



Executive summary

Persons with disabilities constitute one of the largest vulnerable groups in Ukraine, and according to recent estimates, may represent as high as 15% of the total population. Over the past years, the Government of Ukraine became part to the UN Convention on the Rights of Persons with Disabilities (CRPD), signed the Optional Protocol and adopted important legislations protecting the rights of the disabled persons. However, the implementation of such laws remains poor and the persons with disabilities still face inaccessible environments and continue to be excluded from various spheres of life.

The United Nations System in Ukraine has an extensive experience in working on disability issues, which is among priority areas of the UN-the Government of Ukraine Partnership Framework for 2012-2016. The proposed joint programme, developed by UNDP, UNICEF, ILO and WHO in cooperation with the Government and Civil Society organizations in Ukraine, aims to promote the application of accessibility and universal design standards as enablers of inclusion and participation of the persons with disabilities. It focuses on existing barriers that prevent or limit equal access to services and facilities intended for the general public. The programme will work at sub-national (Kharkiv Oblast) and national levels, and will support comprehensive capacity development and awareness raising efforts. It will use a mix of mainstream and targeted approaches to directly benefit persons with disabilities through improved services and indirectly, by making the surrounding environment more accessible and disability-friendly.

1. Background

Persons with disabilities represent one of the largest vulnerable groups in Ukraine. While official statistics suggests 2.7 million people (6 per cent of the country's population)¹, recent evidence suggests that the unofficial number may be as high as 15 per cent, depending on the definition and method of measurement.²

The UN Convention on the Rights of Persons with Disabilities (CRPD) and the Optional Protocol were signed by Ukraine on 24 September 2008 and ratified by the Parliament on 16 December 2009. Since then Ukraine has made efforts to ensure the protection of human rights of persons with disabilities.³ In 2010, the State Service on Persons with Disabilities and Veterans of Ukraine (SSPDV) was established. Further, the National Action Plan for Implementation of the CRPD until 2020⁴ is currently undergoing an approval process by the Government. The Government also revised the national legislation to harmonize it with the

¹ State Service on Persons with Disabilities and Veterans of Ukraine, 2012

² World Health Organization and the World Bank, 2011

³ United Nations System in Ukraine, 2012

⁴ Cabinet of Ministers, 2012

CRPD provisions. In particular, such terms as "person with disabilities", "discrimination on the basis of disability", "reasonable accommodation" and "universal design" were introduced into the national legislation in line with the Convention. The requirements for all institutions to ensure accessibility of physical infrastructure, transport, and information were established, and the status of sign language was officially defined.⁵ "The Barrier-Free Ukraine" Action Plan for 2009-2015 was endorsed to ensure implementation of the CRPD's Article 9.⁶

Despite the abovementioned achievements, the implementation of the disability-related legislation in Ukraine remains poor. Persons with disabilities continue to be largely excluded from everyday life activities due to inaccessible environments in education, health, work, recreation, and many other spheres of life. Furthermore, deficiencies in access and quality of services have a severe impact on persons with disabilities.

In November 2012, Ukraine will undergo a comprehensive review of its human rights situation under the Universal Periodic Review (UPR). Civil society and UN agencies in Ukraine have cooperated to bring to the attention of the Human Rights Council most urgent issues affecting persons with disabilities⁷, among others highlighting that:

- (i) the existing education system does not consider individual needs, adequate accommodation and architectural accessibility;
- (ii) community-based services for children with disabilities do not comply with international quality standards, resulting in many children being placed in residential care (*internats*);
- (iii) young people face barriers in education individual mobility, independent life style, health care, leisure, access to information, and job placement;
- (iv) women with disabilities cannot fully exercise their rights to quality medical services, delivery of children and family life, job placement, participation in political, public and cultural life;
- (v) the state system of ensuring architectural accessibility does not work effectively and the implementation of the state programme on ensuring the right of persons with disabilities to use public transport faces serious challenges;
- (vi) the right to job placement and employment is frequently violated due to the ineffective use of funds for job creation.

To address the existing challenges, policy and legislative changes combined with targeted capacity development and awareness-raising at national and local levels are necessary to ensure accessible design of the built environment and transport, more accessible health, rehabilitation, education, and support services, more opportunities for work and employment for persons with disabilities.

The United Nations System in Ukraine has extensive experience in working on disability issues, which is one of the priority areas of the UN-the Government of Ukraine Partnership Framework for 2012-2016 (Area 'Social Development': Outcomes 1 and 2). Over the past years, UN joint efforts focused on upstream policy work and grass-root downstream interventions. For example, during 2008-2011, the UNDP-ILO project on 'Social Inclusion of People with Disabilities through Access to Employment' facilitated the development and introduction of an employment and job placement model for persons with disabilities. Currently, UNICEF and UNDP provide policy advice and technical assistance to the Ministry of Social Policy on the reform of the system of social services, including for children and adults with disabilities. Through

⁵ Parliament of Ukraine, 1991

⁶ Cabinet of Ministers, 2009

⁷ Coalition of Public Organizations of Persons with Disabilities, 2012; United Nations System in Ukraine, 2012

the Civil Society Development Project, UNDP has developed significant capacity among civil society organisations to work with local authorities to ensure that persons with disabilities can fully access education, transport, infrastructure, public health, social support and employment services.

2. Programme approach

The proposed programme aims to promote the application of accessibility and universal design⁸ standards for products, environments and processes as enablers of inclusion and participation. It seeks to address existing barriers that prevent or limit equal access for persons with disabilities to services and facilities intended for the general public. In addition, this programme will facilitate the implementation of the CRPD Articles 4 – General obligations, 9 – Accessibility, 23 – Respect for home and the family, 25 – Health, 26 – Habilitation and rehabilitation, and 27 – Work and employment.

The programme's entry points include addressing two major enabling factors: "*Application of accessibility standards to products, environments and processes*" and "*Access to services (mainstream and targeted)*". These factors concern all persons with disabilities, regardless of gender, age, type of disability, geographical location. They impact on realization of their rights in different areas: education, employment, health care, social services, etc.

The programme approach will be two-fold, focusing on sub-national and national levels. It will involve a mix of mainstream and targeted approaches to directly benefit persons with disabilities through improved services; and indirectly, by making the surrounding environment more accessible and disability-friendly. Specifically, the scope of the programme will include:

1. **Capacity development of sub-national authorities to apply the accessibility and universal design principles.** The programme will undertake a comprehensive assessment of existing capacities and barriers in environment, processes, products and services provided to persons with disabilities to gauge clients' satisfaction with current policies, practices, and services. The programme's geographical focus will be on two rayons of Kharkiv Oblast due to the strong political commitment of regional authorities as well as an already established presence of the UN agencies. The findings of the assessment will be used to develop local strategies and action plans to improve accessibility of public services by persons with disability. Local authorities as well as civil society groups will be closely involved throughout the process. Simultaneously, a capacity development programme for local authorities, service providers and civil society organizations on the issues of disability, accessibility and universal design principles will be launched.

Using participatory approach, the sub-national authorities, together with local community representatives, will select the most critical issues and develop specific interventions to demonstrate how accessibility and universal design principles are applied in practice. In line with the mandate and expertise of the participating UN agencies, specific initiatives (micro-projects) will be developed in the following three areas:

- a) **Employment area.** In collaboration with local employment centers, organizations of persons with disabilities and local businesses, the programme will facilitate job placement of persons with disabilities, suggesting reasonable accommodations, mentoring programmes, especially for least

⁸ "Universal design" means the design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.

competitive groups. Accommodation may concern minor reconstruction of enterprise's infrastructure, development of special application of software or adaptation of work equipment, training of instructors for implementing mentoring programmes, introduction of flexible work hours and other smart solutions that do not require significant investments.

- b) *Health care area.*** The programme may focus on the elimination of physical, communication, information, and coordination barriers to persons with disabilities when accessing health care services. It includes, but not limited to modernization of health facilities, purchasing of basic medical equipment, as well as training of personnel in examination and communication with patients with disability (in particular with mental disorders, intellectual disabilities, etc.), as well as consultative support to improving the overall process of health services provision.
- c) *Social services area.*** The programme may promote provision of specialised social services to children with disabilities and their families. In particular, the programme may support the transformation of infant homes to early intervention services. The interventions may include encouraging and supporting medical and social workers and psychologists to work in early intervention networks as well as strengthening the capacities of specialists of local authorities in managing the service.

2. Awareness raising on disability, accessibility and universal design principles at the national level.

The programme will support: (i) a comprehensive and tailored training on disability, accessibility and universal design issues for professionals of relevant ministries, service providers, business, and civil society organizations; (ii) information and public awareness raising campaigns to overcome prejudices towards persons with disabilities and to promote accessibility and universal design in the early stages of design and development of products, programmes, and services; (iii) sharing of good practices on accessibility and universal design; and (iv) adoption of accessibility and universal design regulations and/or training programmes by government agencies and/or educational institutions. Upon completion, the programme will organize the first national conference on accessibility and universal design and will share the best practices and results of the interventions.

Although the programme will concentrate on all persons with disabilities facing accessibility challenges, the following groups will be given a special focus: (i) children aged 0-4, with or at risk of developing a disability or developmental delay and their parents; (ii) adults with disabilities, especially with mobility impairments (e.g. in wheelchairs), with cerebral spastic infantile paralysis, with intellectual disabilities or mental disorder, with vision impairments who could/would like to work; (iii) children and adults with disabilities who require health care services.

It is estimated that the number of the direct beneficiaries of this programme may reach up to 2 500 people, while the number of indirect beneficiaries outside the selected Kharkiv Oblast will be significantly higher. In addition, other groups, such as mothers with strollers and elderly people, will benefit from increased application of accessibility and universal design principles in Ukraine.

Sustainability of the programme will be ensured through local government's endorsement of strategies and action plans developed and commitment to avail resources for their implementation. Community based initiatives demonstrating local solutions to overcoming specific barriers with limited financial resources will be nationally replicated. Capacity development and awareness raising campaigns at both national and sub-national levels fostering a "culture of accessibility" and helping overcome prejudices surrounding the disability issue will be disseminated to wider audiences.

3. Objectives and expected results

The overall objective of the proposed programme is to strengthen the implementation of the CRPD at sub-national and national levels by promoting accessibility and universal design principles.

Table 1. Expected impact

Impact		
Accessibility for persons with disabilities is improved by enabling their equal participation in any activity and receiving services intended for the general public, such as employment, health care as well as targeted early intervention social services		
Impact indicators		
Indicator	Baseline	Means of verification
Number of persons with disabilities directly benefiting from improved accessibility and services at the sub-national level	Baseline: 0 Target: 2 500 people	Project monitoring reports, stakeholders' reports, opinions of partners
Number of representatives from national and sub-national authorities with capacity to design and implement strategies/action plans and regulations on accessibility and universal design	Baseline: 0 Target: 30 national and sub-national authorities representatives	Project monitoring reports, stakeholders' reports, opinions of partners

Table 2. Expected outcomes

Outcome 1		
The sub-national authorities, organizations of persons with disabilities and wider public in two selected rayons of Kharkiv Oblast apply accessibility and universal design principles		
Outcome indicators		
Indicator	Baseline	Means of verification
Assessments of existing capacity and barriers in environment, processes, products and services for persons with disabilities in selected two rayons	Baseline: 0; Target: 2 assessments	Project monitoring reports
Local strategies and action plans to address the accessibility issues in service delivery	Baseline: 0; Target: 2 strategies/action plans	Project monitoring reports, stakeholders' reports, partner satisfaction surveys
Community initiatives in key areas (employment, health care and social services)	Baseline: 0; Target: min 4 community initiatives	Project monitoring reports, partner satisfaction surveys
Outputs		
Formulation	Tentative timeline	
1.1. Two Assessments of existing capacities and barriers in environment, processes, products and services for persons with disabilities in two rayons of Kharkiv Oblast of Ukraine are undertaken	Months 1 st -3 rd	
1.2. Capacities of at least 50 representatives of sub-national authorities and civil society organizations in two rayons of Kharkiv Oblast of Ukraine developed on the application of, accessibility and universal design principles	Months 2 nd -5 th	
1.3. Subnational authorities are supported in the development of two local strategies and action plans to address the accessibility issues based on the findings and recommendations of the assessment and in the consultative manner with civil society organizations of persons with disabilities and representatives of local communities	Months 5 th -7 th	
1.4. At least four most critical community initiatives (two in each rayon) in key areas (employment, health care, and social services) from the developed action plans prioritized for joint implementation	Month 7 th	
1.5. Identified community initiatives designed / elaborated and endorsed for implementation	Months 8 th -10 th	
1.6. Community initiatives implemented jointly by local authorities, civil society organizations and UN agencies on cost-sharing basis from the local authorities to demonstrate how accessibility and universal design principles could be put in practice	Months 11 th -21 st	

Outcome 2		
Awareness among national authorities, civil society organizations of persons with disabilities and wider public on disability, accessibility and universal design principles raised at the national level		
Outcome indicators		
Indicator	Baseline	Means of verification
Number of national authorities with developed capacities	Baseline: 0; Target: 50 national stakeholders	Project monitoring reports, stakeholders' reports, partner satisfaction surveys
Number of public education and awareness raising activities/events/products	Baseline: 0; Target: 20 activities/events/products	Project monitoring reports, stakeholders' reports, partner satisfaction surveys
Accessibility and universal design sectoral regulations and/or training programmes developed and adopted	Baseline: 0; Target: 3 sectoral regulations and/or training curricula programmes	Project monitoring reports, stakeholders' reports
Outputs		
Formulation		Tentative timeline
2.1. Awareness of at least 50 representatives of national authorities from the ministries of social policy, health, infrastructure, etc. and civil society organizations is raised on accessibility and universal design principles		Months 2 st -5 th
2.2. Evidence-based set of good practices in accessibility and universal design are identified and shared, and the national information and awareness raising campaign is conducted		Months 6 th -21 st
2.3. Three ministries or educational institutions are supported to develop and adopt accessibility and universal design sectoral regulations and/or training programmes		Months 16 th -21 st
2.4. The first national conference to promote the universal design principles and share practical experience and demonstrate project results is organized in partnership with central and local authorities		Month 22 nd

4. Management arrangements

Table 3. Implementation arrangements

Outcome number	UNPRPD Focal Point	Implementing agencies	Other partners
1	United Nations Development Programme	<ul style="list-style-type: none"> • Local authorities in two selected rayons • UNDP • WHO • ILO 	<ul style="list-style-type: none"> • National Assembly of People with Disabilities of Ukraine and its regional branches • CSO of persons with disabilities that are not members of the National

		<ul style="list-style-type: none"> • UNICEF 	<ul style="list-style-type: none"> Assembly • Ministry of Social Policy of Ukraine • Ministry of Health of Ukraine • State Service on Persons with Disabilities and Veterans of Ukraine • Trade Unions and Employers Organizations
2	United Nations Development Programme	<ul style="list-style-type: none"> • Ministry of Social Policy of Ukraine • UNDP • WHO • ILO • UNICEF 	<ul style="list-style-type: none"> • National Assembly of People with Disabilities of Ukraine and its regional branches • CSO of persons with disabilities that are not members of the National Assembly • Cabinet of Ministers of Ukraine • State Service on Persons with Disabilities and Veterans of Ukraine • Ministry of Health of Ukraine • Trade Unions and Employers Organizations

The overall coordination and facilitation of information exchange between the stakeholders will be ensured by UNDP, while ILO, WHO, and UNICEF will be responsible for specific activities related to selected focus areas (employment, health care and social services). UNDP in partnership with ILO, WHO and UNICEF will be responsible for the assessments and development of action plans, collecting evidence-based good practices, undertaking a comprehensive public awareness campaign, and organization of the national conference on accessibility and universal design. ILO, WHO and UNICEF will support the implementation of the community-based initiatives and development of regulations and/or training programmes. In addition, ILO and UNDP will cooperate in employment promotion initiatives. All agencies will be fully involved in capacity development and awareness raising work at the national and sub-national levels.

The Ministry of Social Policy of Ukraine (MSPU) and the National Assembly of People with Disabilities of Ukraine (NADU) will be the main government and civil society partners in this programme. Together with the UN Agencies, the two institutions will constitute the Programme Board responsible for the overall oversight of the programme. The Board will approve annual work plans, quarterly and annual project reports, and make other project related strategic decisions.

Sub-national authorities in the selected regions and other governmental and non-governmental structures responsible for specific areas will have an important role to play in the programme. A multi-stakeholder Advisory Committee will be established to convene a broader group of stakeholders and ensure effectiveness and coherence of the programme. The Committee will provide a forum for the programme to communicate and solicit stakeholder feedback regarding the plans, specific activities,

progress made, results and potential risks. Representatives of key ministries, sub-national authorities, CSOs representing persons with disabilities, trade unions and employers organizations, as well as the participating UN agencies will become members of the Advisory Committee.

5. National ownership, participation and partnership-building

The proposed programme has been developed upon the request of the Government of Ukraine to support the realization of the National Action Plan for the Implementation of the CRPD until 2020. It was prepared through intensive consultations with national authorities, civil society (NADU), and the participating UN agencies. Regional and headquarter offices of the four UN Agencies involved have also contributed to the formulation of the programme.

As mentioned, multi-stakeholder partnerships including governmental, non-governmental, business and other actors will be sought throughout the programme implementation. National government agencies as well as sub-national authorities will be fully involved. Moreover, business organizations are expected to play active role in implementing community initiatives, especially in the employment area. Most importantly, persons with disabilities themselves will be the main contributors to all activities of the programme and will also act as implementers as they know best the barriers and challenges affecting their lives. As such, organizations of persons with disabilities will be invited to contribute to the assessment of existing capacity and barriers in environment, processes, products and services for persons with disabilities.

The UN team and sub-national authorities will develop regional strategies and action plans and will identify priority areas for the community-based initiatives. In some cases, representatives of local government institutions may act as implementers of such initiatives and/or serve as consultants and advisors. Also, they will participate in capacity development and public awareness activities, and will be involved in the design of training programmes.

6. Knowledge generation and potential for replication

The programme monitoring will be conducted in line with the Strategic and Operational Framework of the UNPRPD. Annual narrative progress reports and final narrative and financial reports will be prepared by the Programme Manager and shared with the Programme Board upon completion of the programme. Once approved by the Programme Board, they will be submitted to the UNPRPD Technical Secretariat. Based on the reports, an annual programme review will be conducted during the fourth quarter of the year or soon after, to assess the performance of the programme and appraise the annual work plan for the following year. In the last year of the programme implementation, this review will be used as a final assessment. The review will be driven by the Programme Board and may involve other stakeholders as required. It will focus on the extent to which progress is being made towards outputs, and that these remain aligned with appropriate outcomes. In the end, it is envisaged to undertake an external evaluation of the entire programme.

Since knowledge and attitude of people are critical environmental factors, the important component of the programme would be to promote public awareness and capacity building to facilitate the mainstreaming of disability rights into the broader context. The programme is meant to demonstrate real examples and advantage of adoption of the accessibility and universal design principles through the implementation of the community initiatives, documenting lessons learned and collecting the

evidence-based set of good practices for further dissemination and popularization. The first national conference on accessibility and universal design will be organized in close cooperation with national authorities, the association of local authorities and organizations of persons with disabilities.

The programme will strengthen the capacity of representatives of national bodies as well as local departments of labour and social protection, health, infrastructure and community social services to practice principals of accessibility, universal design and reasonable accommodations in their work. Workshops and counselling as to how best to address the needs of clients with disabilities will be the main instrument to develop needed capacities. Best international practices and examples from various countries will be used extensively.

It is expected that the experience gained in this programme will help national authorities in Ukraine to develop “disability-friendly” and mainstreaming local policies and measures to remove accessibility barriers and enable persons with disabilities to fully participate in community life.

7. Budget

Overall budget							
Category	Item	Unit cost, USD	No. units	Total cost	Request from UNPRPD Fund	UNDRPD POs cost-sharing	Other partners cost-sharing
Supplies, commodities, equipment and transport	Office supplies	150	24 months	3,600	3,600		
	Sub-Total			3,600	3,600		
Personnel (staff, consultants, travel and training)	Project Manager	2,500	24 months	60,000	60,000		
	Regional Coordinator	800	18 months	14,400	14,400		
	Travel to regions	800	20 times	16,000	16,000		
	Translation services	400	24 months	9,600	9,600		
	Consultants to develop concepts/designs of at least 4 community initiatives	200	195 days	39,000	33,000	4,000 UNDP	2,000 NADU
	Consultants to support implementation of the approved community initiatives	200	590 days	118,000	72,000	10,000 UNICEF 4,000 UNDP	30,000 sub-national authorities 2,000 NADU
	Consultants to support the development of local strategies and action plans	200	55 days	11,000	10,000		1,000 NADU

	Consultants to develop regulations/training programmes	200	80 days	16,000	14,000		2,000 NADU
	Consultant to take stock of project good practices and lessons learnt	200	30 days	6,000	6,000		
	Sub-total			290,000	235,000	18,000	37,000
Training of counterparts	Training of counterparts at the national level	4,000	4 trainings	16,000	10,000	4,000 UNDP	2,000 NADU
	Training of counterparts at the sub-national level	2,900	12 trainings	34,800	30,000	2,000 UNICEF	2,800 NADU
	Round tables on results of the community initiatives implementation	4,000	3 round tables	12,000	12,000		
	Sub-total			62,800	52,000	6,000	4,800
Contracts	Assessment of existing capacity and barriers in environment, processes, products and services	12,000	2 assessments	24,000	20,000	2,000 UNDP	2,000 NADU
	Public awareness campaign	22,000	1	22,000	13,000	6,000 UNDP	3,000 NADU
	Contracts for implementation of the approved community initiatives	1,000	20 items	20,000			20,000 sub-national authorities
	Sub-total			66,000	33,000	8,000	25,000
Other direct costs	National Conference	12,000	1	12,000	10,000		2,000 NADU
	Sub-total			12,000	10,000		2,000
Subtotal				412,576	311,776	32,000	68,800
Indirect costs (7%)				21,824	21,824		
Total				434,400	333,600	32,000	68,800

Annex: References

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