# Programme proposal – 4th Funding Round 2021

**Instructions – please read carefully**

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

*For support please reach out to* *natalia.mattioli@undp.org cc unprpd.fund.calls@undp.org.*

**Documents to be submitted**

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

# Cover page

| **Title of the programme:** Accelerating Disability rights in Cambodia  |
| --- |
| **Country:**  Cambodia **Region or provinces:** |
| **Duration (max. 24 months):** 24 months |
| **Total Budget:** USD 600,000[[1]](#footnote-2) |
| **Co-funding:** |
| **Resident Coordinator (name and contact details):** Pauline Tamesis, pauline.tamesis@un.org |
| **Overall focal point of the programme (name and contact details):** Mao Meas, mao.meas@undp.org |
| **Participating UN Organizations (max 3) and focal points names and contact details:**1. Sit Song, Project Coordinator, UNDP, sit.song@undp.org
2. Miriam Lang-Treglown, Human Rights Officer & Head of the Administration of Justice Unit, UNOHCHR, mlang@ohchr.org
3. Mikel, Aguirre Idiaquez, Project Officer – Communication and Information, UNESCO, m.aguirre-idiaquez@unesco.org
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| **OPDs focal points names and contact details:** Monika Mak, Executive Director, Cambodia Disabled People’s Organisation (CDPO), monika.mak@cdpo.org |
| **Government focal points name and contact details:** Prak Thavak Pheary, Deputy Secretary General, Disability Action Council (DAC), pheary@dac.org.kh  |
| **Other Partners names and contact details:** Cambodian Federation of Employers and Business Association (CAMFEBA); Legal Aid Cambodia (LAC); Maryknoll Organization (DDP); Transcultural Psychological Organization(TPO). Focal points will be determined upon commencement of the project. |
| DESCRIPTION: The project will have a 3-pronged approach aimed at enhancing the rights of persons with disabilities in Cambodia. *On a systemic level*, the project will support inclusive processes of consultation, drafting, enactment and implementation of the new rights-based Disability Law. The new law will be a structural change which will hopefully represent the cornerstone for building a more rights-based and disability inclusive society in Cambodia. The project will address *the capacity of key actors*, particularly right holders and duty bearers, to support and monitor UNCRPD implementation in areas identified in the situation analysis particularly access to social protection, employment and justice. In addition, it will improve access to information of persons with disabilities which was identified as the main barrier to accessing services. The interventions will also enhance participation of currently underrepresented groups of persons with disabilities and address some of the specific issues facing women with disabilities.The project will also contribute to *increased disability inclusion in national policies and plans* including COVID-19 Recovery plan and increased representation of persons with disabilities and their organizations (OPDs) in decision making, policy development and monitoring of implementation of those policies and plans. The UN’s strategic position in Cambodia will be reaffirmed and elevated by strengthening the UNCT’s capacity to support the country to adhere to disability rights in line with its commitments under the UNCRPD and in attaining the SDGs in the most inclusive way. |
| **Targeted CRPD articles:** 6, 8, 13, 21, 27, 28,  |
| **Targeted SDGs:** 1,5, 8, 10, 16 |
| **Preconditions[[2]](#footnote-3):** Equality and non-discrimination; service delivery; Accountability and governance |
| **Target groups[[3]](#footnote-4):** All persons with disabilities |
| **Thematic focus [[4]](#footnote-5):** Social protection, Economic empowerment, Employment, Access to Justice |

# Background and rationale

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

According to the 2019 General Population Census, 4.9 per cent of Cambodians over the age of five reported some “difficulty”.[[5]](#footnote-6) In comparison, the 2014 Cambodia Demographic and Health Survey reported that approximately 9.5 per cent of Cambodians over five years of age reported some form of disability.[[6]](#footnote-7) Disability was found to be higher for females (5.5 per cent) as compared to males (4.2 per cent). The disability rate is higher in rural areas (5.3 per cent) as compared to urban areas (4.2 per cent).[[7]](#footnote-8)

Persons with disabilities in Cambodia face many barriers and challenges: poverty and unsustainable livelihoods; stigma and discrimination; limited access to services, information, justice and education; inaccessibility of physical infrastructure etc. In addition, there is lack of mainstreaming of disability into broader policies and plans due to limited capacities of government officials, OPDs, local authorities, other service providers, and the business sector. Recently, COVID 19 further exacerbated the above mentioned challenges, particularly those related to livelihoods.

Persons who are deaf, blind or have psychosocial disabilities are particularly vulnerable and need additional support both in terms of accessing services and in representation of their voices and interest. There is no association of deaf people in Cambodia and literacy in sign language of persons who are deaf is estimated at 3%.

Women with disabilities face increased vulnerability compared to men. Consultations clearly identified need for support in increasing capacities of WWDFs[[8]](#footnote-9) for addressing some of the women specific challenges particularly related to women economic empowerment, social protection and leadership/skills development.

The forthcoming adoption of a new Disability Law (late 2022), expected to reflect the rights-based approach of the UNCRPD, will lay a solid foundation for future actions. The *NDSP2 (2019-2023)* also provides a strong framework for action across all ministries and agencies but implementation faces many challenges such as lack of available information regarding budgets, lack of proper monitoring mechanisms, and weak coordination.

Upon conclusion of the consultation process and based on recommendations from the situation analysis, stakeholders agreed to focus on supporting the inclusive consultation and drafting process on the new Disability law and the establishment of implementation and monitoring mechanisms. In parallel, work will be done on capacity development of coordination mechanisms already in place (DAWG[[9]](#footnote-10) and provincial DACs[[10]](#footnote-11)) as well as strengthening the capacities of Organizations of Persons with Disabilities (OPDs) to actively participate in creation, monitoring and implementation of disability inclusive policies, particularly those related to access to information, social protection, economic empowerment, employment and justice. Support will also be provided to capacities of UNCT to support Cambodia in implementation of UNCRPD and inclusive SDGs. To address the most urgent needs, support will be provided to the implementation of an inclusive COVID-19 recovery plan.

**3.1. Proposal development process**

The extensive consultation process with OPDs and the Disability Action Council (DAC) both on National and provincial level, along with key line ministries responsible for the implementation of NDSP2 and the overall socio-economic response to the COVID-19 pandemic (Ministry of Social Affairs, Veterans and Youth Rehabilitation “MoSVY”, Ministry of Justice “MoJ”, Ministry of Information “MoINFO”, Ministry of Labor and Vocational Training “MoLVT”, National Employment Agency “NEA), Ministry of Women’s Affairs “MoWA”) has been a key element in the development of this proposal. Also, non-governmental organizations (NGOs) and other agencies and development partners working with and for persons with disabilities across Cambodia have also contributed to the current situation analysis and in setting most immediate priorities for advancing the rights of persons with disabilities in Cambodia. Finally, consultations with UN Agencies working in Cambodia led to the finalization of the proposal framework based on the strategies, workplans, partnerships and capacities of each participating agency. The consultation was carried out by independent consultants and focal points of participating UN Agencies. A series of consultative workshops with key stakeholders were held to present preliminary findings and collect additional input to finalize the analysis and proposal. At the end of the process, two final validation workshops with representatives of CDPO and OPDs (including WWDFs) and representatives of Government took place to validate the findings and endorse priorities for the proposal.

Persons with disabilities and OPDs’ inputs were the essence of this proposal. The consultation process enabled full and effective participation and inclusion of persons with disabilities, including the most marginalized groups of persons with disabilities, in the collection and analysis of information and setting of priorities.

Gender equality and human rights-based approaches have been central in undertaking the analysis and development of this proposal. Women with disabilities organizations (WWDFs) were part of general consultation process (as part of the CDPO). In addition, separate meetings were held with WWDFs to provide safer forums for women to discuss specific circumstances and challenges faced by women with disabilities in Cambodia.

In order to ensure full participation of unrepresented groups of persons with disabilities, partnership with organizations currently assisting those groups was created with the aim at securing better representation of those groups (specifically persons who are deaf or with hearing impairments). In addition, efforts will be made to secure improved legislative framework (through new Disability law) for wider representation as well as the improved capacity of umbrella organization CDPO to advocate for the interest of all groups of persons with disabilities.

The whole consultation process and proposal development was carried out in the light of COVID-19 pandemic impact on wellbeing of persons with disabilities in Cambodia, which significantly affected and shaped most immediate priorities set out in the proposal.

# Overall programme results framework

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

Table 1. Results framework

|  |
| --- |
| **Outcome 1 Capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability inclusive policies, systems and - for the implementation of the CRPD and SDGs.** |
| Capacity of national stakeholders, particularly key duty bearers and rights holders will be enhanced through targeted capacity development actions aimed at coordination mechanisms (DACs)[[11]](#footnote-12) at national and subnational levels in priority areas identified in the situation analysis: social protection, access to employment and justice. In order to improve access to information which was identified as a major barrier for persons with disabilities to access services or exercise rights (e.g., social protection, employment and justice), a study of information habits and consumption and consequent training will be provided to government (inclusive information dissemination) and OPDs (Media and Information Literacy). The project will also seek to promote the engagement of persons with disabilities with international human rights mechanisms, including treaty-bodies and the Universal Periodic Review, as an avenue for enhanced accountability of the government with regard to the promotion of disability rights and the inclusion of persons with disabilities general policies. The project will increase participation and inclusion of unrepresented and marginalized groups of persons with disabilities (Deaf, Hearing impairment, persons with psychosocial disabilities) by providing avenues for their inclusion in disability movement and communities. Gender equality will be addressed throughout this outcome through gender mainstreaming but also through capacity support to women with disabilities organizations to address specific needs and issues facing women with disabilities. In addition, UNCT will be further capacitated to assist Cambodia in implementation of UNCRPD, achievement of inclusive SDGs and implementation of UN Disability Inclusion Strategy.  |
| **Output 1.1*Enhanced capacity of multi stakeholders at national and subnational level in charge of disability mechanisms (Disability Action Council, Provincial Disability Action Council and Disability Action Working Group at line ministries) to support implementation and monitoring of disability inclusive policies (Social protection), laws (Disability Law, Law on Access to information) and plans (National Disability Strategic Plan 2-NDSP2).***  |
| **Indicators** *please select indicators from the UNPRPD menu of indicators (annex 1) against which output progress will be reported, please select as many indicators as appropriate PLEASE DO NOT CHANGE THE INDICATORS LANGUAGE AND KINDLY KEEP THE INDICATORS NUMBER AS IT IS IN THE MENU* |
| **1.1.1** # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD programme. (Disaggregated by topics) |
| Description: The output will include capacity development activities for enhancing the role of coordination mechanisms (including OPDs), state actors (national and subnational level) and private sector in implementing UNCRPD and disability inclusive policies in priority areas identifies in the situation analysis (access to information, social protection, access to employment and skills development and access to justice): UNESCO will conduct information needs assessment/analysis on information needs and consumption habits of persons with disabilities followed by the training of the information officers (Ministry of information). UNDP will work with coordination mechanisms (national and provincial) on disability inclusive social protection and strengthening their overall role in implementing and monitoring disability inclusive policies. With technical support and partnership with International Labor Organization (ILO) and specialized agencies, the project will also support development of national guideline for TVET schools for adapting their infrastructure and training methodologies for persons with disabilities and provide advisory support for its implementation. In addition, through above mentioned partnership TA will be provided for placements of persons with disabilities in TVET programmes and jobs. Technical assistance for private sector companies for hiring persons with disabilities will also be provided with technical support from ILO. OHCHR will provide trainings for provincial DACs on rights-based approach to disability and CRPD. In addition, training for justice sector actors and DACs on CRPD (with focus on access to justice) and recently developed legal aid guidelines for persons with disabilities. Th enhanced capacity stakeholders will contribute to development of disability inclusive policies and plans in future including those listed in Outcome 3 |
| Baseline: 1 training with 15 topics. |
| Milestone year 1: 8 trainings (disability inclusion, UN Disability Inclusion Strategy, SDGs inclusive processes, Covid 19 inclusive recovery plan, inclusive commune investment plan and M&E tool of new disability law and access to information and access to justice) |
| Milestone year 2: 4 trainings (Covid 19 inclusive recovery plan and inclusive commune investment plan) |
| Target: 13 trainings |
| Means of verification: Training/workshop reports |
| Responsible: UNDP, OHCHR, UNESCO, DAC-SG, CDPO, OPDs and WWDFs,  |
| **1.1.2** # of participants (disaggregated by type of stakeholder) disaggregated by sex, disability, rural/urban participating in capacity building activities funded or provided by UNPRPD programmes |
| Description: Under this output capacity development will be provided to participants from RGC, OPDs and private sector (including TVET schools) |
| Baseline: 68 participants (30women 38 men) |
| Milestone year 1: 500 participants (at least 40% women) |
| Milestone year 2: 250 participants (at least 40% women) |
| Target: 818 participants (115 women and 120 persons with disabilities) |
| Means of verification: Training/workshop reports |
| Responsible: UNDP, UNESCO, DAC-SG, CDPO, DPOs and WWDFs |
| **1.1.3** # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive.  |
| Description: This output will include capacity development for variety of stakeholders from national and provincial authorities as well as from OPDs |
| Baseline: 68 participants (30women 38 men) |
| Milestone Year 1: 500 participants and 70% of participants increased knowledge  |
| Milestone Year 2: 250 participants and 70% of participants increased knowledge |
| Target: 818 participants and 70% of participants increased knowledge  |
| Means of Verification: project progress report; evaluation of trainings by participants  |
| Responsible: UNDP. OHCHR and UNESCO |
| **Output 1.2 *Enhanced capacity of UNCT to support government on SDGs inclusive processes and COVID-19 inclusive recovery plan by building inclusive tools, dialogues and effective participation of OPDs*** |
| **1.2.1** # of knowledge products (disaggregated by type of product[[12]](#footnote-13)/Thematic focus[[13]](#footnote-14)) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices |
| Description: Under this output, UNCT Cambodia’s capacity to support RGC in implementation of CRPD and inclusive SDGs across sectors and monitor progress will be strengthened  |
| Baseline: final COVID-19 recovery plan, Advocacy toolkits, NDSP2, Legal Aid Practical Guideline  |
| Milestone year 1: 3 (operational plan of COVID-19 recovery plan, Disability Inclusive Social Protection Guideline, National Disability) |
| Milestone year 2: 2 (NDSP 2 Mid-term Review, National Disability Law booklets) |
| Target: 5 |
| Means of verification: Operational Plan of COVID –19 recovery response, National Disability Law, National Disability Law Booklets, Disability Inclusive Social Protection Guideline and NDSP 2 Mid-term Review Report)  |
| Responsible: OHCHR and UNDP |
| **1.2.2** # of knowledge products developed that address gaps related to inclusion of women and girls with disabilities and/or underrepresented groups of persons with disabilities (disaggregated by thematic focus) |
| Description: UNCT Cambodia will analyze UN Disability Scorecard Report and provide recommendation for addressing gaps and specific needs of women with disabilities and marginalized groups. |
| Baseline: 1 (UN Disability Scorecard Report) |
| Milestone year 1: 1 Analysis of Scorecard report recommendations  |
| Milestone year 2: 1 Disability analysis of the underrepresented groups – psychosocial disability and deaf community  |
| Target: 2 |
| Means of verification: Analysis report  |
| Responsible: OHCHR and UNDP |
| **Output 1.3 *Enhanced capacity of disability movement, including women with disabilities and most vulnerable groups (deaf persons, blind persons and persons with psychosocial disabilities) to effectively engage in development, implementation and monitoring of CRPD and Inclusive SDGs processes by improving their capacity for meaningful engagement and advocacy with the national and subnational stakeholders including government and service providers in areas of inclusive social protection, access to justice, meaningful representation (persons with hearing impairment) and economic empowerment (women with disabilities)*** |
| **1.3.3** # of mechanisms[[14]](#footnote-15) to share and exchange learning and evidence to inform inclusive policies and systems. (disaggregated by national/ regional/global mechanism) |
| Description: This outcome will enhance overall capacity of persons with disabilities and their organizations (OPDs) to effectively engage with RGC in development, implementation and monitoring of disability inclusive policies in priority areas. UNDP will provide capacity development for OPDs to support efforts in inclusion of persons with disabilities in social protection programmes and in discussion on subnational development/investment plans. UNDP will assist in creation on first ever association of deaf people of Cambodia as well as provide coaching and mentoring support to WWDFs to address most urgent issues facing women with disabilities in Cambodia (access to services, economic empowerment, leadership). OHCHR in cooperation with NGO (TPO) will support better access to services, representation and inclusion of persons with psychosocial disabilities in their communities. In area of access to justice in cooperation with NGO (LAC), OHCHR will enhance access to legal aid for persons with disabilities and develop capacities of OPDS to document and resolve cases of rights violations, UNESCO will provide trainings for OPDs regarding media literacy and new Information law.  |
| Baseline: 5 |
| Milestone year 1: same as baseline  |
| Milestone year 2: 2 |
| Target: 2 mechanisms |
| Means of verification: Event reports, case studies and awareness video and official social media |
| Responsible: UNDP, DAC-SG, CDPO, DPOs and WWDFs |
| **1.3.4** # Actors involved in mechanisms to share learning and evidence to inform inclusive policies and systems disaggregated (UN/ GOV/OPDs, other) |
| Description: UNDP and OHCHR will partner with NGOs (DDP, TPO and LAC), RGC and OPDs through grants to secure better representation of marginalized groups (persons who are deaf or have psychosocial disabilities) and to improve access to legal aid for persons with disabilities. OPDs will be supported through developing their capacity to document and resolve cases of rights violations. |
| Baseline: 2  |
| Milestone year 1: 7 (UN/RGC/OPDs/DDP/OHCHR/TPO/LAC) |
| Milestone year 2: 7 (UN/RGC/OPDs/DDP/,OHCHR/TPO/LAC) |
| Target: 9 actors |
| Means of verification: Event reports, case studies, awareness video and official social media |
| Responsible: UNDP, OHCHR, DAC-SG, CDPO, OPDs and WWDFs |
| **Outcome 2. Gaps in achievement of essential building blocks or preconditions to CRPD implementation in development and humanitarian programs are addressed.** |
| The project will support the consultation, drafting, enactment and implementation of new rights-based Disability Law and review of NDSP. These represent the two main frameworks which are precondition for further advancement of disability rights in Cambodia and acceleration of UNCRPD implementation. The project will secure and support full and meaningful participation of persons with disabilities (including women and unrepresented groups.) in preparation of the above policy documents. The project will also address very common challenge in Cambodia which is limited policy implementation by assisting RGC in preparation of implementation plan for Disability Law and improving coordination. In addition, OPDs and WWDFs will also be supported in their efforts to become an integral and permanent part of policy implementation monitoring mechanisms.  |
| **Output 2.1 *Drafting of new Disability Law and required sub-legislation aligned with CRPD with full participation of OPDs (from the consultation until the submission to Council of Ministers)*** |
| **Indicators** *please selected appropriate indicators from the shared UNPRPD menu of indicators, please selected as many indicators as appropriate* |
| **2.1.1.** # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other (please explain) |
| Description: UNDP and OHCHR will provide technical assistance to develop the legislation and policy and facilitate consultation process with RGC, OPDs and civil society actors. |
| Baseline: Zero draft of new disability law |
| Milestone year 1: 2 (new disability law and M&E unit or mechanism) |
| Milestone year 2: 1 (draft new NDSP3) |
| Target: 3 |
| Means of verification: Official documents from the government, draft document and ToR |
| Responsible: OHCHR, UNDP, DAC-SG |
| **2.1.2.** # type of change (development/revision/reform) in legal frameworks and systems |
| Description: UNCT will support the enactment of new Disability law  |
| Baseline: Zero draft of new disability law |
| Milestone year 1: 0 |
| Milestone year 2: 1 (endorsed new disability law) |
| Target: 1 (endorsed new disability law) |
| Means of verification: Project progress report  |
| Responsible: UNDP OHCHR |
| **Output 2.1.2 . *The new Disability Law has clear implementation plan with clear roles and is effectively disseminated to both national and sub national level through communication campaigns throughout the country*** |
| **2.1.1.** # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other (please explain) |
| Description: UNDP will support inclusive multi-stakeholder consultation process for development, dissemination and roll out of implementation plan of the new Disability Law  |
| Baseline: 3 |
| Milestone year 1: 6  |
| Milestone year 2: 6  |
| Target: 6 (GOV/UN/DPO/WWDF/NGO/INGO) |
| Means of verification: Implementation plan, event reports (meetings and workshops) |
| Responsible: UNDP, DAC-SG, CDPO, DPOs and Women with Disability Forums WWDFs) |
| 2.1.2 # type of change (development/revision/reform) in legal frameworks and systems |
| Baseline:  |
| Milestone year 1: 0 |
| Milestone year 2: 1 (new disability law finalized)  |
| Target: new disability law |
| Means of verification: Project progress report |
| Responsible: UNDP OHCHR |
| **Output 2.2*Full participation of OPD in the process of revision the National Disability Strategic Plan to be aligned with the CRPD and new Disability Law ensured once the Law is approved. (NDSP 2 extension or new NDSP 3- whatever option is chosen by the Government)*** |
| **2.2.1.** # of multi-stakeholder coordination mechanisms (disaggregated formal/informal) to support legislative policy and systems changes developed or strengthened |
| Description: UNDP will support consultation process and inclusion of OPDS in review of ongoing NDSP2 and preparation of the new NDSP |
| Baseline: 5 |
| Milestone year 1: 1 |
| Milestone year 2: 3  |
| Target: 7 |
| Means of verification: event reports (meetings, consultation workshops) |
| Responsible: UNDP, DAC-SG, CDPO |
| **Output 2.2.2 *Disability Action Council (as mechanism formally in charge to monitor UNCRPD) have clear mandate and approved plans to monitor National Disability Strategic Plan and the New Disability Law with full participation with OPDs*** |
| **2.2.2.** # of stakeholders within each mechanism (disaggregated by type of stakeholder Gov/ UN/OPDs/other). |
| Description: UNDP will provide TA for creation of M&E mechanism (unit withing DAC SG) and framework for monitoring of implementation of key disability policy frameworks and plans (CRPD, new Disability Law and NDSP) |
| Baseline: 5 |
| Milestone year 1: 1 |
| Milestone year 2:1  |
| Target: 1 |
| Means of verification: Event reports (meetings and workshops) |
| Responsible: UNDP, DAC-SG, CDPO, DPOs, WWDFs and DDP |
| **2.4.2.** # stakeholders involved in consultation and validation processes (disaggregation by stakeholder( GOV/UN/OPDs/other) |
| Description: UNDP will ensure that DAC includes all relevant stakeholders including RGC members and OPD members of DAC, but also other partners (NGOs, development partners) in the process  |
| Baseline: 6 (GOV/UN/OPDs/NGOs/INGOs/WWDFs) |
| Milestone year 1: 6 (GOV/UN/OPDs/NGOs/INGOs/WWDFs) |
| Milestone year 2: 6 (GOV/UN/OPDs/NGOs/INGOs/WWDFs) |
| Target: 6 (GOV/UN/OPDs/NGOs/INGOs/WWDFs) |
| Means of verification: Progress report  |
| Responsible: UNDP, DAC-SG, CDPO, DPOs, WWDFs and DDP |
| **Outcome 3. National development and humanitarian plans, budgets, programs and monitoring processes are disability inclusive.** |
| ***The project will support the implementation of COVID-19 inclusive Recovery Plan by supporting coordination and creating monitoring mechanisms. Furthermore, it will support advocacy efforts of OPDs and WWDFs as to ensure that persons with disabilities fully benefit from the plan.***  |
| **Output 3.2 *Effective implementation of COVID-19 inclusive Recovery Plan through national monitoring system is ensured*** |
| **Indicators** *please selected appropriate indicators from the shared UNPRPD menu of indicators, please selected as many indicators as appropriate* |
| **3.2.2** # of adopted/ implemented COVID-19 inclusive response and recovery plans nd frameworks containing systematic mainstreaming of persons with disabilities including the most marginalised |
| Description: UNDP will support development of the M&E framework of COVID-19 inclusive recovery plan and improve coordination of stakeholders (DAC-SG, DAWGs, CDPO) in reviewing and monitoring the Plan  |
| Baseline: COVID-19 recovery plan (2021-2023) |
| Milestone year 1: 2 (1: COVID-19 recovery plan endorsed by DAC)  |
| Milestone year 2: 0 |
| Target: 1 |
| Means of verification: M&E framework of COVID-19 inclusive recovery plan  |
| Responsible: UNDP, DAC-SG and CDPO |
| **Output 3.3 *Full participation of OPDs in processes of implementation and monitoring of inclusive COVID-19 Recovery Plan is ensured*** |
| **3.3.3** # of identified persons with disabilities including through their representative organizations participating in the State’s formulation/implementation of COVID-19 policy responses |
| Description: UNDP will provide training on M&E framework for COVID-19 recovery plan (including the toolkit) for OPDs and WWDFs to participate in the process. In addition, UNDP will support preparation and monitoring of OPD’s advocacy plan for the COVID-19 as to ensure full participation of persons with disabilities. |
| Baseline: 18 (40% women) persons with disabilities  |
| Milestone year 1: 20 (10 women) persons with disabilities |
| Milestone year 2: 20 (10 women) persons with disabilities  |
| Target: 40 (20 women) persons with disabilities |
| Means of verification: event reports (dissemination workshop, awareness, training, meetings) |
| Responsible: UNDP, DAC-SG, CDPO, DPOs and WWDFs |

# Outcomes strategy

## Theory of change

By ratifying the UNCRPD, the Kingdom of Cambodia agreed to ensure and promote the full realization of all human rights and fundamental freedoms of all persons with disabilities without discrimination of any kind based on disability. Despite Cambodia’s strong commitment to disability rights and significant progress achieved in recent times, persons with disabilities still face stigma and discrimination, violations of their rights and inaccessibility of services. Often, the right holders are unaware of their rights and lack information on available services. The duty bearers have limited knowledge of the rights of persons with disabilities and lack capacity to adequately implement policies in line with UNCRPD. The situation was worsened by the ongoing COVID-19 pandemic which particularly affected livelihoods of persons with disabilities.

Through this UN joint programme, UNCT will assist Cambodia in advancing the implementation of UNCRPD and disability inclusive SDGs for all persons with disabilities with the full involvement of OPDs. The project intends to enable structural changes (improving legislative framework, enhancing implementation of policies, increasing participation in decision making etc.) which are necessary for full inclusion of persons with disabilities into Cambodian society. Consequently, this should contribute to creating an enabling environment for diminishing societal misconceptions and negative attitudes towards persons with disabilities.

This will be done by utilizing three levers of change: legislative reform (Outcome 2); capacity development of right holders and duty bearers including widening their partnerships (Outcome 1); and increased involvement and representation of right holders in developing, monitoring and implementation of disability inclusive policies and plans (including COVID-19 recovery plan) (Outcome 3).

***Legislative reform*** will be pursued through the support of drafting, enactment, and implementation of a new rights-based Disability Law which is in line with UNCRPD. The new law will represent a structural change which will hopefully represent the cornerstone for building a more rights-based and disability inclusive society in Cambodia. The ***capacity of key actors*** will also be strengthened. The capacity of duty-bearers, including relevant line ministries responsible for implementing of social protection policies, access to information, skills development and employment and justice will be upgraded so as to provide for better understanding of specific barriers facing persons with disabilities and increase level of disability inclusiveness in the implementation of policies in these areas. Support will also be provided to the disability movement to enhance its capacity to undertake a more prominent role in coordination mechanisms (DACs), absorb and disseminate information and assist persons with disabilities in accessing services and justice. The project will work with a variety of duty bearers (DAC, MOSAVY, Ministry of Labor, NEA, MoJ and right holders (CDPO, OPDs, WWDF, NGOs). In addition, the project will engage with the private sector so as to secure wider partnership and constituency building and enable more systemic changes needed for accelerating UNCRPD compliance and fulfilling commitments to disability inclusive SDGs. The project will also contribute to increased inclusion and *representation* of persons with disabilities and their organizations (OPDs) in decision making, policy development and monitoring of implementation of disability inclusive policies and plans. It will enable adequate participation of currently underrepresented groups of persons with disabilities and address some of the specific issues facing women with disabilities.

## Result Chains

Under **Outcome 1** the project will enhance the capacities of right holders, duty bearers in implementing and accessing CRPD and disability inclusive policies in priority areas identified in the situation analysis (social protection, access to employment and justice). One of the main barriers to accessing the above-mentioned priorities and services is lack of information by persons with disabilities about their rights, available services, and available remedies. This barrier will be addressed though analysis of media and information consumption habits, policies and practices currently in place (or missing) in relation to making information accessible to persons with disabilities by the authorities. This will be followed by enhancing capacities of those responsible for providing information, and those receiving/benefiting from it.

To address loss of livelihoods of persons with disabilities severed by COVID-19 pandemic, the project will support efforts of RGC to include more persons with disabilities into social protection schemes and to improve opportunities for their employment through building their technical and vocational skills, facilitating their access to employment services and enhancing their accessibility and inclusion in the workplace. This would be done through targeted capacity development of coordination mechanisms (national and provincial DACs), key government agencies (MoSVY, Ministry of Labor, NEA) and private sector entities. Capacity support will also be provided to judicial authorities as to secure equal treatment of persons with disabilities seeking justice and remedies. To achieve this, UNCT will make use of UN’s global expertise and resources by partnering with ILO and specialized agencies.

In parallel, interventions will strengthen and expand the disability rights movement through securing strong participation of persons with disabilities and their organizations’ (particularly those unrepresented groups), efforts to build their capacity to expanded partnerships (constituency building), document and replicate good practices and engage in advocacy to identify and achieve sustainable solutions. Specific issues facing women with disabilities and their organization will be addressed both through general and specific actions.

In addition, capacity of UNCT to support Cambodia’ efforts in adhering to its commitments to disability rights under CRPD and in line with UN Disability Inclusion Strategy and UNSDCF will be strengthened.

In **Outcome 2** will focus on consultation, drafting enactment and implementation of new rights-based Disability law. Project will secure technical assistance and facilitate inclusive consultation process. In addition, RGC will be supported in development of implementation and dissemination plan for the Disability Law while OPDs’ capacity to participate in the process and monitor implementation will be enhanced. The project will also facilitate the review of ongoing NDSP 2, identify areas for improvement and facilitate strengthening of NDSP2 monitoring mechanisms including stronger participation of OPDs in the process.

In **Outcome 3** project partners will provide assistance to both right holders and duty bearers in facilitating effective implementation of aninclusive COVID-19 Recovery Plan. Simultaneously, OPDs will be supported in advocating for and influencing the implementation of the inclusive COVID-19 Recovery Plan so as to ensure that persons with disabilities are not excluded from the process.

## Geographic scope

The project will cover whole country (national level) with some specific activities in six target provinces which are Kampot, Svay Rieng, Kampong Cham, Takeo, Battambang and Kampong Speu. In addition, activities related to improving access to employment and skills enhancement will be done in Phnom Penh and Siem Reap (2 major economic centers) but will include beneficiaries from throughout the country. The selection of target provinces has been made in close consultation with OPDs and it reflect the areas where persons with disabilities including women with disabilities are facing the most challenges in terms of discrimination, livelihoods, legal aid and social services.

## Sustainability

In order to ensure sustainability of project results, UN agencies will work with implementing partners (both OPDs and Government) but also with private sector to create and strengthen capacities which will remain in place after the completion of the project. These include creating new and enhancing existing mechanisms for monitoring implementation and disability inclusive policies, improving national and sub-national frameworks for disability inclusion in vocational skills training and employment, and securing meaningful engagement of persons with disabilities and their organizations. The project will strategically engage RGC, OPDs and private sector (including vocational/educational institutions) by creating an enabling environment for joint work and synergies. By working together, stakeholders will be able to seek out and receive information more effectively, analyze it, expand partnerships, and make informed decisions about priorities. This will help to ensure the continuation of outcomes beyond the end of this project. The project will also provide for first ever representation of persons who are deaf or with hearing impairment in disability movement in Cambodia and support better inclusion of persons with psycho-social disabilities in their communities.

Under Outcome 2 the project will support drafting, enactment and implementation of the new UNCRPD compliant Disability law. This is a systemic change and will benefit persons with disabilities and stakeholders working in disability sector after the completion of the project. The new legislation and appropriate implementation mechanisms will provide for a rights-based legislative framework for improved implementation of disability inclusive policies and more effective participation of persons with disabilities in decision making. It will also assist the RGC in adhering to its international obligation arising from UNCRPD with regards to disability rights.

Since outcome 3 focuses on the disability inclusive National development and humanitarian plans, budgets, programs and monitoring processes, the project will work on institutional capacity to review, revise and develop policies and frameworks to ensure persons with disabilities are not left behind. In fostering a strategic approach to the development of policies and plans, the project will support the national and sub-national partners’ capacity to mobilise the national budget to implement those policies and plans (e.g. the provincial DACs have the capacity to develop annual workplan with sufficient budget to be implemented). The project will also improve DAC-SG’s capacity to monitor the effectiveness of the NDSP2 and COVID-19 recovery response implementation by establishing a M&E team/Unit to roll out the M&E system. This will be supported by Accessible Mobile App that is being developed (one of first digital M&E system in Cambodia). Having a monitoring system in place will assist DAC-SG to record evidence-based disability progress as well as more efficiently identify challenges of NDSP2 and COVID-19 recovery response. This will be used to inform the policy makers about needs for improvements and advocate for increase of national budget for disability.

## Innovation

The project will support institutional capacity to review, revise and develop policies and frameworks as to ensure persons with disabilities are not left behind. As an innovative approach, the project will ensure the national and sub-national partners have the capacity to mobilise the national budget to implement those policies and plans (for instance, enabling that provincial DACs have the capacity to mobilise resources from the national budget as well as development fund to implement their annual workplans). The project will also support the introduction of innovative blended learning programmes for persons with disabilities in order to enhance their competitiveness on the labour market.

The project will set up disability coordination group within the UNCT which will bring additional momentum to promoting disability rights in Cambodia, not only within the UN system but also by supporting national system where the UN plays important role in providing advice and advocate for the policy and system change.

Cambodia deaf association will also be a new mechanism to ensure this underrepresented group, deaf community have a strong voice and enable their inclusion in society. Through advocacy the project will support efforts that the rights of marginalized and unrepresented groups (specifically deaf and psychosocial) are respected and recognized by both national and sub national system.

The project will also seek to mentor the capacity of ODPs to documents and address rights violations experienced by person with disabilities through a mentoring approach, to ensure capacity is built in an engaged and sustainable manner. Instead of a pure service delivery approach by a legal aid NGO, the objective is to ensure that rights violations can be documented and adequately addressed by ODPs before legal aid becomes necessary.

## Complementarity with other ongoing initiatives.

Ongoing COVID-19 response measures by UNCT and the government would provide an opportunity to address gaps in service inclusion especially among vulnerable populations and areas, including persons with disabilities. Another key opportunity is the new family package of social assistance that should be finalized in 2022, as part of the framework to include disability allowance for poor persons with disability.

The project will also complement to the Australia-Cambodia Cooperation for Equitable Sustainable Services (ACCESS) Program is a five-year (2018-2023) initiative undertaken with the financial support of the Government of Australia provided through the Department of Foreign Affairs and Trade (DFAT). In addition to this, the project also complements the work of Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ – German international cooperation) which is working in two main areas: Health and Social Security and Rural development. Activities are focused on capacity development of RGC and civil society and have the potential to benefit persons with disabilities. The project will complement to the existing UN Joint Programme on Decent Employment For Youth phase 2 (2020-2023), which is assisting young women and men in Cambodia to increasingly obtain decent and productive employment opportunities. This will be done by strengthening the efforts to make the technical and vocational training facilities, employment services and more disability inclusive workplaces so that persons with disabilities have enhanced access to industry-driven skills training and decent employment opportunities.

# CONTRIBUTION TO UNPRPD IMPACT

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

Table 1 Progress against UNPRPD Impact Indicators

|  |  |  |
| --- | --- | --- |
| UNPRPD MPTF IMPACT(2025) | Reduce the inequality and exclusion for all persons with disabilities within and across countries. |  |
| Indicators  | **How will the project contribute to this indicator?**  | **Country Baseline 2021 (please indicate the source)** |
| *Proportion of population living below the national poverty line by sex and age (SDG indicator 1.2.1) and disability.*  | Project will contribute to decreasing poverty level of persons with disabilities in Cambodia by improving access to social protection and empoyment oporutnities  | 10,50 % [[15]](#footnote-16). The baseline data available is not segregated by sex, age and disability |
| *Coverage of essential health services/Universal Health Coverage disaggregated as a proportion of the population, by sex, age and disability (SDG indicator 3.8.1)* | By improving access to social protection schemes for persons with disabilities, access to essential health services will be increased. | 50% (data for 2020)[[16]](#footnote-17). The baseline data available is not segregated by sex, age and disability |
| *Percentage of persons with disabilities employed as compared to other persons and to overall employment rate, disaggregated by type of employment (public, private, self-employed), age, sex and disability* | The project will support improvement and customisation of employment services for persons with disabilities by the departement of Welfare of Persons with Disability of MoSVY, MoLVT and NEA, enhance oportunities for their professional development and engage private sector in creating more disability inclsuive workspace. | No baseline data available  |
| *Average hourly earnings of female and male employees, by occupation, age and persons with disabilities (SDG indicator 8.5.1).* | The project will assits persons with disabilities in enhancing their skills and hence finding better paid jobs. In addition it will adress specific issues facing women with disabilities paricularly related to livelihoods and economic empowerment.  | No baseline data avilable  |
| *SDG indicator 11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities.* | The new Disability Law and consequent sub-legislation will adress issue of accessability of public transport.  | No baseline data avilable |
| *Percentage of public spending on disability rights and inclusion, as a proportion of the GDP/sector budgets, disaggregated by disability specific budget allocations and allocations within mainstream budget.* | The new monitoring mehanisms for NDSP2 and public financial reform will increase transparency of public sector spending on diability rights and inclusion which will enable better coordination between stakeholders and higher levels of accountability.  | No baseline data avilable |
| *Increase of disability data/disaggregation (including by sex) within standard data and CRPD compliant collection processes.* | The new Disability Law including consequent sub-legislation and NDSP will contain provisions regarding improvements of disaggregated data collection. This will be further strengtened by project support to monitoring mehanims inlduing the capacity of OPDs to participate in those mehanisms. | No baseline data avilable |
| *SDG indicator 16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age and population group.* | The project will ensure the full participation of OPDs in the national and sub national engagement process. This will be strengthened throughout the capacity development activities to the goverment officials and OPDs and ensure the voices of persons with disabilities will he heard.  | No baseline data available  |

# Cross-cutting approaches

## Equality between men and women

The consultation process confirmed that challenges facing men and women with disabilities are not always the same. Cambodian women with disabilities experience multiple disadvantages compared to men. The latest RGC report to the CEDAW Committee noted that women with disabilities still face challenges accessing services.[[17]](#footnote-18) In addition, they are much more likely to experience psychological, physical, and sexual abuse. The project will make specific efforts to address specific needs of men and women with disabilities throughout the intervention and monitor implementation collecting gender segregated data on beneficiaries.

In addition, the project will closely work with organizations of women with disabilities (WWDFs) and include specific activities to address some of the women specific issues and gaps identified in situation analysis such as economic empowerment, limited access to services and low participation in decision making.

The project will ensure that women with disabilities are adequately represented in socio-economic and leadership initiatives in their local communities. This will be done by strengthening their skills, building confidence to lead (with a view to enhance their ability to address issues, report possible human rights violations to relevant authorities for adequate resolution etc.), and enabling their active participation in the economic development process through improved access to employment opportunities (both public and private sector).

## Full and effective participation of persons with disabilities

The project will secure empowerment and strong participation of people with disabilities and their representative organizations throughout the project and across all three outcomes. This will be done through concentrated efforts to increase their capacity to represent and assist their memberships, participate in decision making and policy formulation, implementation, and monitoring, expanding partnerships (constituency building), knowledge codification and engagement in advocacy to identify and achieve sustainable solutions. Capacity development efforts will be done through strengthening existing coordination mechanisms (in which OPDs are members along RGC), but also through separate outputs aimed specifically for OPDs. The project will secure the first ever association of persons who are deaf or with hearing impairment and enable their representation in disability movement. Persons with psycho-social disabilities and their families will be supported through improved access to services and enhanced inclusion and awareness within their communities. The priority areas (social protection access to information, employment, and justice) for capacity development were identified based of intensive consultation with OPDs.

Empowering OPDs at the sub-national level, through training and mentoring/coaching, will ensure they have the capacity to independently monitor, report and advocate on issues of importance to them and other persons with disabilities in their communities. This would also facilitate OPDs’ more meaningful participation in official processes. Supporting OPD’s advocacy in implementation of the COVID-19 Recovery Plan will enable them to present a strong and united voice with a shared goal and key messages at the national and sub-national levels. In particular, the project will provide opportunities for OPDs to collaborate with local authorities to promote disability inclusion and improved access to services, including through meaningful participation in decision-making processes with provincial DACs and Commune Councils (community level).

The initiative will try to secure the maximum level of partnership by working with CDPO, DPOs and WWDFs in strengthening functional and sustainable ties with RCG, private sector and NGOs. The project will strengthen the role of local OPDs in national and provincial DACs (members of DPOs are the deputy chairs of provincial DACs). The project will ensure persons with disabilities will be represented at all levels in implementation of this initiative including membership role in the Project Steering Committee.

## Full and effective participation of most marginalized groups.

Persons who are deaf, blind or have psychosocial and intellectual disabilities are particularly vulnerable and need additional support both in terms of accessing services and in representation of their voices and interests. There is no association of deaf people in Cambodia and literacy in sign language of persons who are deaf is estimated at 3%. This leaves members of this particular group almost isolated from any meaningful participation in the community and prevents them from having opportunities for a decent and dignified life.

In cooperation with the NGOs and bilateral partners (Finish Association of Deaf) the project will support the forming of the first association of Deaf persons in Cambodia. The project will make every effort to address specific needs of the other most marginalized groups (e.g., psychosocial disabilities, ethnic minorities, LGBTI) across all three outcomes particularly through improved access to services, policy (new Disability law) and COVID-19 recovery response.

# Governance and management arrangements

 Table 3. Implementation arrangements

| **Output number** | **Implementing UN agencies[[18]](#footnote-19) include contact details of focal points & role and responsibility in the programme** | **Government includes contact details of focal points & role and responsibility in the programme** | **OPDs include contact details of focal points & role and responsibility in the programme** | **Other partners include contact details of focal points & role and responsibility in the programme** |
| --- | --- | --- | --- | --- |
| 1.1 | UNDP, OHCHR, UNESCO | * MoSVY
* DAC-SG
* MoJ
* MoLVT
* NEA
* MinINFO
 | CDPO, OPDs WWDF (members of national and provincial DACs) | CAMFEBA , ILO (TA) |
| 1.2 | UNDP, OHCHR | * MoSVY
* DAC-SG
 | CDPO |  |
| 1.3 | UNDP, OHCHR  | DAC-SG | CDPO, OPDs, WWDFs | NGOs (LAC, TPO, Maryknoll Organization (DDP) |
| 2.1 | UNDP, OHCHR | DAC SG | CDPO |  |
| 2.2 | UNDP  | DAC SG | CDPO |  |
| 2.3 | UNDP | DAC SG | CDPO |  |
| 2.4 | UNDP |  |  |  |
| 3.1 | UNDP | DAC SG | CDPO |  |
| 3.2 | UNDP | DAC SD | CDPO |  |

Overall coordination (administration and reporting) of the project will be carried out by UNDP as the lead agency. In addition, on technical and programmatic levels there will be a technical coordination group consisting of focal points of participating UN agencies (UNDP, OHCHRand UNESCO) and RCO which will meet regularly to share progress, lessons learnt and key challenges to be addressed at the technical level. The technical coordination group will ensure complementarity, sequencing and synergy of activities between partners and provide input or recommended actions as appropriate.

The project will be governed by a Project Steering Committee (PSC). Membership of the PSC will be two RGC representatives (one to be nominated by MoSVY and one to be determined on first PSC session); The heads of the three participating UN agencies (UNDP, OHCHR, UNESCO ) and RCO or their designated nominees; and two representatives of CDPO/DPOs (at least one should be female). It is proposed that the Project Steering Committee will be jointly chaired by the UN RC Office and the MoSVY representative (on a rotational basis).

The Project Steering Committee will:

* Provide strategic guidance for coherent and coordinated project implementation.
* Approve the project annual work plan and budget and approve allocation of funds.
* Review progress mid-year and approve annual progress reports, including progress against set targets. The PSC will review annual consolidated narrative progress reports and annual consolidated financial reports based on narrative and financial submissions from the participating UN agencies.
* Ensure the highest level of fiduciary accountability and closely monitor the risks and issues during project implementation
* Review evaluations of the program, if any,

The Project Steering Committee will meet at least twice a year. Detailed terms of reference for the PSC will be developed in consultation with all relevant actors and approved by the PSC at its first session.

# Partnership-building potential

This project aims to accelerate implementation of UNCRPD, inclusive SDGs, enhance the rights of persons with disabilities and strengthen and expand the disability rights’ movement in Cambodia.

By supporting the drafting, enactment, and implementation of the new rights-based Disability Law, UNCT will be in unique position to foster new and expand exiting partnerships in promoting disability rights, ensure inclusive consultation process and foster constituency building. Beside strengthening coordination mechanisms (hence, strengthening links between disability movement and government), the project will engage private sector through cooperation with Cambodian Federation of Employers and Business Association “CAMFEBA”) to enhance disability inclusion in the work place. Every effort will be made to establish cooperation with academia, educational and vocational institutions (through activities aimed at strengthening skill and job opportunities for persons with disabilities) and media outlets (through activities related to improving access to information). On local level, the project will enhance cooperation between local OPDs and WWDFs and provincial authorities, provincial department of line ministries, local NGOs and local communities.

The project will facilitate establishing and strengthening of partnerships of national stakeholders, Civil Society Organizations and OPDs in order to enable referrals of persons with disabilities to socio-economic activities, skill enhancement opportunities, employment, and legal aid services in their communities.

Cambodia’s UNCT will further strengthen partnerships with government and civil society and secure a strategic position to provide for an increased contribution to national legislation and policies, including the implementation of the SDGs, and to mainstream disability rights into major reforms, policies and strategic documents (judicial reform process, decentralization policies, NDSP, etc.). Moreover, the UN will strengthen its strategic position as one of the main advocates of disability rights and potentially attract new funding from development partners.

# Long-term UN engagement in the area of disability

As explained above, during the past decade Cambodia’s UNCT developed a strong partnership with government and civil society through the various existing and previous interventions aimed at promoting disability rights in the country.

Cambodia’s accession to the CRPD in 2012 has provided a useful platform to engage the RGC in a human rights-based approach to disability and ensure that progress is anchored in a sustainable manner in Cambodia’s commitments at the international level. The project builds on that international framework, including by seeking to promote greater engagement by persons with disabilities and OPD with international human rights mechanisms, which help ensure a long-term perspective and authoritative advocacy with regard to disability in Cambodia.

Having the UN Resident Coordinator as a co-chair of the Project Steering Committee will further contribute to inclusion of the rights of persons with disabilities in UNCT strategic direction and programmes. In this regard, the principle of ‘leaving no one behind’ is one of the overarching programme principles in the 2019-2023 United Nations Development Assistance Framework (UNDAF).

By working at the policy level, UNCT will further strengthen its position as a key international partner for Government of Cambodia. Partnering with RGC and OPDs on drafting of new Disability law and revisions and design of National Disability Strategic Plans put the UN at the forefront of developments at policy level. In addition, the project will enhance the capacities of relevant UN agencies vis-a-vis disability rights and foster implementation of UN Disability Strategy and inclusive SDGs throughout all UN programs in Cambodia. This would be supported by a UNCT disability coordination group which would review and monitor the implementation of inclusive policy frameworks (SDGs, recovery plan etc.) and review and provide input for the disability score card. Working on disability rights will enable UNCT in Cambodia to gain additional experience which can represent significant opportunity and entry point for working on other segments of human rights.

# Knowledge Management

The project aims to contribute to policy development and implementation through the identification and documentation of sustainable solutions, drawing from lessons learned and promoting and scaling up of good practices aimed at enhancing the rights of persons with disabilities in Cambodia.

Particular attention will be given to CDPO’s, OPDs’ and WWDFs’ capacity to contribute to influence and monitor disability inclusive policies and plans, particularly new Disability Law, NDSP 2, Social protection and COVID-19 Recovery plan. In the process, several toolkits and other knowledge products will be developed for organizations of persons with disabilities.

Throughout the implementation of the project, UNDP, OHCHR and UNESCO will monitor its progress, document lessons learned and prepare case studies to be shared at the national, regional and global level through communities of practice, web sites and social media. During the final evaluation of the project one section will be devoted to the project’s lessons learnt.

Table 4 Knowledge products

|  |  |  |  |
| --- | --- | --- | --- |
| ***Product*** |  | ***Type of knowledge product*** | ***Expected dissemination and use*** |
| *Disability law booklets*  |  | *Toolkit*  | *This booklet will be a tool for the national stakeholders and OPDs to raise awareness on disability law and it will be an advocacy tool to promote the rights of persons with disabilities.*  |
| *Disability inclusive social protection guideline*  |  | *Toolkit*  | *The inclusive social protection guideline to guide the local authority and OPDs to increase awareness on inclusive social protection services for persons with disabilities at national and sub national level.*  |
| *Mid-term review Report of the National Disability Strategic Plan (NDSP2)*  |  | *Report*  | *Mid-Term review will be informed of the progress and areas of improvement to ensure the strategic plan is well implemented as well as to identify the new emerging areas where needed and respond to the needs of persons with disabilities. The report will be posted and shared widely.*  |
| *End of Project Evaluation report*  |  | *Report*  | *The end of project evaluation report will be informed the national stakeholders, UNCT and OPDs to understand the progress, gaps, challenges that the project faced and identify the key opportunity for a future project design to advance the rights of persons with disabilities in Cambodia. The report will be shared nationally and internationally.*  |
| National Guideline for disability inclusion in Technical and Vocational Education and Training |  | *Guideline*  | *This guideline will guide the Technical and Vocational Education and Training system and schools in Cambodia to adapt their infrastructures and training methodologies to make the training more accessible to persons with disabilities.* |

# Communications and visibility

Given the importance of communication and visibility of the project, the project will design a communication and visibility plan to ensure that all communication materials that will be produced will be widely disseminated and in accordance with communication guidelines of the UNPRPD as well as the participating agencies. The project is expected to develop a mix of actions that can ensure an appropriate level of visibility in accessible format and reach out to the identified target groups and audiences. This includes for instance: online communication (website, social media), media relations, public relations (events) and production of materials (printed and digital).

The project will develop a series of case studies, success stories, good practices, blogs, photos collection and video stories to inform the progress of project implementation as well as to capture key lessons learnt to be shared with wider stakeholders. This will also represent an advocacy tool to inform the policy makers and national stakeholders about needs for policy changes and more effective implementation to ensure that the rights of persons with disabilities are recognized.

The project will be present and active on social media (Facebook, Telegram, Twitter, LinkedIn) and will encourage the national stakeholders, OPD and implementing agencies to do the same on at least one social media of their choice by sharing content related to the project. Social media are the most effective way to reach a vast array of target groups and audiences and allow direct connection with followers.

Mainstream media will be one of the key focuses of project communications. The project will regularly inform the media about the activities, events and achievements so that the project could gain awareness with the general public. Building relationships with media and creating partnerships will further promote the rights of persons with disabilities. Again, in order for communication to be persuasive, the project will focus on human stories, good practices, telling how a project has changed the life of persons with disabilities, how the policy will be beneficial to the life of persons with disabilities etc.

The project is expected to disseminate press releases on a regular basis. In particular, it is envisaged to disseminate a press release at the beginning of the project (to announce the press conference and provide information about the project, expected results, and opportunities) and one at the end of project summarizing the main results achieved. It is expected that press releases are prepared at least one week prior to their publication, to ensure the clearance of content and that any sensitive issues are addressed properly.

Finally, printed materials and publications, including leaflets, brochures, handbooks, studies, newsletters are important tools to ensure a more permanent record of messages and results achieved by the project. The publication will also promote the visibility of the MPTF-UNPRPD following the communication guideline (e.g. how to place logo and so on).

Table 5 Communications products

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of communication product*** | ***Expected dissemination and use*** |
| *Case study collection*  | *Story*  | *The case study will include in the progress and annual report. This will also share and post throughout the social media*  |
| *success story, and video story* | *Story*  | *The story will include in the progress and annual report. This will also share and post throughout the social media and website*  |
| *blog* | *Story and good practice*  | *The blog will include in the progress and annual report. This will also share and post throughout the social media and website*  |
| *photos collection* | *Photos*  | *The photos will include in the progress and annual report. This will also use for the purpose of IEC materials or promotional products.*  |
| *Leaflet, booklet, messages, T-shirts*  | *IEC materials*  | *This IEC materials will be used for event, campaigns and workshop/training and share it with the community.*  |

# Monitoring and Evaluation

The project will undertake regular monitoring of implementation by reviewing the results framework and designing a project monitoring plan to ensure the project is on track and that the challenges and issues are addressed on time. Data and evidence will be utilized for the purposes of learning and programme adaptation. Throughout its implementation, the project will create opportunities for reflection to determine what is working or not in order to enable improvements of programme delivery as the project unfolds.

The implementation of the project will be subject to regular monitoring of UN agencies as per individual agencies' rules and procedures in place. In addition, participating UN agencies (UNDP, OHCHR, and UNESCO) and national partners (CDPO and DAC-SG) will organize at least two joint monitoring field missions to project sites and prepare monitoring reports for Project Steering Committee. If the need arises, an independent mid-term review of the project will be carried out.

In addition to this, project will support independent mid-term evaluation of the NDSP2 which will identify good practices, shortcomings and opportunities for improvement of the plan as well as provide useful guidance for all stakeholders (government, OPDS, Development partners, UN, NGOs etc.) for the development of NDSP3 or revision/extension of NDSP2 (whatever option is chosen).

The project will undergo a final evaluation by independent consultants at the last quarter of the year 2, including lessons learned section so as to inform project stakeholders and UNPRPD of the level of success of the initiative in achieving intended results and to identify opportunities for further actions and areas for improvement.

# Risk Management

 Table 6 Risks Management Strategy

| ***Type of risk\*******(Contextual, programmatic, institutional)*** | ***Risk*** | ***Likelihood (L, M, H)*** | ***Impact on result*** | ***Mitigation strategies*** | ***Risk treatment owners*** |
| --- | --- | --- | --- | --- | --- |
| ***Institutional*** | Substantial parts of the project, including activities under each component, will be implemented by third parties receiving grants from the UNDP and OHCHR. There is a risk that the UN agencies will not be able to fully control effective implementation by third parties despite diligent follow-up | ***M*** | Grantees do not utilize the resources effectively resulting in failing to achieve desired outcomes and reputational damage for the UN Agencies | Criteria used for approval of grants will include past performance, capacity of the applicant and the merits of grant applications. Each UN agency will work closely with the organizations in receipt of grants to ensure accountability and will take action to address poor performance. | ***UNDP OHCHR*** |
| ***Contextual*** | Epidemiological situation with COVID-19 worsened and new restriction on movements are imposed | ***H*** | Restriction of movement and worsened COVID-19 epidemiological situation delays implementation of project and hampers achievement of desired outcomes  | UN Agencies, and with the support from RCO, will closely monitor epidemiological situation and adjust its activities and modalities of implementation based on developments. This will be done in close cooperation with relevant RGC’s authorities responsible for handling COVID-19 | ***UNDP, OHCHR, UNESCO,***  |
| ***Institutional*** | To ensure synergies and ensure full accomplishment of intended outcomes there will need to be a significant level of coordination between the three UN agencies (UNDP, OHCHR, UNESCO). These UN agencies have different approaches to project management and different implementing partners which could impact negatively on the programme and UN as a whole  | ***M*** | Lack coordination hampers achievement of desired outcomes and causes reputational damage | Coordination plan and procedures will be agreed upon prior to commencement of the project and the project coordinator will support the coordination between the agencies | ***UNDP, OHCHR, UNESCO,***  |
| ***Contextual*** | OPDs dialogue with RGC faces difficulties preventing inclusive development of Disability law, NDSP and implementation of UNCRPD and disability inclusive SDGs | ***L*** | Lack of cooperation between RGC and OPDs affect the lives of persons with disabilities negatively | UNCT will use their leverage and convening capacity to bring both parties to the table and ensure the inclusive and constructive inputs from all stakeholders are incorporated | ***UNDP, OHCHR, UNESCO, ,*** |
| ***Programatic***  | Among other issues project will address inequalities and specific challenges facing women and girls with disabilities. Implementing partners may not have sufficient gender awareness and expertise to deliver intended results | ***L*** | Women may be excluded from the full benefits of the project | Gender equality is incorporated into the program’s design and will be reflected in funding both trough gender mainstreaming as well in activities aimed specifically for women. UNCT have a strong commitment to promotion of gender equality and considerable experience in this area. Gender equity will be a standing agenda item for dialogue with implementing partners and subject of monitoring and quality assurance of participating UN Agencies  | ***UNDP, OHCHR, UNESCO,***  |
| *Contextual* | *The enactment of the new Disability Law is postponed or cancelled*  | *M* | This risk will have a major impact on the project results, will limit progress of UNCRPD implementation and will have negative impact on lives of persons with disabilities | UN agencies will use their leverage, convening capacity and existing partnerships and channels of communication with RGC to discuss and monitor schedule for consultation, drafting and enactment of the law with relevant RGC stakeholders | ***UNDP, OHCHR*** |
| ***Programmatic***  | Capacity development activities implemented under the project do not result in improved quality or effectiveness of implementing partners’ work | ***M*** | Quality or effectiveness of implementing partners’ work doesn’t improve the situation of persons with disabilities  | Participating UN agencies will meet regularly with implementing partners and conduct quality assurance of capacity development activities and consider what steps can be taken to address the situation, including alterations to the implementation plan. | ***UNDP, OHCHR, UNESCO*** |
| ***Programmatic*** | Project does not sufficiently address the diversity of disabilities and the most marginalized, vulnerable and under-served groups particularly persons with intellectual and psychosocial disability and people who are hearing impaired or deaf | ***L*** | Persons with intellectual and psychosocial disability and persons who are hearing impaired or deaf are not benefiting from the project at intended level  | Project will engage in advocacy with Government and DPOs on the diverse needs of persons with disabilities. In addition, in specific activities aimed at these marginalized groups additional dialogue will be secured with external partners (e.g., NFOs) working in this area | ***UNDP, OHCHR, UNESCO*** |
| ***Programmatic*** | Lack of commitment from the private sector in recruiting PWD. | ***M*** | There is a negative trend in achieving employment quota of persons with disabilities in private sector (1%), thus the implementation of the UNCRPD is not implemented properly.  | Sensitize the private sector on the potential of PWD in enhancing productivity through their inclusion in the workplace.Providing advisory support to the private companies on the adaptation of the workplace to make it more inclusive for PWD. | ***UNDP*** |

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

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

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

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

# Budget

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

* 1. **Value for money**

The Project’s major cost categories are under Contractual Services (USD 490,000 or 54%) and Grants and Transfers (USD 155,000 or 17%) to be used mainly for procurement and provision of services (vendors and NGOs) and transfer of funds to OPDs, NGOs and as well as service providers. Procurement of services by independent contractors will be done through competitive processes according to respective UN agencies rules and procedures and through respective procurement rosters and long-term agreements of individual agencies.

Transfer of grants to three NGOs (Maryknoll Organization-DDP, Legal Aid of Cambodia-LAC, Transcultural Psychological Organization-TPO,) have been pre-determined in the programming exercise due to their proven expertise and track record in the subject area (work with deaf persons or persons with psychosocial disabilities, legal aid provision), previous and existing partnerships with respective UN agencies, capacity assessments and lack of similar specific expertise in the country. The project will also provide funding to OPDs and WWDFs through their umbrella organisation CDPOs. UN agencies have a long-standing relation with CDPO in previous and ongoing projects and initiatives. The organisation has proven record in working with UN and jointly implementing projects. The budget allocations were guided based on previous amounts utilised for similar activities in the framework of UN projects including previous rounds of UNPRPD funding.

Individual UN agencies rules on financial procedures, procurement processes, quality assurance and recruitment will be used to control costs. The project will prepare regular financial reports to Project Steering Committee and UNPRPD with detail information on budget utilisation.

One of the most critical elements of the theory of change is securing inclusive consultation process of drafting and enactment of new Disability Law. The project will support OPDs in their meaningful and substantial involvement in consultations. In addition, project will support setting up of implementation mechanisms as to avoid common occurrence in Cambodia, when legislative frameworks are not followed by efficient implementation.

COVID-19 pandemics and consequent economic impact (e.g. decline in tourism sector) have brought pressure on state finances and influenced development funding prioritisation/allocation trends. It is hence likely that the funding aimed at improving disability rights in Cambodia is likely to decrease or stagnate in short term. UNPRPD funding will secure that disability rights remain present on the national agenda during the crisis and that persons with disability have improved opportunities to participate in decision making and benefit from measures/services aimed at alleviating the crisis impact.

* 1. **Co-funding**

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

*Table 7 Co-funding arrangements*

| ***Output*** | ***Funding source*** | ***Amount*** | ***% of total output*** |
| --- | --- | --- | --- |
| ***[…]*** | ***[…]*** | ***[…]*** | ***[…]*** |
| ***[…]*** | ***[…]*** | ***[…]*** | ***[…]*** |

#  Safeguarding

Under the UN staff rules 1.2 in point (e) said that “Sexual exploitation and abuse is prohibited. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or the age of consent locally, except where a staff member is legally married to a person who is under the age of 18 but over the age of majority or consent in his or her country of citizenship. Mistaken belief in the age of a child is not a defence. The exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. United Nations staff members are obliged to create and maintain an environment that prevents sexual exploitation and sexual abuse.[[19]](#endnote-2)

Mandated by the corporate Social and Environmental Standards (SES)[[20]](#footnote-20)[[21]](#endnote-3), UNDP projects are screened for potential social and environmental impacts. The SES includes three principles: human rights, gender equality and environmental sustainability; and seven standards: biodiversity conservation and natural resource management; climate change; community health, safety and working conditions; cultural heritage; displacement and resettlement; indigenous people and pollution prevention. Central to the SES is the Accountability Mechanism which embed grievance mechanism in every project to which project stakeholder can raise their concerns on project implementation issues.

# Workplan

*Please attach a detailed workplan using annex 3.*

1. The total project budget is estimated at USD 898.297. The requested amount is 600,000 in addition to approximately 26 000 of the remaining balance from the 1st tranche (advance). Hence, the unfunded part of the budget is approximately USD 273.000. UNCT will work on mobilising remaining funds. [↑](#footnote-ref-2)
2. List at least one and max of 3. Equality and non-discrimination; service delivery; accessibility; CRPD-compliant budgeting and financial management; Accountability and governance. [↑](#footnote-ref-3)
3. 1) all persons with disabilities, 2) children & youth with disabilities 3) primary focus on women and girls with disabilities, or 4) primary focus on one or more underrepresented groups of persons with disabilitiespersons with intellectual and or psychosocial disabilities/ other underrepresented group of persons with disabilities (please specify) migrants/ indigenous persons with disabilities/ minorities etc.) [↑](#footnote-ref-4)
4. Please list at least one and a maximum of 5. COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; [↑](#footnote-ref-5)
5. *General Population Census of the Kingdom of Cambodia 2019: National Report on Final Census Results*, National Institute of Statistics, Ministry of Planning, October 2020, p. xii [General Population Census] [↑](#footnote-ref-6)
6. *Cambodia Demographic and Health Survey*, 2014 [↑](#footnote-ref-7)
7. General Population Census, p. 98 [↑](#footnote-ref-8)
8. Women with Disability Forums -women only OPDs [↑](#footnote-ref-9)
9. DAWG (Disability Action Working Groups) in line Ministries [↑](#footnote-ref-10)
10. DAC -Disability Action Council -Disability coordination mechanisms which exist on national and subnational level. They consist of representatives of line ministries agencies (e.g. MoSAVY, Ministry of Health, MoI, MoInfo, MoJ etc), representatives of OPDs and provincial authorities (e.g. provincial deputy Governor) . [↑](#footnote-ref-11)
11. Disability Action Councils (DACs) consists of representatives of line ministries, OPDs and local authorities [↑](#footnote-ref-12)
12. Tools, guidelines, protocols, reports [↑](#footnote-ref-13)
13. COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; Employment; GBV & sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; OPDs capacity building [↑](#footnote-ref-14)
14. Technical/ Advisory Committee, Knowledge Platforms, Conferences, Summits etc. [↑](#footnote-ref-15)
15. Cambodia SDGs- https://csdgs.org/en/csdgs/goals/1?fbclid=IwAR2AIydXDTcezmdI\_w7dxMIyTTcE0zmyhiUdQd-sPg1BH08Jd2Py3rDHHPU [↑](#footnote-ref-16)
16. Cambodia SDGs -https://csdgs.org/en/csdgs/goals/3?fbclid=IwAR3-vSRbavk0oIqK9snrcNdr9vtLF9miF347Q9on53je\_646-v0V4db2pvg [↑](#footnote-ref-17)
17. Sixth periodic report submitted by Cambodia under article 18 of the Convention, available at: [https://tbinternet.ohchr.org/\_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAWpercent2fCpercent2fKHMpercent2f6&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fKHM%2f6&Lang=en) (accessed 24 December 2020) [↑](#footnote-ref-18)
18. Please note minimum amount of UN Participating Agencies is 2 and maximum is 3. [↑](#footnote-ref-19)
19. UN staff rules 1.2: point (e) <https://hr.un.org/handbook/staff-rules> [↑](#endnote-ref-2)
20. [↑](#footnote-ref-20)
21. https://www.undp.org/content/undp/en/home/accountability/social-and-environmental-responsibility/social-and-environmental-standards.html [↑](#endnote-ref-3)