

# **Policy influencing 2025 annual summary**

Key achievements in influencing policy  
relating to social inclusion and  
economic empowerment

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## Introduction

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This report is a summary of the key successes in policy influencing achieved across Sightsavers' country offices in 2025 which relate to the thematic area of social inclusion and economic empowerment, with support from the Policy and Global Advocacy team, Campaigns team, Global Technical Leads and other teams. The report aims to provide an overview of the most significant achievements, although it is not exhaustive and there are many other examples of progress made towards Sightsavers' social inclusion policy and advocacy goals which have not been included in the interests of keeping the summary at a manageable length. Sightsavers recognises that policy change requires long-term investment from multiple actors including government, civil society and international NGO partners, and it is important to note that these achievements are not solely attributed to the input of Sightsavers. For a comprehensive overview of Sightsavers' work on policy influencing please refer to the [Policy influencing data hub](#).

## Key achievements

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- Establishment of a national network of youth with disabilities in Ghana
- Introduction of a law on the rights and protection of persons with disability in Guinea
- Development of a disability policy in Chhattisgarh state, India
- Approval of the Persons with Disabilities Act in Kenya
- Domestication of the African Disability Protocol in Malawi
- Revision to the labour law in Mozambique
- Inauguration of a committee to oversee implementation of the access to work scheme in Nigeria
- Development of the National Disability Policy in Tanzania
- Ratification of the African Disability Protocol in Togo
- Enactment of the Persons with Disabilities Bill in Zimbabwe

## Ghana

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### Establishment of a national network of youth with disabilities

In the past, Ghana had no youth-specific OPDs or coordinated network representing young persons with disabilities. This limited the ability to effectively mobilise young people with disabilities to participate in national programmes and benefit from social interventions, resulting in their frequent exclusion from development initiatives. To address this challenge, Sightsavers collaborated with the National Youth Authority to establish and launch the Ghana Network of Youths with Disabilities (GNYD), a national, non-partisan coordination platform dedicated to amplifying the voices and participation of youth with disabilities. The creation of this network marks an important step toward strengthening youth representation within national decision-making structures, consistent with the provisions of the Youth Authority Act. Sightsavers funded and facilitated the stakeholder workshop that convened diverse youth groups and disability organisations to co-design the network's structure and supported the official launch event that formally introduced GNYD as a unifying platform for youth with disabilities across the country.

### Progress towards the launch of the employment equity policy

In 2025, Sightsavers advocated for the adoption of the Employment Equity policy, as a key instrument to advance the economic empowerment of persons with disabilities. Sightsavers supported a technical workshop on the Employment Equity Policy to strengthen OPD understanding, identify employment barriers, and co-create an advocacy plan for policy adoption. As this is a policy rather than a law, the process to reach completion is simpler. The policy is currently with the Ministry of Labour, there will be further consultations in 2026, and Sightsavers will continue to advocate for its launch and implementation.

## Guinea

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### Introduction of a law on the rights and protection of persons with disability

In 2025, law L/2025/020/CNT on the rights and protection of persons with disability was signed by the President of Republic, marking an important milestone for disability rights in Guinea. The law received presidential approval in August 2025, and the implementing decree for the law was signed by the minister responsible on International Disability Day. Sightsavers has been advocating for this law to be passed for many years, providing technical assistance to the Guinean federation of Organisations for Persons with Disabilities (FEGUIPAH), coordinating advocacy efforts and facilitating the input of the OPDs to the drafting of the law.

## India

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### Development of a disability policy in Chhattisgarh state

With a federal government structure, the national disability policy is implemented through state level disability policies. In 2025, Sightsavers India along with its OPD partners worked closely with the Chhattisgarh State Department of Social Welfare and UNICEF to develop the 'Chhattisgarh State Welfare and Rehabilitation Policy for Persons with Disabilities 2025'. Sightsavers facilitated policy consultations, which successfully generated critical, evidence-based insights and recommendations for the draft policy. Sightsavers India presented technical assistance on the operationalisation of the policy across key areas such as inclusive education, employment, social protection and disability-inclusive disaster risk reduction. The new policy is due to be finalised in 2026 and will benefit an estimated 565,000 people with disabilities in the state.

### Integration of disability-specific indicators into the National Indicator Framework

In 2025, Sightsavers engaged with the Ministry of Statistics and Programme Implementation (MOSPI), the Ministry of Social Justice and Empowerment, UN Resident Coordinator's Office (UNRCO), as well as Organisations of Persons with Disabilities (OPDs), and successfully advocated for the inclusion of disability-specific indicators in India's National Indicator Framework (NIF) for SDG reporting. Building on its SDG engagement in previous years, Sightsavers India and OPDs proposed a list of 22 disability-inclusive indicators to MOSPI and UNRCO. After a series of technical consultations, mapping data sources, and assessing government data systems, 13 disability-inclusive indicators were officially adopted into the revised NIF. These span SDGs 1, 4, 8, 10, 11, and 17. For the first time since India adopted the SDGs, national reporting will reflect data on disability-inclusive development—across poverty reduction, education, employment, health, and urban inclusion. This integration fills a long-standing data gap and affirms the centrality of persons with disabilities in the national development agenda.

## Kenya

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### Approval of the Persons with Disabilities Act

Following many years of advocacy and policy influencing work from Sightsavers and partner organisations, the Persons with Disabilities Act was approved by the President of Kenya in May 2025. Sightsavers collaborated with the Inter-Agency Coordination Committee to advocate for the enactment of the Persons with Disabilities Act, 2025, which repealed the outdated Persons with Disabilities Act of 2003. The new legislation aligns Kenya's legal framework with Article 54 of the Constitution and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). It places a clear obligation on the State to respect, protect, and fulfil the rights of persons with disabilities.

## Domestication of disability inclusive policies in Homa Bay county

In 2025, through sustained advocacy and technical engagement, Sightsavers supported the development of a draft Early Childhood Development and Education (ECDE) policy in Homa Bay county, to domesticate the national level ECDE policy. Beyond this, a county disability bill was developed. These documents underwent public consultation, stakeholder validation, and consultations with county assembly leadership and the county executive with support from Sightsavers. The ECDE policy is now awaiting cabinet approval, while the disability bill is set to move to the county assembly for enactment. Once operational, these frameworks will deliver transformative benefits for children with disabilities and their families. Medical assessments necessary for registration with the National Council for Persons with Disabilities will become free of charge in government health facilities, removing a major financial barrier. Furthermore, assessment services will be decentralised to each of the 11 sub-county health facilities, replacing the previous system where only two facilities served the entire county. In addition, therapy services for children with multisensory impairments will be provided free of charge in county government facilities, ensuring access to essential rehabilitation support. The policy also guarantees support for all children in public ECDE centres, with additional allocations for learners with disabilities, promoting equity in resource distribution.

## Mali

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### Progress towards establishment of committee to monitor and implement the UNCRPD

In 2025, further progress was made towards the establishment of committees in Mali to oversee the monitoring and implementation of the UNCRPD. According to the Office of the United Nations High Commissioner for Human Rights, the establishment of independent monitoring frameworks plays a strategic role in ensuring the effective implementation of the rights of persons with disabilities, and an essential mechanism for moving from theoretical commitments to practical application. The establishment of these committees will ensure that nothing is decided without the active participation of persons with disabilities themselves, in accordance with the principle of "nothing about us without us." In 2025, ministerial decrees for the formal establishment of the committees were prepared and submitted to the Council of Ministers for validation and signature. Sightsavers will continue its advocacy work and to support this process in 2026.

## Malawi

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### Domestication of the African Disability Protocol

Following many years of advocacy from Sightsavers and partner organisations, Malawi ratified the African Disability Protocol (ADP) in 2023. In 2025, with funding from the

European Union, Sightsavers advocated for the domestication of the African Disability Protocol. In preparation for the domestication, OPDs and allied CSOs were trained on advocacy and influencing so that they are able to promote inclusive policies. During a workshop facilitated by Sightsavers, a number of domestication pathways were discussed and agreed upon, including domestication through review of legislation, domestication through Acts of the Parliament, and domestication through other implementation measures such as policy reviews.

## Mozambique

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### Revision to the labour law

A significant milestone was reached in 2025 with the revision of the Labour Law (Law No. 13/2023), which promotes fair conditions for all workers, including measures to protect and promote employment for people with disabilities. This legislation obliges companies to guarantee accessibility, non-discrimination, and training opportunities, aligning with the provisions of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). Beyond this, Sightsavers provided training on advocacy to the federation of OPDs (FAMOD), and provided technical assistance in the development of instruments for the implementation of the Disability Law, which came into force in early 2025. Sightsavers engaged with government stakeholders to highlight the need for a robust guideline and facilitated the input of persons with disabilities in the drafting process.

## Nigeria

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### Launch of the Inclusive Data Charter Action Plan

The Inclusive Data Charter (IDC) action plan was officially launched in Q1 2025. To support the implementation of the plan, Sightsavers supported the establishment of a technical working group, led by the National Bureau of Statistics, and with involvement of the Office of the President for the SDGs. The IDC action plan paves the way for a range of initiatives to strengthen systems for the collection of disability disaggregated data, to be used for the purposes of the allocation of resources and services for persons with disabilities, as well as SDG reporting.

### Inauguration of a committee to oversee implementation of the access to work scheme

In 2025, a committee was inaugurated, to be hosted by the National Commission for Persons with Disability, with a mandate to implement the disability law and to oversee implementation of the access to work scheme. Sightsavers provided financial and technical guidance to support the establishment of the committee. The access to work scheme supports employers in making workplaces accessible and disability ready and provides resources and guidance. This includes the accessibility standard which started as a Sightsavers document but has now been adopted as a government standard.

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## Pakistan

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### Development and approval of Rules of Business for the implementation of the Disability Act

With a federal structure, each province in Pakistan has its own Persons with Disabilities Act, with their implementation governed by Rules of Business (RoBs). In 2025, Sightsavers continued its support for the development of RoBs at provincial level, providing technical support through the community based inclusive development (CBID) disability rights network. In Punjab, the RoBs were developed and approved in 2025, an important step forward for the implementation of disability rights. Meanwhile, in the province of Balochistan, a Disability Act was passed in 2017, and the Rules of Business were also approved in late 2025 to enforce the Act.

## Senegal

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### Revision to the guide for local development to cover disability inclusion

In 2025, a guide for local authorities, used to inform approaches to local development, was revised to disability inclusion. Sightsavers supported the process of revising the guide, from consultation to validation, training OPD members and identifying gaps in the guide in terms of disability. The guide was validated in 2025 by the association of mayors of Senegal.

## Sierra Leone

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### Progress towards approval of the Persons with Disabilities Act

Sightsavers supported sustained engagement with both the National Commission for Persons with Disabilities (NCPD) and the Sierra Leone Union on Disability Issues (SLUDI) to provide technical assistance during the final review of the revised Act. The final draft has been formally submitted to the Office of the Attorney General and Minister of Justice for vetting. In addition, SLUDI and NCPD led the development of an expanded position paper on key provisions aimed at strengthening the rights and privileges of persons with disabilities as guaranteed in the Constitution. Notably, the Government—through the Law Officers' Department—has accepted these recommendations, and at the end of 2025, they were under review before submission to the Legislative Committee for approval.

## Tanzania

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### Development of the National Disability Policy

While the National Disability Policy has yet been formally adopted, significant progress was made in 2025. The National Disability Policy has reached its final stage and is awaiting formal sign-off, marking a critical milestone that demonstrates strong national commitment to disability inclusion and sets the foundation for transformative change once endorsed. Sightsavers played a key role by providing technical expertise, financial support, and ensuring the participation of people with disabilities, while consistently advocating for the integration of initiatives such as health equity, inclusive education, inclusive health, and components of the African Disability Protocol. Partners including OPDs, WHO, UNICEF, and ministries led by the Prime Minister's Office for Youth, Labour, Employment and Persons with Disabilities (PMO-LYED) were instrumental in taking forward the development of the policy. Formal adoption was delayed due to the 2025 elections, which shifted government priorities, but the focus for 2026 will be on securing final approval, strengthening collaboration with stakeholders, and supporting effective implementation of the policy.

## Togo

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### Ratification of the African Disability Protocol

In 2025, the National Assembly of Togo passed a bill for the ratification of the African Disability Protocol (ADP). Together with OPD partners, Sightsavers has been advocating for ratification of the ADP for many years. In July 2025, Sightsavers coordinated with media organisations to raise awareness and launched a campaign to secure 10,000 signatures, a record, to demand government ratification. Sightsavers also engaged with the National Campaign for Human Rights (CNDH) to be involved in the process and submitted a petition to the National Assembly. The National Assembly passed a bill for ratification, and the bill has been submitted to the Senate for approval, although this is no more than a formality. There will be an official launch and celebration in 2026.

## Uganda

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### Development of guidelines for reasonable accommodation in the workplace

In its efforts to promote economic empowerment for persons with disabilities, Sightsavers is advocating for the development of guidelines to ensure reasonable accommodation in the workplace. As there is already a Persons with Disabilities Act, this will be an instrument to ensure its operationalisation. Working with the National Union for Persons with Disabilities in Uganda (NUDIPU), Sightsavers helped to identify gaps in reasonable accommodation. In some, employers view this as an extra cost, such as the provision of personal assistants for

staff with disabilities. Sightsavers is playing a role in developing advocacy strategies to address the concerns of employers and providing technical and financial assistance to NUDIPU. The design of the guidelines will continue in 2026, as well as engagement with the Ministry of Gender, Labour and Social Development, to encourage its support.

## Representation of youth with disabilities on Parish Development Committees

In 2025, Sightsavers continued to provide capacity building to OPDs and to advocate for the representation of youth with disabilities on parish development committees (PDCs). These committees were introduced under the third National Development Plan, as the lowest level of government, to oversee the delivery of services at parish level. Previously, services were delivered at district level, but government funding is now targeted at parish level, with parish development committees overseeing the budget. There are quotas on committees, with 30% of seats reserved for women, 30% for youth, as well as allocations for other special interest groups. Youth with disabilities are represented on several PDCs, and in 2025, the youth wings managed to influence the change in the disability representation on the PDCs and participated in the local government budget conferences.

## Zimbabwe

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### Enactment of the Persons with Disabilities Bill

The Persons with Disabilities Act in Zimbabwe was passed in November 2025 and is a landmark piece of legislation designed to protect the rights of people with disabilities. It outlaws discrimination, guarantees access to public spaces and services, and replaces the outdated 1992 Disabled Persons Act, aligning with international standards like the UN Convention on the Rights for Persons with Disabilities. Sightsavers has been advocating for the bill to be passed for many years and has been involved throughout the process, facilitating input from OPDs and providing technical assistance.

### Validation of the Constitution of the Parliamentary Disability Caucus

In 2025, Sightsavers continued to provide technical assistance to the parliamentary caucus on disability and supported the validation of the caucus' constitution. A meeting convened 37 Members of Parliament, including the Chairperson of the Parliamentary Disability Caucus, Senators representing persons with disabilities in the Upper House, and members from both the National Assembly and Senate with a shared interest in disability inclusion. Representatives from OPD partners under the Equal Zimbabwe Campaign also participated, reflecting strong multi-stakeholder collaboration and commitment to inclusive governance. Key agenda items included the presentation and review of the draft Constitution of the Parliamentary Disability Caucus, plenary discussions to validate proposed provisions, and reflections on Parliament's role in promoting disability-inclusive legislation, oversight, and representation. The Constitution was formally validated by consensus, and participants commended the inclusive and participatory nature of the process. Members reaffirmed their

commitment to advancing disability rights and inclusion in national policy and legislative frameworks, and the meeting further strengthened collaboration between parliament, OPDs, and civil society partners.

## **Domestication of the African Disability Protocol**

Zimbabwe ratified the African Disability Protocol (ADP) in 2024. In 2025, Sightsavers continued to advocate for the implementation of the ADP, which will involve revisions to other legislation. Sightsavers provided technical assistance in policy analysis, to assess how instruments such as the Health Act and the National Disability Policy would need to be revised in line with the ADP. Beyond this, Sightsavers supported OPDs, including the umbrella bodies National Association for the Care of the Handicapped (NASCOH) and Federation of OPDs in Zimbabwe (FODPZ) in developing requests to the government through targeted messaging on the implementation of the ADP.