

| **Title:** | **ACCESS TO DECENT EMPLOYMENT FOR PERSONS WITH DISABILITIES IN PERU** |
| --- | --- |
| **Country:** | **Peru** |
| **Duration (max. 36 months):** | **24 months** |
| **Total Budget:** | **352.642 (Requested to UNPRPD)** |
| **Participating UN Organizations:** | **ILO, UNESCO, UNFPA** |

# Executive summary

This Joint Program (JP) takes into consideration the most relevant experience in the country regarding employment opportunities for persons with disabilities (Project Employment with Support which made part of the Fondo Empleo program), which have been implemented in the last five years, according to the Convention on the Rights of persons with Disabilities.

JP is focused on creating a gender-sensitive management model to promote the right to work of persons with disabilities through local governments. Since their accountability to promote this right is relatively new (issued in 2012), their implementing capacities are not fully deployed, as well as they face lack of financial resources.

In Peru, this is suitable moment to propose a project of these characteristics. Recent implementation of public interventions has shown that local governments have a strong potential to banish prejudices and misconceptions about the capabilities of persons with disabilities. Accordingly, they can play a key role matching supply and demand for employment, with some technical training and support, and assuring public funding is available.

The Joint Program will develop two new tools of public policies to facilitate the full involvement of municipalities: (i) A gender-sensitive management model for local governments to promote and enable access to employment for persons with disabilities (Tool Box); and, (ii) A Results-Oriented Budgetary Program (ROBP)[[1]](#footnote-1) to promote gender-sensitive employment for persons with disabilities. By counting with these tools, local governments will have both, new programmatic and a financial tool to comply with current legislation, while setting the basis for scaling-up.

Background and rationale

## Challenges and opportunities to be addressed by the project.

The JP for access to decent employment for persons with disabilities responds to several SDGs, such as 8 for the creation of decent employment, 5 for gender equality, and 10 for the reduction of inequalities. It also corresponds to two groups of results of the UNDAF Peru 2017-2021, the access to livelihoods and sustainable development and to freedom, rights and participation.

Regarding Agenda 2030, the JP promotes access to decent work and working conditions, eradication of discrimination and empowerment of persons with disabilities, while seeking to adapt the education system for persons with disabilities and their environment, as well as accessibility.

From the point of view of the Convention on the Rights of Persons with Disabilities (CRPD), it aims to promote the work and employability (increasing pre-employment and soft skills) of persons with disabilities and raise awareness of their situation, as well as to enhance their accessibility to work. At its turn, the JP will address women´s barriers to work, as related to their less autonomy, since they are exposed to a context of gender violence and sexual harassment, as well as the poor understanding of their sexual and reproductive health needs, and overprotection by parents or other family members.

In Peru, 5.2% of population has some kind of disability[[2]](#footnote-2) which represents more than 1.5 million people, of which a bit more than half of them -52.1% - are women. A significant percentage of persons with disabilities – 61.4% - has more than one disability, being physical (59.2%), visual (50.9%) and hearing (33.8%), the most common of them. Almost half of the population with disabilities in the country -43.6% is between 15 and 64 years old – is in working age population (WAP).

Among WAP, 6.6% are persons with disabilities, making up for less than 2% of total workers. Of the total number of people with some disability who are of working age, the unemployment rate is 12.1%[[3]](#footnote-3) almost three times the unemployment rate for the population as a whole. In the case of women with disabilities, unemployment is 13.9%, higher than in men (11.1%).

On the other hand, according to the type of disability, the unemployment rate varies considerably, e.g. the unemployment rate in people with visual impairment is 11.1%, while in the case of intellectual disability it is 16.6%.

In Peru, significant progress has been made towards the inclusion of persons with disabilities through a set of public policies and programs. These include the Social Inclusion Policy, changes at the legislative level with the enactment of the General Law on the Person with Disabilities. Moreover, the production of specific information provided by the Specialized National Survey of Persons with Disabilities (2012) which ever since is annually updated by most important population based surveys[[4]](#footnote-4), besides the development of ROBP that articulate ministries and levels of government, including local governments to provide better services (education and health) are in place, yet the access to labor market is still very limited. In addition, most municipalities have established an office in charge of managing specific services for persons with disabilities, the Oficina Municipal para la Atención de las Personas con Discapacidad (OMAPED), which is expected to provide job orientation and liaison, yet currently and nation-wide most of them (not so much in the capital) lack of human resources, procedures and protocols.

The JP also considers the recommendations made to the Peruvian State from the Committee on the Rights of Persons with Disabilities, especially took into consideration the main concerns and recommendations from the committee contained in paragraphs 40, 41, 42 and 43 related to access to work and equal conditions. Moreover, paragraph 15 regarding the situation of women with disabilities and the gender approach. The JP also considers the recommendation contained in final observations from the CESCR (par. 6); CEDAW (par. 18, 29, 39); and, UPR (rec. 116.105, 116.106, 116.07). Thus, the JP seeks to contribute to the accomplishment of these recommendations from the UN HR mechanisms. UN System through the UNDAF 2017-2021 has ratified its commitment on the follow up of these recommendations and the contribution with the State for their accomplishment.

## Proposal development process

From the very beginning this JP proposal has involved close interaction with key national counterparts in charge of ruling both the labor sector and managing specific policies and programs for persons with disability: The Ministry of Labor and Promotion of Employment (MTPE), and the National Council for the Integration of the Person with Disability (CONADIS), which works closely with the Ministry of Woman and Vulnerable Populations (MIMP)[[5]](#footnote-5). In both institutions, its senior staff includes persons with disabilities, and they are implementing the law, are fully committed to strengthen sub-national capacities to implement their mandates.

Persons living with disabilities’ needs and demands provided relevant inputs to formulate this proposal, as they have been related to UN work in various consultation processes in last few years. Among the various consultations, we count the formulation of current UNDAF, the post-2015 agenda process, and the participation of persons with disabilities to prepare the latest Universal Periodical Exam, at the end of last year. This JP proposal also includes the recommendations provided by the Working Group on Persons with Disabilities, which is part of the National Coordinator of Human Rights, the main human rights organization in the country. This working group is a strong advocate of women with disabilities’ rights, which amongst their major demands they underscore equal access to credit, job opportunities, and life free of violence, on a non-discriminatory basis.

An important input to formulate our JP has been the comprehensive assessment of two pilot interventions, based on the Employment with Support modality, conducted by the MTPE, years 2012-2014 and 2015-2016; and two undergraduate theses on the same projects. The major recommendations were: i) to involve families more reluctant to participate through public and private institutions closer to them, such as subnational governments; ii) not to overlook a wider scope of disabilities, since the experience was successful with a group with intellectual disabilities, and the expectation is high to include other persons with disabilities; iii) greater efforts were needed to enroll women with intellectual disabilities in the program due to higher education lags, family overprotection and misconception and fears related to human relations, affection and sexuality, as well as their exposure to discrimination and violence. Employment with Support has proven to be a good strategy to facilitate women with disabilities’ first job.

Regarding specific girls and women’s needs available information clearly shows gender biases impeding them to get permanent jobs. Whereas they tend to feel themselves less capable as compared with their male peers (20 vs. 16.5%), they also report being more underestimated.

# 1. Project approach

## 1.1 Focus of the project

By strengthening capacities in local governments, the Joint Program (JP) of access to decent work for persons with disabilities in Peru is attempting to address a specific right of persons with disabilities: their right to decent work and autonomy, paying particular attention to women with disabilities’ needs, as a means to overcome gender inequalities. In parallel the project will foster full participation of persons with disabilities in the implementation of local programs aimed to promote work.

## 1.2 Theory of change of the intervention

The design and conceptualization of this JP is a result of a joint work of three UN: ILO, UNESCO and UNFPA, along with two public institutions relevant in this matter: CONADIS, and MTPE. This JP will take advantage of the Peruvian Network of Private Enterprises and Disability, currently promoted by ILO[[6]](#footnote-6), and the partnerships and results that this network has attained[[7]](#footnote-7). Persons with disabilities take part and actively participate in all these institutions and collaboration networks.

The central entry point of the JP is the involvement of local governments, as this is one of the Peruvian State duty bearers of the rights of persons with disabilities, one of them being their access to decent work. The JP will contribute to develop their competences to deliver this mandate, by establishing alliances involving various stakeholders (public and private institutions and civil society organizations), as well as their facilitator’s role to reach out persons with disabilities. To do so, the JP will contribute to:

* Strengthen capacities of local governments to play its role as a duty-bearer of the right to work of persons with disabilities.
* Develop a ROBP to promote decent employment for persons with disability, since ROBP is the mechanism by which the Peruvian government allocates financial resources to sub national governments.
* Build coalitions among private and public institutions, civil society organizations that promote persons with disabilities’ rights, and national and sub-national governments.
* Assessing the potential public and private jobs requirement to be matched by persons with disabilities.
* Enhance the employability of persons with disabilities by assessing their needs regarding pre-employment skills with local government support, prioritizing specific women’s needs. The JP will take into account the situation of greater vulnerability and exclusion affecting women in the access to decent employment, establishing employment with support for them and increase their soft skills, including self-determination, self-confidence and their autonomy, as well as raise awareness among their families of their capability to work.
* Fostering cultural changes towards visibility of the rights and needs of persons with disabilities, fighting stigma and discrimination at the workplace. In spite of the fact that this JP will last two years in five local governments, we look forward to provoke changes that allow roll out to the rest of districts in urban centers of the country. This will happen as a result of developing two new tools of public policies at local levels: (i) development of a management model for local governments to promote and enable access to employment for persons with disabilities (Tool Box). This model will be tested and systematized by the JP; and, (ii) a ROBP to promote employment for persons with disabilities. By counting with these tools, local governments will have both, a programmatic and a financial instrument to comply with current legislation that will be the basis for scaling-up in urban areas national wide and assure their sustainability.

The five local governments are located in the city of Lima, capital of the country. They represent different socioeconomic strata (low, medium, and high). Some advantages of these districts are their population size, as well as their high concentration of public and private institutions demanding workforce. All of them are multiethnic, with higher proportions of mestizos, Andean, Afro-descendants and Asians. The specific group(s) the JP expects to address is the group of persons with disability at working age, with emphasis on women with disabilities from five districts of Lima.

## 1.3 Other programmatic considerations

**Table 1.**

1. Mix of targeting and mainstreaming

How will the proposed project mix targeting and mainstreaming strategies in order to generate structural transformation?

Our JP will develop a management model for improving employability and access to work for persons with disabilities to be implemented by local governments, which are the closest authorities directly related with the citizens. As part of the services they provide, they will set the conditions to assure that persons with disabilities strengthen their skills to get a job in private and local institutions. According to current legislation, 5% of public and 3% of private institutions must enroll persons with disabilities, a goal that requires enhanced oversight and orientation capacities at local government specialized offices providing the service.

While developing the model the JP will benefit 300 persons with disabilities, which will be a business case to persuade public and private sector of the possibility and benefit of hiring persons with disabilities, and dispelling myths about persons with disabilities. Accordingly, they will enhance their employability through strengthening their pre-labor and soft skills. Out of these 300, at least 150 will get a job, half of which will be women.

2. Scalability

How will the project create the conditions for scalability of results and successful approaches tested through project activities?

From the very beginning of the JP a specific activity will be the design of the scaling-up strategy during the inception activities. The roadmap of the JP foresees a vertical scaling, which will be deployed from two major outcomes derived from the intervention. One will be the Tool Box, which systematizes the minimum package of procedures and measures to guide management at local governments. The second one will be the ROBP, a new and specific resource developed by the JP, by which local governments will request financial resources for promoting the right of work for persons with disabilities. Its formulation should meet specific methodological requirements, such as being evidence-based and using best practices, with active participation of local government and other stakeholders. The monitoring of the process at each local government involved, and the leading role to formulate the new Budgetary Program will be played by CONADIS, yet it will also require that civil society organizations, persons living with disabilities, public and private institutions, and local government are equally involved, supporting advocacy before the Ministry of Economy and Finance. CONADIS has already developed some guidelines and basic background information to fulfill the proposal according with established procedures.

3. Sustainability

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

The resources described above will promote the sustainability of the intervention at local level. While current legislation has already defined roles for local governments in promoting work for persons with disabilities, once both resources become available, its progressive replication and adaptation in other urban areas is expected to occur. Thus, institutional ownership, also involving the Peruvian Network of Private Enterprises and Disability which has started at the formulation of this JP through the active engagement of CONADIS and MTPE, will become national through scaling-up.

**Table 1.1 Risk Management**

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

| **Type of risk\***  **(contextual**  **programmatic, institutional)** | **Risk** | **Likelihood (L, M, H)** | **Impact on result** | **Mitigation strategies** | **Risk treatment owners** |
| --- | --- | --- | --- | --- | --- |
| Contextual | Humanitarian crisis (natural disaster) | Low | The attention paid to the JP could decreased significantly | NGOs and private sector engaged with the JP could actively get involved in recovering the continuity | UN System, CONADIS, MTPE, and local governments |
| Programmatic | Failure to achieve expected outcomes | Low | Not enrolling at least 150 persons with disability.  Not reaching 50% of women enrolled | Adjustment of strategies to raise awareness and accessibility with institutions and persons with disabilities, involving private local companies | UN System, CONADIS, MTPE, local governments, and the Peruvian Network of Private Enterprises and Disability |
| Institutional | Lack of interest by local governments and by private sector.  Delays of approval of new Results-Oriented Budgetary Program | Low | Delays in executing activities according to timetable | If advocacy fails, we would be open to work with other interested local governments.  Active advocacy from NGOs along with CONADIS and MTPE. Full engagement of private sector from the very start of the JP, particularly the local companies | UN System, CONADIS, MTPE, local governments, and the Peruvian Network of Private Enterprises and Disability |

\* 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.

## 1.4 Result chain of the intervention

**Table 2. Expected impact**

Impact:

What rights will be advanced? For whom?

The right to decent work for persons with disabilities becomes a priority in the public policy agenda of local governments

**Table 3. Expected outcomes** *(there will be as many such tables as the outcomes envisaged by the project)*

| **Outcome 1**  **What structural shifts will be achieved?** |  |
| --- | --- |
| **Outcome formulation** | **Type of lever\*** |
| The capacity of 5 local governments to develop a management model (Tool Box) to improve employability and access to work for persons with disabilities with human rights, gender equality and gaps approach is enhanced | CAP |

| **Outputs**  **What project deliverables will contribute to the achievement of the outcome?** |  |
| --- | --- |
| **Output Formulation** | **Type \*\*** (Only for capacity outcomes) |
| * 1. Development of a management model (Tool Box) for improving employability and access to work for persons with disabilities | PRO |
| * 1. Participatory planning process (meetings, seminars and workshops)[[8]](#footnote-8), is implemented. | PRO |
| * 1. Roll out of advocacy and incidence activities to assure ownership and sustainability involving partners and stakeholders as Network of Companies, Organizations of Persons with disabilities (DPOs) and local governments | TOOL |
| * 1. Monitoring and evaluation plan (strategy, indicators, milestones, and timeline) design and baseline collection (economic participation of women and men with disabilities, enabling environment, and assessment of institutional capacities of local government institutions) for each selected municipality. | TOO |
| * 1. Inter institutional agreements signed and approval of Municipal norm for the implementation of this program | ACC |
| * 1. Training of local staff dealing with regular activities[[9]](#footnote-9), for the provision of services to promote and facilitate access to employment for persons with disabilities | KNO |
| * 1. Technical assistance to develop placement plans for 150 persons with disabilities is provided. | KNO |

| **Outcome 2**  What structural shifts will be achieved? |  |
| --- | --- |
| **Outcome formulation** | **Type of lever\*** |
| Capacity of Local Governments to design a new and specific Results-Oriented Budgetary Program for Disability Management in Local Governments is enhanced. | CAP |

| **Outputs**  What project deliverables will contribute to the achievement of the outcome? |  |
| --- | --- |
| **Output Formulation** | **Type \*\***(Only for capacity outcomes) |
| * 1. Workshops of dissemination and advocacy before stakeholders involved in the Joint Program (local governments’ officials, civil society organizations, families, local and community organizations, private sector, etc.), other than UN agencies. | KNO |
| * 1. Prepare technical report of Tool Box, focusing on its use by local governments, lessons learned and “what works” to engage them to respond to local needs and demands for employment by persons living with disabilities | KNO |
| * 1. Workshops of consultation and validation of technical report   of Tool Box, involving stakeholders, local and national authorities | KNO |
| * 1. Presentation of a final preliminary report before engaged institutions and persons with disabilities participating in local programs, involving their families | TOO |
| * 1. Technical assistance to prepare proposal of a Results-Oriented Budgetary Program before the Ministry of Economy and Finance | PROT |

# 2. Elements of project design

*Equality between men and women.*

Disabilities reinforce previously existing gender inequities and vulnerabilities. In Metropolitan Lima, 79% of non-disabled males are economically active, whereas in the case of females, the figure is 60%. If a disability is present, figures drop by half, to 39% in males, and to 28% in females. Yet, in Peru, not only lack of education, job training or accessibility explains this situation, but also the overprotection families pose on its female members with any disability, in response to a culture of discrimination, exclusion and abuse against this population.

Hence, families and grass-root organizations will be part of regular activities, in order to strengthen their skills to deal with prejudices and misconceptions about persons with disabilities, particularly females, dealing with their fears about sexual harassment or abuse. To do so, the JP will stress its human rights approach. Workshops will encompass potential working centers expected to receive them as workers, as well as specific workshops on self-efficacy and autonomy to strengthen skills of women and girls with disabilities, involving local governments. By so doing, JP will foster a network of acknowledgement and fulfillment of the rights of the persons with disabilities, involving families, communities and labor centers.

*Full and effective participation of persons with disabilities.*

Families, grass-root organizations and NGOs promoting persons with disabilities’ rights will be involved all along the implementation of the project, from the inception phase. In close work with local authorities, and as a means to assure ownership and sustainability at local levels, all tools developed during the project will be validated with them, paying attention to specific needs of girls and women with disabilities. Likewise, the methodologies, tools and materials developed throughout the JP will become available to public authorities and officials, as well as for civil society organizations, to be used in friendly formats.

Moreover, there will be a technical committee with representation from CONADIS, MTPE, UNESCO, ILO and UNFPA, which will meet monthly to ensure follow-up, operations and timely fulfillment of activities, results and objectives. The JP will have a Project Coordinator, responsible for the execution of the work plan and its monitoring, including budget management, as well as coordination with agencies, counterparts and implementing partners. In close interaction with local governments, five promoters will be hired to mainstream the implementation of the new activities and functions at local level.

*Accessibility*

Based on ILO’s experiences on reasonable accommodations from the Network of Companies and Persons with disabilities, which will continue to involve persons with disabilities’ organizations, the JP will ensure that accessibility is fully realized during its implementation. Gender sensitivity will be complementary in order to avert overlooking specific girls and women’s needs.

Inception information, reports of advance and finalization will be disseminated to organizations, using standard resources for persons with disability, such as Word readable through the screen, pictograms, Braille, etc. All information materials of this JP will be edited to ease access by various types of disability, besides architecture facilities, according to Universal Design for learning during pre-labor workshops in inclusive work environments.

# 3. Partnership-building potential

UN agencies in Peru have a long experience managing JPs, which have successfully mainstreamed some public policies. This JP intends to build on an existing employment program – Proyecto Fondo Empleo in MTPE, more specifically the Employment with Support (Empleo con Apoyo) component – which needs to emphasize its inclusive nature. Else, this JP is inspired by a public program to promote the articulated action of the MTPE and the national institution in charge of promoting the rights of persons with disabilities (CONADIS), a successful experience that will be boosted by local governments and PWD’s organizations’ involvement.

According to regulation issued in April 2012, companies with more than 50 employees should have no less than 3% of its payroll made up by persons with disabilities. This norm has been resisted by some companies due to bias on employing them, prejudices and stigmas about their possibilities and capacities, particularly females. We expect that the advocacy work of this JP, along with the participation of organizations of persons with disabilities and local authorities will allow a better and wider dissemination of this norm along with the identification and removal of obstacles to access tax and economic benefits included in the norm.

# 4. Long-term UN engagement in the area of disability

This JP responds to several SDG such as SDG 8 (creation of decent employment), SDG 5 (gender equality), SDG 10 (reduction of inequalities), and SDG 4 (inclusive education). It also corresponds to two groups of results of current UNDAF Peru 2017-2021, the access to livelihoods and sustainable development and to freedom, rights and participation.

Regarding Agenda 2030, the JP promotes access to decent work and working conditions, eradication of discrimination and empowerment of persons with disabilities, while seeking to adapt the education system for persons with disabilities and their environment, as well as accessibility. But more important, the JP will be aligned with new policies and programs the Peruvian government has implemented in last few years, expressing the momentum disability has achieved among public policies.

Regarding gender equality, the JP considers the vulnerable situation of women as well as the increased exposure to gender-based violence affecting women in general and women with disabilities in particular. Accordingly, the JP also takes into account the need to contribute to the economic autonomy and empowerment as a right holder, on the part of women with disabilities, as a protection factor against gender violence, without neglecting the situation of poverty and vulnerability of mothers with disabilities seeking decent jobs.

# 5. Management arrangements

This JP will be led by UNFPA[[10]](#footnote-10) in alliance with UNESCO, ILO, CONADIS, and the MTPE, and close collaboration with the Network of Companies and Persons with disabilities, organizations of persons with disabilities and local governments. A Steering Committee will be established with the participation of all participating institutions of the JP, which will meet at least twice a year, to provide strategic direction, and will be led by the UN Resident Coordinator, representative of the Peruvian Network of Private Enterprises and Disability, the president of CONADIS, and the Vice Ministry of Employment. Specific organizations will be invited to participate, as well as a representative of the Network of Companies and Persons with disabilities.

In addition, there will be a Technical Committee with representation from CONADIS, MTPE, UNESCO, ILO and UNFPA, which will meet every month to ensure follow-up, operations and timely fulfillment of activities, results and objectives. The JP will convene a Consultative Council counting with the participation of the main organizations of persons with disabilities, which will contribute with recommendations all along the phases of the implementation of the JP. One member of the organizations participating in the Council, selected by them, will be invited to attend to the Steering Committee sessions.

The JP will have a coordinator, responsible for the execution of the work plan and its monitoring, including budgetary implementation, as well as coordination with agencies, counterparts and implementation partners. In close interaction with local governments, five promoters will be hired to mainstream the implementation of the new activities and functions.

**Table 4. Implementation arrangements**

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies** | **Other partners** |
| --- | --- | --- | --- |
| 1. Development of a management model for improving employability and access to work for persons with disabilities | ILO | UNFPA | CONADIS and MTPE, organizations of persons with disabilities, local governments |
| Output 1.1  Systematization of good practices of procedures and what-works experiences to serve as basis as the Tool Box for scaling-up | ILO | UNFPA | CONADIS and MTPE, organizations of persons with disabilities, local governments, Peruvian Network of Private Enterprises and Disability |
| Output 1.2  Design, validation and implementation of a strategy aimed to raise awareness and interest of persons with disabilities to participate in the program | UNESCO | UNFPA, ILO | CONADIS and MTPE, families, and organizations of persons with disabilities |
| Output 1.3  Design, validation and implementation of a strategy aimed to overcome barriers that hamper women with disabilities economical participation | UNFPA | ILO, UNESCO | CONADIS and MTPE, families, and organizations of persons with disabilities |
| Output 1.4  Design and validation of strategies and tools to strengthen capacities of persons with disabilities’ organizations to promote their right to work. | UNFPA | ILO, UNESCO | CONADIS and MTPE, families, and organizations of persons with disabilities |
| Output 1.5  150 persons with disabilities - at least 50% of them women - access to employment | UNESCO | ILO and UNFPA | CONADIS and MTPE, local governments, private and public institutions, organizations of persons with disabilities |
| 1. Results-Oriented Budgetary Program designed | UNFPA | ILO, UNFPA | CONADIS and MTPE and organizations of persons with disabilities |

# 6. Knowledge Management

While the country has generated relevant statistical information on the living conditions of persons with disabilities, and continue to update it, more local detail is needed on their employability conditions, as well as to identify the obstacles to employment or discouraging them from keeping it, including gender-related factors. The mapping of information, both quantitative and qualitative, that can be generated from five local governments that participate in the JP will complement the information of CONADIS and the MTPE, including local mapping of organizations as well as from coming census (scheduled for October 2017).

The main deliverable of the JP is a Tool Box of management resources and guidelines (for advocating and approach public and private institutions, local mapping, capacity assessment, gender approach and training) to be used by local government, in order to facilitate access to decent work and employability of persons with disabilities. On this basis, the JP will validate the management model to be replicable by other local governments through scaling-up. This result, along with the availability of the new budget management instrument, will allow the sustainability of the program and its roll out to other local governments of urban areas.

On the other hand, we believe that this JP will generate learning lessons in decision makers and policy makers, on access to employment for a vulnerable population. In addition, this project allows the State to have new management tools that permit the appropriate follow-up to the implementation of policies, aimed at improving the employment conditions and access to employment of persons with disabilities, thus improving their quality of life and their autonomy.

# 7. Inception Activities

First activities of the JP will assure the conditions to assure the governance of the JP, based on coordination meetings among UN agencies and other partners (CONADIS, MTPE and local governments, as well as organizations of persons with disabilities), aimed to establish transparent mechanisms to build trust and sustainability (Steering Committee, Technical Committee and Consultative Council).

The Consultative Council will include the organizations that represent the diversity of disabilities, which will be invited by the senior members of the Steering Committee, and the Peruvian Network of Private Enterprises and Disability. Its main goal is to provide inputs from these strong and knowledgeable stakeholders, long time know for advocating in favor of the rights of persons with disabilities.

During the inception phase, and according with established selection criteria, the JP will also assess the capacities of local governments where it will take place. Amongst other variables, not only their interest will be evaluated, but also the role of grass roots organizations, as well as their familiarity with current legislation, policies and programs.

And since the Human Rights approach for gender-sensitive employment of disabled persons is relatively new in public policies in Peru, an international seminar will be organized in order to sensitize and advocate based on experiences and state-of-the-art practices and knowledge from Peru and other countries in the region, focusing in local governments’ experiences. The program and advocacy activities will be all organized involving stakeholders and NGOs. In parallel, UN agencies and counterparts, Steering and Consultative Committees, will hold meetings to define roles, both related to administrative arrangements and technical responsibilities.

With this background, a two-day planning workshop, participating about 40 to 50 attendants, will be organized as to define roles and responsibilities, while establishing the timeline of activities in each local government and with national authorities, and all ruling bodies of this Joint Program.

This phase will also allow knowing best practices and lessons learned, as well as set the basis for a planning workshop, in order to define main strategies and roll out activities. Inception activities include the evaluation design to serve as a reference point, and to set goals and indicators for monitoring changes, as well as quality and coverage.

**Monitoring and Evaluation strategy**

In parallel with the inception plan phase, one major activity will be agreeing the Monitoring and Evaluation strategy, which will be convened by the PUNOs’ technical teams and the coordinator to be hired. They will fully complete metadata and technicalities of each indicator, and based on establishing their framework, the strategy will consider the following criteria:

1. Monitoring will focus on processes, through milestones clearly defined, and attributable to the intervention, while the evaluation will focus on verifying the achievement of the two major outcomes of this JP: The Tool Box and the ROBP on disability for local governments.
2. All indicators will be readily measurable, not requiring specific surveys nor records other than those already established by current practices in local governments, unless otherwise specified as required by the JP management mechanisms.

Encompassing both technical and administrative processes the monitoring strategy will provide stakeholders (local governments, CONADIS, MTPE, private sector and governance mechanisms) regular feedback on the progress being made towards achieving the goals and objectives of the JP. Hence, focus will be not only on institutions directly involved in the JP, but also on the institutional and policy environment that will enable the institutional and social ownership.

The evaluation of the JP, due to the limited resources available, will be made only once, at the end of the JP, being the institutional ownership, mainstreaming, availability and use of resources (Tool of Box and the ROBP for disability at local governments) the main variables to be assessed. The focus will be the mainstreaming of such new resources developed by the JP, and the feasibility to be scaled-up, implemented and owned by local governments nation-wide.

In all cases, expected users of the indicators, who will be timely informed, will be the governance mechanisms of the JP and all stakeholders. Whenever needed, even the press will be briefed when Tool Box and ROBP are available for scaling-up and to be properly used by local governments.

|  | Name of the indicator | What is being measured/ metadata | Who is in charge of collecting it? | Periodicity | Intended use |
| --- | --- | --- | --- | --- | --- |
| Outcome 1 |  |  |  |  |  |
|  | Number of minutes of meetings of all ruling bodies of JP | The realization of meetings as agreed by stakeholders and management bodies | JP management team | As convened by each management arrangement mechanism | To document the commitments, agreements and their accomplishments by all parties involved to the JP |
|  | Number of women and men from local governments with disabilities working as a result of the JP | The enrollment of workers hired as a result of the JP | Local government (OMAPED) in each district | Monthly | To verify if the enrollment of 150 persons with disability, half of the females, is achieved |
|  | Availability of the Tool Box to serve to other local governments nationwide (Yes/No) | The Tool Box has been properly validated and owned by local authorities | JP management team | Once, by the end of the JP | To serve a verification mean to scale-up the use of the Tool Box of local governments |
| Outcome 2 |  |  |  |  |  |
|  | Availability of a contract with consulting team developing the specific ROBP (Yes/No) | A consulting team developing the specific ROBP | UNFPA | Once, during first year of the JP’s implementation | To report local authorities the ROBP will be delivered on due time |
|  | Availability of the specific ROBP on due time (Yes/No) | The ROBP has been properly validated and approved by the Ministry of Economy and Finance | UNFPA | Once, by about mid-term during the implementation of the JP | To deliver national counterparts a new resource for local governments to promote employment for persons with disabilities |
|  | Availability of training plan of new and specific ROBP to be used by local governments on due time (Yes/No) | Once validated, the training plan of new and specific ROBP is available to be used by local governments | PUNOs, governance bodies, CONADIS | Last semester, second year | To inform donors, Steering Committee, local governments, other stakeholders, and the media |

Budget

**Table 5. Project Budget**

| **Category** | **Item** | **Unit Cost** | **No units** | **Total cost** | **Request from UNPRPD Fund** | **UNPRPD POs cost-sharing** | **Other partners cost-sharing** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Staff and Personnel Costs** | Salary | 2,500 | 23 | 200,420 | 57,500 | 100,800 | 42,120 |
| **Supplies, commodities and materials** | Goods, services and inputs |  |  |  | 12,800 |  |  |
| **…** | Support materials |  |  |  | 43,700 |  |  |
| **Equipment vehicles, furniture depreciation** |  |  |  |  |  |  |  |
| **Contractual Services** | 5 local promoters for 12 months | 1,000 | 60 |  | 60,000 |  |  |
|  | Consultants (trainers, researcher, advisors) | 9,400 | 8 |  | 75,200 |  |  |
|  | Consultant (evaluation) | 15,000 | 1 |  | 15,000 |  |  |
|  | Workshops | 2,368 | 17 |  | 40,256 | 67,200 | 28,080 |
|  | Meetings | 450 | 20 |  | 9,000 |  |  |
| **Travel** |  |  |  |  |  |  |  |
| **Transfers and grants** |  |  |  |  |  |  |  |
| **General Operating expenses** | Monthly operation cost | 401 | 24 |  | 9,628 |  |  |
|  | Local transportation | 100 | 65 |  | 6,500 |  |  |
| **Subtotal** |  |  |  | 567,778 | 329,578 | 168,000 | 70,200 |
| **Indirect costs (7%)** | Overhead 7% |  |  | 23,070 | 23,070 |  |  |
| **Total** |  |  |  | 590,848 | 352,648 | 168,000 | 70,200 |

From the above information please specify the following:

**Table 6. Detailed Costs**

| **Category** | **Activity (please describe)** | **Total cost** |
| --- | --- | --- |
| Inception activities | Assessment of short-listed local governments’ capacities and needs to implement the Joint Program | 6,000 |
| Inception activities | International seminar on state-of-the-art practices and knowledge on human rights approaches for employment of disabled persons in Peru and the region in local governments | 4,000 |
| Inception activities | Two-day workshop for planning and roll out activities with partners and stakeholders, particularly local governments authorities and officials | 4,000 |
| Inception activities | Official launching of the Joint Program | 1,000 |
| Monitoring and Evaluation Costs | Monitoring and Evaluation | 19,000 |
| Direct impact on empowerment of women and girls with disabilities | Strengthen capacities of persons with disabilities’ organizations to promote their right to work. | 18,500 |
| Direct impact on empowerment of women and girls with disabilities | Design, validation and implementation of a strategy aimed to raise awareness, interest and active participation of persons with disabilities in the program | 6,100 |
| Direct impact on empowerment of women and girls with disabilities | Design, validation and implementation of a strategy aimed to overcome barriers that hamper women with disabilities economical participation | 89,200 |
| Direct Impact on DPOs’ capacity | Design and validation of strategies and tools to promote the active participation of public and private institutions to hire persons with disabilities | 21,000 |
| Direct Impact on DPOs’ capacity | Strengthen capacities of persons with disabilities’ organizations to promote their right to work. | 18,500 |
| Direct Impact on DPOs’ capacity | Design, validation and implementation of a strategy aimed to raise awareness, interest and active participation of persons with disabilities in the program | 6,100 |
| Direct Impact on DPOs’ capacity | Design, validation and implementation of a strategy aimed to overcome barriers that hamper women with disabilities economical participation | 22,300 |
| Accessibility costs | Development of a management model of improving employability and access to work for persons with disabilities in five local governments with human rights, gender equality and gaps approach (based on the systematization of products of outcome 2) | 17,800 |
| Accessibility costs | Capacity building of local governments for the provision of services to promote and facilitate access to employment for persons with disabilities | 6,750 |
| Accessibility costs | Results-Oriented Budgetary Program designed in order to support that local governments can access public resources to implement strategies that promote decent employment for persons with disabilities | 19,700 |

1. “The ROBP (Presupuesto por Resultados, PpR) is a strategy of public management that allows to link budget resources to goods and services (products) and to results to serve the population, with the characteristic of being measurable”. It has been in place for over a decade, and is managed by the Ministry of Economy and Finance. See https://www.mef.gob.pe/es/presupuesto-por-resultados/ique-es-ppr [↑](#footnote-ref-1)
2. First National Survey on Disability (INEI; 2012). These trends are the same as in the ENAHO (2015) that estimates 1’619,885 persons with disabilities, of which 49% are men and 51% women. [↑](#footnote-ref-2)
3. Dirección de Investigación Socio Económico Laboral. Ministry of Labor and Promotion of Employment. Lima, 2014. [↑](#footnote-ref-3)
4. In last few years, some of the most important population based surveys in Peru regularly include questions regarding disabilities in households (Household survey, DHS and Strategic Program Budget). See http://www.inei.gob.pe/media/MenuRecursivo/publicaciones\_digitales/Est/Lib1456/libro.pdf [↑](#footnote-ref-4)
5. See https://www.conadisperu.gob.pe/ [↑](#footnote-ref-5)
6. This network was launched in March 2016. [↑](#footnote-ref-6)
7. An example of these results is the participatory consultation conducted at national level in five regions to prepare the national policy to promote employment opportunities for persons with disabilities. [↑](#footnote-ref-7)
8. All activities involving persons living with disabilities will be organized as agreed upon, assuring access facilities are fully provided to all participants, according to UNPRPD Strategic and Operational Framework. [↑](#footnote-ref-8)
9. At each Oficina Municipal para la Atención de las Personas con Discapacidad (OMAPED) of participant local government. [↑](#footnote-ref-9)
10. UNFPA is the UN counterpart of MIMP to implement the population policy and women’s rights agenda, focusing on their social inclusion and gender based violence. Since UN Women has not an office in the country, UNFPA has become the leading agency advocating for women’s right. UNFPA is leading the UN interagency group advocating for human rights, as established in the UNDAF, SDGs, with special emphasis on vulnerable populations. [↑](#footnote-ref-10)