



NATIONAL PLAN FOR LABOR INCLUSION OF PERSONS WITH DISABILITIES

Programme title	
National Plan for Labor Inclusion of Persons with Disabilities	
Programme Number - to be allocated by the MPTF Office, UNDP	
Programme country and location	Programme estimated start-up date [month and year] and duration [number of months]
Costa Rica	September 2012 –September 2014
Expected Outcomes	
Formulation must be consistent with that provided in the programme proposal	
<ul style="list-style-type: none"> • Comprehensive and integrated national response to increase the effectiveness of employment and entrepreneurial opportunities for persons with disabilities • 2.300 persons with disabilities increased their employability profile • 60 more companies become part of inclusive companies initiatives that facilitate hiring persons with disabilities • Job placement services help 300 persons with disabilities find jobs • 60 more persons with disabilities start or are involved in auto employment activities, companies and/or cooperatives 	
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Budget summary	
Total programme cost	\$889,800
Requested from UNPRPD Fund	\$350,000
Financial contribution of UNPRPD Participating Organizations	\$79,000
Financial contribution of other partners (specify which)	\$320,000 (MTSS) \$24,000 (AED) \$60,000 (Consejo de la Persona Joven) \$12,000 (Universidad Nacional) \$12,000 (MFC) \$20,000 (IMAS) \$8,000 (CENAREC) \$12,000 (INA) TOTAL: \$468,800

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Executive summary

In Costa Rica the population with disabilities faces great difficulties in their efforts to procure themselves an income. Sixty four percent of them are non-active in the labor market and those who are trying to find employment have a harder time finding one than people without disabilities; they show higher unemployment rates and higher unemployment duration. They also show higher poverty rates (32%) as compared to the population without disabilities (24%).

This UNPRPD proposal aims to complement the implementation of the Plan for Labor Inclusion of Persons with Disabilities developed through the application Millennium Development Goals Acceleration Framework (MAF) to accelerate target 1.2, MDG 1: Achieve full and productive employment and decent work for all, including women and young people.

The Plan is in line with article 27 of CRPD, which emphasizes the right of persons with disabilities to work on an equal basis with others, including the right to have the opportunity to earn a living by working in a freely chosen job and in a workplace that is inclusive and accessible.

It builds on existing initiatives and proposes ways to remove bottlenecks that reduce the possibility for this population to procure themselves through employment or entrepreneurship. It comprises 5 areas considered strategic to this end: 1) improve their employability profile through education and training services, 2) expand the demand for workers with disabilities, 3) improve job facilitation services, 4) promote entrepreneurship, and 5) improve institutional coordination and governance.

1. Background

In Costa Rica, the recent Census registered that 10.5% of the national population has one or more disabilities. Although the country has advanced an institutional and legal framework to protect the rights of people with disabilities, including the ratification of the UN Convention on the Rights of Persons with Disabilities (CRPD) in 2007, the establishment of the National Disability Policy (2011-2021), and the creation of Law 7.600 that promotes equal opportunities for this population in 1996, there are still many challenges on the road to equalizing opportunities to integrate and participate fully in society.

Particularly, persons with disabilities face great difficulties in their efforts to participate in the labor market or procure income for themselves and their families; 64% of them declared to be non-active in the labor market. That is, that they do not work for a wage and are not actively looking for a job.

Those who are trying to find employment have a harder time than people without disabilities; they show higher unemployment rates and unemployment duration periods. It is no surprise that they show greater poverty rates (32% compared to 24% those without disabilities).

Historically persons with disabilities have had fewer opportunities to access education services and therefore show lower education levels than the rest of the population (5.6 years of education attainment versus 8.6 years for the population over 25 years of age). Costa Rica has put in place multiple efforts to improve education access to this population, which have proven valuable to increase their opportunities to assist to education services. However, there are still some important quality concerns regarding the education services received by persons with disabilities and particularly their effectiveness in developing skills and attitudes that are considered basic for finding any kind of job.

Besides the education deficits that make many persons with disabilities less employable candidates, there are other barriers for employment. Finding employers willing to hire them is perhaps the greatest challenge. Employers are fearful of not knowing how to deal with workers with disabilities. They do not have hiring procedures that are accessible to people with disabilities. There is also the problem of the lack of adequate infrastructure and equipment.

The country has several public and private initiatives that aim to help increase the opportunities for people with disabilities to find employments. The private sector has started the Inclusive Business Network that aims to help companies put in place policies, practices and conditions that facilitate hiring this population. The government has decreed measures for hiring at least 5% persons with disabilities out of the new public job openings, and there is a law that enables tax exemptions for companies that hire persons with disabilities. There are also general labor intermediation efforts and some specifically oriented to this population, which are operated by the government and by Disabled People's Organizations (DPOs). In addition, there is an Inter-institutional Commission for the Employment for Persons with Disabilities and an Office located at the Ministry of Labor that aims to improve transversally the accessibility to public services related to employment. All of these efforts, however, face obstacles that prevent them from having a greater impact.

In addition to trying to generate an income by finding employment, persons with disabilities could also establish their own enterprises. Although there are multiple programs that promote entrepreneurship, these are rarely or never used by this population. Among the barriers to access these services are the lack of knowledge about their existence, and conditions and application processes that are not accessible to persons with disabilities.

The United Nations in Costa Rica is working to help improve the opportunities and reduce obstacles faced by the population with disabilities. UNDP and ILO are working jointly to provide technical assistance to the Government to develop a Plan for Labor Inclusion of Persons with Disabilities. This is being done through the application Millennium Development Goals Acceleration Framework (MAF) to accelerate target 1.2, MDG 1: Achieve full and productive employment and decent work for all, including women and young people.

The Plan aims to build on existing initiatives and remove the main bottlenecks that reduce the possibility for persons with disabilities to procure themselves an income by working or starting a business. It comprises 5 areas considered strategic for this end: education services, increasing the demand for workers with disabilities, job facilitation services, the creation of new enterprises, and improving the institutional coordination and governance.

2. Programme approach

This proposal aims to support the implementation of the National Plan for Labor Inclusion of Persons with Disabilities. It intends to enable those activities of the Plan that are currently underfunded. The Plan is in line with article 27 of CRPD, which emphasizes the right of persons with disabilities to work on an equal basis with others, including the right to have the opportunity to earn a living by working in a freely chosen job and in a workplace that is inclusive and accessible.

Although the Plan emphasizes the right to work, it also addresses other rights, such as: the access to education and to a decent quality of life, non-discrimination, and active participation in all dimensions of society.

In line with this approach, the proposal addresses the following enabling factors:

1. **Empowering cultural norms:** it intends to help reverse stigmas, prejudices and negative stereotypes about persons with disabilities, especially, workers with disabilities on the labor market, by promoting an inclusive and accessible job placement. Some activities for empowering cultural norms that are contained in this plan are: an awareness campaign on hiring people with disabilities, training sessions for guiding employers on hiring and retaining this population, workshops about: interaction with persons with disabilities on the workplace, delivering labor placement services, legislation on disability, the social model of disability, and sessions to exchange good practices on hiring workers with disabilities.
2. **Capable and inclusive institutions:** it emphasizes strengthening of institutional capacities and the development of long term conditions that facilitate the possibilities for persons with disabilities to find jobs or start their own businesses. It particularly aims to do this in: Ministry of Labor (MTSS), Ministry of Public Education (MEP), National Training Institute (INA), Ministry of Economy, Industry and Commerce (MEIC), selected local governments labor services, DPOs, the Association of Businesses for Development (AED), business chambers, and individual companies.

In addition, the Plan seeks to improve coordination and articulation among these actors, as well as monitoring and governance capabilities, through the establishment of a governance structure (refer to Management Arrangements).

3. **Access to services:** the Plan aims to improve access to **job placement services for persons with disabilities** through: strengthening capacities in the Ministry of Labor (through training) to offer them adequate labor placement services; b) developing and making available a toolbox for supporting job placement services; c) developing networks on labor intermediation with the participation of the Ministry of Labor, 10 municipalities, and DPOs.

The Plan also intends to improve **education and training services** available to persons with disabilities. It includes actions at **national level** such as: the establishment of coordination protocol between MTSS and MEP for attending the basic education needs of this population looking for a job; launching a

campaign disseminating education services offered by INA, MEP, CENAREC, DPOs. It also targets a specific population in the following components: a training program for teachers of 56 educational centers; technical and job readiness courses for persons with disabilities coordinated by the Empléate Program that focuses on young persons.

Finally, it includes an **entrepreneurship** component, which promotes the development of an entrepreneurial culture, provides technical advisory services on business development, and access to credit and grants for startups. In the short run this will be focused on three centers: the Hospital that focuses on patients with mental disabilities, a high school that has students with disabilities, and a Center for the Attention of Adults with Disabilities. These are pilot projects that are meant to generate lessons on how to promote the creation of entrepreneurial income generating activities for persons with disabilities with different characteristics, which will serve for future projects.

4. **Application of accessibility standards to products, environments and processes:** the Plan will promote the provision of reasonable accommodation for workers with disabilities in the workplace; will develop a toolbox for employers to facilitate the process of hiring and having workers with disabilities as employees; will develop a toolbox for facilitating labor intermediation services for this population. This will be focused on the Metropolitan area and the rural Chorotega and Brunca Regions.
5. **Adequate data and evidence:** one of the bottlenecks identified by the Plan was the lack of data and evidence on the employment of persons with disabilities in the country. For this reason, the program proposes actions to collect this information, such as, establishing a baseline for the indicators that do not have baselines, producing periodic reports on the advance of the implementation of the Plan and a final report on lessons learnt from its implementation.

This proposal is addressed to people with all types of disabilities, male and female, mainly, young people between 15 to 35 years old. It is estimated that it will have an impact of at least 400 persons with disabilities employed in two years, but more important than that, on the development of institutional capacities to continue increasing employment and income generating opportunities for this population.

The plan also aims at increasing the employability profile of 2.300 persons with disabilities; in the short run it will directly increase the employability profile through courses directed to a group of 120 persons with disabilities, but in the medium and long run, the Plan intends to improve education quality directed to students with disabilities by improving teachers' competences and vision of disability, as well as facilitating procedures for their incorporation in technical training programs.

To ensure the sustainability of the proposal, it is important to mention, that the Plan for Labor Inclusion of People with Disabilities has the support of key stakeholders who will be participating on the process (Ex: MTSS, CNREE, AED, several DPOs, etc.) . Similarly, some of the entities involved, would have a partial cost-sharing of financial, human and material resources that are needed to implement it, such as MTSS, Consejo de la Persona Joven, AED, MEIC, UNA, and others. Since the beginning of the Program the

“champions” who will lead the implementation of the different components of the program are institutional actors with a high level of commitment.

Objectives and expected results

Objectives:

1. Increase the profile of employability of the population with disabilities, by improving access to technical education, job readiness programs and capacity building for teachers.
2. Increase the demand for workers with disabilities through raising awareness and incentives as well as the involvement of more employers in inclusive businesses initiatives.
3. Strengthen labor intermediation services for persons with disabilities by developing a network of providers of these services, and by creating and diffusing the use of a toolbox for these purposes.
4. Encourage persons with disabilities to develop enterprises and auto employment activities, by providing them with management advisory services, by facilitating the development of entrepreneurial skills, and by providing accessible loans and grants.
5. Promote institutional coordination and articulation that will result in synergies to increase employment for persons with disabilities as well as entrepreneurial activities.

Table 1. Expected impact

Impact		
Institutional capacities to facilitate persons with disabilities find a job or develop an income generating activity (goal is at least 200 per year)		
Impact indicators		
Indicator	Baseline	Means of verification
Number of persons with disabilities that find jobs with the help of labor intermediation services or are hired by companies that are part of the inclusive businesses initiatives per year	N.A.	Reports: MTSS, Local Governments, Inclusive Businesses Networks, Organizations of/for Persons with disabilities
Number of companies that are part of the inclusive business initiatives	32 companies	Reports: AED, MTSS, UCCAEP
Number of persons with disabilities that start earning an income due to starting a new businesses or affiliate to cooperatives per year	N.A.	Reports: MEIC, Pronamype, HNP, CAIPAD, CTP, Infocoop

Table 2. Expected outcomes

Outcome 1		
2.300 Persons with disabilities increased their employability profile		
Outcome indicators		
Indicator	Baseline	Means of verification
Number of students with disabilities that are taught by teachers who participated in the capacity building workshops	0	MEP enrollment statistics and lists of workshops' participants
Number of persons with disabilities that "graduate" from capacity building programs	INA: 2.835 students with disabilities (Anuario estadístico del INA, 2011) Empleate: 0	Reports from: INA and "Empleate"
Number of persons with disabilities enrolled in capacity building options for acquiring functional literacy skills due to the application of the MTSS-MEP protocol	0	Reports from MTSS and MEP
Outputs		
Formulation	Tentative timeline	
1.1. Capacity building workshops for 160 teachers who work with persons with disabilities	IS_2013: 40, II_2013: 40, IS_2014: 40 IIS_2014: 40	
1.2. Establishment of coordination protocol between MTSS and MEP for attending the basic education needs of persons with disabilities who are looking for a job.	IS_2013	
1.3. Campaign disseminating education services offered by INA, MEP, CENAREC, DPOs, and IMAS is implemented	IIS_2012, IS_2013	
1.4. 100 Persons with disabilities participate in technical and/or job readiness courses	IIS_2012-IIS_2014	

Outcome 2		
60 more companies become part of inclusive companies initiatives that facilitate hiring persons with disabilities		
Outcome indicators		
Indicator	Baseline	Means of verification
Number of enterprises in inclusive business initiatives outside the Metropolitan Area	0	Reports from AED and Empleado
Number of enterprises in inclusive business initiatives within the Metropolitan Area	AED: 32 enterprises	Reports from AED and Empleado
Number of enterprises participating in the inclusive business contests	0	MTSS
Outputs		
Formulation	Tentative timeline	
1.5. Capacity building and knowledge sharing activities conducted outside the metropolitan area.	IIS_2012-IIS_2014	
1.6. Awareness campaign on hiring Persons with disabilities reaches 130 employers.	IIS_2012-IIS_2014	
1.7. Toolbox for employers to facilitate the process of hiring and having workers with disabilities as employees is developed and disseminated.	IIS_2012, IS_2013, II_2013	
1.8. Prize for inclusive companies is launched.	IIS_2012	
1.9. Empleado companies form an inclusive business network	IIS_2012-IIS_2014	

Outcome 3		
Job placement services help 300 Persons with disabilities find jobs		
Outcome indicators		
Indicator	Baseline	Means of verification
Number of institutions that are affiliated to the intermediation network and participate in their meetings and/or activities at least once per semester	0	Reports by MTSS, Local Governments, Organizations for Persons with disabilities, CNREE
Number of persons with disabilities that are hired by using job placement services provided by the network	N.A.	Reports by MTSS, Local Governments, Organizations for Persons with disabilities, CNREE
Number of persons with disabilities that are referred to businesses for employment	N.A.	Reports by MTSS, Local Governments, Organizations for Persons with disabilities, CNREE
Outputs		
Formulation	Tentative timeline	
1.10. Development of job placement network	IIS_2012-IIS_2014	
1.11. Toolbox for facilitating labor intermediation services for persons with disabilities is made available to the network.	IIS_2012, IS_2013, II_2013	
1.12. Labor facilitation services for persons with disabilities are active in the Empléate Program.	IIS_2012-IIS_2014	
1.13. Competences certification services for persons with disabilities are established.	IIS_2012-IIS_2014	

Outcome 4		
60 more persons with disabilities start or are involved in auto employment activities, companies and/or cooperatives		
Outcome indicators		
Indicator	Baseline	Means of verification
Number of persons with disabilities that started their own business	0	Reports from participating institutions HNP, CAIPAD, CTP
Number of new cooperatives	5 Cooperatives of persons with disabilities exist in CR	Reports from Infocoop and CNREE
Number of group projects which involve persons with disabilities are receiving technical support, financial resources, or other kind of support by the institutions involved in the Plan	N.A.	Reports from MEIC, Infocoop, INA, Pronamype
Outputs		
Formulation		Tentative timeline
1.14. Capacity building workshops on “entrepreneurship culture” in three participating centers.		IS_2013- I_2014
1.15. Technical advice to participating centers on starting and consolidating new business activities.		IIS_2012- I_2014
1.16. Compilation and dissemination of existing services to support the establishment of new businesses.		II_2014

Outcome 5		
Comprehensive and integrated national response to increase the effectiveness of employment and entrepreneurial opportunities for persons with disabilities		
Outcome indicators		
Indicator	Baseline	Means of verification
Commissions meet at least once every 2 months.	0	Plan's Progress reports
Progress reports produced every 4 months and presented to the Inter-institutional Employability Commission for Persons with disabilities.	0	Plan's Progress reports
Activities are carried out in the time framework established by the plan.	0	Plan's Progress reports
Outputs		
Formulation	Tentative timeline	
1.17. Establishment of governance structure	II_S_2012	
1.18. Establishment of baseline	II_S_2012	
1.19. Quarterly implementation advance reports	II_S_2012-II_2014	
1.20. Final report on lessons learnt	II_S_2014	

3. Management arrangements

The Resident Coordination Office will be in charge of hiring a project coordinator, who will be responsible of fostering the implementation of the different components of the Plan, by coordinating with:

- The Vice-Ministry of Labor (main government partner) who leads the Inter-Institutional Technical Committee of Employability for Persons with Disabilities (the Plan's steering committee).
- UN Agencies involved: UNDP, ILO, PAHO/WHO and UN Habitat.
- "Champions" responsible for each the four commissions responsible for the execution of each of the components of the plan.

"Champions" are institutional actors identified as leaders that are very committed to the Plan in their respective component and who accept coordinating the component committee and being held accountable for the progress of that particular component.

In addition, a monitoring committee that includes representatives from: DPOs, the CNREE (institution that by law has the stewardship in disability issues), the Ombudsman Office, UNDP and ILO will monitor and report periodically the progress in the Plan's implementation. Since DPOs will be participating in the Monitoring and Evaluation Committee, the plan will be conducting trainings sessions to strengthen their capacities on management, advocacy and monitoring issues. Table 3 shows implementation arrangements. In the third column the institution marked with * symbol is the one that will be held responsible for the implementation of that outcome.

Table 3. Implementation arrangements

Outcome number	UNPRPD Focal Point	Implementing agencies	Other partners
1	UNDP	Ministry of Education*, National Technical Institute (INA), Ministry of Labor	CENAREC (Government institution that gives support to those who provide education services for Persons with disabilities), IMAS, UNA (University), ILO, UN Habitat
2	UNDP	AED* - Inclusive Business Network (Business Association), Ministry of Labor	UCCAEP (Business Chamber), MTSS (Empleate Program), SIOIE (system of labor intermediation), Local governments (Desamparados, Alajuela, Cartago, Heredia, Santa Ana, Belén, San Vito de Coto Brus, Pérez Zeledón, Escazú, San José), ILO
3	ILO	Ministry of Labor*	APEDISPROSA (DPO), SIOIE, PANACI (DPO), Hellen Keller (DPO), CAIPAD Servio Flores (DPO), CAIPAD Taller Protegido Alajuela (DPO), ANASCOR (DPO), CAIPAD ANPREMF (DPO), ASEFOPAVAS (DPO), Local governments (Desamparados, Alajuela, Cartago, Heredia, Santa Ana, Belén, San Vito de Coto Brus, Perez Zeledón, Escazú, San José), UNDP
4	ILO	Ministry of Economy*, Ministry of Labor	PRONAMYPE, INFOCOOP, IMAS, INA, Program UNA Oportunidad de Empleo, Hospital Nacional Psiquiátrico, CAIPAD Servio Flores (NGO), Colegio Prevocacional, PAHO/WHO, UN Habitat and UNDP.
5	ILO	CNREE*, Resident Coordination Office*, Inter-Institutional Technical Committee of Employability for Persons with Disabilities, FEREPRODIS (DPO), FECODIS (DPO), Ombudsman's Office	PANACI (DPO), Hellen Keller (DPO), CAIPAD Servio Flores (DPO), CAIPAD Taller Protegido Alajuela (DPO), ANASCOR (DPO), APEDISPROSA (PDO), ASEFOPAVAS (DPO), CAIPAD ANPREMF (DPO), UNDP

National ownership, participation and partnership-building

The design of the present proposal builds on a very participative process conducted for the development of the National Plan for Labor Inclusion of Persons with Disabilities, resulting in a stakeholder-centered design. Four workshops were conducted to identify and define priorities regarding interventions, bottlenecks, and solutions. Among the participants in these workshops were: Ministry of Education (MEP), Ministry of Labor (MTSS), National Council on Rehabilitation and Special Education, Civil Service, National Training Institute, Mixed Institute for Social Welfare, DPOs including two Federations of People with Disabilities, the Union of Chambers of Costa Rica, and AED (business association that operates the network for labor inclusion of Persons with disabilities). In addition to these workshops, in-depth focus group discussions with persons with disabilities and businesses were carried out.

The Plan places great importance to improving the coordination between government, private sector and DPOs. It builds on existing resources, but also identifies resource gaps. The present proposal for UNPRPD focuses on making possible the execution of those activities that are part of the Plan, but currently lack financial resources to be implemented. In other words, the UNPRPD funds can serve as a way to leverage and optimize the use of other resources that the government and other institutions can devote to achieving the Plans' objectives.

The following are some examples of how this can be done:

- 1) Several institutions (IMAS, Pronamype, INA, MEIC) have available resources for fostering the creation of new businesses (credits, grants, technical assistance), but they do not prioritize persons with disabilities among their main clients, they lack expertise for giving them adequate services, and some of them face great difficulties to finance some activities needed to reach persons with disabilities. This situation implies an opportunity to leverage more than \$200,000 to benefit the population with disabilities by investing less than 10% of this amount.
- 2) Through its inclusive business network, AED has developed knowledge of what employers need in the process of hiring persons with disabilities. The Project *UNA Oportunidad de Empleo* has identified job facilitating good practices. Additional resources could help these two institutions to develop and diffuse, with the help of DPOs, MTSS and local governments, a complete toolbox that considers employers and the needs of persons with disabilities.
- 3) The expansion of the network of inclusive businesses can be complemented by the MTSS with a prize for inclusive businesses and through job facilitation activities such as the ones done by MTSS's Emplate Program.
- 4) Private sector organizations (AED and UCCAEP) can help to recognize training and education needs, and public institutions (INA, MTSS, MEP) as well as PDOs can use this knowledge to give adequate capacity building responses.

Finally, it is important to highlight that the Plan's governance structure provides a platform to give a "louder voice" to PDOs, by ensuring their participation in the implementation and monitoring activities, as well as the design of new plans that will leverage more resources to this end.

Knowledge generation and potential for replication

According to the governance structure that will be set up for the Plan, the Monitoring Committee, led by the CNREE will produce quarterly reports and will hold meetings on the advances in the Plan's implementation. These reports will be used to register progress and identify areas that are presenting problems and successes and to improve continuously the Plan's implementation.

Throughout the implementation, the normal UNDP and ILO reporting and evaluation will be carried out. Furthermore, as one key aspect the UNDAF for Costa Rica has included the issue of employability of people with disability, both agencies, UNDP and ILO will be reporting on advances with respect to the project in the UNCTs.

Through the quarterly reports and the UNCTs, as well as from the experience gained of the actors directly involved, there will be workshops to discuss key issues on intermediation, employability, inclusive employment and entrepreneurship. These workshops will serve as reflection points on how the rights of people with disabilities are reflected in, for example, MDG's, Decent Work indicators, Global Compact and others through the practical application of initiatives.

In addition to workshops, as both UNDP and ILO are UN system agencies, the internal spreading of good practices will be done through a bulletin-style publication, as well as establishing routine contact agendas to share knowledge with the experts in each agency to foster lessons learnt as well as learning through their expertise. Also, lessons learnt will be shared in ILO's Disability Network as well as the Business and disability portals.

The identification of good practices will be carried out by suggestions emanating from CNREE, Ministry of Labor and other key partners, as from an external evaluation (a logic which makes the identification of good practices more "client based" rather than "agency based"). Of particular interest will be the outcomes of the pilot project for fostering entrepreneurship in three different types of institutions, since it will help generate lessons for conducting these types of interventions in three different contexts.

Through the implementation, there will also be a close collaboration with the National University's Project "UNA Oportunidad de Empleo" that has been documenting good practices for conducting labor placement of persons with disabilities. Relevant knowledge generated will be incorporated in the toolboxes developed and will be spread by conducting workshops with the job placement networks as well as the inclusive business networks.

Decentralized labor intermediation, inclusive schools, inclusive employers and inclusive entrepreneurship all have a local expression, and as such, serve as stages for the diffusion of knowledge at the local level.

Budget

Overall budget							
Category	Item	Unit cost	No. units	Total cost	Request from UNPRPD Fund	UNDRPD POs cost-sharing	Other partners cost-sharing
Supplies, commodities, equipment and transport	Computers	2.000	5	10.000	2.000		6.000 (MTSS), 2.000 (AED)
	Video and printing			10.000		6.000	2.000 (MTSS), 2.000 (AED)
	Transportation services	4.000	1	4.000	4.000		
	Supplies and office space			59.000	18.000	13.000	20.000 MTSS, 8.000 (AED)
Personnel (staff, consultants, travel and training)	Coordinator (2 years)	72.000	1	72.000	72.000		
	Consultant (2 years)	29.000	1	29.000	29.000		
	Staff			123.000		60.000	12.000 (AED), 51.000 (MTSS)
Training of counterparts	Capacity building (Courses, workshops, trainings, technical support)			224.300	100.500		60.000 (CPI), 3.800 (Cenarec), 60.000 (Becas Empleado)
Contracts	Diffusion campaigns	5.500	2	11.000	11.000		
	Evaluation	10.000	1	10.000	10.000		
	Development of toolbox	10.000	2	20.000	20.000		
	Certification services			24.000	24.000		
	Facilitation services			24.000	24.000		
Other direct costs	Loans, grants and entrepreneurship technical cooperation			236.000			180.000 (PRONAMYPE)
							12.000 (MEIC)
							12.000 (UNA)
							12.000 (INA)
							20.000 (IMAS)
	Public events	3.500	2	7.000	6.000		1.000 (MTSS)
Cost increase			6.600	6.600			
Subtotal					327.100	79.000	463.800
Indirect costs (7%)					22.900		
Total				889.800	350.000	79.000	463.800