

**10/6/2021**

## **DWC GUIDELINES ON INCLUSION OF PEOPLE WITH DISABILITIES**

### **PURPOSE OF THE GUIDELINES**

- ✓ This document is for DWC staff, partners and related consultants.
- ✓ Provide guiding principles to ensure the inclusion of people with disabilities (PwD) to the maximum extent possible in DWC's projects.
- ✓ What DWC related staff should do to respect for and realize the needs and rights of PwD.

### **SOME DEFINITIONS**

- ✓ People with disabilities (PwD): The Vietnamese Law on PwD (2010) defines "Persons with disabilities are those who have impairment in one or more parts of their body, or functional impairment, which are shown in different forms of disability, and may cause difficulties in work, daily living activities and learning."<sup>1</sup>.
- ✓ Inclusion of PwD is the process in which people with disabilities are enabled to participate meaningfully and equally in social life like other members of the society; and the rights of PwD are respected and made reality.
- ✓ Barriers: are environmental factors that prevent the participation and access of PwD. These include attitudinal, environmental and institutional barriers.
- ✓ PwD stigma: showing contempt or disrespectful attitude towards PwD because of his or her disability.
- ✓ Discrimination against PwD: to stay away from, disrespect, deny, exclude, mistreat, use bad languages with, hold prejudice against PwD, or restrict the rights of PwD due to his or her disability.

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<sup>1</sup> Term 1, Article 2, Chapter 1, Law on PwD, 2010

## **DIFFICULTIES ENCOUNTERED BY PwD**

In society, stigma and discrimination against PwD exist in different levels and forms. The deep-rooted causes of stigma may include prejudice, misunderstanding, lack of knowledge and self-stigmatization of PwD themselves.

- ✓ Being isolated from the community: some people believe that when a child is born with a disability, his/her family is being punished.
- ✓ Some people misunderstand that disability is contagious so PwD are shunned.
- ✓ Refuse to acknowledge PwD's abilities: people only focus on PwD's shortcomings, disabilities, limitations and therefore ignore their abilities.
- ✓ Excessive care from family members may also worsen the disability condition, making PwD more dependent and passive.
- ✓ Lack of support from other members of the family and the community.
- ✓ Poverty is also a problem that makes it even more difficult for PwD to be integrated.

## **DISABILITY APPROACHES**

### **Religious approach**

This concept holds that disability is the consequence of bad deeds, or sins committed by the ancestors of PwD.

### **The charity model approach**

The charity model approach sees PwD as victims of disabilities and due the types of disability that people cannot walk, talk, study or work. Disability is seen as a deficiency. The charity model assumes that PwD are unable to serve themselves and live independently, they have to suffer a tragic situation. Therefore, they need special services such as protection centres, special schools or foster care model because they are different from other people in the society. Besides, this model assumes that PwD should be pitied for and provided with help and care. Hence, PwD are seen as weak and pitiful human beings.

### **Medical model approach**

The medical model sees PwD through their disease and considers disability a functional defect, a personal problem deriving from physical impairments. This model assumes that PwD need to be treated and taken care of by doctors and specialists. The medical model aims to restore PwD's functions, but by accident makes PwD feel that they are abnormal people. The way of seeing PwD as patients with focus on their disabilities might overlook many of their psychological and social strengths.

## **Social model approach**

This model assumes that some people with psychological, intellectual or physical differences compared with common standards (which can be considered as impairments), but these differences will not lead to serious difficulties in their life if the society has a positive and supportive way of thinking, behavior and gives them support. The social model approach emphasizes equality and focuses on changes in society.

Disability is no longer considered a personal problem but a social problem rising from the environment, attitudes, promulgation and implementation of social policies. This point of view emphasizes the roles of external factors including family, community and society in supporting PwD to overcome the problems they are facing.

## **Rights-based model approach**

Rights-based model sees PwD as a citizen with full and equal rights like every other citizen. Therefore, the society need to ensure equality in access and opportunities for PwD through the promulgation and implementation of enabling policies. This model also emphasizes empowerment of PwD, meaning increasing their proactiveness in problem solving and decision making. Rights-based model emphasizes that all supports for PwD are not resulting from pity or charity, but are basic rights that every citizen enjoys. Rights-based model emphasizes self-determination and accountability. Self-determination will empower PwD to actively participate in self-help process. The responsibility rests with accountable duty bearers who should ensure maximum conditions for PwD to enjoy their rights, in terms of quality and quantity.

## **DWC's GUIDELINES BASED ON RIGHTS-BASED APPROACH**

- The rights-based approach ensures the following principles:
  - ✓ Universal and inalienable: All principles apply to everyone.
  - ✓ Indivisible: All rights are interrelated, the implementation of one right will supplement the fulfillment of others, the rights are indivisible.
  - ✓ Interdependence of rights: Rights are interrelated, the recognition of one right depends on the recognition of other rights.
  - ✓ Equality and non-discrimination: Everybody is entitled to all rights without any form of discrimination
  - ✓ Participation and inclusion: Everyone can participate, contribute and enjoy their rights actively, freely and meaningfully.
- The human rights approach puts PwD at the center and aims to address the barriers PwD has to face.
- No stigma and discrimination against PwD
  - ✓ Manifested through attitude: Do not show any disrespect or pity (e.g. help PwD do things they can do on their own).

- ✓ Manifested through language: do not label, do not using disrespectful language such as blind, deaf, lame. Use “people with difficulty moving” instead of “cripple”; “people with hearing difficulties” instead of “deaf”, “people with intellectual disabilities” instead of “cracked, insane” etc.
- ✓ Manifested through behavior: looking at PwD with curious, prying eyes, lacking sympathy; giving inappropriate assistance, alienation, ridicule.
- Having the right awareness and point of view about PwD
- Showing respect for PwD

### **THINGS NEED TO BE DONE**

1. When setting up community profile, it is necessary to learn about PwD in the community and identify barriers that prevent them from accessing/benefiting from the project.
2. Ensure that PwD have access to information about the project.
3. Identify barriers and enablers. Barriers can be discriminatory attitude towards PwD, PwD’s inferior complexity, self-stigmatization and the alienation of the community. Enablers can be PwD’s desire to participate, PwD’s strengths and abilities.
4. Raise community people’s awareness about the rights of PwD.
5. Create opportunities for PwD to participate in project activities.

### **INSTRUCTIONS ON USING LANGUAGE IN WORKING WITH PwD**

<b>Don’t use</b>	<b>Use</b>
Abnormal, deformed , handicap, defect, invalid	Disability
Blind people	People with vision impairment People with low vision
Deaf	People with hearing impairment
Deaf and dumb, deaf - mute	People with hearing impairment and cannot speak; People with hearing and speech impairment.
The disabled	People with disabilities, people living with disabilities.
Pigmy, manikin	People with dwarfism
Epileptic	People with epilepsy
Psychotic, mad, crazy, insane, sloppy	People with mental impairment, people with intellectual disabilities.

Disease outburst	People who experience catastrophe
Retarded, slow learners, brain damage, need "special education"	People with learning difficulties People with learning impairment
Disabled, physically handicapped, "special", disfigured, lame, amputee, crippled	Persons who use wheelchair, wheelchair users People with physical impairment People with mobility or physical disabilities
Emotionally disordered, insane, crazy	People with emotional disorder
Handicapped	Living with disability
Patient, victim	People with disabilities
Special	Describing PwD's achievement or work in a normal way
Plantae life	In a coma, unconscious
Victim of illness	Have a disability

**The Board of Directors**