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**Promoting Inclusion of
Persons with Disabilities in
Social Protection and
Employment Programs**

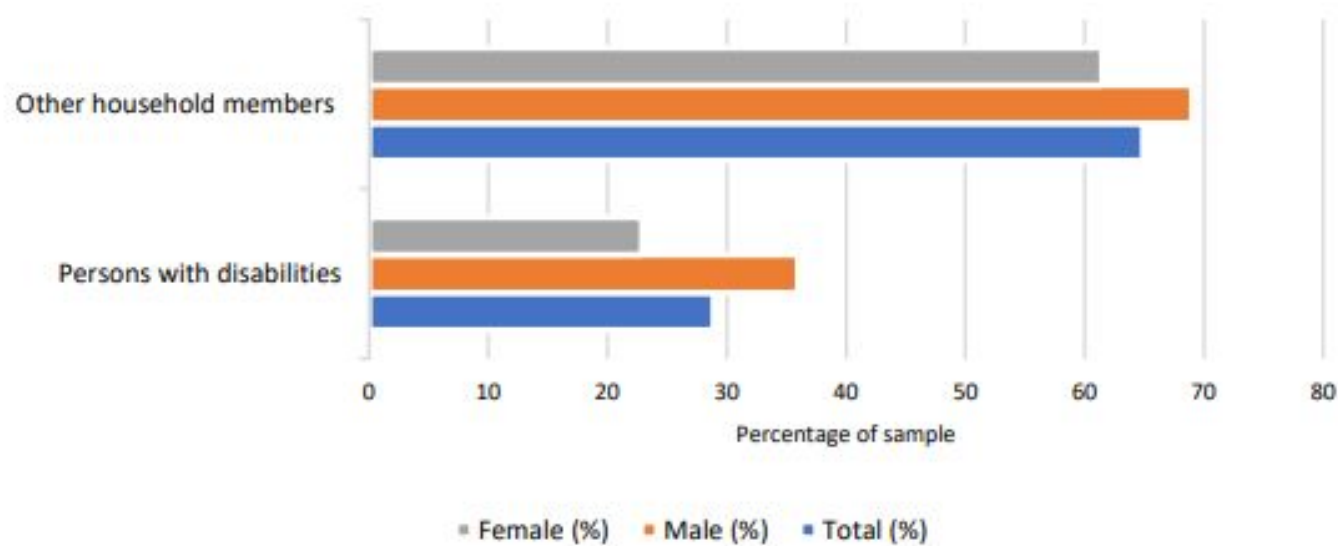
Introduction

- Starting in 2007, the Haitian government sought to expand services available to Haitian citizens with disabilities
- In 2015, the World Bank issued a grant in the amount of \$2.3 million to build a system to connect employers with populations in Haiti living with disabilities
- The project was many years in the making, but primarily was implemented from 2018 to 2021

About Haiti

- Haiti was “168[th] out of 187 countries according to the United Nations Human Development Index, based on social indicators such as literacy, life expectancy, infant and maternal mortality, and child malnutrition” (Tassot and Wilson)
- 60% of the population falls below the national poverty line, with high rates of illiteracy, both of which are exacerbated for those people with disabilities

Literacy Rates in Haiti



Stakeholders

- World Bank
- Haitian government, specifically the Ministry of Social Affairs and Labor
- Charities and NGOs
- Third-party vendors
- Prospective employers
- People with disabilities

Objectives

- Need to establish a registry for persons with disabilities to create an effective social program for their benefits.
- To enhance the accuracy of the project by identifying the needs, strengthen the access to healthcare.
- Create employments opportunities for persons with disabilities by providing them training and resources.

Challenges

- Limited information and data available for the persons with disabilities has delayed provision of disability of cards or other benefits.
- Persons with disabilities are vulnerable in the employment market, as they have restricted access to jobs due to lack of awareness and counselling.
- Due increased political instability and the pandemic has restricted access to social services and healthcare.

Project Restructuring

The important changes that came about from the restructuring were:

- Extension of the project closing date from June 30, 2020 to June 30, 2021
- Revision of the objectives and project title to align with revised timeframe and constraints imposed by the COVID-19 pandemic
- Revision of the “Results Framework”
- Revision of the component funds allocation
- Revision of the disbursement category allocation

Evaluating the Project

Outcomes	Efficacy Rating	
	Pre-restructuring (Original)	Post-restructuring (Revised)
PDO 1: <i>to identify persons with disabilities</i>	Substantial	High
PDO 2: <i>to increase access of persons with disabilities to social services</i>	Negligible	N/A (Dropped)
Original PDO 3: <i>to increase access of persons with disabilities to employment opportunities</i> Revised PDO 3: <i>to increase access of persons with disabilities to employment services</i>	Modest	High

(Tassot and Wilson)

Project Improvements

- More communication between stakeholders
- Better risk management
- Focus on MVP solutions

Conclusion

- Haiti's lack of infrastructure, natural disasters, and political instability all create a challenging project environment
- It is critical to have good communication and a solid and flexible risk management plan
- The Agile methodology works well for small-scale projects, but it doesn't fix everything
- A project's success can't be dependent on scaling back all the goals halfway through the project

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