# Cover page

| **Title of the programme:**Strengthening Disability Rights, Accessibility, Inclusive Services and Non-Discrimination in Cameroon |
| --- |
| **Country:** Cameroon Region or provinces: National - All 10 Regions |
| **Duration (max. 24 months):** 24 Months |
| **Total Budget:** US$ 600 000 |
| **Co-funding:** USD 25,000  |
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| **Programme description (max 250 words): (please describe what problem the programme intends to address and what will be the approach to do so please refer to all three UNPRPD outcomes)**This programme seeks to strengthen disability inclusion within public institutions in Cameroon by building the monitoring and enforcement capacities of disability inclusive legislation of key right holders and duty bearers such as Organizations of Persons with Disabilities, the National Committee for the Rehabilitation and Socio-economic Reintegration of Persons with Disabilities (CONRHA), the Cameroon Human Rights Council (CHRC), the Elections Cameroon Management Body (ELECAM), General Delegation for National Security, Ministry of Social Affairs etc. in view of achieving accessibility, non-discrimination and inclusive service delivery for persons with disabilities in the following key domains of development: health (SDG 3), education (SDG 4), employment and economic empowerment (SDG8), physical and digital – including ICT (SDG 9), and in political participation (SDG 16), while ensuring gender mainstreaming in all components of the programme (SDG 5). The programme will bridge the knowledge and capacities gap of OPDs as well that of targeted public administrations in implementing three urgent key CRPD preconditions: accessibility, non-discrimination and inclusive service delivery within the framework of development programs (NDS 30 and UNSDCF 2022 – 2026) and sectoral development strategies in Cameroon. **The programme focuses on two main priorities:****Priority 1**: Strengthen accessibility, non-discrimination and inclusive service delivery within the framework of the disability assessment and referral system (composed of the Ministry of Social Affairs - MINAS, accredited health systems and the General Delegation for National Security – in charge of attributing the biometric disability cards) in order to ensure full inter-sectoral access for persons with disabilities to public programs and services, with a community-based focus and a gender mainstreaming approach.**Priority 2:** Support the United Nations Country Team and Relevant Partners (OPD and Government) to ensure that SDG indicators in the Common Country Assessment, the United Nations Sustainable Development Cooperation Framework (UNSDCF 2022 – 2026) and the National Development Strategy (NDS 30) are disability inclusive and that data generated and monitored within these development frameworks is disaggregated by disability through consultation with persons with disabilities and OPDs, with a focus on gender equality and intersectionality. |
| **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 9 (Accessibility),Article 21 (Freedom of expression and opinion, and access to information),Article 24 (Education),Article 25 (Health),Article 27 (Work and employment),Article 31 (Statistics and data collection),Article 29 (Participation in political and public life), Article 33 (National Implementation and Monitoring). |
| **Targeted SDGs:** SDG 3, 4, 5, 8, 9, 16, 17. |
| **Preconditions[[1]](#footnote-1):** * Accessibility,
* Equality and non-discrimination
* inclusive service delivery
 |
| **Target groups[[2]](#footnote-2):**1. All persons with disabilities,
2. Women and girls with disabilities
3. Underrepresented groups of persons with disabilities persons with intellectual and or psychosocial disabilities/ other underrepresented group of persons with disabilities (IDPs and refugees with disabilities, indigenous persons with disabilities)
 |
| **Thematic focus[[3]](#footnote-3):** Inclusive SDGs planning and monitoring; Political participation; Access to Information and ICTs; Disability assessment and referral services; OPDs capacity building |

# Background and rationale

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

The situational analysis undertaken within the framework of the UN PRPD inception phase in Cameroon underlined some key challenges which must be addressed and opportunities that must be leveraged to ensure sustainable disability inclusion in development programs and processes.

1. First, the diffuse nature of responsibilities and weak coordination on disability inclusion in development program planning, implementation and monitoring at government level is the main challenge which this programme seeks to address. By undertaking key identified capacity building activities, the narrative of the “promotion and protection of persons with disabilities being primarily the responsibility of the Ministry of Social Affairs” will be changed radically to a “whole of government” narrative on implementation of disability inclusive policies.

In this regard, this program shall engage higher levels of Cameroon’s governance system – Presidency of the Republic and Prime Minister’s office to give more force to CONRHA’s[[4]](#footnote-4) decisions pertaining to enforcing and monitoring disability legislation pertaining to disability inclusive services, accessibility and non-discrimination. The situational analysis on persons with disabilities found that presently, CONRHA’s decisions on disability inclusion are weak as they are emitted as recommendations under the auspices of the Minister of Social Affairs and not as instructions from the higher levels of the executive. As a result, other ministries can decide whether to implement them or not. In fact, ministries do not consider themselves compelled to implement the “so called recommendations” from a consultative/coordination mechanism (CONRHA). This programme will therefore strengthen appropriation and build capacity on disability inclusion at the level of CONRHA to ensure more effective accessibility and non-discrimination for persons with disabilities in development frameworks (CCA/UNSDCF 2022 – 2026), NDS 30 and the SDGs. Some good foundational non-discriminatory experiences for persons with disabilities already exist in the country which this programme will incorporate as models to be enhanced, replicated, and contextualized. This is the case of the 69 pilot inclusive schools created by government at Primary level which is a good step in the right direction and which this programme will capitalize upon to encourage wider implementation.

1. Secondly, this programme will strengthen capacities of OPDs, legal specialists and public institutions (duty bearers) to enforce the anti-discriminatory legal provisions of the 2010 disability law in Cameroon and the CRPD. There are currently insufficient monitoring and legal enforcement mechanisms for disability inclusion within development policies and frameworks. There is also insufficient support to OPDs’ coordination organs to support their own role to monitor implementation and accountability of disability inclusion. Even within the judicial system (courts – first instance, appeal and supreme), there is also a deficiency of legal specialists on disability law to educate persons with disabilities on their rights and protect and defend persons them from discrimination and marginalization. This programme shall contribute to bridging that gap. There is a plethora of negative perceptions in Cameroon which falsely assume that persons with disabilities are unable to make any significant contribution to the society. This engenders discrimination and marginalization.
2. Furthermore, this programme will contribute to strengthening inter-OPD coordination and capacity which are currently weak and curtail OPDs’ ability to undertake effective evidence-based advocacy, monitoring and accountability on the implementation of disability inclusive policies. While there is no national officially recognized coordination platform of OPDs in Cameroon, there is room to build collaboration amongst them and this has already been galvanized with the undertaking of the fundamental training on the CRPD and the consultation workshops within the framework of the situational analysis. Strengthening collaboration and coordination amongst OPDs is necessary but challenging. the Inclusive Platform for Organizations of Persons with disabilities in Cameroon, which is a coordination effort amongst OPDs/CSOs has been plagued in recent years by so much infighting and a lack of trust in the platform and its former leadership. Several OPDs/CSOs withdrew their membership from it. The infighting has been detrimental for OPDs since it shifts their focus away from their key role as “watch dog” on the implementation of disability inclusive polices. However, the recent election of a new bureau of the Inclusive Platform for Organizations of Persons with disabilities has encouraged OPDs/CSOs that had quit the platform because of alleged mismanagement of the former leadership to regain hope and interest in coordinated inter-OPD action. Nevertheless, there are still several “mini” coordination mechanisms of OPDs which only go a long way to weaken coordination and accentuate inter-OPD competition. Coupled with the weak financial capacity of OPDs and their coordination mechanisms, infighting only saps their capacity for collective advocacy, monitoring and accountability on inclusion. This programme shall strengthen intra-OPD coordination and build cohesion among them.
3. Another serious challenge tackled by this programme is the complex and non-transparent nature of the disability assessment and referral services in Cameroon which leads to exclusions and inaccessibility to legally due support. This programme will support public competent institutions (MINAS – Competent Health Services and DGSN) to make the assessment and referral services clearer and less complex for persons with disabilities. The imminent introduction of biometric disability card following the MINAS-DGSN agreement is an opportunity to streamline the process and make it easier while properly communicating on the modalities for obtaining this card.
4. The deficiency of accurate, up-to-date and disaggregated data on persons with disabilities to inform duty bearers (ministries) with facts on disability needs within their respective development sectors is a serious challenge which this project shall address by building capacity on disability-inclusive disaggregated data collection techniques (in the form of surveys). Some ministries, (especially those in charge of infrastructure (public works), communication and information technologies, education, health, labor and economy) fall short of implementing CONRHA’s recommendations partly because of the deficiency of full statistical data to demonstrate a need-based and demand driven approach for disability sub-policy within their policy space.
5. Finally, this programme also addresses the limited economic and political participation of persons with disabilities in the Cameroonian society which is rooted in weak applicability of the preconditions – accessibility, inclusive services and non-discrimination. On the political dimension, the principal gaps which account for the limited participation of persons with disabilities in Cameroon will be addressed by revising the legal provisions of the Elections body (ELECAM) to ensure a more significant participation of persons with disabilities in political processes and leadership positions. OPDs have been firm in demanding that quotas be set for persons with disabilities in municipal lists for council elections, but this has not been applied. The program will also support access to information via ICTs for persons with disabilities to ease their inclusion and tackle discrimination. In the digital age, ICTs are a power leverage on which persons with disabilities cannot be excluded or left behind. From an economic perspective, the programme will support vocational training, and employment opportunities for persons with disabilities as well as incentivizing public and private stakeholders for disability inclusion and non-discrimination in recruitment processes. This programme in doing so addresses the limited access to employment and training opportunities available to persons with disabilities.

**2.2. Proposal development process**

The proposal was developed through a lengthy process that engaged UNCT, Government and civil society in three distinct stages: The Expression of Interest (I), The Induction Training and the situational analysis (II) and the Identification and Development of key priorities, outcomes, and components of the full proposal.

1. At the onset, UNRCO, led by the Head of RCO in collaboration with the Development partnership focal point and chief economist at RCO, both serving as the project’s focal point led the process of mobilizing UNCT to submit an expression of interest for the UN PRPD 4th round of funding.

Technically, the EOI was spearheaded by UNESCO as lead agency in collaboration with UNDP, UNFPA and UN Women which were later joined by UN OHCHR and HCR. UNESCO organized the technical working sessions with the collaborating UN Agencies, engaged the key government stakeholders at this preliminary stage for appropriation and engagement, and the broader civil society suggested by UNCT. UN RCO ensured quality assurance and cleared the EOI for submission to the UN PRPD Secretariat.

1. Following UNPRPD’s approval of Cameroon’s submission to the EOI, UNCT in collaboration with government and CSOs (including OPDs) organized the UNPRPD Joint Programme Induction Training on Cross-cutting Approaches and Preconditions for Disability Inclusion in Cameroon. During this workshop, all participants’ capacities were strengthened on the CRPD, its articles, the pre-conditions etc. that would prove to be crucial when guiding the situational analysis and developing the full-fledged proposal.
2. UNESCO recruited the consultant who undertook the comprehensive situational analysis on persons with disabilities. UNESCO provided the first level of technical guidance to the consultant and organized technical working sessions with the broader UNCT to guide and clear the situational analysis. To undertake the situational analysis, UNESCO facilitated the organization of consultation retreats (boot camps) distinctly with government agencies and UN agencies on the one hand and with the OPDs and CSOs on the other hand. The situational analysis was of such a crucial importance because it enabled the determination of the key challenges and opportunities for disability inclusion which became the fundamental guidelines for developing the log frame (including outcomes and outputs) that was honed, improved and reformulated after multiple rounds of exchanges with UNPRPD’s secretariat.

The process remained inclusive throughout involving all key stakeholders, some of whom are mentioned on the cover page of this proposal.

# 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 to the development and implementation of disability inclusive policies and systems** |
| *Please describe how the project will contribute to outcome 1 of the UNPRPD results framework. (200 words)** To achieve outcome 1, this project will on the one hand organize **capacity building workshops (01)** and on the other hand develop and disseminate **practical knowledge products (02)** to support the effective implementation of disability inclusive policies and systems.
1. **On capacity building**
* This programme will first and **foremost strengthen the capacities of the competent authorities** on **disability assessment and referral services** (Delegations of the Ministry of Social Affairs, Specialized medical centers and the General Delegation of National Security) **on CRPD standards** **for efficient inclusive assessment and referral services.**
* The programme will equally **strengthen CONRHA’s members knowledge in supporting implementation and monitoring of disability inclusive policies in development processes** with a focus on employment, economic empowerment, Education, Health, Political Participation, Infrastructure and ICTs) within the framework of the National Development Strategy (NDS 30) and CCA/UNSDCF (2022-2026).
* This programme will equally strengthen the knowledge of the following categories of stakeholders on the legal provisions of the 2010 disability law and its 2018 text of application, as well as the CRPD**:**
* **Rights holders (OPDs) shall be capacitated on evidence-based advocacy and policy dialogue on the CRPD** that will ensure their meaningful participation and dialogue with the government on enforcement of disability inclusive legislation, and to better include and represent the voices of the underrepresented groups (e.g., women, girls, persons with albinism, psychosocial/intellectual disabilities, deaf-blind persons, persons with intellectual/psychosocial disabilities) in this dialogue.
* The **United Nations Country Team UNCT (All resident UN Agencies) shall be capacitated to strengthen disability inclusion in joint programs (such as the CCA/UNSDCF)** and projects as per CRPD standards.
1. **On the Development of practical tools to support disability inclusive policies and systems,**
* Considering that Cameroon has only just ratified the CRPD on December 28, 2021, the programme will produce practical guides in accessible formats to support multiple stake holders’ capacities to effectively enforce and monitor disability inclusion within the country as follows:
1. A practical revised guide for a simplified, accessible, and efficient disability assessment and referral system.
2. A practical guide **on evidence-based advocacy and policy dialogue** for OPDs to support the enforcement of the CRPD.
3. A practical guide for legal professionals (lawyers and magistrates) on the rights of persons with disabilities.
4. A practical guide to support the United Nations Country Team in Cameroon to strengthen disability inclusion in joint programs and projects in line with CRPD standards.
5. A practical guide to support CONRHA in implementing and monitoring inclusive service delivery in development policies with a focus on employment, economic empowerment, Education, Health, Political Participation, Infrastructure and ICTs sectors within the framework of the National Development Strategy (NDS 30).
 |
| **Output 1.1. Enhanced capacity of multi stakeholders at national level in charge of disability mechanisms (CONRHA), to support implementation and monitoring of disability inclusive policies, laws (CRPD, National disability Laws) and plans (SND 30).** |
| **Indicators:** |
| * + 1. # of trainings (disaggregation by type of capacity building[[5]](#footnote-5)) developed and delivered in the UNPRPD programme. (Disaggregated by topics[[6]](#footnote-6))
 |
| **Description:** * This indicator will track the number of online trainings and in-person workshops that shall be organized to build the capacities of multiple stakeholders to support:
* the streamlining of the disability assessment and referral services in Cameroon,
* monitor and enforce disability inclusive legislation,
* enforce disability inclusion in national and UN development processes
* The principal beneficiaries of these training are CONRHA members.
* CONRHA as the multistakeholder platform in charge of implementing and monitoring disability inclusive policies in Cameroon is comprised of Ministries, public agencies and OPDs which shall benefit from these training alongside United Nations’ programme and project specialists.
* Six (06) Trainings shall be developed and delivered as follows for the following principal participants:
1. Participants: Competent authorities on disability assessment and referral services (Delegations of the Ministry of Social

 Affairs, Specialized medical centers and the General Delegation of National Security) * Training 01: Strengthening disability assessment and referral systems in line with the CRPD
1. Participants: Rights holders (OPDs)/Legal professionals
* Training 02: Understanding the CRPD and using it as a tool to uphold the rights of persons with disabilities
* Training 03: Protection and promotion of the rights of women with disabilities and underrepresented groups
* Training 04: Inter-OPD coordination mechanisms for strengthening disability inclusion in development processes.
1. Participants: Duty bearers - CONRHA members (Ministries of Social Affairs, Education, Health, Decentralization, Employment, telecommunications, public works, Economy, the Cameroon Human Rights Commission etc.)
* Training 05: Effective multistakeholder coordination for efficient monitoring and enforcement of disability inclusive legislation and development processes.
1. Participants: UN Agencies
* Training 06: Strengthening disability inclusion in United Nations joint programs and projects as per CRPD standards.
 |
| **Baseline:** 02 Trainings have already been organized on disability inclusion in development policies as per the CRPD standards |
| **Milestone year 1:** All 06 trainings mentioned above shall be delivered within the first year of implementation  |
| **Milestone year 2:** 06 trainings |
| **Target:** 06 trainings |
| **Means of verification:*** Work plan and terms of references of the trainings
* Attendance record of training activities
* Developed knowledge products for the trainings
* Follow-up reports of joint programme
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. . |
| This indicator will track the number of participants (OPDs, line ministries, lawyers, magistrates, and UN personnel, Ministry Focal Points etc.) who participate in the capacity building sessions mentioned above and tracked by indicator 1.1.1. The participants shall be mobilized in a manner that is responsive to gender equity, disability inclusion, rural-urban inclusiveness etc. so that no categories are left behind. |
| **Baseline:** 100 trained persons on the CRPD |
| **Milestone year 1:** 1000 participants trained on the themes mentioned above |
| **Milestone year 2:** 1000 |
| **Target:** 1000 |
| **Means of verification:***
* Work plan and terms of references of the trainings
* Attendance record of training activities
* Developed knowledge products for the trainings
* Follow-up reports of joint programme
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |
| **Output 1.2. Knowledge products (e.g., tools and guidelines) are developed and piloted, particularly to address gaps in achieving the preconditions for disability inclusion.** |
| Indicators: |
| 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:** This indicator will track the number of tools, guidelines, protocols on disability inclusion that this programme will produce/as follows 1. A practical revised guide for a simplified, accessible, and efficient disability assessment and referral system.
2. A practical guide **on evidence-based advocacy and policy dialogue** for OPDs to support the enforcement of the CRPD.
3. A practical guide for legal professionals (lawyers and magistrates) on the convention on rights of persons with disabilities.
4. A practical guide to support the United Nations Country Team in Cameroon to strengthen disability inclusion in joint programs and projects in line with CRPD standards.
5. A practical guide to support CONRHA in implementing and monitoring inclusive service delivery in development policies with a focus on employment, economic empowerment, Education, Health, Political Participation, Infrastructure and ICTs sectors within the framework of the National Development Strategy (NDS 30).
 |
| **Baseline:** To Be Determined |
| **Milestone year 1:** 3 of these practical guides should be completed in the first year of the programme. 1. A practical revised guide for a simplified, accessible, and efficient disability assessment and referral system.
2. A practical guide on evidence-based advocacy and policy dialogue for OPDs to support the enforcement of the CRPD.
3. A practical guide for legal professionals (lawyers and magistrates) on the convention on rights of persons with disabilities.
 |
| **Milestone year 2:**  The development of the other two (02) practical tools will commence in the first year of programme implementation, but their delivery might be finalized in the second year of implementation. These are:1. A practical guide to support the United Nations Country Team in Cameroon to strengthen disability inclusion in joint programs and projects in line with CRPD standards.
2. A practical guide to support CONRHA in implementing and monitoring inclusive service delivery in development policies with a focus on employment, economic empowerment, Education, Health, Political Participation, Infrastructure and ICTs sectors within the framework of the National Development Strategy (NDS 30).
 |
| **Target:** 5 knowledge products |
| **Means of verification:*** Developed practical guides
* Reports of development and validation activities of the knowledge products
* Record of downloads/consultations of the tools for webhosted products
* Follow-up reports of joint programme
* Record of dissemination of tools activities
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |
| **Output 1.3: Enhanced capacity of OPDs, including organizations of women with disabilities to effectively engage in development, implementation and monitoring of disability-inclusion and Inclusive SDGs processes.** |
| **Indicators:** |
| 1.3.3 # of mechanisms to share and exchange learning and evidence to inform inclusive policies and systems. (disaggregated by national/ regional/global mechanism) |
| **Description:** * **An inter-OPD sub-platform shall be put in place in each of Cameroon’s 10 regions to support OPDs** in sharing, exchanging and learning from one another on effective evidence-based advocacy and policy dialogue which will strengthen their collective capacities to monitor the enforcement of the CRPD.
* Currently, CONRHA stands as the national platform which occasionally serves as a medium for the exchange of best practices. Unfortunately, CONRHA is overwhelmed to support OPDs learning processes effectively. OPDs require a preliminary space of their own to collaborate, coordinate, learn from each other and build their capacity.
* Through these platforms that shall be put in place, OPDs shall share experiences and build their collective capacities to engaging stakeholders for improved assessment and referral services as well as support services in development frameworks (CCA/UNSDCF 2022) and the SND 30.
 |
| **Baseline:** 1. Currently CONRHA stands as the sole major platform through which OPDs including organizations of women with effectively engage in development, implementation and monitoring of disability inclusive processes |
| **Milestone year 1:** 10 sub-platforms. Through this programme, an inter-OPD sub-platform shall be put in place in each of Cameroon’s 10 regions (a total of 10 sub-platforms). Through these sub-platforms OPDs, (including organizations of women with disabilities) will share and exchange learning experiences and evidence to inform inclusive policies and systems, and meaningful engage national and subnational stakeholders including government and service providers for disability inclusion. |
| **Milestone year 2:** 10 These sub-platforms for OPD exchange learning shall be maintained in the second year with an exit strategy of sustainability for OPDs to continue with them after the UNPRPD project. |
| **Target:** 10 |
| **Means of verification:*** Terms of references establishing the platforms
* MOUs of the platforms and adherence reports from competent authorities
* Reports from the platform’s working sessions including attendance records of knowledge output validation activities
* Follow-up reports of joint programme
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |
| **Outcome 2. Gaps in achievement of essential building blocks or preconditions to CPRD implementation in development and humanitarian programs are addressed.** |
| * Through this outcome, this programme aims to support efficient disability assessment and referral system in Cameroon and strengthen multi stakeholder coordination in the country.
* First, the programme will revise, streamline, clarify and popularize the legal systems for disability assessment and referral services in Cameroon. Since Cameroon has just ratified the CRPD (28 December 2021), the entire assessment and referral system will be evaluated to ascertain of its compatibility with the CRPD standards. The competent authorities of the Ministry of Social Affairs, Specialized health institutes and the General Delegation of National Security shall be engaged in the streamlining process of the assessment and referral process as well as conferment of the biometric disability card.
* This programme will further seek to **strengthen multistakeholder engagement mechanisms** for disability inclusion by **supporting the reform of CONRHA in a manner that strengthens its capacity to monitor and enforce disability inclusive legislation and policy** in the country within development frameworks (CCA/UNSDCF 2022-2026, SDGs and SND 30).

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| **Output 2.1 The disability assessment and referral system in Cameroon is reviewed, streamlined, simplified and easily accessible to persons with disabilities.** |
| **Indicators**  |
| **2.1.3.** # type of change (development/revision/reform) in legal frameworks and systems |
| **Description:** * This programme will revise, streamline, clarify and popularize the legal systems for disability assessment and referral services in Cameroon.
* indicator 2.1.3. will track this program’s contribution to the revision of the disability assessment and referral system in Cameroon. Since Cameroon has just ratified the CRPD, the entire assessment and referral system will be revised to ensure of its compatibility with CRPD preconditions and minimum standards.
* During the consultations for the situational analysis on disability inclusion, OPDs qualified the disability assessment and referral system in Cameroon as complex and inaccessible. This programme will support the chain of duty bearers involved in disability assessment and referral services in Cameroon (Ministry of Social Affairs, Specialized services of the Ministry of Health, and the General Delegation of National Security) to streamline the disability assessment and referral services chain and make it less complicated and accessible for persons with disabilities.
 |
| **Baseline:** 0. The existing disability assessment and referral system (comprised of MINAS-MINSANTE-DGSN) |
| **Milestone year 1:** 1. The disability assessment and referral system in Cameroon shall be revised (enhanced) to ease its access and provide a more positive experience for persons with disabilities. This revision is a priority and should be completed in the first year of implementation of the programme. |
| **Milestone year 2:** 1 |
| **Target:** 1 |
| **Means of verification:*** Revised improved policy document on disability assessment and referral services in Cameroon
* Improvement plan/reform of the disability assessment and referral system, including an information disaggregation system
* Follow-up reports of joint programme
* Attendance record to technical support activities within the framework of the revision of the assessment and referral system
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |
| **Output 2.2 The national disability multi stakeholder coordination mechanism – CONRHA is reformed and its capacity to trigger and sustain disability inclusive development policies is ensured.** |
| **Indicators**  |
| **2.2.1 # of multi-stakeholder coordination mechanisms (disaggregated formal/informal) to support legislative policy and systems changes developed or strengthened** |
| **Description**: * This programme **will support the reform of CONRHA to ensure it is more efficient at monitoring disability inclusion in national development processes** and supporting the enforcement of disability inclusive legislation. OPDs and other participants consulted during the situational analysis stressed that in its current configuration, CONRHA is not effective in monitoring and supporting the enforcement of disability inclusive legislation.
* CONRHA usually meets only once a year, has diffuse membership, lacks clear workplans and doesn’t have clearly allocated resources. Furthermore, CONRHA’s recommendations on disability inclusion are not usually respected by development stakeholders, which made consulted parties during the situational analysis consultations to advocate for the anchoring of CONRHA’s leadership at higher levels of political leadership (Presidency of the Republic or the Office of the Prime Minister). CONRHA’s reform will equally improve its inclusiveness to OPDs as per CRPD standards and be fully aligned to CRPD standards on effective stakeholder coordination.
 |
| **Baseline:**  0. CONRHA in its existing configuration. |
| **Milestone year 1:**  One (01) coordination mechanism – CONRHA is reformed and strengthened to effectively monitor and enforce disability inclusive policies and legislation.  |
| **Milestone year 2:**  One (1) coordination mechanism – The reformed CONRHA is supported to monitor and enforce disability inclusive policies and legislation. |
| **Target:** One (01) coordination mechanism – CONRHA is reformed and strengthened to effectively monitor and enforce disability inclusive policies and legislation. |
| **Means of verification:*** Attendance record of working sessions for the CONRHA reform process.
* The CONRHA Reform documents (TORs/Description of Action/Operations Manual).
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |
|  |
| **2.2.1 # stakeholders involved in consultation and validation processes (disaggregation by stakeholder (GOV/UN/OPDs/other)** |
| **Description**: This indicator will track the number of stakeholders that are actively engaged in the reformed CONRHA’s consultation and validation processes for enforcing disability inclusion in development frameworks (SND 30). |
| **Baseline:**  0 |
| **Milestone year 1:** In each of the 10 Regions: 5 OPD per region: 5 Government per region: A total of 100At the national level: 5 per category of stakeholder (OPD/GOV/UN): A total of 15115 stakeholders involved in consultation and validation processeson disability inclusion at the level of CONRHA. |
| **Milestone year 2:** 115 stakeholders involved in consultation and validation processeson disability inclusion at the level of CONRHA. |
| **Target:** 115 stakeholders involved in consultation and validation processeson disability inclusion at the level of CONRHA. |
| **Means of verification:*** Attendance record of working sessions of the consultation and validation processes for CONRHA’s reform.
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |
| **Outcome 3. National development and humanitarian plans, budgets, programs and monitoring processes are disability inclusive.** |
| The programme aims to increase the participation of persons with disabilities and their representative organizations in national planning mechanisms and SDGs monitoring mechanisms at the national level and with the UN development system. Through this outcome, the programme will strengthen OPDs, participation in monitoring mechanisms of the CCA, UNSDCF 2022 - 2026 and NDS 30. The aim of the programme is to ensure that the NDS30 as well as the CCA/UNSDCF 2022-2026 are disability inclusive and that the disability-related indicators in those development frameworks are monitored and enforced with the full participation of persons with disabilities. |
| **Output 3.1. Full participation of representative OPDs coordination mechanisms in the monitoring of NDS30, UNSDCF and CCA is ensured**  |
| **Indicators**  |
| **3.3.1**.   # of Common Country Analysis (CCA) including disaggregated data and analysis of the situation of                    persons with disabilities.  |
| The CCA was conducted in 2020 and is meant to be updated every year during the life cycle of the UNSDCF (2022 – 2026). This programme will ensure that the update process of the CCA fully takes into account disability inclusion.The programme will support the participation of OPDs in the CCA revision process for 2022 and 2023. |
| **Baseline:**  (01) The CCA for 2021 is already elaborated and completed  |
| **Milestone year 1:** (01) The CCA will be revised in 2022 with full disability inclusion during the first year of implementation of this programme |
| **Milestone year 2:** (01) The CCA will be revised in 2023 with full disability inclusion during the second year of implementation of this programme |
| **Target:** 02 revised CCAs that fully incorporate disability inclusion in their analysis and in which OPDs participate meaningfully. |
| **Means of verification:*** Revised CCAs
* Reports of the CCA revision process
* Joint programme progress report
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |
| * + 1. **# UNSDCF where disability inclusion has been mainstreamed and/or targeted**
 |

|  |
| --- |
| **Description:** The UNSDCF has just been concluded for the period 2022 – 2026. A midterm assessment (MTA) shall be undertaken in 2024, with preparatory work beginning in 2023. This MTA will provide recommendations for necessary reorientations on the UNSDCF to be disability inclusive and done with the full participation of OPDs. This programme will ensure that disability inclusion is mainstreamed in the UNSDCF MTA and its reorientation. Since the UNSDCF is fully aligned to the National Development Strategy (NDS #)), this policy document shall equally be assessed for disability inclusion alongside the UNSDCF in 2023. |
| **Baseline:** One (01) currently completed UNSDCF for 2022-2026 |
| **Milestone year 1:** 0 There shall be no opportunity to revise the UNSDCF in the first year of implementation in 2022. |
| **Milestone year 2:** (01) The programme shall begin the groundwork of undertaking the Mid-Term assessment of the UNSDCF from a disability inclusion perspective and preparing recommendations. |
| **Target:** 1 |
| **Means of verification:*** Mid Term Assessment (MTA) document of the UNSDCF with stronger dimensions of disability inclusion
* Reports of working sessions of the MTA process
* Joint programme progress report
 |
| **Responsible:** Joint UN Team - **UNESCO, OHCHR, UNFPA** |

# Outcome strategy

## 4.1 Theory of change

This programme aims to ensure that the rights of persons with disabilities are upheld in Cameroon. The change sought is that the legal, administrative and socio-economic and political systems in the country no longer discriminate against persons with disabilities, nor marginalize them but are rather inclusive towards them in the attainment of national development priorities aligned to the 2030 Sustainable Development Agenda, in a spirit that leaves no one behind. To achieve such a change, it is intended that the project addresses the following identified gaps in Cameroon’s comprehensive situational analysis of persons with disabilities:

1. Insufficient clarity on the assessment and referral system.
2. Insufficient force in the decisions and orientation of the coordinating mechanism (CONRHA).
3. Inadequate communication, orientation, instruction and sectoral policy from the higher levels of the executive which fall short of rendering disability inclusion mandatory in all sectors of development.
4. Limited financial, human, material and managerial capacities of OPDs.
5. Persistent cultural and social stigmatization which falsely assume that persons with disabilities are unable to make any significant contribution to the society.

Considering these challenges, this proposal advances a theory of change articulated on the following preconditions: **1. Accessibility, 2. non-discrimination and 3. Inclusive service delivery, while ensuring a cross-sectional gender equality approach.** To obtain the desired effect, the project intends:

1. **To revise, enhance, simplify and streamline the disability assessment and referral services based on** an improved information system with sufficient disaggregation levels of data that enable the identification of the most vulnerable groups of persons with disabilities, improves access to the national disability card and facilitates access to socio-economic support measures provided for in the 2010 disability law and its 2018 Text of Application and based on CRPD standards. **(OUTCOME 2).**
2. **To strengthen the capacities of the United Nations Country Team** **and the Government** by equipping them with the necessary knowledge and tools to support inclusive planning, budgeting, implementation, monitoring and budgeting methodologies with a human rights-based and a gender equality approach of persons with disabilities in the CCA and UNSDCF 2022-2026 **(OUTCOME 1)**.
3. **To enhance the capacities of OPDs, including organizations of women with disabilities** by equipping them with the necessary knowledge and tools to uphold their rights through accountability mechanisms and increase their participation in national development processes and legislation **(OUTCOME 1 & 2).**
4. **To revise and reform the national development and humanitarian assessment, planning, budgeting and monitoring mechanisms of institutional operational plans**, in particular the National Development Strategy 2030 (NDS 30), for Government and the CCA/UNSDCF to ensure disability inclusion particularly in the domains of health, education, justice, information, meaningful political participation and employment and economic empowerment **(OUTCOME 3).**

## 4.2 Result Chains

The objective of this Joint Programme is to strengthen the capacities of duty bearers and right holders, uphold the rights of persons with disabilities and ensure their participation and inclusion in the sustainable development of Cameroon.

It is expected that the project also: a) promotes the participation and inclusion of persons with disabilities in the Cameroonian society, as well as brings visibility to under-represented and the most vulnerable groups, b) stimulates the transition process towards a full human rights-based approach to disability assessment and inclusion c) builds up the institutional capacity of OPDs, government agencies and UNS agencies for the mainstreaming of disability into assessments, planning, budgeting, accountability to support the implementation of the CRPD and SDGs with an inclusion-based approach.

To achieve these ends, this programme is articulated on three main outcomes (pillars)

**OUTCOME 1: National stakeholders have the knowledge and practical tools to contribute to the policies and systems that include disability.**

**OUTCOME 2:** The identified gaps in achieving the essential components or preconditions of the CRPD implementation (services provision, participation of persons with disabilities and financial budgeting and management in line with the CRPD) are addressed.

**OUTCOME 3:** National development plans and follow-up processes include disability mainstreaming.

## 4.3 Geographic scope

According to the Cameroon Health Strategy plan 2016 - 2027, the country’s regions are grouped into three categories of prevalence:

* **High prevalence regions** which include the South and Littoral Regions of the country (10 to 11%).
* **Average prevalence regions** which include the Centre, North-west, West and Far North Regions (6-7%).
* **Low prevalence regions** which include the South-West, East, North and Adamawa Regions (3-5%).

While it is important these prevalence rates in mind, the geographic scope of this program is national. Its outcomes are expected to address disabilities in all the country’s regions.

## 4.4. Sustainability

To achieve long term sustainability conditions, it is intended that the project inspires **national ownership of the key counterparts of the project** (government agencies, OPDs, private sector, and others). This sense of ownership is already felt and progressively built. During the entire drafting of this proposal, including the situational analysis, several consultation and work sessions have been held, and the outputs generated during the inception stage were consensually validated. This triggered a sense of ownership by all stakeholders. OPDs and MINAS that participated in the Induction Training on the CRPD preconditions that the UN Team organized in May 2021 were critical in advocating for the ratification of the CRPD which was done in December 2021, demonstrating their endogenous interest and ownership.

Furthermore, the project seeks, through its governance structure (mentioned in *section 7*), that the organizational commitment and leadership of counterparts is strengthened for the sustainability of the expected outputs, such as: the inter-OPD sub platforms in every region, a more improved, efficient and inclusive CONRHA scaling an agenda of political commitment and advocacy geared towards the inclusion of disability in the assessment, planning, budgeting, implementation and monitoring of the SDGs and in all development sectors covered by the NDS30 and.

Along the same line, the project will develop a **sustainability and resources mobilization strategy** to give continuity to the achieved outputs. Also, the sustainability strategy will include actions such as the following:

* During the training programs, participants will sign the commitments to share the knowledge with other OPDs, particularly with the most under-represented.
* Incorporating disability-inclusive assessment, planning, budgeting and accountability methodologies into institutional guidelines and institutional procedure manuals, as a part of the results obtained through the activities mentioned above.
* Generating strategic alliances with other ongoing or new initiatives to maximize resources and enhance impacts.
* Participant OPDs will sign the agreed agenda of political commitment and advocacy geared towards the inclusion of disability in the assessments and situational analysis as well as planning, budgeting, implementation and monitoring of the SDGs.
* MINAS’ commitment will be sought to maintain the governance system in place even after the project is completed and innovate it where need be and following lessons learned.

## 4.6 Innovation

This will be the first time a programme of this magnitude focusing solely on disability inclusion will be undertaken in Cameroon within the context of the recently ratified CRPD. The programme will be the first of its kind in Cameroon having OPDs participating at the apex of implementation and management within all levels including the steering committee. A strong linkage of the CRPD and SDGs will be done during the revisions of the CCA and the Mid Term Assessments of the UNSDCF, through the introduction of SDG-CRPD indicators and in these instruments. There will be increase collaboration and partnership with more duty bearers and right holders through a more inclusive CONRHA. The project has systematically included the relevant Pre-Conditions in line with CRPD. Cross cutting Issues such as coordination, capacity and gender equality have been embedded across the project. Use of standard tools and guidelines will ensure harmonization of disability rights and inclusion knowledge shared through the project implementation. The project will promote innovative practices through documentation and sharing of successes on the engagement platforms. OPDs for the first time will have efficient well-coordinated sub-platform of theirs across all of the country’s 10 regions.

## 4.7 Complementarity with other ongoing initiatives.

The project will seek to supplement other ongoing initiatives in the country from other donors (the Peacebuilding Fund, SDG Joint Fund, World Bank, European Union, the US Government, the Government of Canada, among others), organizations of the international civil society that develop projects in Cameroon, confessional groups from the Cameroon Baptist Convention and Catholic and Presbyterian Missions. To do so, once the project is approved, together with the United Nations Department at the Ministry of External Relations, and the Ministry of Social Affairs, the program team will map the initiatives to identify possible strategic alliances that may reinforce the contributions of the different initiatives to disability inclusion, by implementing coordinated actions and joint work plans aimed at achieving the outcomes proposed by the project. Furthermore, further engagement will be sought from other UNS residing and non-residing agencies (UNDP, UNFPA, ILO, OHCHR, UNICEF, UNOPS, and World Bank), whose expertise would be used to provide further contributions to achieve the outcomes of the project.

# 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) |
| *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.* | Education is identified in the situational analysis as a priority sector. Ministries of Education sit at CONRHA. This program will strengthen CONRHA’s capacity to enforce and monitor inclusive service delivery at the level of primary and secondary education as well as in vocational training. The practical guide to build CONRHA’s capacities shall take account of this. | To Be Determined |
| *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)* | Health is identified in the situational analysis as a priority sector. The Ministry of Health sits at CONRHA. This program will strengthen CONRHA’s capacity to enforce and monitor inclusive service delivery within the health sector. The practical guide to build CONRHA’s capacities shall take account of this. | To Be Determined |
| *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* | Employment is identified in the situational analysis as a priority sector. The Ministry of Employment sits at CONRHA. This program will strengthen CONRHA’s capacity to enforce and monitor policies to support employment and economic empowerment of persons with disabilitie | To Be Determined |
| *SDG indicator 11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities.* | Accessibility to infrastructure is identified in the situational analysis as a priority sector. The Ministry of Transport sits at CONRHA. This program will strengthen CONRHA’s capacity to enforce and monitor inclusive service delivery within the transport sector. The practical guide to build CONRHA’s capacities shall take account of this. | To Be Determined |
| *#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.* | This program will strengthen the disability assessment and referral services in the country by enhancing and streamlining the whole chain of assessment and making it well known. This will comprise of sensitizing OPDs on the modalities of access to the disability card. | To Be Determined |
| *Increase of disability data/disaggregation (including by sex) within standard data and CRPD compliant collection processes.* | The lack of updated disability disaggregated data is identified by the situational analysis as a key challenge to disability inclusion. The National Institute of Statistics sits at CONRHA. This program will strengthen CONRHA’s capacity to enforce and monitor the collection of disability disaggregated data by the National Institute of Statistics and other ministries. The practical guide to build CONRHA’s capacities shall take account of this. | To Be Determined |

# Cross cutting approaches

## Equality between men and women.

Each program output has a transversal gender equality component. Overall, the project particularly seeks to address two key challenges: **(a) revising the disability assessment and referral chain by strengthening its human rights and gender equality foundations** that ensure that persons with disabilities, irrespective of their sex can get the appropriate and adequate assessment and referral services that are tailored to the specificities of their gender as well as their individual situations; **(b) strengthening inclusive service delivery in a manner than ensures non-discrimination to persons with disabilities of all sex and in a manner that is gender sensitive.** This equally entails producing disaggregated data in such a way that it is possible to identify groups of people in situations of increased vulnerability according to sex.

Moreover, in operational terms, where possible, the project will ensure that there is gender parity in the representation and participation of persons with disabilities in all training and capacity-building activities, round table discussions, the project's governance structure and any other relevant areas, and that indigenous and rural women with disabilities are represented.

Furthermore, the programme also builds OPDs capacity to monitor and enforce policies for inclusion of women with disabilities in development programmes.

Practically, in order to achieve the effective participation of women with disabilities, they will be consulted on their availability in terms of schedule, possibilities of being accompanied by their children if they do not have access to childcare services, the provision of financial support for transport to project activities, and the implementation of any reasonable accommodations that will guarantee their effective participation. For example, sign language and/or indigenous language interpreter, information in different formats and personal assistant. In the calls for participation, rural women with disabilities will be highly encouraged to participate and specific reach out activities will be organized to their attention to explain to them the goals of the project and the importance of their participation.

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

The governance of the project provides for representatives of OPDs and umbrella OPDs, at every level including the Steering Committee of the project, the technical as well as the operational level to ensure their participation in the planning, implementation, monitoring and evaluation phases of the project.

The project also has capacity building activities for OPDs that aim to empower them for active participation in decision-making processes, with special emphasis on women's organizations, indigenous and rural women. OPDs shall fully participate in the training programs on the CRPD and use it as a tool to uphold their rights. They shall also be trained on specific approaches to protecting and promoting the rights of women with disabilities and underrepresented groups. OPDs shall equally participate in all the other trainings and in the production and validation of the different practical guidelines that shall be developed as per Outcome1.

Furthermore, the project will strengthen inter-OPD coordination by providing technical support for the creation of the regional inter-OPD sub-platformswhich shall be their permanent consultation mechanism on the adoption of legislation and policies; and a preparatory platform for their participation in the broader CONRHA multi-stakeholder technical group was well as in the national coordination mechanisms of the NDS 30, UNSDCF and the 2030 Agenda.

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

In order to guarantee the participation of under-represented groups of persons with disabilities, the project will ensure that in all activities there is a balanced participation of persons with different types of disabilities and their representative organizations, especially those that face multiple layers of exclusion and marginalization based on sex/gender, ethnicity, sexual diversity, migratory status and area of residence (intersectional approach) such as OPDs/OSCs of intellectual disability operating in rural areas or operating within IDP and refugee communities. To this end, invitations to the Joint Programme events will be sent out to OPDs that were identified during the Situational Analysis (mapping) and other organizations that may be identified during the project implementation process. To select these OPDs, especially the least represented (intellectual disability) and OPDs addressing multiple disabilities, the umbrella OPDs (including the inclusive platform of persons with disabilities) that participated in the inception phase, UN Agencies and the Ministry of Social Affairs shall be consulted to provide a shortlist of OPDs that meet these criteria. The programme team will proactively reach out to these groups by phone call, email and if necessary, dispatch advance teams to travel to their geographical locations, and invite them to participate in the programme’s activities. Reasonable accommodation shall be provided for these groups including covering of costs for assistants of persons with intellectual disability. The working materials shall equally be produced in accessible format such as braille and sign language. The proposed OPDs shall be invited to submit EOIs with a plan on how they will share knowledge and knowledge products with their members and other OPDs to equally build their capacities to advance inclusion of the most marginalized disability groups in their geographic regions of operation.

# Governance and management arrangements

The governance structure of the project will consist of the following three levels: political-strategic, technical and operational. A description of the duties pertaining to each level is given below.

**A steering Committee**: it will be composed of the UN Resident Coordinator for Cameroon (serving as co-leader), the Minister of Social Affairs (co-leader), the Representatives of UNESCO, UNFPA and OHCHR, the Ministers of the 5 priority sectors identified by the situational analysis on persons with disabilities, or their designees and 2 representatives of OPDs. The Steering Committee will be responsible for taking decisions on strategic matters. It may be expanded to include other strategic partners who commit technical or financial resources to achieve the objectives of this project where appropriate. In addition, the Project Steering Committee will conduct revisions to the project as necessary, when major risks to the project or its management capacity (time and budget constraints) are identified. On the basis of the Annual Work Plan, the Steering Committee will authorize material deviations from the approved plans, after notifying the UNPRPD Secretariat.

**Technical level**: it will be composed of a Technical Committee that will be led by one of the project's implementing agencies as agreed by the project. The Committee will be made up of technical staff from the project's implementing agencies (UNESCO, UNFPA and OHCHR) alongside RCO. It will meet on a monthly basis to coordinate the activities planned under the Joint Programme according to the Annual Work Plan, with the participation of the government focal points and OPDs, where appropriate. When communication issues are addressed, the representatives of the Communication Advisory Group (*section 11*) will also be convened.

**Operational level**: It will be made up of three working groups, one for each project outcome with the participation of experts from partner government agencies, as well as representatives of OPDs and other key actors (academia, CSOs, private sector organizations, etc.). There will be a lead implementing agency for each outcome: Outcome 1, UNESCO; Outcome 2, OHCHR; and Outcome 3, UNFPA. The working groups will meet at least once a month to coordinate the activities to be undertaken for each proposed outcome, to follow up on the work plan and deliver the activities on time. The following table lists the lead strategic partners for each outcome.

**Figure 2. Project governance structure**

**Steering Committee**

**Resident Coordinator / Minister of Social Affairs and Ministers of Education, Health, Employment,**

**Public Works, Justice, ICTs and Territorial Administration, Representatives of OPDs**

**Political-strategic level**

**Project
Coordinator**

**Technical Committee**

**Communication Advisory Group**

**Technical level**

**OUTPUT 1. UNESCO**

**OUTPUT 2. OHCHR**

**OUTPUT 3. UNFPA**

**Working groups**

**Communication**

**Operational level**

# Partnership-building potential

The project intends to establish an inter-OPD platform in each of Cameroon’s region and strengthen CONRHA (the national coordination mechanism on disability inclusion). All participating stakeholders in the project shall agree on the agenda of political commitment and advocacy to ensure the inclusion of disability in the assessment, planning, budgeting, implementation and monitoring of the national mechanisms to support the SDGs. These opportunities for dialogue and inter-sectoral and inter-agency coordination shall help establish partnerships with different key stakeholders for achieving the outcomes and for the mobilization of possible additional resources to ensure project sustainability.

OPDs will be able to coordinate amongst themselves and submit their agenda to CONRHA and eventually to the Task Group at MINEPAT in charge of the Voluntary National Review (VNR) of the SGDs as well as the UN-MINEPAT Task Force in charge of the Mid Term Review of the UNSDCF 2022-2026 and the annual updates to the CCA.

The project team shall equally negotiate and sign an MOU with the Employers’ governing body of the private sector (GICAM) to strengthen partnerships for the dimensions of the project that concern employment and economic empowerment of persons with disabilities.

Similarly, the project will ensure a multi-stakeholder engagement approach, involving interdisciplinary, inter-agency and intersectoral participation that will enable the project to enhance coordination with different sectors and stakeholders, leverage available resources and establish relations with existing initiatives conducive to achieving the project's objectives. The project teams will equally undertake actions to build partnerships with other donors, especially the bilateral donors to scale inclusive service delivery in this program’s priority sectors.

# Long-term UN engagement in the area of disability

This project supports the advancement of the **United Nations Sustainable Development Cooperation Framework** (UNSDCF) **for Cameroon,** **2022-2026** whose 3rd outcome states that “By 2026, youth, women, the most vulnerable groups **and people living with disabilities**, including refugees and IDPs, actively contribute to the efficiency of policies and the performance of public institutions at national, regional and local levels, and enjoy their rights fully.” The long-term UN engagement is to empower persons with disabilities to fully participate in development processes in the country by supporting an enabling environment in which their rights are upheld in a spirit of equity that leaves no one behind.

Anchored in the UNSDCF, the project therefore commits to engage the entire UNCT (resident and non-resident) in Cameroon in line with the mandate and comparative advantage of each Agency and the strategic positioning of the UN within the broader development cooperation landscape. As per the targeted outcomes and outputs of this program, the following expertise of the following UN Agencies will be solicited: UNDP, UN WOMEN, ILO, UNICEF and UNOPS for technical assistance in activities such as the design of training programs, practical guides, the enhancement of the disability assessment and referral services.

To support the process of mainstreaming disability in the country team, the staff of the United Nations system in Cameroon is expected to participate in training and capacity-building programs on person-centered planning focusing on the rights of persons with disabilities, so that they have the necessary knowledge and tools to develop and implement programs and projects that fully mainstream the inclusion of persons with disabilities.

# Knowledge Management

The Joint Program intends to set up a community of practice and lessons going forward which will record lessons learned and best practices from its implementation, in particular from the following processes: (a) strengthening inter-OPDs coordination (b) strengthening multi-stakeholder coordination on disability inclusion in development planning and M&E (c) enhancing the disability assessment and referral chain.

Also, as mentioned in the Outcomes Framework (*section 3*), the project will generate a series of knowledge outputs as a result of its implementation, which are described in Table 4.

**Table 4 Knowledge outputs**

|  | ***Output*** | ***Type of knowledge output*** | ***Expected dissemination and use*** |
| --- | --- | --- | --- |
| Training related  | Training material on: **Instruments for strengthening disability assessment and referral systems in line with the CRPD**  | Training and experience  | * Training for competent Cameroonian authorities of the disability assessment and referral chain (MINAS + DGSN + Competent Health Centers)
* UNS website
 |
| Training related | Training material on: **Understanding the CRPD and using it as a tool to uphold the rights of persons with disabilities**  | Training and experience  | * Training for OPDs
* UNS website
 |
| Training related | Training material on: **Protection and promotion of the rights of women with disabilities and underrepresented groups** | Training and experience  | * Training for OPDs
* UNS website
 |
| Training related | Training material on: **Inter-OPD coordination mechanisms for strengthening participation in development processes.** | Training and experience  | * Training for OPDs
* UNS website
 |
| Training related | Training material on: **Effective multistakeholder coordination for efficient monitoring and enforcement of disability inclusive legislation and development processes.** | Training and experience  | * Training for CONRHA and its members
* UNS website
* MINASwebsite
 |
| Training related | Training material on: **Strengthening disability inclusion in joint programs and projects as per CRPD standards.** | Training and experience  | * Training for United Nations Country Team
* UNS website
 |
| Knowledge Products  | A practical revised guide for a simplified, accessible, and efficient disability assessment and referral system. | Tools and guides | * UNS website
* Presentation session with key stakeholders.
* Training for government personnel and OPDs
 |
| Knowledge Products | A practical guide for OPDs to advance the CRPD. | Tools and guides | * UNS website
* Presentation session with OPDs.
* Training for OPDs
 |
| Knowledge Products | A practical guide for legal professionals (lawyers and magistrates) on the protection of persons with disabilities under the CRPD. | Tools and guides | * UNS website
* Presentation session with key stakeholders.
* Training for legal professionals and OPDs
 |
| Knowledge Products | A practical guide for the United Nations Country Team in Cameroon to strengthen disability inclusion in joint programs and projects as per CRPD standards | Tools and guides | * UNS website
* Presentation session to UNCT.
* Training for UNCT.
 |
| Knowledge Products | A practical guide for CONRHA’s support to implementing and monitoring inclusive service delivery in development policies (NDS 30). | Tools and guides | * UNS website
* Presentation session to CONRHA.
* Training for CONRHAS.
 |
| Knowledge Products | Systematization of experiences from the exchange sub-platform for OPDs in each of Cameroon’s 10 regions to support experience sharing among OPDs stakeholders for improved assessment and referral services as well as support services in the priority areas of access to health, education, justice, information, meaningful participation and economic empowerment.  | Systematization of good practices and lessons learned | * UNS website
* Presentation session to CONRHA.

Training for CONRHAS. |
| Knowledge Products | Systematization of experiences on the revision of the disability assessment and referral services in Cameroon and capturing OPDs new perception on the disability assessment and referral system in Cameroon. | Systematization of good practices and lessons learned | * UNS website
* Presentation session to MINAS, DGSN, MINSANTE.
 |
| Knowledge Products | Systematization of experiences on CONRHA reform process aimed at improved its efficiency at monitoring disability inclusion in national development processes and supporting the enforcement of disability inclusive legislation.  | Systematization of good practices and lessons learned | * UNS website
* Presentation session to CONRHA
 |

# Communications and visibility

The project will develop a **Communication Plan** and establish an organizational structure for its implementation, in line with the project's governance structure (*section 7*). This structure will comprise two levels: advisory level at the UN communication Group (UNCG) and operational level.

1. **Advisory level**: The UN Communication Group in Cameroon - UNCG, currently co-headed by the Representatives of UNICEF and ICU will provide strategic advice to the project team on the most effective approaches for planning and rolling-out the communication strategy for the project as well as evaluating progress of the communication plan. The group will equally advice on agreeing and defining communication actions designed to respond to project requirements, identifying new areas and opportunities for action, settling any disagreements between the counterparts on communication issues that have arisen and have not been previously resolved, and presenting the communication plan to the Steering and Technical Committees for approval.
2. **Operational level**: It will be formed by the communication officers of the three implementing Agencies and RCO. It will be responsible for the implementation of the strategic communication plan. The operational level shall regularly report to the UNCG and technical working group on the progress of the communication plans contained in the work plan.

To ensure the visibility of the Joint Program, the communication plan will include specific actions for media management through press releases of relevant activities, spokespersons and postings on the implementing agencies' social media to inform about project activities and outcomes, in compliance with the established organizational guidelines.

Furthermore, in order to comply with organizational guidelines on visibility and dissemination, all project outputs must include the logos of the partners involved, including official counterparts, the UNPRPD and implementing agencies. For example, videos, publications and invitations to events. Table 5 shows the main communication outputs to be developed by the project.

**Table 5 Communications outputs**

|  |  |  |
| --- | --- | --- |
| ***Output*** | ***Type of communication output*** | ***Expected dissemination and use*** |
| Joint Program Communication Plan | Work Plan  | Implementing agencies, Joint Program strategic partners |
| Information about the project and its activities | Videos, postings on social media, website | Social media, project training activities, forums |
| Project outcomes (first year and closure of the project)  | VideosProgress report submitted to the UNPRPD Secretariat | Activity to present the outcomes of the first year and closure of the project. Videos |
| Communication and dialogue to raise awareness and make disability visible in Cameroon. | Communication and dialogue plan with key partners. | Opportunities for dialogue organized by the project, such as working sessions of the multi-stakeholder technical group, round table of OPDs, national mechanism to follow up on the SDGs.  |

1. Monitoring and Evaluation

The Joint Program will design a Monitoring and Evaluation Plan that will include the following activities:

* **Monitoring the project's progress in achieving outcomes**. This will consist of collecting and analysing data on progress against the outcome indicators in the project's Outcomes Framework, in order to assess its advancement towards the achievement of the agreed outputs. Reports will be submitted by the Technical Committee to the project Steering Committee on a quarterly basis.
* **Risk monitoring and management**. This will include the identification of specific risks that may compromise the achievement of the project's expected outcomes in accordance with, as well as the implementation of mitigation measures through a quarterly risk register, in accordance with organizational provisions. Quarterly progress reports to the Steering Committee will include the risks identified in the reporting period and the measures implemented to mitigate them, as appropriate.
* **Knowledge management**. The project will regularly systematize the knowledge, good practices and lessons learned it generates, identifying the replicability and scalability potential of the initiatives so that they can be shared with other countries financed by the UNPRPD.
* **Project quality assurance.**  Project quality will be assessed on an annual basis against the quality standards of the UNPRPD Quality Assurance Framework and implementing agencies. Strengths and weaknesses will be identified and reported to the Steering Committee to support decision making and enable relevant improvements.
* **Review and implementation of improvement measures in the project's course of action**. An internal review of data and evidence from all monitoring actions will be conducted to ensure informed decision making within the framework of the project governance mechanism.
* **Annual project outcome reports.**  An annual report of project outcomes will be submitted to the Steering Committee, key counterparts and the donor, as required by the UNPRPD Secretariat. This report will provide data on the Joint Program's progress in achieving outcomes in line with the defined annual targets and its Outcomes Framework. It will also include an annual summary of the project's quality rating.
* **Project Review (Project Steering Committee)**. As noted in *section 7* (*Governance and Management Arrangements*) the project governance mechanism will conduct regular project reviews to assess project performance and revise the Annual Work Plan to ensure realistic budgeting and deadlines throughout the project life cycle. During the final year of the project, the Steering Committee will conduct a final project review to identify lessons learned and discuss opportunities for scaling up and sharing project outcomes and lessons learned with relevant stakeholders.
* **Evaluation: An external evaluation** of the outputs of the project will be conducted as per UNPRPD requirements.
1. Risk Management

 **Table 6 Risk Management Strategy**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***Type of risk\**** | ***Risk*** | ***Likelihood (L, M, H)*** | ***Impact on result*** | ***Mitigation strategies*** | ***Risk treatment owners*** |
| ***Contextual*** | The COVID-19 pandemic affects the work of the Joint Programme at national and local levels due to changes in priorities of implementing agencies, other potential donors, OPDs and government institutions. It may also impact the participation of key counterparts, especially persons with disabilities in conditions of increased vulnerability, as events are carried out in virtual mode and access to technology might be limited.  | High | Medium | * Rethink the methodology used for project activities so as to adjust it to a virtual or mixed mode, ensuring greater participation of persons with disabilities, especially those with less access to technology.
* Inform the UNPRPD about the impact that the measures taken in the country to address COVID 19 are having on the project in terms of expected timelines for the achievement of outcomes and mitigation strategies.
* Align the initiatives of the Joint Programme with other initiatives being implemented to address the COVID 19 emergency in order to leverage available resources.
* Develop alternative resource mobilization strategies to ensure sustainability of project outcomes.
 | RCOImplementing agencies |
| Contextual factors such as political, economic, humanitarian or other instability, including political will to promote the rights of persons with disabilities, generate delays in the implementation of the Joint Programme.  | Medium | Medium | * Conduct quarterly political, economic and other contextual analyses through the Project Steering Committee to identify potential contextual risks affecting the implementation of the Joint Programme in terms of time and resources.
* Implement the monitoring strategy proposed by the Joint Programme and take appropriate actions to avoid possible delays in project implementation resulting from contextual factors.
 | RCOImplementing agencies |
| ***Operational*** | The operations of the implementing agencies and/or strategic partners of the project affect the efficiency of the Joint Programme management.  | Low | High | * Establish feedback mechanisms for implementing agencies and strategic partners in the Joint Programme monitoring strategy.
* Regular meetings of the project's Technical Committee to identify possible operational risks affecting the execution of the Joint Programme in terms of time and resources.
* Regular briefings of the project's working groups by outcomes to follow up on the progress of activities according to plan.
 | RCOImplementing agencies |
| ***Programmatic*** | The Joint Programme fails to achieve its intended outcomes and objectives due to the project staff's lack of expertise in disability; insufficient funding to adequately staff the project activities; lack of meaningful participation of DPOs; poor communication/coordination with and among strategic partners and/or among implementing agencies.  | Low | High | * Apply UNDG guidelines and quality assurance standards established by the organization to the programmatic implementation strategy.
* Design a monitoring and evaluation strategy to identify and systematize the project's outcomes and impact.
* Develop a knowledge management strategy for the Joint Programme to identify best practices and lessons learned from the initiatives that have been implemented for their subsequent replication.
 | RCOImplementing agencies |

\* 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

The budget can be found in **Annex 2**.

* 1. **. Value for money**

The value for money approach proposed by the project will be governed by the following criteria:

1. **Economy**: The major costs incurred will be consultants’ services for facilitating the development of the toolboxes as well as the logistics for the training workshops (renting workspaces and providing transport and allowances for the participants – especially those based in far-off remote areas). To control these costs, consultants with cross-sectional expertise will be sought to reduce the number of contracted experts. Equally, some workshops shall be organized online while ensuring that those with the limited IT resources are supported to participate even at distance. In general, procurement services for contractual services are done through a bidding system comprised of service suppliers with Long Term Agreements (with the UN) system. Un Cameroon has equally rolled out is BOS 2.0 which is robust and solid and provides for quality at minimum cost for the procurement of products and services, the project will develop an **annual procurement plan** based on the approved work plan. The main costs of the project will be related to contractual consulting services for the development of the expected outputs. In accordance with the administrative procurement rules of the organization and each implementing agency, procurement processes will be carried out through competitive bidding to select suppliers that meet the established requirements. Bids will be evaluated according to the criteria of best value and quality.
2. **Efficiency**: the implementing agencies will rely on their administrative staff who are drilled on the Business Operation Strategy 2.0 best practices to validate procurement of contractual services. To improve efficiency and achieve the objectives with the available resources, the project's team will consult with the operation’s management team (OMT) of Cameroon to seek their appraisal of the project’s procurement processes.
3. **Effectiveness**: To improve cost-effectiveness and achieve the objectives with the available resources, the project's programmed activities will be used, and partnerships will be established with other initiatives and projects, both from the implementing agencies and participating government institutions.

**13.2 Co-funding**

***Table 7 Co-funding arrangements***

|  |  |  |  |
| --- | --- | --- | --- |
| ***Output*** | ***Funding source*** | ***Amount*** | ***% of total output*** |
| *Output 1.2. Enhanced capacity of UNCT to support government on SDGs inclusive processes by building inclusive tools, dialogues and effective participation of OPDs.* | *UNESCO Regular Programme Budget 2022-2023 for Central Africa Region.* | ***14,000.00 USD*** | ***20 %*** |
|  |  |  |  |
| *Output 1.3: Enhanced capacity of OPDs, including organizations of women with disabilities to effectively engage in development, implementation and monitoring of disability-inclusion 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 access to health, education, justice, information, meaningful participation and economic empowerment.* | *UNESCO Regular Programme Budget 2022-2023 for Central Africa Region.*  | ***6,000.00 USD*** | ***24 %*** |
| *Output 3.1. Full participation of representative OPDs coordination mechanisms in the monitoring of SND 30, UNSDCF and CCA is ensured.*  | *UNESCO Regular Programme Budget 2022-2023 for Central Africa Region.* | ***5,000.00 USD*** | ***28 %*** |

#  Safeguarding

The UNS has institutional safeguards in place to prevent unethical behaviour (including prevention of sexual exploitation and abuse - PSEA) which all of the project’s staff are compelled to undertake at their respective agencies, protect victims and witnesses (through appropriate protocols on reporting and cooperation with investigations), and ensure that prompt corrective action is taken to end violations.

Links to a number of organizational policies that address these specific issues to which the implementing agencies of this project are committed are listed [below](https://www.un.org/preventing-sexual-exploitation-and-abuse/content/policies-and-protocols):

1. ST/SGB/2019/8 [Addressing discrimination, harassment, including sexual harassment, and abuse of authority](https://undocs.org/ST/SGB/2019/8) (10 September 2019)
2. ST/SGB/2017/2/Rev.1 [Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations](https://undocs.org/ST/SGB/2017/2/Rev.1) (28 November 2017)
3. ST/SGB/2003/13 [Special measures for protection from sexual exploitation and sexual abuse](https://undocs.org/ST/SGB/2003/13) (9 October 2003)
4. ST/SGB/2002/13 [Status, basic rights and duties of United Nations staff members 1 November](https://undocs.org/ST/SGB/2002/13) 2002
5. ST/SGB/2002/9 [Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials, and Experts on Mission](https://undocs.org/ST/SGB/2002/9) 18 June 2002
6. ST/SGB/1999/13 [Observance by United Nations forces of international humanitarian law](https://undocs.org/ST/SGB/1999/13) 6 August 1999
7. Work plan

 The Work Plan can be found in **Annex 3.**

# Acronyms and Abbreviations

**AIDS:** Acquired Immuno Deficiency Syndrome

**ANSCAM:** Association Nationale des Sourds du Cameroun

**ARMP:** Agence de Régulation des Marchés Publics

**CCA:** Common Country Assessment

**CBC:** Cameroon Baptist Convention

**CONRHA:** National Committee for the Rehabilitation and Socio-economic Reintegration of Persons with Disabilities

 **CRC**: Committee of the Rights of the Child

**CRPD:** Convention on the Rights of Persons with Disabilities

**COSP:** Conference of State Parties

**CUAPWD:**Coordinating Unit of Associations of Persons with Disabilities

**DCO**: Development Cooperation Office

**DPO:** Disabled Persons Organizations

**DPI:** Disabled Peoples International

**ELECAM:** Elections Cameroon Management Body

**EOI:** Expression of Interest

**GBV:** Gender based Violence

**HDPN:** Humanitarian-development-Peace Nexus

**HSS:** Health Sector Strategy

**ICT:** Information and Communications Technology

**ICDR-Cameroon**: Canadian Disability and Rehabilitation International

**IDA:** International Disability Alliance

**IJSA:** Initiative des Jeunes Sourds pour l'Auto-développèrent

**INGO:** International Non-governmental Organizations

**LNOB:** Leaving No one Behind

**MINAS:** Ministry of Social Affairs

**MINEDUB:** Ministry of Basic Education

**MINEFOP:** Ministry of Employment and Vocational Training

**MINESEC:** Ministry of Secondary Education

**MINFOPRA:** Ministry of Public Service and Administrative Reforms

**MINPROFF:** Ministry of Women's Empowerment and the Family

**MOH:** Ministry of Health

**MIPROMALO:** Mission for the Promotion of Local Materials

**NDS:** National Development Strategy

**NGO:** Non-governmental Organizations

**OPD:** Organizations of Persons with Disabilities

**PWD:** Persons with Disabilities

**SDG:** Sustainable Development Goals

**SOF:** Strategic Operational Framework

**SRH:** Sexual Reproductive Health

**TOR:** Terms of Reference

**UPIAS:** Union of the physically Impaired Against Segregation

**UN:** United Nations

**UNCT**: United Nations Country Teams

**UNDIS:** United Nations Disability Inclusion Strategy

**UNSDCF**: United Nations Sustainable Development Cooperation Framework.

**UNESCO:** United Nations Education Scientific and Cultural Organization

**UNFPA:** United Nations Population Fund

**UNHCR:** United Nations Human Rights Office of the High Commissioner

**UNHCR:** United Nations High Commission for Refugees

**UNPRPD:** United Nation Partnership on the Rights of Persons with disabilities.

**UNPRPD MPTF:** United Nations Partnership on the Rights of Persons with Disabilities Multi-Partner Trust Fund.

**UNSDCF:** United Nations Sustainable Development Cooperation Framework

**VNR:** Voluntary National Review

**WHO:** World Health Organization

1. List at least one and max of 3. Equality and non-discrimination; service delivery; accessibility; CRPD-compliant budgeting and financial management; Accountability and governance. [↑](#footnote-ref-1)
2. 1) all persons with disabilities, 2) children & youth with disabilities 3) primary focus on women and girls with disabilities, or 4) primary focus on one or more underrepresented groups of persons with disabilitiespersons with intellectual and or psychosocial disabilities/ other underrepresented group of persons with disabilities (please specify) migrants/ indigenous persons with disabilities/ minorities etc.) [↑](#footnote-ref-2)
3. Please list at least one and a maximum of 5. COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; Employment; GBV & sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; National Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; OPDs capacity building [↑](#footnote-ref-3)
4. CONRHA: National Committee for the Rehabilitation and Socio-economic Reintegration of Persons with Disabilities [↑](#footnote-ref-4)
5. Training (in person/online), workshops, seminars etc [↑](#footnote-ref-5)
6. 1. CRPD 2. Preconditions for disability inclusion 3 National development plans for the SDGs. 4.women with disabilities and underrepresented groups needs and rights 5 instruments for planning and implementation of UN development 6. other [↑](#footnote-ref-6)