

| **Title of Project: Formulation of a UN system-wide policy, action plan and accountability framework on disability inclusion** |
| --- |
| **Duration (max. 36 months): 18 months** |
| **Total Budget: 124,997 USD (Original Proposal) + Amendment 1: USD 1,049,850 (To be allocated to Executive Office of the UN Secretary General)**  **(Revised Total Project Budget USD1,174,847)** |
| **Participating UN Organizations: ILO in collaboration with members of** **sub-working group of the Inter Agency Support Group for the CRPD (IASG); Executive Office of the UN Secretary General (EOSG)** |

# Executive Summary

**The Secretary-General recently convened his Executive Committee (20 April 2018) whereby it was decided that the UN system would be subject to an institutional review, the results of which would feed into a new system-wide policy, action plan and accountability framework on disability inclusion. The development of the policy, action plan and accountability framework has been designated to the sub-working group of the Inter-Agency Support Group (IASG), and this proposal aims to support the formulation of these key products which will ultimately be considered by the UN Chief Executives Board (CEB) in early 2019.**

**The proposal will seek to support the aims of the sub-working group in meeting this demand through a consultative, participatory process under the auspices of the IASG, including a mixed methodology of development and verification including piloting with UNCTs.**

**Following the endorsement of the new system-wide policy, action plan and accountability framework on disability inclusion entitled the UN Disability Inclusion Strategy, the project will support the roll out of the UN Disability Inclusion Strategy (UNDIS) through the establishment of a technical unit for an initial period of one year in the Executive Office of the Secretary General to coordinate and support the implementation of the UNDIS.**

# 1. Background and Rationale

## 1.1 Challenges to be addressed by the project

**While an institutional review of the UN system on disability inclusion currently underway will provide the necessary baseline, it has been observed that there are examples of good practice on disability inclusion within some UN entities and among some UN Country Teams (UNCTs). However, there is general agreement among Member States, disability organizations and UN officials, that disability inclusion and accessibility for persons with disabilities are not addressed in a coherent and systematic way, both within the UN system and in its programmatic work.**

**As a result, the UN is not fully equipped to support the full and effective participation of persons with disabilities internally, nor is it adequately prepared to support Governments, Disabled Persons’ Organizations (DPOs) and other stakeholders to promote the rights of persons with disabilities in a way consistent with the UN Convention on the Rights of Persons with Disabilities and in line with the commitments of the 2030 Agenda for Sustainable Development, including to ensure no one is left behind.**

**Addressing this challenge will require top-level commitment across the UN system, including within each of the UN entities and UNCTs, as well as raising awareness and building capacities of UN staff both in headquarters and in entities on disability inclusion and accessibility for persons with disabilities.**

## 1.2 Opportunities available to the project

**The main opportunity for this project results from the UN Executive Committee Decision 2018/20 which, has mandated the IASG sub-working group to present for consideration to UN CEB a system-wide policy, action plan and accountability framework to strengthen accessibility and mainstream the rights of persons with disabilities.**

**The Decision calls for a review of how the UN system is addressing disability inclusion and accessibility for persons with disabilities. The findings of this review, which will comprise survey results covering UNDSG entities and 40 UNCTs, will be available by the end of September 2018 and will inform the drafting of the policy, action plan and accountability framework.**

# 2. Project Approach

## 2.1 Focus of the project – “What is the project about?”

**The focus of the project is to produce by the end of the first quarter of 2019 a proposal for a UN system-wide policy, action plan and accountability framework to strengthen accessibility and mainstream the rights of persons with disabilities across the Organization’s operations (as defined by decision point 2 of the UN Executive Committee Decision 2018/20).**

**Fundamental to its success is top-level buy-in of UN entities (in headquarters and in the field), supported by the technical involvement and ownership of the different departments within each entity responsible for implementation (e.g. human resources, programming, conference/meeting management, information, facilities/premises, procurement, evaluation, etc.).**

**Following the endorsement of the new system-wide policy, action plan and accountability framework on disability inclusion entitled the UN Disability Inclusion Strategy, the project will support the roll out of the UN Disability Inclusion Strategy (UNDIS) through the establishment of a technical unit for an initial period of one year in the Executive Office of the Secretary General to coordinate and support the implementation of the UNDIS.**

## 2.2 Theory of change of the intervention – “How will the project produce the stated impact?”

**The objective of the project is to promote a transformational change in the UN system that will ensure that all UN entities, within their respective mandates, contribute to the rights of persons with disabilities in a way that is consistent with the UN Convention on the Rights of Persons with Disabilities and in line with the commitments of the 2030 Agenda for Sustainable Development including to ensure no one is left behind.**

**In order to achieve this profound change, a first key step is to have a UN system-wide policy on disability inclusion to be agreed by the UN CEB. This policy would allow for establishing a shared commitment, common language and coherence across the UN system and set specific objectives to be achieved by all UN entities in areas such as human resources, programming, conference/meeting management, information, facilities/premises, procurement, and evaluation.**

**Building upon the example of the UN approach to gender equality and empowerment of women, the policy would be accompanied by an accountability framework, which would for each of the domains covered by the policy, propose indicators that UN entities and UNCTs would need to report on regularly in order to demonstrate progress towards the implementation benchmarks. The accountability framework will also seek to identify technical tools and guidelines that could be developed to support stakeholders in their implementation.**

**Based on the findings of the institutional review among UN entities and UNCTs that will be available at the end of September 2018 and other work currently being undertaken (such as a review of accessibility of conferences and meetings requested by DGACM and undertaken by the Joint Inspection Unit, and a survey of DPOs that will be undertaken by the International Disability Alliance [IDA]), an initial meeting of UN principals is foreseen to be convened by the EOSG to provide overall guidance and vision, and a draft policy will subsequently be produced. Furthermore, an accountability framework for UN entities and for UNCTs will be prepared, which will then undergo piloting in a number of UN entities, including at least one UN regional commission, and UNCTs. The active involvement of DPOs will be ensured in this process including through the IASG but also in the relevant contexts of piloting.**

**The drafting and piloting processes hope to elicit good practices among UN entities, drawing from the findings of the institutional review and feedback provided from piloting entities. Particular attention will be given to the way in which the situation of girls and women with disabilities is being addressed and specific UN entity approaches to Leave No One Behind and how they address the rights of persons with disabilities.**

**Based on the findings from the piloting, as well as feedback from relevant thematic inter-agency networks and working groups, workshops will be convened (with presence, as much as possible, of UN entities based in various duty stations) to present main findings of the pilot tests and finalize the draft policy and accountability framework.**

**The IASG subgroup, that will have been coordinating this process, would then finalize the policy, action plan and accountability framework.**

**Following endorsement, the policy and accountability framework jointly entitled the UN Disability Inclusion Strategy (UNDIS) will be rolled out with support from a technical unit created in the EOSG which is a party to the UNPRPD MOU. The Technical Unit will be located for an initial period of one year in the EOSG to facilitate high level leadership and system wide coordination on disability inclusion.**

# 3. Result chain of the Intervention

*Based on the information in the previous section, provide a concise formulation of the project objectives (expected impact, intended outcomes and outputs) utilizing the table format provided below.* **[[1]](#footnote-1)**

## Table 2. Expected impact

| **Impact** |
| --- |
| Significantly enhance capacity and coherence of the UN system to support Governments, DPOs and other stakeholders to promote the rights of persons with disabilities in line with the UNCRPD and consistent with the commitments of the 2030 Agenda for Sustainable Development including to ensure no one is left behind |

## Impact Indicators

| **Indicator\*[[2]](#footnote-2)** | **Start level**  (Beginning of the project reporting period) | **Target** | **End level**  (End of the project reporting period) | **Means of Verification** |
| --- | --- | --- | --- | --- |
| Number of UN entities with a disability-specific policy or disability inclusive policies | To be determined by the findings of the institutional review | To be determined based on the starting level | […] | SWAP Accountability framework |
| Number of UN entities with disability incorporated into broader strategic plans and governance documents | To be determined by the findings of the institutional review | To be determined based on the starting level | […] | SWAP Accountability framework |
| Number of UN entities with disability-specific programming | To be determined by the findings of the institutional review | To be determined based on the starting level | […] | SWAP Accountability framework |
| Number of UN entities in which disability is mainstreamed in programming | To be determined by the findings of the institutional review | To be determined based on the starting level | […] | SWAP Accountability framework |
| Number of UN entities that conduct consultations with DPOs and disability-focused NGOs | To be determined by the findings of the institutional review | To be determined based on the starting level | […] | SWAP Accountability framework |
| Number of UN entities that ensure effective participation of persons with disabilities in projects, including women and girls with disabilities (e.g. accessible information, communication, premises; combatting stigma and attitudinal barriers, as partners in project planning and implementation) | To be determined by the findings of the institutional review | To be determined based on the starting level | […] | SWAP Accountability framework |
| Number of UNCTs engaged in joint actions such as joint programmes focused on or including the rights of persons with disabilities | 38 UNCT have been engaged in/supported to undertake UNPRPD joint programmes on CRPD implementation. | . |  | MPTF Gateway  UNDAFs’ desk review/SWAP accountability framework |

## Table 2. Variations in outcome indicators

*(Add a table for each outcome in the approved project document)*

| **Outcome 1** |
| --- |
| UN Chief Executives Board informed by and consider approval of a UN system-wide policy, action plan and accountability framework on disability inclusion and accessibility for persons with disabilities. |

## Outcome 1 Indicators

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period) | **Target** | **End level**  End line  (End of the project reporting period) | **Means of Verification** |
| --- | --- | --- | --- | --- |
| Submission to CEB of a system-wide policy, action plan and accountability framework on disability inclusion and accessibility | System-wide policy, action plan and accountability framework does not exist. | System-wide policy, action plan and accountability framework to be developed pursuant to the EC decision and following the results of the system-wide review submitted for review to 31 members of the CEB. | […] | CEB records/reports |

## Outputs

| **Formulation** | **Tentative timeline** |
| --- | --- |
| * 1. UN system-wide policy on disability inclusion and accessibility submitted for consideration to the UN CEB | March 2019 |
| * 1. Accountability framework(s) for UN entities and UNCTs on disability inclusion and accessibility adopted by the UN CEB | March 2019 |
| * 1. Action plan containing road map for the effective implementation of the policy and accountability framework | March 2019 |
| * 1. Technical guidelines accompanying the accountability framework(s) on disability inclusion and accessibility | December 2019 |

| **Outcome 2** |
| --- |
| System wide coordination and technical support mechanism on UNDIS implementation and reporting. 1.1. UNDIS Technical Unit established and made operational August 2019 onwards |

**Outcome 2 Indicator**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| UNDIS Coordination Mechanism | No coordination unit in place | High Level Coordination lead by Under Secretary General through UNDIS Technical Unit in the EOSG | […] | EOSG Reports |

**Outputs**

| **Formulation** | **Tentative timeline** |
| --- | --- |
| * 1. UNDIS Technical Unit established and made operational | August 2019 onwards |

# 4. Partnership-building potential

**The project requires the very active involvement of all IASG member entities (including the observers) and all 31 entities in the CEB and should also lead to the participation of UN entities that are not yet in the IASG, like DGACM.**

**In addition to encouraging active participation from all entities and collaboration among entities on disability inclusion, the project will also strengthen partnerships among the different inter-agency networks and working groups (such as the CEB Human Resources Network, Procurement Network, etc.) and the relevant UNSDG fora, building channels of communication and cooperation in areas like human resources, procurement, evaluation and programming, to enhance accessibility and disability inclusion.**

**Finally, the project’s consultative nature will contribute to more developed partnerships between UN entities and DPOs, especially at country level.**

# 5. Knowledge management and dissemination

Max 200 words.

*Please describe the ways in which the proposed project plans to document, disseminate and as needed institutionalize the knowledge, products, tools and networks generated through the Project to support CRPD implementation at country level.*

Aside from the policy, action plan and accountability framework, the main knowledge product will be the technical guidelines **that will accompany the accountability framework. Following the eventual adoption by the CEB of the policy, action plan and accountability framework and throughout the application to the UN system, the technical guidance will be made available on the relevant corporate platforms to all relevant stakeholders and particularly UN Country Teams to support a coordinated, coherent and integrated approach to supporting mainstreaming in the system.**

**While these guidelines will be tailored to the context of UN entities, the experience from the UN gender system-wide action plan (SWAP) has shown that these products are also relevant for other stakeholders, including government ministries and private sector entities. They will also be a relevant advocacy tool for DPOs.**

**On a broader scale, the policy and accountability framework aim to provide a common language and set forth a common understanding across UN entities of baseline requirements and best practices of disability inclusion in various contexts, which can serve as a basis for bilateral and multilateral discussions on disability rights and disability-inclusive development at global, regional and national levels.**

# 6. Project management and monitoring arrangements

**In line with the UN Executive Committee Decision 20/2018, the project will be managed by the IASG subgroup that was created in 2017 to start working on a disability SWAP. The sub-working group is currently co-chaired by UNDP and ILO and enjoys the participation of numerous other UN entities including UNWOMEN and DESA and benefits from the special involvement and support of the International Disability Alliance. It is open to all IASG members and its membership has grown due to the recent impetus for a disability SWAP.**

**The UN Executive Committee Decision sets a very clear timeframe for the project: end of September 2018 for the findings of the review, and then subsequently until the end of the first quarter of 2019 for presentation of the draft policy and accountability framework to the CEB.**

**This ambitious timeline will require monthly meetings of the IASG subgroup to keep track of progress, decide on the piloting phase, prepare the workshops to be held before the end of 2018 and in particular discuss the different draft versions of the policy and accountability framework. The sub-group will report back to the broader IASG group from time to time with updates on project progress as well as meeting UNPRPD reporting requirements.**

**To allow for efficiency and coordination, it is proposed that funding be managed centrally by a single entity and with ILO as a co-chair of the IASG subgroup, it is planned for the funding to be transferred to, managed and reported upon by ILO. For coordination and technical support to the UNDIS, a unit will be created in the EOSG for an initial period of one year.**

**Table 4. Implementation arrangements**

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies** | **Other partners** |
| --- | --- | --- | --- |
| 1. Submit to the UN Chief Executives Board a UN system-wide policy, action plan and accountability framework on disability inclusion and accessibility for persons with disabilities | Stefan Tromel, ILO | Co-chairs of the sub-working group: ILO with current co-chair UNDP | IDA  All current and new members of the IASG |
| 1. System wide coordination and technical support mechanism on UNDIS implementation and reporting | Gopal Mitra, EOSG | EOSG | IASG and other UN system entities and mechanisms |

# 7. Risk Management

*Using the table below please outline what the risks are and what the risk management strategy is?*

| ***Type of risk\****  ***(contextual, programmatic, institutional)*** | ***Risk*** | ***Likelihood***  ***(Low, Moderate, High)*** | ***Impact on result***  ***(Low, Moderate, High)*** | ***Risk Mitigation strategies*** | ***Responsible entity for Risk treatment*** |
| --- | --- | --- | --- | --- | --- |
| ***Institutional*** | ***Not enough top level political buy-in for the policy and accountability framework*** | ***Moderate*** | ***High*** | ***1. Provide comprehensive briefings for Principals and representatives detailing:***  ***(i) substantive issues as they relate to UN operations and activities;***  ***(ii) the proven benefits of adopting the SWAP from the perspective of a) human rights, and b) effectiveness of coordinated approach (cost sharing and knowledge sharing between UN entities and other stakeholders);***  ***(iii) potential reputational risk if the UN system does not take adequate action on disability inclusion***   1. ***Undertake advocacy and awareness raising efforts of the importance of accessibility and disability inclusion through strategic communications and engagements with staff in UN entities, to generate an internal, bottom-up approach within each UN entity to support adoption of a SWAP.*** | ***All IASG subgroup members*** |
| ***Programmatic*** | ***Not enough technical support for the accountability framework and the technical guidelines*** | ***Moderate*** | ***Moderate*** | ***1. Leverage existing resources and engage and collaborate with entities currently undertaking similar work within the UN system to share knowledge (e.g. Joint Inspection Unit, ESCAP, etc.)*** | ***[…]*** |

# 8. Budget

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

## Project Budget

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Category** | **Item** | **Unit Cost** | **No units** | **Total cost Original Proposal** | **[Request from UNPRPD Fund under Amendment 1[[3]](#footnote-3)]** | **Revised Total Project Costs** | **UNPRPD POs cost-sharing** | **Other partners cost-sharing** |
| **Staff and Personnel Costs** | […] | […] | […] | […] | 656,700 | 656,700 | […] | […] |
| **Supplies, commodities and materials** | Publication costs | 2 | 2,160 | 4,320 | […] | 4,320 | […] | […] |
| **Equipment vehicles, furniture depreciation** | […] | […] | […] | […] | 10,000 | 10,000 | […] | […] |
| **Contractual Services** | Senior consultant | 700 | 50 | 35,000 | 112,608 | 147,608 | […] | […] |
|  | Mid-level consultant | 450 | 30 | 13,500 | […] | 13,500 | […] | […] |
| **Travel** | Workshops | 20,000 | 2 | 40,000 | […] | 40,000 | […] | […] |
|  | Travels to pilot entities or inter-agency meetings | 3,000 | 8 | 24,000 | 100,000 | 124000 | […] | […] |
| **Transfers and grants** | […] | […] | […] | […] | […] | […] | […] | […] |
| **General Operating expenses** | […] | […] | […] | 24,000 | 101,860 | 125,860 | […] | […] |
| **Subtotal** | […] |  |  | **116,820** | **981,168** | 1,097,988 | […] | […] |
| **Indirect costs (7%)** | Programme Support Costs | […] | […] | 8,177 | **68,682** | 76,859 | […] | […] |
| **Total** | […] | […] | […] | **124,997** | **1,049,850** | 1,174,847 | […] | […] |

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

   ***Impact:*** *Positive and negative long-term effects on identifiable population groups produced by a development intervention, directly or indirectly, intended or unintended. These effects can be economic, socio-cultural, institutional, environmental, technological or of other types.*

   ***Outcome:*** *The intended or achieved short-term and medium-term effects of an intervention’s outputs, usually requiring the collective effort of partners. Outcomes represent changes in development conditions which occur between the completion of outputs and the achievement of impact.*

   ***Outputs:*** *The products and services which result from the completion of activities within a development intervention.* [↑](#footnote-ref-1)
2. **[All indicators listed are to be measured once policy is in place]** [↑](#footnote-ref-2)
3. To be transferred as per Amendment 1 to EOSG [↑](#footnote-ref-3)