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PARTICIPATION ENABLEMENT GUIDING FRAMEWORK



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Iqlaa is committed to ensuring participation of vulnerable women, men, youth, refugees and persons with disabilities across all program activities.

Note: The announced TOR is not looking for an organization that is specialized in participation enablement but rather an organization that is welcoming of the participation of women, youth, and persons living with disabilities within the lines mentioned below as much as possible.

Additionally, the organization applying should think of the associated costs to enable participation and build that within their financial offers under participation enablement associated costs.

GENERAL CONSIDERATIONS

DEFINITIONS:

Social participation: Is a process which ensures that those at risk of poverty and exclusion gain the opportunities and resources necessary to participate fully in economic, social, political, and cultural life and to enjoy a standard of living that is considered normal in the society in which they live. It ensures that they have greater participation.

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This entails thoughtful and targeted planning to work around barriers that hinder their true participation.

Youth: The term youth and young people is used interchangeably and while youth development programs often focus on youth in the 15-to-24-year age range, youth are defined as individuals aged 10–29. The different periods of youth are defined as follows: early adolescence (10-14); adolescence (15–19); emerging adulthood (20–24); and transition to adulthood (25–29).

Iqlaa will work with 18 till 29 years of age and will allow for those who are 16 and 17 years old to participate if the MSE can prove adhering to the labor law.



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PLWDs: A person with a disability is every person who has a long-term deficiency in physical, sensory, mental, psychological, or neurological functions, which, as a result of its interference with physical obstacles and behavioral barriers, prevents the person from carrying out one or more main life activities, or exercising a right or basic freedom independently. A long-term disability is not expected to disappear within a period of no less than (24) months from the date of starting treatment or rehabilitation.

ENSURE FAIR OPPORTUNITIES FOR WOMEN, MEN, BOYS AND GIRLS THROUGH:

- Ensuring women, men, boys, and girls enjoy rights, opportunities and life chances without discrimination.
- Fair treatment of all people according to their respective needs
- A clear fair process to achieve participation enablement

Examples of necessary opportunities and resources to be provided:

- Informing of available access to women, men, youth, and PLWDs
- Identifying barriers and challenges
- Providing solutions such as childcare, safe transportation, reasonable accommodations and accessible formats

TYPES OF PARTICIPATION ENABLEMENT SUPPORT MECHANISMS:

- Reasonable Accommodations is the alteration of the environment or time-related conditions within a specific context of time or place to enable all particularly the person with a disability to practice a right and freedom, or to gain access to services in line with others.
- Accessible Formats: The transformation of information, data, pictures, drawings and other classified items to Braille, or large print, or the transformation of information into electronic or audio formats, or translating into Sign language, or using simplified language, or clarifying the information in any other manner without making any change in the essence or meaning to enable all, particularly persons with disabilities, to review and understand the issue.



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PARTICIPATION ENABLEMENT CONSIDERATIONS THROUGHOUT THE ASSIGNMENT:

The following considerations must be made during data collection and findings dissemination:

During Data Collection:

- Ensure that all data collection tools entail a participation enablement theme and are prepared/reviewed in collaboration with Iqlaa to ensure vulnerable women, men, youth, persons with disabilities, and refugees are reflected adequately.
- Ensure reasonable accommodations are present such as sign language interpreters, and assistants to improve the experience of data collection and improve participation of persons with various disabilities such as deaf, and blind, and low vision.
- Ensure that the location of data collection is accessible and easy to reach by all participants.
- Ensure timing of data collection supports the participation of all groups, taking into account the specific challenges faced by individuals balancing business and caregiving responsibilities.
- Ensure to offer needed support and accommodations for vulnerable people to be able to attend the sessions such as over the phone KIs, or offering childcare, or transportation solutions.
- Ensure accessible formats if any tools are used where participants fill out their own data such as high contrast, bold, and magnified print as needed.
- Consult with MC regarding all data collection tools before administering and using the tools.

During Data Analysis:

- Ensure Iqlaa is engaged in reviewing findings.

During Training Sessions

- Written products must be available in different media and formats such as video, voice over/recording, sign language, magnified, high contrast print as applicable and based on the needs of the participants.
- Ensure that all training materials entail the participation enablement theme and are prepared/reviewed in collaboration with Iqlaa to ensure vulnerable women, men, youth, persons with disabilities, and refugees are reflected adequately.
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- Ensure reasonable accommodations are present such as sign language interpreters, and assistants to improve the training experience and improve participation of persons with various disabilities such as deaf, blind, and low vision.
- Ensure that the location of the training is accessible and easy to reach by all participants.
- Ensure timing of training is conducive to the participation of various groups, particularly women who are coping with multiple roles as business owner and caregiver.
- Ensure to offer needed support and accommodations for vulnerable people to be able to attend the sessions such as over the phone KIs, or offering childcare, or transportation solutions.
- Ensure accessible formats if any tools are used where participants fill them out such as high contrast, bold, and magnified print as needed and consult with MC.