



TEMPLATE FOR PROGRAMME PROPOSALS

Executive summary – ILO, UNDP, UNICEF and WHO Programme Proposal (in partnership with UNESCO)

Max 250 words

Please provide a short summary of the proposed intervention.

The proposed programme aims to raise awareness on the rights of persons with disabilities and develop capacities to mainstream disability in the education, health, employment, and social sectors in the occupied Palestinian territory (oPt) in compliance with the UN Convention on the Rights of Persons with Disabilities (CRPD).

In the past, most programmes for persons with disabilities have been charitable and needs-based in character and segregated in their approach; this programme prepares the ground for future interventions to be rights-based and inclusive.

The goal of the programme is to strengthen the respect for the human rights of persons with disabilities through legislation, services, and social and economic empowerment in compliance with the Palestinian Disability Law and the CRPD. This will be achieved through a close partnership between government ministries, UN agencies, international donors, Disabled Persons Organisations (DPOs), and other key stakeholders.

The three main outcomes of this programme:

1) Legislation, policies and practices of six key ministries¹ are reviewed for compliance with the CRPD and the Palestinian Disability Law, focusing on health, education and livelihood.

2) Equal opportunities are created for children with disabilities in selected pilot schools (selected by the MoE) – As a first example of good practice

3) Access to job creation programmes and business development schemes for women and men with disabilities is improved – As a second example of good practice

The programme partners recognise that women and girls with disabilities are subject to multiple and overlapping forms of discrimination, and will therefore take all appropriate measures to ensure their full participation in all programme activities.

1. Background

Max 750 words

Describe the context in which the programme will take place, highlighting in particular:

- *The challenges that the programme aims to address;*
- *The opportunities that the programme aims to seize;*
- *On-going work the programme aims to build on and particularly ongoing UN collaboration on the issue of disability rights, if any.*

Strengthening respect for the human rights for persons with disabilities through legislation, services and empowerment in the occupied Palestinian territory (oPt)

More than 110,000 Palestinians living in West Bank, East Jerusalem, and Gaza (2.7 % of the total population in the occupied Palestinian territory) have a disability (Palestinian Central Bureau of Statistics and Palestinian Ministry of Social Affairs, Disability Survey, 2011 – See Annex I).¹ 7.6% of mental health disability, 4.6% of physical disability and 5.2% of learning disability in the West Bank and Gaza were a direct consequence of violence by Israeli settlers and/or Israeli Forces.

The majority of persons with disabilities (71.4%) have little or no formal education as they never entered the formal education system, or dropped out (or were forced out) of school before completing a full cycle of basic education. 1.5 % of children aged 0 to 17 have a disability, the prevalence being higher among boys (1.8 %) than among girls (1.3 %) and higher in the West Bank (1.6 %) than in Gaza (1.4 %). According to the same survey 87.3% % of youth and adults with a disability (over the age of 18) do not work.

These figures highlight the enormous challenges facing persons with disabilities in the oPt, challenges this programme aims to address.

In 1999 the Palestinian Authorities (PA) passed the Palestinian Disability Law with the intention of promoting and protecting the rights of persons with disabilities. It states: “The disabled have the right to enjoy a free life, dignified living, and various services in a manner equal to that of other citizens and he/she shall have the same rights and obligations that are within his/her capabilities. It is not permissible to prevent any disabled from enjoying these rights because of his/her disability” (Article II in the Disability Law) (See Annex II).

The law marked an important shift in how the Palestinian government viewed its citizens with disabilities, how it intended to promote and protect their rights, and how it valued the contributions persons with disabilities can make in developing a vibrant, diverse and prosperous Palestinian State.

¹ At: http://www.pcbs.gov.ps/pcbs_2012/PressEn.aspx. Document: http://www.pcbs.gov.ps/Portals/_pcbs/PressRelease/disability_e2011.pdf

As a result of the Disability Law and the efforts of disability activists, Disabled Persons Organisations (DPOs) and their national and international partners several ministries have begun mainstreaming disability considerations in their policies and regulations, most notably the Ministry of Education (MoE), Ministry of Social Affairs (MoSA) and Ministry of Labour (MoL). A Higher Council for People with Disabilities has been established under MoSA and has begun its work to ensure that the Disability Law is implemented and that the rights of persons with disabilities are protected. Progress so far has been limited in practical implementation of the law and its impact for most persons with disabilities in the oPt have been slight.

As the Palestinian Authority was recently upgraded status in the UN General Assembly to non-voting Observer State, it may now sign international treaties and conventions, including the Convention on the Rights of Persons with Disability (CRPD). Even prior to this, it had declared its intention to take appropriate actions (including legislative, executive, administrative, budgetary, and judicial) to comply with the CRPD. Some momentum has been built through efforts in 2012 and early 2013 by government, UN and civil society organizations to further this process and bring more awareness and commitment to realizing disability rights in practice. Yet, 13 years after approving the Disability Law and seven years after the Convention, a majority of persons with disabilities remain socially and economically excluded. The MoSA is mandated by law to oversee the protection of persons with disabilities, while other line ministries (health, education, labour, etc.) are required to ensure the provision of relevant services (Articles 7 and 10 in the Disability Law).

In 2012, nine UN agenciesⁱⁱ joined forces in piloting programmes guaranteeing all children and youth in the oPt, regardless of their gender, abilities, disabilities, backgrounds and circumstances equal rights to access quality education in their home communities through the comprehensive UN/MoE Education Package. The purpose of this package, developed with government and non-government stakeholders, is to strengthen the capacity of the MoE and educators in general to promote quality basic education for all children, particularly for those who are most vulnerable to exclusion and marginalization. Capacity development is focusing on knowledge and skills to develop implement and monitor innovative education programmes responding to the diverse needs of children, including children with disabilities.

In addition to informal discussions with persons with disabilities during the initial formulation of this proposal, UN partner agencies sought formal consultation with organizations of persons with disabilities (DPOs) in meetings sponsored by WHO with DPOs in Gaza and West Bank in December and January for their input to the proposed UN intervention which was amended accordingly. In February 2013 commitment from highest levels of government, led by the Prime Minister and Minister of Social Affairs, and from UN partners and other agencies, led by WHO at the UN Country Team level, was achieved following two capacity-building seminars, sponsored by WHO and Diakonia/NAD, and with active participation from DPOs. The seminars aimed to introduce disability rights mainstreaming and community-based rehabilitation principles and methods, emphasizing disability rights as a human right in contrast to the traditional view as charity. The Independent Commission for Human Rights is also newly working to enhance government compliance with livelihood rights and services guaranteed to persons with disabilities. This programme will build on the opportunities created by these recent efforts, as well as planned efforts by the Ministry of Social Affairs for coordinating government services for PWD, and recent legal, gender and demographic reviews by governmental agencies and civil society organisations and strengthen existing collaborations, which importantly aim to link DPOs with government and UN agencies.²

² Also: Diakonia (legal review of education policies; Stars of Hope (legal review from gender perspective of disability-related laws and policies).

Please highlight in this section also relevant recommendations resulting from the Universal Periodic Review process and the review of country reports submitted to the Committee on the Rights of Persons with Disabilities or other human rights treaty bodies, as well as relevant government plans to address these recommendations.

As the Palestinian Authority did not previously enjoy full statehood status it therefore could not sign or ratify many international treaties and conventions, including the CRPD. Its obligations under international law is now being reviewed by the Ministry of Justice to ensure compliance but it is recognized that this is a gradual process to be progressively realized. This programme is expected to raise awareness for monitoring and accountability actions also by relevant UN agencies concerning Israel's respect for disability rights of Palestinians in the occupied Palestinian territory.

You may wish to provide statistical data on persons with disabilities as well as information on the relevant legal and policy framework. You may also wish to provide an annex with references to research work utilized in the definition of the initiative.

2. Programme approach

Max 1000 words; ref. UNPRPD SOF Sections 2.1-2.5, Annexes 1 and 2

- *Provide a concise statement of the way in which the programme intends to advance disability rights, in keeping with the Convention on the Rights of Persons with Disabilities (CRPD).*

The programme intends to strengthen the respect for the human rights for persons with disabilities (focusing on the age group 0 to 24) through legislation, services, and empowerment in order to change attitudes and create a more inclusive environment.

The Palestinian Disability Law provides the legal foundation for the recognition of the rights of persons with disabilities to benefit from government support and full access for persons with different disabilities and ages to all public services. However, the law has yet to be comprehensively mainstreamed into government policies, programmes and practices. For example, it is important to review and monitor equal access for PWD to education and livelihood in the new National Disability Strategy, Palestinian National Program for Social Protection, and Ministry of Social Affairs' 'Business Strategy', building codes, services manuals and contractual systems. While some policies are compliant to the law, most practices are not, and as a consequence persons with disabilities remain excluded. Health is also an important area, beginning with the definition of disability as determined by the Ministry of Health, and continuing through horizontal services rather than disability as a vertical medical issue. This requires empowering DPOs and PWO and linking them with Ministry of Health when services are reviewed and planned. A Lessons Learned approach and ensuring that PWD are involved in all stages of work, from planning through evaluation, will be useful in guiding further efforts at ministry levels.

The programme intends for UN agencies to review their own measures to mainstream disability rights in their policies, programs and practices, and to support their counterpart ministries in identifying the main gaps in legislation, policies and practices regarding compliance with the Disability Law and the CRPD and formulating recommendations to address these gaps.

Article 10 in the Palestinian Disability Law delegates the Ministry of Social Affairs as the responsible government body for coordination with 12 governmental bodies "to secure the welfare and rehabilitation of the disabled." Relevant

ministries are responsible for providing full access for persons with disabilities to all necessary services. However, more than ten years after the law was passed, little progress has been achieved due to a lack of awareness, commitment, financial resources and human resources, especially at the level of operations. The Ministry of Social Affairs is developing an executive implementation plan for mainstreaming disability within government, which will be central to efforts for operationalizing a Disability Card for access to a package of services. Based on the Disability Law and the CRPD, the intervention in the proposed programme will particularly focus on strengthening efforts in the following ministries:

- Ministry of Education
- Ministry of Labour
- Ministry of Health
- Ministry of Higher Education
- Ministry of Local Government
- Ministry of Social Affairs

- Describe the entry point(s) used to define the scope of the proposed programme;

The main entry point of the proposed programme will be an approach in which legislation and policy frameworks are considered as Enabling Factors (EF). The programme will support key ministries and promote among UN agencies the review and analysis of how current legislation, policies, strategies, regulations and practices related to education, health, social affairs, labour markets, infrastructure and transport either enable, or create barriers for the inclusion of persons with disabilities.

Prerequisites for effective implementation of enabling legislation and policies are: the presence of capable and inclusive institutions, as well as a strategic, holistic and cohesive development towards an inclusive society, increasing the social and economic empowerment of persons with disabilities.

- In addition to the above, please provide the following information:
 - If the entry point is a specific right, describe the enabling factors that will be leveraged to advance this right and the in-focus groups that are expected to benefit from the initiative;
 - If the entry point is an enabling factor, describe the specific rights that will be advanced through work on this factor and the in-focus groups that are expected to benefit from the initiative;

The initiative aims to advance the following rights guaranteed in the CRPD and the Palestinian Disability Law:

- The right to equality and non-discrimination (Article 5 in CRPD and in Articles 2 and 9 of the Disability Law)
- The right to accessibility (Article 9 in CRPD and in Articles 12, 13, 14, 15, and 16 of the Disability Law)
- The right to living independently and being included in the community (Article 19 in CRPD and in Articles 2 and 10 of the Disability Law)
- The right to personal mobility (Article 20 in CRPD and in Article 6 of the Disability Law)
- The right to education (Article 24 in CRPD and in Article 10 of the Disability Law)

- *The right to the enjoyment of the highest attainable standard of health without discrimination (Article 25 in CRPD and in Article 10 of the Disability Law)*
- *The right to habilitation and rehabilitation (Article 26 in CRPD and in Article 10 of the Disability Law)*
- *The right to work and employment (Article 27 in CRPD and in Article 10 of the Disability Law)*

The in focus groups benefiting from this program can be broken down by outcome:

- *Outcome 1: persons with disabilities are positively impacted by improved policies, practices, and legislation, including better implementation of the existing Palestinian Disability Law.*
 - *Outcome 2: focuses on school aged children with disabilities, with particular focus on elementary students in Gaza though all children in Palestine will benefit from the activities.*
 - *Outcome 3: focuses on youth and others in the work force, and builds on the creation of an enabling environment and better skilled workers in the previous two outcomes. All persons with disabilities of a working age will all benefit, with a focus on youth under the age of 24.*
- *If the entry point is an in-focus group, describe the specific rights which will be addressed in relation to this group and the enabling factors to be leveraged.*

With respect to the in-focus groups, please provide, to the extent possible and as relevant, a breakdown by gender, age, type of disability, and geographical location, together with an estimated number of beneficiaries.

- *Describe how the proposed programme will mix targeting and mainstreaming strategies in order to generate sustainable, structural transformation;*

The first part of the intervention will focus on mainstreaming strategies when analysing the ministries' and UN policies, strategies and programmes, and articulating recommendations on how to change these in order to facilitate increased educational, economic and social inclusion of persons with disabilities. Focus will be on:

- *building capacity in relevant ministries for reviewing legislation, policies and programs for compliance of the CRPD and human rights principles;*
- *supporting subsequent legislative reforms and internal recommendations for change;*
- *developing guidelines and checklists for new programmes and projects in compliance with the CRPD and instituting mechanisms for regular monitoring.*

The second part of the intervention will focus more on targeted strategies to insure that a sustainable and structural transformation will become a reality – promoting "good practices" in the implementation of legislation and policies to encourage sustainability. Focus will be on education and employment, specifically:

- *surveying a select number of 32 schools in the West Bank and vocational training centres for accessibility (According to an evaluation report published by Norad in 2012 less than 50 % of the schools they surveyed were accessibleⁱⁱⁱ. The survey for the program will include a broader definition of accessibility than that of the Norad survey, The results of the proposed survey will contribute to the design of inclusive and child-friendly programs in the pilot schools, with a focus on special education needs.*

- *screening children in Grade 1 in Gaza for hearing impairments and comparing the findings with the data published in the Disability Survey (2011) in order to independently verify the survey results^{iv}; as a note, screening for hearing impairments is targeted in order to build on previous successful initiative³.*
 - *mapping children with disabilities (in and out of school) in 32 school communities in the West Bank and 14 school communities in Gaza (child-led initiatives);*
 - *evaluating the quality of vocational training programmes in the rehabilitation centres under the Ministry of Social Affairs on how they meet the needs of the labour market;*
 - *assessing the ability of Job Centres to promote skilled persons with disabilities, and the ability and will of both government and private employers to commit to employing a number of qualified disabled labourers not less than 5% of the work force as required by the Disability Law (Article 10) and the Palestinian Labour Law (Article 13);^v*
 - *assessing the Deprived Families Economic Empowerment Programme (DEEP) and other job creation and business development schemes on how effective they are in supporting men and women with disabilities to strengthen their economic empowerment and achieve meaningful social inclusion.^{vi}*
- *Outline the capacity development content of the proposed programme specifying whose capacity will be developed and how;*

The first stage of capacity development will focus on UN agencies and bilateral donors to raise their awareness on the rights of persons with disabilities, as well as their obligation to recognise and mainstream disability in all their programmes and initiatives.

The second stage will focus on capacity development within government ministries, their departments and the Higher Council for People with Disabilities as well as institutions and service provision centres under the ministries (e.g., schools, vocational training centres, rehabilitation centres and job centres).

Analysis of the policies, strategies and practices of the key ministries (see above) targeted through the programme will be done by senior staff in each department of the respective ministries with technical assistance from their UN counterparts. This part of the programme will aim to raise awareness and develop capacities to continue the process of mainstreaming disability after completion of the proposed programme. Furthermore, to create an understanding among key government ministries on how this can and must be implemented in the field, policies will be pilot implemented as described under the targeted interventions in the section above. Based on practical field experience,

³ *A programme to screen for hearing impairments in partnership with Atfaluna, the Ministry of Education and the Ministry of Health, an initiative to screen for hearing impairments has been proven effective and successful. In 2012 almost 6,000 grade 1 students (50% girls) in Gaza Public Schools were screened for hearing difficulties and there have been over 400 referrals. With funding from UNPRPD, the initiative will be expanded and because it is building on a proven successful initiative and the effective use of limited funding is highly likely.*

legislation, policies, strategies and programmes will be changed and improved (including a future revision and strengthening of the Disability Law).

In order to ensure equal opportunities for children with and without disabilities in the Ministry of Education selected pilot schools, it is important to focus on the quality of teaching and therefore on the professionalization of teachers. Teachers should be agent of changes and contribute to the well-being and learning achievements of children. Through these pilot schools, capacities of headmasters and teachers will be strengthened on inclusive education and child-friendly teaching and learning methodologies. Educators need to be trained to be able to address the diverse needs of children, including children with disabilities. In this regard training on developing, implementing and monitoring innovative teaching methods is a key component to establish an inclusive education system in Palestine.

To improve access to job creation programmes for PWD, the programme will work with DEEP, which is one of the largest economic development programmes in the oPt and has extensive experience in working with Civil Society Organizations. DEEP works on building NGOs' capacities in implementing economic empowerment activities, designing economic feasibility studies and modelling services for the benefit of the poor and low-income individuals. Through this programme, DEEP will build on its existing efforts to partner with NGOs that demonstrate a satisfactory level of capacity in promoting and empowering PWD. DEEP will ensure that partner NGOs are assess on how they benefit women and men with disabilities and will evaluate their compliance with disability and labour laws. At the same time, DEEP will develop the capacities of its existing and new partners on how to work with and involve more disabled youth and young adults as employees, beneficiaries, and entrepreneurs. NGOs' services will be enhanced to include a provision of tools and skills that enable disabled persons to overcome some of the market challenges and employment competition. Moreover, DEEP will work on the new Request for Proposals (RfP) to qualified NGOs to include a number of criteria related to empowerment, involvement and participation of PWD. Concurrently, new partners with potential capacity will receive capacity development in this field when more NGOs are required for implementation. Linking this project to DEEP and other exciting UNDP economic empowerment programs that are currently being implemented will increase the impact and multiple the effect of all programmes. In addition, the proposal will ensure that the chambers of commerce and trade unions participate effectively in the economic empowerment and job creation initiatives targeting disabled persons, as well as in raising their awareness on labour standards, occupational safety and health and how to ensure safer and accessible work environments for people with disabilities to gain equal access to decent and productive employment. This will significantly support future efforts by the Palestinian government, the private sector and public-private partnerships at the local and national levels, which will affect the national strategy for more inclusive economic growth and development.

- *Outline how the programme intends to ensure the sustainability of its results.*

Awareness-raising in six key Palestinian ministries of disability rights, alongside capacity building on mainstreaming disability in all government programmes, will secure the sustainability of the proposed programme interventions. The programme will also raise awareness and build capacity among UN agencies and bilateral donors to ensure that disability is mainstreamed in all projects they support, either through government or non-government organisations, ensuring that all parties fulfil their obligations according to the CRPD and the Palestinian Disability Law. The raising of awareness among all key stakeholders, including donors, will be realised through the development of guidelines and checklists (building on existing resources) for new projects to support compliance with the CRPD; this will also enable project planners to better include persons with disabilities among the beneficiaries of their planned interventions.

3. Objectives and expected results

Max 1000 words

Based on the information in the previous section, provide a concise formulation of the programme objectives (expected impact, intended outcomes and outputs) utilizing the table format provided below. Provide 1 to 3 impact indicators and 1 to 3 indicators for each of the outcomes (including baseline and means of verification). Please provide also a tentative timeline for each of the outputs.

Objective

Strengthen respect for the human rights of persons with disabilities through legislation, services, and empowerment in the occupied Palestinian territory (oPt) in accordance with the CRPD.^{vii}

Table 1. Expected impact (there will be only one such table in the programme proposal)

Impact		
<p>Impact: <i>Palestinian legislation, policies and practices are reviewed for their compliance with the CRPD and support is made available for subsequent reforms – ensuring that disability is mainstreamed in all main sectors; education, health care, social services, and labour markets, and that public services in these sectors are accessible to and inclusive of persons with disabilities.</i></p>		
Impact indicators		
Indicator	Baseline ^{viii}	Means of verification
<i>Mechanisms are in place for the reform process of legislation and policies in compliance with CRPD</i>	<i>Discussions of the need for compliance has taken place, but no analysis has been conducted</i>	<i>Comprehensive analysis of key legislation and policies</i>
<i>Increased inclusion (based on enrolment and completion rates) of children with disabilities in ordinary neighbourhood schools</i>	<i>50 % of persons with disabilities who are not enrolled in school and do not complete a full cycle of basic education (This will be verified through community mapping / surveys in targeted school communities in the West Bank and in Gaza)</i>	<i>Survey in 46 targeted school communities</i>
<i>Improved data on the prevalence of hearing impairment among Grade 1 children in Gaza for early identification and intervention; and recommended interventions carried out</i>	<i>Palestinian Disability Survey</i>	<i>Data from audio-screening of all children in Grade 1 in Gaza vs. Data from the Disability Survey</i>
<i>Higher participation rates for women and men with disabilities in DEEP and other job creation and business development schemes under the MoSA</i>	<i>MoSA statistics / DEEP project data</i>	<i>Data collected by DEEP after completion of the programme</i>

<i>Increased accessibility for women and men with disabilities to MoH facilities and services and complaints addressed from patients who are PWD</i>	<i>No assessment has been done in West Bank or Gaza; patients complaints not sought or monitored</i>	<i>Inclusion of Accessibility for PWD in Facilities Database of MoH facilities; ICF used for identification of PWD and user access for PWD included in Health Information data.</i>
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Table 2. Expected outcomes (there will be as many such tables as the outcomes envisaged by the programme)

Outcome 1		
<i>Legislation, policies and practices of six key ministries^{ix} are reviewed for compliance with CRPD and the Disability Law, along with partner UN agencies</i>		
Outcome indicators		
Indicator	Baseline	Means of verification
<i>Gaps in the legislation of six key ministries and UN partners for their compliance with CRPD identified</i>	<i>Analysis of current legislations (e.g. Education Law, Public Health Law, Labour Law and Disability Law and policies of UN partners) to be conducted with all stakeholders, including DPOs</i>	<i>Recommendations based on the comprehensive analysis; involvement of PWD in reviews and recommendations</i>
<i>Draft recommendations (and actions taken) for ensuring compliance of policies and strategies with the CRPD and the Disability Law are prepared for approval by the concerned authorities</i>	<i>Analysis of current policies and strategies in the six targeted ministries^x to be conducted with participation of DPOs</i>	<i>Recommendations and actions based on the comprehensive analysis; involvement of PWD in reviews and recommendations</i>
Outputs		
Formulation	Tentative timeline	
<i>1.1. Awareness created on disability rights and capacities built on mainstreaming disability within the programming of the participating UN agencies and key bilateral donors; disability focal points identified within each organisation to report quarterly on progress in mainstreaming</i>	<i>8 weeks</i>	
<i>1.2. Awareness created on disability rights and capacities built on mainstreaming disability within the six targeted ministries through linkages with DPOs; disability focal points on Higher Council are empowered and report on progress in mainstreaming in each ministry</i>	<i>12 weeks</i>	
<i>1.3. Recommendations developed for the revision of current legislation based on the comprehensive analysis on compliance with the CRPD by ministries and their counterpart UN agencies</i>	<i>12 weeks</i>	
<i>1.4. Recommendations developed for the development of new, and revision of existing policies and strategies based on the comprehensive analysis on compliance with the CRPD by ministries and their counterpart UN agencies with full involvement of PWD</i>	<i>12 weeks</i>	
Outcome 2		

Equal opportunities are created for children with and without disabilities in selected pilot schools (schools have been selected by the Ministry of Education (MoE) – as a first example of good practice

Outcome indicators

Indicator	Baseline	Means of verification
<i>Number of children with disabilities enrolled in ordinary government schools (selected target schools)</i>	<i>Number of children with disabilities in the school catchment area</i>	<i>Enrolment records</i>
<i>Headmasters and teachers in the selected target schools better able to include children with disabilities in learning activities</i>	<i>Pre-programme assessment / questionnaire</i>	<i>Post-programme assessment / questionnaire</i>

Outputs

Formulation	Tentative timeline
<i>1.5. Assessment of 46 schools (buildings, school gardens and playgrounds) in Gaza and the West Bank on their accessibility for children and teachers with disabilities has been completed</i>	<i>3 months</i>
<i>1.6. All grade 1 children in Gaza government schools screened for hearing impairments and those with hearing impairments received services</i>	<i>12 months</i>
<i>1.7. Data on children with disabilities who are out-of-school in the targeted school communities based on surveys completed by older children in the targeted schools (child-led initiatives) collected and evaluated</i>	<i>6 months</i>
<i>1.8. School placement programmes have been initiated for children with disabilities who are out-of-school in the targeted school communities</i>	<i>12 months</i>
<i>1.9. Headmasters and teachers trained on inclusive education and child-friendly teaching-and-learning methodologies</i>	<i>12 months</i>

Outcome 3

Access to job creation programmes and business development schemes for women and men with disabilities is improved – as a second example of good practice

Outcome indicators

Indicator	Baseline	Means of verification
<i>Number of persons with disabilities who benefit from the DEEP programme and other business development schemes have increased</i>	<i>Pre-programme assessment of data from the DEEP project</i>	<i>Interviews with beneficiaries and post-programme assessment of data and statistics</i>
<i>Number of job-seekers with disabilities are registered at the Job Centres and employed</i>	<i>Data from Disability Survey (2011) and from the Job Centres</i>	<i>Post-programme data from Job Centres and interviews with job-seekers with disabilities</i>

Outputs

Formulation	Tentative timeline
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1.10. DEEP programme assessed on how it benefits women and men with disabilities	8 weeks
1.11. The performance of Job Centres evaluated on compliance with the Disability and Labour Laws	12 weeks
1.12. Employability skills among job seekers with disabilities evaluated	12 weeks
1.13. Capacities of the staff in Job Centres developed on how to better promote persons with disabilities on the labour market	12 weeks
1.14. Plan of Action developed for the long term improvement of employability and entrepreneurial skills among youth and young adults with disabilities	12 weeks

In defining the above, please refer to the following definitions based on the UNDG Harmonized RBM Terminology:

- *Impact: Positive and negative long-term effects on identifiable population groups produced by a development intervention, directly or indirectly, intended or unintended. These effects can be economic, socio-cultural, institutional, environmental, technological or of other types.*
- *Outcome: The intended or achieved short-term and medium-term effects of an intervention's outputs, usually requiring the collective effort of partners. Outcomes represent changes in development conditions which occur between the completion of outputs and the achievement of impact.*
- *Outputs: The products and services which result from the completion of activities within a development intervention.*

4. Management arrangements

Max 500 words; Ref. UNPRPD SOF Section 3.1.2

Utilizing the table format provided below, indicate for each of the proposed programme outcomes: the UNPRPD Focal Point (i.e. the UNPRPD Participating Organization that will have primary responsibility for the achievement of that particular outcome); the implementing agency or agencies (specifying, when necessary, if government institution or NGO); and the main partners (within and beyond the UNPRPD) that will contribute to the realization of the outcome.

Briefly also describe, in this section, any other relevant management arrangements, including

- *Overall coordination arrangements and the way in which the programme will ensure a streamlined, efficient flow of communication with national partners;*

UNSCO will be responsible for the overall coordination, management and formal reporting of the programme with support from the Focal Points and other participating UN agencies (ILO, UNDP, UNICEF in cooperation with UNESCO, and WHO).

The three UNPDRP Focal Points: WHO for Outcome No. 1; UNICEF for Outcome No. 2, and; UNDP for Outcome No. 3, will coordinate initiatives and activities with other implementing agencies and partners, and report to UNSCO.

Each participating UN agency will appoint a Contact Person (the country director / representative or her/his appointee) to be responsible for coordination with other UN agencies, ministries and other partner organisations.

The Contact Person will form and lead a small Implementation Team of internal and external resource persons, and administrative staff. This team will ensure the efficient flow of information between implementing partners, report to the Focal Point, coordinate activities with the other implementing agencies, national partners and key beneficiaries, and be responsible for the effective implementation of the proposed interventions.

Information in the form of informal quarterly progress reports (the Steering Committee will develop the format for these before the launch of the programme) will be shared among all programme partners.

The overall governance structure of the programme (e.g. role and composition of the country-level programme Steering Committee).

The Country-Level Programme Steering Committee will comprise of all the country directors / representatives of the participating UN agencies or their appointees. The Steering Committee will agree on the implementation arrangements, modalities, and define the role of the UNPDRP Focal Points prior to the implementation of the proposed programme. The Steering Committee will be responsible for the progress of the programme according to agreed milestones and timelines.

Please also indicate, if possible and relevant, the level and focus of technical support that will be expected from headquarters, regional service centers or other UNCTs.

Table 3. Implementation arrangements

Outcome number	UNPRPD Focal Point	Implementing agencies	Other partners
1	WHO	<ul style="list-style-type: none"> • ILO • UNDP • UNICEF in partnership with UNESCO • WHO 	<ul style="list-style-type: none"> • Palestinian General Union for Persons with Disabilities, Stars of Hope and other DPOs and CBOs • Higher Council for People with Disabilities (with support of Birzeit University and Diakonia) • Ministry of Education • Ministry of Health • Ministry of Higher Education • Ministry of Labour • Ministry of Local Government • Ministry of Social Affairs
2	UNICEF	<ul style="list-style-type: none"> • UNDP • UNICEF in partnership with UNESCO 	<ul style="list-style-type: none"> • Al-Aqsa University • Al-Azhar University • Al-Quds University • Al-Quds Open University • Atfaluna Centre for the Deaf • Bethlehem University • Birzeit University

			<ul style="list-style-type: none"> • FAO • Islamic University (Gaza) • Ministry of Education • UNFPA • WFP • WHO
3	UNDP	<ul style="list-style-type: none"> • ILO • UNDP 	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Labour • Ministry of Social Affairs • UNESCO

5. National ownership, participation and partnership-building

Max 500 words; ref. UNPRPD SOF Section 3.1.3

Please describe the following:

- *The consultation process that led to the definition of the proposed programme;*

Three key ministries: the Ministry of Education (MoE), Ministry of Health (MoH), Ministry of Labour (MoL) and the Ministry of Social Affairs (MoSA) were consulted extensively in the process of developing the proposed programme. Discussions were held with senior level government officials, including ministers and director generals. Their input was substantial and constructive and proved both their interest in and ownership of the proposed programme concept.

Based on the inputs received during the consultation process with the Palestinian Authorities, the participating UN agencies have discussed, in a series of meetings: how an effective programme can be designed and implemented; how the programme can be aligned with other planned and ongoing projects and initiatives supported by the UN; and how sustainability can be ensured.

Advice has been sought from individuals with disabilities and representatives of DPOs as well as INGOs working with disability rights and service provisions for persons with disabilities.

The consultation process has thus been comprehensive as well as inclusive of key government and non-government stakeholders. The process was initiated in February 2012 and completed in June 2012 with full agreement on the goals and objectives of the programme and how these can be translated into action that ensures the rights of persons with disabilities to education, healthcare and employment.

- *The role played by persons with disabilities and their representative organizations in the definition of the programme objectives and strategies as well the role that they will be playing in the implementation and evaluation of the proposed programme;*

Individual persons with disabilities and representatives of DPOs have been consulted and have given their advice during the process of defining objectives and strategies of the programme, not only in their capacity as members of DPOs, but also as professionals working within the government sector and the UN.

The programme is also in line with key elements of the new National Disability Strategy which has been commissioned by the MoSA and the Higher Council for People with Disabilities, and which has been developed within the last few months through a comprehensive consultation process with all key organisations representing persons with disabilities in oPt as well as hundreds of individual persons with disabilities in urban and rural communities throughout the West Bank and East Jerusalem.

- *The way in which the proposed programme will promote partnership-building between governmental and non-governmental organizations, including persons with disabilities and their representative organizations, the broader civil society and social partners.*

The proposed programme promotes partnership between government organisations and civil society, including persons with disabilities. It complies with the new National Disability Strategy and thus responds effectively to the concerns of DPOs, as they were instrumental in the development of the strategy. It supports the work of the Higher Council where DPOs are represented together with senior representatives of key ministries. Rather than developing new structures for the cooperation between governmental and non-governmental organisations the programme aims to strengthen existing structures to ensure increased sustainability and ownership among key partners.

6. Knowledge generation and potential for replication

Max 500 words ref. UNPRPD SOF Section 3.1.4

Please describe the following:

- *Arrangements for the monitoring of proposed indicators and overall progress of the programme;*

Most UN partner agencies will be directly involved in the implementation of the programme. Quarterly progress reports based on agreed outputs, outcome indicators, milestones and timelines will be published and distributed among all key partners. Mechanisms will be developed to include persons with disabilities into the monitoring and evaluation process, for example, as technical advisors to UN agencies.

- *The way in which the proposed programme will generate insights on effective ways to mainstream disability rights into the broader work of the UN system;*

The first part of the initiative involves raising awareness on the rights of persons with disabilities among the participating UN agencies, and how disabilities can be mainstreamed in all their projects and initiatives. Later other UN agencies will be targeted together with key bilateral donors. The cooperation which took place during the development of this proposal, as well as during the process of developing of the UN/MoE Education Package (where an additional four UN agencies were involved) and WHO CBR guidelines will serve as “best practice” on how to mainstream disabilities in all future programmes.

The proposed programmes will be implemented in harmony with UNRWA, which is responsible for providing services for a large percentage of Palestinian children, youth and adults in Gaza and the West Bank, to ensure that both refugees and non-refugees will benefit from the initiatives.

The initiatives are all based on key UN Conventions, Statements and Frameworks for Action. These include the:

- *Convention against Discrimination in Education (1960)*
- *Convention on the Rights of the Child (1989)*
- *Convention on the Rights of Persons with Disabilities (2006)*
- *Dakar Framework for Action – Education for All (2000)*
- *Discrimination (Employment and Occupation) Convention (1958)*
- *Millennium Development Goals (2000)*
- *Salamanca Statement and Framework for Action On Special Needs Education (1994)*
- *Vocational Rehabilitation and Employment (Disabled Persons) Convention (1983)*

- *The way in which the proposed programme plans to document good practices and lessons learnt as well the way in which the programme will involve local, regional and international academia and other knowledge-generating institutions.*

Lessons learnt will be published on government and UN websites as well as promoted and published through the Enabling Education Network (EENET).

Palestinian universities will be involved in key parts of the proposed programme. They^{xi} have committed to incorporating knowledge and experience gained through partnering with the initiative into their regular pre- and in-service teacher education and training programmes (this will be implemented in coordination with the planned implementation of the UN/MoE Education Package).

7. Budget

Please use the template below, based on the format approved by the UNDG Financial Policy Working Group, to provide overall budget information. Please also utilize the attached Excel spreadsheet to provide a budget breakdown by fund recipient (Sheet 1) and by outcome (Sheet 2).

Overall budget							
Category	Item	Unit cost	No. units	Total cost	Request from UNPRPD Fund	UNDRPD POs cost-sharing	Other partners cost-sharing ^{xii}
<i>Supplies, commodities, equipment and transport</i>							
	<i>Transport</i>	<i>20 000</i>	<i>5</i>	<i>100 000</i>	<i>20 000</i>		<i>80 000</i>
<i>Personnel (staff, consultants, travel and training)</i>	<i>Staff & Consultants</i>	<i>5 000</i>	<i>50</i>	<i>250 000</i>	<i>135 000</i>		<i>115 000</i>
	<i>Travel</i>	<i>5 000</i>	<i>20</i>	<i>100 000</i>	<i>50 000</i>		<i>50 000</i>
	<i>Training</i>	<i>1 000</i>	<i>5</i>	<i>5 000</i>	<i>5 000</i>		
<i>Training of counterparts</i>	<i>Workshops</i>	<i>5 000</i>	<i>12</i>	<i>60 000</i>	<i>20 000</i>		<i>40 000</i>
	<i>Teacher Training and Community Mapping</i>	<i>5 000</i>	<i>10</i>	<i>50 000</i>	<i>15 000</i>		<i>35 000</i>

	<i>Training / Awareness of staff in Job Centres</i>	1 000	5	5 000	5 000		
<i>Contracts</i>	<i>MoE Workshops</i>	2 500	16	40 000	35 000		5 000
	<i>Assessments / Screening in Gaza</i>	107 000	1	107 000	42 000		65 000
<i>Other direct costs</i>							
Subtotal				717 000	327 000		390 000
Indirect costs (7%)					22 890		
Total					349 890		

As a note, the personnel costs are intended for consultants with high expertise, supporting staff under DEEP (outcome 3), and staff from several UN agencies. The programme will be implemented in both the West Bank and Gaza, which also contributes to the high costs for personnel line item.

ⁱ Ministry of Education, Ministry of Health, Ministry of Higher Education, Ministry of Labour, Ministry of Local Government, and Ministry of Social Affairs

ⁱⁱ FAO, UNDP, UNESCO, UNFPA, UNSCO, UNICEF, UNRWA, WFP and WHO

ⁱⁱⁱ Norad (2012). p. XII. URL: <http://www.norad.no/no/resultater/publikasjoner/evalueringer/publikasjon?key=389256> (01.07.2012)

^{iv} Ministry of Social Affairs (2011). p. 11. URL: http://www.pcbs.gov.ps/Portals/_pcbs/PressRelease/disability_e2011.pdf (01.07.2012)

^v Ministry of Labour (2000). URL: <http://www.jwu.org/about/labor2.pdf> (01.07.2012)

^{vi} DEEP considers cross-cutting issues such as the specific needs of different family members: women and men, children, youth and the elderly and people with disabilities (ref: <http://www.odihpn.org/humanitarian-exchange-magazine/issue-44/deep-a-new-approach-to-poverty-reduction>)

^{vii} The Palestinian Authority does not enjoy a statehood status and thus cannot endorse or ratify international treaties and conventions, including the Convention on the Rights of Persons with Disability.

^{viii} Ministry of Social Affairs (2011). Disability Survey. p. 11, 12 and 13. URL: http://www.pcbs.gov.ps/Portals/_pcbs/PressRelease/disability_e2011.pdf (01.07.2012)

^{ix} Ministry of Education, Ministry of Health, Ministry of Higher Education, Ministry of Labour, Ministry of Local Government, and Ministry of Social Affairs

^x Ministry of Education, Ministry of Health, Ministry of Higher Education, Ministry of Labour, Ministry of Local Government, and Ministry of Social Affairs

^{xi} Al-Azhar University (Gaza), Al-Quds University (West Bank), and Al-Quds Open University (Gaza)

^{xii} Cost sharing through existing funding allocations for complementing programmes, from core budgets (especially staff) as well as funding from other donors