# Programme proposal from Bangladesh– 4th Funding Round 2021

# Cover page

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| **Title of the programme: UN joint collaboration to accelerate implementation of CRPD and disability inclusive SDGs** |
| **Country: Bangladesh Region or provinces: Not Applicable** |
| **Duration (max. 24 months): 24 months** |
| **Total Budget: USD 610,137** |
| **Co-funding: NA** |
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| **Government focal point name and contact details:**  **Upon fund approval of the UNPRPD process, relevant government ministries will assign focal points. The below ministry/bureau representatives were closely engaged in each stage of the inception phase and are well aware of the concept.**  **Ministry of Social Welfare**  **Bangladesh Bureau of Statistics**  **Ministry of Education**  **Ministry of Women and Children Affairs**  **Ministry of Labour and Employment** |
| **Other partner names and contact details:**  **Potential partners:**  **Center for Disability in Development (CDD)**  **Access Bangladesh Foundation (ABF)**  **Bangladesh Business and Disability Network (BBDN)**  **Workers Resource Center (WRC)**  **Center for Services and Information on Disability (CSID)** |
| The proposed programme in Bangladesh is an initiative to accelerate implementation of the UNCRPD and disability inclusive SDGs following a multi-partner approach that includes the government and OPDs, the UN, CSOs and others. It aims to strengthen building blocks, namely equality and non-discrimination, with a specific focus on discrimination against women and girls with disabilities and ensuring accountability, governance, and participation. Capitalizing from existing partnerships with the government and CSOs, and following success factors for a results-based programme designing, planning, implementation, and monitoring and to address the already identified gaps, the envisioned project will ensure evidence-driven programming and advocacy to foster meaningful participation among OPDs, especially women’s rights organizations, and stronger compliance with the UNCRPD.  Some of the important success factors to implement any project are a strategy, strong cooperation and a steering structure and following agreed-upon processes based on continuous learning and innovation. Implementation of the policy requires strong and functional coordination, accountability and monitoring mechanisms that meaningfully engage persons with disabilities. Considering the recommendations from the situation analysis and through addressing cross-cutting areas, the programme will invest resources to conduct targeted activities identified to meet the already set outputs. Subsequently, these eight outputs will contribute to the achievement of three outcomes (1, 2, and 3), as mentioned in the framework.  The project will work closely with key duty bearers and rights holders at national and local level to improve their capacity in coordination, data system management, CRPD reporting, advocacy for disability inclusive legislation and policy reform, and promoting disability inclusive skills training and employment. Evidence based knowledge materials will be developed engaging OPDs to assist them in advocacy work with key relevant ministries. The project envisions systematic improvement in collection and analysis of gender and disability desegregated data contributing in disability inclusive policy development, implementation and monitoring. The project emphasizes meaningful participation of OPDs in all aspects, with particular focus on prioritizing and advocating on key areas in policy reform and CRPD implementation. The project will be working in creating a sustainable platform for the UN in Bangladesh to work on disability inclusion in it’s UNSDCF (2022-2026) implementation as well as contributing in disability related SDG indicators. |
| **Targeted CRPD articles:**  Article 3 (General Principles)  Article 4 (General Obligations)  Article 5 (Equality and Non Discrimination)  Article 6 (Women with Disabilities)  Article 8 (Awareness Raising)  Article 33 (National Implementation and Monitoring) |
| **Targeted SDGs:** SDGs 1, 4, 5, 8, 10, 11 and 17 |
| **Preconditions:[[1]](#footnote-1)** Accountability and governance, and equality and non-discrimination |
| **Target groups:[[2]](#footnote-2)** 1) All persons with disabilities, with a specific focus on women with disabilities and underrepresented groups |
| **Thematic focus:[[3]](#footnote-3)** OPDs Capacity building, employment, gender and ending GBV, statistics and data collection, laws and policies |

# Background and rationale

Based on the findings of the situation analysis, various challenges, opportunities and recommendations are stated below.

The situation analysis identified systematic gaps within the government in terms of operational coordination on disability inclusion. The Ministry of Social Welfare requires institutional strengthening to fulfill its mandate. The SDG coordination mechanism, at present, does not track the implementation of the CRPD. If the UNPRPD provides support to the government to strengthen dialogue and implementation of the Rights and Protection of Persons with Disabilities Act 2013, this could be used as a key entry point for capacitating both the government and OPDs as a foundation for coalition building on disability inclusion. More importantly, capacitating the Department of Social Services (DSS) on CRPD to implement the National Disability Action Plan, 2019 and the National Disability Act (2013) will contribute to strengthening gender-responsive disability inclusion coordination and governance in Bangladesh. **Support the government in establishing a comprehensive and effective coordination governance system to ensure accountability in the implementation of the National Disability Act and to expedite the CRPD's implementation.**

The main findings of the situation analysis indicated that gaps in recognizing and addressing stigma and discrimination against persons with disabilities, particularly women and girls with disabilities and underrepresented groups, still exist at the policy level and in communities. The ability of these groups to obtain crucial services and participate in schooling; technical and vocational education; and social, economic, and political settings is undoubtedly hampered by stigma and discrimination. **Ensure technical support and capacity development towards programmes and activities that address intersectional forms of stigma and discrimination, particularly among women and girls with disabilities and underrepresented groups, related to cultural beliefs and religious prejudices.** Overall, **there is a need for an empowerment approach, which will be a major method in eliminating stigma and discrimination against women and girls with disabilities**. It is also important to educate duty bearers on stigma and discrimination issues that affect people with disabilities in their communities, as well as the hurdles that prevent women and girls from accessing inclusive essential services like justice, employment and social services.

According to the situation analysis and a review of disability data from various surveys and census conducted in previous years, discrepancies in disability statistics are obvious. Without reliable and consistent data on disability, it is not possible to develop an implementation plan as per policy and allocate the budget needed to implement the proposed actions. Technical support is required for Bangladesh Bureau of Statistics (BBS) to ensure the engagement of OPDs throughout the tools development process, the data collection and data analysis process and during the dissemination of these surveys. The project intervention will **assist the government in deriving disability disaggregated data for improved policy making as well Improved guideline and/module for disability inclusive data system established..**

**Strengthened disability inclusion and ensured reporting of disability related SDG Indicators in the UNSDCF (2022-26) implementation are focused areas under this programme.** Because the UN is leading the way in terms of disability inclusion among stakeholders, it must increase disability-related expertise among UN staff through its United Nations Disability Inclusion Strategy (UNDIS).

As catalytic preconditions for supporting the implementation of the National Disability Law and Action Plan for Strengthening Disability Inclusion, the country has agreed **to focus on strengthening accountability and governance, and equality and non-discrimination**. The stated preconditions translate into critical building blocks for the government and OPDs to be capable of harmonized and coordinated disability inclusion during the execution of frameworks, like the country's 8th Five-Year plan, the SDG indicators and the UNSDCF indicators.

The most relevant partners for the project intervention will be the Ministry of Social Welfare, the Ministry of Labour and Employment, the Department of Social Service under the MoSW, the Ministry of Women and Children Affairs, the Ministry of Finance and the SDG Technical Committee, Bangladesh Bureau of Statistics, umbrella bodies of OPDs, Bangladesh Business and Disability Network, CSOs, women’s rights organizations, OPDs and other relevant stakeholders.

**3.1. Proposal development process**

Since the very first consultation with OPDs and disability focused organizations on UN Bangladesh’s interest in the UNPRPD 4th funding call for proposals in September 2020, they have welcomed the UN’s collaboration on disability inclusion and contributed at each stage of the process. The induction workshop during the inception phase assisted with improving understanding between participants from the government, OPDs, women and men with disabilities, CSOs and the UN on potential contribution by the UN in accelerating CRPD implementation and disability inclusive SDGs. Findings of the situation analysis were validated during a wider stakeholder consultation attended by OPDs, the Department of Social Services, Bangladesh Bureau of Statistics, CSOs, development partners, UN agencies, employer networks and others. Based on the priority areas and recommendations validated by the stakeholders, the UN task team started working on the outcome framework. The UN task team actively participated in a daylong, in-person brainstorming session to draft the outcome framework. During the session, the findings of the initial OPD consultation, priority areas identified during EOI development, findings from the situation analysis and the outcome framework were reviewed by the UN task team while drafting the country log-frame for Bangladesh. The log-frame was further revised based on feedback received from the UNPRDP secretariat and OPDs. The UN task team held a series of consultations, including briefing sessions with the UNCT and PMT, that focused on expanding the outcome framework based on the log-frame.

Detailed guidance on what the government and OPDs expect from the UN in accelerating the implementation of the CRPD and disability inclusive SDGs while conducting KII and FGDs based on the situation analysis, enabled the UN task team to formulate project objectives, strategies and interventions in a relatively short period of time.

To ensure the full participation of women with disabilities, the inception phase ensured that women with disabilities are an integral part of each implementation stage. One of the key facilitators of the induction training was a woman with a disability, while another session focused on women with disabilities; this enabled participants to better contribute in guiding the UN on prioritizing areas where UN may contribute, including conducting research on identifying root causes of discrimination, stigma, and violence faced by women and girls with disabilities. The need for evidence based knowledge materials were highlighted by OPDs including underrepresented OPDs, women and girls with disabilities, who can utilize these to advocate for policy reforms. The project development process was not able to ensure the full participation of persons with intellectual and psychosocial disabilities; however, the participation of other underrepresented groups, in terms of location and types of disabilities, was ensured. The Project Management Team (PMT) highlighted this gap, emphasizing the importance of representation of persons with intellectual and psychosocial disabilities throughout project implementation. They also prioritized capacity building and coordination among the UN to ensure disability inclusion in UNSDCF (2022-26) implementation and contribution to disability related SDG indicators.

The UN task team has taken into consideration the complementarity of the proposed interventions and the ongoing UN intervention on disability inclusion, as well as expert areas in which the UN can maximize impact given limited time and resources for the proposed project.

# Overall programme results framework

Table 1. Results framework

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| **Outcome 1: National Stakeholders have the knowledge and practical tools to effectively contribute the development and implementation of disability inclusive policies, systems for the implementation of CRPD and SDG** |
| The project will contribute to outcome 1 by strengthening gender-responsive disability inclusion coordination among the key duty bearers and rights holders informed by evidence-based research and analyses. This includes the capacity building of key stakeholders (duty bearers and right holders) on coordination; data system management, CRPD reporting, advocacy for disability-inclusive legislation and policies reform and creating inclusive employment for OPDs with a focus on women and underrepresented groups. Institutional strengthening will be conducted with the Ministry of Social Welfare as the lead ministry by reinforcing its coordination mandate for disability inclusion with relevant disability focal points of key ministries. The project will focus on facilitating coordination between the National Coordination Committee (NCC) on the Rights and Protection of Persons with Disabilities ( responsible for coordinating all disability initiatives by the government of Bangladesh) and the National Executive Committee (NEC) on the Rights and Protection of Persons with Disabilities (responsible for implementation of the decisions adopted by the NCC) to improve the functionality among the national and local level committees for better coordination and governance.  In addition, disability disaggregated data will be improved by prioritizing the capacity development of Bangladesh Bureau of Statistics (BBS) to enable them in deriving disability disaggregated data from key national data systems, such as the Labour Force Survey (LFS) and the Violence Against Women (VAW) survey. Thus, the project will provide technical support in data analysis and support policy makers by disseminating relevant findings from these surveys to address the challenge of a lack of disability disaggregated data, as identified in the situation analysis. Furthermore, the technical capacity development of the Bangladesh Bureau of Statistics (BBS) on disability inclusive protocol for surveys will be implemented to improve the disability and gender disaggregated data system mechanism in the country.  Through capacity building, dialogues and coordination, the project will engage OPDs, representatives of underrepresented PWDs, women’s rights organizations and disability focused organizations to enhance their role in ensuring meaningful participation in driving policy change and contributing to gender-responsive disability inclusive policies and CRPD reporting.  The project will be informed by studies and research on stigma, discrimination, and violence faced by women and other underrepresented groups, and gaps in legislative policies which will support to determine cross-sectional approaches for ensuring their inclusion in the laws and policies. The proposed policy brief will assess the situation across the essential preconditions for disability inclusion policies and programmes. The knowledge products developed based on the studies and research will support advocacy and learning sharing from the findings and implementation experiences with OPDs and key government and other stakeholders. Lastly, the project will work on capacity enhancement of OPDs to facilitate job placement for persons with disabilities by providing them with inclusive skills training and engaging employers. This will serve as a practical tool for the government in implementing disability inclusive systems in place for inclusive economic empowerment for women and men with disabilities. |
| ***Country Output 1.1.a Capacity of Government coordinating bodies, line ministries and Bangladesh Bureau of Statistics is strengthened to improve effective coordination mechanisms to amend and implement disability inclusive policies, laws, data system, and CRPD reporting processes***  ***Precondition: Accountability and governance*** |
| **Indicator #1.1.1** Number of training (disaggregation by type of capacity building) organized and delivered in the UNPRPD programme. (Disaggregated by topics) |
| **Description:**   * Conduct functional analysis (using a gender lens) of the National Coordination Committee(NCC) on the Rights and Protection of Persons with Disabilities and the National Executive Committee(NEC) on the Rights and Protection of Persons with Disabilities and selected District Committees engaging OPDs. * Validate and share the findings from the functional analysis with NCC, NEC and selected district committees. * Conduct capacity building with the Ministry of Social Welfare (MoSW) and relevant disability focal from line ministries for implementation of disability inclusive legislation and policies found through research from output 1.2.a. * Capacity building of MoSW to coordinate and advocate for gender responsive disability inclusion programming with MoWCA on the issues of WGWDs. * Capacity building of MoSW, national CRPD monitoring committee and selected district committees on CRPD reporting. |
| **Baseline:**   * Two meetings of the NCC and two meetings of the NEC have been held since the law was enacted in 2013. * Initial report and first periodic report on CRPD were submitted in 2017. |
| **Milestone year 1:** Second periodic report on CRPD was submitted by the government. |
| **Milestone year 2:** The NCC and NEC recognized the importance of conducting meetings at regular intervals as per SoP. |
| **Target**:   * One NCC and one NEC meeting conducted at national level. * Dissemination of meeting resolution and reporting of selected district committee meetings. |
| **Means of verification:**   * Functional analysis report, inclusive of recommendation on effective coordination mechanism * Meeting meetings of NCC and NEC meetings and participant lists |
| **Responsible**: UNICEF (lead), ILO and UN Women |
| **Indicator 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive** |
| **Description**   * Capacity building of Industry and Labour Wing of Bangladesh Bureau of Statistics (BBS) to analyze the disability disaggregated data collected during Labour Force Survey (LFS), engaging OPDs. * Support Bangladesh Bureau of Statistics (BBS) to disseminate the disability disaggregated data collected in LFS. * Technical guidance to BBS for developing a protocol guideline for surveys on disability inclusion and gender. * Provide technical guidance to BBS for disability inclusion in national surveys. |
| **Baseline**   * National surveys |
| **Milestone year 1:** NA |
| **Milestone year 2:** Key national data collection systems generate disability-disaggregated data |
| **Target**   * 60% of participants joined in the capacity development training/workshop to analyze disability disaggregated data report increased knowledge |
| **Means of Verification**   * List of participants * Pre and post training survey |
| **Responsible: ILO (Lead), UNICEF and UNWOMEN** |
| **Country Output 1.1.b Capacity of disability movement, including women with disabilities and underrepresented groups is improved to effectively and meaningfully engage in development, and implementation, of disability inclusive data system, law reform advocacy, improved coordination, inclusive skill development and monitoring of CRPD reporting.**  **Precondition: Participation, Accountability and Governance** |
| **Indicator**  1.1.4 Number of OPDs (disaggregated by type umbrella-disability specific-women-underrepresented others) that benefited from capacity building activities (type of activities) funded by UNPRPD programmes to strengthen the capacity of organizations of Persons with Disabilities. |
| Description:   * Conduct capacity gap assessment with OPDs, focus on women and underrepresented groups, for meaningful engagement with relevant key government ministries and service providers. * Validation and dissemination of the findings with OPDs, relevant government ministries, service providers and UN agencies. * Based on recommendations from capacity gap assessment, adapt / develop materials on inclusive social protection, access to justice and economic empowerment for capacity building of OPDs, women and underrepresented groups, selected right based CSOs, employer and workers representatives. * Conduct capacity development on the adapted / developed materials for the OPDs, women and underrepresented groups, selected right based CSOs, employer and workers representatives. * Conduct capacity building of the OPDs and underrepresented groups on CRPD reporting * Develop capacity of OPDs in disability disaggregated data collection * Provide TOT training on inclusive skills development to the trainers of selected TVET training institutions * Conduct inclusive skills training for persons with disabilities with focus on representatives from underrepresented groups and Women with Disabilities, in selected TVET institutions * Develop capacity of OPDs in organizing job fairs for employment of Persons with Disabilities, with focus on underrepresented groups and Women with Disabilities. * Develop capacity of OPDs for discriminatory law reform advocacy with government stakeholders |
| **Baseline:**   * Induction training under inception phase of UNPRPD * Inclusive TVET institutions * Job fairs by JPUF (National Disability Development Foundation) and Bangladesh Business and Disability Network (BBDN) |
| **Milestone year 1:**  **Not applicable** |
| **Milestone year 2:**  ● OPDs including underrepresented groups and other right based CSOs, worker, and employer representatives receive orientation on disability inclusion  ● Job fair conducted on inclusive employment |
| **Target:**   * Capacity gap analysis conducted * Two disability inclusion orientation session conducted * 60 % of participants from OPDs of disability orientation sessions report improved capacity on disability inclusion, disability data and meaningful participation * Case studies developed on selected persons with disabilities who were placed in preferred employment. * Five OPDs report improved capacity to organize job fairs |
| **Means of verification:**   * Report on capacity building workshop * Pre- post survey with participants in the disability orientation sessions * OPD participation list in job fairs |
| **Responsible: UNICEF (Capacity gap ), UN Women (Advocacy), and ILO (Inclusive skills and employment); induction training- jointly all 3 UN** |
| ***Country output 1.2.a Understanding of the drivers and consequences of stigma, discrimination and violence faced by persons with disabilities, especially women and underrepresented groups improved among duty bearers and right holders to better advocate for disability inclusive policies, laws, and programmes.***  ***Precondition: Meaningful Participation, Equality and Non-Discrimination*** |
| **Indicator 1.2.3 # of actors involved in developing and testing of knowledge products (disaggregated by actor (GOV/NGOs/OPDs/Other)** |
| **Description:**   * Conduct research to identify the root causes of discrimination, stigma and violence faced by WGWDs and the underrepresented PWDs in Bangladesh * Conduct gender responsive analysis of existing legislation and gaps in implementation of the National Disability Act 2013, National Action Plan 2019 and CRPD implementation * Validation and dissemination of the findings from the research on root causes and gaps in legislative and policies with OPDs and relevant key government stakeholders. |
| **Baseline:**   * The CRPD first report * 2nd CRPD draft shadow report * Situation analysis report. |
| **Milestone year 1:** Research conducted and validated. |
| **Milestone year 2:** Disseminate research findings with relevant stakeholders including women and girls with disabilities, WROs, CSOs, OPDs and other organizations supporting PWDs. |
| **Target:**   * Research on social barriers and gaps in legislative policies conducted. * 60% of the actors report improved understanding of the drivers and consequences of stigma, discrimination and violence faced by persons with disabilities, especially women and underrepresented groups |
| **Means of verification:**   * Research report * Pre and post survey on understanding of the drivers and consequences of stigma, discrimination and violence |
| **Responsible**: UN Women |
| **Country Output 1.2.b Evidence-based knowledge materials on research findings developed in accessible formats ensuring inclusion of persons with disabilities, especially women and underrepresented groups during development and disseminated through accessible channels/ platforms.**  **Precondition: Meaningful Participation, Equality and Non-discrimination** |
| **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** |
| **Description:**   * Develop policy brief on addressing gaps identified on thematic focus in the situation analysis in accessible format * Conduct advocacy on the policy brief by engaging OPDs, key relevant ministries and UN agencies**.** |
| **Baseline: 0** |
| **Milestone year 1:** One policy brief developed |
| **Milestone year 2:** Policy brief disseminated. |
| **Target:** One policy brief developed and disseminated |
| **Means of verification:** Policy brief |
| **Responsible:** ILO |
| **Indicator 1.2.2. # of knowledge products developed that address gaps related to inclusion of women and girls with disabilities and/or underrepresented groups of persons with disabilities (disaggregated by types of disabilities, thematic focus)** |
| Description:   * Develop knowledge products on the findings of the research on social barriers and gaps in legislative policies (conducted in country output 1.2.a) * Disseminate knowledge products among OPDs with focus on women and underrepresented groups. |
| Baseline: 0 |
| Milestone year 1: Knowledge materials from findings of the research developed and disseminated. |
| Milestone year 2: Knowledge materials from findings of the research disseminated. |
| Target: Two knowledge materials developed and disseminated |
| Means of verification: Knowledge products |
| **Responsible: UN Women** |
| ***UNPRPD Outcome 2. Gaps in achievement of essential building blocks or preconditions to CPRD implementation in development and humanitarian programs are addressed.*** |
| The project will contribute to outcome 2 by advocacy with MoSW and relevant line ministries and key stakeholders (e.g., BBS) to prioritize on key areas for policy reform, strengthening of data systems, and improved coordination within government systems. To ensure that an improved data system is in place, the project will facilitate the engagement of OPDs in the data management during survey and improved guidelines and modules are accessible by the OPDs. In addition, the project will advocate with BBS to utilize the disability and gender inclusive survey protocol.  To tackle the gaps in legislation, the project will support OPDs in prioritizing and advocating on key areas in policy reform and strengthening CRPD implementation. The project will also advocate with MoSW and Ministry of Women and Children Affairs (MoWCA) for inter-ministerial coordination to organize law reform consultation with key stakeholders such as National Human Rights Commission (NHRC), Ministry of Law, Justice, and Parliamentary Affairs (MoLJPA), ensuring the participation of OPDs during those consultations.  Furthermore, the project will extend its support to complete the 2nd CRPD reporting and submission in accordance with CRPD guidance and facilitate the support to the national and local level committees in implementing the recommendations to improve coordination and reporting mechanism within the established government system to establish a robust mechanism for implement laws, policies, and reporting mechanism. |
| **Country Output 2.1.a**  **Improved guideline and module for disability inclusive national data system established to ensure disability inclusion in surveys by Bangladesh Bureau of Statistics.**  **Precondition: Accountability and Data** |
| **Indicator 2.1.1 # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by capacity building programs** |
| **Description**   * Conduct consultations between officials of Bangladesh Bureau of Statistics received capacity development (ref: indicator 1.1.3) and representatives of OPDs received capacity building on disability disaggregated data (ref: indicator 1.1.4) to ensure disability inclusion in national surveys. * Facilitate engagement of OPDs during the Labour Force Survey (LFS) under Bangladesh Bureau of Statistics (BBS). * Advocacy with Bangladesh Bureau of Statistics(BBS) to implement the protocol guideline developed for surveys on disability inclusion. |
| **Baseline: 0** |
| **Milestone year 1**: Not applicable |
| **Milestone year 2:** BBS implementing guideline and module on disability inclusion |
| **Target:** BBS implementing guidelines and modules on disability inclusion. |
| **Means of verification:**  Labour Force survey data |
| **Responsible:** ILO (lead), UN Women and UNICEF |
| **Country Output 2.1.b**  **Disability inclusive law, including Rights and Protection of Person with Disabilities Act’2013, reform supported to reduce discrimination (informed by research under output 1.2.a)**  **Precondition:** Accountability and Governance |
| **Indicator 2.1.1 # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by capacity building programs** |
| **Description:**   * Advocacy with MoSW and disability focal in line ministries on the recommendations from the research (conducted under output 1.1.b) to improve coordination in policy implementation. * Facilitate MoSW and MoWCA to coordinate law reform consultations with relevant stakeholders on the issues of WWDs * Facilitate OPD consultations to prioritize key areas for policy reform advocacy with relevant key government ministries. |
| **Baseline: 0** |
| **Milestone year 1:**  Not applicable |
| **Milestone year 2:** Law reform consultation conducted |
| **Target:** Two high level law reform consultations conducted |
| **Means of verification:**   * Consultation meeting minutes |
| **Responsible:** UNICEF (lead) and UN Women |
| **Country Output 2.2.a Coordination among Local and national level government systems and OPDs, enhanced to implement disability laws, plans, policies and CRPD reporting. (Linked with output 1.1.a and 1.1.b)**  **Precondition**: Accountability and Governance |
| **Indicator 2.2.1 # of multi-stakeholder coordination mechanisms (disaggregated formal / informal) to support legislative policy and system changes developed or strengthened.** |
| **Description:**   * Facilitate NCC, NEC and selected district level committees to implement recommendations on effective coordination from the functional analysis conducted under output 1.1.a. * Support the selected national and local level committees to implement the recommendations on effective coordination from the functional analysis conducted under output 1.1.a. * Facilitate MoSW to coordinate contribution from national and local level in CRPD reporting. * Facilitate Ministry of Education (MoE) to coordinate and expand inclusive skills training across the TVET training institutes engaging OPDs. * Support OPDs coordination at local and national level to strengthen the platform for inclusive employment through job fairs. (connected under Output 1.1 b) |
| **Baseline:** 0 |
| **Milestone year 1**: Not applicable |
| **Milestone year 2:**   * Improved coordination in place to implement disability plan, policies and CRPD reporting * Improved coordination between supply and demand side of inclusive employment |
| **Target:** Successful submission of 2nd CRPD report |
| **Means of verification:**   * CRPD report |
| **Responsible:** UNICEF (lead), UNWOMEN & ILO (inclusive skills development and employment) |
| **UNPRPD Outcome 3. National development and humanitarian plans, budgets, programmes, and monitoring processes are disability inclusive.** |
| The project will support the UNCT to implement and monitor its progress on disability inclusion during implementation of the UNSDCF (2022-2026). Based on the experience of the ad hoc UN task team on disability working on UNPRPD 4th funding call for proposal, the project proposes the establishment of a UN task team team on disability inclusion in Bangladesh with representatives from five strategic priorities groups under UNSDCF (2022-26) Bangladesh. This task team will facilitate the coordination mechanism to identify initiatives where disability can be mainstreamed or targeted and follow up on the progress of each intervention identified on disability inclusion under UNSDCF (2022-26). Similarly, the project intends to build the capacity of five Strategic Priority groups (and sub-groups) under UNSDCF to report on the disability related SDG Indicators in line with CRPD. |
| ***Country Output 3.1 Disability inclusion strengthened in the UNSDCF implementation, monitoring and SDG reporting.***  **Precondition**: Accountability and Governance |
| **Indicator 3.1.2** Number of UNSDCF initiatives where disability inclusion has been mainstreamed and/or targeted. |
| **Description:**   * Establish a UN task team on disability inclusion in Bangladesh with representatives from five strategic priorities groups under UNSDCF (2022-26) Bangladesh * Facilitate coordination meetings of the UN task team on disability to identify initiatives where disability can be mainstreamed or targeted and follow up on the progress of each intervention identified on disability inclusion under UNSDCF (2022-26) and * Support UN task team in addressing challenges and sharing lessons learned each intervention on disability inclusion under UNSDCF (2022-26). * Facilitate coordination among Strategic Priority groups under UNSDCF (2022-2026) to report on disability related SDG indicators. |
| **Baseline:** Ad hoc UN task team working on UNPRPD 4th funding call for proposal. |
| **Milestone year 1**: UN task team on disability inclusion representing 5 SP areas under UNSDCF established. |
| **Milestone year 2:** Disability related SDG indicators reported in annual report of UNSDCF (2022-2026) |
| **Target:**   * **Disability inclusion targeted in two UNSDCF initiatives.** |
| **Means of verification:**   * UNSDCF progress report reflecting disability inclusion targeted in two initiatives and contributing to disability related SDG indicators. |
| **Responsible:** UNRCO, UNICEF, ILO, UN Women, UNDP, and UNFPA |

# Outcomes strategy

## 4.1 Theory of change

Since ratifying the UNCRPD, Bangladesh has made significant progress in implementation. The situational analysis emphasizes on the importance of functional coordination mechanism in the existing governance system that were brought in place by the law, as well as the further improvement in capacity of the duty bearers and rights holders on the existing legal frameworks, policies, plans, programmes monitoring and reporting. Evidence based research findings and policy briefs and gaps in legislative policies may assist duty bearers in addressing stigma and discrimination faced by persons with disabilities and ensure policy reform advocacy with relevant ministries and stakeholders such as Ministry of Law, Justice, and Parliamentary Affairs (MoLJPA) and National Human Right Commission (NHRC). The lead ministry for disability inclusion, the Ministry of Social Welfare (MoSW), has a key role to play in convening high-level meetings at the national and local level with disability focal points of key ministries as well as held consultations with inter-ministerial agencies, especially on the issues of women with disabilities and other underrepresented groups. The National Disability Action Plan 2019 enables the MoSW to strengthen its contribution to CRPD implementation, and SDG indicators reporting. Significant variations in disability statistics limit the ability of policy makers and relevant ministries to plan and allocate a budget for addressing gaps in disability inclusion.

OPDs, women rights organizations, and disability focused organizations have long advocated for an inclusive society. However, the capacity to voice their concerns with the government’s policy implementation and development, and coordination remained the biggest challenge for the women and underrepresented groups.

For the UN in Bangladesh, the UNPRPD 4th funding call for proposals created a unique opportunity to join hands in disability inclusion interventions previously done in silo. With the initiation of the UNSDCF (2022-2026), the opportunity opened for the UN agencies for disability inclusive programme and project design and implementation along with systemic engagement with UNSDCF special pillar groups members for reporting of SDGs and CRPD reporting.

The project’s impact statement is that Persons with disabilities and OPDs, including underrepresented PWDs, OPDs from remote areas, women, children and those with multiple and/or invisible disabilities, are aware of their rights and protection on equality and non-discrimination according to laws, policies and plans, have attained inclusive economic empowerment, and are capacitated to meaningfully contribute at the policy level.

The theory of change is below:

***IF*** *the duty bearers are capacitated to strengthen the coordination mechanism, and policy implementation for disability inclusion,* ***IF*** *capacity of OPDs and right holders at national and local level are strengthened for policy advocacy with relevant ministries and key stakeholders to ensure meaningful participation,* ***IF*** *evidence informed research findings to address stigma and discrimination faced by PWDS and policy brief are developed in accessible format and disseminated among relevant authorities,* ***IF*** *the duty bearers are aware on how to improve situation across the essential preconditions for disability inclusion & harmonizing CRPD reporting,* ***IF*** *accurate gender and disability disaggregated data analysis is available to policy advocacy,* ***IF*** *the UN has coordination mechanism on disability inclusion reflected in implementation and CRPD reporting,* ***THEN*** *Persons with Disabilities will be able to exercise their rights and realize protection enshrined in law.*

## 4.2 Results Chain

The results chain mentions gaps identified in the situation analysis under preconditions for disability inclusion, as well as activities contributing to country-level outputs agreed upon by stakeholders under the three UNPRPD outcomes.

**Outcome one** focuses on **capacity development,** addressing gaps identified under preconditions and stakeholder and coordination analysis. National and sub-national level coordination mechanisms are not functional and duty bearers and rights holders lack capacity to coordinate and policy implementation including CRPD reporting. Persons with disabilities, including women and girls and other underrepresented groups, continue to face stigma and discrimination due to social norms.

The project will **strengthen the capacity** of the established committees at the national and local level by facilitating workshops, developing recommendations informed by functional analysis of the coordination mechanism and support for improved monitoring and drafting CRPD reports. For **advocacy enforcement** on existing disability-inclusive legislation and policy, a gap assessment will be initiated, ensuring participation of OPDs during the assessment. The validation will ensure consultative process with the MoSW, the disability focal points from key ministries and OPDs. **Capacity development** **materials** will be developed informed by findings of the gap analysis and research on social stigma and discrimination. Capacity development on genderfor duty bearers will contribute towards ensuring **gender equality and non-discrimination** by addressing issues faced by **women with disabilities**. Capacity of TVET centers will be developed for them to provide inclusive skills training. The **evidence-based knowledge materials** will be disseminated at the national and local level committees, OPDs and selective TVET centers to address **stigma and discrimination** faced by PWDs, with a focus on women with disabilities and other underrepresented groups.

The project will **build the capacity of the Bangladesh Bureau of Statistics** in disability disaggregated data collection **using a disability module,** followed by an analysis and dissemination of the Labour Force Survey (LFS) and Violence Against Women (VAW) Survey. A **protocol guideline** on disability inclusion will be developed to support the BBS in conducting the VAW Survey and other surveys. **Knowledge products** will be developed and disseminated and **capacity enhancement** initiatives on result-based monitoring will be conducted for the MoSW on implementing the National Action Plan for Persons with Disabilities, 2019. **OPD consultations** will be facilitated to identify priority areas to influence advocacy for policy reforms. Capacity of OPDs will be developed in organizing job fairs for promoting inclusive employment. Orientation on disability inclusion for wider stakeholders will contribute to the creation of inclusive projects and programmes.

Two main **knowledge products** will be developed **– a** **policy brief** on inclusive practices and a **research report** on discrimination, stigma and violence faced by women and girls and other underrepresented PWDs, which will both determine cross-sectional approaches for their inclusion and advocacy for disability inclusive polices and plans.

**Outcome two** addresses **improved mechanisms are in place to address the gaps in** for disability inclusion: inclusive policy advocacy**,** CRPD- compliant reporting, improved disability disaggregated data management, and stronger coordination mechanism within government coordination mechanism ensuring the effective participation of persons with disabilities, especially women and other underrepresented groups. The development of inclusive TVET center based inclusive skill training materials and TOT will ensure favorable employment for PWDs.

**Outcome three** addresses gaps related to UN coordination on disability inclusion in the UNSDCF. **A UN task team on disability inclusion** with **representatives from the UNSDCF’s five Strategic Priority (SP)** areas will join forces to ensure improved coordination within the UN system. Support will be provided to monitor and report on the disability related SDG indicators.

4.3 Geographic scope

*Capacity development interventions under the project for duty bearers and right holders on improved coordination at the national and local level, improved understanding on root causes of stigma, discrimination and VAW faced by WWD, strengthened advocacy on disability related policies and laws as well as evidence based advocacy tools are expected to benefit persons with disabilities, OPDs and disability focused organizations across the country. Facilitating MoSW in coordinating contribution from national and local level in CRPD reporting is expected to address the issue of exclusion of inputs from local level. The functional analysis is expected to identify unique barriers on coordination caused by geographic location. Strengthened data collection and analysis will provide policy makers information on geographic area wise disability prevalence and take relevant measures for disability inclusion across the country. Job fairs boosting inclusive employment will have special focus on employment of persons with disabilities from underrepresented groups including remote geographic areas.*

4.4. Sustainability

For the UN in Bangladesh, this project will be the first joint intervention on disability inclusion. Improved coordination mechanism between National and local coordination bodies on disability inclusion is expected to have a long-lasting impact on addressing coordination gaps. Rights holders and duty bearers, participating in capacity development on disability-inclusion and consultations on law and policy reforms may contribute to disability-inclusive planning, budget, implementation and monitoring at different levels of government interventions engaging OPDs. Evidence based advocacy tools for OPDs may strengthen their role in working with the relevant ministries and UN agencies. Inclusive skills training and employment opportunities created by engaging employers in respective job placement, can be replicated throughout the country, which will contribute to reducing the current norm and mindset of placing PWDs in selected areas of work.

Supporting the BBS in deriving disability disaggregated data will contribute in achieving SDG indicators for the country, assist policy makers in planning interventions and help allocate a budget based on reliable data. It will also allow the country to have comparable data with more than 100 countries and exchange knowledge and information about disability inclusion. As the lead ministry on disability inclusion, the MoSW, with improved understanding on root causes stigma, discrimination and VAW faced by WWD may provide better guidance to other relevant ministries, including MoWCA, on these topics and encourage the engagement of OPDs in implementing disability-inclusion interventions under these ministries. Capacity development and with improved coordination, the MoSW is expected to produce comprehensive CRPD reporting in the upcoming years. The project intends to engage OPDs in each of the interventions in addition to capacity development interventions dedicated for OPDs. For the UN, task teams on disability are expected to contribute disability related SDG indicators and in disability-inclusion interventions in the UNSDCF (2022-2026) and beyond.

## 4.6 Innovation

The project will promote and develop evidence based resources and practices in consultation with OPDs and disability focused organizations who have been working in this area for many years. The development of advocacy materials to address stigma, discrimination and violence faced by PWDs, in particular WWDs, is a process that has not yet been undertaken, and innovative ideas may arise through this consultative process with wider stakeholders.

Capacity development workshops attended by duty bearers and right holders from national and local level with different sets of expertise and knowledge are expected to lead towards creating innovative solutions to barriers faced by PWDs, OPDs and the MoSW in advocacy work, the implementation of projects/programmes, resource mobilization, etc.

Project interventions on knowledge materials will be resources for the UN, OPDs and wider stakeholders to capitalize on.

Further, the UN disability inclusion task team will act as a platform for helping the UN to ensure disability inclusion in UNSDCF implementation.

## 4.7 Complementarity with other ongoing initiatives.

The ILO was a consortium member of a disability-specific programme titled ‘Innovation to Inclusion,’ along with 10 OPDs and CSOs from 2019 to 2021. The ILO has provided technical support to the BBS in developing a disability module for the Labour Force Survey. Due to the COVID-19 pandemic, the LFS got postponed. This proposal compliments the ILO’s technical cooperation with the BBS in implementing the LFS through the engagement of OPDs, data analysis and dissemination. The Bangladesh Business and Disability Network (BBDN) is working as a bridge between employers in the private sector and OPDs to facilitate suitable job placements for PWDs. The ILO has played an instrumental role in the formation of the BBDN. Proposed interventions on developing inclusive skills training on preferred employment by PWDs and placing them in those jobs (with facilitation from BBDN) complements BBDN’s contribution in the field of inclusive employment and interventions under the Skills 21 project of the ILO, which focuses on strengthening disability inclusion in TVET.

UN Women has a disability specific programme on “Protection from violence against women and girls with disabilities in Bangladesh (PROVA) - UNTF to end Violence against Women” (2019 – 2022), managed by the Asia Pacific Resource and Research Centre for Women (ARROW) and coordinated by the Women with Disabilities Development Foundation (WDDF). This project focuses on improving access for women and girls to essential, safe and adequate multi-sectoral services to end GBV; advocating to increase the effectiveness of legislation, policies, national action plans and accountability systems to prevent and end GBV; and improving the prevention of GBV through changes in behavior practices and attitudes. Project interventions on the development of awareness raising materials, interventions to address issues faced by women with disabilities and technical support to groups of underrepresented OPDs will benefit from the experience of implementing aforementioned projects and partnership with WDDF.

UNICEF’s disability-specific initiatives include a partnership with the Department of Social Services (Ministry of Social Welfare) and CSOs to build resilience among children with disabilities, as well as the introduction of theDisability Friendly Government Health Services (DFHS) programme. UNICEF Bangladesh is working with the government to support the development of a conceptual framework and approaches for children with disabilities. Technical support has been provided to the Ministry of Education (MoE) and the Ministry of Primary and Mass Education (MoPME) in designing a pilot and longitudinal research project for mainstreaming children with disabilities from pre-primary to the secondary level, including in madrasa and TVET streams. UNICEF’s partnership with the MoSW and DSS will be instrumental in implementing the proposed project interventions.

# Contribution to UNPRPD Impact

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.* | a. Track the progress of persons with disabilities by establishing a disability inclusive data system.  b. Strengthen the voice of rights holders for disability inclusive programmes and to ensure their participation in poverty reduction programmes.  c. Strengthen capacity and functional coordination of Government structure to address persons with disabilities in poverty reduction programmes.  d. Including the agenda of persons with disabilities in UN systems to systematically address their poverty. | 20.5 (2019)  No disability disaggregated data  [SDG Tracker](https://www.sdg.gov.bd/page/indicator-wise/5/424/2/5#1) |
| *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.* | Not  Available |
| *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.* | a. Strengthen capacity and functional coordination of Government structure to address children with disabilities in mainstream education.  b. Including the agenda of children and young persons with disabilities in UN systems to systematically address their education. | Dropout rates of CWDs 11% in primary and 6% in lower secondary  (MICS 2019) |
| *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.* | 50% in reading  28% in Numeracy  (Children age 7 to 14)  No disability disaggregated data  (MICS 2019) |
| *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)* | a. Track the progress of persons with disabilities by establishing a disability inclusive data system.  b. Strengthen the voice of rights holders for disability inclusive programmes and to ensure their essential health services.  c. Strengthen capacity and functional coordination of Government structure to address health services for persons with disabilities. . | Not  Available |
| *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* | a. Evidence based advocacy and enforcement of quotas for persons with disabilities will be addressed in the project that will contribute here.  b. The project will also work with the employer for employment opportunities of persons with disabilities.  c. The project will facilitate inclusive skills training to the trainers of selected Technical and Vocational Education and Training institutions which will contribute to increase employment opportunities for persons with disabilities. | Not  Available |
| *Average hourly earnings of female and male employees, by occupation, age and persons with disabilities (SDG indicator 8.5.1).* | a. Track the information of persons with disabilities by establishing a disability inclusive data system. | Not  Available |
| *SDG indicator 11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities.* | a. Track the information of persons with disabilities by establishing a disability inclusive data system. | Not  Available |
| *#Number of persons with disabilities who have undergone a CRPD aligned disability assessment and are in possession of disability certification compared to statistical estimations of the number persons with disabilities.* | The Government committee on disability is responsible for identification and certification of persons with disabilities. The project will focus on the functioning of the committee and to establish a reporting and accountability mechanism. It will significantly contribute in this area. | 2466433  (As on 27 January 2022)  Disability Information System of the Government. |
| *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 budgets.* | a. Evidence based advocacy will focus on the gaps in public spending for persons with disabilities.  b. Strengthen the voice of rights holders for fair allocation of budget.  c. Strengthen capacity and functional coordination of Government structure will contribute to identify the area to allocate budget by the relevant ministries. | Not available |
| *Increase of disability data/disaggregation (including by sex) within standard data and CRPD compliant collection processes.* | a. The project will strengthen the capacity of Bangladesh Bureau of Statistics for disability inclusive data.  b. The project will strengthen the UN system for reporting on disability related SDG indicators.  c. The project will strengthen the inter-ministerial coordination mechanism. It will contribute to increase disability disaggregation within the data system of respective ministries (i.e. Health MIS, Education MIS) | Not available |
| *SDG indicator 16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age and population group.* | a. The project will facilitate meaningful participation of persons with disabilities in decision making both at national and sub national level. | Not available |

# Cross-cutting approaches

From the very start of the inception phase, the UN task team made deliberate efforts to ensure equality between men and women and the full and effective participation of PWDs (including those from the most marginalized groups) in the briefing sessions, induction trainings and situation analysis for this project, in order to reflect the cross-cutting approaches in the proposed interventions. Ensuring cross-cutting approaches in project implementation reinforced the UN’s mandate to Leave No One Behind (LNOB).

## 6.1 Equality between men and women.

Gender Equality and Ending Gender-Based Violence is one of the Strategic Priority Areas among the five areas under the UNSDCF 2022-2026. The government has highlighted “Achieve gender equality and empower all women and girls' ' as a priority area in its 8th Five Year Plan. The UN and government interventions are targeted to achieve SDG goal 5 of “Gender equality.” With policy level guidance and feedback received from OPDs (in particular, the FGD with the Women Group of Disability during the situation analysis), the project intends to include Women with Disabilities (WWDs) in each of its relevant interventions on capacity development. Country output 1.2.a will work improved understanding of duty bearers and rightsholders on the drivers and consequences of stigma, discrimination and violence faced by persons with disabilities, especially women and underrepresented groups. This intervention is expected to contribute to Output 1.2.b by developing knowledge products to be used in advocacy of relevant policies, laws and programmes in addressing those root causes. Output 2.1.b supports MoSW and MoWCA in coordinating law reform consultations engaging OPDs on the issues of WWDs.

UN Women, given its mandate related to gender equality and the empowerment of women, will ensure the integration of gender across all outputs and implementation of activities, from the design to the monitoring phase. Additionally, it will leverage its strategic partnership with the women’s movement and women’s rights organizations to ensure the effective and meaningful participation of women as leaders and policy makers. Its partnership with the MoWCA will be critical to strengthen inter-ministerial coordination and act as a bridge between the nodal ministries, like MoSW, and civil society to inform policy change and ensure gender-responsive disability inclusion.

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

In the project planning cycle, at each stage, the project has ensured the participation of OPDs and reflected their feedback by modifying interventions. For the UN task team, discussions during the consultations, induction workshop and situation analysis were learning platforms for designing the proposed interventions and engaging OPDs. The project expects to continue receiving guidance from the OPDs participating in induction training and to contribute in the proposed dialogues, exchanges and advocacy work. The ownership of OPDs in implementation is ensured as the key interventions are proposed as per their recommendations; this includes but is not limited to capacity development on coordination among the duty bearers (output 1.1.a.); Capacity development of right holders (Output 1.1.b), conducting research on discrimination, stigma and violence faced by persons with disabilities, especially women with disabilities and underrepresented groups (output 1.2.a); developing evidence based knowledge product and policy brief as advocacy tool (output 1.2.b); Strengthening gender and disability disaggregated data system (output 2.1.a).

The project monitoring specifies engagement of the OPDs to provide a review and recommendations through quarterly progress reports, as well as their engagement during the project end evaluation. In addition, the project proposes activities to identify how to systematically engage OPDs in UNSDCF implementation and monitoring.

Selected OPDs will be implementing partners of the project and will be engaged to facilitate participation of persons with disabilities in the entire process and will work as an interface between UN Agencies and persons with disabilities to positively influence the policy level. The engagement will include but not limited to capacity building of OPDs, identifying accessibility issues, facilitating participation of underrepresented groups of persons with disabilities and monitoring the progress of the project.

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

This project has a specific intervention under output 1.1.b to conduct assessment to identify capacity gaps of OPDs, with a focus on underrepresented groups, for their meaningful participation with relevant government key ministries. Based on the gaps identified, the project will develop/modify capacity development materials and conduct capacity development of the OPDs including underrepresented groups. In the inception phase, the project was able to ensure the participation of persons with visual and hearing impairments. However, the project requires capacity development and guidance from OPDs to include persons with intellectual and psychosocial disabilities in project implementation, monitoring and evaluation. The underrepresented groups of OPDs identified in the research will support the project implementation team to design capacity development programmes for them, as well as how to engage them in advocacy and enforcement of policy reforms.

1. Governance and management arrangements

Table 3. Implementation arrangements

| **Output number** | **Implementing UN agencies 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** |
| --- | --- | --- | --- | --- |
| **Output 1.1**  Enhanced capacity of national stakeholders to ensure effective coordination for disability inclusion | **Output 1.1.a**  **Capacity of Government coordinating bodies, line ministries and Bangladesh Bureau of Statistics is strengthened to improve effective coordination mechanisms to amend and implement disability inclusive policies, laws, data system, and CRPD reporting processes.**  Conduct a functional analysis (using a gender lens) of the NCC on the Rights and Protection of Persons with Disabilities and the NEC on the Rights and Protection of Persons with Disabilities and selected District Committees engaging OPDs. (UNICEF)  Conduct capacity building among the MoSW, national UNCRPD monitoring committee and selected district committee on CRPD reporting. (UNICEF, UN Women)  Conduct capacity building workshops on the implementation of disability-inclusive legislation and governance for the MoSW, and relevant line ministries.  Support the MoSW for coordination, capacity building and advocacy for gender responsive disability inclusion programming with MoWCA to address the issues of WGWDs. (UNICEF, UN Women)  Capacity building of Industry and Labour Wing of Bangladesh Bureau of Statistics (BBS) to analyse the disability disaggregated data collected during Labour Force Survey (LFS), engaging OPDs. ILO  Support Bangladesh Bureau of Statistics (BBS) to disseminate the disability disaggregated data collected in LFS. ILO  Technical guidance to BBS for developing a protocol guideline for surveys on disability inclusion and gender.  Provide technical guidance to BBS for disability inclusion in national surveys. ILO  Support BBS in developing a protocol guideline for surveys on disability inclusion and gender. (ILO, UN Women )  **Output 1.1.b**  **Capacity of disability movement, including women with disabilities and underrepresented groups is improved to effectively and meaningfully engage in development, and implementation, of disability inclusive data system, law reform advocacy, improved coordination, inclusive skill development and monitoring of CRPD reporting.**  Conduct assessment to identify the capacity gaps of OPDs, with a focus on underrepresented groups, for meaningful participation with relevant key government ministries. (UN Women)  Validation of the findings among OPDs and relevant government key ministries. (UN Women, UNICEF, ILO)  Review induction training materials and adapt/ develop capacity building materials for OPDs including underrepresented groups and other right based CSOs, worker, and employer representatives.(UN Women, UNICEF, ILO)  Conduct capacity development on the recommendations for the OPDs including underrepresented groups and other right based CSOs, worker, and employer representatives for meaningful participation with specific focus on inclusive social protection, access to justice, and economic empowerment. (UN Women, UNICEF, ILO)  Conduct capacity building of the OPDs and underrepresented groups on CRPD reporting. (UN Women, UNICEF, ILO)  Develop capacity of OPDs in disability disaggregated data collection. ILO  Provide capacity development on inclusive skills training to the trainers of selected TVET training institutions (targeting the accessible TVET institutions) (ILO)  Conduct inclusive skills training for persons with disabilities in selected TVET institutions (ILO)  Develop capacity of OPDs in organizing job fairs for employment of Persons with Disabilities, with focus on underrepresented groups and Women with Disabilities (ILO)  Develop capacity of OPDs for discriminatory law reform advocacy with government stakeholders (ILO, UNW, UNICEF) | Ministry of Social Welfare (MoSW), Department of Social Service  Role: Coordination and facilitating access to committee members and office order for the committee at different levels.  MoSW, Department of Social Service and linkage with other relevant government ministries and departments, SDG i focal of Prime Minister’s Office  MoSW, Department of Social Service and linkage with other relevant government ministries and departments, MoLE and Bangladesh Bureau of Statistics  Ministry of Social Welfare (MoSW)  Ministry of Education will contribute in developing/ modifying the sessions for TVET Centers, Ministry of Education, MoSW and  MOWCA  MoSW, Department of Social Service and linkage with other relevant government ministries and departments, MoWCA, SDG focal of Prime Minister’s Office  Bangladesh Bureau of Statistics (BBS)  Ministry of Education  Ministry of Education | OPDs and other relevant stakeholders  OPDs focused on women with disabilities  Role:  Participation in the analysis and facilitation of the workshop. Connecting persons with disabilities in the process.  OPD/ disability focused organizations (to be selected following ILO procurement rules) will develop/ modify sensitization sessions and facilitators' manuals and conduct them on a pilot basis. | To be determined following UN procurement rules  Bangladesh Business and Disability Network facilitate capacity building of OPDs in organizing job fairs based on BBDN’s experience on working with OPDs and employers |
| **Output 1.2.**  Evidence-based knowledge products developed for addressing gaps | **Output 1.2.a**  **Understanding of the drivers and consequences of stigma, discrimination and violence faced by persons with disabilities, especially women and underrepresented groups improved among duty bearers and right holders to better advocate for disability inclusive policies, laws, and programmes.**  Conduct research to identify the root causes of discrimination, stigma and violence faced by WWDs and the most underrepresented PWDs in Bangladesh  Conduct gender-responsive analysis of existing legislation and assess challenges in the implementation of the National Disability Act, 2013 and Action Plan, 2019 and expedite the CRPD's implementation. (UN Women, UNICEF, ILO)  Validation and sharing of the findings with OPDs and relevant key government ministries from the research on root causes and legislative policies (UN Women, UNICEF, ILO)    **Output 1.2.b.**  **Evidence-based knowledge materials on research findings developed in accessible formats ensuring inclusion of persons with disabilities, especially women and underrepresented groups during development and disseminated through accessible channels/ platforms.**  Develop knowledge products on the findings of the research (conducted in output 1.2.a) and disseminate knowledge products among OPDs with focus on women and underrepresented groups. (ILO, UN Women)  Develop policy brief (in an accessible format) on addressing gaps identified in the situation analysis (ILO, UN Women)  Conduct advocacy on the policy brief by engaging OPDs, key relevant ministries and UN agencies**.**(ILO, UN Women and UNICEF) | The relevant Government bodies will be involved in developing and using the products.  MoSW, Ministry of Women and Children Affairs, Ministry of Labor and Employment, Ministry of Planning, Ministry of Finance, Ministry of Education, Ministry of Health, SDG coordinator on disability of the Prime Minister’s Office.  Responsibilities:  Coordinate the communication with disability focals with different line ministries  MoSW  Responsibilities:  consultation during the development of knowledge materials.  MoLE and MoWCA responsibilities: contribute in policy brief from gender and disability inclusive employment  Endorsement of the accessible materials by dissemination. | OPDs, women-leed OPDs, under represented groups of OPDs/ members to get comments and feedback on policy brief  Responsibilities:  Contribute in consultation and validation of the gap analysis of laws and policies.  OPD  Responsibilities:  advisory role in development of knowledge materials for ensuring accessibility  Responsibilities:  active support in designing and dissemination of knowledge materials with key stakeholders | CSOs, NGOs, business associates, donors, Development partners |
| **Output 2.1**  Legal frameworks and systems (i.e., laws, policies, plans, programmes, services and administrative systems) addressing the preconditions for disability inclusion are newly developed/ reviewed, or reformed, to be in line with CRPD standards. | **Output 2.1.a**  **Improved guideline and module for disability inclusive data system established to ensure disability inclusion in surveys by Bangladesh Bureau of Statistics.**  Facilitate engagement of OPDs during the Labour Force Survey under BBS. (ILO)  Advocacy with BBS to implement the protocol guideline for surveys on disability inclusion. (ILO, UN Women, UNICEF)  **Output 2.1.b**  **Disability inclusive law, including Rights and Protection of Person with Disabilities Act 2013, reform suggested to reduce discrimination (informed by research under output 1.1.b.)**  Advocacy with MoSW and disability focal in line ministries on the recommendations from research conducted under output 1.1.b (UN Women, UNICEF)  Facilitate MoSW and MoWCA to coordinate law reform consultations with relevant stakeholders on the issues of WWDs (UN Women, UNICEF)  Facilitate OPD consultations to prioritize key areas for policy reform among relevant key government ministries (UN Women, UNICEF, ILO) | Bangladesh Bureau of Statistics,  Responsibilities:  endorse and implement improved guideline.  Engage OPDs in data analysis and dissemination  Ministry of Social Welfare  Responsibilities:  Coordinate with disability focals from line ministries and MoWCA to initiate law reform. | OPDs  Responsibilities:  consultation during the protocol development for survey  Support BBS in implementing disability module under national surveys  OPD  Responsibilities:  Arrange advocacy meeting with local level OPDs, CSOs, WROs and PWDs for law reform |  |
| **Output 2.2**  Enhanced multi- stakeholder participation and contribution in disability inclusive laws, policies and systems. | **Output 2.2.a**  **Coordination among Local and national level government systems and OPDs, enhanced to implement disability laws, plans, policies and CRPD reporting. (Linked with output 1.1.a and output 1.1.b)**  Facilitate NCC and NEC committees to implement recommendations from the functional analysis conducted under output 1.1.a. (UNICEF, UN Women, ILO)  Support the selected District Committee and Upazila Committee, to implement the recommendations from the functional analysis conducted under output 1.1.a.(UNICEF, UN Women)  Facilitate MoSW to coordinate contribution from national and local level in CRPD reporting. (UNICEF, UN Women, ILO)  Facilitate Ministry of Education (MoE) to coordinate and expand inclusive skills training across the TVET training institutes engaging OPDs. (ILO)  Support OPDs coordination at local and national level to strengthen the platform for inclusive employment through job fairs. (connected under Output 1.1 b) (ILO) | MoSW  Responsibilities:  Coordinate local level committee meetings to implement recommendations  monitoring of meetings to be conducted in a timely manner.  Ministry of Education: Promote inclusive TVET centers across the country | Responsibilities:  support district committees to organize coordination meetings  OPDs: Promote importance of attaining inclusive skills training for employment among underrepresented OPDs  Actively engage relevant OPDs and CSOs, Disability focused organizations in job fairs | BBDN: engage potential employers in creating sustainable inclusive employment and decent work environment |
| **Output 3.1**  **Disability inclusion is strengthened in planning, implementation and monitoring of UN development activities at the country level including in humanitarian settings** | **Output 3.1**  **Disability inclusion strengthened in the UNSDCF implementation and monitoring**  Establishment of UN task team on disability inclusion  Facilitate coordination meetings of the UN task team on disability to follow up on the progress of each intervention on disability inclusion under UNSDCF (2022-26) and  Assist UN task team in addressing challenges and sharing lessons learned each intervention on disability inclusion under UNSDCF (2022-26).  Facilitate coordination among Strategic Priority groups under UNSDCF (2022-2026) to report on disability related SDG indicators. | - | - | UNRCO will coordinate to collaborate with other UN agencies and task team  UNSDCF Strategic Priority leads to assign focal for task team on disability |

UNICEF, UNWOMEN and the ILO will have project focal members who will form a working group to coordinate among themselves under the overall coordination of UNRCO. Project focal from each of the agencies will be reporting to the respective agency head/ deputy heads. Each agency will follow agency specific procurement, finance and accounting, administrative and governance guidelines.

There will be a project management committee (PMC) including focal from three UN agencies (ILO, UNICEF, UNWOMEN), OPD representatives relevant to project implementation and relevant focal from line ministry as well as government implementing partners of the project. The ILO and UNWOMEN will co-chair this committee to ensure overall coordination and monitoring.

UN Women (focus on gender mainstreaming and analysis in capacity development)

Focal:

Gitanjali Singh

Country Representative a.i

ILO (focus on disability disaggregated data system at national level, inclusive skills development and employment, OPD capacity development)

Focal: Mr. Tuomo Poutiainen, Country Director

UNICEF**:** (Focus on capacity development of Government of Bangladesh and OPDs)

Focal: Ms. Jamila Akhter, Child Protection Specialist

The project prioritizes capacity development on coordination and envisions ensuring such with relevant government partners, OPDs and key stakeholders in the respective interventions proposed. The project was developed in a consultative process which builds the platform for implementing agencies to continue engagement of the relevant stakeholders and ensures their ownership. To ensure meaningful participation of OPDs, quarterly progress reports of the project will be shared with them for their feedback on required modification/ improvement in the implementation. Capacity gap analysis, research work and knowledge materials will be developed in a consultative process. Some of the capacity development interventions on disability inclusion and advocacy initiatives on policy and laws, will give a platform for the project team, to engage with duty bearers and right holders, share progress and address implementation challenges.

# Partnership-building potential

This project prioritizes facilitating coordination within the government ministries, coordination between duty bearers and rights holders at national and local level; between the government and OPDs;and between the UN and OPDs.

This project proposes capacity development on disability inclusion of duty bearers and right holders, increase their understanding of disability mainstreaming in their respective areas and synergize impacts in the government’s effort towards a disability-inclusive society. Emphasis will be provided on ensuring improved coordination among the MoSW, the Ministry of Labour and Employment (the ILO’s line ministry), the Department of Technical Education, the Ministry of Women and Children Affairs (UN Women’ss line ministry, and the BBS, given that several interventions proposed under the project, including providing inclusive skills training and employment, addressing stigma and discrimination faced by underrepresented OPDs and generating gender disability disaggregated data, are very much aligned with the mandate of these departments/ministries.

Based on the experience of the induction workshop, the UN is encouraged to conduct dialogues, exchanges and capacity development interventions jointly attended by the government and OPDs. Workshops and consultations give both parties opportunities to interact, better understand perspectives, share knowledge and build rapport. The project will develop a policy brief, which will be a tool for the OPDs for advocacy enforcement among the relevant ministries.

This project will undertake research on discrimination, stigma and violence faced by OPDs including WWD and other underrepresented PWDs and develop knowledge materials for them to continue advocacy on disability inclusion.

The UN will have a task team on disability inclusion, who will work closely with Strategic Priority groups under UNSDCF on implementation and monitoring on disability related interventions and SDG indicators.

# Long-term UN engagement in the area of disability

To improve the mainstreaming of a disability rights perspective into the broader work of the UN system, this project will first focus on coordination within the UN. As part of the initiative, the project will facilitate the formation of a UN task team on disabilities, with representatives from all willing UN agencies in Bangladesh. This task team on disability inclusion will work on the use and adaptation of sets of SDG indicators and the reporting mechanism (in line with CRPD), and the monitoring of disability inclusion across all programmes (including linkages between UNCRPD, SDG indicators and UNSDCF indicators for 2022-2026). This UN coordination mechanism is expected to build the UN’s platform in disability mainstreaming in Bangladesh.

The UN task team on disability will assist the UNCT and PMT in following progress of the implementation and monitoring of disability related interventions in the UNSDCF as well as the long-term UN engagement around disability.

This project intends to gradually build the UN’s role in accelerating CRPD implementation and disability inclusive SDGs in Bangladesh by implementing the proposed interventions under this project in close collaboration with the government, OPDs, disability focused organizations, women rights organizations, and CSOs.

# Knowledge Management

The UNPRPD 4th call funding is a joint programme that will be implemented by the ILO, UNICEF and UN Women. This requires coordination among the implementing agencies to collaborate with different key ministries (the MoSW, MoL and MoWCA.) and relevant departments and organizations (DSS and BBS). The **research on root causes and drivers of stigma and discrimination** can guide us to change the social norms that perpetuate discrimination and violence in underrepresented and marginalized groups, such as women and girls with disabilities, children with disabilities and person with disabilities who are ethnic and religious minorities and to determine cross-sectional approaches for their inclusion. A subsequent **gap analysis in the policies and legislative** will provide guidance on policy advocacy for reform in the laws and legislation to be implemented.

While the situation analysis pointed out gaps and challenges in the government coordination mechanism, a further in-depth analysis is required on **how to improve the situation across the essential preconditions** for disability inclusion policies and programmes, including for CRPD-compliant programming and reporting.

Since there is actual need for capacity development among the OPDs and institutional duty bearers, the development of **training materials and modules** on disability inclusion understanding, inclusive skills training, and CRPD reporting will involve OPDs from its inception to finalization, ensuring gender analysis and mainstreaming as well.

In order to review and advocate for reforms, a **policy brief** will be developed to advocate on the gaps identified in the situation analysis related to inclusive policies and practices.

Furthermore, there will be an **assessment conducted on existing disability-inclusive legislation and policies** in Bangladesh so that key duty bearers are aware of the gaps, develop ownership and adapt to changes.

Table 4: Knowledge products

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of knowledge product*** | ***Expected dissemination and use*** |
| Capacity building resources | - Training Manual | To use in capacity building initiatives for duty bearers and rights holders to implement disability inclusion across all sectors. |
| Research on gaps in legislation and policies related to disability inclusion | - Research report  - Booklet on disability-inclusive policies and laws | To advocate for laws, policies and amendments among the respective duty bearers of key line ministries. |
| Research on discrimination, stigma and violence faced by women and girls and other underrepresented groups and cross-sectional approaches for inclusion | - Research report  - Communication brief on the findings | To advocate among the concerned ministries, especially the MoSW and MOWCA, for the implementation of an Action Plan, policies and other legislative instruments, and disability programmes that include the voices of under-represented groups. This will be directed through government and legislative processes. |
| Advocacy materials on disability inclusion in development plans and linkages with SDGs and CRPD | - Advocacy material | To disseminate materials among key actors for their use to advance linkages between SDGs, the UNSDCF, CRPD and other UN conventions and standards. |

1. Communications and visibility

Through the establishment of a combined visibility plan between the UN Task Team and UNRCOs, the project will enable more communication and visibility. First, this visibility strategy will include using UN Communication tools to tweet about the initiative and distribute newsletters and other forms of communication. Second, the project will ensure participation in key strategic UN and national platforms to increase project visibility, such as participating in the International Day of Persons with Disabilities, International Women’s Day (IWD), World Mental Health Day, etc. among governments, UNPRPD programme donors, development partners, OPDs,persons with disabilities, among other relevant stakeholders. This will contribute to a greater understanding and awareness of the CRPD and disability rights in Bangladesh among OPDs, governments, development partners and other relevant stakeholders.

Table 5: Communications products

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of communication product*** | ***Expected dissemination and use*** |
| Newsletters and articles | Online articles that use accessible formats/devices | To publish on the UNCT and RCO’ websites for the internal and external audience |
| Social media (LinkedIn, Facebook, Twitter, etc.) | Audio-visual materials, social media content and threads, using accessible formats/devices | To publish on the social media pages of the RUNO, government OPDs., |
| Public events/celebrations, policy dialogues, conferences and workshops | Policy briefs, action research documents, BCC materials and online and onsite events that use accessible formats/devices | To address primary and secondary audience and development partners, as well as tertiary audience. |
| Interviews and community radio/TV programmes on the topics related to the projects (underrepresented groups of PWDs, the inclusion of women with disabilities, disability etiquette, etc.) | TV and radio shows, including day observations | To reach a mass audience. |

1. Monitoring and Evaluation

An efficient coordination mechanism is required to implement this project with the relevant UN agencies. To ensure progress in implementing the activities, a monitoring plan will be developed. The project results framework is developed based on the log-frame in consultation with OPDs. The indicators are used from the list of UNPRPD global indicators to keep them aligned, measurable and relevant considering local and national-level changes due to the COVID- 19 pandemic.

Over the implementation phase of two years, the monitoring plan will document the process and lessons learned will be regularly reflected on and recorded as good practices that can be replicated or upscaled for future programming. The quarterly project implementation reports from UN agencies will capture the implementation progress of each activity, and the annual report will document the changes in results against each output. Good practices from annual project implementation reports will be shared with the relevant stakeholders, including the government and OPDs. The capacity building training will have pre and post surveys of the training participants to capture the qualitative change in participants’ knowledge, skills improvement and the capacity development acumen of facilitators.

At the end of the project implementation, an end evaluation will be conducted by an independent expert to assess the project intervention effectiveness, including information on what worked well, lessons learned and good practices in terms of governance and coordination, capacity enhancement and coordination for future programming. The process of monitoring and evaluation will follow UN guidelines on monitoring and evaluation and ethical standards while engaging relevant stakeholders, including OPDs and government ministries/departments engaged in the project implementation process.

1. Risk Management

To mitigate the risks identified in the situation analysis report, the following measurements will be adopted:

Table 6: Risks Management Strategy

| ***Type of risk\****  ***(contextual,***  ***programmatic or institutional)*** | ***Risk*** | ***Likelihood (L, M, H)*** | ***Impact on result*** | ***Mitigation strategies*** | ***Risk treatment owners*** |
| --- | --- | --- | --- | --- | --- |
| Institutional | Cooperation and coordination among key stakeholders at the national and sub-national level | High | Programme implementation and monitoring of the UNCRPD implementation and SDG monitoring | Adjust The Project Cycle Management. | UN |
| Contextual | Restriction in the implementation process due to natural disaster and/ or pandemic | Medium | Programme implementation and monitoring | Modify implementation process and delivery of outputs. | UN |
| Contextual | Disruption or postponement of activities due to COVID-19 pandemic | High | Delay or suspension of programme implementation | Modify Implementation activities and revise outputs for smooth delivery. | UN |
| Contextual | Political instability during the national general election 2023 and local government elections at the district level | High | Delay in programme implementation | Work with implementing OPDs who have active presence on the ground for national level implementation and local-level project activities. | UN |
| Programmatic | Government officials and departments unable to meet the needs and demands of the project | Medium | Delay in programme implementation | Engage in capacity building initiatives of the duty bearers in relevant government line ministries and departments. | UN |
| Programmatic | Lack of evidence to work in a multi-partner approach | Medium | Delay in programme implementation | Promote institutional capacity development with appropriate cooperation measures among partners, strong steering structure. | UN |
| Programmatic | Lack of political commitment from policy makers and key institutions to adopt changes in the coordination mechanism | High | Delay in implementation of planned activities and sustainability measures | Document good practice examples of the programme with PWDs, disseminate evidence, monitor processes and adjust to ensure sustainability. | UN |

H= High, M=Medium, L= Low

# Budget

**Attached**

**13.1 Value for money**

1. *Economy: What are the project’s major costs categories and what drives the pricing of those costs? What actions can you take to control those costs? What cost categories will be subject to a competitive procurement process, and how robust is that process?*

The major cost categories of the project are related to capacity building. In terms of capacity development and awareness on disability inclusion, focus would be on lead ministry, Ministry of Social Welfare to support them on coordination role at national and sub-national level through workshop-seminars-meetings, CRPD reporting, policy implementation engaging OPDs and supporting other relevant ministries in disability inclusive policy and programme implementation. Capacity building interventions for Bangladesh Bureau of Statistics includes costs required for OPD engagement in data collection, support from international experts on analyzing disability disaggregated data, consultations and validation workshops.

Capacity building of OPD, with focus on underrepresented OPDs have allocation for analysis to identify the most underrepresented OPDs, development of policy brief on inclusive practices for OPDs to use that as policy advocacy tool, support to OPDs for advocacy design and planning. The project has allocation for capacity building of wider stakeholders on disability inclusion.

The project also allocates costs to support the government in harmonizing disability indicators in the 8th Five Year Plan with UNCRPD and SDG indicators.

The project proposes dedicated staff time for overall coordination of the proposed interventions. Allocation under monitoring and evaluation could be limited as the focal from each of the agencies for project implementation will contribute in continuous monitoring of the activities and support in internal assessment process. From experience of the inception phase, the project estimates, without such quality staff time, it will not be possible for the project to reach desired outcomes.

1. *Efficiency: What controls will you put in place to ensure that you are delivering the goods or services in the most efficient manner?*

Each of the UN agencies has its own project implementation manual, including procurement guideline and financial module to ensure goods and services are delivered in the most efficient manner. Project focal from each three of the UN agencies will be reportable to the respective country head/deputy country representative. Quarterly project progress reports will be reviewed by relevant representatives from OPDs to ensure the interventions are leading towards the proposed outcome.

1. *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 project heavily focuses on supporting the Ministry of Social Welfare through various capacity development activities as this ministry is the lead ministry on Disability inclusion. However, due to Covid pandemic and many other competing priorities under this ministry, it might be difficult for the ministry to allocate human resources and time for responding to the project interventions. The project in its work plan thus has reflected implementation during a wider period of time to adjust with the government schedule.

**13.2 Co-funding: Not applicable**

# Safeguarding

During the implementation of the project, safeguarding will be taken very carefully. The participating UN agencies have strong safeguarding policies and guidelines, including a Prevention of Sexual Exploitation and Abuse (PSEA) policy in place, which address topics like preventing unethical behaviour, providing victim and witness protection, and ensuring that remedial actions are implemented quickly to stop violations. The **ILO** supports international efforts to effectively combat sexual exploitation and abuse and coordinates with the UN system on this front. The ILO has a zero-tolerance policy for acts of sexual exploitation and abuse and is determined to ensure that all staff members and beneficiaries of the ILO do not suffer, directly or indirectly, from sexual exploitation and abuse. **UNICEF** has Policy on Conduct Promoting the Protection and Safeguarding of Children. **UN Women** has internal guidelines on the Prevention of Harassment, Sexual Harassment, Discrimination and Abuse of Authority to create an enabling environment for staff and personnel that respects the dignity of all persons and empowers them to deliver the best possible results for UN Women. Along with that, UN Women propagates a sexual harassment and violence-free workplace among their implementing partners. When conducting research related to VAW that involves engaging with survivors, UN Women follows the WHO ethical and safety recommendations for researching, which require a ‘do no harm’ approach, emphasizing its importance among survivors or violence and other marginalized groups.

**The following are links for UN Agencies on safeguarding policies and guidelines.**

[*Policy on Conduct Promoting the Protection and Safeguarding of Children | UNICEF Supply Division*](https://www.unicef.org/supply/documents/policy-conduct-promoting-protection-and-safeguarding-children)

[*Documents | Conduct in UN Field Missions (unmissions.org)*](https://conduct.unmissions.org/documents-standards)

[UN Women Prevention of Harassment, Sexual Harassment, Discrimination and Abuse of Authority Policy](https://unwomen.sharepoint.com/management/LF/Repository/Prevention%20of%20Harassment,%20Sexual%20Harassment,%20Discrimination%20and%20Abuse%20of%20Authority%20Policy.pdf#search=Prevention%20of%20Sexual%20harassment)

[UN Protocol on Sexual Exploitation and Abuse involving Implementing Partners](https://unwomen.sharepoint.com/management/LF/Repository/UN%20Protocol%20on%20Sexual%20Exploitation%20and%20Abuse%20involving%20Implementing%20Partners%20(English).pdf#search=PSEA)

[WHO Ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies](http://whqlibdoc.who.int/publications/2007/9789241595681_eng.pdf?ua=1)

# Workplan

*Please attach a detailed work plan using annex 3.*

*Attached*

1. List at least one and a maximum of three. Equality and non-discrimination; service delivery; accessibility; CRPD-compliant budgeting and financial management; and accountability and governance. [↑](#footnote-ref-1)
2. 1) All persons with disabilities, 2) children and youth with disabilities, 3) primary focus on women and girls with disabilities, or 4) primary focus on one or more underrepresented groups among persons with disabilities persons, with intellectual and/or psychosocial disabilities/other underrepresented group of persons with disabilities (please specify) migrants/indigenous persons with disabilities/minorities, etc.) [↑](#footnote-ref-2)
3. Please list at least one and a maximum of five. 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 and sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; the National Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; and OPDs capacity building, [↑](#footnote-ref-3)