



## **TUNISIA - PROGRAMME PROPOSAL “The new Tunisia won’t be build without us”<sup>1</sup>**

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### **Executive summary**

Following the recent political changes, Tunisia is still facing new challenges in establishing the rule of law and promoting human rights into a new inclusive development process. The programme’s main objective focuses on the inclusion of persons with disabilities (PwD) from a Human Rights perspective. It aims at strengthening stakeholders’ capacities in advocating, respecting, and fulfilling the rights of PwD as well as developing a common new national vision on Disability in Tunisia. The programme was developed through a participatory and consultative process involving public authorities, civil society representatives and PwD representatives.

The programme focuses on 2 enabling factors and 2 specific rights coupled with 2 in-focus groups as entry points and will follow-up its objectives through a twin track approach involving targeted as well as mainstream actions to promote the inclusion of persons with disabilities (PwD) from a Human Rights perspective. The programme will help increase capacities of right-holders (PwD and their representatives) and the duty-bearers (main institutional actors concerned with the rights of PwD), in line with the CRPD on raising knowledge, improving social capital, developing political clout for individuals as well as organizations.

The main outcomes of the programme reflect the following 4 thematic priorities:

- Rights-based Advocacy towards Persons-With-Disabilities
- Survey, statistics and assessment of social protection mechanisms towards PWD
- School inclusion and protection of Children With Disabilities
- Employment of Youth-With-Disabilities

It is expected that by 2014 the programme will have a significant impact on the most vulnerable children, young people and women with disabilities who will have their human rights better respected.

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### **1. Background**

The recent political changes in Tunisia that resulted from the popular uprising of December 2010 show that the lack of accountability and transparency, the restrictions on the rights and freedoms of people coupled with deep inequalities always lead to social unrest despite continuous economic progress.

Nowadays, the major challenge facing the country is to establish new institutions based on the respect of human rights and the rule of law and to ignite an economic progress which needs to rely on an inclusive development process involving all groups of society, especially those who have been excluded in the past such as persons with disabilities (PwD). Thus, the programme proposal of the UN agencies in Tunisia will be part of this two-fold challenge focused on the PwD. It will be a significant milestone in the transition period towards inclusive development in line with the Human Rights Framework. Indeed, inclusive development is a powerful

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<sup>1</sup> Title of a publication from the PwD Organization called « Organisation Tunisienne de Défense des Droits des Personnes Handicapées », Mars 2012

means to ensure that human rights are respected and equal opportunities are observed guarantying the rights of PwD to non-discriminatory participation in society.

On freedom, human dignity and participation, the on-going political transition in Tunisia has given voice to all citizens, including the PwD. Drafting the new Constitution and building new political institutions offer a momentum for these legitimate demands and aspirations of Tunisians in general, PwD in particular, to be addressed in order to promote human rights and the right to inclusive development. Such an opportunity is further supported by a favorable international environment: the recent proclamation of the *CRPD* that Tunisia has ratified and the launching of the *UN Partnership to Promote the Rights of Persons with Disabilities*.

This proposal is based on current initiatives that UN agencies are conducting within the UN Transition Strategy, 2011-2014 in partnership with the Tunisian authorities such as:

- Supporting the transitional government and civil society organizations for the reform of the social protection system and the provision of quality social services to vulnerable and marginalized groups (ILO, OHCHR, UNFPA, UNICEF, UNOPS and WFP )
- Supporting national institutions to collect new data and develop analytical capacities for policy development (ILO, UNFPA, UNAIDS, UNICEF, UNWomen)
- Supporting the Ministry of Education in the inclusion of disabled children in regular schools (UNICEF)
- Supporting a project designed on decent work (ILO)

From a larger perspective, the proposal is part of significant positive developments in terms of political engagement of national authorities in promoting the rights of PwD in Tunisia. Indeed, a law on the Rights of Persons with Disabilities was first enacted in 1981. In August 2005, a new law introduced the principle of affirmative action towards PwD and established a Higher Council for Protection of Disabled Persons. In addition to the ratification of the *CRPD*, Tunisia has also ratified ILO Conventions No. 142 on human resources development and No. 159 related to the vocational rehabilitation and employment for PwD. During the last 10 years, Tunisia has adopted strategies, programs, mechanisms and plans to ensure the rights of PwD. In 2010, Tunisia was the first country to submit a report under the *CRPD* to the *Committee on the Rights of Persons with Disabilities*, reviewed by the Committee on 2011.

Despite the progress, this Committee recommends among others, that Tunisia:

- establish awareness-raising programs for officials involved in the promotion of the rights of PwD;
- systemize the collection, analysis and dissemination of data disaggregated by gender, age & disability;
- ensure inclusive education for children with disabilities;
- ensure adequate job opportunities and vocational training.

The existing statistical data on disability (*see appendix for additional details*) show a (underestimated) prevalence rate of 1.5%. Children and youth with disabilities count for 37% of the PwD. People suffering from physical disabilities count for 42% of the total number of PwD; those with sensorial disabilities represent 26%. Most of PwD (78%) show either a slight or a non-heavy disability and only 22% of the PwD experience live with a heavy disability.

While the average age of PwD is higher compared to general population (39.6 vs 29.5), most of them are single (56.8%); such a phenomenon is more acute for youth with disability aged between 20 and 29. As of the educational attainment, 62% of PwD are illiterate and only 1.3% are enrolled in higher education.

Moreover, it is important to highlight the following:

- a high level of discrimination against women among persons with disabilities and,
- a lack of accurate data system which is currently based on a voluntary declaration supported by medical evidence.

## 2. Programme approach

The proposal was designed on the basis of a participative and consultative process involving public authorities, civil society representatives and PwD representatives (see appendix for a list of all participants involved).

On the basis of an active and deep participatory process the following entry-points have been selected:

- 2 enabling factors namely, (i) empower cultural norms and reverse harmful prejudice and (ii) improve data and evidence on disability;
- 2 specific rights coupled with two focus groups : the right to education for children with disabilities (aged between 3 and 15) and the right to employment for youth (aged between 16 and 29).

The table below summarizes the enabling factors and the specific rights considered in the proposal. The first column of the table reports the entry-point which can be an enabling factor or a specific right. In the first case, the table shows the specific right to be advanced followed by the thematic priorities to be addressed subdivided into specific activities promoting the rights of persons with disability. In the second case where a specific right is selected as an entry-point, the table describes the enabling factors that will be leveraged to advance the related rights in the targeted groups which are expected to benefit from the specific activities (column 4) within the proposed priorities (column 3). Finally, the last column of the table comments the approach being considered to generate the expected transformations stemming from the proposed specific activities/interventions.

The approach is considered as “targeted” whenever the specific implemented activity/intervention aims to benefit a given group (eg. the PwD) directly by providing the group with some resources and/or capabilities. The approach is considered as “mainstreaming” if the specific intervention intends to benefit indirectly a given group, by involving a broad system of stakeholders. However, very often there is a complementarity between these 2 approaches generally acknowledged as *the twin-track approach*.

Enabling factor	Related specific rights (as of the CRPD)	Thematic priorities	Activities to promote	Approach
Empowering cultural norms	Art. 8: Awareness-raising	Reverse stigma, prejudices and negative stereotypes while promoting supportive & empowering attitudes	Advocacy based on human rights and non-discrimination to promote the integration of PwD in the society, especially WwD	Mainstream Targeted
			Communication campaigns to raise awareness & promote the rights of PwD	Mainstream
Adequate data and evidence	Art. 31: Statistics and data collection	Improve disability-specific data and support research on different aspects of disability as well as the codification of evidence	Design of a survey proposal to measure adult/child disabilities using the new International Classification of Functioning	Mainstream
			Establish a new database on PwD providing disaggregated level of information (sex, age, type disability, location socio-economic status, poverty level, employment status, education, etc.)	Mainstream
			Launch specific research projects and qualitative studies to better understand attitudes on disability of PwD, their family members, members of the community and institutions leaders	Mainstream

Specific rights / in-focus groups	Enabling factors	Thematic priorities	Activities to promote	Approach
Art. 24, sub. 2a : The right of children with disabilities to education	Empowering cultural norms	Educational inclusion of children with disabilities	Raise-awareness and communication campaigns to facilitate the inclusion of children with disabilities in childhood facilities (eg. kindergarten) and in normal schools	Mainstream
	Enabling legislation and policy frameworks		Develop multi-actors strategy and tools for the inclusion of children with disabilities in school and early childhood facilities	Mainstream
	Access to services (mainstream and targeted)		Design an inclusive strategy involving school infrastructure, school teachers, educational services and disability-specific services	Mainstream Targeted
			Develop training programs for teachers in preschool, primary and secondary schools, especially in the most underserved regions	Mainstream Targeted
Art. 27: Work and employment for youth with disabilities	Enabling legislation and policy frameworks	Job opportunities and vocational training for PwD	Ensure the application of the 2005 law on the right of PwD to (and at?) work (law enforcement activity)	Targeted
			Provide employers with an incentives scheme in order to encourage them to hire young PwD	Mainstream
			Provide young PwD with a broader range of vocational training programs	Targeted

#### *Development capacity*

Main objective: Improve stakeholders, right-holders (PwD and their representatives) and duty-bearers (main institutional actors concerned with the rights of PwD) capacities, in order to respect, protect and fulfill the rights of PwD in line with the CRPD.

Thematic priorities	Whose capacity will be developed?	How the capacity will be developed?
Reverse stigma, prejudices and negative stereotypes	The whole society (including stakeholders and particularly the PwD)	Raise <b>knowledge</b> , awareness, and commitment to PDR in line with the CRPD Improve <b>social capital</b> of PwD : make their voice heard ; empowerment, participation, consideration, trust and inclusivity. Improve <b>political clout</b> (networking, lobbying)
Improve disability-specific data and support research on different aspects of disability	Stakeholders (officials, researchers, NGOs) ; both individuals and organizations	Improve <b>technical skills</b> related to data collection and analysis in line with international standards Increase <b>functional skills</b> in using data on PwD for policy analysis and strategy implementation Improve <b>shared knowledge</b> on disabilities
Educational inclusion of children with disabilities	Stakeholders, in particular duty-bearers (public authorities)	Improve <b>new knowledge</b> through revisiting and updating the current strategy on inclusive education Improve <b>social capital</b> of PwD by providing physical accessibility to educational structures Increase <b>functional skills</b> of stakeholders in defining, monitoring and evaluating educational inclusive strategies
Job opportunities and vocational	Social partners and public actors	Improve <b>new knowledge</b> on barriers that hamper the fulfillment of the right to vocational training & employment Improve <b>systems and procedures</b> (law enforcement and

training for PwD		incentives system for employers)
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### 3. Objectives and expected results

The general objective of this programme is to contribute to the improvement of the living conditions and to ensure the fulfillment of the human rights of PwD. The proposal aims at strengthening stakeholders' capacities in advocating, respecting, and fulfilling the rights of PwD. The time horizon of the project will be two years. The alignment of the duration of this programme with the duration of the current Transition Strategy (up to December 2014) would be more convenient.

The expected chain of results and their indicators is presented in the following tables:

**Table 1. Expected impact**

Impact		
<b>By end 2014, the most vulnerable children, young people (girls and boys) and women with disabilities will have their human rights better respected</b>		
Impact indicators		
Indicator	Baseline	Means of verification
The level of stigmatization and negative perception towards PwD, especially towards women with disabilities has decreased	Negative perception of women with disabilities within the family and society, and the reported cultural, traditional and family pressures that favour the concealment of women with disabilities, and prevents them from obtaining a disability card, thereby limiting their opportunities to participate in society, and develop their full potential." (CRPD/CO 14, 2011)	Reports of Human-Rights and Civil-Society Organizations 2012-2014
An improved inclusion of children with disabilities in regular schools / An increased number of children with disabilities have access to preschool and to school	"The inclusion strategy is not equally implemented in schools; rules relating to the number of children in mainstream schools and to the management of inclusive classes are commonly breached; and schools are not equally distributed between regions of the same governorate." (CRPD/CO 30, 2011) 1,599 children with disabilities enrolled in 324 primary schools	Statistics from the Ministry of Education + Statistics from the Ministry of Women and Family Affairs, 2012-2014
An increased percentage of young boys and girls 15-29 with disabilities have access to university (?), vocational training or to employment	"There is a low level of inclusion of persons with disabilities in the private sector" (CRPD/CO 33, 2011) In 2003, 22% of young people with disabilities aged 20-24 (27% of boys,	Statistics from the Ministry of Social Affairs, Household survey

	12% of girls) have a professional activity	
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**Table 2. Expected outcomes**

<b>Outcome 1</b>		
<b>The attitudes, practices and strategic visions of state and non-state organisations including disabled people organizations (DPOs) reflect full respect and commitment to the rights of persons with disabilities.</b>		
<i>Outcome indicators</i>		
<b>Indicator</b>	<b>Baseline</b>	<b>Means of verification</b>
At least five key government departments have reviewed existing national policies, programmes and strategies in order to strengthen mainstreamed and targeted interventions for the promotion of rights of PWD	No government departments have already reviewed national policies, programmes and strategies on the promotion of the right of people with disabilities	Policy, programme or strategy document by those Ministers
At least five civil society organisations have developed new projects to promote the human rights of persons with disabilities	Very few Tunisian civil society organisations have already developed a full proposal on the promotion of the right of people with disabilities using a HRBA	Project documents
A national vision for the protection and promotion of the rights of persons with disabilities is developed	No common understanding of the rights of persons with disabilities currently exists between government and civil society	An official document (e.g. MoU) which outlines a vision for the protection and promotion of the rights of persons with disabilities signed at the end of a national dialogue process
<b>Outputs</b>		
<b>Formulation</b>	<b>Tentative timeline</b>	
1.1. Competent authorities in 10 key government departments have enhanced capacities to integrate the rights of persons with disabilities in existing national policies, legislation and infrastructures.	December 2013	
1.2 60 human rights defenders and leaders of civil society leaders have received full HRBA training or other specialised training to protect, claim and address the human rights of persons with disabilities.	December 2013	
1.3 A national dialogue process on the rights of persons with disabilities is launched in order to achieve a common strategic vision between government and civil society organisations.	June 2014	

<b>Outcome 2 (Resp: UNICEF)</b>		
<b>UN, government and civil society stakeholders including disabled people organisations have increased their capacity to generate, analyze and integrate disability data (issues, prevention and response) into planning, policies and programming</b>		
<b>Outcome indicators</b>		
<b>Indicator</b>	<b>Baseline</b>	<b>Means of verification</b>
A revised database with disability related indicators on educational, economical and social profiles of persons with disabilities is used for policy & programme development	Database with limited number of indicators on Disability	Database of the Ministry of Social Affairs and other Ministries; National policies and programme documents, 2012-2014
A series of qualitative studies and analysis made on the situation of persons with disabilities and perception of community members on Disability in different settings are used to develop a communication strategy	Limited studies available on perceptions and attitudes toward persons with disabilities to be used for a communication strategy	Reports of qualitative studies on perceptions/attitudes towards PWD, with a proposed communication strategy
Recommendations from programme and project evaluations are used for policy revision, planning & programming	No available information related to the evaluation of programs and project in favor of PWD to be used for policy or programme revision	National policies and programme documents, 2012-2014
<b>Outputs</b>		
<b>Formulation</b>	<b>Tentative timeline</b>	
2.1 A survey proposal to measure adult/child disabilities using the new International Classification of Functioning (ICF) is designed to be submitted for additional funding	December 2013	
2.2 Qualitative studies and researches undertaken to better understand living conditions of persons with disabilities and perceptions / attitudes on disability of family members, members of the community and institutions/organizations leaders	December 2013	
2.3 Programme and project evaluations, including the social protection interventions, in favor of person with disabilities are undertaken and provide recommendations for policy revision	December 2013	

<b>Outcome 3 (Resp: UNICEF)</b>		
<b>National institutions and Civil Society Organizations have adopted revised policies, strategies and interventions for an enhanced social inclusion of children with disabilities, especially the most vulnerable</b>		
<b>Outcome indicators</b>		
<b>Indicator</b>	<b>Baseline</b>	<b>Means of verification</b>
Number of children with disabilities enrolled in childhood facilities, especially in early childhood facilities	To be determined in the 2012-2013 Census of childhood facilities	Census of childhood facilities and Annual Report, Ministry of Family Affairs, 2013-2014
Number of new regular primary / secondary schools in most deprived regions that have facilitated the access to children with disabilities	0	Annual report of the Ministry of Education, monitoring visits
Number of CSOs that have developed a new specific program or interventions for the inclusion of children with disabilities at school	0	NGO Activity reports, monitoring visits
<b>Outputs</b>		
<b>Formulation</b>	<b>Tentative timeline</b>	
3.1 A repertory of all available services (specialized, support or regular services) for children and other persons with disabilities is available and widely shared to parents, civil society organizations and national institutions	September 2013	
3.2 At least 90 Staff working in public early childhood facilities have been trained to identify and support young children with disabilities	December 2014	
3.3 A multimedia campaign for the promotion of the rights of persons/children with disabilities, especially to facilitate the school and preschool inclusion of CWD, is launched	December 2013	
3.4 At least two NGOs receive grants to provide support or/and specialized services to facilitate school inclusion of children with disabilities in two pilot sites	June 2014	



<b>Outcome 4 (Resp: ILO)</b>		
<b>Government, employers' and workers organisations ensure that young women and men with disabilities have access to education and decent work without discrimination in a work environment that is open, inclusive and accessible.</b>		
<b>Outcome indicators</b>		
<b>Indicator</b>	<b>Baseline</b>	<b>Means of verification</b>
A National Action Plan on increasing career development possibilities for persons with disabilities	None	Document action plan
Practical tools and procedures to improve effectiveness of labour inspection on the issue of conditions of work of PwD	Guide for labour inspectors existing	Disability question is mainstreamed into guide
An increased number of beneficiaries from the new set services and support enabling PwD to work effectively	None	Survey report
<b>Outputs</b>		
<b>Formulation</b>	<b>Tentative timeline</b>	
4.1. Public awareness on the contents of the CRPD, ILO Conventions Nos. 142 and 159 and ILO Recommendation No. 168 as well as on the ILO Code of Practice on Managing Disability in the Workplace, with a particular focus on the links with community based rehabilitation programmes.	<b>October 2013</b>	
4.2. Strengthened capacities of employers and workers organisations and government officials, in particular labour inspectors, on the contents of the CRPD, the ILO Code of Practice on Managing Disability in the Workplace as well as on ILO Conventions Nos. 142 and 159 and ILO Recommendation No. 168, with a particular focus on the links with community based rehabilitation programmes.	<b>January – April 2014</b>	
4.3. Practical tools and procedures to improve effectiveness of labour inspection on the issue of conditions of work of PwD are developed or adapted.	<b>October – December 2013</b>	

<p>4.4. In one pilot area, a local tripartite commission has been established with participation of civil society organisations has developed a methodology on the application of systematic community based rehabilitation (CBR) programmes adapted to the local needs and employment and vocational training needs of PwD and a work plan to implement methodology engaging the social partners and civil society organisations has been adopted.</p>	<p><b>May – June 2014</b></p>
<p>4.5. A tripartite commission on the rights of PwD, with the participation of civil society organisations, has been established and has formulated a National Action Plan to increase career development possibilities for PwD that is in accordance with the CRPD, ILO Conventions Nos. 142 and 159 and ILO Recommendation No. 168 as well as on the ILO Code of Practice on Managing Disability in the Workplace, with a particular focus on the links with community based rehabilitation programmes.</p>	<p><b>May – October 2014</b></p>

#### 4. Management arrangements

In this proposal, the three Participating Organizations (UNICEF, OHCHR and ILO) from the UNCT have decided to undertake a broad-based programme addressing four programmatic area (identical to the four outcomes mentioned above), as there is a need and interest expressed by different institutions that have been consulted during the proposal development process to catch all those four areas. Each PO is leading one programmatic area, apart from UNICEF that is leading two programmatic areas.

As the programmatic areas are quite different, the team of the three UN agencies will compose the governance body of the programme from UNCT side. The communication flow from HQ to the country level POs could be oriented to a list of persons from those three agencies (see appendix 3 of the contact list). Regarding communication with national partners, each PO will develop its own flow with the responsible of the programme within the participating Ministry.

During the proposal development process, an informal steering committee has been established and it is composed of main concerned Ministries (Ministry of Social Affairs, Ministry of Education and Ministry of Women and Family Affairs), main NGOs (international as Handicap International and Save The Children Italy, or national with the most important national associations that are dealing with different type of disabilities), five Persons with Disabilities (2 young men + one young woman, one man and one woman) and officers from the PO. This informal group could become the steering committee for the programme.

Each PO will develop its own line of support from its own Regional Office and Head Quarter. On the outcome on Data & Knowledge, being the PO, UNICEF will develop stronger contact with UNICEF HQ, which is participating to the Washington Group (WG) on “Data on Disability”, as it would be important to benefit from last technical findings in this area. Through this HQ, UNICEF Tunis will also have contributions from other UN agencies participating to the WG, as WHO which is leading the Group.

**Table 3. Implementation arrangements**

Outcome n°	UNPRPD Focal Point	Implementing agencies	Other partners
1. (Advocacy)	OHCHR	OHCHR UNWomen UNFPA UNICEF	Ministry of Human Rights Ministry of Social Affairs PWD CSO NGOs
2 (Knowledge)	UNICEF	UNICEF WHO OHCHR ILO	Ministry of Social Affairs Ministry of Health Ministry of Planning National Statistics Office Universities
3 (Education)	UNICEF	UNICEF	Ministry of Education Ministry of Social Affairs Specialized Centers NGOs
4 (Employment)	ILO	ILO	Ministry of Social Affairs Social partners

**5. National ownership, participation and partnership-building**

***National ownership***

National ownership is intended here as the effective exercise of government authority (ability to implement decision-making and resource allocation) over development policies and related activities.

From the beginning of the elaboration of the program proposal launched by local UN system, all stakeholders’ representatives (Ministry of Social Affairs, Ministry of Education, Ministry of Public Health, Ministry of Women and Family Affairs) have expressed their motivation and active commitment in defining the priorities of the proposal (*see in appendix the list of participants in the discussions of the proposal*), in the perspective of full participation in the coming steps of monitoring and implementing the program.

On the other hand, the selected priority actions fit with the national agenda for the promotion of the rights of PwD as expressed by official statements which highly contribute to the national ownership of this program. The program is also aiming at developing a common renewed national vision on Disability in Tunisia, which could contribute to the revision of the national policy and programmes for the promotion of PwD human rights and for the establishment of a national coordination body. During this period of Transition when it is difficult to establish new institutional and national coordination body, the steering committee could play the role of the coordination body for programme implementation.

***Participation and partnership building***

An active, participative and consultative process took place from the beginning of the process for the elaboration of the program proposal launched by local UN system. The UN system played a decisive role of mediation and coordination between the key public actors dealing with PwD issues and the NGOs

representatives of PwD. This sharing of opinions contributed to overcome in some extent, the segmented public ownership and the misconnection between PwD representatives and public officials.

Consequently, the proposed program as a set of 4 thematic priorities and outcomes, plus 12 outputs from the converging views of all stakeholders involved in the participative and consultative process ignited by the local UN system. As such, it must be considered as a significant initial step in adopting mainstream approach which leads to partnership building in defining priority action and implementing them later on. Time does not allow to already establish formal agreements with institutions and partners, but this will be an important strategy to follow during the implementation process.

During this participative process in designing the proposal, PwD including the UNICEF's main consultant, were involved since the early stages and have played a relevant role either directly or through NGOs representatives. Their views were particularly essential in the selection process of the thematic priorities in relation with the need for human rights based approach and the advocacy to enshrine the rights of PwD in the new Constitution.

The program will help consolidate the participation of PwD, both on an individual and organizational basis by making them part of the implementation and evaluation of the program and by turning their slogan into reality « No initiatives about us without having our voice heard ».

## **6. Knowledge generation and potential for replication**

The informal steering committee which has been established for the proposal development purpose (see above Section 5) is likely to be officialized and as such could play a role of coordination and monitoring of the whole programme. Depending of the outcome, there is also sub-groups of partners, with a leading Minister, and participating CSOs, that will monitor progress for each outcome. Within the Thematic Group on Social Protection led by UNICEF, the UN agencies will also report progress for this programme, that will be included in the portfolio of programmes and projects followed by this thematic group. The report of progress in the programme should be made with the same periodicity (semestrial) than the Transition Strategy reporting periodicity.

Currently, the UNCT is implementing its Transition Strategy until 2014 and will soon begin the next program of cooperation for the UNDAF period 2015-2019. In such a context, the lessons learnt from an evidence brought out by the programme are a useful input to ensure greater integration of disability in the joint programming framework of the UN System in Tunisia. Many of the actions the programme will promote such as revising the current statistical data collection on disabilities, conducting raise-awareness campaigns on PwD rights and advocating for implementing the right to education and employment for PwD will help the country to review its policy for the promotion of the rights of PwD. This may lead to facilitate the inclusion of these rights in the next 5-year National Development Plan.

Under the programme, numerous qualitative studies and researches will be conducted especially to better understand living conditions of persons with disabilities and perceptions / attitudes on disability as well as to strategy building on education and employment issues. These researches will be carried out in collaboration with local universities and institutions, such as the Institute for Persons with Disabilities, whose research interests and/or everyday is focused on PwD.

## 7. Budget

Overall budget							
Category	Item	Unit cost	No. units	Total cost	Request from UNPRPD Fund	UNPRPD POs cost-sharing	Other partners cost-sharing
Supplies, commodities, equipment and transport	OHCHR Equipment	10,000	1	10,000	10,000	0	0
	ILO Equipment and pilot project facilities	12,000	1	12,000	12,000	0	0
Personnel (staff, consultants, travel and training)	Consultants for advocacy & vision building	12,500	2	25,000	25,000	0	0
	Consultant for survey design	15,000	1	15,000	15,000	0	0
	Consultant for child service repertory	15,000	1	15,000	15,000	0	0
	ILO International technical assistance	20,000	1	20,000	10,000	10,000	0
	ILO national experts	15,000	1	15,000	15,000	0	0
Training of counterparts	Leaders	8,000	1	8,000	5,000	3,000	0
	CSO activists	5,000	5	25,000	15,000	10,000	0
	ECD staff & teachers	5,000	8	40,000	15,000	25,000	0
	Work Inspectors	5,000	4	20,000	20,000	0	0
Contracts	NGO for advocacy	30,000	1	30,000	15,000	15,000	0
	Research Institute for qualitative studies	35,000	1	35,000	35,000	0	0
	Research Institute for evaluation of social protection	50,000	1	50,000	30,000	20,000	0
	Communication agency	30,000	1	30,000	5,000	25,000	0
	NGO for school inclusion	75,000	2	150,000	50,000	50,000	50,000
Other direct costs	OHCHR Admin cost	23,458	1	23,458	23,458	0	0
	UNICEF Admin cost	14,897	1	14,897	7,897	7,000	0
	ILO Admin cost	8,748	1	8,748	3,748	5,000	0
<b>Subtotal</b>				<b>542,103</b>	<b>327,103</b>	<b>170,000</b>	<b>50,000</b>
Indirect costs (7%)				22,897	22,897		
<b>Total</b>				<b>570,000</b>	<b>350,000</b>	<b>170,000</b>	<b>50,000</b>

**Appendix 1 : Some comments on statistical data**

Related rights	Discrimination aspects	Factors-barriers to equal opportunity
Right to education	62% of PwD are illiterate <ul style="list-style-type: none"> <li>• A PwD is almost four times more likely to be illiterate compared to any other citizen</li> <li>• A PwD is five times less likely to hold a university degree compared to any other citizen</li> </ul>	Lack of access to education facilities and/or related services
Right to health	Disabilities are primarily associated with birth causes (47%) and diseases (39%)	(i) Cultural norms and traditions <ul style="list-style-type: none"> <li>• High fertility rates at older ages</li> <li>• High prevalence of consanguinity</li> </ul> (ii) Lack of access to adequate preventive health services (iii) Insufficient prenatal medical exams and consultations (iv) Inadequate and insufficient allocation of human and technical resources (specialized medicine and paramedics) (v) Low quality of primary health services
Right to work	<ul style="list-style-type: none"> <li>• A PwD is twice less likely to enter the job market</li> <li>• A PwD is two and a half times more likely to be unemployed</li> </ul>	(i) Disadvantageous cultural norms (ii) Lack of law enforcement (iii) Inadequate job and vocational training policies

**Appendix 2 - List of all participants to the meetings for the development of the proposal**

**List of NGOs representatives and PWD working on Disability and participating to the consultations (on 12/06 & 25/06) and to the steering committee meetings (first : 06/06, second : 20/06)**

<b>Names</b>	<b>Organizations</b>	<b>Date of Participation</b>
Ms Temna Tabib	Woman WD (blindness)	12/06 & 20/06/12
M. Behri Fedhi	OTTDH (NGO director, voiceless)	12/06
M. Housseem Alaoui	OTTDH (vice-director & intepret)	12/06
M. Imed Ouertani	OTDDPH (member, blindness)	12/06 & 20/06/12
Ms. Mona Belhouane	OTTDH (malentendante)	12/06
M. Imed abdeljaoued	AGIM (NGO for physical disability)	12/06 & 20/06/12
Ms. Zouleikha Belkhahia	ATAS (NGO for PW deaf-disability)	12/06 & 20/06/12
M. Ali Harzallah	FTSH	12/06
M. Hichem Ben Nasr	UTAIM	12/06
Tarek Sokral	APATH	12/06
Khouini Mohamed	FTSH (Fed Tun Sports Handicapés)	12/06
M. Gahrbi Kadri	Les Anges (ass parents handicapés lourds)	12/06
Ms. Rim	Un enfant, des sourires	No
Mohamed Jemni	E-access.tn	06/06
Mme Gasmi Leyla	AFTH (Association Ferme thérapeutique pour handicapés)	Par email
M. Duvauchelle	Handicap International – Maghreb	06/06
M. Sami Ben Jemaa	Handicap International – Tunisie	06/06 & 20/06
<u>Ms. Manel Mhiri</u>	<u>Handicap International – Tunisie</u>	12/06
M. Francesco Tropea	Save The Children Italy – Tunisie	06/06

**List of Ministries or National Institutions participating to the Consultations (15/06 and 28/06) and the steering committee meeting (first on 06/06, second on 20/06)**

<b>Names</b>	<b>Organizations</b>	<b>Date of Participation</b>
M. Rebei Belgassem	Centre Essanad (National Institut for poly and mental disabled)	15/06
M. Magid Chaabane	Directeur Générale de l'Education Primaire, Ministère de l'Education	06/06
Ms Elhem Barboura	Ministère de l'Education	06/06, 15/06, 20/06 et 28/06
Ms Nadia Zbidi	Ministère des Affaires de la Famille et de la Femme	06/06, 15/06, 20/06 et 28/06
Ms Alyssa AZIZI		
M. Achraf Mhrabet	Institut National de Statistiques	Par skype le 28/06
M. Mohamed Hsairi	Ecole de Santé Publique	Par skype le 28/06
M. Mohammed Zribi	Directeur Général de la Promotion Sociale, Ministère Affaires Sociales	Par email
M Tarek Ben Youssef	Chef Service Statistiques, Ministère des Affaires Sociales	06/06 et 28/06
Lotfi Hedhili	Ministère des Affaires Sociales	06/06
Mourad Bdiri	Ministère des Droits de l'Homme	06/06

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**Appendix 4 – Contact list of Participating Organizations representatives**

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