

# TEMPLATE FOR PROJECT PROPOSALS

| **Title: Addressing Labor Inclusion for People with Disabilities in Guatemala** |
| --- |
| **Country: Guatemala** |
| **Duration (max. 36 months): 18 months** |
| **Total Budget: US$ 400,000** |
| **Participating UN Organizations: OHCHR, UNESCO, UNDP (in partnership with UNV)** |

# Executive summary

**Max 250 words.**

***Please provide a short summary of the proposed intervention.***

This project seeks to impact fundamental aspects of the lives of people with disabilities (PwDs), their human development and the exercise of their human rights, through the creation of inclusive work conditions for youth with disabilities. Although Guatemala has ratified the Convention on Rights of Persons with Disabilities (CRPD), in the national legal framework, the laws has not yet been adapted to international standards for the State to be guarantor of those rights; therefore, the Project will carry out technical reviews and support DPOs to strengthen existing rules.

Also, the project will carry out actions so youth with disabilities can exercise their education and employment rights through alliances with public and private institutions to foster actions that provoke changes in public policies so these become more inclusive and foster inclusive practices. This initiative will be promoted through an awareness campaign to be carried out through conventional means and social media. An assessment will also be carried out to provide information for public and private institutions to develop relevant education and technical training programs to create appropriate work inclusive conditions for youth with diverse types of disabilities. United Nations System Agencies will also review their policies for employment and working conditions for PwDs to introduce changes and strengthen commitment among agencies’ management.

# Background and rationale

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

**Max 750 words.**

***Describe the context in which the project will take place, highlighting in particular:***

* ***The challenges that the project aims to address.***
* ***The opportunities that the project aims to seize.***

***While drafting this section please make specific reference to the following information:***

* ***Statistical data (disaggregated by sex) on persons with disabilities and evidence (qualitative and quantitative) utilized as a basis for the development of the proposal.***
* ***Relevant normative and institutional frameworks, as well as information on key actors operating in the thematic area identified by the project.***
* ***Relevant recommendations resulting from the Universal Periodic Review process or issued by the Committee on the Rights of Persons with Disabilities (or other human rights treaty bodies), as well as the Special Rapporteur on the Rights of Persons with Disabilities.***
* ***Potential linkages between the proposed project and national SDG processes or other on-going national development initiatives.***

***Please ensure that this section provides relevant information on the different situation of men and women (with a dedicated analysis of the specific barriers faced by women and girls with disabilities and an overview of relevant national commitments towards gender equality).***

The World Report on Disability published in 2011, estimated that about 15% of the population lives with some form of disability, and they are among the most excluded, facing barriers in all aspects of their lives. In Guatemala, the situation of persons with disabilities (PwDs) is of concern, they are still stigmatized and not considered as rights holders. Therefore, they experience severe obstacles in the exercise of their fundamental rights, they do not have an adequate national legal framework to protect them, they experience higher poverty rates, lower educational achievements, lower employment rates, poorer health and less political and cultural participation[[1]](#footnote-1).

The last Population Census did not show relevant data on access to health, education and jobs for PwDs1, thus, two National Surveys on Disabilities have been conducted, in 2005 and 2016, the last one shows a prevalence rate of 10.2 per cent, being higher for women: 11,8% compared to men, 8.3%[[2]](#footnote-2), and evidenced a lack of employment opportunities for PwDs. PwDs are employed mainly in the commercial (23%) and industry (19%), 32.5% of them are heads of households and half are unemployed. Regarding education levels, the 2005[[3]](#footnote-3) survey indicated that 30% of PwDs have not completed any studies; 33% have not completed primary education, and 20% have completed only primary education.

The National Council for the attention of persons with disabilities (CONADI) is mandated to coordinate, assess and promote public policies to guarantee the rights of PwDs. However, it has limited funds and geographical presence, which hampers its ability to promote direct actions in favor of PwDs. The ministries of Labour, Economy, Education, Sports and Culture, Public Health as well as the Social Work Secretary, also implement some programs for PwDs and, per CONADI, 80% of the services provided to PwDs come from civil society and charities which activities are focused in the Capital City.

In the private sector, PwDs are still stigmatized regarding their ability to work. In addition, businesses do not ensure adequate accessibility to their facilities, or provide a reasonable accommodation, which constitutes an obstacle to the integration of PwDs in the workplace. According to CONADI, 20% of the companies that report to the Nacional Survey on Employment and Income report employing persons with disabilities. However, PwDs represent only 0.05% of the total of employees in the private sector. They are mostly men, 60% of which have a physical impairment and 30% a sensory impairment. Closer coordination between public and private sector is necessary to link and strengthen training work programs to respond to demands of current inclusive businesses and to incentive the creation of innovative programs appropriate to the work potential of PwDs.

Guatemala has few policies and laws to protect the rights of PwDs[[4]](#footnote-4), most of which were passed before ratification of the CRPD and are based on a medical or assistance model, for example, the National Policy on disability of 2006 and the Law on attention of persons with disabilities, dating back from 1996.

Guatemala has signed and ratified several international instruments which recognize the rights of persons with disabilities and the right to work for all Guatemalan without discrimination. On August 2016[[5]](#footnote-5) the Committee on the Rights of Persons with Disabilities (CRPD) reviewed for the 1st time the implementation of the Convention and recommended that Guatemala should “conduct a comprehensive, cross-cutting review of its legislation and policies in order to align them with the Convention. The Committee also recommended expediting the approval of Framework Bill No. 5125 on disability, which is in line with the Convention. Regarding work and employment, the Committee expressed concerns about the increase of informal employment among PwDs and recommended passing a law on labor inclusion for persons with disabilities, ensuring reasonable accommodation for workers, and taking affirmative actions.

In 2016, Guatemala conducted an exercise to prioritize some Sustainable Development Goals (SDGs) and to align the 2030 Agenda to its National Development, to leaving no one behind. This represents an opportunity to adjust the national legal framework for PwDs with international standards, to devote more resources to the attention and prevention of disability, and to develop policies for inclusive education and labor opportunities. Some actors of the private sector have also joined the effort to contribute to the implementation of the 2030 agenda, which also brings an opportunity to strengthen public-private partnerships. Finally, the UN system in Guatemala has supported initiatives for PwDs at the national level and could easily take a step forward to review and improve its inclusive employment policies.

## 1.2. Proposal development process

**Max 500 words.**

***Please describe the consultation process leading to the development of this proposal. Kindly provide specific information on the following points:***

* ***National stakeholders, within and outside government who contributed to the definition of the proposed intervention.***
* ***The role played by persons with disabilities and their representative organizations in the definition of the project objectives and strategies.***
* ***Strategies that were put in place to ensure the full participation of women with disabilities in keeping with the principle of equality between men and women.***
* ***The process through which the plausibility of the project theory of change was verified (including research and evaluative evidence consulted).***

For the Project design, an internal analysis was carried among the UNS to identify gaps in Agencies, Funds and Programmes (AFP) inclusive labour policies and programs to support the implementation of these practices. Also, interviews and meetings were carried out with public and private stakeholders in the sector, as well as with people with disabilities organizations, as summarized below:

Among the consulted actors, it is important to mention three main groups: (a) ***Public institutions***: Ministry of Education (MINEDUC), Social Development Ministry (MIDES), Work Ministry (MINTRABAJO), Ministry of Economy (MINECO), Social Work Secretary (SBS), and the National Council for Care of People with Disabilities (CONADI), which have within their mandates to support actions for PwDss, as well as inclusive work and education programs, and entrepreneurship; (b) ***Private sector***: Civil Society Organizations working specifically with people with disabilities, such as Margarita Tejada Foundation that has previously implemented employment training and inclusion programs in the country and the Technical Institute of Training and Productivity (INTECAP) that has a broad program of technical training courses. (c) **Private companies:** Interviews were held with Centro de Responsabilidad Social Empresarial (CentraRSE) that currently includes more than 200 companies, Red de Pacto Global in Guatemala, currently with 32 institutions including civil society and private sector companies, which is one of the main UNS counterparts to position the 2030 Agenda in the Country, together with the Government of Guatemala; (d) **People with Disabilities Organizations:** A sample of members of the Platform of People with Disabilities was interviewed to identify the main needs of these individuals and who agreed on the necessity to strengthen public-private alliances to foster inclusive employment, income generation, as well as education policies, in line with some of the recommendations of the regular exam of the State of Guatemala before the Committee on people with disabilities rights, carried out in 2016, other recommendations included the strengthening of CONADI for a greater impact in favor of PwDss, fostering policies and programs that have a direct influence on their lives, not too centered in their political role, as it currently is. The Platform gathers 29 civil society organizations, which have done extensive work in favour of PwDs and represent all types of disabilities in Guatemala. (Physical, sensory, intellectual, visual, hearing disabilities, and rare diseases).

The Project design team interviewed representatives of Government institutions, civil society, private sector, and UNS AFP, as a result of these interviews, inputs were gathered which allowed the team to define and prioritize actions for the design of this project proposal, aligned with CRPD’s recommendations. The exercise also allowed the team to conclude that: (i) people with disabilities need inclusive law frameworks for inclusive work, education, and technical training with a human rights perspective; (ii) PwDss required opportunities and spaces free of discrimination in the private and public sector to allow them having income to have access to a dignified life and more opportunities; (iv) PwDss need opportunities for better formal education and technical training to increase their opportunities to apply for and obtain a decent job; (v) private companies are willing to open work spaces for people with disabilities based on their employment demand and they acknowledge the need to coordinate and collaborate with the Government; (vi) Government institutions have specific programs for PwDss in the areas of work, education, technical training and inclusive employment; however, there is little coordination and collaboration among these institutions, not even to address the job demand of the private sector; (vii) women with disabilities have less opportunities to access technical training and jobs, because they suffer discrimination in addition to disability; (viii) the UNS has implemented several support projects for PwDss, mainly in the areas of education and access to health. However, it is necessary to strengthen UNS in Guatemala inclusive labor policies and practices, and offices facilities.

Previous international cooperation projects linked with the Project were also considered for the design of this project proposal, lessons learned, risks and implementation effectiveness. During the entire process, women with disabilities were consulted on their main needs, expectations, problems, and proposals to obtain firsthand information and use it in the design of the project.

# Project approach

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

**Max 100 words; Please refer to the UNPRPD SOF Sections 2.2, page 31.**

***Describe the entry point used to define the scope of the proposed project, noting that such an entry point can be one of the following:***

* ***The specific right (s) the intervention aims to advance;***
* ***The specific group(s) the intervention expects to address;***
* ***The lever(s) of change-or enabling factors the intervention intends to focus on.***

The Project aims to guarantee the right to work for persons with disabilities, as enshrined in Articles 6 and 7 of the International Covenant on Economic, Social and Cultural Rights as well as in article 27 of the UN Convention on the Rights of Persons with Disabilities, with a focus on youth and young women. Through the integration of a gender perspective, the project also aims at ensuring gender equality in access to work and equal opportunities for women and men with disabilities.

The Project will work on components of the rights to education of persons with disabilities, which is a prerequisite for labor inclusion. By supporting the right to work, the project will have an impact on other human rights, for example, the right to live independently and be included in the community, and the right to an adequate standard of living. Additionally, the intervention will help to create the conditions in support of equal opportunities and nondiscrimination, two of the cornerstones of the Convention on the Rights of Persons with Disabilities. The project will also have to work on components of the rights to education of persons with disabilities, which is a prerequisite for labor inclusion. Additionally, the intervention will help generating the conditions to ensure equal opportunities and nondiscrimination, two of the basic principles of the Convention on the Rights of Persons with Disabilities.

This Project is intended to influence on legal, education, and employment conditions so public entities with national presence may strengthen and/or develop education and technical training programs, as well as the work inclusion of disabled youth, and alliances with civil society and private sector are strengthened. Likewise, actions with civil society and private sector actors with different roles from which they can influence will be fostered, such as: decision makers, trainers, employers, opinion makers, non-governmental organizations with experience and geographic coverage. Necessary assessments on existing conditions will be conducted on education opportunities and work inclusion for youth with disabilities, as well as physical and functional accessibility. Appropriate job profiles will be created to foster vocational training and technical education corresponding to employment opportunities and an employment protocol development will be supported for people with disabilities, which will be elaborated with public and private institutions. All these actions will be carried out with the participation of actors who will convene in an Advisory Council.

The main target group of the Project are young people, taking into consideration that Guatemala is a country with a high percentage of youth population (66.5%) and young people with disabilities have limited opportunities to access to education and technical training and work inclusion which will allow them breaking the poverty cycle between generations. The Project is intended to contribute to strengthen national institutions to improve the life conditions and the exercise of rights of PwDss by revising and proposing modifications, as appropriate, to education and employment public policies to make a legal and institutional contribution to change future lives and expectations of young people living with disabilities. The project will emphasize the inclusion of young women with disabilities, considering that they are subject to double and triple discrimination due to gender, disability, and ethnic conditions, among others.

The project also looks to create alliances with the private sector to strengthen public-private actions in favor of PwDs inclusion, through a different approach by identifying innovative areas of work for PwDs which include the use of technologies, software development, rendering of services (call centers, baristas, etc.), digital programming, development of innovative handcrafted products, among others.

The project also will support and facilitate the work and coordination amongst CONADI, public institutions with representation and mandate and private sector, so that, altogether, actions in favour of PwDs may be fostered to increase their inclusion in vocational training and technical education programs, employment and entrepreneurship.

## Theory of change of the intervention – “How will the project produce positive change?”

**Max 750 words; Please refer to the UNPRPD SOF Section 2.1, 2.2 pages 22 - 35 and Technical Note Section 2.**

***Please describe the change that the proposed project is seeking to trigger using one of the following options, as appropriate:***

* ***If the entry point of the proposal is a specific right, describe the levers of change that will be utilized to advance this right and the in-focus groups that are expected to benefit from the initiative;***
* ***If the entry point is lever of change, describe the specific rights that will be advanced through work on this lever and the in-focus groups that are expected to benefit from the initiative;***
* ***If the entry point is an in-focus group, describe the specific rights which will be addressed in relation to this group and the levers of change to be utilized.***

***With respect to the in-focus groups, please provide to the extent possible and as relevant, a breakdown by sex, age, type of disability, race, ethnic origin and geographical location, together with an estimated number of beneficiaries.***

***As per the UNPRPD Strategic Operational Framework page 33 in focus groups will be identified on a case-by-case basis in relation to the context of planned initiatives. Particular attention, however, will be given to women and children with disabilities, in line with articles 6 and 7 of the CRPD.***

***Please feel free to annex a visual representation or diagram of the project’s theory of change, if and as appropriate.***

Taking into consideration the background information and project implementation approach, the work will be concentrated in three areas:

1. **Regulatory framework**, the review of the current legal and regulatory framework for PwDs, mainly linked to education and working rights, to ensure the laws comply with international standards and conventions by providing recommendations on laws and regulations amendments needed to ensure PwDs exercise their rights to education and employment as axes for work inclusion on equal conditions. The activities of the project will be supported by an Incidence Strategy that will be designed and implemented along with PwDs civil society organizations to influence key stakeholders such as journalists, opinion makers, the Congress of the Republic, Human Rights Ombudsman Office, among others.
2. **Public Sector**, working with public institutions which mandate is linked to *protection and social work (Ministry of Social Development), education (Ministry of Education), technical training, employment access, and entrepreneurship (Ministry of Employment and Ministry of Economy).* The achievement of the following products will be given priority: (i) Mapping and diagnosis of actions carried out from public sector for PwDs, linked to the Project subject; (ii) Establishment of a public/private multisectoral organization to foster coordination and joint actions in favor of PwDs; (iii) Development of employment profiles and protocols to promote and facilitate the employment of PwDs in public and private jobs; (iv) Improvement of public services offer for PwDs, in areas such as vocational training and technical education and job placement with a coordinated and collaborative approach and considering private sector demand; and (v) Physical and functional access analysis of the working premises of a pilot group of public entities linked to PwDs.
3. **Private Sector**, in alliance with business chambers, Global Compact network and others actors that promote Corporate Social Responsibility and the SDGs, for example, the Instituto Técnico de Capacitación, private foundations working with PwDs, among others, the following products will also be achieved during the life of the project: (i) Mapping and assesment which will allow identifying main barriers for PwDs to have access, with dignity, to non-traditional jobs; (ii) Awareness campaign with private companies to develop inclusive employment policies for PwDs; (iii) Accessibility analysis, employment protocols and profiles for PwDs in a private sector company pilot group. Private institutions involved in the development of education and technical training programs for PwDs will cooperate with the development of these protocols and profiles to respond to employment demand.

The project also seeks to establish a base within the UNS, by developing and implementing inclusive labour policies for PwDs. Current UNS labour policies will be reviewed and improvements will be proposed. Also, the development of an accessibility analysis and the elaboration of action plans to be implemented by UNS Agencies will be fostered to promote and facilitate the employment of people with disabilities in the UNS in Guatemala.

It is important to emphasize that the Project is not intended to address people with disabilities with direct actions, project´s efforts will be focused on fostering changes at public policy level to ensure that Country legislation respond to international standards to provide an appropriate legal framework to support PwDs access to education for work, technical training and decent jobs, creating favorable conditions to exercise their rights. Also, this proposal will concentrate its efforts on improving conditions in the public and private sectors to provide PwDs’s access to vocational training and technical education, and employment.

The Project impact will catalyze changes by introducing changes to the Regulatory Framework in line with international standards on human rights for PwDs; a foundation will be established through the review and proposal of appropriate changes to the policy and regulatory framework, this change will provide the Country with inclusive public policies for people with disabilities. Given the emphasis of this project in the areas of inclusive work and education for work, it will also seek to develop best practices of coordinated ad collaboratively work between private and public institutions to develop programs and the implementation of joint actions for the benefit of the PwDs, with emphasis on youth.

This Project is not intended to influence organizations or people with disabilities directly with resources; however, People with Disabilities Organizations will have a key role its implementation, mainly in the influence and communication strategy that will be fostered for the review of public policies and identified legal changes. A coordinated work will be carried out with People with Disabilities Organizations to validate proposed reforms by analyzing its appropriateness, viability, and sustainability, but mostly so that PwDs take over the process and drive it before the Congress of the Republic.

This Project is based on several assumptions, the following are important to highlight: (i) Some public legislators are willing to recognize the rights of people with disabilities through the modification of current laws to respond to international standards; (ii) Public sector actors are willing to establish alliances with private sector actors to improve their offer of education for work, technical training and inclusive jobs in coordination with private actors; (iii) Private sector actors are willing to create and foster alliances with public sector actors to develop inclusive policies for PwDs to support their access to decent employment, based on workforce demand.

## Other programmatic considerations

Max 650 words. Please refer to Technical Note Section 3 and 4. *Kindly elaborate separately on each of the following programmatic considerations.*

**Table 1.**

| 1. ***Mix of targeting and mainstreaming***   *How will the proposed project mix targeting and mainstreaming strategies in order to generate structural transformation?* |
| --- |
| The project is intended to contribute to structural modifications in the framework of rights of people with disabilities, emphasizing education and employment rights. This modification is based on the review of national regulations according to international standards so they may be a legal, political and social support in a way that institutions, in the public and private sectors, may modify their education and inclusive work programs with positive actions, foster a dignified life for people with disabilities and for their active inclusion in the social life and the country’s economy. In the core of the change sought are alliances with public and private institutions to foster their actions to show their commitment, awareness, and the understanding that people with disabilities are rights-bearing persons. With the development of necessary conditions at institutional and social level, it is sought to directly benefit youth with disabilities. |
| 1. ***Scalability***   *How will the project create the conditions for scalability of results and successful approaches tested through project activities?* |
| The project seeks to create conditions so that young people with disabilities have an opportunity to be trained for work inclusion, at institutional level which social role is education, employment, and production. The model and program of education and working profiles to be implemented in participant institutions, as well as recommendations for accessibility, may be replicated nationally with the necessary adjustments. The inclusive practices developed in the city may influence other country regions so young people from all over the country are benefited. The regulatory framework adapted to national standards of PwDs’s human rights will be given scalability nationally. |
| 1. ***Sustainability***   *How does the project intend to create the conditions for the long-term sustainability of the project results?* |
| The project seeks to create a strong platform of alliances where the private/business sectors, public institutions and CSOs will work in coordination to promote the inclusion of PWDS into the labor sector, through development of knowledge, protocols, policies, and training programs for the job and work inclusion. In this platform, each institution will develop the commitment to fulfil its social role for the benefit of young people with disabilities, as well as the institutional measures translated into non-discrimination policies and codes and inclusion with an approach on human rights.  National regulation role is key to develop institutional responsibility in favor of young people with disabilities that prevails and transcends political and administration periods. Political and social perception of people with disabilities as change agents for the improvement of their life quality and as rights-bearing persons, will contribute to delve into a political will in the country to respond to the needs of a disabled population. The United Nations system, through participant agencies, is directly involved with the inclusion and accessibility practice in each agency, as well as with the development of a clear commitment towards the rights of people with disabilities through programs and projects that will strengthen and foster results obtained in this interagency project and others that directly address other basic rights. |

**Table 1.1k Management**

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

| ***Type of risk\****  ***(contextual***  ***programmatic, institutional)*** | ***Risk*** | ***Likelihood (L, M, H)*** | ***Impact on result*** | ***Mitigation strategies*** | ***Risk treatment owners*** |
| --- | --- | --- | --- | --- | --- |
| *Contextual* | *Lack of commitment or interest from public and private sectors for the implementation of* vocational training and technical education *programs and work inclusion of PwDs.* | *M* | *3* | *\*Communication and awareness strategy, \*Makeup of a Consultancy Council, formed by public and private partners.* | *SNU* |
| *Institutional*  *Contextual* | *Rotation of public officers may affect the implementation of technical and education programs*  *The Congress may not approve reforms to proposed laws* | *M*  *H* | *3*  *4* | *\*Workshops on awareness with public actors, at technical and executive level.*  *\*Joint development of protocols.*  *\*Fostering cross-sectoral work in the project framework.* | *SNU*  *SNU* |
| *Institutional* | Technical weakness of CONADI to work directly on the improvement on life conditions of people with disabilities. | *M* | *3* | \*Close coordination of the Project along with CONADI. | *SNU* |
| *Contextual* | Limited cohesion from people with disabilities organizations | *M* | *3* | \*Active participation of people with disabilities organizations in every phase of the Project  \*Influence strategy to join efforts from DPOs. | *SNU* |

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

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

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

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

* 1. **Result chain of the intervention**

**Max 750 words; Please refer to UNPRPD SOF Sections 2.2 page 34.**

***Based on the information in the previous section, provide a concise formulation of the project objectives (expected impact, intended outcomes and outputs) utilizing the table format provided below.* [[6]](#footnote-6)**

**Table 2. Expected impact**

| **Impact:**  What rights will be advanced? For whom? |
| --- |
| **The rights of persons with disabilities, in particular young persons with disabilities, to vocational training and technical education and employment, are advanced.** |

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

| **Outcome 1**  What structural shifts will be achieved? |  |
| --- | --- |
| **Outcome formulation** | **Type of lever\*** |
| Guatemala has a regulatory framework on vocational training technical education and employment adapted to human rights international standards for people with disabilities. | LEG |
| **Outputs**  What project deliverables will contribute to the achievement of the outcome? |  |
| **Output Formulation** | **Type \*\***  (Only for capacity outcomes) |
| 1.1 National regulatory framework for people with disabilities, reviewed according to international standards |  |
| 1.2 Communication and advocacy strategy on the right to employment and education addressed to key stakeholders developed and implemented |  |

| **Outcome 2**  What structural shifts will be achieved? |  |
| --- | --- |
| **Outcome formulation** | **Type of lever\*** |
| Government institutions capacity to implement public policies on vocational training, technical education and employment for persons with disabilities is strengthened | CAP |
| **Outputs**  What project deliverables will contribute to the achievement of the outcome? |  |
| **Output Formulation** | **Type \*\***  (Only for capacity outcomes) |
| Mapping and diagnose of actions implemented by Government institutions in matters of vocational training, technical education and employment for PwDs. | *TOO* |
| Multisectoral organization established to foster joint actions in matters of technical training and employment | *NET* |
| Formal Alliances established with private sector entities for vocational training and technical education and employment. | *NET* |
| Collaboration protocols established among public sector institutions for actions in matters of vocational training and technical education and employment. | *NET* |
| Job profiling and employment protocols for PwDs developed in a pilot group from four Ministries. | *TOO* |
| Inclusive vocational training and technical education programs of public institutions revised to ensure they respond to work needs demanded by public and private sectors | *PRO* |
| Physical and functional access analysis in four Government institutions. | *ACC* |

| **Outcome 3**  What structural shifts will be achieved? |  |
| --- | --- |
| **Outcome formulation** | **Type of lever\*** |
| Private companies and entities in the country have developed vocational training and technical education and work inclusion programs for people with disabilities. | CAP |
| **Outputs**  What project deliverables will contribute to the achievement of the outcome? | **Type \*\***  (Only for capacity outcomes) |
| Mapping and diagnose of companies and non-government institutions that have vocational training and technical education and employment programs for PwDs | *TOO* |
| Awareness campaign carried out by private actors on rights and potential of people with disabilities. | *TOO* |
| Job profiles and protocols for people with disabilities jointly developed with private institutions. | *PRO* |

| **Outcome 4**  What structural shifts will be achieved? |  |
| --- | --- |
| **Outcome formulation** | **Type of lever\*** |
| The United Nations System in Guatemala has strengthened its internal policies for PwDs inclusion in the working field. | *CAP* |
| **Outputs**  What project deliverables will contribute to the achievement of the outcome? | **Type \*\***  (Only for capacity outcomes) |
| Diagnosis carried out by three SNU Agencies on its work policies in matters of inclusion of people with disabilities | *TOO* |
| Analysis of physical and functional accessibility for people with disabilities carried out in three SNU Agencies facilities. | *ACC* |
| Internal influence strategy implemented in SNU to inform about human rights of people with disabilities and the importance of creating institutional and economic conditions to allow their full and productive involvement. | *TOO* |
| Action plan implemented by three SNU Agencies to strengthen the inclusion of people with disabilities in the working field and improvement of accessibility. | *TOO* |

**\*** Please specify here the type of lever of change to which each proposed outcome corresponds. With reference to Table 1, page 33 of the SOF, for each outcome select one of the following options:

- LEG: Legislation and policy

- CUL: Cultural norms, beliefs, attitudes and values

- PAR: Partnership

- CAP: Capacity of key actors (duty bearers or right holders)

**\*\*** For capacity-related (CAP) outcomes only: please specify here the type of capacity driver to which each proposed output corresponds. With reference to Technical Note Section 2.1, for each output select one of the following options:

- KNO: Knowledge

- ACC: Access

- HUM: Human Resources

- FIN: Financial resources

-TOO: Tool

-PRO: Procedures

-NET: Networks

-ACC: Access

-ACV: Accountability Venues

# Elements of project design

**Max 500 words; Please refer to UNPRPD SOF section 3.1.1 page 46-50.**

***Equality between men and women.***

***While describing how the gender equality will be advanced through the initiative please include the following information:***

* ***How will the project take into account differences in the barriers faced by men and women with disabilities?***
* ***Which strategies will be put in place by the project to advance gender equality?***
* ***Which of the specific actions to be undertaken by the project will contribute directly to the empowerment of women and girls with disabilities? (Kindly note that in the budget section projects are requested to state the overall funding to be allocated for these activities).***

The Program will be an agent of change to progress in the equality between men and women with disabilities by reviewing policies and the regulatory framework that will allow them to exercise their rights to participate with quality in social and working life in the country through vocational training and technical education and the possibility to get dignified employments to allow them to reach dignified living standards and the opportunity to make decisions regarding their lives. The project will influence so that the adaptation of the regulatory framework may also clearly guide the equality between men and women. Likewise, in every action carried out the inclusion of women with disabilities will be approached so that education programs, such as work profiles, respond clearly to their interests and needs. The project will emphasize the inclusion of young women with disabilities, considering that they are subject of discrimination three times more due to sex, disability, and many times to ethnic conditions.

Diagnoses will be carried out aimed to identify differences in barriers faced by men and women with disabilities. This information will be used in a way that policies and the regulatory framework may properly respond to difficulties and differentiated needs faced by women and men with disabilities. Every action made by the project in terms of regulations, diagnoses, studies, manuals, and knowledge development will ensure gender approach for which specialized technical assistance will be available. Also, men and women involvement will be ensured equally in the project activities. Work profiles and protocols will be designed and developed jointly with public and private institutions, specifically to respond to employment needs of women with disabilities.

During all the Project cycle, from the phase of design, implementation, monitoring and assessment, there will be an active participation of women so that the Project reflects specific needs of women with disabilities, as well as their role in the implementation and as interest group during the monitoring and assessment of the Project. It is worth mentioning that most civil society organizations that makeup the Platform of People with Disabilities are led by women. The project will ensure an equal participation of women in the Consultation Council so that the project orientation may include women perspective for decision making.

## Full and effective participation of persons with disabilities.

***Please describe how the project will ensure the full and effective participation of persons with disabilities and their representative organizations. Kindly include the following information:***

* ***How will persons with disabilities be involved in the project governance as well as in the planning, implementation, monitoring and evaluation phases of the project cycle?***
* ***Which of the specific actions to be undertaken by the project will contribute directly to strengthen the capacity of organizations of persons with disabilities? (Kindly note that in the budget section projects are requested to state the overall funding to be allocated for these activities).***

***In addressing the above points, please elaborate as appropriate on how the heterogeneity of the various disability groups, and their experience of multiple and compound discrimination, will be taken into account throughout the project cycle.***

Participant SNU agencies have coordinated the planning and later governance of the project with the Platform of People with Disabilities[[7]](#footnote-7). The Platform of and for people with disabilities has actively participated in spreading rights of people with disabilities, awareness and has been called by the Board of Directors of the Congress of the Republic of Guatemala to provide its knowledge and experience in drafting Law Initiatives, as well as other entities interested in the subject.) Through alliance with UNV and the program On Line Volunteers (OLV) there will be an active participation in the project PwDs.[[8]](#footnote-8)

During the project execution, representatives from the Platform will be part of the project Consultation Council. Likewise, Platform institutions that carry out training process for the work for people with disabilities will be able to actively participate in the execution of the project. The experience of these organizations is very valuable to base diagnosis studies and recommendations to be provided to different sectors (public and private).

During the inception activities, as indicated in the corresponding section, several workshops will be carried out with Project key partners, through which technical, political, strategic roles of each will be ratified to guarantee an effective implementation of the Project and to ensure its sustainability.

Through PwDs representation in the Consultation Council, it will be ensured that the institutional approach to foster programs and actions from the public and private sectors in matters of vocational training and technical education, employment, entrepreneurship, and other necessary actions of technical training takes needs and challenges faced by PwDs into full consideration. The Consultation Council will contribute to dialogue among State institutions, civil society organizations of PwDs and SNU in Guatemala. It will also be a mechanism relevant for the follow up of recommendations CRPD provides to the State of Guatemala.

***Accessibility***

***Please outline briefly main actions that will be undertaken during the project planning and implementation to ensure that accessibility is fully realized noting also how persons with disabilities and their organizations will be involved in this process.***

Commitment of public and private institutions will be fostered to ensure accessibility of people with disabilities to training-for-work centers and to employment places. This decision making is expected to constitute a model experience for other institutions.

In this project, accessibility is considered from both physical and functional perspective so that young people with disabilities may not only enter and move in institutions, but also carry out productive functions with appropriate means according to their disability. Therefore, a physical and functional accessibility will be carried out in at least four public and four private institutions linked to the project subject. Technological tools for functional accessibility to young people’s work will be developed with VNU support, mainly regarding adjustment of the project communication materials (web pages, social media channels, etc.) and needs of people with disabilities. The process will be documented and shared so that it may be copied for other public and private institutions.

Within the project actions, it is also foreseen to carry out physical accessibility analysis in at least one pilot group of SNU Agencies (3 Agencies: UNDP, UNESCO, OHCHR) which will commit to carry out a physical accessibility analysis and to implement a working plan that allows taking on recommendations derived from such diagnosis, as well as an internal strategy on human rights of people with disabilities and the importance of creating institutional and economic conditions to allow their full and productive involvement.

# Partnership-building potential

***Max 200 words; Please refer to the UNPRPD SOF section 3.1.3 page 53.***

***Please describe the way in which the proposed project will establish new connections among relevant national stakeholders and promote partnership-building within and outside state institutions, including for instance between state institutions working in different areas, among non-governmental organizations (including organizations of persons with disabilities) and between governmental and non-governmental actors, organizations of persons with disabilities and other stakeholders.***

One of the main purposes of the Project is to foster and strengthen alliances among and with public institutions that promote and coordinate actions for employment with people with disabilities, mainly linked to vocational training and technical education ,employment, social protection, work inclusion, entrepreneurship, and those linked to youth work. In the public sector, there is offer of services and care for PwDs; however, it has been made neither in a coordinated way among actors nor has it respond to employment demand in the private sector.

On the other hand, it is sought to foster employment among public institutions with civil society and private sector organizations that in a better organized and approached ways provide better and greater technical training options and spaces that foster work access, joint efforts may be articulated to open more opportunities for people with disabilities. SNU has existing working agreements with trade associations from the private sector, such as Foundation for the Development of Guatemala (FUNDESA)[[9]](#footnote-9) and Centro de Responsabilidad Social Empresarial (CentraRSE)[[10]](#footnote-10) with which there are previous experiences as reference for this Project implementation. Likewise, the Private Sector counterpart for the 2030 Agenda in Guatemala, known as Red de Pacto Global[[11]](#footnote-11) is an important allied for this Project implementation, since this Network brings more than 30 partners together, among private business, academy and civil society organizations.

# Long-term UN engagement in the area of disability

**Max 200 words; Please refer to the UNPRPD SOF Sections 2.5 page 39.**

***Please describe in which ways the project intends to improve the mainstreaming of a disability rights perspective into the broader work of the UN System.***

The Project will directly involve the United Nations System by making diagnoses in some agencies to review work inclusion policies and making changes that allow more favorable conditions for employment of people with disabilities within the System. Diagnoses will also be carried out to determine physical and functional accessibility in at least three SNU Agencies. From this diagnosis, changes will be fostered to adapt facilities of these agencies to respond to needs of women and men with disabilities. An internal influence strategy will be implemented to inform the System staff about human rights of people with disabilities and the importance of contributing to create institutional and economic conditions that allow their full and productive involvement within SNU in Guatemala. With the implementation of the program activities, the subject will be more acknowledged between UNCT and SNU staff by allowing the involvement of several agencies and creating new alliances with interest sector for the SNU. Changes to policies and SNU facilities, as well as the hiring of people with disabilities and the makeup of new alliances will allow the integration of a rights approach for people with disabilities.

# Management arrangements

**Max 350 words; Please refer to UNPRPD SOF Section 3.1.2 page 51.**

***Utilizing the table format provided below, indicate for each of the proposed project outcomes: the UNPRPD Focal Point (i.e. the UNPRPD Participating Organization that will have primary responsibility for the achievement of that particular outcome); the implementing agency or agencies (specifying, when necessary, if government institution or NGO); and the main partners (within and beyond the UNPRPD) that will contribute to the realization of the outcome.***

***Briefly also describe, any other relevant management arrangements, including:***

* ***Overall coordination arrangements and the way in which the project will ensure a streamlined, efficient flow of communication with national partners;***
* ***The overall governance structure of the project (e.g. role and composition of the country-level project Steering Committee).***

Interagency coordination is a comprehensive method in the complementarity framework. A Project Committee will be established to achieve a co-responsible coordination in the implementation and execution of the Joint Program. The key role of the Project Committee (JDP) is to provide a strategic guidance to the Program, to approve the Annual Operating Plans (AOP), and to provide general guidelines for the actions. This Committee is formed by top authorities of Secretaria de Planificación y Programación de la Presidencia SEGEPLAN (or its appointed representatives) by the Government, representatives of the three participating SNU Agencies (or its appointed representatives), and the SNU Resident Coordinator. JDP will meet at least once a year.

The models planned for the Program is Focused Intervention, which consists in the donor (UNPRPD) to direct funds through a specific Agency, in this case PNUD (through MPTF) that will serve as distribution agent through a trust fund mechanism in the framework of an agreement between PNUD and UNPRPD. Next, MPTF will pay each of the participant headquarters agencies (UNDP, UNESCO, UNHCHR) so they use the internal mechanism for the fund administration.

**Table 4. Implementation arrangements**

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies** | **Other partners** |
| --- | --- | --- | --- |
| 1 | Niza Castañeda | UNHCHR | CONADI, DPOs, Congress, Ministry of Labour |
| 2 | Lucía Verdugo | UNESCO | CONADI,  Ministry of Education and National Literacy Committee  Technical Institute of Training and Productivity  National Youth Council  Secretaría Presidencial de la Mujer, DPOs |
| 3 and 4 | Gabriela De León | UNDP | INTECAP,  Ministry of Economy  Ministry of Labour  Social Development  Ministry  CENTRARSE,  Pacto Global  Private sector chambers and associations |

# **Knowledge Management**

**Max 250 words.**

* ***The way in which the proposed project plans to document good practices and lessons learnt as well the way in***

***which the project will involve multi-stakeholders in the process.***

* ***Measures to ensure joint implementation of KM activities.***

It will be ensured that the technical focal points organize the experience of the Project implementation, jointly with partners. The systematization will seek the gathering of changes produced institutionally in the actions that allowed influencing life conditions of people with disabilities and the obtained outcomes through alliances achieved in the Project framework, challenges, lessons learned and follow-up opportunities, from the involved actors’ perspective. News break on the Project will be carried out to be disseminated in social media, to recognize and document institutional changes achieved in the Project framework.

The project will define a multisectoral organization formed to foster jointly actions in matters of technical training and employment, a Project Consultation Council that provides strategic input and guidelines for the Project implementation to make viable and to strengthen alliances between public and private sectors.

With the UNV support, a virtual platform of the project will be developed to disseminate results, to promote exchange spaces between public and private sectors, methodologies, tools, blogs, innovative material for PwDs, technical training opportunities and employment connection, among others. During the Project implementation, it will analyze which partners may use this platform thoroughly and with more impact in such a way that its institutionalization is guaranteed at the end of the Project.

# Inception Activities

Max 250 words.

***The maximum programme budget for individual projects will be 385.000 USD. In addition, up to 15.000 USD will be made available for inception activities focused on quality assurance. These activities could include joint planning of project implementation involving UN, government, organizations of persons with disabilities and other partners; joint capacity building (for instance to ensure all relevant parties have a foundational understanding of the CRPD, or on specific technical issues related to the project); M&E planning; collecting baselines.***

***Please describe below which inception activities will be undertaken. (Kindly note that in the budget section projects are requested to provide an estimate of the monetary value attached to these activities)***

Inception activities will include the carrying out of several inception workshops with project partners, pubic, private, and SNU Agencies, as well as DPOs. These spaces will allow informing about the Project change theory, bringing expected outcomes together, validating partners’ commitment and involvement, as well as validating identified risks and detecting new ones to timely determine reduction measures. A public-private Consultation Council will be formed, determining scope, roles, and responsibilities. Specific workshop will be carried out with adult and young women to detail precisely their expectation and to validate their needs in the change theory framework defined for the Project.

In this phase, workshops and meetings will be held with SNU to determine political support required by the Project, taking into consideration that one of the main components is the review of the country’s legal framework with its corresponding recommendations and an influence strategy at political level.

Likewise, technical assistance will be available to identify more relevant indicators and a Monitoring and Assessment Plan. Sources of information that allow having input and required information will be determined for the final evaluation of the Project. These indicators will be focused on quantitative and qualitative changes at institutional level that may be verified at the end of the Project. The Monitoring and Evaluation Plan (M&E) will be designed to follow up of the outcome matrix reflected below. Through corresponding indicators, the plan will allow monitoring and assessing at effect and product level baselines and goals, as well as verification sources, risks, assumptions, and financial resources prioritized in the budget.

The final external assessment, will be carried out in the last quarter of the project implementation; it will provide information to analyze the appropriateness, efficiency, and sustainability of the project in the country and its contribution to priorities established by SNU and DPOs. Expected outcomes of the goal measuring will be emphasized, as well as better practices and limitations in the program implementation.

Both the information gathering process and the obtained outcomes of the final evaluation will be developed by using participation methodologies on gathering information and information socialization, adapting it to diverse groups and partners included in this project.

# Budget (Annex 1)

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

*While developing the budget please ensure that appropriate allocations are made for project inception, monitoring and evaluation activities as well accessibility costs. Kindly note that Table 5 should reflect the entirety of the requested budget, while Table 6 should reflect the following:*

* *Portion of the requested budget that will be allocated to project inception activities (up to 15,000 USD).*
* *Portion of the requested budget that will be allocated to monitoring and evaluation (including final external evaluation).*
* *Portion of the requested budget that will be allocated to covering accessibility costs.*
* *Total budget value of activities that will have a direct impact on strengthening the capacity of organizations of persons with disabilities (based on section 4 of the project narrative).*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Category** | **Item** | **Unit Cost (US$)** | **No units** | **Total cost (US$)** | **Request from UNPRPD Fund (US$)** | **UNPRPD POs cost-sharing (US$)** | **Other partners cost-sharing (US$)** |
| **Staff and Personnel Costs** | Technical Coordinator | 3,500.00 | 18 | 63,000.00 | 3,000.00 | […] | […] |
|  | Legal Technical Focal Point | 2,500.00 | 18 | 45,000.00 | 45,000.00 |  |  |
|  | Associate Human Rights Officer (UNV International) | 4,448.00 | 18 | 80,064.00 |  |  | 80,064.00 |
|  | Educational Focal Point | 2,500.00 | 18 | 45,000.00 | 45,000.00 |  |  |
| **Supplies, commodities and materials** |  | […] | […] | […] | […] | […] | […] |
| **…** | **Outcome 1** | […] | […] | […] | […] | […] | […] |
|  | Printing CRPD | 3 | 500 | 1500 | 1,500.00 |  |  |
|  | Inclusive Materials on CRPD | 100 | 80 | 8000 | 8,000.00 |  |  |
|  | Handbooks and printing materials | 5,000.70 | T.B.D | 5,000.70 | 5,000.70 |  |  |
|  | Workshops on diagnose and influence | 1,000.00 | 5 | 5,000.00 | 5,000.00 |  |  |
|  | **Outcome 2** |  |  |  |  |  |  |
|  | Workshops on awareness with public actors | 2,000.00 | 6 | 12,000.00 | 12,000.00 |  |  |
|  | Handbooks and printing materials | 15,000.00 | T.B.D | 15,000.00 | 15,000.00 |  |  |
|  | **Outcome 3** |  |  |  |  |  |  |
|  | Workshops on raising awareness with private actors | 2,000.00 | 3 | 6,000.00 | 6,000.00 |  |  |
|  | Handbooks and printing materials | 8,500.00 | T.B.D | 8,500.00 | 8,500.00 |  |  |
|  | Workshops (Inception Activities) | 3,000.00 | T.B.D | 3,000.00 | 3,000.00 |  |  |
| **Equipment vehicles, furniture depreciation** | Computers | 1,100.00 | 3 | 3,300.00 | 3,300.00 | […] | […] |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Contractual Services** |  |  |  |  |  |  |  |
|  | Influence communicational strategy for the right to work and education and work inclusion. | 20,000.00 | 1 | 20,000.00 | 20,000.00 |  |  |
|  | Law analysis study on people with disabilities and improvement proposals | 15,000.00 | 1 | 15,000.00 | 15,000.00 |  |  |
|  | Ensure a gender perspective in law review, tools and programs to be strengthened in the project framework (cross) | 10,000.00 | 1 | 10,000.00 | 10,000.00 |  |  |
|  | Government and private sector action mapping and diagnose for people with disabilities and the creation of work protocols and profiles | 17,000.00 | 1 | 17,000.00 | 17,000.00 | […] | […] |
|  | Design of inclusive education programs for PwDs to be implemented in both private and public sectors. | 23,000.00 | 1 | 23,000.00 | 23,000.00 |  |  |
|  | Techincal Assistance for Definind sources and indicators (baseline) | 12,000.00 | 1 | 12,000.00 | 12,000.00 |  |  |
|  | M&E: Final Evaluation | 15,000.00 | 1 | 15,000.00 | 15,000.00 |  |  |
|  | Workshops with SNU | 2,000.00 | T.B.D | 2,000.00 | 2,000.00 |  | 2,000.00 |
| **Travel** | Field mobilization for Technical Coordinator | 278 | 18 | 5,000.00 | 5,000.00 | […] | […] |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **General Operating expenses** | Rent (Technical Coordinator) | 1075.56 | 18 | 19,360.00 | 19,360.00 | […] | […] |
|  | Telephone, mailing, LMS mandatory courses (TC) | 297 | 18 | 5,346.00 | 5,346.00 | […] | […] |
|  | Telephone, mailing, LMS mandatory courses (Educational Focal Point) | 111.11 | 18 | 2,000.00 | 2,501.00 |  |  |
|  | Office supplies (TC), parking, etc | 295 | 18 | 5,325.00 | 5,325.00 |  |  |
|  | Office supplies, parking, etc (Educational Focal Point) | 111.11 | 18 | 2,000.00 | 2,000.00 | […] |  |
|  | Pilot for mission |  | 18 | 10,000.00 |  |  | 10,000.00 |
|  | Administrative Support |  |  |  |  |  | 75,000.00 |
|  |  |  |  |  |  |  |  |
| **Subtotal** |  |  |  |  | **373,832.70** |  |  |
| **Indirect costs (7%)** | […] |  | […] | […] | 26,168.29 | […] | […] |
| **Total** | […] | […] | […] | […] | **400,000.00** | […] | **167,064.00** |

From the above information please specify the following:

**Table 6. Detailed Costs**

| **Category** | **Activity (please describe)** | **Total cost** |
| --- | --- | --- |
| Inception activities | Workshops | **3,000** |
|  | TA for indicators and sources | **12,000** |
| Monitoring and Evaluation[[12]](#footnote-12) Costs | Final Evaluation | 15,000 |
|  | […] | […] |
|  | […] | […] |
| Direct impact on empowerment of women and girls with disabilities | Inception Activities | 1,500 |
|  | […] | […] |
|  | […] | […] |
| Direct Impact on DPOs’ capacity | Printing of Inclusive Materials | 8,000 |
|  | Workshops on diagnose and influence | 5,000 |
|  | Influence communicational strategy | 20,000 |
| Accessibility costs | UN Accessibility assessments (cost sharing) | 10,000 |
|  | […] | […] |
|  | […] | […] |

1. [MPTF Factsheet](http://mptf.undp.org/factsheet/fund/RPD00) [↑](#footnote-ref-1)
2. National Survey on Disabilities, 2016 [↑](#footnote-ref-2)
3. National Survey on Disabilities, 2005 [↑](#footnote-ref-3)
4. Existing laws and policies: (a)National Policy on Disabilities, Guatemala, 2006; (b) Law of Care for People with Disabilities, Decree No. 135-96; (c) The Policy on Inclusive Education for Persons with Special Educational Needs, with and without Disabilities (Ministerial Order 34-2008); (d) National Policy on Employment 2017-2032. [↑](#footnote-ref-4)
5. CRPD/C/GTM/CO/1, 2016. [↑](#footnote-ref-5)
6. *In defining the above, please refer to the following definitions based on the UNDG Harmonized RBM Terminology.*

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

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

   ***Outputs:*** *The products and services which result from the completion of activities within a development intervention.*

   *When articulating the result chain, the following should be noted with reference to the level of control the project can have over the envisaged short, medium and long term results of the planned intervention.*

   ***Outputs*** *are elements within the direct sphere of influence of the organizations implementing the project. Implementing partners are therefore directly accountable for this component of the result chain.*

   ***Outcomes*** *are higher-level structural shifts, which are not fully within the control of the project. For this reason, projects cannot be directly accountable for outcome-level transformation, although it is expected that successful projects will be able to demonstrate high rates of outcome-level achievement.*

   ***Impact*** *- as a significant change in conditions of life - is not intended to be achieved solely by the project and in most cases will not be fully observable within the project implementation time span. However, within an appropriate timeframe it should be possible for the project to show a plausible link between the outputs delivered, the outcomes facilitated and relevant improvements in conditions of life.* [↑](#footnote-ref-6)
7. The Platform gathers 29 civil society organizations of and for people with disabilities, which have a greater career and represent all disabilities in Guatemala. (Physical, sensory, intellectual, visual, hearing disabilities, and rare diseases). [↑](#footnote-ref-7)
8. In 2015, more than 12,000 volunteers on line completed assignments all over the world. Two percent of them were PwDs who, thanks to the OLV program, had the opportunity to contribute in projects for peace and development. [↑](#footnote-ref-8)
9. [FUNDESA GUATEMALA](http://www.fundesa.org.gt/) [↑](#footnote-ref-9)
10. [Centrarse ORG](http://centrarse.org/) [↑](#footnote-ref-10)
11. [Facebook Pacto Global Guatemala](https://www.facebook.com/PactoGlobalGT/) [↑](#footnote-ref-11)
12. Please include costs for a final external evaluation of the project. [↑](#footnote-ref-12)