



Budgeting for disability inclusion

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Acknowledgement

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Purpose, audience and objectives

Purpose	If we are committed to inclusion, then we must budget for it. There are costs associated with greater inclusion, although significantly less than perhaps we fear! This guide sets out to explain some of the costs we should be including in our budgets.
Audience	It is one of a series of short guides developed by Sightsavers, within Futuremakers by Standard Chartered , and specifically written with Youth Business International programme partners in mind. While advice included in the document is more targeted towards YBI's youth entrepreneurship programme, we have tried to make these relevant to all Futuremakers projects.
Objectives	<ol style="list-style-type: none">1. To build greater disability confidence of the reader and how partners can better include youth with disabilities in their Futuremakers projects.2. To give specific examples, advice and simple steps on how to adapt projects to be more inclusive of youth with disabilities.

What is disability-inclusive budgeting?

Disability-inclusive budgeting refers to the ability to make budgetary provision that helps to remove barriers and enables people with disabilities to meaningfully participate within an environment, context or project. Examples include reasonable accommodation, accessibility modification, etc.

There is a general perception that mainstreaming disability in programmes is expensive, but this isn't a reality. Inclusion has a cost, but exclusion is even costlier to society. If your programmes aim to promote an equitable and sustainable world where no one is left behind, then this is an important guide for you. In it, we introduce practical guidance to consider when budgeting for either a disability-specific or a disability-inclusive programme. All examples used, focus on economic empowerment interventions. 59% of the adjustments have no financial implication and 41% are mostly one-off costs.¹

¹ <https://askjan.org/topics/costs.cfm>

What costs to include?

The International Disability Alliance (IDA) advises that on average, 10% of our programme activities budget should be allocated to inclusion costs. That's probably realistic, and a very helpful guide. But what costs does this include?

This list below is not exhaustive but are examples from Sightsavers' experience of implementing economic empowerment programmes:

- Personal assistants. Some people with disabilities will need to attend training sessions with their personal assistants due to the nature of their impairment – for example, persons with intellectual or visual impairments. So, include them when budgeting for transport or meals
- Support services. Include local costs for service providers like sign language interpreters and captioners for live virtual events
- Size of training facilities. Not only should you consider the accessibility of your training centre, but you should also factor in the number of wheelchair users when deciding how many people to have in a training room. Factor in those who might attend with their personal assistants
- Adaption of materials. Budget for the cost of braille training materials or for producing printed copies with large font for people with low vision or those with albinism
- Assistive devices and technologies for participants in projects. Include screen reader software, magnifying software, mobility canes, wheelchairs, hearing aides, braille machines etc. They are often one-off costs. For example, in an IT lab, the screen reader software installed on computers can serve several participants in different cohorts
- Professional costs. Budget for consultancy fees for an organisation of people with disabilities or a disability expert who can provide technical disability inclusion support services to your project
- Accessibility of events. When hiring venues, accessible facilities can be more costly than those that are inaccessible. If it is owned by your organisation, you will need one-third of the cost of the building to make it accessible, but remember it is a one-off cost
- Capacity building. Include budget for training your staff, consultants (business development advisors), mentors and partnering company staff on disability inclusion. If needed, budget for disability and accessibility auditing, or accessibility testing for digital platforms like apps or websites

Now that I know, what do I need to do?

- Have I included reasonable accommodation costs in my project budget? The best time to budget for disability inclusion is during programme planning. It's easier and more affordable than trying to build this in at a later stage
- Have I asked OPDs what costs they will incur from supporting the project and delivering the activities I have assigned to them?
- Have I also included costs to make the monitoring and evaluation phase of the project accessible and inclusive?

Further reading

Reasonable accommodation and budgeting for inclusion – MIUSA:

<https://www.miusa.org/resource/tip-sheets/budgeting/>

Inclusive budgeting, Cap-able: <https://cap-able.com/an-inclusive-scholars-program/inclusive-budgeting-2/>

Budgeting and mobilising for disability inclusion in humanitarian by UNICEF:

<https://www.unicef.org/documents/budgeting-and-mobilizing-resources-disability-inclusion-humanitarian-actions>

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