# Program proposal – 4th Funding Round 2021

**Instructions – please read carefully**

1. The program proposal will have to be developed based on the log frame developed and agreed with partners and validated by the UNPRPD Technical Secretariat within the situational analysis process (annex 2 of the situational analysis). Please do not start developing the proposal before output formulation has been cleared by the Technical Secretariat,
2. The UN system is expected to lead on the draft of the program proposal. Please note the proposal will have to be consulted in detail and validated with UNCT, government and OPDs. Kindly ensure words limits are respected and that the documents are fully accessible. You can find more information on how you can ensure your documents are accessible in WORD [here](https://support.microsoft.com/en-us/office/make-your-word-documents-accessible-to-people-with-disabilities-d9bf3683-87ac-47ea-b91a-78dcacb3c66d) and in PDF [**here**](https://www.adobe.com/accessibility/pdf/pdf-accessibility-overview.html)**.**
3. Please note the RC has the programmatic oversight of the program, therefore the RC is expected to be involved and updated on the development of the proposal and give clearance on the last version of the proposal.
4. Before or at the end date of the inception phase the full-fledged proposal needs to be submitted as a draft for quality assurance to the Technical Secretariat to [natalia.mattioli@undp.org](mailto:natalia.mattioli@undp.org) and unprpd.fund.calls@undp.org, once the Technical Secretariat clears the proposal it will be submitted to the Management Committee of the UNPRPD MPTF for final approval. Please note this process may take up to 4 weeks.
5. Kindly follow attentively word limit and instructions in every section.
6. Once the UNPRPD Management Committee approves the proposal we will proceed with the transfer of funds. Please note the RC and the Implementing Agencies will need to sign the documents related to the transfer request.

*For support, please reach out to* [*natalia.mattioli@undp.org*](mailto:natalia.mattioli@undp.org) *cc unprpd.fund.calls@undp.org.*

**Documents to be submitted**

1. Program proposal (please make sure you include the country name in the name of the document for Instance UNPRPD R4 program Proposal Zimbabwe.doc)
2. Budget template
3. Workplan

# Cover page

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| **Title of the program:** *Towards the Inclusion of Women and Girls with Disabilities: A Multi Stakeholder Partnership for the intersectional implementation of the CRPD in Colombia* |
| **Country:** Colombia **Region or provinces: National level with pilots in Cauca and Nariño** |
| **Duration (max. 24 months):** 24 months |
| **Total Budget:** USD 300.000 |
| **Co-funding: Not applicable** |
| **Resident Coordinator (name and contact details):**  Mireia Villar Forner - [mireia.villarforner@un.org](mailto:mireia.villarforner@un.org) |
| **Overall focal point of the program (name and contact details):**  Natalie Gómez Arteaga – RCO [natalie.gomezarteaga@un.org](mailto:natalie.gomezarteaga@un.org) |
| **Participating UN Organizations (max 3) and focal points names and contact details:**  UN Women – Paola Gómez [paola.gomez@unwomen.org](mailto:paola.gomez@unwomen.org)  UNICEF – Adriana Carolina Cuevas [accuevas@unicef.org](mailto:accuevas@unicef.org)  UNFPA – José Luis Wilches [wilchesgutierrez@unfpa.org](mailto:wilchesgutierrez@unfpa.org) |
| **OPDs focal points names and contact details:**  Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities[[1]](#footnote-2). The focal points chosen by the Coalition are their Technical Secretariat:  Juliana Bustamante Reyes – [julibustamante@uniandes.edu.co](mailto:julibustamante@uniandes.edu.co)  Federico Isaza Piedrahita - [f.isaza@uniandes.edu.co](mailto:f.isaza@uniandes.edu.co) |
| **Government focal points name and contact details:**  **Office of the Presidential Advisor for the Participation of Persons with Disabilities**  Morelca María Giraldo Mambié [Morelcagiraldo@presidencia.gov.co](mailto:Morelcagiraldo@presidencia.gov.co)  Diana Alexandra Olaya Arciniegas [dianaolaya@presidencia.gov.co](mailto:dianaolaya@presidencia.gov.co)  **National Planning Department**  Carolina Suarez Vargas [lsuarez@dnp.gov.co](mailto:lsuarez@dnp.gov.co)  Carlos Enrique Diaz [cdiaz@dnp.gov.co](mailto:cdiaz@dnp.gov.co)  **National Administrative Department of Statistics**  María Angélica Arrieta [maarrietar@dane.gov.co](mailto:maarrietar@dane.gov.co) |
| **Other Partners names and contact details:** N/A |
| **Program description (max 250 words): (please describe what problem the program intends to address and what will be the approach to do so please refer to all three UNPRPD outcomes)**  The Situational Analysis carried out during the inception phase in close consultations with OPDs, national authorities and the UNCT identified as catalytic issues for the acceleration of the SDGs and the CRPD the following priorities:  1. Reducing attitudinal barriers through the increment of awareness regarding the rights of women and girls with disabilities, particularly of their right to fully exercise legal capacity and access inclusive education,  2. Improving the implementation of existing participation mechanisms and normative frameworks to be more inclusive of women and girls with disabilities, and  3. Improving data availability that properly reflects the realities and needs of persons with disabilities, particularly of women and girls with disabilities.  The current situation of Colombia offers the opportunity to address those issues in four legal instruments: 1. The reviewing process of the National Disability Policy, 2. The legal capacity Law, 3. The inclusive education Decree, and the review of the Disability Registry established by Law 1618 of 2013. In this sense, the following proposal includes support to those four legal frameworks in the following ways: 1. Enhance the multistakeholder capacity through the design and implementation of tailored trainings, increase the production of knowledge products and learning and best practices exchange experiences. 2. Close gaps in achievement of essential building blocks or preconditions to CRPD through the provision of technical assistance to review practical legal instruments with the participation of OPDs and, 3. Guarantee that planning and SDG monitoring processes are disability inclusive, specially the UNSDCF, CCA and SDG Voluntary Report. |
| **Targeted CRPD articles:** Art. 5 (Equality and non-discrimination), Art. 6 (women with disabilities), Art. 7 (children with disabilities), Art. 12 (Equal recognition before the law), Art. 24 (Education), Art. 29 (Participation in political and public life), Art. 31 (Statistics and data collection), Art. 33 (National implementation and monitoring). |
| **Targeted SDGs:**   1. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 2. Achieve gender equality and empower all women and girls   10. Reducir la desigualdad en los países y entre ellos  17. Revitalize the global partnership for sustainable development |
| **Preconditions[[2]](#footnote-3):** Equality and non-discrimination, Participation of Persons with Disabilities, and Accountability & governance |
| **Target groups[[3]](#footnote-4):** Primary focus on women and girls with disabilities |
| **Thematic focus[[4]](#footnote-5):** National Disability Policy and/or Law, Legal Capacity, Inclusive education, Statistics, and data collection, CRPD monitoring (art 33). |

# Background and rationale

* 1. **Challenges and opportunities to be addressed by the project.**

Max 600 words.

Colombia is a country where 8.0% (3,974,522 persons) of its population are persons with disabilities, of which 45.3% are men and 54.7% women. Its Political Constitution establishes a constitutional framework that guarantees the formal and material equality of all persons within the Colombian territory, including persons with disabilities. Colombia ratified the CRPD by Colombia in 2009, which promoted the development of a new set of disability inclusive legislation, including the National Disability Statute (Law 1618 of 2013) and the National Public Policy on Disability of 2013. However, the main issue is that the normative instruments are not fully implemented, hindering the participation of PwD in political spaces and the production of disability-sensitive data. To make the principle of “Nothing about us, without us” a reality, it is a vital priority to set-up an environment where the stakeholders can access the information that allows to plan for effective participation spaces for PwD, for sufficient governmental programs that address their needs, and for the effective implementation of the institutional and normative advances regarding the CRPD.

The rights of persons with disabilities to access education and to equal recognition before the law are also affected by the lack of implementation of the normative framework. The lack of capacity on the side of the different authorities means that implementation plans of the Inclusive Education Decree do not answer to the need of persons with disabilities, which is reflected in the fact that 63% of PwD feel excluded from the Colombian educational system according to the Rapid Assessment (Ecoanalítica, July 2021). The same happens with lack of implementation of the Legal Capacity Reform, which allows the figure of guardianship to remain as a *de facto* mechanism that hampers the effective exercise of legal capacity in everyday decisions of PwD.

Women and girls face additional barriers regarding the above-mentioned gaps that the project would address. For instance, the National Disability System lacks a chair within their instances that promotes the participation of women with disabilities. This work in tandem with the lack of statistical data and information that effectively reflect their needs and that informs the development of social programs for disability inclusion, which perpetuates the historical invisibilization of the voices and needs of women and girls with disabilities. This barrier also reflects itself in the access that women and girls have to inclusive education, and the effects that the *de facto* implementation of the guardianship have in their lives, such as not been able to decide on their sexual and reproductive health, access their patrimony, or not been able to denounce violence effectively. For instance, according to the finding of the Situational Analysis it is less likely for girls with disabilities to attend school. Regarding legal capacity, it is important to highlight that the knowledge of legal capacity for men is 5 points higher than that of women for this right (Ecoanalítica, July 2021, page 15), making women with disabilities less aware of their right to exercise legal capacity and more prone to experience violence.

This program looks forward to mainstreaming an intersectional approach within the review process of the National Disability Public Policy and the review of the data production mechanisms established in Law 1618 to incorporate a gender analysis to address the needs of women and girls with disabilities. It also looks forward to supporting the implementation of the Inclusive Education Decree and the Legal Capacity Reforms with a gender approach to answer to the needs of women and girls with disabilities regarding their rights to education, equality and non-discrimination, and their right legal capacity.

**3.1. Proposal development process**

Max 500 words.

The proposal development was led by UN Women with collaboration of UNICEF and UNFPA. Close collaborative work with our ally OPD –the Colombian Coalition for the implementation of CRPD—was a vital part of the whole inception phase, which reflected itself in each of the phase products. The Induction Training had the participation of 17 OPDs, the Situational Analysis was informed by the development of a document by the Coalition that was result of the direct support of the UNPRPD-MPTF project in Colombia and considered to define the goals of the project proposal by the next phase. On the other hand, 10 governmental agencies were involved in training sessions and 20 more contributed with written inputs to specific questions on the CRPD for the development of the Situational Analysis. Finally, 587 persons with disabilities over 18 years were interviewed by phone including reasonable arrangements to guarantee the participation of persons with hearing impairment, intellectual and psychosocial disabilities and a focus group was held with mothers of children with disabilities to include their perspective and gather information from this underrepresented group.

Once the situational analysis was drafted, UN Women shared the document in Spanish to all the stakeholders that have contributed to it and three meetings were arranged to present findings, challenges, bottle necks, opportunities, and priorities. Joint reflections were propitiated to go deep into the expectations of OPDs and authorities and define starting points, the scope of a two-year proposal and validate the outputs and activities proposed.

In this regard, the Coalition, the Office of the Presidential Advisor for the Participations of Persons with Disabilities, the National Planning Department, and the National Administrative Department of Statistics gave feedback to the project team, provided some comments and adjustments to the document, and highlighted the four legal instruments selected to be address in this proposal according with their priorities. Two of those (Legal Capacity Law and Inclusive Education Decree) reflect the priorities of two groups traditionally excluded: women, girls, and boys with disabilities.

# Overall program results framework

*Please fill in the table below based on the approved outputs (annex 2 Situational Analysis)*

Table 1. Results framework

|  |
| --- |
| **Outcome 1 National Stakeholders have the knowledge and practical tools to effectively contribute the development and implementation of disability inclusive policies, systems** |
| *Please describe how the project will contribute to outcome 1 of the UNPRPD results framework. (200 words)*  Under the outcome 1 it is expected to contribute to enhancing the capacity of the diverse stakeholders involved (OPDs, national authorities and UNCT). In this regard, a tailored online training methodology will be put in place to be available permanently and allow participants to complete it according to the needs, capacities, and time availability. Designing specific modules on:    An especial training module to OPDs will include the following thematic:   1. Requirements for OPDs to engage in institutional consultancy spaces of the National Disability System 2. Proposal writing for OPDs 3. Advocacy strategies for OPDs 4. Disability inclusive-budgeting, planning, and data for inclusion 5. Disability related Monitoring and Accountability Mechanisms   On the other hand, the development of a set of indicators to improve the monitoring framework of the Disability Public Policy, the production of knowledge products, the exchange of peer-to-peer experiences and best practices on inclusive education and the mapping of national and regional disability observatories will set up the basis to inform midterm advocacy processes and the inclusion of the intersectional approach in the legal instruments in benefit of women and girls with disabilities. |
| **Output 1.1a** the technical and organizational capacity of OPDs regarding CRPD and intersectional approach (gender/age/disability) are enhanced to improve their meaningful participation in the review process of the National Disability Public Policy, the implementation of the Legal Capacity Reform and of the Inclusive Education Decree, and the review of the Disability Registry (Law 1618 of 2013). |
| **1.1.1** # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD program. (Disaggregated by topics) |
| Description:  Under the leadership of UNICEF 5 training modules will be design to strength the capacities of national authorities, UNCT and OPDs on the following subjects:   * 1. Women and girls with disabilities   2. Specific policy trainings regarding the review of the National Disability Public Policy.   3. Specific policy trainings regarding the Legal Capacity Reform.   4. Specific training on the Inclusive Education Decree.   5. Specific training on inclusive data.   However, the OPDs will count with a deepening module adapted to their needs to better participate in decision taking scenarios with the following subjects:   * 1. Requirements for OPDs to engage in institutional consultancy spaces of the National Disability System   2. Proposal writing for OPDs   3. Advocacy strategies for OPDs   4. Disability inclusive-budgeting, planning, and data for inclusion   5. Disability related Monitoring and Accountability Mechanisms |
| Baseline: 1 |
| Milestone year 1: 1 |
| Milestone year 2: 0 |
| Target: 1 |
| Means of verification:  Training lists of assistance, documents with methodologies and training materials, link to UNICEF training center, training certificates of participation. |
| Responsible: UNICEF |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| Description:  The indicator provides information regarding the type and number of participants with special focus on women to improve their capacities and participation in decision positions inside their OPDs. |
| Baseline 37 persons increased their knowledge on CRPD (75% of participants)  The base line comes from the Inception Phase UNPRPD training report 2021 |
| Milestone year 1: 40 persons |
| Milestone year 2**:** none |
| Target: (30 persons) 75% of participants increase their overall knowledge in the training modules |
| Means of verification:  Surveys of base line and end line of trainings, project report |
| Responsible: UNICEF |
| **Output 1.1b** the knowledge of the Office of the Presidential Advisor for the Participation of Persons with Disabilities and members of the National Disability Council regarding CRPD, and intersectional approach (gender/age/disability) are enhanced to inform the review process of the National Disability Public Policy, the implementation of the Legal Capacity Reform and of the InclusiveEducation Decree, and the review of the Disability Registry (Law 1618 of 2013). |
| 1.1.1 # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD program. (Disaggregated by topics) |
| Description: The national authorities involved and local authorities in the departments of Nariño and Cauca will take a certificated online training allocated in the UNICEF Training Center with 5 modules on the following subjects:   * 1. Women and girls with disabilities   2. Specific policy trainings regarding the Legal Capacity Reform.   3. Inclusive Education Decree   4. Disability inclusion in public policies (SDGs, disability sensitive-budgeting, planning, monitoring and data for inclusion)   5. Good practices on inclusion of OPDs and persons with disabilities in consultancy spaces. |
| Baseline: 1 |
| Milestone year 1: 1 |
| Milestone year 2: 0 |
| Target: 1 |
| Means of verification:  Training lists of assistance, documents with methodologies and training materials, link to UNICEF training center, training certificates of participation |
| Responsible: UNICEF |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| Description:  The indicator provides information regarding the type and number of participants with special focus on public servants that works directly with PwD at national level but also piloted at subnational level with authorities in the Departments of Nariño and Cauca. |
| Baseline 17 persons increased their knowledge on CRPD (75% of participants)  The base line comes from the Inception Phase UNPRPD training report 2021 |
| Milestone year 1: 30 persons (government officials) |
| Milestone year 2: none |
| Target: (23 persons) 75% of participants increase their overall knowledge in the training modules |
| Means of verification surveys of base line and end line of trainings, project report |
| Responsible: UNICEF |
| **Output 1.1c** the technical capacities of UNCT regarding CRPD and intersectional approach (gender/age/disability) is enhanced to support the review process of the National Disability Public Policy, the implementation of the Legal Capacity Reform, the Inclusive Education Decree, and the review of the Disability Registry (Law 1618 of 2013). |
| **1.1.1** # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD program. (Disaggregated by topics) |
| Description:  International and national staff of the UNCT (specially from UN Women, UNFPA and UNICEF) will take a certificate training in the UNICEF Training Center on the following 4 modules:   * 1. Women and girls with disabilities   2. Legal capacity and Inclusive education   3. Disability-inclusive public policies   4. Inclusive Cooperation Framework and CCA   Also, personnel of agencies with duty station in the departments of Nariño and Cauca will be prioritized to ensure their feedback from the subsequent actions in the outcomes 2 and 3. |
| Baseline: 1 |
| Milestone year 1: **1** |
| Milestone year 2: 0 |
| Target: 1 |
| Means of verification: training lists of assistance, documents with methodologies and training materials, certificates of participation. |
| Responsible: UNICEF |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| Description:  The indicator provides information regarding the type and number of participants with special focus on UN Agencies with mandate of lead, promote and coordinate multistakeholder efforts in the department of Nariño and Cauca and at national level working with UN Women, UNFPA and UNICEF. |
| Baseline:  21 persons increased their knowledge on CRPD (75% of participants)  The base line comes from the Inception Phase UNPRPD training report 2021 |
| Milestone year 1 30 persons (UNCT officials/staff or consultants) |
| Milestone year 2**:** none |
| Target: (23 persons) 75% of participants increase their overall knowledge in the training modules |
| Means of verification surveys of base line and end line of trainings, project report |
| Responsible: UNICEF |
| **Output 1.2a** A diagnosis document and checklist of good practices for achieving meaningful participation of OPDs are developed and piloted to support the review process of the National Disability Public Policy. |
| **1.2.1 # of knowledge products (disaggregated by type of product[[5]](#footnote-6)/thematic focus[[6]](#footnote-7)) developed, piloted, and disseminated to the relevant stakeholders to inform inclusive practices** |
| Description:  Under the leadership of UNFPA it is expected to produce two knowledge products:   1. Diagnosis document that showcases the challenges that OPDs face to participate within the consultancy spaces of the National Disability System. (with a pilot test in the departments of Nariño and Cauca in year 2) 2. Checklist of good practices in meaningful participation |
| Baseline: **0** |
| Milestone year 1: **2** |
| Milestone year 2: **1** |
| Target: 3 |
| Means of verification:  Documents of diagnosis and checklist, annual report, and memories of socialization/coordination meetings with list of attendees. |
| Responsible:UNFPA |
| **Output 1.2b** Guidelines for collection of disability data consistent with intersectional approach (gender/age/disability) that inform the monitoring framework of the reviewed National Disability Public Policy are developed and piloted. |
| **1.2.2 # of knowledge products developed that address gaps related to inclusion of women and girls with disabilities and/or underrepresented groups of persons with disabilities (disaggregated by thematic focus)** |
| Description: Under the leadership of UN Women but in close coordination with UNFPA and UNICEF and in alliance with the Office of the Presidential Advisor for the Participation of Persons with Disabilities, the National Planning Department and the National Administrative Department of Statistics (DANE) it is expected the production of the following knowledge products with a special focus on the rights of women and girls with disabilities:   1. Conceptual framework of a battery/set of indicators related to the SDGs and CRPD 2. Infographic on the SDGs and CRPD indicators 3. Mapping of disability observatories and research institutions   Also, UN Women will support the efforts of DANE to socialize the Guidelines for the Inclusion of differential and Intersectional Approach in the National Statistics System in the departments of Nariño and Cauca. |
| Baseline: **0** |
| Milestone year 1: 3 |
| Milestone year 2: 0 |
| Target: 3 |
| Means of verification: Conceptual framework of the battery of inclusive indicators, infographic published in the UN website and social networks and database of the mapping of national and local disabilities observatories and research groups.  Memories of focal group of socialization of the Guidelines for the Inclusion of differential and Intersectional Approach in the National Statistics System in the departments of Nariño and Cauca |
| ResponsibleUN Women |
| **Output 1.2c** Technical guidelines on the Legal Capacity Reform and intersectional approach (gender/age/disability) are developed and piloted to support the implementation of the Legal Capacity Reform to address equality and non-discrimination**.** |
| **1.2.2 # of knowledge products developed that address gaps related to inclusion of women and girls with disabilities and/or underrepresented groups of persons with disabilities (disaggregated by thematic focus)** |
| Description: The expect knowledge product under this output is:   1. Document “women and girls with disability in Colombia with 3 technical chapter on: i) Legal capacity for women and girls with disability, ii) Challenges faced by women and girls with disabilities within the implementation of the National Guidelines for the Disability Support System, and iii) Recommendations to incorporate the gender approach in the National Guidelines for the Disability Support System. |
| Baseline: 0 |
| Milestone year 1: 1 |
| Milestone year 2: 0 |
| Target: 1 |
| Means of verification: publication of the document in the information hub and UN websites |
| ResponsibleUN Women |
| **Output 1.3** Learning and exchange mechanism is established to inform innovative practices in the implementation of the National Disability Policy, legal capacity system and inclusive education. |
| **1.3.5 # of models of good practice, learning and exchange mechanisms addressing the situation of women with disabilities and/or underrepresented groups of persons with disabilities (disaggregation women or underrepresented groups) (disaggregated by disability specific or mainstream)** |
| Description:  Under this output in the year 1, it is expected to update the Situational Analysis elaborated during the inception phase including the most recent information of the Quality-of-Life Survey (2020) and conduct a revision of the project proposal templates in two prioritized sectors including the gender, disability, and age approach. Those templates are part of a standardization strategy (Proyectos TIPO in Spanish) of the National Planning Department to support subnational authorities to formulate proposals in their municipalities in 11 sectors: culture, health, education, ITC, transport, energy, agriculture, sports, housing, justice, and sciences. This initiative has been a good practice to mobilize catalytic and significate changes in lives of isolated areas of the country  In the year 2, under the leadership of UNFPA but in close partnership with UN Women an UNICEF, it is expected to conduct learning exchange webinar on inclusive disability policies (inclusive education, legal capacity, and data for inclusion) with participation of regional partners in the LAC region and OPDs. Finally, with support from the United Nations Center of Information (CINU) an accessible micro website will served as information repository to allocated and categorize all the knowledge products elaborated in the frame of the UNPRPD Programme during the phase 2 and 3 and promote its use by OPDs and national/local authorities. |
| Baseline: 1 |
| Milestone year 1: 3 |
| Milestone year 2: 2 |
| Target: **5** |
| Means of verification:  Quality-of-Life Survey 2020 analysis  Link to information Hub on disability  2 sectorial templates (Proyecto TIPO) published in the National Planning Department  Video of learning exchange webinar |
| Responsible UNFPA |
| **Outcome 2. Gaps in achievement of essential building blocks or preconditions to CPRD implementation in development and humanitarian programs are addressed.** |
| *Please describe how the project will contribute to outcome 2 of the UNPRPD results framework. (200 words)*  Through the provision of technical assistance and accompaniment to national authorities (Office for the Presidential Advisor for the Participation of Persons with Disabilities, National Planning Department and National Administrative Department of Statistics) in the revision processes of the National Disability Policy, the Inclusive Education Decree, the Legal Capacity Law and the Registry of Persons with Disabilities and the strengthening of OPD to provide timely feedback and effectively participate in coordination mechanism in those revision processes it is expected to close gaps towards the following preconditions: Equality and non-discrimination, Participation of Persons with Disabilities, and Accountability & governance |
| **Output 2.1a**  Legal Capacity Reform and the Inclusive Education Decree are revised and piloted at a territorial level with an intersectional approach (gender/disability/age) to address the needs of women and girls with disabilities. |
| **2.1.1.** # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversight/monitoring systems, 11) financing and budgeting  or 12) other (please explain) |
| Description  Under the leadership of UN Women and in close partnership with UNICEF, UNFPA and RCO it is expected under this output to contribute to the inclusion of the gender/disability/age approach in the legal and normative instruments prioritized by the Office of the Presidential Advisor for the Participation of Persons with Disabilities, National Planning Department, National Administrative Department of Statistics, and the Colombian Coalition for the Implementation of the CRPD**.** The technical assistance will be provided to review and pilot the following instruments:   1. National Guidelines for the Disability Support System 2. Inclusive Education Decree   The guidelines and revisions processes will include pilot tests in the department of Nariño and Cauca seeking to operationalize their utilization |
| Baseline: 1 |
| Milestone year 1: 2 |
| Milestone year 2: 0 |
| Target: **2** |
| Means of verification: Documents containing the revision of Legal Capacity Reform and Inclusive Education Decree, Guidelines to implement Legal Capacity Law and Inclusive Education Decree with gender approach  Coordination meetings memories |
| Responsible: UN Women/UNICEF(Co-lead) |
| 2.1.3       # type of change (development/revision/reform) in legal frameworks and systems |
| DescriptionThe technical assistance will be provided on two revision processes i) theNational Guidelines for the Disability Support System, ii) Inclusive Education Decree |
| Baseline: 0 |
| Milestone year 1: 2 |
| Milestone year 2: **0** |
| Target: 2 revisions |
| Means of verification: Technical documents of revision processes of Legal Capacity Reform and Inclusive Education Decree, Guidelines to implement Legal Capacity Law and Inclusive Education Decree with gender approach, coordination meetings memories, annual reports of implementation |
| Responsible: UN WOMEN/UNICEF(co-lead) |
| **Output 2.1b** the review process of the National Disability Public Policy is informed by an intersectional approach (gender/age/disability) to be in line with CRPD standards. |
| **2.1.1.** # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversight/monitoring systems, 11) financing and budgeting  or 12) other (please explain) |
| Description UN Women in close coordination with UNICEF, UNFPA and RCO will provide technical assistance to the revision process of the new National Disability Public Policy in partnership with the Office of the Presidential Advisor for the Participation of Persons with Disabilities, the National Planning Department, and the National Administrative Department of Statistics in consultation with the OPDs under the Colombian Coalition for the Implementation of the CRPD. |
| Baseline: 0 |
| Milestone year 1: 1 |
| Milestone year 2: 0 |
| Target: 1 |
| Means of verification: Technical documents with recommendations to inform the review process of the National Disability Policy.  Coordination meetings memories |
| Responsible: UN Women |
| 2.1.3       # type of change (development/revision/reform) in legal frameworks and systems |
| Description |
| Baseline: 0 |
| Milestone year 1: 1 |
| Milestone year 2: 1 |
| Target: 1revision |
| Means of verification: Technical document with recommendations to inform the review process of the National Disability Policy, coordination meetings memories, annual reports of implementation, |
| Responsible: UN WOMEN |
| **Output 2.1c** the registry of persons with disability established by Law 1618 of 2013 is reviewed to be in line with Art. 31 of CRPD, and enhanced as a targeted mechanisms for different social programs |
| **2.1.1.** # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversight/monitoring systems, 11) financing and budgeting  or 12) other (please explain) |
| Description Legal and normative instruments prioritized by the Office of the Presidential Advisor for the Participation of Persons with Disabilities, National Planning Department, National Administrative Department of Statistics, and the Colombian Coalition for the Implementation of the CRPD |
| Baseline: 0 |
| Milestone year 1: 1 |
| Milestone year 2: 0 |
| Target: 1 |
| Means of verification: Review document of National Registry of Disability and proposal to its harmonization in compliance with international standards.  Coordination meetings memories |
| Responsible: UNICEF |
| 2.1.3       # type of change (development/revision/reform) in legal frameworks and systems |
| Description The revision process of the national registry of Disability and the harmonization proposal with administrative records and systems will be under the leadership of UNICEF in close partnership with UN Women, UNFPA and the RCO. |
| Baseline: 0 |
| Milestone year 1: 0 |
| Milestone year 2: 1 |
| Target: 1 revision |
| Means of verification: Technical documents, coordination meetings memories, annual reports of implementation, press releases or social media publications from national authorities |
| Responsible: UNICEF |
| **Output 2.2** Multisectoral methodology to harmonize the national standards for disability data collection is designed to inform the development of the National Disability Public Policy and the review of the Disability Registry (Law 1618 of 2013 ). |
| 2.2.3 # stakeholders involved in consultation and validation processes (disaggregation by stakeholder (GOV/UN/OPDs/other) |
| Description  Under this output UNICEF will consult with diverse multistakeholder the sources of disability data available in Colombia to identify existing gaps on the National Disability Registry to validate with OPDs the strategies to overcome the barriers and harmonize this system with other administrative records in compliance with article 31 of the CRPD and other international standards. Also, this output will allow a better identification of PwD and their inclusion in social welfare programs |
| Baseline: 0 |
| Milestone year 1: 3 national authorities, 10 OPDs |
| Milestone year 2: 3 national authorities, 3 subnational authorities, 15 OPDs (5 OPDs with subnational presence) |
| Target: 3 national authorities, 3 subnational authorities, 15 OPDs |
| Means of verification: assistance registries on coordination meetings, meeting records, meetings memories, project implementation reports |
| Responsible: UNICEF |
| **Outcome 3. National development and humanitarian plans, budgets, programs, and monitoring processes are disability inclusive.** |
| *Please describe how the project will contribute to outcome 3 of the UNPRPD results framework. (200 words)*  Through the inclusion of the differential approach in the UNCT frameworks and normative documents the United Nations in Colombia will improve its commitments towards the CRPD in programs, projects, budgets and reporting SDGs mechanism. |
| **Output 3.1** Disability inclusion is strengthened in planning, implementation and monitoring of UN development activities at the country level including in humanitarian settings. |
| **Indicators** *please selected appropriate indicators from the shared UNPRPD menu of indicators, please selected as many indicators as appropriate* |
| **3.1.1** # of Common Country Analysis (CCA) including disaggregated data and analysis of the situation of persons with disabilities. |
| Description: Under this output in close alliance with the RCO it is expected to improve the UNCT’s commitment to develop more inclusive projects, programs and budgets aimed to accelerate inclusive SDGs and CRPD. Also, to include disaggregated data and analysis regarding the situation and needs of PwD. |
| Baseline: 1 (year 2020) |
| Milestone year 1: 0 |
| Milestone year 2: 1 |
| Target: 1 |
| Means of verification: Input on disability in the Common Country Analysis (CCA), coordination meetings records |
| Responsible UN Women |
| 3.1.2       # UNSDCF where disability inclusion has been mainstreamed and/or targeted. |
| Description: In close alliance with the RCO it is expected that the next UNSDCF includes specific outputs and targets on disability |
| Baseline:1 (year 2020) |
| Milestone year 1: 0 |
| Milestone year 2: 1 |
| Target: 1 |
| Means of verification: UNSDCF and UNSDCF monitoring framework |
| Responsible UNFPA |
| **Output 3.2.** National development assessments, plans, budgets, programs, and monitoring mechanisms supported under the SDG processes are designed to advance disability inclusion. |
| 3.2.3 # SDGs implementation data collection, monitoring and accountability processes assessing progress against specific disability-inclusion targets |
| Description: UNFPA is the lead agency at the SDG Working Group with the participation of the National Administrative Department of Statistics and the National Planning Department. In this context, the UN Agencies work closely to improve the report of SDG indicators classified as Tier II and Tier III. It is expected to accelerate the measurement and reporting process of inclusive SDG indicators. |
| Baseline: 0 |
| Milestone year 1: 1 |
| Milestone year 2: 2 |
| Target: 3 SDG indicators |
| Means of verification: SDG Working Group memories meetings, Work Plan by SDG indicator, Barometer (DANE measurement progress of reporting process of each SDG indicator), Annual implementation Report, Country SDG Voluntary Report |
| Responsible UNFPA |

# Outcomes strategy

## 4.1 Theory of change

The project establishes that:

*IF* the knowledge and capacities of the national stakeholders (OPDs, Government, and UNCT) regarding the application of an intersectional (gender/disability/age) approach within CRPD are enhanced to inform and improve their participation in the review process of the National Disability Public Policy and of the Disability Registry (Law 1618 of 2013), and on the implementation of the Legal Capacity Reform and of the Inclusive Education Decree with a gender approach to answer to needs of women and girls with disabilities.

*IF* the review processes of the National Disability Public Policy and the Disability Registry (Law 1618 of 2013) are developed with an intersectional approach, and the implementation of Legal Capacity Reform and the Inclusive Education Decree are piloted to include a gender responsive approach that answers to the needs of women and girls with disabilities.

And *IF* disability inclusion with an intersectional approach is strengthened in the National Development Plan, the Joint Work Plans, the development of the new CCA and UNSDCF in Colombia.

*THEN*, the participation of women and girls with disabilities will be increased in institutional decision-making spaces, their representation in statistical data and information would be enhanced, and that would allow them to showcase their needs and express their concerns regarding their rights to inclusive education and legal capacity. This, *BECAUSE* the mainstreaming on an intersectional approach in the normative framework would produce an enabling environment to promote the participation of women and girls with disabilities, improve their access to inclusive education and their effective exercise of their legal capacity, and improve their representation within the available data on disabilities that inform the development of public policies and social welfare programs.

## 4.2 Result Chains

Max 500 words. *Please describe the result chain by each outcome.*

*Based on the information in the previous section, provide a concise formulation of the project objectives (expected impact, intended outcomes and outputs) utilizing the table format provided below.*

*Outcome 1 Capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability inclusive policies, systems and - for the implementation of the CRPD and SDGs.* Strengthening multistakeholder capacities regarding CRPD and intersectional approach (gender/disability/age) would promote the mainstreaming of the rights and need of women and girls with disabilities among key actors for the development of disability-inclusive public policies. This will also generate allow a common understanding of challenges, gaps, and opportunities to improve the effective inclusion of women and girls with disabilities in their communities, raise awareness and provide joint reflections and proposals to overcome the barriers experienced by OPDs and PwD..

*Outcome 2* The technical assistance to the revision processes of the National Disability Policy, the inclusive education Decree (co-lead with UNICEF), the National Registry of Disability and the guidelines to implement the Legal Capacity Law allow that Colombia normative frameworks fulfill international standards in compliance with the CRPD, the incorporation within them of an intersectional approach, and the strengthening of the coordination and feedback between OPDs and governmental entities under the principle of nothing about us without us

*Outcome 3* Including the gender, differential, and intersectional approach in normative frameworks of the United Nations to include persons with disabilities in their programs, projects, budgets and reporting mechanisms will improve the UNCT commitment towards the achievement of the CRPD and the SDGs under the principle of leaving no one behind

## 4.3 Geographic scope

Max 200 words

*Please describe the geographic scope of the intervention.*

The project “*Towards the Inclusion of Women and Girls with Disabilities: A Multi Stakeholder Partnership for the intersectional implementation of the CRPD in Colombia” will* have a national geographical scope, with most activities regarding Outcomes 1, 2 and 3 taking place in the capital city, Bogotá D.C. However, territorial pilots are included in the activities under Output 2.1a and will be developed in Nariño and Cauca departments. In those departments UN Women, UNFPA and UNICEF have strong presence and relationship with civil society organizations and local authorities that facilitate communication to pilot the methodologies designed from national level and gather learning lessons and best practices to offer practical recommendations to adapt the outputs in the future. Also, those departments have representative presence of ethnic communities, this context supposed an opportunity to improve the understanding of the intersectionality between gender, disability and ethnicity and give some progress in the inclusion under the principle of leaving no one behind.

## 4.4. Sustainability

Max 500 words

*How does the project intend to create the conditions for the long-term sustainability of the project results?*

The sustainability strategy for the project revolves around the incorporation of the differential and intersectional approach regarding disability in national policies and laws, such as the National Disability Policy, the Inclusive Education Decree, the Legal Capacity Law, and the National Registry of Disability. The incorporation of these approaches into the normative frameworks will set up the basis for long term and practical changes in lives of women and girls with disabilities, with the potential to become in a pathfinder to inform other reviewing policies processes. This will work in tandem with the capacity building component of the project, that promotes a common understanding of international standards,its importance to accelerate the SDG achievement and to effectively implement the CRPD at a national level. The emphasis in international commitments and agendas is a good opportunity to position and visibilizee the needs, capacities, and potential of the relationship between OPDs and the national authorities. The amalgamation of consolidation intersectional approaches into long-term normative frameworks, capacity building around disability, and putting forward the international commitment regarding SDGs and CRPD will act as an anchor for the project in the face of the national electoral process that Colombia will face in 2022 and the possible changes that will impact our Governmental partners.

The sustainability strategy of the project will also be anchored on strengthening capacities regarding disability inside the UNCT and OPDs. Regarding UNCT, the sustainability strategy will revolve around the production of inputs that will inform the development of the new or reviewed UNSDCF will promote the inclusion of disability. This, through the reinforcement of key messages, and of the advances of national engagements towards the rights of persons with disabilities. Regarding OPDs, the sustainability strategy will revolve around the capacity building activities and development of knowledge products included in the project, that will allow OPDs –especially those of women and girls with disabilities—to effectively demand and monitor the implementation of the CRPD with a gender approach.

## 4.5 Innovation

Max 400 words

*How will the project promote and develop innovative resources and practices?*

The project “*Towards the Inclusion of Women and Girls with Disabilities: A Multi Stakeholder Partnership for the intersectional implementation of the CRPD in Colombia* '' propose in the output 1.3 to set up the basis for a learning community towards the rights of persons with disabilities through a regional exchange of best practices in inclusive education and create a battery/set of indicators in compliance with international standards that contributes to make visible the situation of persons with disabilities with a particular focus in women and girls. At the same time, the proposal is aimed to sensitize, raise awareness, and open public discussions towards the challenges that persons with disabilities face in their daily lives considering that most people in Colombia have a disability related with aging and chronic diseases as the situational analysis concluded.

In this regard, in alliance with the United Nations Information Center it is planned to publish the material, methodologies, infographics, situational analysis and other knowledge products produced in the implementation of this initiative to release the first accessible micro website with information for persons with disabilities in Colombia. The inclusion of analysis from an intersectional perspective and the improvement of access to information will provide a better understanding of the complexity and the different needs of persons with disabilities, considering that every disability is different and contributing to raise awareness.

## 4.6 Complementarity with other ongoing initiatives.

Max 400 words

*Please describe how the program will be complementary and coordinate with other initiatives UN MPTFs, Donors, International CSOs.*

UN Women since 2019 implements the global program “Women Count” aimed to improve the production and use of statistics with gender and intersectional approach to inform public policies based on evidence and close information gaps. One of the major achievements of the first phase has been strengthening the alliance with the National Administrative Department of Statistics to produce the Guidelines to include the differential and intersectional approach in the National Statistics System. Currently a second phase of the program is under negotiation. The coordination with this program supposes a great opportunity to better analyze the intersectionality between gender and disability, improve the reporting of inclusive SDGs and gather disaggregated data in the subnational levels.

UNFPA is the Technical Secretariat of the interagency working group on SDGs in close coordination with the National Administrative Department of Statistics and the National Planning Department. This group has accelerated the reporting of SDG indicators classified as TIER II and III through the elaboration of work plans, technical assistance, and collaborative work between all UNCT. Also, the UNSDCF includes a specific output to improve the cooperation towards SDG acceleration including the report of indicators.

In alliance with the United Nations Information Center the knowledge products produced both in the inception phase and third phase of the UNPRPD MTPF will be available to be consulted by the OPDs, national and local authorities and the UNCT. Also, the information repository as a data hub will improve the knowledge access to the public in general.

# Contribution to UNPRPD impact

*Please select and fill in information for UNPRPD MPTF impact indicators to which this program will contribute to.*

Table 1 Progress against UNPRPD Impact Indicators

|  |  |  |
| --- | --- | --- |
| UNPRPD MPTF IMPACT  (2025) | Reduce the inequality and exclusion for all persons with disabilities within and across countries. |  |
| Indicators | How will the project contribute to this indicator? | Country Baseline 2021 (please indicate the source) |
| *Proportion of population living below the national poverty line by sex and age (SDG indicator 1.2.1) and disability.* | Under the outcome 2, in particular the output 2.1.b aimed to support the revision processes of National Disability Policy it is expected to achieve a direct impact in this indicator and strengthen the monitoring framework of the Policy. However, there is no information available disaggregated by disability to stablish a base line. | According with the National Administrative Department of Statistics (DANE, 2021) the monetary poverty was 42,5% and the extreme monetary poverty was 15.1% by 2020. The last report in UNSTATs is up to 2018. However, there is no data disaggregated by disability. |
| *Rates of children with disabilities out of school, rate of enrolment, attendance, promotion by grade, completion, and drop out in mainstream primary, secondary, tertiary educational institutions, vocational training, lifelong learning courses, as compared to others, disaggregated by sex, age, disability.* | Under the outcome 2, in particular the output 2.1.a the revision of the Inclusive Education Decree will contribute to enhance the accessibility and inclusion of girls, boys and teenagers with disabilities in schools and to operationalize its implementation at the education community.Also, the exchange learned lessons proposed under output 1.3 will contribute to share experiences on inclusive education in other countries to identify local opportunities. | The last report in UNSTATs is up to 2018. However, there is no data disaggregated by disability. |
| *#Number of persons with disabilities who have undergone a CRPD aligned disability assessment and are in possession of disability certification compared to statistical estimations of the number persons with disabilities.* | Under the output 2.1.c the Review the Registry of PwD (Law 1618 of 2013) will contribute to overcome the access barriers that PwD faced to be identified, recognized and recognized and counted by national authorities. This process will contribute to improve the availability of data and close information gaps through a proposal of harmonization of the Registry of PwD and other administrative records. | According with the National Administrative Department of Statistics (DANE, 2019), there are approximately 3,974,522 persons with disabilities identified in Colombia. However, the different criteria implemented by the national administrative registrations has led to the co-existence of different data regarding the total number of persons with disabilities in Colombia. |
| *Increase of disability data/disaggregation (including by sex) within standard data and CRPD compliant collection processes.* | The project will contribute to this purpose in two ways: i) The socialization of the Guidelines for the Inclusion of differential and Intersectional Approach in the National Statistics in partnership with the National Administrative Department of Statistics. ii) the production of a conceptual framework of a battery of inclusive indicators in compliance with the CRPD and other international standards to improve the production and utilization of inclusive data. | There is no information available by 2021  The last report in UNSTATs is up to 2018. However, there is no data disaggregated by disability. |

# Cross cutting approaches

Max 700 words; Please refer to the briefing on [Cross Cutting Approaches](http://unprpd.org/sites/default/files/library/2020-08/Annex%203%20UNPRPD%204th%20Funding%20Call%20Cross%20Cutting%20ApproachesACC.pdf)

## Equality between men and women.

With the project having a particular emphasis on women and girls with disabilities, their participation along the whole project cycle and activities is a vital factor for the success of the initiative, as well as the visibilization of their experience as an underrepresented group within the disability social movement, the barriers they face and the main points of their agenda. As such, the whole project is a strategy to advance gender equality through the enhancement of the participation of women with disabilities in diverse spaces, the inclusion of an intersectional (gender/disability/age) perspective in the review process of various normative instruments that aim to reach all persons with disabilities, and the mainstreaming of gender analysis in the technical capacities of OPDs, Government and UNCT through the development of courses and knowledge management tools. A main pillar of the project is to strengthen the leadership of women and girls with disabilities within the disability movement in Colombia, in institutional consultancy spaces as key actors for the advancement of the implementation of the CRPD, and to increase their participation in the work with Joint Programs of the UNCT.

The Project also looks forward to address two of the main gaps faced by women and girls with disabilities in Colombia compared to men with disabilities: their opportunity to access inclusive education and their knowledge regarding legal capacity and its enforcement. The strengthening of knowledge of women and girls with disabilities regarding their rights –especially their rights to education and legal capacity and the improvement of the implementation of these rights with a gender approach are catalytic to ensure that their needs are effectively addressed.

## 6.2 Full and effective participation of persons with disabilities.

The project ensures the full and effective participation of persons with disabilities and their organizations through their involvement in all facets of the project cycle. The Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities, an OPD made up of networks of organizations of persons with disabilities, organizations of persons with disabilities and families of persons with disabilities, academic institutions, human rights organizations and independent activists—has been one of our main allies, actively participating in the design and production of the products associated with this phase. This was possible due to the involvement of the Coalition in periodical technical spaces, where they established their recommendations and alerts regarding reasonable adjustments, good practices of accessibility and priorities of OPDs within the national context.

This is a dynamic that we look forward to maintaining by encouraging the continuity of the Coalition’s participation in the implementation phase through the following actions:

* Once again including the Coalition in the Technical Committee that will oversee the implementation and progress of the project
* Their involvement in the implementation of the project’s activities. This would include their participation as facilitators within the capacity-building activities, as technical experts in the reviewing of knowledge management tools and normative instruments assessed by the project, and as key partners in the provision of reasonable adjustments.
* Budgeting Small Grants in which OPDs are beneficiaries to ensure the adequate development of the implementation phase regarding reasonable adjustment and technical criteria.

Full and effective participation of OPDs within implementation of the project is also promoted through the inclusion of activities like the enhancement of the technical and organizational capacities, and by putting in practice the new capacity in the activities related to Outcomes 2 and 3.

## 6.3 Full and effective participation of most marginalized groups.

The project will ensure the full and effective participation of underrepresented groups of persons with disabilities through their inclusion in the participation spaces by reaching out to representatives of these groups in Colombia, and by guaranteeing the availability of the reasonable adjustments required by them. Right now, the project has identified and established a relationship with diverse OPDs and representatives of underrepresented groups, including acquired brain injury, autism spectrum disorder, deaf, deaf-blindness, intellectual disabilities, learning disabilities, multiple disabilities, psychosocial disabilities, youth with disabilities, and women and girls with disabilities.

In the implementation phase of the project, the participation of underrepresented groups would continue through their presence in the Technical Committee and their participation in the project’s activities, particularly in capacity building activities and the development of diagnosis of the main barriers for their participation within institutional instances. Data disaggregation by sex and disability also is included as a vital part of the implementation of the M&E plan, to obtain information regarding the participation of underrepresented groups both as beneficiaries and facilitators within the project. Budgeting for reasonable adjustments has been included to ensure the effective participation of underrepresented groups.

1. Governance and management arrangements

*Utilizing the table format provided below, indicate for each of the proposed project outputs the partners involved and the focal points.*

Table 3. Implementation arrangements

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Output number** | **Implementing UN agencies**[**[1]**](https://unwomen-my.sharepoint.com/personal/lucio_severo_unwomen_org/Documents/AREA%20PME/Proyecto%20Discapacidad%20UNPRPD-MPTF/Formulaci%C3%B3n%20Proyecto/UNPRPD%20R4%20Programme%20Proposal.docx#_ftn1) **include contact details of focal points & role and responsibility in the program** | **Government includes contact details of focal points & role and responsibility in the program** | **OPDs include contact details of focal points & role and responsibility in the program** | **Other partners include contact details of focal points & role and responsibility in the program** |
| **Output 1.1a the technical and organizational capacity of OPDs regarding CRPD and intersectional approach (gender/age/disability) are enhanced to improve their meaningful participation in the review process of the National Disability Public Policy, the implementation of the Legal Capacity Reform and of the Inclusive Education Decree, and the review of the Disability Registry (Law 1618 of 2013).** | **UNICEF - Leader**  **Adriana Carolina Cuevas (accuevas@unicef.org)** |  |  |  |
| **Output 1.1b the technical capacities of Office of the Presidential Advisor for the Participation of Persons with Disabilities and members of the National Disability Council regarding CRPD, and intersectional approach (gender/age/disability) are enhanced to inform the review process of the National Disability Public Policy, the implementation of the Legal Capacity Reform and of the Inclusive Education Decree, and the review of the Disability Registry (Law 1618 of 2013).** | **UNICEF - Leader**  **Adriana Carolina Cuevas (accuevas@unicef.org)** |  |  |  |
| **Output 1.1c the technical capacities of UNCT regarding CRPD and intersectional approach (gender/age/disability) is enhanced to support the review process of the National Disability Public Policy, the implementation of the Legal Capacity Reform, the Inclusive Education Decree, review of the Disability Registry (Law 1618 of 2013) and to mainstream disability on UN development activities.** | **UNICEF - Leader**  **Adriana Carolina Cuevas (accuevas@unicef.org)** |  |  |  |
| **Output 1.2a A diagnosis document and checklist of good practices for achieving meaningful participation of OPDs are developed and piloted to support the review process of the National Disability Public Policy.** | **UNFPA - Leader**  **José Luis Wilches (wilchesgutierrez@unfpa.org)** |  | **Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities (Technical Secretariat) - Supporting and accompaniment role**  **Juliana Bustamante Reyes – julibustamante@uniandes.edu.co**  **Federico Isaza Piedrahita - f.isaza@uniandes.edu.co** |  |
| **Output 1.2b Guidelines for collection of disability data consistent with intersectional approach (gender/age/disability) that inform the monitoring framework of the reviewed National Disability Public Policy are developed and piloted.** | **UN WOMEN - Leader**  **Paola Gómez (paola.gomez@unwomen.org)** | **National Administrative Department of Statistics (DANE) - Supporting and accompaniment role**  **María Angélica Arrieta maarrietar@dane.gov.co** | **Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities (Technical Secretariat) - Supporting and accompaniment role**  **Juliana Bustamante Reyes – julibustamante@uniandes.edu.co**  **Federico Isaza Piedrahita - f.isaza@uniandes.edu.co** |  |
| **Output 1.2c Technical guidelines on the Legal Capacity Reform and intersectional approach (gender/age/disability) are developed and piloted to support the implementation of the Legal Capacity Reform to address equality and non-discrimination.** | **UN WOMEN - Leader**  **Paola Gómez (paola.gomez@unwomen.org)** | **Office of the Presidential Advisor for the Participation of Persons with Disabilities - Supporting and accompaniment role**  **Morelca María Giraldo Mambié** [**Morelcagiraldo@presidencia.gov.co**](mailto:Morelcagiraldo@presidencia.gov.co)  **Diana Alexandra Olaya Arciniegas dianaolaya@presidencia.gov.co** | **Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities (Technical Secretariat) - Supporting and accompaniment role**  **Juliana Bustamante Reyes – julibustamante@uniandes.edu.co**  **Federico Isaza Piedrahita - f.isaza@uniandes.edu.co** |  |
| **Output 1.3 Technical assistance schemes, project proposal templates, information hubs and accessibility toolkits based on regional good practices on disability inclusive policies (inclusive education, legal capacity, and data for inclusion) are developed to inform innovative practices at country level.** | **UNFPA - Leader**  **José Luis Wilches (wilchesgutierrez@unfpa.org)** |  | **Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities (Technical Secretariat) - Supporting and accompaniment role**  **Juliana Bustamante Reyes – julibustamante@uniandes.edu.co**  **Federico Isaza Piedrahita - f.isaza@uniandes.edu.co** |  |
| **Output 2.1a Implementation of the Legal Capacity Reform and the Inclusive Education Decree are piloted at a territorial level with an intersectional approach (gender/disability/age) to address the needs of women and girls with disabilities.** | **UN WOMEN - Leader**  **Paola Gómez (paola.gomez@unwomen.org)**  **UNFPA - Supporting Role**  **José Luis Wilches (**[**wilchesgutierrez@unfpa.org**](mailto:wilchesgutierrez@unfpa.org)**)**  **UNICEF - Supporting Role and co-leading in inclusive education**  **Adriana Carolina Cuevas (accuevas@unicef.org)** | **Office of the Presidential Advisor for the Participation of Persons with Disabilities - Supporting and accompaniment role**  **Morelca María Giraldo Mambié** [**Morelcagiraldo@presidencia.gov.co**](mailto:Morelcagiraldo@presidencia.gov.co)  **Diana Alexandra Olaya Arciniegas dianaolaya@presidencia.gov.co** | **Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities (Technical Secretariat) - Supporting and accompaniment role**  **Juliana Bustamante Reyes – julibustamante@uniandes.edu.co**  **Federico Isaza Piedrahita - f.isaza@uniandes.edu.co** |  |
| **Output 2.1b the review process of the National Disability Public Policy is informed by an intersectional approach (gender/age/disability) to be in line with CRPD standards.** | **UN WOMEN - Leader**  **Paola Gómez (paola.gomez@unwomen.org)** | **Office of the Presidential Advisor for the Participation of Persons with Disabilities - Supporting and accompaniment role**  **Morelca María Giraldo Mambié** [**Morelcagiraldo@presidencia.gov.co**](mailto:Morelcagiraldo@presidencia.gov.co)  **Diana Alexandra Olaya Arciniegas dianaolaya@presidencia.gov.co** | **Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities (Technical Secretariat) - Supporting and accompaniment role**  **Juliana Bustamante Reyes – julibustamante@uniandes.edu.co**  **Federico Isaza Piedrahita - f.isaza@uniandes.edu.co** |  |
| **Output 2.1c the registry of persons with disability established by Law 1618 of 2013 is reviewed to be in line with Art. 31 of CRPD, and enhanced as a targeted mechanisms for different social programs** | **UN WOMEN - Leader**  **Paola Gómez (paola.gomez@unwomen.org)**  **UNFPA - Supporting Role**  **José Luis Wilches (**[**wilchesgutierrez@unfpa.org**](mailto:wilchesgutierrez@unfpa.org)**)**  **UNICEF - Supporting Role**  **Adriana Carolina Cuevas (accuevas@unicef.org)** |  |  |  |
| **Output 2.2 Multistakeholder participation is enhanced in the discussions regarding disability data held within at least 3 of the existing departmental coordination mechanisms of the National Disability System.** | **UNICEF - Leader**  **Adriana Carolina Cuevas (accuevas@unicef.org)** |  |  |  |
| **Output 3.1 Disability inclusion is strengthened into the Joint Work Plans, the development of the new CCA and new UNSDCF in Colombia** | **UN WOMEN - Leader**  **Paola Gómez (**[**paola.gomez@unwomen.org**](mailto:paola.gomez@unwomen.org)**)**  **UNFPA - Supporting Role**  **José Luis Wilches (**[**wilchesgutierrez@unfpa.org**](mailto:wilchesgutierrez@unfpa.org)**)**  **UNICEF - Supporting Role**  **Adriana Carolina Cuevas (accuevas@unicef.org)** |  |  |  |
| **Output 3.2 The new National Development Plan is supported through the provision of technical assistance for its alignment with the CRPD** | **UNFPA - Leader**  **José Luis Wilches (**[**wilchesgutierrez@unfpa.org**](mailto:wilchesgutierrez@unfpa.org)**)**  **UN WOMEN – Supporting Role**  **Paola Gómez (**[**paola.gomez@unwomen.org**](mailto:paola.gomez@unwomen.org)**)**  **UNICEF - Supporting Role**  **Adriana Carolina Cuevas (accuevas@unicef.org)** |  | **Colombian Coalition for the Implementation of the Convention on the Rights of Persons with Disabilities (Technical Secretariat) - Supporting and accompaniment role**  **Juliana Bustamante Reyes – julibustamante@uniandes.edu.co**  **Federico Isaza Piedrahita - f.isaza@uniandes.edu.co** |  |

UN Women will act as the coordinating Agency of the project, working in close coordination and cooperation with UNFPA and UNICEF to guarantee the successful implementation and achievement of the project’s outputs and outcomes. The Resident Coordinator Office will play a key part in the coordination of the collaborative work among agencies. The Project will be managed as per the existing UN System managerial and administrative mechanisms and policies and will have the Technical Committee will act as the main governing body of the project. The Technical Committee will be established with participation of RCO, UN Women, UNICEF and UNFPA, with participation from one representant from the national authorities and one from OPDs. The objectives and responsibilities of the Technical Committee will include: i) establishing the supervising mechanism, ii) ensure compliance with the work plan and schedules, iii) share constant updates on the development of the project, iv) coordinate the collaborative implementation of the activities, v) act as decision-making space between the Agencies and partners of the project, and vi) participate in the annual consultations will also be held with the TS to review the status of implementation of the project

Also, a Consultative Committee will be integrated by UNPRPD coordinator, representatives of the OPDs under the Colombian Coalition for the Implementation of the CRPD and government entities involved in the implementation of the project. The objectives and responsibilities of the Technical Committee will include: i) celebrated meetings every semester, ii) share progress, feedback, and recommendations on the implementation of the project activities to the be adopted by the Technical Committee, iii) communicate to their organizations and entities calls to participate in the activities of the project, iv) disseminate training materials, methodologies, and knowledge products to their counterparts.

# Partnership-building potential

Max 400 words

*Please describe the way in which the proposed project will establish new connections among relevant international, regional and national stakeholders and promote partnership-building within and outside state institutions, including for instance between state institutions working in different areas, among non-governmental organizations (including organizations of persons with disabilities) and between governmental and non-governmental actors, organizations of persons with disabilities and other stakeholders.*

For the implementation of this proposal the three agencies involved agreed to put their expertise co-leading the outputs in charge of UN Women. The collaborative work between the three agencies will benefit and guarantee the quality of products related to inclusive education (UNICEF) and sexual and reproductive rights (UNFPA).

UN Women for its side have strong relationships with private sector entities to start conversations, sensibilization and promote joint reflections regarding labor inclusion of persons with disabilities. While UNFPA has a strong relationship with national providers of health services, as Profamilia to build partnership regarding the Legal Capacity Law and Sexual and Reproductive Rights of women and girls. For its part, UNICEF has strong recognition and influence capacity in national and regional authorities and media outlets regarding inclusive education.

# Long-term UN engagement in the area of disability

Max 400 words

*Please describe in which ways the project intends to improve the mainstreaming of a disability rights perspective into the broader work of the UN System*

The implementation of the project will act as a continuation of the catalytic effects that the inception phase raised for the inclusion of PwD within the UNCT in Colombia. Prove of this are the various efforts that the RCO and UN Women have carried out to advance the UNDIS, and the inclusion of a gender and disability event with the UN Women’s Regional Office that will include the participation of a women with disabilities that was included in the whole development of the inception phase. The advancement of this efforts is a vital step to raise awareness, engagement, and commitment towards the CRPD in the UNCT, which will be further developed through the implementation of the project. This, by including a differential and intersectional approach in normative and planning mechanisms of the United Nations in Colombia as the CCA and the UNSDCF. Also, the alliance towards CRPD between UNICEF, UNFPA and UN Women has been straightened and consolidated since 2020 with the implementation of the UNPRPD. The agencies are committed to develop proposals aimed to address the rights of persons with disabilities, close access and inclusion gaps and enhance the inclusion of the topic in mechanisms such as the HRP and HNO. This, to comply with the mandate of “Living no one behind” and the principle of “Nothing about us with us”.

# Knowledge Management

Max 500 words

During the inception phase, good practices and lessons learnt were documented through the M&E formats provided by the UNPRPD-MPTF. During the implementation phase of the project “Multi Stakeholder Partnership towards the rights of persons with disabilities in Colombia”, documentation of lessons learnt, and good practices will still be documented through the M&E data collection mechanisms, incorporated in the reporting dynamic, and shared in the Technical Committee to ensure the joint implementation of the documented practices. The project also includes as activities the development of various knowledge management tools --described in the table below--that will be informed and validated by the recommendations of the OPDs involved in the project. Knowledge management products will be accessible to grant their validation, verification and use by PwD and other stakeholders.

The knowledge management strategy of this project will also be informed by the development of our innovation tools, including the consignment of the knowledge management products in an information hub and the development of relationships with academic institutions that are interested in the production of disability-sensitive information and data.

Table 4 Knowledge products –

Good practices on the engagement with OPDs should be documented and shared through UNPRPD MPTF reporting and knowledge management systems10

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of knowledge product*** | ***Expected dissemination and use*** |
| *Information Hub* | *website -information repository* | *Official UN channels in Colombia* |
| *Webinar learning lessons and best practices on inclusive education* | *Online webinar* | *Social media and official UN channels* |
| *Meeting records and memories* | *internal documents* | *email exchange*  *Means of verification (M&E)* |
| *Annual Project Reports* | *Reports* | *Email exchange*  *Technical Committee*  *Consultative Committee* |
| *Training materials and online course* | *Presentations and training material* | *UNICEF online training center* [*https://agora.unicef.org/*](https://agora.unicef.org/)  *Colombian Institute of Family Welfare (ICBF) Online training in alliance with UNICEF* |
| *Checklist of good practices in meaningful participation* | *Guiding note* | *Information hub* |
| *Conceptual framework of battery on inclusive indicators* | *Guidelines* | *National Disability System*  *Information Hub* |
| *Infographic on the situation of PwD* | *Infographic* | *National Disability System*  *Information Hub* |
| *Mapping of disability observatories* | *Database* | *National Disability System*  *Internal document*  *Email exchange* |
| *“Women and girls with disability in Colombia” and Technical chapter on disability for the SDG Voluntary Report* | *Document* | *Information hub*  *National Disability System*  *Email exchange*  *Webinar*  *UN web sites* |
| *UNPRPD Situational Analysis 2022* | *Document* | *National Disability System*  *Email exchange* |
| *National Guidelines for the Disability Support System* | *Guidelines* | *National Disability System*  *Email exchange*  *Coordination meetings* |
| *Proposal of the Inclusive Education Decree with gender approach* | *Document* | *National Disability System*  *Email exchange*  *Coordination meetings* |
| *Input on CCA and disability* | *Document* | *UNCT coordination meetings*  *Email exchange* |
| *Proposal for disability inclusive budgeting* | *Document* | *National Disability System*  *Information Hub* |
| *Analysis of sources of information and harmonization of National Disability Registry* | *Document* | *National Disability System*  *Email Exchange*  *Coordination meetings* |

1. Communications and visibility

*Please describe how the program will ensure wide communication and visibility of the program and results achieved.*

The program will ensure and effective communication and visibility through two types of strategies: the first one focused in an internal results communication within the main stakeholders of the project (UNCT, government institutions and OPD's); the second one, targeted to civil society that advocate for the rights of people with disabilities and public.

In the first case, the purpose would be to share the products that enhanced the capacity of national stakeholders (online training and materials), as well, the guidelines or documents that intended to support the review or the implementation of several legal frameworks (Legal Capacity Reform, Inclusive Education Decree, National Disability Public Policy).

In the second case the project communicates digital products that could be hosted and shared on UN websites in order that the public can freely access to it. These would be focused on making visible the main knowledge products of the program, especially the content which is oriented to impact directly the achievement of legal frameworks in the country through awareness of certain relevant issues (Gender approach of the Legal Capacity Law,

In both cases the program will ensure accessible communication and information, for example, products with elements such as:

* Captioning and sign language in webinars or video training.
* Reports and document provided in accessible formats (Easy-to-Read formats, formats compatible with accessible technologies)
* Online training and documents compatible with accessible technologies (for example, by screen readers, voice recognition software).

Table 5 Communications products

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of communication product*** | ***Expected dissemination and use*** |
| Knowledge products | Infographics, guidelines, checklist,  technical documents of revision processes and recommendations of National Disability Policy | *Set indicators of indicators to be monitored*  *checklist and template on how to formulate projects to include PwD*  *Guidelines and technical documents to better implement the Legal capacity Law and the Education inclusive Decree* |
| Learning exchange webinar | Videos | Regional webinar to share learned lessons and best practices with OPDs and national authorities towards inclusive education experiences |
| Information hub | Web Page | Through the United Nations Information Centre for Colombia website the materials, methodologies and situational analysis will be available as information repository to be consulted by all the stakeholders involved and for public in general |

1. Monitoring and Evaluation

Max 500 words

*Please describe in detail the M&E plan including external and internal evaluations. Please also make sure these activities are costed in the budget and reflected in the workplan.*

The **monitoring and evaluation (M&E) plan** and the reporting system will be implemented by the Project Manager with the support of the area of Planning, Monitoring and Evaluation of UN Women. The strategic objectives of the M&E plan are: i) to assure the transparency and accountability of the project, and iii) to provide information to support evidence-based decision and increase the effectiveness and sustainability of the project. The proposed M&E plan promotes full participation of involved stakeholders, particularly organizations of persons with disabilities to comply with the principle **“Nothing about us without us"**. To achieve these objectives, the M&E plan integrates the following approaches:

* **Results-based Management (RGM)**: RGM approach responds to all the levels of indicators related to the project, providing information on the changes achieved through the implementation of the project.
* **Gender and Disability approach**: This approach is materialized in the inclusion of indicators disaggregated by sex and disability and the inclusion of these disaggregation criteria in the data collection instruments. The disability approach also will be applied to assure that the data collection instruments, reports and feedback strategies are fully accessible for people with disabilities.

Data collection instruments for the M&E plan include surveys at the beginning and end of the capacity building trainings, progress reports from partners, periodical consultations that review the status of the project, and other relevant instruments. The project will realize ongoing updates on the programs that will feed UN Women’s internal systems, annual and final reports required by the UNPRPD MPTF that will be delivered no later than three months after the end of the calendar year. Both the annual and final reports will describe the progress and impact that the project has had within the established targets.

A midterm and final internal evaluation will be conducted through a participatory instance, to review the project’s progress per Output. Annual consultations will also be held with the UNPRPD TS to review the status of implementation of the project, inform of any significant circumstance or risk that affects the implementation of the project, and discuss the need for substantive revisions if required.

1. Risk Management

Risk Management Strategy (please describe the risk management strategy using the table below)

Table 6 Risks Management Strategy

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***Type of risk\****  ***(Contextual, programmatic, institutional)*** | ***Risk*** | ***Likelihood (L, M, H)*** | ***Impact on result*** | ***Mitigation strategies*** | ***Risk treatment owners*** |
| *Contextual* | *National elections and changes in the national institutions affect the relationship with our governmental partners* | *H* | *changes of focal points in the national institutions* | *The risk will be mitigated by systematizing the processes, conversations and agreements achieved with our governmental partners. Also, through the maintenance of a close coordination with those partners to promote the flow of relevant information and alerts regarding possible changes within the institutions.* | *UNW, UNICEF and UNFPA* |
| *Contextual* | *Humanitarian crisis produced by an increment in COVID-19 cases, weather conditions, or an increase in violence related to armed conflict that limit mobilization and impact connectivity.* | *M* | *Delay in program implementation due to mobility restrictions and lack of adequate connectivity.* | *The risk will be mitigated by providing flexible arrangements that are in line with the hybrid work that is still prevalent in Colombia. The activities will adapt according to restrictions on mobility and quarantine periods. Connection to the internet will be provided as a reasonable adjustment in case of being necessary to persons with disabilities in low-connectivity areas.*  *If possible, in-situ activities will be carried out following biosafety protocols for COVID-19 and including the reasonable adjustment required to ensure the effective participation of PwD. .* | *OPDs*  *UNCT*  *Authorities* |
| *Programmatic* | *Insufficient buy-in and ownerships of the key institutions related to the project.* | *L* | *Delay in the implementation of the program related to the transitional periods of an electoral context.* | *The risk will be mitigated by documenting and systematizing the agreements achieved with our partner in the project, and by having a strong coordination mechanism that allows monitoring of the assigned activities and responsibilities.* | *UN Women*  *UNICEF*  *UNFPA* |
| *Institutional* | *OPDs that are working as partners in the project don’t have the experience of implementing funds from a UN donor.* | *M* | *Delays in the reporting and execution of funds received by OPDs.* | *The risk will be mitigating by the effective implementation of the Capacity Assessments put in place by UN Women when selecting their implementation partners.* | *UN Women*  *UNICEF*  *UNFPA* |

\* Please specify here the type of risk and refer to the following definitions:

Contextual: risk of state failure, return to conflict, development failure, humanitarian crisis; factors over which external actors have limited control.

Programmatic: risk of failure to achieve the aims and objectives; risk of causing harm through engagements.

Institutional: risk to the donor agency, security, fiduciary failure, reputational loss, domestic political damage etc.

# Budget

**13.1 Value for money**

*Please describe value for a money approach including key cost drivers. Use as a guidance the questions below. (Max 500)*

1. *Economy: What are the project’s major costs categories and what drives the pricing of those costs? What actions can you take to control those costs? What cost categories will be subject to a competitive procurement process, and how robust is that process?*
2. *Efficiency: What controls will you put in place to ensure that you are delivering the goods or services in the most efficient manner?*
3. *Effectiveness: What elements of the theory of change are the weakest and have you considered project activities to overcome these weaknesses? If your project will be delivered in a fragile state, how can you demonstrate your capability to deliver in difficult environments? Can you demonstrate clearly that you cannot carry out the project without support from UNPRPD? If not, how much of the program could you have achieved on your own without support?*

The expenditure categories are divided into administrative and programmatic, the first one considers the professional profiles linked to the implementation and the expected outputs according with Terms of Reference designed by the programmatic area, while the costs of the second category are driven by objective of program activities; for example, workshops, reasonable accommodations, grants to enable the participation of OPDs). 67% of the resources are aimed to support participation and capacity building of underrepresented groups of persons with disabilities, OPDs Capacity Building activities and activities to support participation and empowerment of women with disabilities; while 27% of the resources covers costs of coordination, M&E and communications.

Both categories will be subject to competitive procurement processes framed in the internal policies of the three UN Agencies involved that guarantee transparency and participatory contracting processes.

The internal policies of the UN agencies contemplate the application of monitoring, control, external audits and follow-up systems to the procurement processes, including the purchase of goods and services, hiring of personnel, agreements between partners, among others. In addition, internal processes ensure the workflow of activities, since they include execution schedules, risk assessments and intervention plans against possible deviations.

The weakest element of the theory of change is the transition period due to the change of government in 2022 described in the risk management matrix. Also, this issue supposes an opportunity to set up strong institutional basis on inclusion into normative frameworks and provide accompaniment to the new national authorities to guarantee continuity of the ongoing processes in compliance with CRPD and 2030 agenda. Colombia has solid institutions and OPDs with long tradition. However, it is important to bring to coordination spaces grassroots OPDs and subnational authorities from rural areas that have problems to participate in the existing mechanisms.

The current proposal has not another founding sources since the national priorities of the country are in other issues like peace building and implementation of peace agreement, response to COVID19 impact and migration.

**13.2 Co-funding**

*Please indicate if the program will be co-founded and from which partner. Please fill in table below.*

Currently, the project does not have any co-funding.

# Safeguarding

Max 500 words

*Please describe and provide links to relevant guidelines and policies on which existing safeguards are in place to: 1. prevent unethical behavior (including sexual exploitation and sexual abuse); 2. protect victims and witnesses (including through appropriate protocols on reporting and cooperation with investigations); and 3. ensure that corrective measures are taken without delay in order to end violations*

Under the recognition that every person has the right to be treated with dignity and respect, and to work in a safe environment free from harassment, sexual harassment, discrimination, and abuse of authority UN Women, UNFPA and UNICEF commits to a zero-tolerance approach to prohibited conduct. Also, the General Secretary of the United Nations clearly defines discrimination, sexual harassment and harassment in the [ST/SGB/2008/5 bulleting](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N08/238/36/PDF/N0823836.pdf?OpenElement).

For instance, UN Women counts with a Policy, Procedure and Guidance Framework on [Prevention of Harassment, Sexual Harassment, Discrimination & Abuse of Authority](https://unwomen.sharepoint.com/management/LF/Repository/Prevention%20of%20Harassment,%20Sexual%20Harassment,%20Discrimination%20and%20Abuse%20of%20Authority%20Policy.pdf) which includes a [Supervisor Guidance: Prevention of, and response to, Sexual Harassment in the Workplace](https://nam01.safelinks.protection.outlook.com/?url=https%3A%2F%2Funwomen.sharepoint.com%2Fmanagement%2FLF%2FRepository%2FSupervisor%2520Guidance%2520on%2520Prevention%2520of%2C%2520and%2520Response%2520to%2C%2520Sexual%2520Harassment%2520in%2520the%2520Workplace.pdf&data=02%7C01%7C%7C7272687272d94e06fd2208d7f5a7184d%7C2bcd07449e18487d85c3c9a325220be8%7C0%7C0%7C637247970509770188&sdata=dmE%2FH7gn2CPeO5j2TTFZ9Bx8fyjCBjrXMJmZwwJhTaU%3D&reserved=0), [Affected Person Guidance on Sexual Harassment](https://nam01.safelinks.protection.outlook.com/?url=https%3A%2F%2Funwomen.sharepoint.com%2Fmanagement%2FLF%2FRepository%2FAffected%2520Person%2520Guidance%2520on%2520Sexual%2520Harassment.pdf&data=02%7C01%7C%7C7272687272d94e06fd2208d7f5a7184d%7C2bcd07449e18487d85c3c9a325220be8%7C0%7C0%7C637247970509770188&sdata=SmwA63R0NCDCnvZXEnPB8CGHNQU%2FQD9C6Q5iwi9Ryhw%3D&reserved=0) and [Alleged Perpetrator Guidance on Sexual Harassment](https://nam01.safelinks.protection.outlook.com/?url=https%3A%2F%2Funwomen.sharepoint.com%2Fmanagement%2FLF%2FRepository%2FAlleged%2520Perpetrator%2520Guidance%2520on%2520Sexual%2520Harassment.pdf&data=02%7C01%7C%7C7272687272d94e06fd2208d7f5a7184d%7C2bcd07449e18487d85c3c9a325220be8%7C0%7C0%7C637247970509770188&sdata=U0a8BXj9icjhchSFk%2BJ1Fe6o5%2BAc2gzwZWbGCndmoM8%3D&reserved=0)

The policy has the following purposes (i) to reinforce UN Women’s commitment towards protecting all personnel from prohibited conduct; (ii) to ensure that all personnel are aware of their roles and responsibilities in maintaining a workplace free of any form of prohibited conduct; (iii) to outline measures designed to prevent prohibited conduct; (iv) to describe mechanisms for reporting prohibited conduct; (v) to describe the consequences of committing prohibited conduct; and (v) to detail the support provided to those who are affected by prohibited conduct.

Also, the policy has a victim-centered approach. This means that persons affected by prohibited conduct will be treated with sensitivity, dignity and confidentiality and offered a range of support services.

This policy applies to all UN personnel but also other persons working for UN such as interns, UNV personnel, contract workers, personnel of UN vendors and cooperating partners and suppliers. UN agencies provide information and regular training to their personnel and partners to disseminate the policy, explain roles and responsibilities and define its scope.

UN agencies have the Office of the Ombudsman for UN Funds & Programmes that offers confidential and impartial assistance in attempting to informally resolve concerns of prohibited conduct and conflict. Every year a [public report](https://fpombudsman.org/wp-content/uploads/2021/04/FPO-Annual-Report-2020-23042021.pdf) on this matter is published to raise awareness and give recommendations for improvement to be adopted by the Funds and Programs that take part.

# Workplan

*Please attach a detailed workplan using annex 3.*

1. For more information on the Colombian Coalition for the Implementation of the CRPD please refer to the following links: <https://sites.google.com/site/coalicionconvencion/> and https://www.facebook.com/coalicioncolombianaCDPD/ [↑](#footnote-ref-2)
2. List at least one and max of 3. Equality and non-discrimination; service delivery; accessibility; CRPD-compliant budgeting and financial management; Accountability and governance. [↑](#footnote-ref-3)
3. 1) all persons with disabilities, 2) children & youth with disabilities 3) primary focus on women and girls with disabilities, or 4) primary focus on one or more underrepresented groups of persons with disabilities persons with intellectual and or psychosocial disabilities/ other underrepresented group of persons with disabilities (please specify) migrants/ indigenous persons with disabilities/ minorities etc.) [↑](#footnote-ref-4)
4. Please list at least one and a maximum of 5. COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; Employment; GBV & sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; National Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; OPDs capacity building [↑](#footnote-ref-5)
5. Tools, guidelines, protocols, reports [↑](#footnote-ref-6)
6. COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; Employment; GBV & sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; OPDs capacity building [↑](#footnote-ref-7)