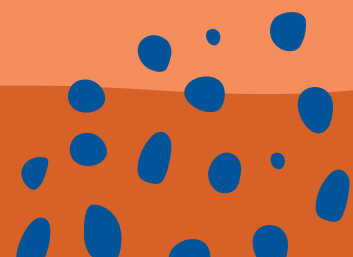


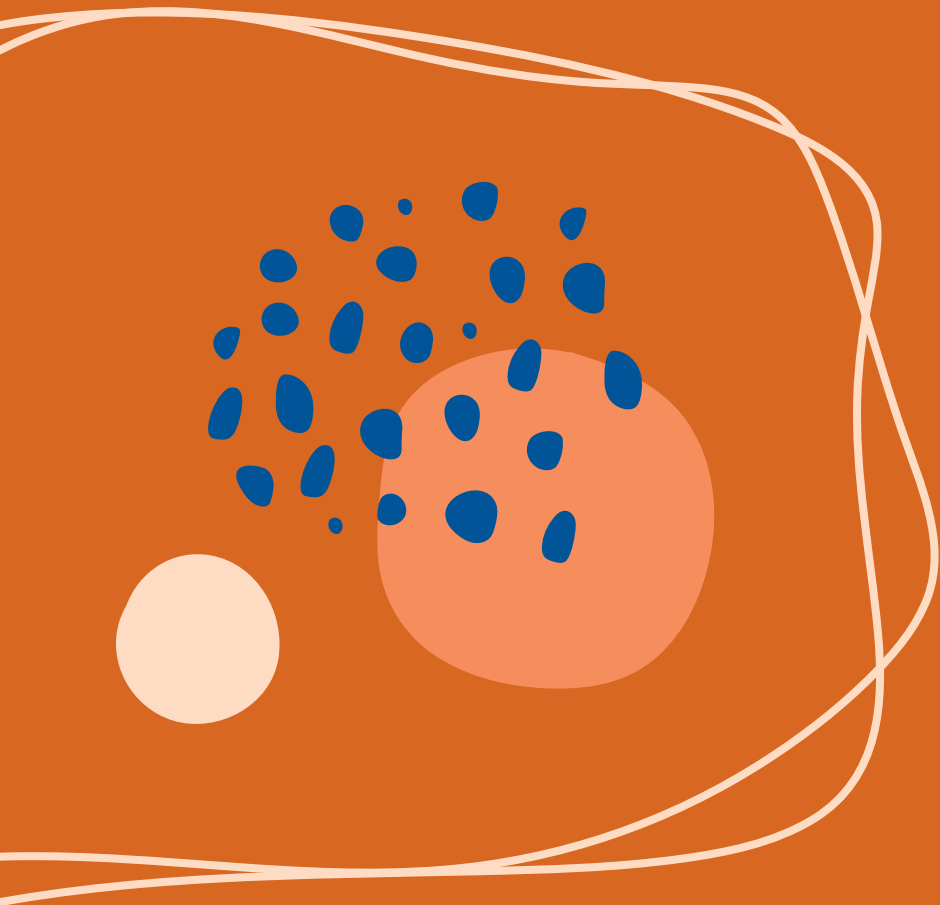


Disability Inclusion and Intersectionality Series: Paper #3

# DISABILITY INCLUSION IN PROGRAMMING TO END VIOLENCE AGAINST WOMEN AND GIRLS:

Lessons from Civil Society Organizations supported  
by the UN Trust Fund to End Violence against Women





## The UN Trust Fund to End Violence against Women

The United Nations Trust Fund to End Violence against Women (UN Trust Fund) is the only global grant making mechanism dedicated to eradicating all forms of violence against women and girls. Managed by UN Women on behalf of the United Nations system since its establishment in 1996 by United Nations General Assembly Resolution 50/166, the UN Trust Fund has awarded \$215 million to 646 initiatives in 140 countries and territories. In 2022, the UN Trust Fund managed a grants portfolio of 186 projects aimed at preventing and addressing violence against women and girls in 70 countries and territories across five regions, with grants totalling \$87 million. Grant recipients are primarily civil society organizations (CSOs). Since 2018 (cycle 20), the UN Trust Fund has been funding only CSO projects. In 2022, the majority (62 per cent) of these CSOs were women's rights organizations.

## About the Special Window to End Violence against Women and Girls with Disabilities

The UN Trust Fund to End Violence against Women aims to reach women and girls from particularly underserved communities. To further this commitment and in recognition of chronic under-funding on this issue, in 2018, the Fund established a thematic funding window specifically aimed at addressing violence against women and girls with disabilities with funding for 3-year projects. In 2019, \$3.5 million was awarded to eleven projects, followed by an additional \$5.6 million in 2020 awarded to eleven other projects. This Special Window to End Violence against Women and Girls with Disabilities (henceforth the Special Window) responded to the needs of women and girls with disabilities and was intended to catalyse a shared journey between the UN Trust Fund and CSOs to facilitate a better understanding of programmatic and operational challenges in this area to inform evidence-based programming and advocacy efforts. As a result of this, lessons would be documented and disseminated to help future programming be more inclusive of the needs of women and girls with disabilities, and funders could be more responsive in supporting the environment needed for this to be realized.

Beyond the Special Window and across their broader portfolio, the UN Trust Fund has also supported other projects within its General Window to engage with women and girls at increased risk of violence due to marginalization and intersecting forms of discrimination, to take intersectional approaches to their programming. In summary, the UN Trust Fund adopted a 'twin track' approach to funding, by focusing both on specific experiences of intersectional marginalization that were recognized as underfunded at a particular time (such as women and girls with disabilities), and also taking steps to mainstream intersectional approaches across the remainder of its portfolio. This has enabled the UN Trust Fund to strike a balance – recognizing that it is often necessary to prioritize certain intersections in a particular time and place, whilst also institutionalizing and mainstreaming intersectional approaches across its portfolio in the selection of the projects and organizations it funds.



*March for gender equality during the 16 Days of Activism against gender-based violence campaign in 2019*

# ACKNOWLEDGEMENTS

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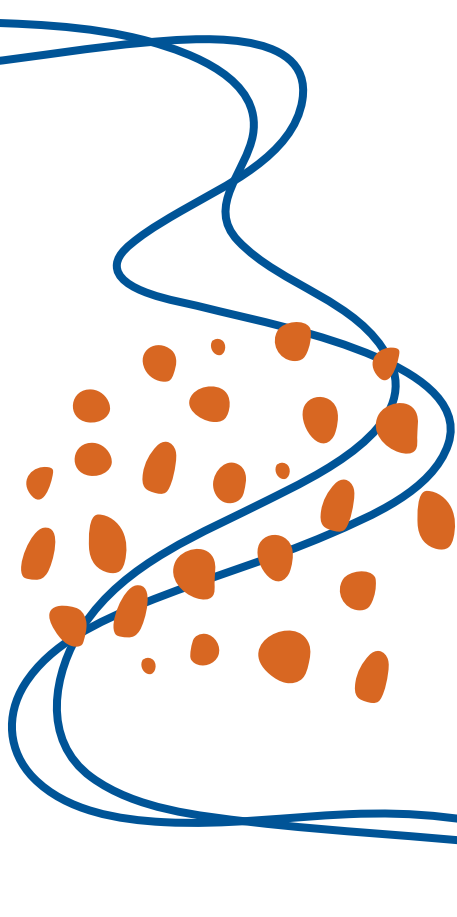
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**Cover photo:** Income-generating activities involving all family members, such as beekeeping and making honey, have proven to improve family cohesion and to reduce violence against women and girls.

**Credit:** Aziz Sattori/International Alert (Tajikistan)



# EXECUTIVE SUMMARY

## Introduction

The United Nations Trust Fund to End Violence against Women (UN Trust Fund) is the only global grant making mechanism dedicated to demonstrating that violence against women and girls (VAWG) can be systematically addressed, reduced, and, with persistence, eliminated. This includes violence against women and girls with disabilities. In 2018 the UN Trust Fund launched a special funding window (the Special Window) for projects implemented by civil society organizations (CSOs) with the aim of preventing and ending violence against women and girls with disabilities (VAWGWD). Twenty-two projects were funded under this Special Window. However, the UN Trust Fund did not only use the Special Window to fund projects engaging with women and girls with disabilities (WGWD). From 2013-2023, its General Window funding also supported 40 other projects that identified WGWD explicitly as primary beneficiaries of their UN Trust Fund-funded projects. In addition, the UN Trust Fund, in its [2021-2025 Strategic Plan](#), adopted a twin track approach of focusing both on specific experiences of intersectional marginalization recognized as underfunded at a particular time, and also taking steps to prioritize funding projects which took intersectional approaches in the remainder of its portfolio in pursuit of its commitment to leave no one behind.

The aim of this third research study, within the wider [Disabilities Inclusion and Intersectionality Series](#), is to expand critical reflection on EAWG projects who are engaging with WGWD, by drawing on the learnings and expertise of all 62 projects (funded by the UN Trust Fund) that identified WGWD as a primary beneficiary group. Participants in this research process were positioned not only as representatives of their respective grantee organizations, but as experts in EAWG programming that engages WGWD. In doing so, the review drew extensively on the practice-based knowledge (PBK) of grantees, promoting deeper participation and co-creation by these grantees, and more direct interactive engagement with grantees as experts that take a step beyond reviewing project reports.

## Diverse pathways for engaging with WGWD in EAWG programming

All 62 grantee projects had identified WGWD explicitly as primary beneficiaries in their UN Trust Fund proposals, although, for the majority of projects, WGWD were not the only primary beneficiary group. Across the two Windows (General Window and Special Window) two main types of pathways towards including WGWD emerged: a) those who worked with WGWD as part of their wider strategy to reach women and girls in general as primary beneficiaries (Inclusion Pathways), and b) those who worked specifically with WGWD only as their sole primary beneficiaries (Disabilities-Specific Pathways).

Under Inclusion Pathways, a first pathway focused on engaging women and girls in general in their EAWG work, but also identified WGWD as a primary beneficiary group (Pathway 1). This was followed by 33 grantees, most but not all, within the General Window. A second pathway focused on engaging a limited number of marginalized groups of women and girls in their programming (Pathway 2). This was followed by six grantees who spanned both the Special and the General Window.

Under Disabilities-Specific Pathways, a third pathway focused their EAWG programming grant on women and girls with all forms and types of disabilities as the only primary beneficiary group (Pathway 3). Nineteen projects took this pathway, the majority of which were funded through the Special Window. A fourth pathway then focused on engaging only with women and girls with one or two specific types of disability such as, e.g. hearing or sight impairments, or mobility issues as the only primary beneficiaries of the programme (Pathway 4). Only four projects appeared to have followed this very specific pathway intentionally with examples seen across both Windows.

Focus group discussions with grantees made it clear that, despite using these different pathways to engaging WGWD in their EAWG programming, all grantees identified a longer-term shared goal around WGWD. This prioritizes WGWD being safe, included and seen as capable agents both in EAWG programming and in wider society, so that violence against them can be reduced. Seven steps emerged from these discussions as part of the shared journey for the EAWG sector from the current reality (of WGWD being left behind in EAWG programming and left out in society) to this desired end goal of a safe, inclusive, violence-free life. Grantees did not feel that just one organization must always carry out every single step, but that within all contexts, these steps are all needed building blocks that have to be provided in some way, to move sustainably towards leaving no WGWD behind.

## Lessons learned from programming to end violence against WGWD

Five overarching meta-insights were identified across all 62 projects funded under the two Windows, and were brought into conversation with previous learning and evidence documented by the UN Trust Fund in both their [Prevention Series](#) and their [Disabilities Inclusion and Intersectionality Series](#). These included: partnering for collaboration as essential for ending VAWGWD; addressing disability-related stigma and discrimination as a cross-cutting task; participation of WGWD as crucial, but recognition of the complexity of inclusion; engagement with legal and policy systems as vital to addressing VAWGWD long-term; and being adaptive as key for effective WGWD programming.

## Reflections and recommendations for the UN Trust Fund and other donors

Grantees were invited to reflect on the General Window and Special Window, both of which funded EAWG programming that explicitly engaged with WGWD (as funded by the UN Trust Fund under their twin tracks model). Grantees across both Windows felt that both types of funding were essential and offered different angles and opportunities. Many grantees discussed a range of benefits that emerged from the UN Trust Fund dual funding approach, and grantees identified challenges that they envisage if funding was given only to programmes mainstreaming disabilities.

Grantees also expressed appreciation for the UN Trust Fund funding through both the Special and General Windows, highlighting that it provided opportunities for diverse organizations and approaches. This targeted funding by the UN Trust Fund to end VAWGWD has also raised the profile of the important work of small women's disability rights organizations in particular around EAWG.

Finally, grantees offered some concrete recommendations to funders (such as the UN Trust Fund) which showcased the powerful positive influence of funders around WGWD inclusion within the EAWG sector. This was emphasized through offering reflective recommendations within four main areas: funder support of diverse approaches; specific attention to budgeting for inclusion; recognizing and leveraging the wider influence that the UN Trust Fund (and other funders) have in relation to ending VAWGWD; and acknowledging the impact of the UN Trust Fund's recent disability related research in the Disability Inclusion and Intersectionality Series.

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# LIST OF ABBREVIATIONS AND KEY TERMS

<b>ARROW</b>	The Asian-Pacific Resource and Research Centre for Women
<b>ArtGlo</b>	Art and Global Health Centre
<b>CELS</b>	Centro de Estudios Legales y Sociales
<b>COVID-19</b>	Corona Virus Disease 2019
<b>CSO</b>	Civil Society Organization
<b>EVAWG</b>	Ending Violence Against Women and Girls
<b>EVAWGWD</b>	Ending Violence Against Women and Girls with Disabilities
<b>FGD</b>	Focus Group Discussion
<b>HIV</b>	Human Immuno-Deficiency Virus
<b>JASL</b>	Jamaica Aids Support for Life
<b>LGBTIQ</b>	Lesbian, Gay, Bi-sexual, Trans, Intersex, Queer
<b>LCDZ</b>	Leonard Cheshire Disability Zimbabwe Trust
<b>MDRI-S</b>	Mental Disability Rights Initiative Serbia
<b>NGO</b>	Non-Governmental Organization
<b>OPD</b>	Organization of People with Disabilities
<b>PWD</b>	Person with Disabilities
<b>SRHR</b>	Sexual and Reproductive Health and Rights
<b>UN</b>	United Nations
<b>UNABU</b>	Umuryango Nyarwanda w'Abagore Bafite Ubumuga
<b>UN Trust Fund</b>	United Nations Trust Fund to End Violence against Women
<b>VAWG</b>	Violence Against Women and Girls
<b>VAWGWD</b>	Violence Against Women and Girls with Disabilities
<b>WDDF</b>	Women with Disabilities Development Foundation
<b>WGWD</b>	Women and Girls with Disabilities
<b>WRO</b>	Women's Rights Organization
<b>WWD</b>	Women with Disabilities



## Key Terms Box

**Disability:** The United Nations CRPD recognizes that disability “is an evolving concept and results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others” (United Nations General Assembly, 2006). This report will often use the term “disabilities” to draw attention to the diverse range of disabilities, including physical, psychosocial, intellectual, sensory and invisible conditions. This avoids a tendency to homogenize disability and shows that disabilities also form a complex continuum of impairment levels (Andrae and Holly, 2019).

**Disability-based violence:** This includes direct and indirect violence against persons with disabilities. It is linked to the social stigma associated with disabilities and is based on the power imbalance between those with and without disabilities. Direct violence can include physical, psychological and economic violence. Indirect violence refers to structural violence, characterized by norms, attitudes and stereotypes regarding disabilities (Andrae and Holly, 2019).

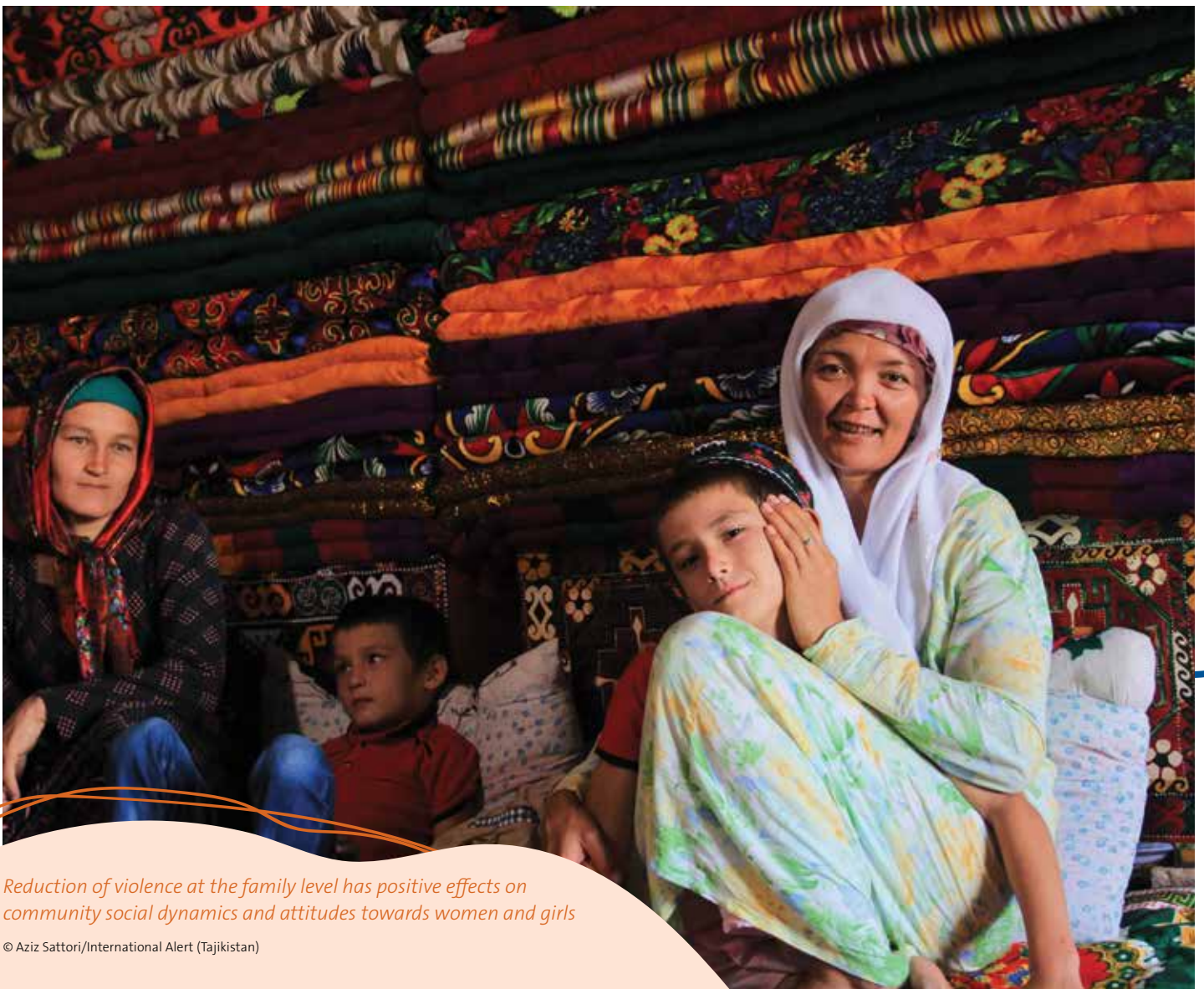
**Ableism:** Ableism is a social prejudice that defines persons with disabilities by their disabilities and characterizes them as being inferior to those who do not have a disability. Conscious or unconscious ableism may be embedded in institutions, systems or the broader culture of a society. An “ableist” belief system that devalues and limits the potential of persons with disabilities often underlies negative attitudes, stigmatization and stereotyping (WHO, 2022).

**Note on United Nations disability-inclusive terminology:** This review seeks to use the standard terminology recommended by the United Nations guidelines. (United nations, n.d.) However, it is recognized that this is an evolving space across many diverse languages. Where grantees use another term, the original term has been retained.

# 1. INTRODUCTION

## 1.1 Background

The United Nations Trust Fund to End Violence against Women (UN Trust Fund) is the only global grant making mechanism dedicated to eradicating all forms of violence against women and girls, including violence against women and girls with disabilities (WGWD). In addition, in 2018 the UN Trust Fund launched a funding Special Window for projects implemented by civil society organizations (CSOs) with the aim of preventing and ending violence against women and girls with disabilities (VAWGWD). The UN Trust Fund Special Window on ending violence against women and girls with disabilities (henceforth “the Special Window”) was informed by a recognition of the historical underfunding of efforts in the area. It was situated as part of the UN Trust Fund’s wider commitment to ‘leaving no one behind’, with the recognition of WGWD as a group seen to be at specific risk of violence, and of being left behind by many initiatives for ending violence against women and girls (EVAWG). While gender equality was already identified as a key focus for many funders, less attention had been paid to violence against women and girls (VAWG) in specific relation to WGWD with various stakeholders agreeing that more needs to be done (UN Trust Fund to End Violence against Women, 2021). The creation of the Special Window aimed to respond to this specific gap and pay attention to various challenges and barriers to addressing VAWGWD that had been identified. In 2019, \$3.5 million was awarded to ten projects, followed by an additional \$6 million funding in 2020 funded to twelve other projects. All the projects funded through this Special Window were completed by 2023.



*Reduction of violence at the family level has positive effects on community social dynamics and attitudes towards women and girls*

The Special Window responded to the specific needs of WGWD and was intended to catalyse a shared journey between the UN Trust Fund and CSOs to facilitate a better understanding of programmatic and operational challenges in this area and to inform evidence-based programming and advocacy efforts. With these projects all at an end and the Special Window closing, the UN Trust Fund commissioned a [synthesis review](#) of lessons arising from the Special Window. The final report was launched in March 2023. This synthesis review identified five main areas from which lessons were learned by the 22 grantees through their project implementation. These lessons highlighted: 1) the importance of mindsets shifts, 2) the crucial role of collaborations, 3) the need to centre WGWD agency and participation, 4) the value of legal and policy systems engagement and 5) the importance of being adaptive. Many of these important lessons have translated into positive cumulative results in practice. These were captured within a second report within the wider [Disabilities Inclusion and Intersectionality Series](#). The second report provides a synthesized overview of the key results of the Special Window and its 22 grantees.

However, the UN Trust Fund did not only use the Special Window to fund projects engaging with WGWD. From 2013-2023, its General Window funding also supported 40 other projects that identified women and girls with disabilities (WGWD) as primary beneficiaries. Furthermore, parallel to the Special Window, with its focus on WGWD as a specific underfunded intersection at a particular time, in its [Strategic Plan \(2021–2025\)](#) the UN Trust Fund adopted a twin track approach of both focusing on specific experiences of intersectional marginalization recognized as underfunded at a particular time and also taking steps to prioritize the funding of projects which took an intersectional approach in the remainder of its portfolio. This enabled the UN Trust Fund to strike a balance – recognizing that it is often necessary to prioritize certain intersections in a particular time and place, whilst also mainstreaming intersectional approaches across its full portfolio in the selection of projects and the organizations it funds.

This review focuses on the lessons learnt from the full complement of 62 grantees across both funding Windows (the General Window and the Special Window) who identified WGWD as a primary beneficiary in their project proposals. In conducting the review, the aim was to ensure participation and co-creation by grantees. They were included and engaged with, not only as UN Trust Fund grantees, but as experts in EAWG who were engaging WGWD. This forms the third report in this UN Trust Fund Disabilities Inclusion and Intersectionality series. It adds to current learning within the EAWG sector around the challenging task of ending violence against, and exclusion of, women and girls with disabilities. The report has a particular focus on insights emerging from UN Trust Fund grantees on the different ways they are engaging WGWD and what is being learnt in the process. Therefore, the report centres practitioner voices as experts in this field, in order to expand the evidence base on EAWG and to enable funders and practitioners to more deeply understand the different ways of engaging WGWD and the realities of doing so. This can assist EAWG practitioners in developing interventions that are able to effectively include and engage WGWD, and help donors make funding decisions that ensure that WGWD are effectively included in EAWG efforts.

## 1.2 Methodology

**The aim of this third research project in the series is to expand critical reflection on EVAWG projects engaging with WGWD.** It included both the 22 Special Window projects funded by the UN Trust Fund from 2018 to 2023, as well as the 40 grantee projects funded within the General Window (implemented 2013-2023) that aimed to address VAWGWD, usually in the context of their wider EVAWG programming, by listing WGWD as specific primary project beneficiaries.

**The following initial research questions guided the process:**

1. How are projects engaging with WGWD, and what are the advantages and disadvantages of these diverse approaches being used across both Windows in addressing VAWGWD?
2. What lessons can be learnt about these different approaches to working with WGWD seen across both UN Trust Fund Windows?
3. What types of interventions are being used to effectively prevent and respond to VAWGWD and what commonalities and differences are seen both between and within Special Window and the General Window?
4. What recommendations can be made to the UN Trust Fund (and other funders) regarding funding VAWGWD interventions, with specific emphasis on the respective value of targeting via a specialist Window and/or funding through a generalist Window?

**The research process was however deliberately inductive and adaptive in nature,** with each step of the process open to being adjusted based on what was learnt in the preceding step. It aimed to promote deeper participation and co-creation by grantees, more direct engagement with grantees as experts, and meta-level reflections by the researchers (and not just a project-by-project specific focus). Therefore, the methods used were designed to elicit dialogue and offer the opportunity for creative engagement with grantees, as well as enable peer-to-peer engagement and learnings as part of the co-creation of a more complex understanding of the reality of and approaches to engaging WGWD in EVAWG interventions.

**In this research process participants were positioned not only as representatives of grantee organizations, but as experts in EVAWG programming that engages WGWD.** In doing so, the review drew on the practice-based knowledge (PBK) of grantees. PBK is the cumulative knowledge and learning acquired by practitioners from designing and implementing diverse programmes in different contexts (Prevention Collaborative, 2020, inspired by Raising Voices, Uganda). By co-creating with grantees and drawing on their expertise to reflect together on different approaches to engaging WGWD in EVAWG programming, the review process drew on the knowledge that grantees have gathered in the process of project implementation. By engaging grantees as experts, this review goes further than only drawing on project examples, instead recognizing the knowledge and expertise that practitioners develop in the process of doing.

**Three main chronological steps were followed.** Step 1 included a virtual SHINE online consultation with grantees, hosted by the UN Trust Fund and informing the research design. During Step 2 a rapid document review was conducted, using specific parts of UN Trust Fund grantees' 6-monthly progress reports to tabulate all 62 projects across the two Windows. During Step 3, primary data collection was conducted, through Research Contribution Forms completed by and Focus Group Discussions (FGDs) conducted with grantees. All 62 grantees were invited to complete the Research Contribution Form, which enabled them to share not only requested information on their projects, but also the insights they felt they had gathered about engaging WGWD in EVAWG. Thirty grantees submitted a completed Research Contribution Form. FGDs were conducted with a smaller selection of grantees, selected through a combination of grantee self-selection, as well as identification by the researchers based on the rapid document review as well as the completed Research Contribution Forms. Five FGDs were organized, with 12 participants from different grantee organizations participating directly across the focus groups. 15 additional grantee written responses (to FGD questions) were received from other grantees. The Research Contribution Form data was thematically analyzed by using

Atlas.ti thematic software, as was the data from the FGDs (which were recorded and professionally transcribed), the written FGD responses and the SHINE consultation data.

#### The research process had certain limitations:

- The basic project documentation of all 62 grantees was briefly reviewed, but not all 62 grantees participated directly in the empirical component of the study. This limitation was partly overcome by deliberately offering all grantees several accessibility and inclusion options for their direct participation (SHINE Consultation, Research Contribution Form, virtual FGDs, or written responses to FGD questions in a language of their choice). In total 33 diverse grantee organizations were involved in one or more of the additional empirical steps.
- In the light of the known challenges of working at the intersection of gender and disability, the researchers prioritized creating engagements with grantees that avoided a comparative analysis lens that can create an unhelpful sense of competition between, or defensiveness from grantees to share their experiences. Instead, all grantees were invited to share what they felt worked or did not work in the particular pathway which they had chosen to take, as well as to reflect on the value of other pathways that were different to theirs.

**This report is structured in four sections.** Following this Section 1 introduction, Section 2 reflects on the four main different pathways followed by grantees for engaging WGWD in their EAWG projects. Section 3 discussed seven key steps, as identified as being in common by grantees, for developing more inclusive EAWG programming, while Section 4 offers a more meta-level reflection on five overarching lessons learned around EAWGWD programming. Section 5 then concludes with some specific recommendations to, and reflections on, funders that were co-created with grantees.

### 1.3 Introducing the 62 projects

When applying for funding from the UN Trust Fund, applicants identify the primary beneficiaries for their project. **All 62 projects identified WGWD as a primary beneficiary of their programming, with 40 of the projects funded under the General Window and 22 funded under the Special Window.** An overview of each of the 62 projects is outside of the scope of this report. However, for a list of all 62 projects, please see Appendix A, which notes the following: the names of the grantee organizations, their countries of implementation, project funding cycles, and project titles. It also notes whether a project was funded under the Special Window or the General Window.

**Different types of organizations were funded.** Six grantees were disabilities-specific organizations, for example the *Christoffel-Blindenmission Christian Blind Mission e.V. (CBM)*, a German organization with a local country office in Pakistan; fourteen were women's rights organizations (WROs), for example the *Asian-Pacific Resource and Research Centre for Women (ARROW)*, a regional organization from South-East Asia that partnered formally with a women-led disability-specific organization in Bangladesh; and the *Zambian National Women's Lobby* in Zambia, which worked in schools with girls and adolescents with and without disabilities; eight others were organizations of women with disabilities: for example *Women Challenged to Challenge (WCC)* in Kenya, was a membership organization for women and girls with disabilities who focus on building their own capacity to speak out on various issues; five were international non-governmental organizations (NGOs): for example *Voluntary Service Overseas* in Zimbabwe, which worked with a regional women's legal organization to set up inclusive women's rights groups; two were NGOs focused on peacebuilding: for example *International Alert* in Tajikistan; one, *Beyond Borders/Depase Fwontyè yo* in Haiti was a human rights organization; two grantees identified as child rights organizations: for example, *Coordinadora por los derechos de la infancia y la adolescencia* in Paraguay, which worked to improve the implementation of inclusive public policies for girls and boys with disabilities; and finally one project, the *Provincial Secretariat for Health Care* in Serbia, was a government ministry. The remaining 23 grantees identified only as CSOs, for example, the *Art and Global Health Centre Africa (ArtGLo)* in Malawi, which aimed to challenge patriarchal social norms and mainstream women's empowerment.

**The projects were implemented in countries all over the world.** The 22 projects funded under the Special Window were spread over 20 countries, while the 40 projects funded under the General Window targeted 27 countries. Overall, the 62 projects were spread over 37 countries. Ten projects were implemented in Asia-Pacific, 20 in Sub-Saharan Africa, seven in the Arab States and North Africa, 13 in Latin America and the Caribbean, and 12 in Europe and Central Asia. A number of projects were working specifically in humanitarian disaster, fragile or post-conflict contexts, such as *Thrive Gulu* in Uganda, *Women's Support Centre* in Armenia, and *Femlink* in Fiji, responding to the unique challenges in these contexts faced by WGWD, including a conflict-related disabilities. The following map visually shows the diversity of regions covered by the two Windows from which varied insights emerged.

**Projects received different grant amounts. 16 grantees were awarded small grants (under \$150,000), while 46 received large grants (\$150,000 to 1 million dollars).** Grantees designed projects according to the needs of the project context, which must align with the UN Trust Fund's priority outcomes areas: (1) improved access for women and girls to essential, safe and adequate multisectoral services; (2) improved prevention of VAW/G through changes in behaviours, practices and attitudes; and (3) increased effectiveness of legislation, policies, national action plans and accountability systems. For example, *Ciencia Social Alternativa AC* in Mexico were awarded a small grant exclusively to support girls aged 6-12 with disabilities in selected schools, while *Paz y Esperanza* in Peru received a large grant of \$950,000 to work nationally to capacitate a protection system for prevention and response in collaboration with government ministries. Two grantees, *Leonard Cheshire Disabilities Zimbabwe* (LCDZ) and *Mental Rights Disability initiative Serbia* (MDRI-S), received repeated funding within two grant cycles, first within the General Window and then within the Special Window. Some projects were also awarded up to an additional 43% during the COVID-19 pandemic from the EU Spotlight Initiative, for institutional strengthening and COVID-19 response. Typically, projects funded through the Special Window were more likely to allocate a larger percentage of their grant to engaging WGWD than those under the General Window, where the main focus of programming was often elsewhere. For example, the main goal of *Amref Health Africa – Tanzania* was to address female genital mutilation and cutting amongst women and girls and general, with limited budget spent directly on WGWD, while the small grants given to organizations of women with disabilities, for example, the *National Union of Women with Disabilities of Uganda* (NUWODU) used all their budget funds to focus on WGWD as their sole primary beneficiaries.



Workshop in the Paucartambo community with Quechua-speaking women living with disabilities

**Grantees across both Windows also engaged with the UN Trust Fund's three outcome focus areas in different ways.** The majority worked across more than one outcome area, showing the importance of not viewing these areas as silos. However, within the General Window, 18 grantee projects focused primarily on the prevention of VAWGWD, 20 on service provision and only two on increasing the effectiveness of legislation, policies, national action plans and accountability systems.. Within the Special Window, six grantee projects focused on prevention, eight on service provision, and eight on the effective implementation of laws, policies, and action plans.

**For the 24 grantees who focused primarily on prevention, changing attitudes, beliefs and social norms around the intersection of gender and disability often emerged as a priority.** For example, *Beyond Borders/Depase Fwontyè yo* (BB) in Haiti researched, designed, developed and piloted a companion set of disability-specific resources entitled “*Safe and Capable*” to accompany the community mobilization EAWG models it was already running with local partners. Likewise, the *Cambodian Women's Crisis Centre*, a women's rights organization in Cambodia, collaborated closely with an international disability specific organization to develop and model disability inclusive attitudes and practices through training and disability-specific tools development in communities.

**For those 28 grantees who took a service delivery focus, many tackled a range of pre-existing barriers in order to increase accessibility for women and girls with disabilities.** For example, the *National Center against Violence* (NCAV) in Mongolia piloted a model shelter for WGWD who had survived violence, while the *Stars of Hope Society* (SHS) undertook capacity development of public sector institutions and CSOs in Palestine to reduce the barriers that WGWD face when trying to access services. *The Psycho-Social Counselling Support Centre for Women* in Palestine worked to ensure that statutory services provided to VAWG survivors were disability-inclusive, while *Public Organization Women's Center 'Gulrukhsor'* in Tajikistan focused on ensuring psychosocial support to WGWD and those taking care of PWDs, by increasing support services, working with family and caregivers on violence prevention, and training police and health professionals.

**Ten grantees primarily paid attention to increasing the effectiveness of legislation, policies and action plans for WGWD.** They worked with a range of legal and policy institutions and systems, and statutory duty bearers within the judicial system, and lobbied for legal and policy reforms around issues affecting WGWD. *Mujeres Transformando el Mundo* (MTM) in Guatemala facilitated strategic litigation regarding WGWD, and to promote a comprehensive approach to supporting those who are also survivors of violence, including training them on human rights and access to justice. *Desarrollo Legislativo y la Democracia* (LEGIS) in Guatemala focused its attention on the national regulatory legislation level, and on educationally equipping legal duty bearers within the Institute of Public Criminal Defense. *Initiative pour un Développement équitable en Haiti* (IDEH) in Haiti prioritized the leadership development of WGWD as political activists through training sessions and debate clubs. Organizations also took different entry points. For example, *Fusa para la salud integral con perspectiva de genero y derechos asociación civil* (FUSA) in Argentina focused on promoting the *sexual and reproductive health and rights* (SRHR) of WGWD within a range of legal and policy spaces. This area of laws and policies was seen to be more common with projects funded under the Special Window.

**Finally, the majority of grantee projects worked across wider groups of women and girls, but with a commitment to engaging with WGWD.** These included the *Swaziland Action Group against Abuse* (SWAGAA), which mentored adolescent girls and young women broadly, but also intentionally included those with disabilities to improve their agency and safety, through asset-building clubs and small-group sessions. A smaller number of grantees, however, focused attention only on women and girls with specific types of disabilities such as psychosocial and/or intellectual disabilities. For example, *Centro de Estudios Legales y Sociales* (CELS) in Argentina focused primarily on one psychiatric hospital and the specific health practitioners and individuals within it, while women rights organization the *Centre for Arab Women Training and Research* (CAWTAR) in Tunisia focused on women who were visually or hearing impaired. Exploring the different pathways that grantees followed for engaging with WGWD and with diverse disabilities formed a central part of this research process and its key findings to which this report will now turn.

## 2. PATHWAYS FOR ENGAGING WITH WGWD IN EVAWG PROGRAMMING

The project proposals of all 62 UN Trust Fund grantees explicitly indicated their intention to engage WGWD, by identifying WGWD as a targeted primary beneficiary group in their EVAWG projects. However, how the grantees engaged with WGWD was done in many different ways. This section discusses four different pathways to thinking about and engaging WGWD in EVAWG programming.

**Two main types of pathways emerged: a) those who worked with WGWD as part of their wider strategy to reach women and girls in general as primary beneficiaries (Inclusion Pathways), and b) those who worked specifically with WGWD only as their primary beneficiaries (Disabilities-specific Pathways).** For the majority of grantees, WGWD were not the only primary beneficiary group in their project. Furthermore, with the projects of a number of grantees, especially those within the General Window, WGWD were also not the main primary beneficiary group. It is important to note that significant diversity exists within how each organization followed these pathways and they should not be seen as fixed or identical pathways, but more as having some common features and learnings.

Two different types of Inclusion Pathways emerged within the 39 grantee projects that worked with WGWD alongside women and girls in general or other specific groups of women and girls.

**A first pathway focused on engaging women and girls in general in their EVAWG work, but also identified WGWD as a primary beneficiary group (Pathway 1).** This was followed by an estimated 33 grantees, most but not all, within the General Window. Many of these included specific strategies to ensure that WGWD were included and impacted by their programming often captured in project proposals in the form of specific outputs or activities designed to involve or target WGWD. This pathway tended to be used by organizations with a background in EVAWG, rather than by organizations focused on *people with disabilities* (PWD), although many grantees partnered with OPDs in some way. For example, *Art and Global Health Centre (ArtGlo)* in Malawi empowered CSOs to design and implement EVAWG programmes. To ensure WGWD were intentionally reached and impacted, *ArtGlo* included two organizations of people with disabilities (OPDs) in their group of CSO partners.

**A second pathway focused on engaging a limited number of extremely marginalized groups of women and girls in their programming (Pathway 2).** This was followed by an estimated six projects which spanned both the Special and the General Window. These projects did not target women and girls in general, nor did they target WGWD exclusively. Rather, they targeted WGWD alongside other, specific marginalized groups, such as, for example, those who self-identified as lesbian and bisexual women and girls, migrant women, or indigenous women and girls. This offers a middle ground between some of the other pathways which focuses specifically on pre-selected groups of marginalized women and girls. The interventions therefore had a specific focus on two or more groups of women and girls that experienced high levels of marginalization and risk, with WGWD (as a primary beneficiary group) being just one of these groups. For example, *Centro Regional de Derechos Humanos y Justicia de Género: Corporación Humanas* explicitly focused only on lesbians and transgender women, migrant women, WGWD and women living with HIV, as they saw these groups as most marginalized in Chile.



Furthermore, two different types of Disabilities-Specific Pathways also emerged within the 23 grantee projects that worked exclusively with WGWD as sole primary beneficiaries:

**A third pathway focused their EAWG programming on all women and girls with disabilities as their primary beneficiaries, rather than those with specific impairments (Pathway 3).** Nineteen projects were estimated (based on analysis of annual reports) to have taken this pathway. The majority (14) of these received funding through the Special Window. Many of these grantees, though not all of them, were organizations of women with disabilities or disability-specific NGOs. They had an exclusive focus on targeting the specific needs of women and girls with all or a diverse range of types of disabilities. For example, *Leonard Cheshire Disability Zimbabwe Trust* (LCDZ) worked to improve the safety of, access to justice, and survivor support services for all WGWD in Zimbabwe.

**A fourth pathway focused on engaging only with women and girls with one or two specific types of disability such as, e.g. hearing or sight impairments, or mobility issues as the only primary beneficiaries of the programme (Pathway 4).** Only four projects appeared (based on an analysis of annual reports) to have followed this pathway explicitly which was seen across both Windows. The type of organizations that followed this varied considerably and some grantees noted that while claiming to work with all disabilities in theory in practice, they often ended up only reaching certain types. Others limited their scope intentionally from the start, sometimes due to organizational mandate. For example, *Mental Disability Rights Initiative-Serbia* (MDRI-S) in Serbia focused only on addressing the specific needs and concerns of women and girls with intellectual and psycho-social disabilities, especially those living within residential institutions.

**Grantees, in designing their initial UN Trust Fund proposals, did not necessarily explicitly identify their project as taking a particular pathway.** Rather, these pathways were identified in retrospect by the researchers from analyzing project documentation across the 62 projects, as well as through a process of co-creation with grantees in a series of focus group engagements. The pathways offer a helpful way of thinking about programming aimed at addressing WGWD in EAWG programming. The grantees in the FGDs agreed that a deeper understanding of the various pathways used to engage WGWD within EAWG programming provided a helpful conceptual tool that resonated with their first-hand experiences of working to end VAWGWD. They emphasized the following three points:

**First, grantees insisted that the different pathways should not be polarized or presented as if one pathway is automatically better than another.** The pathways all emerged as possible ways to engage with WGWD to end VAWGWD, and the appropriateness of a particular pathway will depend on several factors, especially the type and mandate of the implementing organization and the specific context in which the programming is being implemented. This was emphasized by a number of grantees.

**Second, some grantees identified their own EAWGWD intervention as taking different pathways at various times.** In discussing these different pathways with grantees, some could see their own programming evolving and changing over time, based on the emerging requirements in their context. Others could see aspects of different pathways as already present across their various activities.

**Third, grantees noted that intersectional ways of thinking can be (and at times were) present across all pathways.** This pays attention to how many different social categories interrelate in the lives of women and girls with disabilities. Identity categories (e.g. race, gender and class) or wider circumstances (e.g. occupation, migration status or impairments) can compound in their lives to produce greater vulnerability to VAWG as was noted in a [2021 UN report](#) on applying intersectional approaches to EAWG. Grantees noted that carrying out an intersectional analysis around gender and disability in their specific contexts helped them decide which pathways may be most appropriate.

## 2.1 Why did some grantees follow Inclusion Pathways?

In reflecting on why grantees followed one of the two above Inclusion Pathways (pathway 1 or 2) to engage WGWD in their wider EAWG projects with women and girls in general or in other marginalized groups, three key, and potentially overlapping, reasons emerged.

**First, these pathways were seen by many grantees to be a crucial part of embracing the principle of Leaving No One Behind.** EAWG programming is increasingly recognizing a need to include all women and girls and that WGWD form a key group which has often been left out or behind. With some grantees, the UN Trust Fund funding was identified as bringing WGWD to their attention. Other grantees already had a growing awareness, through their other programming and/or research in their context, of the intersecting marginalization of WGWD and how at risk they are of experiencing VAWG:

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*...(W)e were implementing other projects before we got the UNTF funding. So, through the other projects (we) would also notice the problems that women and girls with disabilities were facing. So, we also conducted research when we saw that. (Participant, FGD 2, 2023)*

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**Second, donor encouragement and increased opportunities for disability-related funding also played a significant role for some grantees.** However, this was not explained as being the first or main driver behind engaging WGWD in these ways. Rather, the availability of UN Trust Fund funding in both the Windows offered an important opportunity that allowed grantees to follow through on their original intention of including WGWD, and there was appreciation for how donors encouraged greater engagement with, and inclusion of, WGWD, as one grantee noted:

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*Donors encourage the inclusion... of women with disabilities... in the projects and programs they support. We think that this is very important, especially in countries that have problems with the implementation of laws and democracy (FGD written response 6, 2023).*

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**Third, some grantees realized that in their specific context, there were several different groups of women at increased intersectional risk of experiencing VAWG.** This was often due to a wider combination of identity characteristics (e.g. ethnicity, gender, disability) and circumstances (e.g. occupation, location, HIV status). A small number of grantees therefore decided to focus on a combination of these specific groups of women in order to be able to address and respond to their particular realities. For example, as a FGD participant explained in relation to their WGWD programming:

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*We only work in rural areas. We only work in ethnic minority areas. We only work with people who can't speak (the official language of the government). (Participant, FGD 2, 2023).*

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Some projects worked with WGWD alongside other separate groups, and some worked with WGWD who also experienced other specific intersections at the same time. For example, while women and girls in rural areas, women and girls from ethnic minorities, and WGWD may all independently be groups that experience extreme marginalization and high risks of experiencing violence, the women and girls who are located at the intersections of these groups (i.e. a woman with a disability from an ethnic minority living in a rural area) are at even higher risk. This was well illustrated by a focus group participant:

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*(We've got) non-native language speakers. So that means that, for example, when they want to go and sort out their disability pension or exercise their rights, it's very difficult for them because they can't do it in their language... (H)ospitals are a big issue for them because as soon as they go out of the village, it is not in their language... so we've got ethnic marginalization. Then we're working in quite rural areas that are quite distant from places: access to information, access to services, all of those things. (Participant, FGD 4, 2023)*

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**Fourth, grantees highlighted that both these two pathways enabled intentionality and required specific tailored strategies from programme design stage onwards in order to work towards genuine inclusion of WGWD.** They compared both these pathways favourably to what they identified and viewed as often failed historical attempts by some to merely add in or integrate WGWD into existing VAWG programming without specifying tailored strategies or new partnerships to assist them. Listing WGWD merely as a primary beneficiary in a project proposal was not seen by any grantees as enough on its own, it needs to be accompanied by specific strategies by which this goal will be reached.

## 2.2 Why did some grantees follow Disabilities-Specific Pathways?

In reflecting on why grantees followed one of the two above Disability Specific Pathways (pathway 3 or 4) to engage WGWD exclusively as primary beneficiaries in their EVAWG projects four key, and potentially overlapping, reasons emerged:

**First, some grantees saw Disabilities-specific Pathways as central to their organizational mandate,** for example, as a disability-specific organization. Some had a mandate to focus on all types of disabilities or on one or two types, while others were organizations run by and for women with many or with a specific type of disabilities. For example, the organization, *Enlaces territoriales para la equidad de genero* in Argentina is run entirely by, and for, Deaf women, and has a mandate to empower other Deaf women by bringing them together to identify and address the specific daily barriers they face and to be at the forefront of designing appropriate solutions.

**Second, research by many grantees revealed that WGWD were exposed to particularly high rates of violence in their context, and this informed grantee decisions to do exclusive programming.** Meeting disability-specific needs of WGWD was also viewed as a gap in their community contexts. Grantees who were EVAWG experts often gave this as a specific reason for using disabilities-specific pathways. They identified what they termed 'double discrimination' of WGWD (female status intersecting with disability status) and felt that addressing this required focused approaches on these intersecting realities. Many saw that WGWD were being neglected compared to other women, especially around exclusion from, and discrimination by, education and health services:

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*Girls with disabilities are not given adequate care compared to other siblings. Quite often they are not taken for education, (or are) denied access to health services. Growing up in our culture...we miss out on information on sexual and reproductive health, nobody includes you because they think you are not sexually active, you will never get married, so you don't need this information. It expands to health centres. Even families don't expect a disabled woman to get pregnant. Then they have challenges of accessing labour beds within the health facility. (Participant, FGD 3, 2023)*

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Grantees who focused their attention on one or two particular types of disability only were often also informed by research which showcased specific gaps in their context around a certain disability type that needed more attention. For example, a number of grantees (such as *MDRI-Serbia* and *CELS*) focused specific attention solely on women and girls with intellectual and/or psycho-social disabilities in their contexts, because they

noted that this type of disability is viewed as particularly left behind within the disabilities space. They also targeted unique, institutionalized forms of legalized violence, such as compulsory institutionalization or lack of legal personhood in courts, that had become normalized practices for this particular type of disability. These grantees also highlighted that women with these types of disability can face increased risks of sexual and reproductive violence within institutional settings, such as legalized forced surgical contraception or abortion.

**Third, some grantees, especially OPDs, felt that many women’s organizations had unwittingly left out WGWD in their historical EAWG programming and felt uniquely positioned to help address this gap.** VAWG survivor services were often identified in their contexts as rarely being disability-inclusive, with issues of practical accessibility and attitudinal barriers seen around many service providers:

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*Most mainstream women’s organizations in (name of country) were leaving out women with disabilities. We noted that gap... that girls and women with disabilities were not also included. That was what motivated us to come up with the project and then we noted another gap that essential gender-based violence services provided to survivors were not disability-inclusive... some service providers were not able to communicate. (Participant, FGD 3, 2023)*

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Other grantees shared examples of how their own EAWG programming had been challenged by encountering pre-existing stereotypes of WGWD at community level that could not be easily resolved within their existing programmes. They felt that this needed additional disabilities-specific work to counter these disability-specific social norms and to address these intersecting stereotypes.

**Fourth, some grantees felt that using Disabilities-Specific Pathways could help them bridge gaps they had identified in wider violence prevention networks where WGWD had often been invisibilized or sidelined by public policies and systems in their contexts.** As WGWD programming increasingly became a UN Trust Fund priority funding theme, it motivated grantees who had already seen this specific invisibilization in their contexts, to respond more proactively. It also offered opportunities for disability-specific women’s organizations to offer their expertise into EAWG policy spaces. Grantees using these pathways also noted the importance of building WGWD visibility and self-confidence to address exclusion, violence and negative attitudes to all and to specific WGWD:

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*Continuous marginalisation and exclusion of WGWDs from mainstream programs, services, or organisations propelled us to design a project to enhance visibility of WGWDs in the country. Negative attitudes experienced by WGWD also influenced our decision for exclusive [programming] which aimed at dismantling negative attitudes and building confidence of WGWDs in the process. (FGD written response 7, 2023)*

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## 2.3 How did different grantees walk the various pathways?

While all the pathways ensured that WGWD are included as a primary beneficiary of the grantee’s EAWG programming, they each tended to have different ways of ensuring this inclusion.

Grantees who had intentional strategies for reaching WGWD alongside other women and girls within their wider EAWG project tended to do so in one of three, sometimes overlapping, ways. **Some grantees did so by partnering with OPDs to ensure that their EAWG programming intentionally impacted WGWD.** This was done, for example, by *Dignity and Rights for Children in Cote d’Ivoire*, whose project goal also explicitly named their focus on:

and which also partnered with two local OPDs to make this a reality. **Other grantees worked to capacitate themselves and/or others on disabilities and VAWGWD, for example through disability and VAWGWD trainings and workshops for stakeholders and community members.** This was especially likely for grantees with expertise in EAWG, but not in disabilities and VAWGWD, where learning more about WGWD and VAWGWD was a crucial way to ensure that their programming can effectively engage WGWD. For example, the *Palestinian Counselling Center* in the State of Palestine received disability-specific capacity building from their OPD partner to enable them to focus in more targeted ways on WGWD. **Finally, some grantees focused on ensuring the meaningful participation of diverse WGWD in their projects.** For example, the *Centre for Women Studies and Intervention* in Nigeria, whilst engaging all women and girls, intentionally created opportunities for WGWD to participate as agents in the project, to counter societal norms that limit female participation, especially of those with disabilities, in public spaces.

Grantees who followed pathways that worked with WGWD alongside other pre-decided, specific marginalized groups of women and girls in their EAWG projects also did this in different ways. **Some grantees started with their project goal, and then identified specific marginalized groups (with WGWD being one of the groups) to focus on as the best way to reach the project goal.** For example, the project goal of *Jamaica Aids Support for Life (JASL)* in Jamaica was that women and girls affected by HIV experience better health as a result of integrated VAW and SRH services. *JASL* decided to specifically target not only people living with HIV and AIDS, but also sex workers, transgender women and WGWD. WGWD were selected as beneficiaries because they were identified as also being in need of better and integrated VAW and SRH services, and also more affected by HIV. Therefore, targeting WGWD alongside the other specific groups who also encountered stigma was a logical way of reaching the wider project goal of access to services. **The second way through which this pathway was implemented, was by starting by identifying key marginalized groups of women and girls in their context.** Programming was then focused on them as a way of ensuring that no-one is left behind in their EAWG programming, with WGWD identified as one of these 'most marginalized' groups. For example, *Centro Regional de Derechos Humanos y Justicia de Género: Corporación Humanas* in Chile explicitly identified five marginalized groups that the project would focus on:

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*Women who belong to the most vulnerable groups in Chile (lesbians and transgenders, migrants, [those] with disabilities and [those] living with HIV). (Monitoring report, 2019).*

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WGWD are explicitly targeted in their EAWG programming, both alongside, and/or within other specific groups, as they are viewed as being most marginalized within the context.

Grantees who followed pathways that worked only with women and girls with all types of disabilities tended to do so in one of four, sometimes overlapping, ways. **Some did so by working locally with WGWD individuals within their pre-existing networks to equip them as visible, empowered, and self-organized around EAWG issues.** This was often a focus for 'by and for' organizations such as women's disability networks. For example, *NUWODU* in Uganda and *Women Challenged to Challenge* in Kenya both mobilized their WGWD membership networks around EAWGWD. Other grantees did so by working with wider systems to leverage legal and policy changes focused on disabilities and their intersection with gender. This was often done by larger organizations with expertise and influence at this level. For example, *Fusa para la salud integral con perspectiva de genero y derechos asociación civil* in Argentina identified legal and policy challenges around SRHR within national health systems that affected WGWD and used legal advocacy and strategic litigation to reform these. **Some grantees focused their project on WGWD only by working with communities to tackle disability-specific social norms both within EAWG organizations and wider social structures as the core of**

**their UN Trust Fund project.** For example, international organizations, *Action on Disability and Development International* (in Cambodia) and the *Asian-Pacific Resource and Research Centre for Women* (based in Malaysia but working in Bangladesh) both partnered with local women and disability partners to capacitate them for social norms change on WGWD, while *Beyond Borders/Depase Fwontyè yo* in Haiti developed disability-specific materials and training for communities across all types of disabilities. **Finally, many grantees did so by working to mobilize and equip WGWD and WGWD organizations to self-organize around EAWG.** A number of grantees equipped WWD to become vocal activists and expert consultants for other organizations and social structures. For example, *UNABU* in Rwanda, an organization for WGWD which was started by 14 women with disabilities, focused on capacitating other WGWD through forming multiple self-advocacy groups.

Finally, grantees that engaged only with women with one or two types of disability had some commonalities with the above ways of implementing, but due to their narrower focus, four slightly different ways emerged. **Some grantees focused almost entirely on advocacy for legal and policy change within government systems around violence against women with very specific types of disabilities.** This was done, for example, by *CELS* in Argentina, which focused on changing national psychiatric hospital procedures that affected women with psycho-social and intellectual disabilities within those spaces. **Others took an institutional approach by making visible and giving voice to women living with intellectual disabilities within institutions, including tackling institutionalized gendered violence.** This was done, for example, by *MDRI-Serbia* who worked within residential institutions to address violence and challenge policies of institutionalisation that deny agency to women with intellectual disabilities in particular. **Some focused on changing mindsets around how women with specific disabilities are negatively labelled and assisting self-organization.** This was done, for example, by *Enlaces territoriales para la equidad de genero* in Argentina, which empowered Deaf women to see themselves differently and self-organize to tackle social barriers and reframe understandings of Deaf culture. **Finally, some grantees focused on addressing accessibility and attitudinal barriers for women and girls with specific disability types within wider VAWG services,** as was done by the *Center of Arab Women for Training and Research* in Tunisia, with visually and hearing-impaired women and girls seen to be at risk of escalated violence under COVID-19.

## 2.4 Walking the Different Pathways: Insights from Practice

Grantees shared various insights which they had gathered in the process of following different pathways to engaging WGWD in their EAWG programming. These insights are discussed below, in an integrated way across the four pathways which draws attention to the benefits and challenges of different pathways and the process of navigating them.

### 2.4.1 Pathways can centre different aspects of WGWD identity

Grantees noted that **Inclusion Pathways typically place WGWD's identity as a woman first and foremost, by engaging WGWD alongside women and girls in general.** They focus attention on the commonalities that WGWD have with other women and seek to reduce the risks of exceptionalizing disability, as well as the stigma associated with people with disabilities (PWD). At the same time, they were seen by grantees who followed these pathways to promote a sense of inclusion and belonging for WGWD within wider women and girl programming, as the emphasis is on shared womanhood, rather than disability. One grantee noted:

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*Removing that stigma that comes with all the disability (that they believe) 'I don't really fit in'... We are just saying you are also a woman. You are also experiencing this violence and because of that, we are going to include you in our programming because we believe the whole leave no one behind and do no harm principles... so that promoted a feeling of belonging in our projects because we were not just saying 'we're going to target you guys (WGWD) specifically because of this demographic, because of this certain thing that does not define who you are...' It did work but it didn't put pressure on specifically trying to get a certain demographic to participate. It was targeting everybody. (Participant, FGD 1, 2023)*

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**Likewise, grantees who followed Disabilities-Specific Pathways which focused only on WGWD, also learned the importance of not (unwittingly) reinforcing the divides between different women or widening pre-existing patterns of exclusion and invisibility of those with disabilities.** They noted that care had to be taken by them to ensure that Disabilities-Specific Pathways do not lead to grantees' projects being 'labelled' by wider communities as being just for WGWD and therefore of limited interest to other community members. One grantee noted that:

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*The risk with this approach is that it lessens opportunities for obtaining cooperation of other members of the community... In an EAW program, networking and synergy with persons who have no disability is important to maximize intervention outcomes for WGWD, when that aspect is missing, the project may not harvest good results. (FGD written response 15, 2023)*

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**At the same time, grantees using Inclusion Pathways have learnt that it is important that they do not over-simplistically view WGWD as a single homogenous group.** This is often identified as problematic by WGWD themselves, who seek to have the diversity of disabilities better recognized. OPDs especially noted that more attention needs to be paid to how different WGWD may position and define themselves. Treating all WGWD as if they were the same runs the risk of excluding women and girls with certain or invisible impairments. Requirements for engaging with women and girls with mobility issues, for example, are significantly different from the requirements for engaging with those with intellectual and psychosocial impairments. Pathways that broaden the focus beyond WGWD only must take care not to underestimate these different requirements, or they may only end up engaging women and girls with certain types of disabilities. Some grantees were honest in explaining that this is what they ended up doing in practice:

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*(W)e were only able to focus on those living with physical disabilities. So, the expertise for working with young women in particular, who have more mental disabilities, was not something we had in-house and is not present in the country either. (FGD 3, 2023)*

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**Grantees also highlighted that by centring WGWD exclusively as primary beneficiaries, Disabilities-Specific Pathways typically bring WGWD and their agency to the forefront of all project activities. This may afford these pathways more opportunity to respond to the specific situation and requirements of the WGWD they are working with.** One grantee noted:

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*We can ensure the benefit of the program goes to WGWD, and really fits and is accessible and inclusive, meeting the specific needs of the people. (FGD written response 13, 2023).*

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In the resource-limited contexts where grantees worked, this focused benefit for WGWD was viewed as important and enabled more WGWD to benefit from the funding available and not have to compete with other women and girls:

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*A disability-specific approach which focuses on WGWD as primary beneficiaries has the benefit of giving exclusive attention to WGWD and widens the scope of reaching out to larger number of WGWD in programs... (who) become beneficiaries. (FGD written response 15, 2023)*

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**Disabilities-Specific Pathways were seen as having created a safe space for WGWD empowerment and mobilization, including as advocates for their own rights.** The creation of a safe space for only WGWD often enabled them to meaningfully participate first and then build confidence for other roles. It takes seriously the pre-existing mistrust that many WGWD have of other groups and systems, which can make them unwilling to initially even attend EAWG programmes. These specific pathways also focused attention on working at individual level with WGWD, to build their self-confidence, enhance their agency and participation before involving them with other women or in other processes:

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*We have interacted with women that the (first) time we phoned them if you ask their name, they couldn't tell you and they will cover their face, but now we are seeing them interact in their communities, addressing meetings, on radio, a disability advocacy group who present alternative budget proposals during meetings in their communities. (Participant, FGD 3, 2023)*

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*This centring is even more prominent in pathways with only one or two types of disability, where a streamlined focus enables attention to specific WGWD. One grantee noted that "(it) can ensure the benefit of the program goes to WGWD, and really fits and is accessible and inclusive, meeting the specific needs of the people with the particular disability selected." (FGD written response 13, 2021)*

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## 2.4.2 Pathways can promote inclusion in different ways

**Inclusion Pathways were seen here to be contributing to changing the wider EAWG sector by modelling and improving the long-term successful inclusion of WGWD into wider society.** This inclusion, if done well, intends to enable WGWD to also participate more fully in wider EAWG programming and movements. As a result, Inclusion Pathways often equip those working more widely with women and girls in general to develop better skills to ensure the improved inclusion of, and engagement with, WGWD, with practical results seen in this area, as was noted by one grantee:

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*(Our) approach was actually working because in our interventions, we are now training them (village health workers) to be more aware of the needs of girls with disabilities and at the back of your head, always remember that this person has special needs and if I'm intervening and trying to help this person, I might need support from other peers or from the training I've had. (Participant, FGD 1, 2023)*

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This inclusion of WGWD also contributed to building increased institutional support within EAWG organizations around issues of disability. One grantee noted that:

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*We are increasingly witnessing mainstream organizations seeking to include WGDs; it demonstrates a great achievement by the disability rights movement. Many organizations now appreciate the need and obligation to be inclusive in their work. (FGD written response 17, 2023).*

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These pathways also indirectly challenged ableist attitudes in many wider women and girls' movements which perpetuates disability-related stigma.



**Disabilities-Specific Pathways contribute to the inclusion of WGWD in EAWG programming in a different way, by enabling the development of comprehensive, specialized solutions and services at many levels as needed by a particular group.** As a result, grantees felt that their programme's outcomes were often more realisable, monitorable and concrete. One grantee noted that:

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*Implementing programs on one specific type of disability will not divide attention. It also means that specialized solutions are also specific which makes the outcome more realizable, effectively monitored, evaluated and achieved. (FGD written response 15, 2023).*

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Very specific accommodations may also be needed for particular disabilities, e.g. sign language for those with hearing impairments.

**At the same time, several grantees also noted that initial outreach and engagement with a very particular group of WGWD only can be challenging in the light of the structural denial of formal services to certain groups, such as those with intellectual disabilities.** Where harmful stereotypes against those with specific types of disabilities have become entrenched, these WGWD may be fully disconnected from services and structures, making it very challenging for programming to identify and engage them. For example, those with psycho-social disabilities might not even be allowed to leave their house. Those who are deaf or blind may be excluded from accessing even basic information on the prevention and response services that exist:

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*One of the challenges was to reach the Deaf community, as not having accessible information about violence perpetuates its naturalization. On the other hand, once violence was recognised, there was no access to the services that the State provides free of charge, because there are no teams trained to care for Deaf women...So if women approach these services and see that in addition to gender violence they must go through institutional violence, they stop attending and violence and isolation worsen. (FGD written response 16, 2023)*

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**Grantees using Inclusion Pathways in particular emphasized the importance of avoiding engaging with WGWD in a tokenistic way by seeking to merely integrate them into existing wider EAWG programming without developing tailored strategies for intentional inclusion.** Some grantees pointed out that WGWD needed formal, dedicated attention first to meaningfully engage and participate in existing EAWG programmes. If this aspect is not prioritized, the inclusion of WGWD may end up both shallow and ineffective, as grantees insist that WGWD may then become an afterthought as other programme needs take over. One grantee noted:

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*(Such) inclusion may lack analysis of the specific needs of WGWD and fail to respond adequately. For instance, including women and girls with hearing impairments or the blind requires hearing aids and braille which may not be adequately planned under such an approach both in execution and budget requirements... (FGD written response 20, 2023)*

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This is why many of the grantees insisted during focus group discussions that the inclusion of WGWD in wider EAWG programming, irrespective of the pathways being used, must include deliberate strategies and genuine partnerships with disability experts or organizations of women with disabilities, and be thought through carefully at design stage in advance of programme implementation. Giving WGWD specific attention is seen by many grantees as crucial for developing equality in practice around access to services and knowledge, to avoid problematic forms of token inclusion:

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*We need to go the extra mile for (WGWD) to be able to be engaged and meaningfully participate because at the end of the day, we may end up having tokenism where we are saying we want certain women who are vulnerable and we're just going to invite them or find a way for them to get to where we're doing a meeting or intervention but it becomes token that they're just there and the registers are filled that someone with a disability was around... it has to be a deliberate effort... It's not just about inviting them for the sake of it, but we also want them to actively, meaningfully participate. (Participant, FGD 1, 2023)*

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**Grantees learnt the importance of carefully and intentionally using Inclusion Pathways, to ensure that there is not only superficial engagement with WGWD and/or with VAWGWD.** When an EAWG project aims to engage with women and girls in general, or with a number of groups of highly marginalized women and girls, the engagement with WGWD can become limited and even superficial, for the grantees have multiple demands on their resources. For example, only a small number of WGWD from the nearby community may be engaged with repeatedly, in order to ensure that project targets are met, without any further attempt to reach more WGWD in additional communities. This may present grantees with a dilemma where they have to choose between working in-depth with only a small number of WGWD, versus reaching WGWD more widely but with only limited engagement with each one. For example, while there may be overlap in the services required by transgender women, women with disabilities, and migrant women (e.g. they all need access to sexual and reproductive health and rights (SRHR) services), there may be significant differences in their legal needs (e.g. migrant women may require help in engaging with the local branches of the Department of Labour, while WGWD may require international actors to lobby national government on discriminatory disability laws). By trying to work with and for so many diverse groups all at once, organizations noted that they may struggle to spend enough time and resources to meet the specific needs and requirements of each group, or they risk neglecting one or more of the groups. As one grantee explained:

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*(T)he danger is opening up too much and not serving all populations adequately. (FGD written response 53, 2023).*

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**Grantees also highlighted the need for organizations to make a careful distinction between the integration and the inclusion of WGWD.** Integration is when WGWD are integrated into existing EAWG programming; inclusion focuses on ensuring that EAWG programming actually benefit WGWD. Grantees highlighted practical challenges around accessibility which affected WGWD such as, for example, mobility and communication which then affected workshop venues, clinics and transport. In settings with high disability stigma, identifying WGWD was also challenging as families may hide those with disabilities, with WGWD rarely allowed to leave the home, often justified in the name of their safety and protection. Grantees pointed out that merely integrating WGWD into pre-existing EAWG programming may fail to consider and navigate these practical challenges and as a result, may not lead to real impact for WGWD. They insisted that inclusion requires paying close attention to ensure WGWD really benefit. One grantee noted:

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*Inclusion is quite different from integration. For integration, you might have a WGWD sitting in your room, in a meeting, but they are not hearing anything because she's deaf. She's not learning anything because the approach you are using to teach is not inclusive and this is integration. You are there but you are not benefiting. You are counted in the number, but you are not learning anything. And inclusion everyone is benefiting at the same level as any other one in the room. (Participant, FGD 3, 2023)*

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### 2.4.3 Pathways can respond differently to disability stigma and discrimination

Many WGWD have experienced years of stigma and discrimination and this has implications for taking Inclusion Pathways, as WGWD may therefore be uncomfortable or feel unsafe being engaged alongside women and girls without disabilities in their communities. They may face the real risk of experiencing on-going stigma and discrimination at the hands of co-beneficiaries who do not have disabilities. This is why grantees consistently insisted that including WGWD in wider EAWG work must be both deliberate and carefully thought through, to avoid further unintended harm to WGWD:

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*If I'm a mother who's given birth to a disabled child and I live with that stigma my whole life and all my neighbours talking about me all the time, what a terrible person I am... Then you put me in a nice inclusive group, but half the people (there) think that about me, they hold those community stereotypes that you gave birth to a disabled child, therefore, you must have done something bad in your life. This is a punishment from God. (Participant, FGD 4, 2023)*

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Even where stigmatizing attitudes are not present amongst co-beneficiaries, grantees learnt that many WGWD have internalized the pre-existing stigma and negative stereotypes so often connected to disabilities and may therefore reject any engagement with the project and its activities. They may first need a safe, disabilities-specific space to engage with the project and build trust, and in the absence of this they may be hard to even identify or may refuse to join wider project activities.

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*In as much as our organization with all good intent (...) had included them as beneficiaries, they were not forthcoming in willingness to participate in the programs organized for them... (D)due to long years of neglect and exclusion from participation in community activities and development processes, they have low self-esteem which was preventing them from [honouring] invitations to attend our programs. (FGD written response 4, 2023)*

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Group photo of Youth camp participants in August 2021

**In response to this overarching challenge, Disabilities-Specific Pathways were often able to create safe spaces for WGWD where trust can be built, and lived experiences shared** in the light of current realities that many WGWD are very isolated and invisible within communities. Offering concrete opportunities for WGWD to socialize and get out and meet other women with disabilities like them, formed an important first step to build solidarity. Empowering them exclusively can also help WGWD to then better navigate wider family and community power dynamics. One grantee noted that:

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*One of the major things for many (WGWD), this was the first time they had ever participated in anything outside the house with anyone, in some cases going up to nearly 30 years of age. So, it was quite an important experience for them... (Participant, FGD 3, 2023)*

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**Grantees also raised a concern that some persons without disabilities may fail to understand or empathize with WGWD realities.** Several of them learned as a result that placing WGWD straight into wider groups with other women in their programme activities made some WGWD feel stereotyped and unsafe. This offers an important justification for disability-specific activities and also enables everyone to feel that the information being shared is relevant to all women in the group:

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*If you're not a person with a disability, you don't know what it's like to live with that. if you put me in a focus group and we're going to talk about our life issues, trauma, violence, you haven't stepped in my shoes. You don't know what I'm talking about... (Participant, FGD 3, 2023)*

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**Several grantees also noted an invisible hierarchy around which disabilities may get more attention within EVAWG implementation, often due to the practicalities of who are easier to reach, better recognized or more visible.** For example, intellectual and psycho-social disabilities were often de-prioritized by the pathways that engaged with all WGWD, due to being very challenging to engage with, with sensory or mobility issues often prioritized. Grantees may need to be more realistic, clear and specific at programme design stage about their capacity and expertise to work with multiple types of disabilities. Disabilities-Specific pathways that focused on types of disability that was often left behind were viewed as more likely to create safe spaces for these WGWD to discuss their specific issues and to pay attention to the specific forms of violence and invisibility these particular groups may incur:

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*Disability-specific projects offer tailor made and specialized programming which mainstream programs fail to provide...they provide safe spaces for women and girls with disabilities to discuss issues specific to them and they provide a platform for women and girls with disabilities to voice out their views freely. (FGD written response 11, 2023)*

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**Nevertheless, Disability-Specific Pathways can also run the risk of unwittingly risk creating negative hyper-visibility for WGWD and their situations, which can make them more vulnerable to being targeted by, or resented by, others.** Working with WGWD exclusively as the only primary beneficiaries can create tensions with other women and girls or with other family members who may feel left out from the programme benefits, especially if WGWD are receiving tangible resources such as economic empowerment grants. In contexts with deep economic insecurity and strong disability stigma, grantees taking this programming pathway had to take care not to unwittingly create a backlash:

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*In a context where you have pretty stark socioeconomic insecurity and real stigma around disability, e.g., it is the result of sin, this focus, particularly coming from an international organization, on this marginalized group has potential difficulties with optics for local populations who feel like they should be the ones being supported. (Participant, FGD 3, 2023)*

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## 2.4.4 Pathways can prioritize different partnerships

Grantees found that Intentional Pathways were more effective when they had partners with different types of expertise, which in turn could encourage multi-stakeholder collaboration. They also noted that these collaborations can often be more cost-effective than working in parallel. In order to gain the needed knowledge and expertise to include WGWD in their EVAWG projects, organizations turn to partners. As discussed earlier, many women's rights organization grantees specifically turned to OPDs, which has also increased the reach and recognition of a range of OPDs:

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*We have learned so much from the partnership and our ongoing relationships with (these OPD partners)! In particular, (specific OPD partner) taught us so much – from accessibility of office spaces, to the importance of interpretation, to watching our training methods and adapting based on needs, etc. Not only did the partners help us develop relevant, high-quality materials and training for others, but they also continue to teach us and provide ongoing and additional connections to disability rights activists and movements. (FGD written response 24, 2023)*

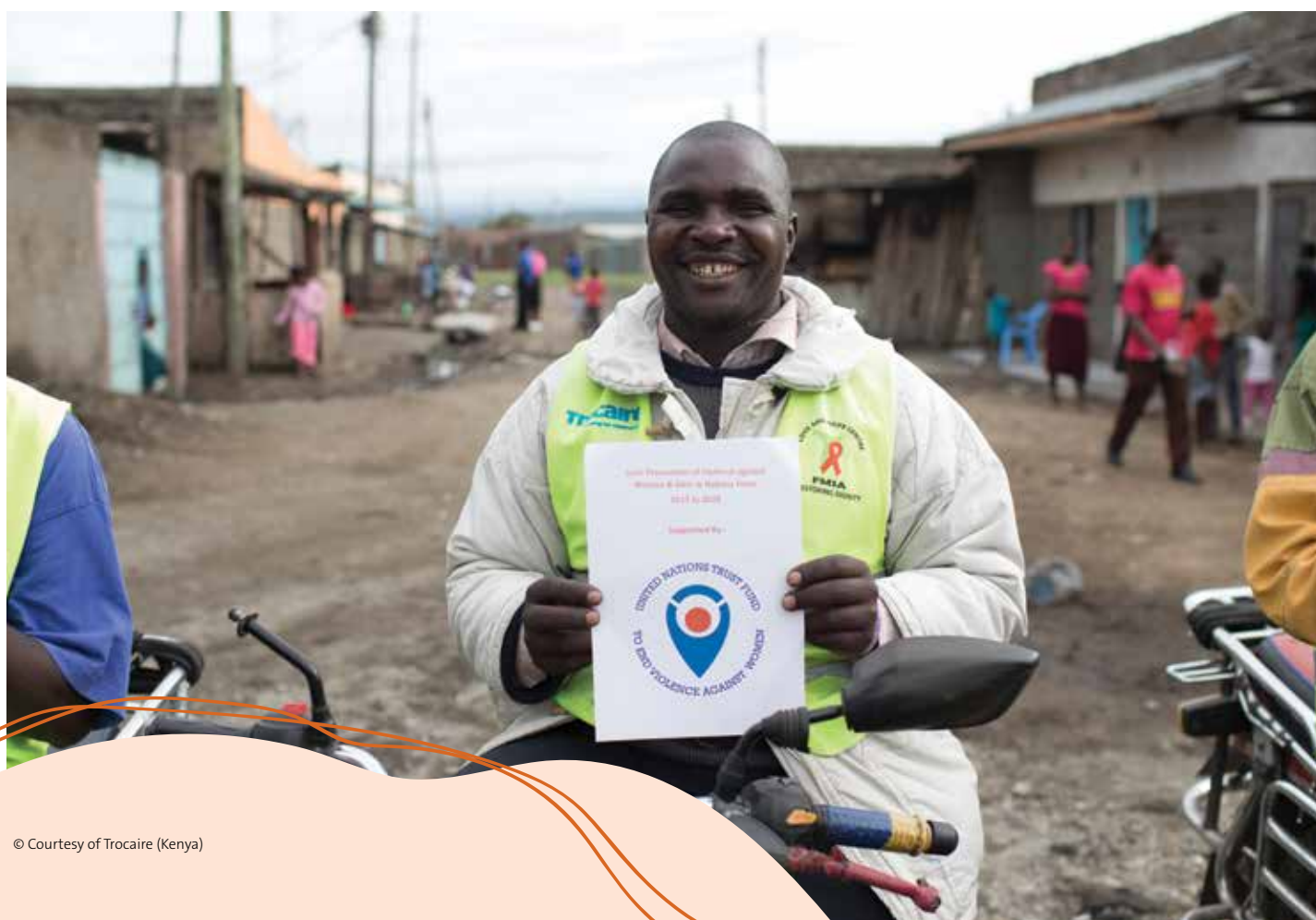
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Grantees found that pathways that focus only on WGWD often prioritize WGWD leadership for longer term sustainability by drawing on the expertise of pre-existing organizations run by and for WGWD themselves. This supports self-organization by WGWD and sustainability post-project where WGWD have been equipped to decide and start their own activities. Grantees shared many concrete examples of WGWD empowered in their programmes who lobbied successfully for practical changes:

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*In some sub-counties, we have seen the procurement of adjustable labour beds for women and girls with disabilities. It's been a big [challenge], and they are very expensive, but WGWD are engaging on these critical issues, and we are really seeing change every year...WGWD are really following up during the planning and budgeting process. (Participant, FGD 3, 2023)*

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**This centring of the expertise of organizations who are disability-specific or are run, or constituted by, WWD was identified by many grantees as leading to good results and more inclusion longer term.** Equipping WGWD to work directly for their own inclusion was viewed as essential, as short-term projects cannot control wider community spaces where WGWD live. One grantee noted:

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*It is critical that WGWD and PWD are sought out early and often and that staff work hard to ensure their inclusion, participation and leadership in community activities. (FGD written response 8, 2023).*

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These narrower pathways were seen to be often being taken by specialist organizations who bring important expertise and knowledge around particular issues related to that condition to bear on their work. One grantee noted that:

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*(T)hese organizations have deep understanding and provide expert services and advocacy because they focus on a specific disability category. (FGD written response 17, 2023).*

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**Yet collaborations could challenge project implementation, as some grantees had many different partners to consult, engage and include.** This was true even where collaboration was not with formal partners, but with different relevant stakeholders. Especially with projects that focused on engaging a number of extremely marginalized groups of women and girls in their programming, such collaborations need to be very carefully thought through to avoid programming being pulled in different directions which could be both difficult and slow to implement. For example, a project working with lesbian women, transgender women, WGWD, migrant women and women being trafficked, often required complex forms of multisectoral collaboration. While this collaboration is seen as crucial to all EAWG efforts, especially [service delivery](#), it can overwhelm one organization and its EAWG programming. Some organizations also experienced legal and political obstacles when they engaged with groups of women outside their registered mandate, such as was faced by *Association of Roma Novi Becej* in Serbia, where to work with WGWD you have to be an officially registered disability organization, or with groups of women who are highly stigmatized by existing laws, as was shared by grantees from Zimbabwe around sexual and gender minorities. In certain countries, the state carefully monitors organizations' activities to ensure they only do, and work with, those whom they are registered to work with, and organizations can be disciplined or even prosecuted in different ways if they are seen to overreach their mandate:

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*(Our government requires that you) look at what you specifically said you're going to be looking at. So, if you're going to be looking at LGBTIQ issues, (then) you're going to be looking at health issues, SRHR and sex workers... You can't then encroach and say we're now going to be including other women in this programming. (Participant, FGD 4, 2023)*

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## 2.4.5 Pathways can offer learnings around the importance of being specific

Some specific grantee learnings emerged from those grantees whose programming reached to a number of marginalized groups and found that this helped them better understand how and why particular women and girls may be at higher risk. This can encourage the development of programming that is nuanced enough to respond to these complex realities and underlying root causes. These grantees were able to realize that WGWD are not only at risk because of their disability but also because of how it intersects with many other identity characteristics and circumstances:

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*This approach is good because it includes all marginalized groups including girls and women with disabilities... It helps to come up with strategies to end violence against women with disabilities in different settings such their economic status, ethnicity, living conditions, type of disability and not just focus on disability. (FGD written response 18, 2023)*

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Furthermore, this focus on a limited number of specific groups of women and girls enables time and resources to go into understanding the needs and requirements of these different groups, including WGWD. In considering the stigma and self-stigma that WGWD experience, some may be afraid to engage in larger community-wide spaces. This pathway allows for engagement with limited groups of women and girls only who all experience marginalization in various ways. This can help to make it a safer space that WGWD may be more willing to engage with, and also learn from about other groups. However, it is also important to bear in mind that the mandate of leaving no one behind or a commitment to taking intersectional approaches should not be misunderstood as grantees having to work simultaneously with all marginalized groups, regardless of their own expertise.

**Grantees who concentrated only on one or two particular types of disabilities echoed the need for programming which is focused on certain women and girls.** They often found it easier to mobilize groups of WGWD affected by similar conditions, rather than only with a range of disparate individual WGWDs. One grantee noted:

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*(F)ocusing on the specific issue generates more concrete actions...and works as long as people with disabilities as a group and not individually have a fundamental place in design, elaboration, planning and implementation of projects. (FGD written response 16, 2023).*

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**Grantees also noted that those taking this pathway can also be more sensitive to how those with a particular impairment may define themselves.** It may, as a result, be accepted by some WGWD as better resonating with how they want to define their condition. For example, one grantee noted that:

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*Deaf people do not identify as people with disabilities (but) as people who belong to a minority linguistic-cultural community. We have an identity, a language, a culture, history, associations, clubs, traditions and customs, which are based on visual culture. (FGD written response 16, 2023).*

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Despite this, grantees also noted that even those who took pathways focused only on one or two types of disability cannot avoid the reality of the diversity of disabilities. **Working only with one type of disability can help reduce, but not entirely resolve, the challenges of adequately catering for diverse disabilities, as this also exists even within one type of disability.** Those taking these approaches need to avoid assuming sameness that then re-homogenize. Grantees still must still consider diversity in terms of levels of impairment

and its variations. For example, those working with women who are deaf noted that sign language often varies by region. Some women may have multiple different impairments, with some pathways equipped to provide support to one type only. **There may also only be a small number of women with a specific type of disability in the community in which the grantee is delivering programming.** An organization with a very narrow focus then limits participation in, and the benefits of the programme to an exceedingly small number of primary beneficiaries. If programme staff have to travel far to secure more beneficiaries, this may risk increasing programme costs excessively or the reach and benefits of this approach may be more limited than the grantee had intended. Some grantees taking this pathway even faced charges from other disability organizations that they are segregating disabilities:

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*Leaving out other forms (of disability) may (be) deemed to be segregation and may get resistance from organizations that champion the disabilities left out. (FGD written response 20, 2023).*

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Organizations representing one type of disability only may also face challenges in being heard within these wider disabilities policy and advocacy forums which may limit what they can achieve while those taking a **pathway that includes all WGWD is often well positioned to address disabilities by working to strengthen legal systems and policies where all disabilities are often clustered together.** These grantees were often invited to engage with and help re-shape pre-existing disabilities-related public policies in their contexts. This influence can make it easier to connect into wider political or legal systemic momentum for change on disabilities and work to ensure that gendered issues around EVAWGWD are included.



*Women participating in a project led by AMREF (Tanzania) in the Serengeti region where the project is aiming to end female genital mutilation*



## 2.4.6 Pathways can encounter financial challenges

**The financial challenges faced by many WGWD can create practical barriers to including them in pre-existing EVAWG programming.** Extra intentional economic support, including for programme budget planning from early on, is essential for programmes that aim to include WGWD. This is also tied to the realities of wider economic barriers by many WGWD who rarely have the financial resources to attend general programme activities without additional support from family members (who may also be perpetrators of other forms of violence against WGWD). To enable the participation of WGWD, grantees noted that the programme may have to plan and cater for various reasonable accommodations, such as accessible transport, which may have real cost implications. One of the lessons learned from some grantees using these pathways is that they either did not plan well, or found it challenging to plan around and accommodate the needs of all WGWD into the project budget. Engaging WGWD was seen by many, but not all, grantees as requiring additional resources that are not needed when working only with those without impairments, e.g. sign language translation for those with hearing or speech impairments. These requirements had budgetary implications that some grantees had not considered, especially if they had never intentionally rolled out strategies to engage WGWD in their EVAWG projects before:

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*Working with people with disabilities requires additional resources that, simply because of our ignorance and inexperience in working with them, we do not ask for when planning activities. (FGD written response 6, 2023).*

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**Experiencing the practical and budgetary implications of the requirements of WGWD has led to some grantees highlighting the need to explore further what reasonable accommodation looks like in the light of their commitments to other women and girls with other needs too.** While adaptive budgeting (as was facilitated by the UN Trust Fund) was seen to help address this, some grantees wondered whether it is possible or reasonable for one organization or project to cover the full range of possible disability-related accessibility issues. For example, finding and paying for appropriate spaces where so many diverse accessibility needs can all be met at the same time is an ongoing challenge and can also lead to very high costs. Many community spaces are not currently structurally accessible, which poses difficult questions around what is reasonable to expect. Strict rules from different funders around procurement of items such as mobility aids or infrastructure upgrades can also create additional complications.

**However, it should be noted that not all grantees saw this issue as a critical barrier to WGWD inclusion in EVAWG programming** and some felt it can be based on erroneous assumptions that all reasonable accommodation of people with disabilities will be expensive. One grantee, from a women with disabilities organization, gave different examples illustrating how reasonable accommodation is not always expensive. For example, providing sign language can be seen as similar to translating a document into a different language, which is a requirement often accommodated in EVAWG programming. Furthermore, she also highlighted that not all disability related conditions need specific resources to be able to participate fully. What these learnings highlight is the complex and diverse experiences of those grantees that engage WGWD in EVAWG programming which would benefit further exploration and unpacking by an ongoing community of practice.

# 3. KEY STEPS TOWARDS MORE INCLUSIVE EVAWG PROGRAMMING

Grantee discussions made it clear that despite taking a number of different pathways to engaging WGWD in their programming (as discussed in Section 2), all 62 grantees share a common goal around WGWD being safe, included and seen as capable agents both in wider EVAWG work and in wider society overall, so that violence against them can be reduced. They insisted in the focus group discussions that all projects, regardless of the pathway they walked, aim to work towards achieving this longer-term goal, even those following pathways that may seem to exclusively focus on WGWD in a more specific way. One grantee noted that what may be perceived by some as the ‘exclusiveness’ of disability-specific programming done by several grantees, is in fact viewed by those grantees as a way to ensure longer term inclusion and to avoid the ever-present risks of tokenism in this area:

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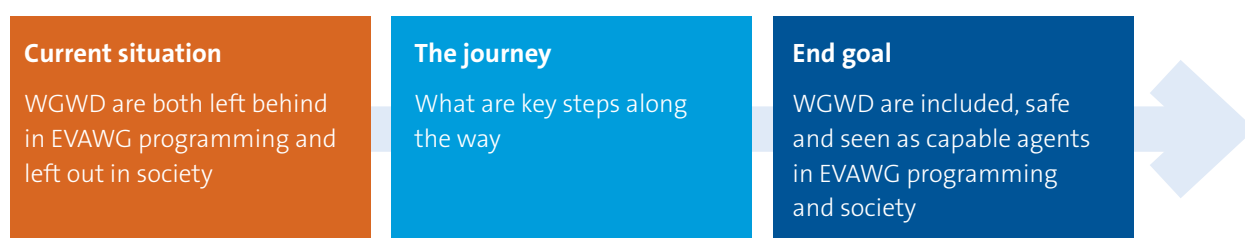
*We are being exclusive to become inclusive. Inclusion...is not just about tick boxes and I have got one person in and great, I have done my inclusive group... We're all looking to have an inclusive society. (Participant, FGD 4, 2023).*

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Another grantee pointed out that some disabilities-specific programming that is focused on WGWD only may often need to precede programming that seeks to immediately integrate WGWD directly with other women and girls. This is shaped by the reality of the double exclusionary patterns that WGWD face, as being both left out of EVAWG work but also wider society.

The following diagram was designed based on early grantee insights and was then used as the basis for further focus group discussion between different grantees around what they themselves identified as wider EVAWG sector realities around the shared task of addressing VAWGWD:

**Diagram 1:** Key steps towards inclusion



Grantee discussion led to two main shared insights as well as a number of common steps being identified by them as important to place within the ‘journey box’ in the centre. These are discussed below.

**First, it emerged from these grantee discussions that WGWD exclusion is viewed by many grantees as a form of violence in its own right.** As a result, inclusion is not viewed as a side benefit of other programming, but as an inherent right that is being denied. WGWD are excluded due to their disabilities in multiple ways, from having rights/being agents, participating, having a voice in families, accessing services and systems designed to protect, support and respond, and in development processes and workplaces. This multi-faceted exclusion affects ways in which WGWD are inadvertently left out and left behind in EAWG programming. For WGWD, these forms of exclusion not only create heightened risk factors for other forms of violence, but are also to be seen as independent forms of structural violence in their own right, and often accepted as default, normalized practices.

**Second, grantees offered a number of common suggestions which are detailed below in the seven steps about how to move towards the long-term goal of making EAWG more disability inclusive.** In the light of the shared consensus emerging from grantees around both the current situation of WGWD (as depicted in the above diagram) and their desired end goal (as depicted in the above diagram), grantees were invited to co-create together the various steps they felt were needed to move from the current reality to the end goal. While the wider goal is that all WGWD lead a violence-free life, the more modest goal for many grantees was to ensure that WGWD were no longer being left behind in EAWG work and society and that they benefited from work to end VAWG more generally.

**Seven steps emerged from these group discussions with grantees as crucial parts of the journey for the EAWG sector from the current reality to the desired end goal.** Grantees do not insist that just one organization must always carry out every single step, but they do insist that, within all contexts, these steps are all needed pieces that need to be provided in some way, in order to move sustainably towards leaving no WGWD behind. These steps are also not numbered, as they may not take place in a linear way, and some may in fact best be run concurrently or even by different organizations.

## 1. IDENTIFY AND ENGAGE WGWD IN THE SPECIFIC CONTEXT.

Grantees stressed that, in addition to identifying and engaging women and girls with disabilities, it was particularly important to find those WGWD who are particularly challenging to reach, such as those who are socially isolated or those whose disabilities are not visible. One grantee noted that:

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*If they are left out of the work and left out of society, then first of all you've actually got to find those women who have everything stacked up against them. They can't be included if you never find them. (Participant, FGD 4, 2023)*

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UNABU is an organization of women with disabilities in Rwanda who took what they called a 'mindful targeting' approach to find and involve the most invisible women with disabilities in their programme. They raised awareness through existing community platforms on disability rights and gender-based violence against girls and women with disabilities and highlighted the role of community members in protecting these women. From there community members quickly mobilized WWD in their community to attend self-advocacy groups. After the groups were organized, those WWD organized home visits to reach other WWD confined in their homes for several reasons, including stigma by families, fear of bullying and violence, mobility challenge, etc. This snowballing identification strategy was very effective and also taught UNABU the lesson that there were many more girls and women with disabilities hidden or invisible in the community.

## 2. SUPPORT EMPOWERMENT AND OWNERSHIP OF WGWD.

Grantees stressed the need for programme activities that engage exclusively with WGWD to address their isolation, create safe spaces, empower and provide emotional support as a group, and then begin to self-organize and capacitate them. This step may also support WGWD to develop self-confidence, enabling them to move from viewing themselves as victims and dependent burdens to others with nothing to offer, to seeing themselves as rights holders with autonomy who also have the power to say no to violence perpetrated against them. Grantees insisted that this internal capacitating step be done by, or in partnership with, women-led OPDs who are already trusted and have experiences of overcoming such issues:

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*Developing the capacities of WGWD to overcome stereotypes, victimization and exclusion and to transform into bold members of the community...in the defence of their rights and who can contribute to community development. (FGD written response 15, 2023).*

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NUWODU in Uganda worked with 450 women and girls with diverse disabilities. They developed 16 self-help groups for these particular women only and they identified this activity as a critical early component of their success. The groups first built up the confidence, socialization skills, disability and gender rights awareness of a range of women and girls with diverse disabilities, and then carried out self-organizing activities to decide next steps. This led to the development of economic empowerment activities that were designed and run by the groups themselves, as well as training 45 WWD as community paralegals to work on violence against women and girls more broadly and inclusively.



*Morungatuny paralegals receive bicycles to conduct awareness raising activities on violence against women and girls living with disabilities*

### 3. CONSULT WITH DIVERSE WGWD ON PROGRAMME DESIGN.

Grantees noted that token representation (e.g. engaging only one woman with a particular disability) should also be avoided and that WGWD should be consulted and engaged as a diverse group. For organizations which do not have existing relationships with women and girls with disabilities in their communities, it is important to consult with an OPD regarding how to go about outreach activities. It is important that organizations listen to diverse WGWD's concerns, needs and plans, involve WGWD in leadership roles in programme design from the outset, and gain their commitment towards continued engagement through the life of the project. It is critical to carry out this step in the project development stage so that accessibility measures can be designed and budget for according to the needs of project beneficiaries. This involvement can also mean that specific accessibility issues and disability-inclusive budget needs often unique to the context will emerge earlier on and that formal involvement of diverse WGWD in implementation is built in from the start, often through using self-advocacy groups.

ARROW is a women's organization based in Malaysia that specializes in sexual and reproductive health and rights (SRHR). Their research showed them that WGWD were being neglected and excluded from SRHR services. However, to address this in the context of Bangladesh, they identified and formally partnered with a women's disability network, Women with Disabilities Development Foundation (WDDF) both early on in the project design and proposal budgeting as well as in leading project implementation. They designed the project together with WDDF, who were capacitated to play a central role in setting budgets and driving regional engagement, with ARROW's expertise and contacts providing a support role. This close partnership between a women's organization and a disability organization benefited both and ensured that WGWD voices shaped initial programme design.

### 4. ENGAGE FAMILIES AND COMMUNITIES THAT SURROUND WGWD.

To allow WGWD to even participate in programming, families and communities may have to be engaged in attitudinal ways early on to address their fears and even harmful modes of protection that create barriers for WGWD. This activity was also seen as a vital ongoing component by WGWD themselves working with family and community structures both to support them and to transform prevailing harmful attitudes, assumptions, social norms around disabilities using behaviour change strategies. For example, a number of grantees noted that the direct involvement of mothers of young girls with disabilities into self-advocacy groups or other project activities contributed to better acceptance, support and protection of their young girls with disabilities by overcoming the stigma attached to giving birth to girls with disabilities. As one grantee noted:

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*If we leave their whole family behind, she's gone way out in front and everybody else is still stuck massively in the past. So, we have to try and bring everyone who in her support circle in her community and her family with us. (Participant, FGD 4, 2023)*

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Public Organization Women's Center "Gulrukhsor" in Tajikistan is a women's organization focused on addressing domestic violence. Their UN Trust Fund grant enabled them, for the first time, to respond more comprehensively to the needs of WGWD who were at risk, or survivors, of domestic violence from ethnic minority groups living in rural areas. While they piloted a disability-inclusive shelter for individual survivors, they felt their most important contribution was doing disability-awareness with caregivers, families, and indigenous communities to help transform their attitudes and beliefs to WGWD. They had identified strong religious and cultural beliefs that allocated blame for disability to the person's sinful behaviour combined with attitudes to marriage relationships that placed women at risk as a significant root cause of man forms of VAWGWD they were seeing in their shelters.

## 5. CONSIDER WIDER BARRIERS TO AN ENABLING ENVIRONMENT FOR WGWD.

Practical issues of accessibility such as, for example, mobility or communication challenges, emerge within all societies and can have a particular impact on WGWD's ability to access EAWG-related services and systems. This lack of physical access can also be fuelled by wider discriminatory attitudes that see WGWD as less important or more difficult than others, or lack of staff capacity within EAWG institutions and systems. This requires more attention to building staff and leadership capacity to better understand and accommodate a range of disability related needs in EAWG spaces with both CSOs and statutory duty bearers. This task, though demanding, is possible and can also multiply the impact of ending VAWGWD as it empowers many existing staff to reflect on their own prejudices and to change, as well as to be creative in thinking together as institutions about how to take WGWD inclusion more seriously:

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*(W)hen you talk about disability inclusion, people just take it as a tokenism, fine we have to engage women with disabilities. We [are] just going to look for a few, to show that we're trying, but it is a burden for us to get them here. Behaviour change has to start with implementors, with humanitarian workers. (Participant, FGD 4, 2023)*

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Stars of Hope Society in the State of Palestine (an organization run by WWD for the benefit of other WGWD) worked in individually tailored ways with multiple CSOs, women's rights organizations and state duty bearers to assist them to provide disability-inclusive support services for VAWG survivors and more effectively advocate for ending VAWGWD. This work to first change discriminatory attitudes to disability held by many staff within these organizations was identified by them as one of the most crucial successes of their programming and was viewed as a vital building block for sustainable change leading to improved provision of quality services and enhanced engagement for inclusion by staff.

Lack of funds can be particularly relevant here. WGWD can be trapped in a vicious cycle of dependency on family finances, requiring extra resources for transport or access and it can also cost more money for programmatic interventions to reach them. Lack of access can fuel further violence. Grantees suggest that economic barriers need to be better addressed for WGWD inclusion to be realized in practice and a number of grantees saw success with saving and loan groups with WWD to assist here.

## 6. PARTNER AROUND ADVOCATING FOR INSTITUTIONAL LEVEL POLICIES AND STATUTORY GUARANTEES.

Grantees insist that responses must include partnering with other community organizations and engaging statutory stakeholders such as government and justice actors. This is critical for the inclusion of WGWD and the task of ending VAWGWD to become formalized, entrenched and normalized in laws, policies as well as in wider society. Involving WGWD as experts to inform these spaces was seen as a way that formal duty bearers within the EAWG sector are held accountable and are supported to make the institutional shifts needed for both policy and practice to become more disability-friendly and effective in protecting the rights of women and girls with disabilities. Grantees consistently noted that the fear of experiencing disability prejudice within formal legal and government systems often prevents WGWD from accessing available services and support. This requires advocacy and lobbying these systems to provide disability-friendly soft skills training to all staff as a statutory requirement.

CELS in Argentina worked with many partners across Argentina to engage in joint legal advocacy for reforms in laws and policies that discriminated against women and girls with psychosocial disabilities within psychiatric hospitals. For example, CELS partnered with the Ministry of Health to develop disability-inclusive care kits and institutional protocols across four major hospitals. Partnerships were identified by CELS as crucial for their success in making institutional and systems-level changes nationally that affected all WGWD. This helped rebuild WGWD trust and willingness to access services and hold statutory service providers accountable.

## 7. MONITOR AND EVALUATE FOR ACCOUNTABILITY AND LEARNING.

Grantees insist on the importance of an intersectional analysis of their specific context at the start of programming, against which progress can be measured. Asking questions around the best approaches for the specific context, the dominant assumptions around WGWD, and which forms of VAWGWD are still normalized, were highlighted by grantees as particularly important questions to ask at this time. Grantees also noted the need for developing indicators and standards for disability inclusion in VAWG programming with which organizations seeking to mainstream disability can align. They highlight the value of monitoring and evaluation for accountability to WGWD and for ongoing learning as an essential, cross-cutting programmatic step which is often left out or postponed until programme end.

WCC in Kenya is a women-led disability community organization with 1,300 registered members (all women with disabilities) across 47 counties in Kenya. Their programme was closely informed by an intersectional analysis of specific challenges faced by women with disabilities in their context of Kenya. This analysis was carried out by their international NGO partner – Advantage Africa, who also have a specific disability mandate. WGWD members also played crucial roles in monitoring and evaluation by being trained as qualitative data collectors who approached formal duty bearers to assess their disability knowledge and make recommendations for the training. This participatory action research was crucial to identify disabilities-specific social norms for the training programme to focus on and provide a robust baseline.



# 4. OVERARCHING LESSONS LEARNED AROUND EVAWGWD PROGRAMMING

This report has showcased the expertise of a wide range of UN Trust Fund grantees who helped co-create the report and its findings through a range of new practice-based insights around the different pathways to engaging WGWD. It then presented a diagrammatic tool and seven steps that grantees collectively highlighted as important for developing inclusive EVAWG programming. In this fourth section, overarching meta-insights across all 62 projects funded under the two Windows are identified and brought into conversation with previous learning and evidence documented by the UN Trust Fund in their [Prevention Series](#) and their [Disabilities Inclusion and Intersectionality Series](#).

## 4.1 Partnering for collaboration around EVAWGWD is essential

**Both Windows highlight the importance of prioritizing collaborations with a range of specific partners to address VAWGWD effectively.** In the light of the comprehensive and unique requirements of engaging with WGWD, specific multisectoral collaborations became critical to all projects. For example, ensuring accessible shelter and care services to WGWD required many grantees to partner with state and non-state service providers, as well as with CSOs specializing in legal advocacy. The importance of collaboration had already emerged as a key learning from an [earlier 2023 report focused only on the Special Window](#). What reviewing the two Windows together shows even more clearly for EVAWGWD programming, is that multisectoral collaboration helps create specific new connections between actors focused on EVAWG (e.g. domestic violence organizations or women's rights organizations) and actors focused on disabilities (e.g. OPDs or disability networks). These collaborations were crucial for addressing VAWGWD effectively. They created mutual understanding between these actors, drew on pre-existing expertise, developed sustainable referral systems, and helped grantees respond to the varied but specific requirements of diverse WGWD.

**Organizations run and/or constituted by women with disabilities are a critical partner in EVAWGWD programming.** This was especially relevant for those grantees who did not have a pre-existing disabilities-focus as an organization (e.g. a women's rights organization), but was also seen as important for grantees who were themselves OPDs, as they also benefited from partnering with other types of OPDs, especially those led by or focusing on women. One grantee explicitly noted the importance of this intentional focus on women, for the particular risks and requirements of women with disabilities had frequently been overshadowed by the needs of men with disabilities. These Windows, by centring on women with disabilities, played an important role in addressing patriarchal systems in society, where these women can get lost within disability-neutral approaches, because men with disabilities are more visible and more empowered.

Grantees reflected on the many benefits of these partnerships: improving grantees' understanding of diverse disabilities, relevant laws, and disability-related challenges; offering expertise leading to improved design and implementation of EVAWGWD programming; enabling better access to and trust from WGWD, who are often made invisible and become difficult to identify in communities; assisting with sustainable project impact, due to their long respected position within communities; or their existing links with state actors



and other relevant stakeholders. For some grantees, their OPD partners were even the key implementers of EVAWG programming, with the formal grantee offering secondary support.

## 4.2 Addressing disability-related stigma and discrimination is a cross-cutting task

**All 62 grantees, irrespective of the pathways they used to engage WGWD, recognized the entrenched disability-related stigma that remains attached to WGWD.** Grantees were consistently confronted with the stigmatizing beliefs and behaviours of caregivers, family members, community members, service providers, policy makers, and society in general. Furthermore, they all noted that many WGWD themselves have come to internalize this stigma. As a result, patterns of stigma and discrimination cut across at all domains of the socio-ecological model (individual, relationships, community, societal), including internalized stigma held by WGWD and contributing strongly to their invisibilization, as these below reflections from a range of the grantees illustrate:

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*(Those with disabilities are) already with that belief 'Come on, I'm disabled. I can't do anything'. (Participant, FGD 1, 2023)*

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*(E)ven the parents, they always feel like 'no, my child or my daughter cannot work. She cannot take part.' So they are always at home. (Participant, FGD 1, 2023)*

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*People's perception of people living with disabilities (is that they are) incapable. (FGD written response 35, 2023)*

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*(E)verything related to people with disabilities is completely invisible in society and public policies. It is not part of the political discourse, nor of the public agenda in an effective way. (FGD written response 27, 2023)*

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**As a result, implementing EVAWGWD interventions within any of the domains of the socio-ecological model requires intentionally engaging with, and addressing, these various forms of disability stigma.** For example, projects that wish to engage with girls with disabilities on SRHR, will need to engage family members and/or caregivers who stigmatize WGWD as being asexual, for these family members/caregivers decide where the girls may go and whether they may attend project events. However, what this review has shown is that not all pathways are equally positioned to enable fundamental mindset shifts around disability stigma. While some may do basic awareness-raising about disability stigma and its negative consequences, this is not enough to enable the necessary deeper mindset shifts that are needed. For example, where a project engages WGWD alongside women and girls in general, there may not be the dedicated resources and focus to be able to transform underlying stigmatizing beliefs and social norms around disabilities. Therefore, while all pathways may recognize the importance of enabling mindset shifts, those that are more specific may be better positioned to do the deeper work and to be effective in bringing such long-term changes.

**Disability-related stigma and discrimination has already emerged within an [earlier report focused only on the Special Window](#),** where enabling mindsets shifts to address this issue was a key lesson learned. What reviewing the two Windows together shows even more clearly is that this disability-stigma and limiting beliefs were strongly internalized by many WGWD and need to be addressed sensitively as they may impact the effectiveness of EVAWG programming which includes WGWD alongside other women and girls. Grantees highlighted that this process of enabling mindset changes is inevitably slow if it is to be sustained, and usually requires longer than a three-year funding grant:

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*Changing attitudes takes time. If we want to ensure sustainability of our projects, we need to be in the communities for a certain amount of time ... because this is changing people's social norms, so they have to absorb the new norms...to understand that their old norms are in a certain way harmful, abandon them and adjust to new norms. (Participant, FGD 1, 2023)*

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Prior evidence around applying intersectional approaches more broadly suggests that the deepest form of intersectional practice addresses the structural power relations that create and reinforce the inequalities that maintain women's and girls' compounded risks of violence. This includes, for example, transforming stigmatizing social norms, addressing discriminatory structures and engaging with underlying belief systems. For wider EAWG programming this focus is on patriarchal systems, but for WGWD, grantees insisted that in order to address disability-related stigma for women and girls in particular, the intersecting power relations between patriarchy and ableism must be understood and addressed. All grantees highlighted this issue as a crucial concern for WGWD, but only some intentionally addressed these mindset change aspects in their EAWGWD programming.

### 4.3 Participating is critical but enabling inclusion is more complex

Grantees from both Windows repeatedly reflected on the importance of enabling the meaningful participation and agency of WGWD, discussing the value of implementing activities that assist WGWD in understanding their rights and choices, building their knowledge and self-worth, and promoting self-organization and self-advocacy. The importance of creating spaces that centred the participation and agency of WGWD had already emerged as a key learning from an [2023 report focused only on the Special Window](#). However, what reviewing the two Windows together showed strongly is that several grantees, especially those with no prior history of working with WGWD, struggled to initially identify and engage WGWD in their projects. They gave multiple reasons: many WGWD are particularly socially isolated; some are geographically isolated; some do not have resources to attend project activities; and some have internalized society's stigmatizing beliefs about those with disabilities. Therefore, while grantee learnings highlighted the importance of WGWD participation, it also underscored how challenging it may be to enable this participation, especially early on, which may need disability-specific activities or tailored partnerships to actually happen.

Including the group who are intended to be programme beneficiaries (in this case, WGWD) as active early participants in programme design and implementation was also seen as very valuable. This reinforces findings from a [2021 research report on how to apply intersectional approaches](#) more broadly and shows its resonance in practice. This form of participatory inclusion emerged strongly from many grantees as important, but not all grantees incorporated this into their programming, since it required a level of advance intentionality and pre-existing relationships of trust with WGWD. Grantees who carried out an intersectional analysis that involved WGWD prior to programme design were often able to tailor it more appropriately to their specific context. This involvement also helped to counter WGWD invisibility within EAWG programming and society. It positioned them as visible in positive ways, not as liabilities or dependent individuals in need of charity, but as experts in their own conditions who have the right to be involved in decisions and programmes which affect them. This involvement by WGWD in design emerged for many grantees across both Windows, including WGWD themselves, as crucial for improving their programme results:

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*I am a woman, and I am Deaf, and I experience barriers in accessing information and communication on a daily basis. The lack of information and access to public services increases vulnerability and aggravates the risk of violence due to exclusion and isolation. It is essential to make visible the barriers and raise awareness to generate changes in society, for this it is fundamental that we are the same Deaf women who participate actively, since we know our needs, so that these changes materialize. (FGD written response 10, 2023)*

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It is also important to clearly identify who will be engaged and their specific situation and requirements – as misunderstanding this may lead to programming that is unable to deal with the complexities of engaging WGWD. Including WGWD effectively will depend on understanding and accommodating their specific realities and requirements. This requires recognizing both the diversity of disabilities as a whole, and diversity within specific types of disability, e.g. variations in impairment and in levels of support needed, and taking that into account (also financially) in programme design and roll-out. At the same time, some grantees struggled to judge what is ‘reasonable accommodation’. How far should they go to accommodate the specific needs of WGWDs, and how should this be balanced against the needs of other primary beneficiaries? Grantees that focused only on WGWD found it easier to navigate this, as their programming often allowed more room to accommodate the specific requirements of WGWD.

**This reflects an important tension identified by grantees around balancing engaging WGWD together with women and girls in general.** Grantees all seek to accommodate WGWD and their specific requirements to ensure their meaningful inclusion in wider EVAWG programming. At the same time, they wish to avoid doing so in a way that exceptionalizes WGWD in ways that strengthen the pre-existing stigma attached to having a disability. Should they include WGWD in activities for women and girls in general, risking stigma and discrimination, or should they have tailored activities for WGWD only, risking reinforcing existing silos? This is often a challenging balance to find. What grantee learning has found is that there is no one correct way to handle this tension, and it will depend on the specific organization and the setting.

#### 4.4 Engaging with legal and policy systems is vital to addressing VAWGWD long-term

**Grantees from both Windows highlighted that engaging at legal and policy level is key to addressing the reality and the drivers of VAWGWD.** All 62 projects illustrate how normalized VAWGWD is at multiple levels of society, including within many political and legal systems and structures that govern communities and countries. There is frequently an invisibilization of WGWD within these systems, due to poor data that is not sufficiently disaggregated or by PWD being fearful or unaware of these systems, which easily leads to service providers, duty bearers, political actors and policy makers ignoring or dismissing the existence of VAWGWD. Grantees insist that the way WGWD are ignored or discriminated against in these systems needs to be seen as a form of structural violence in its own right, and as part of the wide range of forms of violence that WGWD often experience. The importance of engaging with legal and policy systems had already emerged as a key learning from [an earlier report that focused only on the Special Window](#). However, what reviewing the two Windows together also showed is that many grantees within the General Window or working more broadly with women and girls in general did not feel equipped to engage at this level with disabilities and tended to focus their attention far more on empowering individual WGWD only.

**Since it takes considerable time and effort to bring legal and policy changes, projects that build on previous work or grantees with expertise in this area, were especially well-suited to work to strengthen laws and policies to address VAWGWDs.** For example, *Paz y Esperanza* (P&H) in Peru trained women with disabilities as political activists and then accompanied them as they developed advocacy strategies in their areas and *ActionAid Myanmar* had a long feminist track record of pre-existing work with WGWD on which to build their UN Trust Fund Programming. It is also notable that the two grantees that received back-to-back funding over six years within both Windows (*MDRI-S* in Serbia and *LCDZ* in Zimbabwe) were able to achieve considerable impact at legal and policy levels, with *LCDZ* working closely with both the police and local magistrates’ courts to build a more disability-inclusive justice chain, while also lobbying for standardized protocols for psycho-social evaluations for WGWD. This points to the need for longer-term funding opportunities that can support such impactful, structural change. The significance of legal and policy interventions overall is also that they avoid placing all the responsibility on WGWD to end VAWGWD. One grantee noted the risk that, unless such wider systems-level work is also being prioritized by those equipped to do it well,

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*The community... puts the onus entirely on the shoulders of WGWD to make change in their lives, but the structures around them may not change. There may be backlash against the WGWD who are trying to make changes. (FGD written response 13, 2023).*

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**The Convention on the Rights of People with Disabilities also provides a consistent benchmark for much programming as a framework to bridge disability-related gaps between policy and practice.** An overall learning from both Windows was that this particular period of time was characterized by political will from various state actors to bridge this gap, but that capacitation of these actors in line with this legislation was crucial. This offered opportunities for grantees with legal expertise and specialist knowledge of international systems such as, for example, both *FUSA* and *ARROW* to influence, advocate for and lobby for systems changes in ways that aligned with existing momentum within their country contexts. However, these grantees had less direct control over timings or end outcomes and were contributory rather than causal voices, working alongside others.

## 4.5 Being intentionally adaptive is key for effective WGWD programming

**Grantees across both Windows highlighted the importance of programme flexibility and of being able to adapt and learn from their EVAWG programming engagement with WGWD.** WGWD form a cluster of diverse groups who can be difficult to initially identify and engage, and many grantees found that their original programme design did not fully take the challenging realities of this identification and implementation into account. The importance of being adaptive had already emerged as a key learning from [an earlier report that focused only on the Special Window](#). However, what reviewing the two Windows together emphasized more strongly is that, especially with projects where grantees were engaging with WGWD for the first time, adaptive or agile design approaches were important as they allowed grantees to respond to what they learned from, and about, WGWD during early stages of implementation and, as a result, to adapt programming for greater impact.

**The General Window also offered some more challenging reflections on unintended adaptations within programming.** In a number of these projects, slippage was seen between what a project initially aimed to do with WGWD or on VAWGWD, versus what it ended up doing in practice. For example, a grantee's project proposal might have stated that it will work with women and girls with all disabilities, but in reality, they ended up engaging only with women and girls with mobility impairments. It is important to distinguish between adaptations to design that are made to better engage with WGWD, and adaptations made due to an overgeneralized initial project design or lack of expertise. While it is important that those designing projects seek to be specific in their initial plans and not raise unrealistic expectations, it is also not always feasible for WGWD to be engaged at this stage without raising expectations if the grantee does not have a track record of prior work with WGWD. This is why flexible adaptations, and an extended design and planning period may be required after funding is secured, to enable adaptive and consultative design approaches to be done more comprehensively and inclusively.

**Finally, the adaptability required from designing and implementing programming at the intersection of gender and disability does significantly tax project staff, increasing the risks of burn-out.** For example, grantees who carried out programming under COVID-19 experienced this in a particular way where some intersections of risk unexpectedly became heightened, such as the re-institutionalization of WGWD or the digital divide around disability. They concluded that burnout of staff is an ever-present risk and requires adaptive support mechanisms at organizational level, such as some grantees received via the UN Trust Fund self-care grants.

# 5. REFLECTIONS AND RECOMMENDATIONS

## 5.1 Reflecting back on the UN Trust Fund's approach to WGWD funding

Grantees were invited to reflect on the General Window and Special Window, both of which funded EVAWG programming that explicitly engaged with WGWD (as funded by the UN Trust Fund under their twin tracks model). Overwhelmingly grantees across both Windows felt that both types of funding were essential and offered different angles and opportunities.

**First, many grantees discussed a range of benefits that emerged from the UN Trust Fund twin tracks funding approach.** Some suggest that the Special Window was important because it prioritized funding of Disabilities-Specific Pathways, which often get less attention and it also drew on disability organization expertise. They reinforced the point (also in line with the UN Trust Fund's stated intentions) that they feel that disabilities-specific programming is a crucial, but transitional, step towards enabling mainstream EVAWG programming to become more inclusive of WGWD by building up WGWD confidence and expertise. At the same time, they note that having funds available under the General Window had led to distinctive innovations for EVAWG work, as well as offering new lessons learned and an expanded evidence base. Grantees make a careful distinction between integration (where WGWD are added into existing programming) and inclusion (where programming transforms to become more tailored).

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*As far as not all programs are disability-inclusive, we still need that twin-track approach. Specific (programs) to girls and women with disabilities is a transition to mainstream programming initiatives... but another reason is that the expertise that girls and women with disabilities hold to capacitate stakeholders into inclusion is also needed... sometimes people do integration rather than inclusion, because they lack capacity building, understanding what is disability, what is 'reasonable accommodation'... How do we make sure everyone is benefiting equally? For this gap to be bridged, we need connection between Special Window holders and mainstream window [holders], so they work together to make sure programs are fully inclusive. (Participant, FGD 3, 2023)*

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**Grantees felt that it is important that both disability-specific and disability inclusive programming can continue to be supported by funders in some way** but stated that they feel more reflection is needed from UN Trust Fund with grantees on how to intentionally connect the different approaches, to avoid unintended silos developing between them. Grantees overall feel that this range of funding approaches are still needed, with the Special Window being seen by them as focusing more on organizations of women with disabilities, and the General Window as emphasizing the fact that WGWD also need to be connected into wider women and girls' work:

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*Both approaches are good for us. The disabilities-specific window is a great opportunity for organizations of women with disabilities especially to access support for their work. However, we still need mainstream women's rights organizations to include women and girls with disabilities in their work. On this project, I had an opportunity to participate in the national reference group, and my presence has been an opportunity for creating awareness about the unique needs of women and girls with disabilities, about the need for mainstreaming those needs in programs of mainstream women rights organizations. (Participant, FGD 3, 2023)*

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**Second, several grantees identified some challenges that they envisaged if funding was given only to programmes mainstreaming disabilities.** They noted that small OPDs or organizations of women with disabilities wanting to work on EVAWG can easily become invisible and also face significant competition for funds from other larger organizations. In this regard, there was appreciation for how the UN Trust Fund has adapted its funding criteria to prioritize small organizations. They also pointed out that harmful assumptions about disability are an issue for many mainstream organizations which need to be addressed. Additionally, they noted that some well-established partners can be entrenched in old ways of thinking and may even resist fresh approaches:

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*One of the things that is always a concern is assumptions, and I think that there are a lot of different assumptions related to disability by all sorts of organizations, national and international. (Participant, FGD 3, 2023).*

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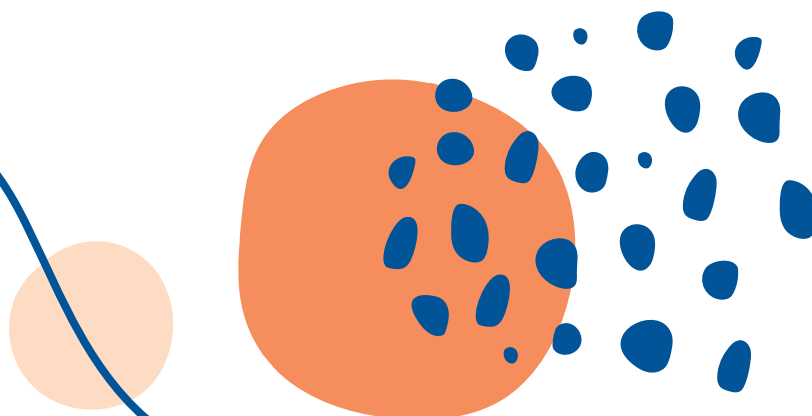
**Specific funding initiatives, like the Special Window, can increase both the visibility and participation of WGWD and can help prevent WGWD feeling like they are an additional burden on other already-stretched EVAWG funds in their specific resource-limited contexts.** Grantees also insisted that, if funding is to be allocated to WGWD inclusion more generally, improved data collection tools will need to be developed to measure progress towards WGWD inclusion and to hold funded organizations more accountable to WGWD. Grantees pointed out that, if the donor aim is to find the WGWD that are most 'left behind', a general inclusion model is unlikely on its own to achieve this task and may run the risk of only finding those WGWD that are most visible or easily accessible.

**Third, a few grantees pointed to some possible challenges they foresaw if WGWD funding was only given via a Special Window and how that might also be perceived by practitioners.** First, they insisted that disability-specific work should not be polarized as exclusive or outside the scope of general funding by default, but as working towards EVAWG inclusion longer term and as a necessary step on this larger journey. Some grantees felt that a Special Window runs the risk of creating further stigma and segregation of WGWD and noted that disability and gender only form one of many intersections that can lead to increased risks of violence. Other grantees felt that the General Window funding felt more accessible for women's organizations which had no prior track record on disability to begin to reflect on and include this area and be supported to carry out analysis and then to partner with OPDs or disability-focused organizations to move forward. One grantee from a women's organization noted:

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*I don't think that those organisations who don't have a track record with specifically working on disability should be disqualified from starting to work in that area, because everyone has to start at some point. But I think any transition has to be backed up with quality analysis. (Participant, FGD 3, 2023)*

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## 5.2 How funders can use their influence to support WGWD inclusion in EAWG

Grantee recommendations to both the UN Trust Fund and other funders emerged under four main areas: 1) the value of supporting diverse approaches; 2) the importance of paying specific attention to budgeting for inclusion; 3) the wider influence that the UN Trust Fund (and other funders) can have in relation to ending VAWGWD; and 4) the impact of the UN Trust Fund's disability related research.

**First, funders should recognize that the pathways being used to ensure WGWD inclusion in EAWG should be appropriate to both the implementing organization and the context, and that a 'one size fits all' generic approach to EAWGWD should be avoided.** The types of organizations involved, and their internal mandates will also influence which pathways is right for a specific grantee. Pathways which focus more deeply on social norms, behaviour change and systems level may need longer programming than a three-year period to deliver sustainable results. However, it is important that these approaches are not positioned by funders as being in competition with each other, but instead as offering different opportunities for innovation from different grantees. More programme development time early on is important for WGWD voices to be able to contribute formally to programme design. Adaptive grants that can be agile are often a crucial feature of responding to the diversity and evolving realities of WGWD needs in a specific context.

**Second, funders need to understand that it requires more resources and personnel to work in a specialized way by incorporating reasonable accommodations and accessibility measures so that all WGWD can be included.** Grantees insisted that donor budgets will need to take into clearer consideration the specific intersectional realities of EAWG programming with WGWD. This includes practical and flexible budgeting around organizational and accessibility needs, as well as awareness of the need for economic empowerment strategies for WGWD if they are to participate in programming. Approaches that explicitly work at these intersections of heightened risk need more resources to do so and funders need to take this into account. This may, for example, mean that some funders will need to revisit their procurement guidelines which can be seen as unrealistic and may prevent the purchase of, e.g. needed mobility aids or use of certain accessible structures. It also means that additional staff-related costs are incurred (e.g. accountability consultants), as well as funds to train staff within their organization about WGWD. Improving WGWD inclusion often requires significant investment in organizational and core staff infrastructure as well as programming. It also highlights the value of recent UN Trust Fund innovations, such as the self-care budget line. Grantees consistently point to how hard it is to work at this specific intersection and the constant risk of burnout as individuals and organizations, for the compounded trauma that many WGWD have can be overwhelming both for WGWD and for staff. Small and large organizations alike need this support, especially organizations staffed by WGWD:

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*(T)he UN Trust Fund has a self-care budget for small organizations like ours. Before we entered into this agreement, we had no idea how useful and how helpful that was. (FGD written response 3, 2023).*

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**Third, grantees pointed to the positive influence that funders such as the UN Trust Fund can have on ensuring that WGWD are not left behind within the wider EAWG sector.** They suggested that the UN Trust Fund's flexible and supportive approach and attitudes to WGWD puts them ahead of many other UN agencies and funders and can offer a model in this respect. They highlighted the power that funders have to both encourage, and at times even insist that WGWD cannot just be left out of other programming, as well as to support approaches that centre WGWD directly as part of designing programmes. Grantees asked all funders to take seriously the need for continuing support for WGWD and to avoid short-term approaches where substantial amounts of funding are given only for a short project period that then does not continue.

They also offered practical suggestions to UN Trust Fund with regard to proposal processes, to ensure that potential grantees answer specific questions about the approach and pathways they are taking to WGWD. They point here again to the organizational component of this influence, where funders can invest in organizing training for grantees around, e.g. disability discrimination in the workplace and bring change from the inside too:

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*Donors can continue encouraging and demanding that projects include persons and groups with disabilities and contribute to the improvement of their lives; organize education on human rights and multiple discrimination of persons with disabilities; facilitate meetings of women's groups, create space for conversation. (FGD written response 6, 2023)*

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Finally, grantees pointed to the significant value of the sector-wide disability-related research which has been funded and commissioned recently by the UN Trust Fund. It is seen as playing a role in creating increased visibility on this issue around the world. Continuing to fund empirical research at sector level and also for grantees within specific contexts was identified by a number of grantees as important, with one grantee noting:

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*Their continued support for intentional programs for WGWD in VAW/G is absolutely important. They should support NGOs and CSOs working in this area including funding research and data gathering on programs on WGWD. (FGD written response 4, 2023).*

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However, creating this practitioner-centred knowledge also places additional pressure on its grantees, especially the smaller ones, and this also requires improved recognition. Small disability-specific organizations, in particular those which are run by and for WGWD, point to their urgent need for core staff funding to enable them to monitor and collect data on their work to build a rigorous evidence base.



*Chitapata Youth Drama club members performing a role play in their community*



## 6. CONCLUSION

**This review has focused attention on lessons emerging from 62 UN Trust Fund grantees around how to engage with WGWD within EVAWG programming.** It has showcased the value of diverse ways of thinking about this through critical reflection on four pathways co-created with multiple UN Trust Fund grantee inputs. These were seen across both the Special and the General Window. Grantees used these different pathways to engage with WGWD in different ways within their EVAWG programming to focus attention on VAWGWD. These pathways should not be viewed as in hierarchical relationship to one another. There is no one right way to always engage with WGWD, as it is both context-specific and related to organizational expertise and positioning. There are, however, a number of insights emerging from grantees around different pathways which need to be recognized and assessed.

**Grantees were able to identify an important shared goal around journeying towards WGWD inclusion.** All the pathways had a common recognition of both the current situation of WGWD exclusion and the need for improved inclusion of WGWD within EVAWG programming and wider society. Seven steps emerged from grantees as essential for this inclusion to be realized in practice. Many grantees warned of the risks of a too-quick move towards inclusion which does not pay attention to these needed steps. One organization does not need to do everything, but collaborations need to ensure that all these steps all take place at a sector-wide level. If inclusion is rushed without doing this, the lack of enabling environment can even do more harm to WGWD and may lead to tokenism.

**This report shows clearly that disabilities form a complex, changing and diverse category with various levels of impairment, types of conditions and related stereotypes, stigmas and visibility.** WGWD should not be viewed as a homogenous group. At the same time, some disabilities may get more attention within the EVAWG sector, creating a hierarchy within disability itself. It is important for future grantees to remain aware of this multi-dimensional diversity and can tailor their own interventions, pathways and scope within these realities in ways that avoid doing unexpected harm.

**Earlier lessons learned within the Prevention Series and the Disabilities Inclusion and Intersectionality Series were also strongly reinforced in this review of all projects that identified WGWD as a specific primary beneficiary.** Looking at the 62 projects as a whole adds extra insights around EVAWGWD programming in terms of the importance of partnering with OPDs, especially those led by women, the role of disability-specific activities in building confidence and agency for WGWD, and the slow but critical process of enabling mindset changes at every level of society and system, including within EVAWG programming. Due to the complex nature of disabilities, being adaptive takes on new importance and requires careful attention to specificity at design stages.

**All 62 grantees deliberately targeted WGWD as an intersectionally marginalized group in their contexts.** Many grantees also went deeper into an intersectional approach beyond this fact, by either also involving WGWD as designers and implementers and/or by working to transform systems, structures and power relations that maintain and normalize patterns of disability stigma, discrimination and ableism which interconnect with patriarchy. As such, these projects offer valuable examples of how deepening an intersectional lens can guide impactful intervention with highly marginalized groups.

**Grantees expressed great appreciation for UN Trust Fund funding through the Special and General Windows across the 2013-2023 period, highlighting that these provided diverse opportunities for diverse types of organizations and approaches.** The targeted funding by the UN Trust Fund has also raised the profile in particular of the work of small women's disability rights organizations. The UN Trust Fund is viewed by grantees as a powerful and positive influence around WGWD inclusion, which has been an invaluable contribution to the global disabilities field. It is hoped that the lessons in this report can offer important guidance, tools and insights to other funders and practitioners seeking to deepen their self-understanding and approaches to ending VAWGWD.

# APPENDIX:

## LIST OF 62 GRANTEES

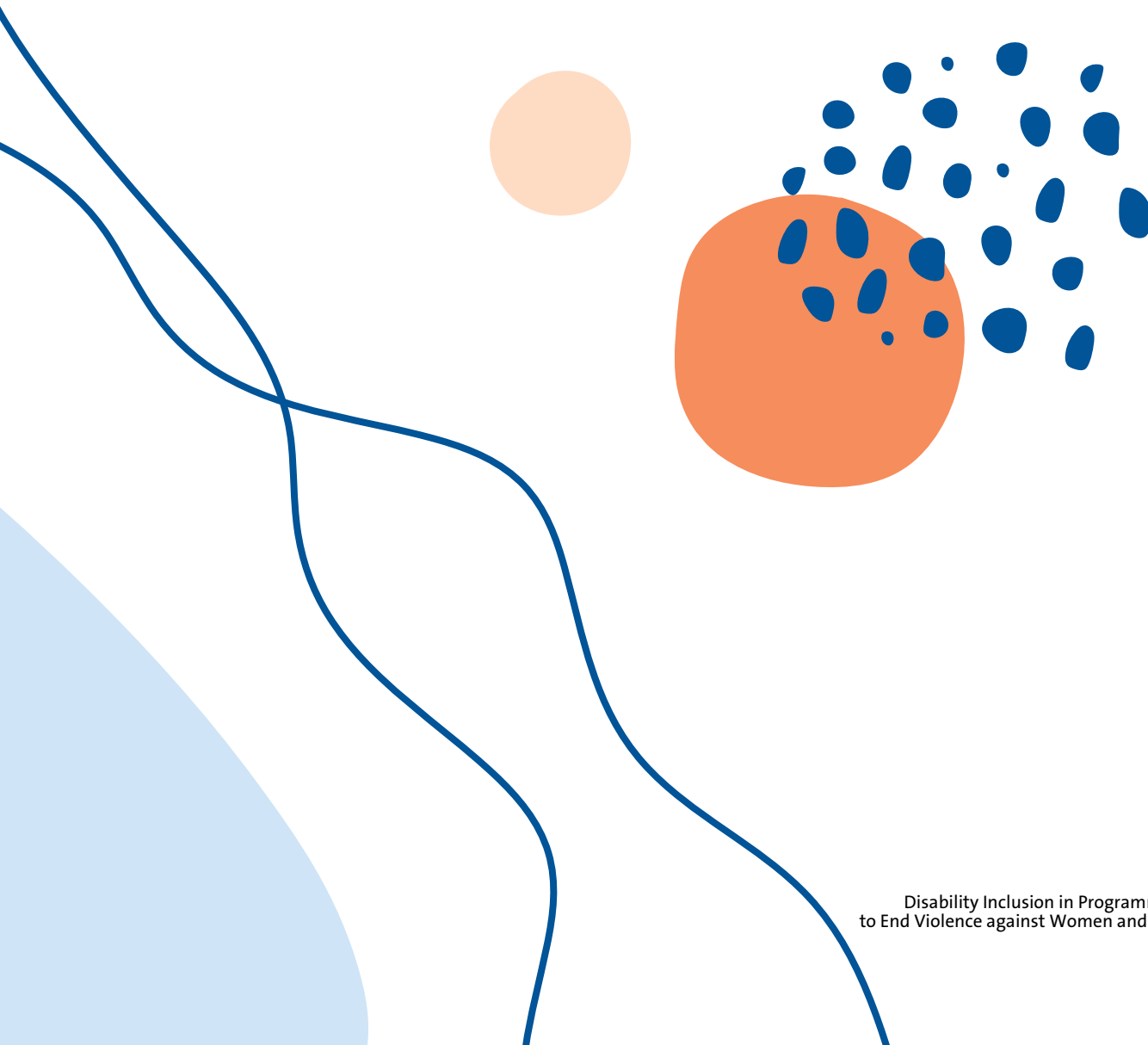
Organization, Country	Project Title	Cycle	Window
<b>ActionAid Myanmar</b> Myanmar	Promoting Access to Justice: towards a violence free environment for women and girls	17	General Window
<b>ADD International</b> Cambodia	Preventing violence against women and girls with disabilities in Cambodia: a community mobilization model.	21	Special Window
<b>AISHA Association for Woman and Child Protection (AISHA)</b> Palestine	Prevention and Response to Violence Against Women and Girls in Gaza in the context of COVID-19 Crisis	24	General Window
<b>Amref Health Africa - Tanzania</b> Tanzania	Female Genital Mutilation Elimination Project (TOKOMEZA UKEKETAJI) in the Serengeti District	19	General Window
<b>Art &amp; Global Health Center Africa (ArtGlo)</b> Malawi	Make Art for Women's Activism (MAWA)	22	General Window
<b>Asociación para el Desarrollo Legislativo y la Democracia, LEGIS</b> Guatemala	Preventing and eliminating violence against women and girls with disabilities, and promoting their access to justice	22	Special Window
<b>Association Fenomena</b> Serbia	The Power to Prevent Gender Based Violence in Serbia	22	General Window
<b>Association of Roma Novi Becej</b> Serbia	No More Victims -Roma Girls and Women Respond to Violence	19	General Window
<b>Bethany Project</b> Zimbabwe	Speak Out and Act Against Sexual Gender Based Violence	22	General Window
<b>Beyond Borders (known in Haiti in Haitian Creole: Depase Fwontyè yo)</b> Haiti	Safe and Capable: Haitian Communities Preventing Violence against Girls and Women with Disabilities	21	Special Window
<b>Cambodia Women's Crisis Center</b> Cambodia	Promoting Women's Dignity	20	General Window
<b>Casa da Mulher Trabalhadora - CAMTRA</b> Brazil	Juventude e Arte para qualquer parte: pelo fim da Violência contra as Mulheres	19	General Window
<b>Centre for Women Studies and Intervention</b> Nigeria	Action to Eliminate Violence Against Women (ATEVAW)	22	General Window
<b>Centre of Arab Women for Training and Research</b> Tunisia	Pour que l'invisible soit VISIBLE	24	General Window

Organization, Country	Project Title	Cycle	Window
<b>Centro de Estudios Legales y Sociales</b> Argentina	La reforma de prácticas hospitalarias y judiciales para erradicar la violencia contra las mujeres con discapacidad mental asiladas en el Hospital Psiquiátrico Dr. Alejandro Korn, Buenos Aires, Argentina.	22	Special Window
<b>Centro Regional de Derechos Humanos y Justicia de Género: Corporación Humanas</b> Chile	A mí me pasa, yo difundo y yo prevengo	20	General Window
<b>Christoffel-Blindenmission Deutschland e.V.</b> Pakistan	Strengthening support mechanisms to end violence against women and girls with disabilities in two districts (Multan and Muzaffargarh) of Punjab province	22	Special Window
<b>Ciencia Social Alternativa AC</b> Mexico	Rutas de prevención y atención a la violencia contra las niñas con discapacidades para el estado de Yucatán	21	General Window
<b>COORDINADORA POR LOS DERECHOS DE LA INFANCIA Y LA ADOLESCENCIA</b> Paraguay	Paraguay incluye, derechos de las niñas y adolescentes con discapacidad	21	Special Window
<b>Enlaces territoriales para la equidad de género</b> Argentina	Eliminando barreras de acceso para mujeres Sordas por una vida libre de violencias.	24	General Window
<b>femLINKpacific</b> Fiji	Transformative Media: Communicating the Root Causes of Violence, Enabling Peaceful Communities	21	General Window
<b>FUSA PARA LA SALUD INTEGRAL CON PERSPECTIVA DE GENERO Y DERECHOS ASOCIACIÓN CIVIL</b> Argentina	Proyecto DeSeAr (Derechos Sexuales en Argentina) con inclusión: promoviendo el acceso a los derechos sexuales y reproductivos de mujeres y niñas con discapacidades en Argentina	21	Special Window
<b>Gender Links HQ</b> South Africa	SUNRISE CAMPAIGN: LOCAL ACTION TO END VIOLENCE AND EMPOWER WOMEN	22	General Window
<b>IAMANEH Switzerland</b> Albania	Building resilience and response to violence against women and girls under COVID-19 in Albania	24	General Window
<b>Initiative pour un Développement Equitable en Haïti</b> Haiti	Égalité des chances et accès aux mécanismes de réponse et institutions de lutte contre les VFF pour les femmes et filles en situation de handicap	22	Special Window
<b>Institute of Politics and Governance, Inc.</b> Philippines	Promoting Safe Public Spaces for Women and Girls in Marikina City, Philippines	22	General Window
<b>Integrated Disabled Women Activities</b> Uganda	Eliminating Sexual and Gender Based Violence Among Women and Girls with Disabilities	22	General Window

Organization, Country	Project Title	Cycle	Window
<b>International Alert</b> Tajikistan	Zindagii Shoista - Living in Dignity	22	General Window
<b>Jamaica AIDS Support for Life</b> Jamaica	Expanding Gains to Decrease and Prevent Violence against Women in the context of HIV and AIDS	17	General Window
<b>Leonard Cheshire Disability</b> Zimbabwe	Access to Justice for Girls and Women with Disabilities in Zimbabwe	21	Special Window
<b>Leonard Cheshire Disability</b> Zimbabwe Trust Zimbabwe	Access to Justice for Girls and Women with Disabilities	18	General Window
<b>Mental Disability Rights Initiative</b> MDRI-S Serbia	Deinstitutionalize and End Violence against Women with Disabilities in Custodial Institutions	19	General Window
<b>Mental Disability Rights Initiative</b> MDRI-S Serbia	Accessible Services for Women with Disabilities Survivors of Custodial Violence	21	Special Window
<b>Mujeres Transformando el Mundo</b> - MTM Guatemala	“Acceso a la Justicia y empoderamiento de las mujeres, adolescentes y niñas con discapacidad y víctimas de violencia”	21	Special Window
<b>National Center Against Violence</b> Mongolia	Supporting for disabled women and girls who are survivors of GBV	22	Special Window
<b>National Union of Women with Disabilities of Uganda</b> Uganda	Reducing Violence Against Women and Girls with Disabilities in Amuria District	21	Special Window
<b>Nepal Disabled Women’s Association</b> Nepal	Inclusive Partnership Against Violence (INPAV)	22	Special Window
<b>NGO “Najoti kudakon”</b> Tajikistan	Creating WSG and strengthening shelter in Kulob Region	18	General Window
<b>ONG DIGNITÉ ET DROITS POUR LES ENFANTS EN CÔTE D’IVOIRE (ONG DDE-CI)</b> Cote d’Ivoire	Projet de promotion de la santé sexuelle reproductive et de lutte contre les viols, les violences sexuelles et psychologiques faites aux filles et aux femmes handicapées et non handicapées.	22	General Window
<b>Organisasi Harapan Nusantara (OHANA)</b> Indonesia	Ending Violence Against Women with Disabilities in Indonesia	22	Special Window
<b>Palestinian Counseling Center</b> Palestine	Life Without Violence: women and girls have increased access to justice and EAW services	22	General Window
<b>Paz y Esperanza</b> Peru	Una vida digna y sin violencia para las niñas y mujeres con discapacidad en Lima, Cusco y San Martín - Perú	22	Special Window

Organization, Country	Project Title	Cycle	Window
<b>Provincial Secretariat for Health Care</b> Serbia	STOP-CARE-CURE: Stronger institutional response to gender-based violence in the Autonomous Province of Vojvodina	19	General Window
<b>Psycho Social Counseling Center for Women</b> Palestine	Combating Gender Based Violence	18	General Window
<b>Public Organization Women's Center "Gulrukhsor"</b> Tajikistan	Helping families with disabilities lead lives with less violence against women	24	General Window
<b>Rozan</b> Pakistan	Improving Post shelter lives of women survivors of violence	22	General Window
<b>Rwanda Organization of women with disabilities (UNABU)</b> Rwanda	Eliminating Violence against Women and Girls with Disabilities in Rwanda	21	Special Window
<b>Society for Life Changers and Good Parental Care</b> Nigeria	Empowering Women and Girls with Disability through improved social inclusion and eliminating Gender based Violence in Osun and Kwara State (EMPOWER)	22	Special Window
<b>Sonke Gender Justice</b> South Africa	Safe at Home, Safe in Relationships - A Gender Transformative and Women's Rights-Centered Approach to Addressing Intimate Partner Violence in Eswatini and South Africa	22	General Window
<b>Stars Of Hope Society</b> Palestine	HEMAYA	21	Special Window
<b>Swaziland Action Group Against Abuse</b> eSwatini	Leave No One Behind: Towards a VAW/G free Eswatini	22	Special Window
<b>The Asian-Pacific Resource and Research Centre for Women</b> Bangladesh	Protection from violence against women and girls with disabilities in Bangladesh (PROVA)	22	Special Window
<b>The Association of Women Sandglass</b> Serbia	Local communities in Central Serbia against gender-based violence	18	General Window
<b>The Pacific Regional Rights Resource Team (RRRT) of the Pacific Community (SPC)</b> Solomon Islands	A pilot project to increase women's access to justice in Guadalcanal and Malaita	20	General Window
<b>THRIVE Gulu</b> Uganda	Access to MHPSS and Empowerment Support Services for Survivors of VAW/G in the Context of COVID-19: Post-Conflict Survivors and South Sudanese Refugee Populations in Northern Uganda	24	General Window
<b>Trócaire</b> Kenya	Preventing Violence Against Women and Girls in Nakuru Town	20	General Window

Organization, Country	Project Title	Cycle	Window
<b>United Funding and Development for Underage Mothers (UFDUM)</b> Liberia	Action to end Sexual and Gender Base Violence	22	General Window
<b>Voluntary Service Overseas</b> Zimbabwe	Speak it loud' amplifying the voices of women's movements to address VAWG in Zimbabwe	22	General Window
<b>Woman Forum Elbasan</b> Albania	Improved access for women and girls survivors of violence in Elbasan Region	21	General Window
<b>Women Challenged to Challenge</b> Kenya	Preventing and Responding to Violence Against Women and Girls with Disabilities in Kenya	21	Special Window
<b>Women's Support Center</b> Armenia	Preventing and combating domestic violence in Armenia in the COVID-19 and post-war context	24	General Window
<b>Zambia National Women's Lobby</b> Zimbabwe	Building capacities of vulnerable girls in schools to address Sexual Gender Based Violence and Sexual Reproductive Health Rights issues	22	General Window







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