulation of public policies that benefit PwD and the elderly population.
- 5.3 There will be a three-party execution structure: 1. Executing and implementing Agency: Fundación Saldarriaga Concha; 2. Executive Committee: Inter-American Development Bank IDB, Saldarriaga Concha Foundation and Best Buddies Colombia; 3. Technical Advisory Committee: Labor Ministry, National Learning Service SENA, Special Administrative Unit for the Public Service Employment and Productivity Pact Program.
- 5.4 FSC shall be responsible for the management, coordination and supervision of this TC, alongside with an executive committee with participants from the Inter-American Development Bank and BBC. The country office in Colombia (CAN/CCO) will be the responsible unit for disbursements. This execution will be developed in close coordination and collaboration with the Colombian Public Employment Service, which it is also a strategic partner of FSC in labor inclusion programs for individuals with disabilities. The technical advisory committee will provide supervision and inputs for adjustments when deemed necessary.
- 5.5 Fundación Saldarriaga Concha's mission focuses on transforming Colombia into a more equitable society. FSC works in partnership with organizations that contribute to the expansion and consolidation of its goals. Organizations such as governments at national, regional and local level; public and private institutions; and multilateral organizations. FSC's strategies are based on a differentiated approach, which recognize

diversity and understands it as an inherent aspect of the human condition. Through this approach, one of FSC principal objectives is to remove barriers that create inequality.

- 5.6 In the past 4 years, FSC has invested more than US\$15,000.000 of its own resources in projects of education and labor inclusion of PwD and the elderly population in Colombia. These projects have focused on three areas: i) healthy living; ii) access to knowledge, and iii) social welfare. This last area is responsible for leading strategies for income generation and employability of FSC beneficiaries. Specifically, it has aimed to remove barriers that prevent PwD earn an income in order to have an active and independent life. Some of these projects are the TEAM project and “Pacto de Productividad”.
- 5.7 On the one hand, the TEAM Project is an initiative of the US Agency for International Development (USAID), World Vision and FSC that seeks social inclusion of people with disabilities in four areas of the country and to benefit about 1,900 people. One of the main objectives of this project is precisely the elimination of barriers that prevent project participants of obtaining formal employment. Specifically, the project aims to provide the necessary capacities for 400 people to get formal employment or to create and develop their own businesses. On the other hand, there is “Pacto de Productividad”, an institutional alliance among the Inter-American Development Bank, FSC, and other allies. This is an initiative, that for more than 5 years, has promoted the employment relationship of people with disabilities through the generation of institutional capacities in all actors involved in the employment of PwD.
- 5.8 Best Buddies Colombia. Best Buddies is the world’s largest organization dedicated to ending the social, physical and economic isolation of the 200 million people with intellectual and developmental disabilities (IDD). Best Buddies helps them form meaningful friendships with their peers, secure successful jobs, live independently, improve public speaking, self-advocacy and communications skills, and feel valued by society.
- 5.10 In Colombia, Best Buddies is a leader in labor inclusion by being the organization with the highest number of jobs for persons with IDD. It partners with more than 60 institutions nationwide and serves approximately 11,000 persons with cognitive disabilities. This network allows them to develop inclusion activities where thousands of persons with disabilities participate in social, productive and educational contexts like any other citizen without disabilities. Also, their experience has served to highlight the importance of promoting greater knowledge about the approach to disability from the Convention on the rights of persons with disabilities of the United Nations, adopted in Colombia by the Law 1346 of 2009.

## **VI. Project Risks and Issues**

- 6.1 This is an innovative program. As such, there are several risks entailed. One has to do with the possibility of firms not having the expected level of involvement. Also, as happens with many youth training programs, a considerable dropout rate of beneficiaries is a risk. These risks are mitigated with activities dedicated to outreach, mentoring and awareness. Also, the executing agency has considerable experience in managing these risks.

## **VII. Environmental and Social Classification**

- 7.1 The ESG classification for this operation is "C".