# Programme proposal North Macedonia – 4th Funding Round 2021

**Instructions – please read carefully**

* The programme 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,
* The UN system is expected to lead on the draft of the programme 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)**.**
* Please note the RC has the programmatic oversight of the programme, 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.
* 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.
* Kindly follow attentively word limit and instructions in every section.
* 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**

* Programme proposal (please make sure you include the country name in the name of the document for Instance UNPRPD R4 programme Proposal Zimbabwe.doc)
* Budget template
* Workplan

# Cover page

| **Title of the programme:** From Knowledge and Engagement - to Empowerment and Participation (KEEP) |
| --- |
| **Country:** North Macedonia **Region or provinces:** whole country |
| **Duration (max. 24 months):** 24 months |
| **Total Budget:** USD 300’000 |
| **Co-funding:** USD 20’500 from UNICEF |
| **Resident Coordinator (name and contact details):**  Rossana Dudziak, [rossana.dudziak@un.org](mailto:rossana.dudziak@un.org) |
| **Overall focal point of the programme (name and contact details):**  Sébastien Fahrni, Resident Coordinator Office, [sebastien.fahrni@un.org](mailto:sebastien.fahrni@un.org)  Lilian Kandikjan, Resident Coordinator Office, [lilian.kandikjan@un.org](mailto:lilian.kandikjan@un.org) |
| **Participating UN Organizations (max 3) and focal points names and contact details:**  **UNFPA:**   * Afrodita Shalja-Plavjanska, Head of Office, [shalja-plavjanska@unfpa.org](mailto:shalja-plavjanska@unfpa.org) * Jovanka Brajovic Grigorijevic, SRH/Youth Programme Analyst, [grigorijevic@unfpa.org](mailto:grigorijevic@unfpa.org)   **UNDP:**   * Suzana Ahmeti-Janjic, Head of social inclusion unit, [suzana.ahmeti@undp.org](mailto:suzana.ahmeti@undp.org) * Marija Trifunovska, Social Inclusion - Professional Rehabilitation Specialist, [marija.trifunovska@undp.org](mailto:marija.trifunovska@undp.org)   **UNICEF:**   * Aleksandar Nikolov, Social Protection Specialist, [anikolov@unicef.org](mailto:anikolov@unicef.org) * Olimpija Markovska, Child Protection Officer, [omarkovska@unicef.org](mailto:omarkovska@unicef.org) * Vangel Trkaljanov, Community and educational inclusion programming Specialist, [vtrkaljanov@unicef.org](mailto:vtrkaljanov@unicef.org) |
| **OPDs focal points names and contact details:**  **OPDs in the Steering Committee and Technical Working Group:**   * **National Alliance of Disability Organizations**   Branimir Jovanovski, contact@nsiom.org.mk   * **Polio Plus - Movement Against Disability**   Elena Kochoska, [kochoskaelena@gmail.com](mailto:kochoskaelena@gmail.com)  **OPDs in the Technical Working Group:**   * **National Alliance of Disability Organizations**   Branimir Jovanovski, contact@nsiom.org.mk   * **Polio Plus - Movement Against Disability**   Elena Kochoska, [kochoskaelena@gmail.com](mailto:kochoskaelena@gmail.com)   * **National Association of Persons with Physical Disability - Mobilnost Makedonija**   Sofche Prcheva, contact@mobilnost.mk   * **National Association of Blind People**   Sterjo Dimov, [mknssrm@gmail.com](mailto:mknssrm@gmail.com)   * **National Association of Deaf and Hard of Hearing**   Nikola Ognenov, nsgnrm@gmail.com   * **The Republic Center for Support of Persons with Intellectual Disability - Poraka**   Vasilka Dimoska De Yong, [poraka@t.mk](mailto:poraka@t.mk)  **CSOs and OPDs that may be invited to attend the Technical Working Group based on the meeting specific topic and their expertise:**   * **National Association of Persons with Physical Disability - Mobilnost Makedonija**   Branimir Jovanovski, contact@mobilnost.mk   * **Association for promotion and development of an inclusive society INKLUZIVA**   Blagica Dimitrovska, [inkluziva@gmail.com](mailto:inkluziva@gmail.com)   * **Shpresa OPDs**   Safer Hiseini, [shpresa@t.mk](mailto:shpresa@t.mk)   * **Macedonian Scientific Society for Autism (MSSA/MNZA)**   Ivana Vasilevska Petrovska, ivanna.vasilevska@gmail.com   * **Izbor Strumica**   Ivan Kanturski, [ivan.kanturski@gmail](mailto:ivan.kanturski@gmail).com   * **HERA**   Marija Domazetovska, [marija.domazetovska@hera.org.mk](mailto:marija.domazetovska@hera.org.mk)   * **Association of persons with cerebral palsy and other disabilities – Veles**   Angel Stankoski, [anestankoski1@gmail.com](mailto:anestankoski1@gmail.com)   * **HOPS**   Verdzinija Milanova, [milanovaverdzinija@yahoo.com](mailto:milanovaverdzinija@yahoo.com) |
| **Government focal points name and contact details:**   * **Ministry of Labour and Social Policy**   Tomislav Cvetkovski, [TCvetkovski@mtsp.gov.mk](mailto:TCvetkovski@mtsp.gov.mk)  Drita Aslani [DAslani@mtsp.gov.mk](mailto:DAslani@mtsp.gov.mk)  Vladimir Lazovski [vladimir.lazovski@mtsp.gov.mk](mailto:vladimir.lazovski@mtsp.gov.mk)   * **Ministry of Health**   Irena Leov, [irena.leov@zdravstvo.gov.mk](mailto:irena.leov@zdravstvo.gov.mk)   * **Ministry of Education and Science**   Dusan Tomsic, [dusan.tomsik@mon.gov.mk](mailto:dusan.tomsik@mon.gov.mk)   * **Ombudsman**   Ombudsman will appoint their representative [contact@ombudsman.mk](mailto:contact@ombudsman.mk)   * **National coordination body on the implementation of the CRPD**   Spase Dodevski, [spase.dodevski@primeminister.gov.mk](mailto:spase.dodevski@primeminister.gov.mk)   * **Inter-party Parliamentary Group on the Rights of Persons with Disabilities**   Jovan Mitreski, [j.mitreski@sobranie.mk](mailto:j.mitreski@sobranie.mk)   * **State Statistical Office (SSO)**   Jovanco Sapundzioski, [jovanco.sapundzioski@stat.gov.mk](mailto:jovanco.sapundzioski@stat.gov.mk)  Marina Mijovska, [marina.mijovska@stat.gov.mk](mailto:marina.mijovska@stat.gov.mk)   * **Employment Service Agency**   Veljka Juran [Veljka.Juran@av.gov.mk](mailto:Veljka.Juran@av.gov.mk)   * **Employment Center Skopje**   Pavlina Kostovska Grujovska [Pavlina.Kostovska@av.gov.mk](mailto:Pavlina.Kostovska@av.gov.mk)   * **Ministry of Finance**   Anica Ivanoska Strezovski, Assistant Head of Budgets and Funds Sector [anica.ivanoska@finance.gov.mk](mailto:anica.ivanoska@finance.gov.mk)   * **Centre for Family Medicine**   Prof. Dr Katarina Stavric, [kstavric@hotmail.com](mailto:kstavric@hotmail.com) |
| **Other Partners names and contact details:**  *N/A* |
| **Programme description (max 250 words):** *(please describe what problem the programme intends to address and what will be the approach to do so please refer to all three UNPRPD outcomes)*  The Situational Analysis of Persons with Disabilities in North Macedonia (hereinafter: SitAn) finds that persons with disabilities are largely unaware of the national progress on both the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and the Sustainable Development Goals (SDGs). Additionally, their representative organisations are generally excluded from decision-making processes that do not directly affect their constituencies. The lack of understanding, information and training among duty bearers, coupled with a one-size-fits-all service delivery model are key impediments for most persons with disabilities to realise their rights under the CRPD. Finally, the established CRPD and SDG monitoring structures lack the necessary frameworks and procedures to effectively include persons with disabilities in their work.  In response to these issues, the Programme seeks to equip rights holders and duty bearers with the needed know-how and practical tools, so they can effectively contribute to the CRPD implementation and address the gaps in the achievement of the key preconditions to disability inclusion. Additionally, the Programme aims to review and improve national SDG planning and monitoring processes in order to facilitate meaningful participation of persons with disabilities.  In line with the human rights-based disability model and the twin-track approach, the Programme will include tailored interventions to enhance the advocacy, service delivery and monitoring capacity of relevant national stakeholders. Disability is to be mainstreamed in relevant legal frameworks, administrative data collection systems and budgeting practices - with a view to facilitate inclusive design and delivery of disability support social services. Lastly, OPDs are to be supported to meaningfully contribute to the progress on targeted SDGs. |
| **Targeted CRPD articles:**  Art. 16, Art. 19, Art. 21, Arts. 23-29, art. 31, and art. 33 (in conjunction with arts. 1-9 and art. 32) |
| **Targeted SDGs:**  SDGs 3-4, SDG 8, and SDG 11, in conjunction with SDGs 5, 8, 10, and 17 |
| **Preconditions[[1]](#footnote-2):**  Equality and non-discrimination; service delivery; and accountability and governance |
| **Target groups[[2]](#footnote-3):**  Rights holders - including persons with disabilities in their full diversity; OPDs, CSOs, families of persons with disabilities.  Duty bearers - including National Coordinating Body for CRPD, Independent CRPD monitoring mechanism; Ministry of Health, Ministry of Education, Ministry of Labour and Social Policy, and municipal administrations; as well as service providers (state, CSO and private). |
| **Thematic focus [[3]](#footnote-4):**  Healthcare, employment, social protection - with focus on participative policy making and inclusive service delivery. |

# Background and rationale

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

Max 600 words. *Based on the findings of the Situational Analysis describe the context in which the project will take place, highlighting in particular:*

* *The challenges and gaps that the project aims to address.*
* *Key recommendations resulted from the situational analysis.*
* *Agreed areas of work (including preconditions and national SDGs planning) and clear rationale of why these areas of work has been agreed upon.*

*While drafting this section please make specific reference to the following information:*

* *Statistical data (disaggregated by sex) on persons with disabilities and evidence (qualitative and quantitative) utilized as a basis for the development of the proposal.*
* *Relevant normative and institutional frameworks, as well as information on key actors operating in the thematic area identified by the project.*

*Please ensure that this section provides relevant information on the different situation of men and women (with a dedicated analysis of the specific barriers faced by women and girls with disabilities).*

The Republic of North Macedonia has ratified the UN CRPD in 2011. In the following period, a positive trend in advancing the rights of persons with disabilities was noticed as a result of the ongoing reforms in social protection and education, and developments in the areas of non-discrimination, inclusive employment services, deinstitutionalization, access to sexual and reproductive health services, gender-based violence and gender equality. Political will to ensure active participation of persons with disabilities is evident and reflected in the legislative framework, but effective law enforcement is yet to be ensured.

Despite these positive developments, the SitAn finds that coordination among all national and local stakeholders tasked to ensure a disability inclusive system is generally weak. Most government officials, members of Parliament and judges, but also persons with disabilities, OPDs and CSOs are either unaware or do not understand the CRPD provisions in their full scope.

As a result, national legislation, policies and strategies are largely not CRPD-compliant. While the Law on Prevention and Protection against Discrimination is regulated in accordance with the CRPD, the Constitution and the existing legal framework are burdened with quite derogatory terminology, mainly using the medical approach to disability.

Even the community of persons with disabilities is insufficiently familiarized with the CRPD, as indicated by the field research conducted for the SitAn.

The different barriers and needs of the diverse community of persons with disabilities are largely unrecognised. The intersectional approach is lacking in most Equity-focused laws, policies and strategies - including on gender equality and child protection. The SitAn finds that women and girls with disabilities have limited information’s and access to justice and post-violence assistance. Persons with disabilities in general, and particularly those with intellectual and psychosocial disabilities, have limited access to information on sexual and reproductive health and gender-based violence.

Furthermore, access to services - including to support services for persons with disabilities - is mainly based on the medical model of disability and its scope is not in accordance with Article 1 CRPD. Habilitation services are not recognized within the legal framework. The non-institutional support provided for children and adults with disabilities is quite restrictive. At the local level, the range of services is quite limited. Persons with disabilities are generally excluded from the service design and validation processes - they are only perceived as beneficiaries.

Lastly, the country lacks consistent and comparable statistics on persons with disabilities. Existing data sources are fragmented, lack disaggregation including on sex, age and geographical location, and the quality needs to be improved. This hampers the monitoring of the implementation of the CRPD, as well as effective and efficient policy making, implementation, and evaluation.

In line with the key SitAn recommendations, the Programme seeks to increase the level of understanding and awareness of the CRPD - both among rights holders and duty bearers at central and local level. OPDs and CSOs representing the most marginalised groups of persons with disabilities are to be supported to advocate for their engagement in both CRPD and SDG monitoring, as well as in local-level decision-making processes. Government ministries will be supported to revise the existing legislation with a view to make it fully CRPD-compliant, while targeted social services are to benefit from inclusive design and tailored delivery.

Based on the input of OPDs, CSOs and government counterparts during the proposal development process, the Programme is to focus on capacity building, inclusive service design and delivery in the areas of employment, social protection and health. The Programme aims to contribute to the achievement of the following 3 preconditions - equality and non-discrimination, (inclusive) service delivery and accountability and governance.

**2.2. Proposal development process**

Max 500 words. *Please describe the consultation process leading to the development of this proposal. Kindly provide specific information on the following points:*

* *Relevant stakeholders, who contributed to the definition of the proposed intervention. Please specify which ministries, departments level of participation. Please indicate also how the participation of the UNCT was ensured in the development of the process.*
* *The role played by persons with disabilities and their representative organizations in the definition of the project objectives and strategies.*
* *Strategies that were put in place to ensure the full participation of women with disabilities in keeping with the principle of equality between men and women.*
* *Strategies that were put in place to ensure the full participation of underrepresented groups including persons with intellectual and psychosocial disabilities.*

The Programme proposal has been developed in an inclusive and participative consultation process. The consultations have been initiated and led by UN RCO, with active contribution from the Participating UN agencies - UNICEF, UNFPA and UNDP - and unwavering support from the UNCT. The UN Resource Group on Disability Inclusion - representing all resident UN agencies in North Macedonia - has been actively involved in each consultation stage, starting from validation of the Results Framework, through the different proposal development and validation stages.

The proposal development consultation process commenced with the presentation of the Results Framework at the SitAn validation workshop - gathering representatives of the NCB for CRPD, the IMM for CRPD, service providers and OPDs. The Government of North Macedonia was represented by officials from the Office of the Prime Minister, the Ministry of Education, Ministry of Health, Ministry of Labour and Social Policy, Ministry of Transport and Communications, Ministry of Justice and Ministry of Finance. Represented government agencies included the State Statistical Office and the Agency for Employment of North Macedonia. The Office of the Ombudsman was represented by the members of the Independent Monitoring Mechanism for CRPD.

Active and meaningful participation of persons with disabilities has been ensured through their representative organisations - national and local umbrella, cross-disability and issue-specific OPDs. Based on an OPD mapping exercise conducted by UNICEF and active outreach efforts by the UN Resource Group on Disability Inclusion, over 65 OPDs have been identified and invited to participate at the SitAn validation and RF presentation workshop. OPD delegations were encouraged to nominate an equal number of male and female representatives - ensuring gender balance. Some non-affiliated individuals with disabilities - participants in the SitAn focus groups - have also been invited and included in the consultations.

Following the approval of the results framework by the UNPRPD Technical Secretariat, the full project proposal has been shared with all invited OPDs and individuals with disabilities for their review and comments. The participation of women and girls with disabilities has been ensured through direct communication with them - as they have actively participated in the previous exercises in the inception phase including the CRPD Induction training.

# Overall programme results framework

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

**Table 1. Results framework**

|  |
| --- |
| **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.** |
| *Please describe how the project will contribute to outcome 1 of the UNPRPD results framework. (200 words)*  The Programme will contribute to Outcome 1 by designing tailored multi-stakeholder capacity building interventions. These will be focused on i) equipping persons with disabilities and OPDs with the know-how to contribute to relevant policy recommendations and service development processes (Output 1.1.1); ii) enhancing multi-stakeholder capacity (Government, OPDs, service providers and the UN) to deliver inclusive services based on disaggregated data; iii) developing national capacities for administrative data collection to inform policy and service development (Output 1.2 (1)); and providing knowledge and practice tools for public finance professionals to identify and address financing and budgeting bottlenecks of targeted social services to most vulnerable categories (Output 1.2 (2)). All interventions - knowledge products, policy proposals/recommendations and trainings - will be CRPD-compliant and embedded in the regular practices of the targeted OPDs, institutions and service providers. |
| **Output 1.1(1) Understanding of targeted rights holders (Persons with Disabilities, OPDs, families) of the relevant policy recommendations and service development processes, and their rights to effectively participate in these processes and access services.** |
| *Indicators: please select indicators from the UNPRPD menu of indicators (annex 1) against which output progress will be reported, please select as many indicators as appropriate PLEASE DO NOT CHANGE THE INDICATORS LANGUAGE AND KINDLY KEEP THE INDICATORS NUMBER AS IT IS IN THE MENU* |
| **Indicators:**  Indicator 1.1.1 # of trainings (disaggregation by type of capacity building1) developed and delivered in the UNPRPD programme. (Disaggregated by topics2) [UNFPA]  Indicator 1.1.2 # of participants (disaggregated by type of stakeholder3) disaggregated by sex, disability, rural/urban participating in capacity building activities funded or provided by UNPRPD programmes [UNFPA]  Indicator 1.1.4 # of OPDs (disaggregated by type umbrella- disability specific- women- underrepresented other) that benefitted from capacity building activities (type of activities[[4]](#footnote-5) ) funded by UNPRPD programmes to strengthen the capacity of organizations of persons with disabilities. [UNDP] |
| **Description:**  UNFPA: 1 training for 20 participants - PwD and OPDs - on SRH and GBV in line with CRPD/ Istanbul Convention;  UNDP: Capacity building for 2 OPDs and other parties to better understand the behavioural enablers and barriers that empower people with disabilities to become successful job seeker, entrepreneurs, part-time employed, etc. with a particular focus on gender dimensions. |
| **Baseline:**  0 (for all indicators) |
| **Milestone year 1:**  Indicator 1.1.1: 1 training  Indicator 1.1.2. 20 participants  Indicator 1.1.4. 2 OPDs |
| **Milestone year 2:**  Indicator 1.1.1. 0 trainings  Indicator 1.1.2. 0 participants  Indicator 1.1.4. 0 OPDs |
| **Target:**  Indicator 1.1.1. 1 training  Indicator 1.1.2. 20 participants  Indicator 1.1.4. 2 OPDs |
| **Means of verification:**  Indicator 1.1.1. Training report  Indicator 1.1.2. List of participants  Indicator 1.1.4. Programme progress report |
| Responsible:  UNFPA (for 1.1.1. and 1.1.2.) and UNDP (1.1.4) |
| **Output 1.1 (2) Capacity of targeted duty bearers (Ministry of Labour and Social Policy, Ministry of Health, Ministry of Education), right holders, PwDs, OPDs, service providers, and the UN is enhanced to deliver inclusive services based on disaggregated data (for children with disabilities, labour-market inclusion services for PwDs, sexual and reproductive health and gender-based violence) on equal and non-discriminatory basis.** |
| **Indicators:**  Indicator 1.2.1 # of knowledge products(disaggregated by type of product /thematic focus ) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices [UNICEF and UNDP]  Indicator 1.1.1 # of trainings(disaggregation by type of capacity building ) developed and delivered in the UNPRPD programme. (Disaggregated by topics ) [UNFPA]  Indicator 1.1.2 # of participants (disaggregated by type of stakeholder) disaggregated by sex, disability, rural/urban participating in capacity building activities funded or provided by UNPRPD programmes [UNFPA and UNICEF] |
| **Description:**  6 knowledge products developed - programmes, reports, policy recommendations and case studies - (5 UNDP+1 UNICEF)  UNFPA: 2 trainings for SRH and GBV service providers with 40 participants  UNICEF: 2 trainings of professionals in delivery of early intervention services for children with disabilities with 30 participants |
| **Baseline:**  0 for all indicators |
| **Milestone year 1:**  Indicator 1.1.2. 15 participants [UNICEF]  Indicator 1.2.1. 2 knowledge products [0 UNICEF +2UNDP] |
| **Milestone year 2:**  Indicator 1.1.1. 2 trainings (UNFPA]  Indicator 1.1.2. 55 participants [15 UNICEF+2x20 participants UNFPA]  Indicator 1.2.1. 4 knowledge products (1 UNICEF+ 3UNDP) |
| **Target:**  Indicator 1.1.1 2 trainings [UNFPA)  Indicator 1.1.2. 70 participants [40 UNFPA+30 UNICEF)  Indicator 1.2.1 6 knowledge products [1 UNICEF+5 UNDP] |
| **Means of verification:**  Indicator 1.1.1. training reports  Indicator 1.1.2. Lists of participants  Indicator 1.2.1. electronic versions of documents |
| **Responsible:**  Indicator 1.1.1. UNFPA  Indicator 1.1.2. UNFPA and UNICEF  Indicator 1.2.1. UNDP and UNICEF |
| **Output 1.2 (1) Built capacity of duty bearers for administrative data collection to inform policy and service development** |
| **Indicator:**  Indicator 1.2.1 # of knowledge products (disaggregated by type of product /thematic focus) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices [UNICEF] |
| **Description:**  Manual for the new system for administrative data collection |
| **Baseline:** 0 |
| **Milestone year 1:** 0 |
| **Milestone year 2:** 1 |
| **Target:** 1 |
| **Means of verification:** Electronic version of the document |
| **Responsible:** UNICEF |
| Indicator:  1.2.3. # actors involved in developing and testing of knowledge products (disaggregated by actor (GOV/NGOs/OPDs/Other) |
| **Description:**  Representatives from the Ministry of Labour and Social Policy, Ministry of Health, Ministry of Education and Science, OPDs and National Functional Assessment Body |
| **Baseline:** 0 |
| **Milestone year 1:** 0 |
| **Milestone year 2:** 5 |
| **Target:** 5 |
| **Means of verification:** Project reports |
| **Responsible:** UNICEF |
| **Output 1.2 (2) Built capacity of duty bearers to identify and address financing and budgeting bottlenecks of targeted social services to most vulnerable categories with the development of an analysis of financing and budgeting bottlenecks** |
| **Indicator:**  Indicator 1.2.1 # of knowledge products (disaggregated by type of product/thematic focus) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices [UNICEF] |
| **Description:**  Analysis of financing and budgeting bottlenecks |
| **Baseline:** 0 |
| **Milestone year 1:** 1 |
| **Milestone year 2:** 0 |
| **Target:** 1 |
| **Means of verification:** Electronic version of the analysis |
| **Responsible:** UNICEF |
| Indicator:  1.2.3. # actors involved in developing and testing of knowledge products (disaggregated by actor (GOV/NGOs/OPDs/Other) |
| **Description:**  Representatives from the Ministry of Labour and Social Policy, Ministry of Health, Ministry of Education and Science, Ministry of Finance, CSO, OPDs, and National Functional Assessment Body |
| **Baseline:** 0 |
| **Milestone year 1:** 0 |
| **Milestone year 2:** 7 |
| **Target:** 7 |
| **Means of verification:** Project reports |
| **Responsible:** UNICEF |
| **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)*  The Programme seeks to address gaps in achievement of two essential preconditions to CRPD implementation: participation of persons with disabilities and (inclusive) service delivery. Through the first set of interventions (under Outputs 2.1 and 2.2), the Programme aims to develop CRPD-compliant and evidence-based policy proposals and recommendations on both the design and provision of targeted social services, as well as on ensuring adequate financing of these services and addressing budgetary bottlenecks (in the areas of employment, social protection and health). The second set of interventions (under Outputs 2.3 and 2.4) is complementary, as it aims to facilitate participation of persons with disabilities and evidence-based policy and service development through i) enhancing multi stakeholder contribution to the design and provision of disability support social services in the same areas; and ii) deploying administrative data collection system to provide information on service users per type of services disaggregated by age, gender and location. This multi-faceted and multi-stakeholder approach is likely to contribute to more successful CRPD implementation with fully compliant policies, legislation and services. |
| **Output 2.1 (1) Evidence-based policy proposals and recommendations agreed among relevant stakeholders on relevant laws and bylaws enabling the design and provision of targeted social services (in the areas of employment, social protection and health) are developed in line with the CRPD including addressing non-discrimination.**  Relevant laws and bylaws:  • Law for employment and insurance against unemployment  • Bylaw on ICF-based functional assessment developed  • Bylaw on early intervention services developed |
| **Indicators:**  Indicator 2.1.1 # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) operational guidance/standards, 3) audits/reviews/assessments, 4) financing and budgeting [UNICEF]  Note: the disaggregation options which do not apply to the activities under this output have been excluded for the purpose of clarity |
| **Description:**  Mapping and assessing of all GBV/DV essential service providers included in the new 2021 MSR Protocol [UNFPA]  Revision/development of standards and procedures on early intervention services for children with disabilities [UNICEF] |
| **Baseline:** 0 |
| **Milestone year 1:** 2 (1 UNFPA+1 UNICEF) Assessment of all GBV/DV essential service providers included in the new 2021 MSR Protocol completed, and recommendations for necessary changes in line with the CRPD developed |
| **Milestone year 2:** 1 (UNICEF) |
| **Target:** 3 (1 UNFPA+2 UNICEF) |
| **Means of verification:** Policy proposals and recommendations and report from the Assessment conducted by UNFPA |
| **Responsible:** UNFPA and UNICEF |
| **Output 2.1 (2). Evidence-based policy proposals and recommendations on ensuring adequate financing of targeted social services to most vulnerable categories and addressing budgetary bottlenecks** |
| **Indicator:**  Indicator 2.1.1 # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) operational guidance/standards procedures, 3) financing and budgeting |
| **Description:**  Developing policy recommendations on budgeting and public expenditures for support services provided to children and youth with disabilities |
| **Baseline:** 0 |
| **Milestone year 1:** 1 set |
| **Milestone year 2:** 0 |
| **Target:** 1 set |
| **Means of verification:** Policy recommendations |
| **Responsible:** UNICEF |
| **Output 2.1 (3). Multi stakeholder contribution to the design, provision of disability support social services (in the areas of employment, social protection and health) is enhanced.** |
| **Indicator:**  Indicator 2.2.3 # stakeholders involved in consultation and validation processes (disaggregation by stakeholder (GOV/UN/OPDs/other) |
| **Description:**  Multi-stakeholder consultation/international learning exchange with OPDs, national legislative stakeholders and Employment Service Agency on different aspects that influence positively job activation among persons with disabilities and the role of different actors to ensure higher CRPD compliance [UNDP] |
| **Baseline:** 0 |
| **Milestone year 1:** 25 representatives from OPD’s, Ministry of labour and social policy, Employment Service agency |
| **Milestone year 2:** 25 representatives from OPD’s, Ministry of labour and social Policy, Employment service Agency |
| **Target:** 50 |
| **Means of verification:** Progress reports, Policy recommendations, lists of participants |
| **Responsible:** UNDP |
| **Output 2.1 (4). Administrative data collection system to provide information on service users per type of services disaggregated by age, gender and location is in place to enable evidence-based policy and service development** |
| **Indicator:**  Indicator 2.1.3 # type of change (development/revision/reform) in legal frameworks and systems [UNICEF] |
| **Description:**  Development of an electronic register of service users, with management information system enabling analysis of disaggregated data |
| **Baseline:** 0 |
| **Milestone year 1:** 0 |
| **Milestone year 2:** 1 electronic register developed |
| **Target:** 1 |
| **Means of verification:** Progress 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)*  The Programme will contribute towards Outcome 3 by systematically engaging OPDs in the preparation of North Macedonia's National Development Strategy (NDS). This key strategic document seeks to measure and monitor the country's progress around SDGs for the coming decade. OPDs and persons with disabilities will take part in all NDS development stages: from citizen engagement opportunities like public debates, town hall meetings and feedback through a dedicated digital platform, to transfer of SDG-related and relevant knowledge to the responsible institutions and meaningful participation in the NDS drafting process.  Persons with disabilities will be represented in their full diversity. OPDs, CSOs and self-advocacy groups of women and girls with disabilities, as well as persons with intellectual and psychosocial disabilities will be invited to participate in all interventions through tailored participation and delivery methods, reasonable accommodations and creative feedback mechanisms. |
| **Output 3.1 OPDs are systematically engaged in the preparation process of the National Development Strategy (NDS)** |
| **Indicator:**  Indicator 3.3.2 # of governmental coordination mechanisms with established consultation processes undertaken to ensure the active involvement of persons with disabilities, including through their representative organizations, in the planning, implementation and monitoring of SDGs [UNDP] |
| **Description:**  National Development Strategy coordination structure to be launched |
| **Baseline:** 0 |
| **Milestone year 1**: 1 |
| **Milestone year 2:** 0 |
| **Target:** 1 |
| **Means of verification:** progress reports, National Development Strategy document |
| **Responsible:** UNDP |
| **Output 3.2 Disability Inclusion is strengthened in the National Development Strategy** |
| **Indicator:**  Indicator 3.2.1 # of national and subnational SDGs implementation plans integrating and mainstreaming actions towards persons with disabilities. |
| **Description:**  Disability inclusion mainstreamed in National Development Strategy |
| **Baseline:** 0 |
| **Milestone year 1:** 1 (NDS) |
| **Milestone year 2:** 0 |
| **Target:** 1 |
| **Means of verification:** Programme progress reports; electronic version of NDS |
| **Responsible:** UNDP |

# Outcomes strategy

## 4.1 Theory of change

Max 500 words

The theory of change is built based on the identified contextual challenges hampering the successful CRPD and SDGs implementation in North Macedonia, namely:

* Outdated legislation governing health, social protection and employment services which is generally not in line with CRPD;
* Insufficient participation of OPDs - representing persons with disabilities - in national and local development, planning and decision-making processes;
* No common understanding - among persons with disabilities, policy makers, service designers and providers - regarding the variety and scope of existing and needed community services; and
* Fragmented, uncoordinated, incomplete, underdeveloped and non-inclusive service delivery.

On this backdrop, the Programme's theory of change is the following:

i) **If** all stakeholders - OPDs, central and local government institutions, service providers and UN agencies - have better understanding of the preconditions for CRPD implementation (non-discrimination, service delivery, budgeting, accountability and data);

ii) **If** persons with disabilities and OPDs have enhanced capacity to effectively participate in decision-making processes and to design inclusive services;

iii) **If** disability inclusion is strengthened and OPDs are systematically engaged in national development processes;

iv) **If** national and local policy and service development processes are informed by disaggregated data on service users and if financing and budgeting bottlenecks are addressed;

v) **If** policies and legislation on targeted social services (in the areas of employment, social protection and health) are improved by multi-stakeholder, evidence-based and CRPD-compliant policy recommendations;

**then** the Government, OPDs, service providers and UN agencies will be able to address the existing gaps which impede the achievement of successful CRPD implementation and facilitate greater disability inclusion in national development and humanitarian plans, budgets, programmes and monitoring processes.

The theory of change assumes continuous interest and commitment of all stakeholders to implement, multiply and sustain the benefits of Programme interventions; unequivocal Government support for strengthening of the capacities and human resources of the institutions with mandates in disability inclusion and design/delivery of social services; and close collaboration and coordination among the Government, OPDs, CSOs, service providers, academia, and UN agencies.

## 4.2 Result Chains

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

The overall objective of the Programme is to contribute towards reducing the inequality and exclusion for all persons with disabilities within North Macedonia, through i) multi-stakeholder capacity building for non-discriminatory, inclusive and accountable service delivery; ii) evidence-based recommendations and proposals to improve existing legislation and policies on inclusive services, disability-sensitive budgeting and administrative data collection; and iii) facilitating both disability mainstreaming and meaningful contribution of OPDs to national planning and development.

These actions will be grouped around the following expected results:

**Outcome 1: National stakeholders have the knowledge and practical tools to effectively contribute to the development and implementation of disability inclusive policies, systems.** The following outputs are foreseen under this outcome:

• Increased understanding of targeted rights holders (Persons with Disabilities, OPDs, families) of the relevant policy recommendations and service development processes, and their rights to effectively participate in these processes and access services. Persons with disabilities will be targeted through tailored short videos and social media content, engaged in a research to better understand the barriers they face in the open labour market, and trained to access and use sexual and reproductive health and gender-based violence community services.

• Enhanced multi-stakeholder national capacity to deliver inclusive services based on disaggregated data on equal and non-discriminatory basis. Under this output, UN agencies will primarily work with duty bearers - policy makers and service providers - to align their practices with international standards on labour market inclusion, sexual and reproductive health and gender-based violence services, and on early intervention for children with disabilities.

• Improved administrative data collection to inform policy and service development. UNICEF will support the testing and deployment of an electronic register of service users, enabling analysis of disaggregated data.

• Strengthened capacity of duty bearers to identify and address financing and budgeting bottlenecks of targeted social services to most vulnerable categories. UNICEF will support the development of an analysis of financing and budgeting bottlenecks with a focus on financing of services delivered to persons with disabilities.

**Outcome 2: Gaps in achievement of essential building blocks or preconditions to CRPD implementation in development and humanitarian programs are addressed**

• Under this outcome, the UN agencies will support the capacitated stakeholders to develop policy recommendations and proposals with a view to update the relevant legislation enabling design and provision of targeted social services, as well as the policies on ensuring adequate financing of these services to most vulnerable categories.,

• Multi-stakeholder contribution to the design and provision of disability support social services (in the areas of employment, social protection and health) is to be enhanced through international exchange of best practices and lessons learnt on different aspects that influence job activation among persons with disabilities.

**Outcome 3: National development and humanitarian plans, budgets, programs and monitoring processes are disability inclusive.**

• Under this outcome, UNDP will implement two complementary sets of activities revolving around the forthcoming National Development Strategy (NDS). The first one aims to systematically engage OPDs in the preparation of this Strategy, while the second focusses on mainstreaming the disability perspective in NDS.

## 4.3 Geographic scope

Max 200 words *Please describe the geographic scope of the intervention.*

In view of the character of Programme interventions, which are focused on capacity building and inclusive service delivery at both central and local level, the Programme is to be implemented country-wide. Being a landlocked country with 8 planning regions and 84 municipalities, North Macedonia is conducive for well-planned nation-wide rollout of Programme activities.

To address the urban-rural divide affecting their participation in public life, persons with disabilities from rural environments and their representative organisations are to be prioritised in all interventions. The country-wide rollout and scale-up of CRPD-compliant services, such as ICF-based disability assessment, is to be promoted wherever possible.

## 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 of Programme interventions is to be secured through a complex, multifaceted intervention approach with a primary focus on capacity building, followed by initial hands-on technical support. Under Outcome 1, the Programme is to develop curricula, knowledge products and practical tools on CRPD - to be imbedded in the core mandate and work of participating OPDs, CSOs, government institutions and service providers. Likely results of these interventions will include advocacy manuals, briefs on specific CRPD articles, as well as accessibility audits and reasonable accommodation policies of the duty bearing institutions. In addition, each participation institution/organisation is to have a pool of CRPD training multipliers. The dissemination of specific CRPD-related knowledge in the relevant areas is to be incorporated in the strategies and work plans of the participation OPDs and institutions.

Under Outcome 2, government ministries, agencies and service providers will be capacitated to draft CRPD-compliant laws and to design and deliver inclusive services. The interventions are to be process-oriented, i.e. focused on transferring the know-how on inclusive policy drafting and service design, rather than offering ready-made CRPD-compliant solutions.

Under Outcome 3, the UNCT is to support the meaningful participation of OPDs in national SDG monitoring processes. In this way, OPDs are to be established as both active participants in decision making and as watchdogs/monitors of the country's development progress.

## 4.5 Innovation

Max 400 words *How will the project promote and develop innovative resources and practices?*

To address their traditional underrepresentation in capacity building interventions, the Programme will recruit young children and youth with disabilities to join the existing UNICEF Young Volunteers network. By using peer-to-peer communication and acting as role models, the young volunteers will disseminate the knowledge gained from the tailored trainings both to their school/college peers and to the wider community. These volunteers will be capacitated to contribute to the work of the OPDs in their community - including through training dissemination, advocacy and internships.

The interventions under Outcome 2 on inclusive policy making and service delivery are to be designed, tested and validated through the use of tailored inclusive approaches. Inclusive service prototypes are to be developed in mixed groups of industrial design/architecture students and persons with disabilities.

## 4.6 Complementarity with other ongoing initiatives.

Max 400 words *Please describe how the programme will be complementary and coordinate with other initiatives, UN MPTFs, Donors, International CSOs.*

The composition of the Programme Steering Committee and Technical Working Group - with representatives from OPDs, government ministries, national human rights monitoring institutions and service providers - aims to ensure coordination of interventions and to avoid overlap with other ongoing projects and programmes with similar focus and target group/s. All Programme activities will be incorporated in the Action Plan of the National Coordination Body for CRPD and thus will be imbedded in the work of the government ministries.

The UN Inter-Agency Resource Group on Disability Inclusion serves as internal UN-wide coordination resource in this area. The Programme results will be included in the joint reporting towards the UN Disability Inclusion Strategy, and the specific interventions are to be incorporated in the UNCT Disability Inclusion Action Plan.

A bi-monthly bulletin/Programme update is to be shared with the international community - including donors, embassies and international NGOs. Additionally, the international community will continue to be invited in the existing high-level dialogues under the aegis of the UN and its agencies, on topics covering the Programme interventions.

UNICEF is building on the longstanding support to the piloting of the new model of assessment for children and youth with disability, based on the ICF. The pilot programme started in 2019 and it became an integral part of the Law on Primary Education. Further amendments to the laws on social and child protection and the law on health insurance and healthcare are underway in order to fully switch to ICF-based assessment for children and youth. This proposal will support capacity building of assessment bodies and will improve their links with service providers and parents.

The programme for early intervention will be further developed based on the piloted programme supported by UNICEF, enable early intervention service to be provided to children with developmental delays, difficulties and to children with different types of disabilities up to the age of 6, and also psychosocial support to their families. All interventions will be based on the trans-disciplinary approach and will be provided by a multi-professional team of experts, and will ensure that children receive support aimed at preventing delays, promoting emerging competencies and creating a more stimulating and protective environment. The interventions will envisage active involvement of parents/caregivers in therapeutic activities based on play and training in functional skills development.

The 3-year project that UNFPA is implementing in partnership with the British Embassy in Skopje and the Ministry of Labour and Social Policy, for operationalization of the new Law on Prevention and Protection from GBV is complementary to this proposal; the needs and specific aspects of PwD are taken in consideration in the GBV project activities.

# Contribution to UNPRPD impact

*Please select and fill in information for UNPRPD MPTF impact indicators to which this programme 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.* |  |  |
| *Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions (SDG indicator 1.2.2) disaggregated by disability, before and after social transfers.* |  |  |
| *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.* |  |  |
| *Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex (SDG indicator 4.1.1), age and disability.* |  |  |
| *Coverage of essential health services/Universal Health Coverage disaggregated as a proportion of the population, by sex, age and disability (SDG indicator 3.8.1)* |  |  |
| *Percentage of persons with disabilities employed as compared to other persons and to overall employment rate, disaggregated by type of employment (public, private, self-employed), age, sex and disability* | The project will contribute to this indicator thanks to the policy recommendations supporting job activation and employment of persons with disabilities in the open labour market | Baseline: According the Employment Service Agency Annual Report for 2020 the total number of unemployed active job seekers is 80663 , out of which 1692 are unemployed persons with disabilities.Source: ESA Annual Report 2020 |
| *Average hourly earnings of female and male employees, by occupation, age and persons with disabilities (SDG indicator 8.5.1).* |  |  |
| *SDG indicator 11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities.* |  |  |
| *#Number of persons with disabilities who have undergone a CRPD aligned disability assessment and are in possession of disability certification* | The project will contribute to mainstreaming the ICF based assessment for children and youth up to 26 years of age, through outputs 1.1.(1), 1.1.(2), 1.2 (2), and 2.1 (4) | 2021 baseline: Approximately 600 children and youth have undergone this assessment. |
| *Percentage of public spending on disability rights and inclusion, as a proportion of the GDP/sector budgets, disaggregated by disability specific budget allocations and allocations within mainstream budget.* |  |  |
| *Increase of disability data/disaggregation (including by sex) within standard data and CRPD compliant collection processes.* | The project will introduce a new administrative data collection system tied to the functional assessment of children and youth up to 26 years of age, which will offer disagregated data per sex, age, location, type of disability and type of support service. | 2021 baseline: no such system in place |
| *SDG indicator 16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age and population group.* |  |  |

# 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)

## 6.1 Equality between men and women.

*While describing how gender equality will be advanced through the initiative please include the following information:*

* *How will the project take into account differences in the barriers faced by men and women with disabilities?*
* *Which strategies will be put in place by the project to advance gender equality?*
* *Which of the specific actions to be undertaken by the project will contribute directly to the empowerment of women and girls with disabilities? (Kindly note that in the budget section projects are requested to state the overall funding to be allocated for these activities).*

The barriers faced by persons with disabilities are often aggravated in the interaction with their gender identity and expression. Due to persisting gender roles and disempowering cultural norms, women with disabilities in North Macedonia are often more vulnerable to gender stereotypes and social exclusion compared to men with disabilities. On the other hand, men with disabilities are often unable to access sexual and reproductive services and psychosocial support, due to pervasive stigma and lack of men in the helping and care-taking professions.

To address the different barriers faced by women and men with disabilities, a comprehensive gender-impact assessment is to be conducted for all Programme interventions. The impact of gender and intersectional factors (such as type of disability, ethnic and religious identity, geographical origin and socio-economic status) will be observed and recorded. Based on this assessment, the Programme will adapt its activities, budget and risk mitigation strategy to ensure gender-responsive implementation.

Reasonable accommodations - like childcare, on-the-job coaching, breastfeeding/changing rooms - are to be provided for women with disabilities benefiting from the Programme. The empowerment of women with disabilities will be facilitated through Programme interventions focused on CRPD-compliant sexual and reproductive services and inclusive support for women with disabilities who survived gender-based violence.

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

*Please describe how the project will ensure the full and effective participation of persons with disabilities and their representative organizations. Kindly include the following information:*

* *How will persons with disabilities be involved in the project governance as well as in the planning, implementation, monitoring and evaluation phases of the project cycle?*
* *Which of the specific actions to be undertaken by the project will contribute directly to strengthen the capacity of organizations of persons with disabilities?*

The participation of persons with disabilities in the Programme - from decision-making through implementation and evaluation - is to be aligned with the disability movement's moto: 'Nothing about us, without us'. Persons with disabilities - in their full diversity - are to be represented in the Programme governance structure. The Steering Committee will consist of both membership-based OPD representing the largest part of the disability community, and cross-disability OPD representing persons with disabilities not associated with traditional, disability type-based OPDs which are the *National Alliance of Disability Organizations* and *Polio Plus - Movement Against Disability*.

The Technical-level Working Group will consist of the two OPDs part of the Steering Committee as well as the following four OPDs: *National Association of Persons with Physical Disability - Mobilnost Makedonija*; *National Association of Blind People*; *National Association of Deaf and Hard of Hearing*; *The Republic Center for Support of Persons with Intellectual Disability – Poraka*. The Technical-level Working Group will also include ad-hoc inputs from self-advocates, children with disabilities and other underrepresented groups by inviting their inputs for specific meetings and agenda topics.

All Programme interventions are to be tested and validated with small groups of persons with different disabilities. Their feedback will be used to finetune the activities and to include the early adopters/testers as multipliers, trainers and facilitators. Reflection sessions and one-on-one meetings with individual Programme beneficiaries will be organised regularly with a view to track the Programme progress. The feedback will be incorporated in the Results Monitoring Framework to improve Programme implementation and incorporate lessons learned. All data collection methods during the internal and external Programme evaluation will be gender-sensitive, developmentally appropriate and disability-inclusive.

In particular, the Programme will ensure the participation of persons with disabilities through capacity building of their representative organisations, on both CRPD knowledge and understanding, as well as rights-based advocacy and lobbying.

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

*Please describe how the project will ensure the full and effective participation of persons underrepresented groups of persons with disabilities including persons with intellectual and psychosocial disabilities, deaf blind persons etc.*

* *How will underrepresented groups be involved in the project implementation, monitoring and evaluation phases of the project cycle?*

As a baseline exercise, the Programme will include a contextual analysis to identify the most marginalised and underrepresented groups of persons with disabilities. The OPDs' membership structure is to be explored, with a view to discover patterns of underrepresentation based on different characteristics such as type of disability, gender identity, ethnicity and sexual orientation.

Hard-to-reach and traditionally underrepresented groups of persons with disabilities will be identified and incentivised to participate in Programme activities. Incentives may include networking opportunities, support for referral to specific programmes and services, one-on-one coaching and recommendations for volunteer/internship placements in OPDs, government institutions and UN agencies.

# 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[[5]](#footnote-6) include contact details of focal points & role and responsibility in the programme** | **Government include contact details of focal points & role and responsibility in the programme** | **OPDs include contact details of focal points & role and responsibility in the programme** | **Other partners include contact details of focal points & role and responsibility in the programme** |
| --- | --- | --- | --- | --- |
| 1.1 (1) | UNFPA - responsible for overall coordination, development of own communication products under this output and training delivery  Focal points - provided on Cover page  UNDP - responsible for developing a knowledge product under this output in collaboration with OPDs  Focal points: provided on Cover page | Ministry of Labour and Social Policy and Employment Service Agency, for UNDP activities under this output.  **Contacts:**  Ministry of Labour and Social Policy:  Tomislav Cvetkovski, TCvetkovski@mtsp.gov.mk  Drita Aslani, DAslani@mtsp.gov.mk  Vladimir Lazovski, vladimir.lazovski@mtsp.gov.mk  Employment Service Agency:  Veljka Juran, Veljka.Juran@av.gov.mk | National Alliance of Disability Organizations: Branimir Jovanovski, contact@nsiom.org.mk  Polio Plus - Movement Against Disability:  Elena Kochoska, kochoskaelena@gmail.com  National Association of Persons with Physical Disability - Mobilnost Makedonija:  Sofche Prcheva, contact@mobilnost.mk  National Association of Blind People:  Sterjo Dimov, mknssrm@gmail.com  National Association of Deaf and Hard of Hearing:  Nikola Ognenov, nsgnrm@gmail.com  The Republic Center for Support of Persons with Intellectual Disability – Poraka:  Vasilka Dimoska De Yong, poraka@t.mk | Individual consultants, responsible for training delivery and knowledge products - to be selected in Programme implementation stage |
| 1.1 (2) | UNFPA: responsible for overall coordination and delivery of trainings to SRH and GBV service providers  UNDP: developing a knowledge product on job challenges  UNICEF: responsible for developing curriculum, training and support for early intervention services | UNFPA activities: Ministry of Health, Centre for Family Medicine, Ministry of Labour and Social Policy. Responsible for training dissemination and sustainability.  UNDP activities: Ministry of Labour and Social Policy, Employment Services Agency. Responsible for dissemination of knowledge product.  UNICEF activities: Ministry of Labour and Social Policy; Ministry of Health. Responsible for training dissemination and support for the functioning of early intervention services.  **Contacts:**  Ministry of Labour and Social Policy:  - Tomislav Cvetkovski, TCvetkovski@mtsp.gov.mk  - Drita Aslani, DAslani@mtsp.gov.mk  - Vladimir Lazovski, vladimir.lazovski@mtsp.gov.mk  Employment Service Agency:  Veljka Juran, Veljka.Juran@av.gov.mk  Ministry of Health:  Irena Leov, irena.leov@zdravstvo.gov.mk  Centre for Family Medicine  Prof. Dr Katarina Stavric, kstavric@hotmail.com | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Contributing to the trainings for service providers, overseeing implementation of training content. | National Coordination Body for CRPD, Independent Monitoring Mechanism for CRPD (Ombudsman) - Responsible for overseeing the implementation.  Resident UN agencies - taking part in the capacity building activities.  **Contacts:**  NCB for CRPD:  Spase Dodevski, spase.dodevski@primeminister.gov.mk  Ombudsman will appoint their representative contact@ombudsman.mk |
| 1.2 (1) | UNFPA: responsible for overall coordination.  UNICEF: solely responsible for implementation of this output - trainings development and delivery. | Ministry of Health, Ministry of Labour and Social Policy, Ministry of Education, ICF Assessment bodies. Responsible for supporting the functioning of the administrative data collection system.  **Contacts:**  Ministry of Health:  Irena Leov, irena.leov@zdravstvo.gov.mk  Ministry of Labour and Social Policy:  - Tomislav Cvetkovski, TCvetkovski@mtsp.gov.mk  - Drita Aslani, DAslani@mtsp.gov.mk  - Vladimir Lazovski, vladimir.lazovski@mtsp.gov.mk  Ministry of Education and Science:  Dusan Tomsic, dusan.tomsik@mon.gov.mk | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Responsible to oversee implementation. | Health Centre Skopje (contractor): info@zds.mk. Developing the administrative data collection system, training delivery for operators. |
| 1.2 (2) | UNFPA: responsible for overall coordination.  UNICEF: solely responsible for implementation of this output - knowledge product development. | Ministry of Health, Ministry of Labour and Social Policy, Ministry of Education. Dissemination of knowledge product.  **Contacts:**  Ministry of Health:  Irena Leov, irena.leov@zdravstvo.gov.mk  Ministry of Labour and Social Policy:  - Tomislav Cvetkovski, TCvetkovski@mtsp.gov.mk  - Drita Aslani, DAslani@mtsp.gov.mk  - Vladimir Lazovski, vladimir.lazovski@mtsp.gov.mk  Ministry of Education and Science:  Dusan Tomsic, dusan.tomsik@mon.gov.mk | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Overseeing knowledge product development and dissemination. | National coordination body on the implementation of the CRPD, IMM for CRPD (Ombudsman).  **Contacts:**  NCB for CRPD:  Spase Dodevski, spase.dodevski@primeminister.gov.mk  Ombudsman will appoint their representative contact@ombudsman.mk |
| 2.1 (1) | UNFPA: Responsible for overall coordination and development of knowledge product - assessment of accessibility of GBV and DV services.  UNICEF: responsible for initiating revision/development of standards and procedures on early intervention services for children with disabilities. | UNFPA activities: Ministry of Health, Ministry of Labour and Social Policy. Responsible for approving and supporting the accessibility assessment.  UNICEF activities: Ministry of Health, Ministry of Labour and Social Policy, Ministry of Education. Leading the revision/development process.  **Contacts:**  Ministry of Health:  Irena Leov, irena.leov@zdravstvo.gov.mk  Ministry of Labour and Social Policy:  - Tomislav Cvetkovski, TCvetkovski@mtsp.gov.mk  - Drita Aslani, DAslani@mtsp.gov.mk  - Vladimir Lazovski, vladimir.lazovski@mtsp.gov.mk  Ministry of Education and Science:  Dusan Tomsic, dusan.tomsik@mon.gov.mk | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Overseeing implementation. | NCB for CRPD and IMM for CRPD (Ombudsman). Participating in consultations, overseeing implementation.  **Contacts:**  NCB for CRPD:  Spase Dodevski, spase.dodevski@primeminister.gov.mk  Ombudsman will appoint their representative contact@ombudsman.mk |
| 2.1 (2) | UNFPA: responsible for overall coordination.  UNICEF: solely responsible for the implementation of this output. Advocating for improved budgeting based on the knowledge product developed under Output 1.2 (2) | Ministry of Health, Ministry of Labour and Social Policy, Ministry of Education, Ministry of Finance. Initiating and leading a consultation process on budgeting and financing of social services, based on the knowledge product.  **Contacts:**  Ministry of Health:  Irena Leov, irena.leov@zdravstvo.gov.mk  Ministry of Labour and Social Policy:  - Tomislav Cvetkovski, TCvetkovski@mtsp.gov.mk  - Drita Aslani, DAslani@mtsp.gov.mk  - Vladimir Lazovski, vladimir.lazovski@mtsp.gov.mk  Ministry of Education and Science:  Dusan Tomsic, dusan.tomsik@mon.gov.mk  Ministry of Finance  Anica Ivanoska Strezovski, Assistant Head of Budgets and Funds Sector anica.ivanoska@finance.gov.mk | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Overseeing the implementation. | NCB for CRPD and IMM for CRPD - participating in the consultation processes, monitoring implementation.  **Contacts:**  NCB for CRPD:  Spase Dodevski, spase.dodevski@primeminister.gov.mk  Ombudsman will appoint their representative contact@ombudsman.mk |
| 2.1 (3) | UNFPA: responsible for overall coordination.  UNDP: solely responsible for implementation of this output - developing a knowledge product with international based practices and multi-stakeholder policy recommendation on independent living of persons with disabilities. | Ministry of Labour and Social Policy, Employment Service Agency. Responsible for dissemination of knowledge product and participating in the multi-stakeholder consultations.  **Contacts:**  Ministry of Labour and Social Policy:  - Tomislav Cvetkovski, TCvetkovski@mtsp.gov.mk  - Drita Aslani, DAslani@mtsp.gov.mk  - Vladimir Lazovski, vladimir.lazovski@mtsp.gov.mk  Employment Service Agency:  Veljka Juran, Veljka.Juran@av.gov.mk | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Recruiting persons with disabilities for the multi-stakeholder consultations. | NCB for CRPD and IMM for CRPD - participating in the multi-stakeholder consultations.  **Contacts:**  NCB for CRPD:  Spase Dodevski, spase.dodevski@primeminister.gov.mk  Ombudsman will appoint their representative contact@ombudsman.mk |
| 2.1 (4) | UNFPA: responsible for overall coordination.  UNICEF: solely responsible for implementation of this output - deployment of administrative data collection system. | Ministry of Health, Ministry of Education, Ministry of Labour and Social Policy, regional ICF assessment bodies. Operationalising and populating the system with relevant data.  **Contacts:**  Ministry of Health:  Irena Leov, irena.leov@zdravstvo.gov.mk  Ministry of Labour and Social Policy:  - Tomislav Cvetkovski, TCvetkovski@mtsp.gov.mk  - Drita Aslani, DAslani@mtsp.gov.mk  - Vladimir Lazovski, vladimir.lazovski@mtsp.gov.mk  Ministry of Education and Science:  Dusan Tomsic, dusan.tomsik@mon.gov.mk | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Overseeing the implementation. | NCB for CRPD and IMM for CRPD. Overseeing implementation, monitoring data collection.  **Contacts:**  NCB for CRPD:  Spase Dodevski, spase.dodevski@primeminister.gov.mk  Ombudsman will appoint their representative contact@ombudsman.mk |
| 3.1. | UNFPA: overall coordination.  UNDP: PUNO, solely responsible for this output - working with OPDs to engage them in National Development Strategy (NDS) development | National Development Strategy Coordination structure (to be established), all Government Ministries | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Actively participating in National Development Strategy consultations. | Other resident and non-resident UN agencies, UNRCO, UNCT. Overseeing implementation and supporting OPD engagement. |
| 3.2. | UNFPA: overall coordination.  UNDP: PUNO, solely responsible for this output - ensuring disability mainstreaming across the National Development Strategy (NDS). | National Development Strategy coordination structure (to be established), all Government Ministries | Refer to list of OPD partners and contacts details in output 1.1 (1) and on cover page.  Regular review of National Development Strategy drafts, active participation in National Development Strategy preparation. | Other resident and non-resident UN agencies, UNRCO, UNCT. Overseeing and guaranteeing disability mainstreaming in National Development Strategy. |

*Also, provide a description of (max 500 words):*

* *Overall coordination arrangements and roles and the way in which the project will ensure a streamlined, efficient flow of communication with partners.*
* *The overall governance structure of the programme (e.g. role and composition of the country-level programme Steering Committee).*
* *Role of the RC and RCO in the implementation and coordination of the programme.*

**Overall coordination arrangements and roles**

The Programme will be implemented by UNFPA, UNDP and UNICEF (the PUNOs).

UNFPA through its Joint Programme Coordinator will ensure overall coordination of the joint programme, act as primary Focal Point with RCO on the side of the participating UN agencies in the communication with the Fund Secretariat, act as primary Focal Point on the side of the participating UN agencies in the communication with national counterparts and stakeholders, coordinate and consolidate reporting, based on inputs from all PUNOs, organize meetings (internal UN, technical working group, steering committee levels) and take minutes, coordinate joint activities and overall project implementation, follow up with individual agencies on project implementation on regular (weekly) basis, ensure appropriate circulation of information and harmonization of best practices, assess risks to individual activities at discrete points in the project cycle, oversee major programmatic decisions, and coordinate joint communications.

PUNOs’ role and responsibilities is to lead the implementation of the PUNO activities, monitoring progress in activities, results, budget and expenditure, and risks, in close coordination with the Joint Programme Coordinator; oversee internally and provide an early progress tracking in both operational and financial activities under their direct management; report to the Joint Programme Coordinator on regular basis.

The Resident Coordinator Office (RCO) will additionally support coordination and participate in the Steering Committee meetings. PUNOs and RCO will hold regular monthly inter-agency meetings for consultations and coordination of all project activities.

**Overall governance structure**

**Programme Steering Committee (SC):** The main decision-making authority of the Programme, composed of high-level officials from the Ministry of Labour and Social Policy (MoLSP), the Ministry of Health (MoH), the Ministry of Education and Science (MoES), the Independent Monitoring Mechanism for CRPD under the Ombudsman (IMM for CRPD), and The Inter-Party Parliamentary Group on the Rights of Persons with Disabilities (IPPG) - as an observer, as well as UN RCO and the Participating UN Organizations (PUNOs). Persons with disabilities will be represented by the following two OPDs, National Alliance of Disability Organizations and Polio Plus - Movement Against Disability.

The SC coordination meetings will aim to ensure strategic insight and guidance, as well as planning and adjusting the next stages of project implementation. Throughout the duration of the project, the Steering Committee will meet on semi-annual basis to discuss and plan the progress under envisioned project activities and advise on corrective measures when needed. Ad hoc SC meetings can be scheduled on an as-needed basis.

The Joint Programme Coordinator will be responsible for the organization of the SC meetings and preparation of the minutes. In order to ensure effective implementation of the programme, other relevant bodies – ministries, state agencies, local authorities, and other organizations or institutions – may be invited to take part in the SC meetings and provide their expertise and support.

**Technical Working Group (TWG):** The TWG will be composed of technical level officials from MoLSP, MoH, MoES, IMM for CRPD, the National Coordinating Body for CRPD Implementation (NCB for CRPD), State Statistical Office (SSO), as well as the PUNOs, the two OPDs represented in the SC, as well as the following four OPDS: National Association of Persons with Physical Disability - Mobilnost Makedonija; National Association of Blind People; National Association of Deaf and Hard of Hearing; The Republic Center for Support of Persons with Intellectual Disability – Poraka. In addition, representatives from relevant central and local government institutions, the private sector, the academia, additional OPDs and CSOs may be invited to attend TWG based on the meeting specific topic and their expertise.

The TWG will meet on quarterly and ad-hoc basis, and will be responsible to advise on all Programme interventions - including the needed adjustments in the work plan - and to regularly obtain feedback on progress towards the achievement of Programme results. The proposed methodology promotes institutional ownership of Programme activities, as it envisages active involvement of the institutional stakeholders in the implementation of the interventions. The NCB for CRPD will be chairing the TWG, supported by the Joint Programme Coordinator for the organization of the TWG meetings and preparation of the minutes.

# 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.*

The lack of coordination among the institutions and organisations responsible for CRPD implementation and monitoring , at both central and local level, impedes the full transposition of this important UN treaty in national legislation and policy. This trend is exacerbated by the insufficient knowledge and understanding of CRPD provisions among key stakeholders.

To address this challenge, the current Programme will build upon the partnerships developed under its predecessor - the first UNPRPD Joint Programme implemented in North Macedonia between 2018 and 2020: 'Working Bottom Up - Building a Local Model for Deinstitutionalisation'. The coordinated multi-stakeholder engagement around deinstitutionalisation, which had been piloted under this Programme, will be expanded to include all stakeholders responsible for CRPD implementation in the areas of education, health, social protection and employment.

Persons with disabilities, represented by their OPDs, will serve as agents of change in their role of direct negotiators with the state and local institutions. By equipping them with the know-how to access relevant information and to advocate for their rights under CRPD, the Programme will capacitate OPDs to forge and formalise their partnerships with government institutions and to raise the voice of the disability movement. OPDs will be involved as decision makers in the Programme Steering Committee, along with government authorities and Participating UN Organisations. In this way, they will be equipped to play an active strategic role in the National Coordination Body for CRPD Implementation and in the Independent Monitoring Mechanism for CRPD. On the other hand, national and local authorities will be equipped to develop workable models for involving OPDs in decision and policy making processes.

In addition to the key partners involved in the Steering Committee and Technical Working Group, direct communication and cooperation will be established with academic institutions (including the Faculties for Medicine, Pedagogy, Special Education and Rehabilitation and for Social Work), the local communities and the private sector (service providers and companies-potential employers of persons with disabilities). Moreover, other UN agencies will provide targeted technical expertise on specific thematic areas.

# 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 mainstreaming of a disability rights perspective into the broader work of the UN System has been a key priority of the UNCT and individual UN agencies in North Macedonia. Having already achieved the highest “exceeds requirement” score on the indicator related to specific disability-inclusive joint programming in 2020, the UNCT is committed to improve its performance on all other applicable UN Disability Inclusion Strategy (UNDIS) performance indicators like accessibility, communication, leadership, strategic planning and consultation with OPDs.

In support of UNDIS implementation, the UNCT in North Macedonia has adopted a Disability Inclusion Action Plan (2021-2022), reaffirming the shared responsibility of the UNCT and its members to systematically integrate the rights of persons with disabilities into all pillars of UN work, both externally, through programming and advocacy, and internally, through operations and creating enabling working environment and respectful organizational culture. Its endorsement demonstrates the UNCT's firm commitment to address issues central to accelerate disability inclusion and rights of persons with disabilities in a more systematic and coherent manner. The Action Plan serves as a living document which provides a basis for enhanced coordination and continuous tracking of progress in meeting the requirements under UNDIS, CRPD and relevant international human rights standards.

Supporting the implementation of this Action Plan, the UN family in North Macedonia is committed to use the Joint Programme to redouble the efforts on enhancing the rights, equal opportunities and inclusion of persons with disabilities in all areas of its work - both internally and jointly with its partners. The multi-stakeholder interventions planned under the Programme will be used as a catalyst to expedite the much needed systemic reforms in national and local planning and monitoring processes. OPDs will be capacitated to understand the CRPD and negotiate for increased access to inclusive community-based services, under the guidance of UN agencies and with support of government counterparts. Finally, the disability inclusion perspective is to be incorporated in the National Development Strategy, by including OPDs in the consultation processes around this important milestone.

# Knowledge Management

Max 500 words. *Please describe:*

* *The way in which the proposed project plans to document good practices and lessons learnt the way as well in*
* *which the project will involve multi-stakeholders in the process.*
* *Measures to ensure joint implementation of KM activities.*

The knowledge management component of the Programme will apply a three-pronged approach to document good practices and lessons learnt:

* **Monitoring:** the PUNOs will monitor the application of trainings, knowledge products and lessons learnt during the life of the Programme. Methods will include field visits, observations, focus groups, surveys, interviews and informal feedback from Programme beneficiaries.
* **Knowledge and experience exchange:** all Programme interventions will be truly inclusive by ensuring multi-national and multi-stakeholder exchanges. Trainings, workshops and consultations will be attended by a mixed group of OPDs, CSOs, government representatives, municipal administrators and service providers. Besides, the action will focus on and utilize best practices and lessons learned through peer-to-peer knowledge transfer from countries that have undergone the same process and exchange of EU expertise.
* **Reflection:** individual and group creative reflection exercises will be a requirement for all Programme beneficiaries who want to obtain an implementation certificate. Programme participants will be encouraged to express their creativity in many different ways - including through learning materials like case studies and journals, as well as through communication products such as stories, articles/topic pieces, podcasts, photographs or videos.

The measures to ensure joint implementation of knowledge management activities by PUNOs, government and OPD partners will include:

* **Joint field/monitoring visits:** field visits will be organised on regular basis with the involvement of all partners. The good practices and lessons learnt will be documented in joint field reports written by OPDs and government partners, with support of PUNOs.
* **Regular experience-sharing meetings:** to be organised as follow-up to the trainings, workshops and consultations. OPDs are to take a coordinating role by inviting duty bearers, service providers and UN agencies to highlight implementation successes and challenges.
* **Mentoring support:** mixed teams of OPDs/CSOs, administrators and service providers will be tasked to mentor their less experienced or less confident counterparts in all areas of Programme implementation. One-on-one coaching will be provided for persons with disabilities who may have difficulties following a regular group training or mentoring session. Please fill in the table below on knowledge products expected to be produced under the programme

**Table 4 Knowledge products**

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of knowledge product*** | ***Expected dissemination and use*** |
| UNDP: Insights into the Behavioral challenges faced by persons with disabilities (Output 1.1(1)) | Report | To be compiled by OPDs and disability inclusion experts;  Dissemination: local OPDs/CSOs, employment service offices, businesses and job placement service providers.  Intended use: to inform the design of appropriate labour market inclusion services to enable PwD to become job seekers, employees, entrepreneurs, etc. |
| UNDP: Beyond current practices for employment on the open labour market (Output 1.1(2)) | Analytical report | Complementary to the analysis on behavioral enablers and barriers for PwD - see above  Dissemination: policy makers, legislators.  Intended use: policy adjustment and legislation changes to ensure inclusive employment support services |
| UNFPA: Basic information on domestic violence for people with disabilities and service providers - refresher and scale up (Output 1.1(2)) | Brochure | Dissemination: OPDs, CSOs, GBV trainers pool; service providers - family doctors, gynecologists, etc.  Intended use: as a training resource to make GBV services inclusive and accessible |
| UNFPA: Guidebook for Health Care Providers in Cases of Gender¬Based Violence, Including Persons with Disabilities - refresher and scale up (Output 1.1(2) | Guide | Dissemination: healthcare service providers  Intended use: resource for service providers to align their services with relevant international and national standards and protocols |
| UNICEF: Training programme on early intervention services for children with disabilities (Output 1.1(2)) | Manual | Dissemination: health professionals-pediatritians, early childhood development centres, pre-school educators, early intervention service providers.  Intended use: resource for service providers to deliver inclusive early intervention services for children with disabilities |
| UNICEF: Manual for the administrative data collection system on service needs and service users (Output 1.2 (2)) | Manual | Dissemination: practitioners/operators/providers of social/child protection, education and health services;  Intended use: training resource/hands-on guidance for service providers |
| UNICEF: Analysis of budgeting and public expenditures for support services provided to children and youth with disabilities (Output 1.2 (2)) | Analytical report | Dissemination: Ministry of Labour and Social Policy, Ministry of Health, Ministry of Education and Science, Ministry of Finance; municipalities; OPDs, public finance think tanks.  Intended use: to inform policy makers about existing financing and budgeting bottlenecks and suggest ways to address them |
| UNFPA: accessibility assessment of gender-based violence/domestic violence essential services on national level (Output 2.1 (1)) | Analytical report/policy recommendation | Dissemination: all essential GBV/DV service providers; OPDs, women's rights CSOs, self-advocacy groups; national and local gender equality mechanisms.  Intended use: mapping and assessing all GBV/DV essential service providers included in the new 2021 MSR Protocol. |
| UNICEF: Revised standards and procedures on early intervention services for children with disabilities (Output 2.1 (1)) | Policy recommendation | Dissemination: early intervention service providers; OPDs, CSOs and parent associations;  Intended use: to inform policy development in this area based on CRPD and best international practices. |
| UNDP: Recommendations to the Government on legal changes needed for more inclusive and adjusted support for independent living in the community (Output 2.1 (3)) | Policy recommendation | Dissemination: Government ministries, policy-makers, Parliament;  Intended use: to contribute to legislative changes towards independent living of PwD |
| UNDP: Selection of successful case studies – international experience (Output 2.1 (3)) | Booklet | Dissemination: OPDs, CSOs, self-advocacy groups; employment service offices, businesses.  Intended use: source of international case studies and good practices on labour activation support services. |
| UNICEF: electronic register of needs and users of social/child protection, education and health services(Output 2.1 (4)) | Register/database | Dissemination: Ministry of Labour and Social Policy, Centres for social work, disability assessment bodies (ICF-based), Ministry of Health, Ministry of Education etc.  Intended use: information on service users per type of services disaggregated by age, gender and location - to enable evidence-based policy and service development |
| UNDP: Recommendations for strengthening disability inclusion in the National Development Strategy - persons with disabilities perspective (Output 3.2) | Policy recommendation | Dissemination: UN agencies, OPDs, CSOs, government ministries.  Intended use: serving as good practice for inclusive consultation processes. |

# Communications and visibility

Max 500 words. *Please describe how the programme will ensure wide communication and visibility of the programme and results achieved.*

The Programme communications activities are based on a strategic approach to key audiences, applied through advocacy, media promotion, and public relations. A tailored Communications Plan is to be developed and shared with the UNPRPD Secretariat in the Programme initiation phase.

**Strategic approach to key audiences:**

**Advocacy**

* **Key audience: national and local OPDs, national and local CSOs working with the target group (human-women's-children's rights, youth serving, Roma, parent associations), informal self-help, self-advocacy and support groups around disability;**
* Engage OPDs, CSOs and informal groups to help promote CRPD-compliant policy making as well as the design and delivery of inclusive and accessible services to the target groups they serve by presenting a case for how cross-disability CRPD compliance will benefit their beneficiaries and the portfolios of their organizations.
* Support OPDs, CSOs and self-advocacy groups in reaching out to persons with disabilities by funding accessible promotional content, encouraging word of mouth marketing campaigns, and small prize incentives to award participation of persons from hard-to-reach communities.
* Incentivize OPDs, CSOs and self-advocacy groups to participate in outreach and promotion by crediting them for their contribution to the wider programme communication efforts.
* Incentivize OPDs to participate presenting this as an opportunity for them to contribute to national planning, policy-making and monitoring processes.

**Media and promotion**

* **Key audience: Service providers, businesses/potential employers of persons with disabilities, childcare facilities.** 
  + Stimulate interest in disability-inclusive policies and services through targeted media promotion and appearances
    - Use all available media channels to promote the benefits of CRPD compliance and participation of persons with disabilities, using human interest stories and successful influencers from the disability community.
    - Support central and local government institutions, service providers and potential employers in generating positive publicity by promoting their products, services and initiatives.
    - Create a positive public narrative on universal design and disability-inclusive budgeting, presenting it as a sustainable case with visible economic benefits for all - including older adults and mothers.
    - Ensure that women and girls with disabilities, as well as persons with intellectual and psychosocial disabilities, are adequately represented in all communications materials and activities.
    - Develop informational, educational and promotional contents that address the specific concerns or knowledge gaps of each target group that prevent them from learning about and acting on disability inclusion in their surroundings.

**Public relations**

* **Key audience: General public in North Macedonia**
  + Shape the narrative around CRPD compliance as a transformational activity that is strategically positioned to accelerate all-around disability inclusion and contribute towards a fairer, more participative and more cohesive society.
  + Communicate how the intersectoral partnership and multi-agency model applied by the Joint Programme will help to ensure replicability/national scale up, success and sustainability of the intervention.
  + Encourage the public to see itself not as a passive observer, but as an agent of change in the realm of disability inclusion, by encouraging welcoming attitude and building inclusive communities.
* **Key audience: Partners**
  + Communicate how the intersectoral partnership and multi-agency model of the Joint Programme are essential to its replicability/national scale up, sustainability and success.
  + Communicate good project management and implementation practices.
  + Highlight the importance of working together to reach a diverse range of target groups and ensure that no one is left behind.

**Table 5 Communications products**

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of communication product*** | ***Expected dissemination and use*** |
| Joint: Key messages | Communication/advocacy guidance | Dissemination: all PUNOs' web-sites and social media channels, cross-sharing with other UN agencies and partners; OPDs, CSOs and self-advocacy groups; traditional and online media.  Intended use: by all PUNOs and partners to shape the Programme narrative |
| UNFPA: Short promotional videos on multi-stakeholder participation (Output 1.1, 2.1 (3)) | Promotional | Dissemination: all PUNOs' web-sites and social media channels, cross-sharing with other UN agencies and partners; public and private social media accounts (Facebook, Instagram, TikTok, LinkedIn, Twitter);  Intended use: OPDs, persons with disabilities, wider public |
| UNFPA: Social media cards (Outputs 1.1, 2.1 (3)) | Promotional | Dissemination: all PUNOs' web-sites and social media channels, cross-sharing with other UN agencies and partners; public and private social media accounts (Facebook, Instagram, TikTok, LinkedIn, Twitter);  Intended use: OPDs, persons with disabilities, wider public |
| Joint: Inputs from Programme beneficiaries - human interest stories, Articles, topic pieces, photographs, podcasts produced/hosted by persons with disabilities | Informational/educational | Dissemination: All PUNOs' web-sites and social media channels, other UN agencies' and partners' web-sites and social media channels; widely shared with OPDs, institutions, general public  Intended use: for visibility of Programme interventions, through beneficiaries' own contributions/views |
| Joint: Good inclusive practices showcase | Closing event | Media (press releases/coverage); all Programme beneficiaries; Programme contributors; UN agencies, wider public |

# 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.*

**Monitoring**

The Joint Programme Coordinator, in close coordination with the PUNOs, will ensure the planning and regular monitoring of Programme results. The monitoring will cover four main elements:

• Activities (using a detailed Work Plan provided in Annex 3);

• Results (using a Results Monitoring Framework provided in Section 3);

• Budget and expenditure (as per Annex 2, using each PUNOs’ institutional financial management system); and

• Risks (using a Risk Management Strategy provided in section 13).

The Joint Programme Coordinator will provide regular semi-annual consolidated donor reports, detailing the key achievements during the reporting period, progress made towards realizing the outcomes and outputs, challenges encountered and actions taken. During the last phase of the Programme, the Joint Programme Coordinator will provide a final Narrative and Financial Report. All reports will combine the inputs gathered from the respective PUNOs. The reports will be composed of sex- and disability-disaggregated data. The Project Managers from each Agency will be responsible for monitoring progress in activities, results, budget and expenditure, and risks, in close coordination with the UNFPA Joint Programme Coordinator, who will oversee major programmatic decisions, coordinate joint activities and overall project implementation, ensure appropriate circulation of information and harmonization of best practices, and assess risks to individual activities at discrete points in the project cycle. The Programme implementation and budgetary expenses will be in-line with each agency financial system to enable internal financial auditors and project management team to constantly monitor expenditure and verify financial statements. The Results Monitoring Framework will form the basis for monitoring progress towards achieving the Programme's intended results using a variety of different data collection methods.

**Evaluation**

As per MPTF requirements, a joint final independent evaluation will be conducted to assess the degree to which the Programme met its objectives, with particular emphasis on the criteria of relevance, efficiency, effectiveness, coherence, impact and sustainability. An external evaluator will be recruited by the Joint Programme Coordinator, in consultations with PUNOs and UN RCO. UN agencies will support the process, while making sure that the evaluation is impartial and independent. The evaluation methodology will consist of documentation reviews, interviews with key informants and focus groups. Specifically, the evaluation would identify the challenges and constraints that have been encountered during the implementation process, highlight important lessons learnt and make recommendations for the implementation of future projects. The evaluation will be disability-inclusive and gender-sensitive, seeking to understand the extent the Joint Programme has been successful in addressing the needs and barriers faced by persons with different disabilities, as well as by women and girls compared to men and boys with disabilities.

**Monitoring and Evaluation Plan**

A consolidated M&E Plan is to be developed in the Programme initiation phase, including a common methodology for data collection and analysis; feedback mechanisms to correct and adapt the implementation approach; and respective roles, responsibilities and accountabilities of each PUNO. The Plan will be reviewed quarterly and updated to reflect the evolving Programme implementation.

# 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*** |
| --- | --- | --- | --- | --- | --- |
| Programmatic | Training fatigue/reluctance of persons with disabilities to participate in the Programme | M | H | Involvement of OPDs in intervention/trainings design; diversity of delivery methods (in-person, online, hybrid); content adaptation (differentiation, flexibility); mentoring support and follow-up coaching; incentives for beneficiaries (including small prizes and volunteering/internship/job placement opportunities) | All PUNOs |
| Programmatic | Lack of commitment among Programme beneficiaries (persons with disabilities and institutions) to apply the gained knowledge from the trainings | L | M | Regular coordination with OPDs, central and local government institutions; integrating and embedding training content and knowledge products in existing pre- and in-service training curricula; creating a dedicated pool of trainers and multipliers. | All PUNOs |
| Programmatic | Complexity of technical inputs acts as a barrier to authorities’ ability to implement the Programme and relevant actions | M | L | Inclusion of experienced professionals from relevant institutions in the implementation of Programme interventions; support from experienced experts (including through coaching, mentoring, good practice exchange). | All PUNOs |
| Programmatic | Inequitable gender and disability-type representation among beneficiaries of capacity-building activities | M | M | Close coordination with both national and local OPDs, women's and youth CSOs, self-advocacy groups and parent associations; recruitment and outreach through schools, centres for social work, employment service offices and community leaders; adaptation of content and delivery methods to achieve full inclusion in mixed-group sessions. | All PUNOs |
| Contextual | Lack of stakeholder support and participation in Programme implementation due to political instability or elections | M | M | Involvement of all stakeholders in the Programme interventions design and development; regular information sharing through the established Technical Working Group, Steering Committee and bilaterally. | All PUNOs |
| Contextual | Reappearance of COVID-19 outbreak in high intensity | M | L | Alternative methods and tools for implementation of Programme interventions (including telecommuting, e-desk reviews, virtual trainings); organisation of in-person activities in periods with no or minimal COVID-19 outbreak. | All PUNOs |

\* 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

*Please use the template attached (annex 2) to fill in the budget based on the format approved by the UNDG Financial Policy Working Group. (please refer to the* [*2015 ANNUAL FINANCIAL REPORTING AND THE UNDG REPORTING CATEGORIES*](http://mdtf.undp.org/document/download/5489)

*While developing the budget please ensure that appropriate allocations are made for project including the following:*

* *Full time coordination costs*
* *Monitoring and Evaluation activities*
* *Accessibility and reasonable accommodation costs*
* *Communication and visibility costs*

*Please note the UNPRPD will not cover the following costs:*

* *The direct provision of services, e.g., assistive devices, educational services, or rehabilitation services*
* *Acquisition of land or buildings or reconstruction or renovation of physical spaces*
* *Equipment costs, such as computers, vehicles, furniture etc.*
* *Operating costs for running an office e.g. rent.*
* *Grants for filling a ‘funding gap’ for fulfilling the mandates of UN entities*
* *Re-granting activities*
* *Scholarships*
* *Infrastructure work*
* *Travel to countries outside of the target country unless it is part of capacity building*
* *Regional activities, unless it is part of UNPRPD MPTF knowledge management programs*

*Please also note that:*

1. *Minimum amount received by each PUNO should be of 100.000USD*
2. *No funds transfer between PUNOs is allowed*

**14.1 Value for money**

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

* *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?*
* *Efficiency: What controls will you put in place to ensure that you are delivering the goods or services in the most efficient manner?*
* *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 programme could you have achieved on your own without support?*

The total budget (inclusive of 7% indirect costs calculated at the same percentage for all PUNOs) amounts to USD 300,000. Out of the funds allocated for direct costs, approximately 60% will be allocated to Programme activities, 32% to coordination costs including staff costs, 5% to monitoring and evaluation, and 3% for joint communications activities.

The cost of activities supporting participation of underrepresented groups of persons with disabilities amounts to 38% of the total budget, while 17% of the budget is allocated to activities supporting OPDs capacity building and 5% to activities supporting the empowerment and participation of women with disabilities. However, equitable age and gender representation of persons with disabilities is to be ensured in all capacity building activities, not only in those directly dedicated to empowerment of women and girls. Also, the contribution of women and girls with disabilities will be facilitated in both the Programme Steering Committee and the Technical Working Group. UNFPA will engage a Joint Programme Coordinator which is to be coupled with dedicated programme and admin/finance/communications/procurement staff time from all PUNOs - allowing for adequate project coordination and implementation.

The largest percentage of activity costs is allocated to contractual services, amounting to 42% of the total budget for direct costs. This is justified by the nature of Programme interventions - capacity building, consultations and knowledge products. Given the specificity of the Programme, experienced consultants have to be contracted to ensure accessible, developmentally-appropriate and gender- and disability-sensitive training and service delivery. In addition, 18% is allocated to transfers and grants, mostly for a UNICEF contractor to develop, deploy and operationalise an administrative data collection system - the first of its kind in the country. The smallest fund allocations are dedicated to travel, equipment and furniture depreciation and for supplies and materials.

The allocations for each cost category are broken down for the specific activity under each approved output and can therefore be effectively controlled. All contractual services will be subject to a robust and competitive procurement process, in line with the PUNOs' administrative and financial rules.

Financial monitoring is to be ensured for all Programme activities. As part of the regular monitoring process, PUNOs will control the extent to which each costed item contributes to the approved Programme outputs.

The effectiveness of results is to be facilitated through the Programme's strong theory of change. All outputs are measurable and directly contribute to the three UNPRPD Programme outcomes. The lack of inter- and intra-institutional coordination is to be compensated by the strong political will of the Government to implement the CRPD and SDGs, and by the unwavering commitment of OPDs to change the status quo. The UNPRPD funds are likely to help fast-track these processes which are continuously being supported by all UN agencies with their own funds and other complementary donor contributions.

**14.2 Co-funding**

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

**Table 7 Co-funding arrangements**

| ***Output*** | ***Funding source*** | ***Amount*** |
| --- | --- | --- |
| 1.1(1) | UNICEF | $500 |
| 1.1(2) | UNICEF | $20,000 |
| 1.1. and 2.1 | UNFPA / British Embassy | UNFPA implements a project developed aside from this joint programme, that has relevant complementary interventions on national level.  The aspects of disability are embedded in the entire project, thus it is difficult to specify the exact amount. The total project in support of the national partners to operationalize the new Law on Prevention and Protection from GBV is in value of 700,000 GBP / 1,000,000 USD. This is not co-funding by definition, but rather a complementary project that reinforces the impact of some of the interventions envisaged with this joint programme |

# 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*

All PUNOs are guided by the UN system-wide protocols and guidelines to prevent unethical behavior, as well as by their own dedicated policies and instructions. The [UN Protocol on Allegations of Sexual Exploitation and Abuse involving Implementing Partners](https://www.un.org/en/pdfs/UN%20Protocol%20on%20SEA%20Allegations%20involving%20Implementing%20Partners%20-%20English_Final.pdf) outlines requirements of the UN, including its funds and programmes, when working with implementing partners, to ensure adequate safeguards and appropriate action related to sexual exploitation and abuse (SEA).

The UN and its agencies do not partner with entities that fail to address sexual exploitation and abuse through appropriate preventive measures, investigation and corrective action. To this end, UNFPA has fully operationalized the United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners and launched, jointly with other UN partners, a harmonized assessment tool to assess, build and monitor partners’ PSEA capacity. This tool will be applied throughout all Programme interventions and by all PUNOs. The Programme has a dedicated UNFPA-supported intervention on capacity building of OPDs and service providers on sexual and reproductive health and rights which includes - as key component - a module on protection from sexual exploitation, sexual abuse and sexual harassment. This is in line with UNFPA's vision - "to cultivate an organizational culture of care that nurtures a safe, trusted, respectful and inclusive environment, where the rights and dignity of UNFPA personnel and the people and communities we serve are recognized, promoted and protected, and all feel empowered to speak up for themselves and others and take appropriate action to prevent and respond to any and all SEA".

The protection of gender-based violence and domestic violence survivors is a central pillar of this joint Programme, as a dedicated set of interventions is focused on capacity building of GBV and DV service providers and accessibility assessment of all GBV services in the country. UNFPA has institutional experience in responding to gender-based violence, hence ensuring access to quality assistance to victims of sexual exploitation and abuse is their core priority. In collaboration with its partners, UNFPA offers crucial assistance and support to victims.

UN agencies have the right to investigate allegations of unethical conduct including SEA, involving implementing partners and their associated personnel. If credible SEA allegations are made, the implementing partner's risk assessment for the relevant agreement or programme is immediately increased to ‘high risk' (with a respective increase in programme monitoring). Corrective actions will be identified by the UN entity, together with the implementing partner, and may include increased monitoring of programme activities on site and additional capacity development for the implementing partner.

# Workplan

*Please attach a detailed workplan using annex 3.*

1. 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-2)
2. 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 disabilitiespersons with intellectual and or psychosocial disabilities/ other underrepresented group of persons with disabilities (please specify) migrants/ indigenous persons with disabilities/ minorities etc.) [↑](#footnote-ref-3)
3. 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-4)
4. Organizational development (technical or financial support) specific training to participate in processes such as SA, CCA, UNSDCF, etc. [↑](#footnote-ref-5)
5. Please note minimum amount of UN Participating Agencies is 2 and maximum is 3. [↑](#footnote-ref-6)