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**Concepts in Organizational Transit – The Epic Journey of International Norms on Disability and Inclusion in German Development NGOs**

Contemporary International Development Studies have largely missed out on Disability as a developmental issue which has led to a widespread exclusion of people with disabilities from International Development policy, practice and research. In recent years, however, there has been ample international debate on Disability issues and its inclusion in (Development) policy discourses leading to significant ideological changes and enhancement of knowledge on Disability in contemporary discourses and policies. In particular, the adoption of the UN Convention on the Rights of Persons with Disabilities in 2006 has marked a major shift in the way Disability policies and practices are globally framed and implemented. Especially the articulation of the norm on the Inclusion of People with Disabilities is of particular interest in this research as the Convention is having 'inclusion' as a desired goal and general principle.

The Convention leaves out any attempt to explicitly define what it means by 'inclusion' and it uses this concept with different underlying ontologies, thereby offering an internationally shared language on norms on Disability and Inclusion but leaving ample room for manoeuvre for differing political interpretations and translations into practice. In the Social Sciences, 'social inclusion' and 'exclusion' are highly contested concepts due to difficulties of defining them. In particular, the problematic assumption of the goodness of inclusion, the one-dimensional interpretation of inclusion as accessibility, and the neglected importance of taking contextual factors are only few critical points. The focus, thus, needs to be on the review of underlying values and causality claims attached to the norm of inclusion by concerned actors and on the understanding of the intentions of adhering to these norms.

The expressive function of law makes the consideration of the CRPD as one important institutional element in the global diffusion and translation of norms on Disability and the Inclusion of People with Disabilities promising. The joint analysis of 'diffusion' of norms – that is, exploring the dynamics of creating internationally persuasive values and their expansion into domestic contexts – and the 'translation' of norms – that is, exploring different ways of cross-cultural encounters and transmissions of meaning leading to norm adaption, rejection or transformation – shall be the focus of the paper. Non-governmental organizations (NGOs), traditionally regarded as 'norm entrepreneurs' by global norm diffusion theory, are the entry point of analysis in the study. The present research argues that, before being capable of promoting a certain norm, NGOs are intensely involved in processes of norm socialization via coercion, persuasion and acculturation, and norm translation which is the constant process of negotiating and re-negotiating norms and the 'filling' of a norm. In addition to asking whether and why NGOs adhere to norms on Disability and Inclusion postulated in the CRPD, the present research studies how these processes of norm socialization and translation impact upon the NGOs' political identification, i.e. the implications on their organizational politics, politics of legitimacy, and politics of development.