

# INTEGRATION OF PERSONS WITH DISABILITIES INTO THE PRODUCTIVE WORKFORCE

(TC-95-08-08-9)

## EXECUTIVE SUMMARY

**REQUESTER:** Governments of the Central American countries

**EXECUTING AGENCY:** The Bank will execute this project.

**BENEFICIARIES:** Borrowing member countries of the Bank

**FINANCING:** IDB: (equivalent in Can\$) US\$249,633  
Canadian Technical  
Cooperation Program: Can\$340,000  
Total: US\$249,633

**TERMS:** Execution period: 6 months  
Disbursement period: 9 months

**ENVIRONMENTAL  
CLASSIFICATION:** The Environment Committee, at its meeting of May 1996, classified this as a Category II operation.

**OBJECTIVES:** The objectives of the project are: (a) to establish and disseminate a set of criteria and recommendations for the design of components, projects, and programs to facilitate the social integration of persons with disabilities and their incorporation into the workforce; (b) to compile and make available an inventory of projects, actions, and agents that seek to bring persons with disabilities into the labor force in Central America and other countries of the region, and (c) to propose a Regional Plan of Action for the implementation of programs and projects which seek to help incapacitated persons enter the workforce in Central America.

**DESCRIPTION:** The following would be the outputs of the regional technical cooperation project:

- a. Criteria and recommendations for the design of projects and programs that pursue the social integration of persons with disabilities and seek to facilitate their entry into the productive workforce.
- b. An inventory (database) of public- and private-sector actions, agents, plans, and programs on behalf of persons with disabilities, the scope of

same, and the institutional capacity of the agencies involved.

- c. A short- and medium-term Regional Plan of Action containing proposed strategies and actions to be implemented in the region with a view to the social integration of persons with disabilities and their entry into the workforce.
- d. Compilation of results and findings in working papers and pamphlets for distribution.
- e. Organization of a workshop at Bank headquarters to disseminate the results of the regional technical cooperation project.

The proposed project would be executed by the Bank. Basic responsibility for the operation would rest with the Regional Technical Cooperation Division (INT/RTC), and technical responsibility with the State and Civil Society Unit (DPP/MOS).

To carry through the activities described above, it is proposed that a specialized institution with broad experience in the area be hired on a lump-sum basis.

**BENEFITS:**

The benefits of this operation would be essentially social in nature. In Central America, the stage of recent wars which have resulted, along with other consequences, in large numbers of people with mental and/or physical impairments, it is especially important to be able to quantify the extent of the problem and actions that could ease the way of such persons into the labor market.

For the Bank, as part of the objectives of the Eighth Replenishment, it is of primordial importance that attention be given to initiatives that can help eradicate poverty. Considering that persons with disabilities comprise a disproportionate share of the neediest groups, an initiative such as the project proposed herein would afford a better qualitative and quantitative understanding of the problem.

This would serve to facilitate the incorporation and use of criteria which would make it possible to serve persons with disabilities through actions, projects, and programs on the part of governments and through bilateral and multilateral agencies.

**RISKS:**

The principal risk would be a failure to find a suitable institution with the capacity to perform the tasks proposed in the project.

A further risk to be considered is that the political support currently enjoyed by the project might not translate into effective support for its development and implementation at the operating levels in the public agencies involved.

## I. BACKGROUND

- 1.1 A very large number of people in Latin America and the Caribbean – in the area of tens of millions – are physically or mentally impaired, in large measure as a result of the extreme poverty which plagues different parts of the region. The incidence of poverty is disproportionate in rural areas: 71%, compared to 42% of the urban population; and 41% of the rural population live in extreme poverty. The majority of Latin Americans with disabilities live in rural areas.
- 1.2 Central America is no exception. However, in addition, it has been the backdrop of prolonged armed conflicts which have ravaged its economy and added to the ranks of the physically disabled and mentally incapacitated. Recently, the need to contain fiscal expenditures has led to a reduction in social spending, which has affected the most vulnerable social sectors, particularly persons with these physical and mental limitations and their families.
- 1.3 As a positive response to the crisis which is facing them, the social sectors, including persons with disabilities and their advocates, have been able to deploy their organizing potential as a means of advancing their agenda of incorporation as full, dignified and productive members of society. This has meant that new forms of organization have sprung up in the region, and existing ones are being strengthened.
- 1.4 The paring of the state apparatus and budgets, with the resulting cuts in social services, has left a gap which in many cases is being filled by civil society organizations. Conditions thus are in place for such organizations to become valid interlocutors for dealings with governments.
- 1.5 Letters to the Bank from the Prime Minister of Belize and from the Presidents of Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, and Panama seeking support for their nations' efforts to help persons with disabilities join the workforce have been favorably received, in keeping with the Bank's Eighth Replenishment objectives.
- 1.6 To this end, the Bank would carry out a regional technical cooperation project to help determine the most appropriate courses of action to assist persons with disabilities to become productive and, insofar as is practicable, self-sufficient members of society.

## II. OBJECTIVES

2.1 The objectives of the project are:

- a. To establish and disseminate a set of criteria and recommendations for the design of components, projects, and programs that pursue the social integration of persons with disabilities and their incorporation into their nations' productive systems.
- b. To compile and make available an inventory of projects, actions, and agents which advocate and work for the integration of persons with disabilities into the workforce in Central America and other countries of the region.
- c. To propose a Regional Plan of Action aimed at the implementation of programs and projects which promote the integration of persons with disabilities into the workforce in Central America.

## III. EXPECTED OUTPUTS

3.1 The following would be the outputs of the regional technical cooperation project:

- a. Criteria and recommendations for the design of projects and programs aimed at the social and workforce integration of persons with disabilities.
- b. An inventory (database) of public- and private-sector actions, agents, plans, and programs on behalf of persons with disabilities, the scope of same, and the institutional capacity of the agencies involved.
- c. A short- and medium-term Regional Plan of Action containing proposed strategies and actions to be carried out in the region with a view to the social and workforce integration of persons with disabilities.
- d. Compilation of results and findings in working papers and pamphlets for distribution.
- e. Organization of a workshop at Bank headquarters to disseminate the results of the regional technical cooperation project.

#### IV. DESCRIPTION OF THE PROJECT

##### A. Activities

###### 4.1 The areas of action would include:

- a. Quantification and characterization of the situation of persons with disabilities in Central America.
- b. Inventorying of projects and programs being carried out in the region by national, bilateral, and multilateral institutions, which have an impact on persons with disabilities.
- c. Inventorying and institutional evaluation of public and private agents which are advocates for and work on behalf of persons with disabilities.
- d. Establishing criteria and recommendations for the integration of persons with disabilities into the workforce, with due regard to experiences in other countries and their applicability to the region.
- e. Organization of a workshop at the Bank to present the consultants' findings, and specifically to inform and sensitize Bank personnel about the problem of persons with disabilities in Central America.
- f. Compilation of an electronic database of the inventory findings to make them widely accessible in the region, especially to governments and bilateral and multilateral agencies.
- g. Publication and distribution of findings in the form of working papers and information pamphlets.

##### B. Implementation

- 4.2 The proposed regional technical cooperation project would be executed by the Bank. Basic responsibility for the operation would rest with the Regional Technical Cooperation Division (INT/RTC), and technical responsibility with the State and Civil Society Unit (DPP/MOS).
- 4.3 To carry through the activities listed above, it is proposed that a specialized institution with broad experience in the area be hired on a lump-sum basis.
- 4.4 This institution will need to provide local and international experts for the project. Workshops in each country to gather relevant data for the inventories will also be its responsibility.

- 4.5 The institution would be engaged following Bank procedures, in accordance with the terms of reference appended to this document as Annex I. It would have full responsibility for hiring international and local consultants. Likewise, it would be responsible for holding the workshop at Bank headquarters in Washington and for the publication and distribution of the working papers and pamphlets.
- 4.6 The contract would be drawn up in Canadian dollars. It is proposed that payments to the institution engaged for the technical cooperation project be made as follows: twenty percent (20%) on signing the contract; ten percent (10%) on approval of the work plan; thirty percent (30%) upon delivery of the draft final report; twenty percent (20%) upon approval of the final report; ten percent (10%) after the workshop is held; and ten percent (10%) upon delivery of the publications and database.

C. Reports and monitoring

- 4.7 Within 30 days after signature of the contract, the institution is to provide the Bank with a detailed work plan for the technical cooperation project, containing: (i) an itemized list of activities, based on this plan of operations; (ii) terms of reference of each consultant; (iii) plans for the required meetings and workshops; and (iv) the implementation timetable.
- 4.8 Within four months of approval of the work plan by the Bank, the institution will submit a draft final report for consideration and acceptance by the Bank.
- 4.9 The final report is to be submitted within 30 days of acceptance of the draft final report by the Bank.
- 4.10 The institution is to submit a proposal as to the structure of the workshop to be held at Bank headquarters in Washington within 10 days of acceptance of the final report, for approval by the Bank.
- 4.11 The institution will deliver the publications, pamphlets, and database within 90 days of completion of the workshop at Bank headquarters.

D. Financing

- 4.12 The regional technical cooperation project proposed herein would be funded under the Canadian Technical Cooperation Program, in an amount of up to Can\$340,000 equivalent (about US\$249,633 at the February 29, 1996, exchange rate of US\$1 = Can\$1.362).
- 4.13 The following is a breakdown of the estimated project cost:

**Budget estimate  
Hiring of consulting organization**

Cost item	US\$	Can\$
1. Consulting services 260 days @ US\$300/day (Intl) 462 days @ US\$150/day (Local)	147,300	200,623
2. Overhead and administration (15%) (includes secretarial support and office expenses)	22,095	30,093
3. Travel and per diems 22 tickets @ US\$700 = US\$15,400 170 days @ US\$150 = US\$25,500	40,900	55,706
4. Other services Publications = US\$15,000 Communications = US\$ 3,000 Workshop IDB HQ = US\$ 6,000	24,000	32,688
5. Contingencies	12,000	16,344
6. Exchange risk allowance	3,338	4,546
TOTAL ESTIMATE	249,633	340,000

Exchange rate at February 29, 1996 / Source: IMF

**V. BENEFITS AND RISKS**

**A. Benefits**

- 5.1 The benefits of this operation would be essentially social in nature. In Central America, the stage of recent wars which, along with other consequences, have left large numbers of the population mentally and/or physically incapacitated, it is especially important to be able to quantify the extent of the problem and actions that can facilitate the entry of these persons into the labor market.
- 5.2 For the Bank, among the objectives of the Eighth Replenishment, it is of primordial importance to give attention to initiatives which can help eradicate poverty. Taking into account that persons with disabilities are disproportionately represented within the neediest groups, an initiative such as the project proposed herein would afford a better qualitative and quantitative understanding of the problem.



- 5.3 This would serve to facilitate the incorporation and use of criteria which would make it possible to serve persons with disabilities through actions, projects, and programs on the part of governments and through bilateral and multilateral agencies.

B. Risks

- 5.4 The principal risk would be a failure to find a suitable institution with the capacity to perform the tasks proposed in the project.
- 5.5 A further risk to be considered is that the political support currently enjoyed by the project might not translate into effective support for its development and implementation at the operating levels in the public agencies involved.

**Program for the Integration of Persons with Disabilities  
into the Productive Workforce**

**TERMS OF REFERENCE FOR ENGAGING THE  
CONSULTING FIRM OR ORGANIZATION**

**I. OBJECTIVES**

- 1.1 The objectives of the consulting services for this project are:  
(a) to establish and disseminate a set of criteria and recommendations for the design of components, projects, and programs seeking the social integration of persons with disabilities and their entry into the productive workforce; (b) to compile and make available an inventory of projects, actions, and agents which are advocating and pursuing the integration of persons with disabilities into the workforce in Central America; and (c) to propose a Regional Plan of Action aimed at the implementation of programs and projects to facilitate the entry of persons with disabilities into the workforce in Central America.

**II. OUTPUTS**

- 2.1 The expected outputs of the consulting services are:
- a. Criteria and recommendations for the design of projects and programs aimed at the social and workforce integration of persons with disabilities.
  - b. An inventory (database) of public- and private-sector actions, agents, plans, and programs on behalf of persons with disabilities, the scope of same, and the institutional capacity of the agencies involved.
  - c. A short- and medium-term Regional Plan of Action containing a proposal of strategies and actions to be carried out in the region to seek the social and workforce integration of persons with disabilities.
  - d. Compilation of results and findings in working papers and pamphlets for distribution.
  - e. Holding of a workshop at Bank headquarters to disseminate the results of the regional technical cooperation project.

### III. ACTIVITIES

- 3.1 The activities to be carried out to achieve the above-listed outputs include, but are not necessarily limited to, the following:
- a. Quantification and characterization of the situation of persons with disabilities in Central America.
  - b. Inventorying of projects and programs being conducted in the region by national, bilateral, and multilateral institutions, which have an impact on persons with disabilities.
  - c. Inventorying and institutional evaluation of public and private agents which are advocates for and work on behalf of persons with disabilities.
  - d. Establishing criteria and recommendations for the integration of persons with disabilities into the labor force, with due regard to experiences in other countries and their applicability to the region.
  - e. Holding of a workshop at the Bank to present the consultants' findings, and specifically to inform and sensitize Bank personnel about the problem of persons with disabilities in Central America.
  - f. Compilation of an electronic database of the inventory findings to make them widely available in the region, especially to governments and bilateral and multilateral agencies.
  - g. Publication and distribution of findings in the form of working papers and information pamphlets.

### IV. IMPLEMENTATION

- 4.1 The consulting firm or institution will be hired in accordance with Bank procedures. It will have full responsibility for engaging the required international and local consultants. Likewise, it will be responsible for holding the workshop at Bank headquarters and for publishing and distributing the working papers and pamphlets.
- 4.2 The contract will be drawn up in Canadian dollars. The payment schedule will be as follows: twenty percent (20%) on signing the contract; ten percent (10%) on approval of the work plan; thirty percent (30%) upon delivery of the draft final report; twenty percent (20%) on approval of the final report; ten percent (10%)

after completion of the workshop; and ten percent (10%) upon delivery of the publications and database.

## V. REPORTS

- 5.1 Within 30 days after the contract is signed, the consulting firm or institution will provide the Bank with a detailed work plan containing: (i) an itemized list of activities, based on the plan of operations to which these terms of reference are appended; (ii) the terms of reference of each consultant; (iii) plans for meetings and workshops to be organized, and (iv) the implementation timetable.
- 5.2 Within four months after the Bank approves the work plan, the consulting firm or institution is to submit a draft final report for consideration and acceptance by the Bank.
- 5.3 The final report is to be submitted within 30 days after the Bank's acceptance of the draft final report.
- 5.4 The consulting firm or institution will submit a proposal as to the structure of the workshop to be held at the Bank's headquarters in Washington within 10 days after acceptance of the final report, for approval by the Bank.
- 5.5 The consulting firm or institution will deliver the publications, pamphlets, and database within 90 days of completion of the workshop at Bank headquarters.

## VI. WORK PLAN

- 6.1 The consulting firm or institution will provide the following consultants, with experience in projects and programs that seek the integration of persons with disabilities into the productive system, in the following specific areas:
  - A. International
    - a. Public policy expert  
Development of criteria and recommendations  
40 working days / 30 days on mission / 5 trips
    - b. Specialist in social project management  
Inventory of projects  
60 working days / 50 days on mission / 5 trips

- c. Institutional specialist  
Inventory and evaluation of agents and actions  
60 working days / 50 days on mission / 5 trips
  - d. Specialist in development of social projects  
Regional Plan of Action  
40 working days / 30 days on mission / 5 trips
  - e. Database specialist  
Database of agents, institutions, and projects  
40 working days / 5 days on mission / 1 trip
  - f. Publications specialist  
Writing, editing, and publication  
20 working days / 5 days on mission / 1 trip
- B. Local consultants
- a. 7 public policy experts  
Development of criteria and recommendations  
154 working days
  - b. 7 specialists in social project management  
Inventory of projects  
154 working days
  - c. 7 institutional specialists  
Inventory and evaluation of agents and actions  
154 working days
- 6.2 The consulting firm or institution will supply and distribute to the Bank's satisfaction 2,000 copies of the compiled findings of the consultants' work (1,500 copies in Spanish and 500 in English).
- 6.3 The consulting firm or institution will provide in HTML format (NETSCAPE-compatible), for placement on the Internet, the database and texts on the agents, projects, actions, and policies in the area of persons with disabilities.

PROPOSED RESOLUTION

REGIONAL. NON REIMBURSABLE TECHNICAL COOPERATION FOR THE  
EXECUTION OF THE PROGRAM LABOR INSERTION IN THE  
PRODUCTIVE SYSTEM FOR DISCAPACITATED PERSONS

The Board of Executive Directors

RESOLVES:

1. That the President of the Bank, or such representative as he shall designate, is authorized, in the name and on behalf of the Bank, to enter into such agreements as may be necessary and to adopt such other measures as may be pertinent for the execution of the plan of operations referred to in Document AT-     with respect to a technical cooperation for the execution of the program Labor Insertion in the Productive System for Discapacitated Persons.

2. That the sum of \$340,000 canadian dollars is authorized for the purpose of this resolution, chargeable to the resources of the Canadian Technical Cooperation Program.

3. That the above-mentioned sum is to be provided on a non reimbursable basis.