# Programme Proposal – 4th Funding Round 2021

**Instructions – please read carefully**

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

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

**Documents to be submitted**

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

# Cover page

| **Title of the programme:**Strengthening Disability Rights Accountability, Governance and Coordination in Zimbabwe |
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| **Country:** Zimbabwe Region or provinces: All 10 National provinces, by also leveraging on existing Programmes targeting or mainstreaming disabilities within the UNSDCF - Bulawayo Province; Harare Province;Manicaland Province;Mashonaland Central Province; Mashonaland East Province; Mashonaland West Province; Masvingo Province; Matabeleland North Province; Matebeleland South Province and Midlands. |
| **Duration (max. 24 months):** 24 Months |
| **Total Budget:** US$ 600 000 |
| **Co-funding:** USD 60,000  |
| **Resident Coordinator (name and contact details):** Magdeline Madibela, UNRCO Gender and Disability Coordination, magdeline.madibela@one.un.org  |
| **Overall focal point of the programme (name and contact details):** Phinith Chanthalangsy, Head of Unit & Programme Specialist Social and Human Sciences, UNESCO Regional Office for Southern Africa p.chanthalangsy@unesco.org  |
| **Participating UN Organizations (max 3) and focal points names and contact details:** UNESCO, UNFPA and UNDP and Technical Partners (UNICEF and UN WOMEN)UNESCO Mr Phinith ChanthalangsyHead of Unit and Programme Specialist for Social and Human Sciences p.chanthalangsy@unesco.orgUNDP Tafadzwa Muvingi Head of Governance and Peacebuilding Unit tafadzwa.muvingi@undp.orgUNFPA Loveness Makonese UNFPA Programme Specialist Gender makonese@unfpa.org |
| **OPDs focal points names and contact details:** 1. Henry MasayaActing Executive DirectorNational Association Of Societies For The Care Of The Handicapped (NASCOH)Tel: +263 775642217

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National DirectorFederation of organizations of Disabled People in Zimbabwe (FODPZ) E-mail lmarange@fodpz.org.zwTel: +263 772 972 5421. **Agnes Chindimba**

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| **Government focal points name and contact details:**1. Mr Simon Masanga

 Permanent Secretary Ministry of Public Service, Labour & Social Development  E-mail: labourmasanga@gmail.com1. Prof. Edmos Mthethwa

Chief Director for Social Development and Disability Affairs Ministry of Public Service, Labour and Social Development E-mail : emthethwanm@gmail.com1. Dr Christine Peta

Director, Department of Disability AffairsMinistry of Public Service, Labour and Social DevelopmentE-mail: cpeta@zimdisabilityaffairs.org |
| **Other Partners names and contact details**         Deborah Tigere Director Christian Blind Mission                 Deborah.Tigere@cbm.org+263 772219650Leonard Shaibu ChitsikuDirector-Leonard Cheshireschitsiku@leonardcheshire.org.zw+263 718019121 |
| **Programme description (max 250 words): (pleas describe what problem the programme intends to address and what will be the approach to do so please refer to all three UNPRPD outcomes)**The Zimbabwe UNPRPD Programme seeks to support Government and Organizations of Persons with disabilities in advancing the CRPD through strengthening disability inclusive Accountability and Governance, advancement of Equality and Non-discrimination and CRPD-compliant Budgeting and Financial management approaches. Building on the Round 3 Programme’s existing rich networks, trust capital, and knowledge products, the Programme will systematically respond to the most recent major National development the National Disability Policy launched by the Government in June 2021. An effective and responsive implementation of the policy requires strong functional, coordination, accountability and monitoring mechanisms that meaningfully engage persons with disabilities and integrate CRPD budgeting approaches. The Programme will address gaps in capacity and knowledge of duty bearers in implementing and coordinating the disability policy, CRPD compliant budgeting; participation of persons with disabilities and OPDs in decision-making process; intersectional stigma and discrimination affecting the most marginalised, including girls and women with disabilities; and strengthening coordination between the SDGs, UNSDCF, and policy frameworks. Four priority focus areas of the Programme that will strengthen disability –inclusion: 1. Support the Government to set up a comprehensive and operational coordination mechanism, that promotes accountability and OPD engagement in the implementation of the National Disability Policy;
2. Address intersectional stigma and discrimination against women and girls with disabilities and the most vulnerable groups and promote their participation in governance structure;
3. Influence the national SDG coordination mechanism to ensure disability-inclusion and
4. Supporting the UNCT to ensure strengthened disability inclusion and monitoring in the UNSDCF implementation (2022-2026).
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| **Targeted CRPD Articles:** Article 3 (General Principles), Article 4 (General Obligations), Article 5 (Equality and Non Discrimination), Article 6 (Women with Disabilities), Article 8 (Awareness Raising), Article 33 (National Implementation and Monitoring). |
| **Targeted SDGs:** 5, 10, 16 |
| **Preconditions[[1]](#footnote-1):** * Accountability and governance;
* Equality and non-discrimination;
* CRPD-compliant budgeting and financial management.
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| **Target groups[[2]](#footnote-2):** All persons with disabilities, with primary focus on women and girls with disabilities, and on underrepresented groups of persons with disabilities, persons with intellectual and or psychosocial disabilities. |
| **Thematic focus[[3]](#footnote-3):** National Disability Policy and/or Law; Inclusive SDGs planning and monitoring; CRPD monitoring (art 33); Intersectionality; OPDs capacity building. |

# Background and rationale

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

In 2021 in Zimbabwe, key strategic opportunities that the UNPPRD Project will leverage on, while addressing, in catalytic manner the main challenges and opportunities:

* The recently launched National Disability Policy reveals the existing political commitment on disability rights. However, the question on whether the necessary preconditions for effective policy implementation and monitoring exist, remains an issue. The situation analysis established the need for strengthened coordination mechanism for advancement of the CRPD. The policy provides as opportunity for more dialogue, awareness raising and institutional strengthening on disability inclusion, especially at a time when Government is planning promoting inclusive approaches across it’s 21 Ministries.
* The draft Disability Bill provides another opportunity for OPDs to become key actors in advocating for CRPD compliant legislative frameworks. The Bill is key to providing the necessary preconditions for implementation of the Disability Policy. The situation analysis revealed that the lack of dialogue between the government and OPDs, was also as a result of the limited capacity of OPDs to meaningfully engage with Duty Bearers on legislative processes. This results in marginalized groups namely, children, women, and girls, those with psychosocial/ intellectual disabilities, persons with albinism being continually “*Left “Behind.*
* Zimbabwe has a vibrant OPD Community and strengthening their capacities to meaningfully and effectively participate in national budgeting, coordination, accountability mechanisms, SDGs implementation tracking and governance framework such as National Development Strategy 1 (NDS1, 2021-2025), will ensure sustained disability inclusion advocacy.
* The UNCT has been supporting the Government to improve the monitoring mechanisms of NDS1 and persons with disabilities need to be supported to meaningfully engage in these processes. The UNCT particularly supported the Government in the development of the NDS1 which is the national blueprint for development aligned to Agenda 2030.
* An opportunity exists to also strengthen the linkages between the CRPD and SDGs implementation. The Department of Disability Affairs is located within the Ministry of Public Service, Labour and Social Welfare (same Ministry that also Chairs the National SDG Technical Committee). This strategic positioning provides an opportunity for the Department of Disability Affairs to collaborate with OPDs to influence and support harmonized accountability and reporting mechanisms in the SDGs implementation.
* The Situation Analysis and lessons from the UNPRPD Round 3 knowledge products and other national initiatives continue to draw attention on the intersectional forms of stigma and discrimination still experienced by women and girls with disabilities from marginalized communities. Evidence from the Spotlight Initiative, reveal the persistent forms of discrimination and violence against this group of population group, who represents 52% (600,080) of the total number of 1,154,000 of persons with disabilities in Zimbabwe (UNESCO and Deaf Women Included 2021)[[4]](#footnote-4) . Negative cultural norms and beliefs continue to hamper progress towards inclusion and gender equality.

It is against this background that the country has agreed to focus on strengthening Accountability, governance, Equality and non-discrimination, CRPD-compliant budgeting and financial management, as catalytic preconditions for supporting implementation of the National Disability Policy and strengthening disability inclusion. The identified preconditions translate into essential building blocks for the government and OPDs’ to be capacitated for a harmonized and coordinated disability inclusion during implementation of frameworks such as the NDS1, SDG, and UNSDCF. Focus will be on strengthening national disability mainstreaming, while at the same time fighting stigma and discrimination against girls and women with disabilities and under-represented groups.

Key actors for the interventions include Government, OPDs, Independent Commissions / Human Rights Commissions and Civil Society. E.g Ministry of Public Service, Labour and Social Welfare (Department of Disability Affairs) and the SDG Technical Committee, Ministry of Justice, Legal and Parliamentary Affairs, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development, Ministry of Finance and Economic Development, Zimbabwe Human Rights Commission, Umbrella Bodies FODPZ and NASCOH , Deaf Women Included, Disabled Women Support Organization, Epilepsy Support Organization, CBM and Leonard Cheshire Zimbabwe.

**3.1. Proposal development process**

The Full-fledged proposal development process was thoroughly inclusive, involving multi-stakeholders from the UNCT, Government ,civil society and Academia. The UNRCO (RC, Head of RCO, Gender and Disability Coordination Advisor) led and spearheaded the overall proposal development with the technical backstopping of UNESCO as the lead Agency of the UNPRPD Round 3. The UNRCO coordinated meetings on Prioritization and consensus building, Quality checks of the Situation Analysis, Boot camp to draft the full-fledged proposal (22-26 September 2021). This boot camp was followed by a Proposal consolidation exercise by Programme RUNOs and endorsement of the final proposal by the UNCT and Government in October 2021. The process systematically moved, from the EOI development, situation analysis and its validation, consensus meetings on the final Priorities and log frame development and the final input into the proposal template.

* The UNRCO played a key role in mobilizing Disability Focal Points across the UNCT, Government and OPD stakeholders for the different consultations and information sharing sessions, while also involving the RCO’s Human Rights Advisor, Economic Advisor, Partnership, and Development Finance Officer as key technical resource persons during relevant phases of the proposal development e.g the Induction Training. The proposal development process also included external technical support of Primson Consultancy, (who undertook the Situation analysis) who were hired as facilitators for the Boot Camp and an international M&E expert who was contracted to review the proposal’s M&E framework.
* Right from onset, persons with disabilities including OPDs representing marginalized groups (women and girls, children, persons with intellectual/psychosocial disabilities) took part in the Inception Phase, from the EOI development, as Panelists to select the Organization that conducted the Situation Analysis, as co-facilitators in delivering the induction training in the actual drafting workshop. A total of at least 5 OPDs and 10 persons with disabilities were involved in the proposal development stages. All stages of the proposal development and the 5-day proposal writing workshop made use of braille material and sign language interpreters. Throughout these steps, reasonable accommodation was provided to persons with disabilities in order to ensure their full participation, in view of the COVID-19 pandemic and related national lockdown measures. that were in place at the time of the drafting period.

Stakeholders involved:

* **UNCT:** **UNRCO**, **UNDP** (Head of Governance and Peace Building Unit, Human Rights and Governance Officers); **UNESCO** (Head of Office, UNPRPD National Coordinator, Unit Head for Social and Human Sciences, Culture Officer); **UNFPA** (Deputy Representative, Gender Specialist); **UNHCR** (Programme Officer); **UNICEF** (Gender and Rights Specialist), **UN Women** (Programme Officer); **WHO** (Programme Officer).
* **Government :**Disability Advisor in the President’s Office and Cabinet, Ministry of Public Service, Labour & Social Welfare (Permanent Secretary, Chief Director for Social Development and Disability, Director of the Department of Disability Affairs), Ministry of Justice, Legal and Parliamentary Affairs, Ministry of Health and Child Care, Zimbabwe National Commission for UNESCO (Secretary General).
* **Independent Commissions**: Zimbabwe Human Rights Commission (ZHRC Special Interest Thematic Working Group), Zimbabwe Gender Commission
* **Civil Society**: Umbrella bodies: NASCOH & FODPZ; **OPDs:** Deaf Women Included, Disabled Women Support Organization, Epilepsy Support Organization, Zimbabwe Albino Association, Centre for Children with Disabilities; **DSOs:** Leonard Cheshire; **NGO**s: CBM Global and International, and LCDZ.
* **Academia**: University of Zimbabwe

# Overall Programme Results Framework

Table 1. Results framework

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| **Outcome 1 Capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability inclusive policies, systems and - for the implementation of the CRPD and SDGs.** |
| *Please describe how the project will contribute to outcome 1 of the UNPRPD results framework. (200 words)*The project will develop the capacities of Duty Bearers rights holders, the Ministry of Public Service, Labour and Social Welfare , the Zimbabwe Human Rights Commission, Rights Holders, Organizations of persons with disabilities as well as the UNCT to effectively facilitate the implementation of the recently launched National Disability Policy, initiating CRPD-compliant budgeting standards, influencing the SDG and NDS1 national monitoring processes. Capacity building of the key Government stakeholders from the identified ministries, including the Department of Disability Affairs, the 21 new line Ministries Directors for Gender, Inclusivity and Wellness, the SDG Technical Committee, Chaired and coordinated by the Ministry of Public Welfare, Labour and Social Welfare and the Zimbabwe Human Rights Commission will be essential for increasing knowledge and practices of these stakeholders to effectively contribute to implement and monitor the National Disability Policy. This will be conducted through capacitating stakeholders working in the fields of public policy coordination and monitoring to adopt disability inclusive intersectional approaches, CRPD-compliant budgeting and financial management as well as strengthening follow up, implementation and monitoring mechanisms of CRPD Committee’ concluding observations and recommendations. OPDs will specifically be capacitated to develop a model of evidence-based advocacy and policy dialogue that could ensure their meaningful participation and dialogue with the government, and to better include and represent the voices of the underrepresented groups (e.g., women, girls, persons with psychosocial disabilities, deaf-blinds). Through the Outcome 1 and 2, knowledge products and models of good practices will be produced in accessible formats such as guides, videos, and a model for evidence-based advocacy and policy dialogue. |
| **Output 1.1.A.** The capacities of OPDs and Government are enhanced to ensure effective, comprehensive, and responsive implementation of the National Disability Policy adopted in 2021. |
| **Indicator 1.1.1.** # of trainings (disaggregated by type) developed and delivered in the UNPRPD programme (disaggregated by topic) |
| *Description:* The Situational Analysis has shown that the National Disability Policy (NDP) could not be implemented effectively if the capacities of all stakeholders are not enhanced and enforced. Now that the NDP has been launched, the specific capacities that need to be enforced are related to (i) the MoPSLSW is capacitated to efficiently coordinate the implementation of the National Disability Policy; (ii) Line Ministries’ and national institutions’ ability to coordinate the policy implementation and reporting; and (iii) Government’s and OPDs’ capacity to nurture and maintain an efficient and open policy dialogue to ensure inclusion, collaboration, and accountability. Specifically the capacities of all stakeholders in particular the Ministry of Public Service, Labour and Social Welfare/Department of Disablity Affairs need to be enhanced in order to enforce critical provision made in the policy. In order for the National Disability Policy to move from Policy to Practice, the specific capacities that need to be enforced relate to: 1. Strengthen the coordination capacities of the Department of Disability Affairs to lead the National Multi-stakeholder Thematic Working Group that will coordinate the implementation of the National Disability Policy, and design its Implementation Plan.
2. Capacity Building of the new Ministries Directors for “Gender, Wellness, and Inclusivity” on disability inclusion and its direct linkage to the SDGs monitoring and reporting mechanism. Capacity Building of Umbrella bodies NASCOH and FODPZ as well as OPDs on coalition building (training for transformation for OPD leaders), including with CSOs and women’s movements (bridging with UN Initiatives such as the EU funded Spotlight Initiative), strengthening collaboration with Government, and producing disability analysis/memorandum of policies and programmes (Lab model), and including the voices of the most under-represented groups of disabilities in the policy processes.
3. Capacity building of OPDs on coalition building (training for transformation for OPD leaders), including with CSOs and women’s movements (bridging with Spotlight Initiative), on collaboration with Government, and producing disability analysis/memorandum of policies and programmes (Lab model).

Capacity-building topics includes: Basic understanding of CRPD; Right-based approach and disability inclusion; Intersectionality; Policy implementation intersectoral coordination; Disability mainstreaming in programmes and SDG mechanisms (for instance the 2020 Voluntary National Reviews (VNR) does not include disability in its first draft); Unpacking the NDP; Collaboration with OPDs. The target groups will also include the Ministry of Finance, Zimbabwe Public Service Commission, Office of the President and Cabinet, Government Permanent secretaries. **UNICEF**, who supported the Government develop the National Disability Policy, will be closely involved as Technical Partner by UNESCO in this initiative. |
| Baseline: UNPRPD Induction Training Workshop in June 2021 |
| Milestone year 1: Capacity/Gap Analysis Report of the MoPSLSW and of the 21 Government Line Ministries; Training on understanding the National Disability Policy and how to develop its Implementation Plan. |
| Milestone year 2: Department of Disability Affairs and the 21 new Directors for “Gender, Wellness, and Inclusivity” are capacitated in a comprehensive manner with disability inclusion knowledge and skills for effective implementation and coordination of the National Disability Policy  |
| Target: At least 5 National Capacity Building Trainings on the National Disability Policy conducted with the 21 Ministries |
| Means of verification: Department of Disability Affairs Activity Reports  |
| Responsible: UNESCO |
| **Output 1.1.B. The capacities of OPDs and Government are enhanced to conduct a CRPD reporting** |
| **Indicator 1.1.1.** # of trainings (disaggregated by type) developed and delivered in the UNPRPD programme (disaggregated by topic) |
| **Indicator 1.1.3.** # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive.  |
| DescriptionAccording to the Situation Analysis, Zimbabwe national accountability mechanisms on CRPD reporting are weak. Zimbabwe is lagging behind on the UNCRPD State Party reporting requirements. Eight years after the ratification of the CRPD in 2013, the country is still to submit its first State Party report, which was expected by 2016. In 2021, through support from UNDP and advocacy efforts from the UNPRPD Round 3 Project, the country has now produced the first UNCRPD draft report which is pending submission to Cabinet for approval. From a Legal and Policy perspective Zimbabwe has made some strides towards implementation of the CRPD through introduction of the Disabled Persons Act [Chapter 17:01] first launched in 1992 and is currently under review. The country recently launched the National Disability Policy, has a vibrant OPD community and a number of initiatives to advance disability rights. However, the country’s CRPD governance and monitoring mechanisms on disability inclusion remain incomplete. More particularly, there is an urgent need to build the capacities of the key national bodies that could form up an operational ecosystem to monitor, report, and follow up on the Concluding Observations of the CRPD Committee once the State Party Report would have been submitted. The Inter-Ministerial Committee on Human Rights and Humanitarian Law should be equipped to closely work with the Zimbabwe Human Rights Commission, and the (to-be-created) National Thematic Working Group that will coordinate the implementation of the National Disability Policy. Besides, the ecosystem must include the capacity-building of OPDs on drafting a parallel report to the CRPD. Key interventions to strengthen Zimbabwe’s CRPD Reporting Processes will include1. Building capacities of Inter-Ministerial Committee on Human Rights and Humanitarian Law, the Zimbabwe Human Rights Commission, and the National Thematic Working Group to follow up on the CRPD Committee’s concluding observations, to ensure clear line of responsibilities as well as a participatory approach. The Existing training materials from the UNPRPD Round 4 Induction Training Package, can be used as resource materials.
2. Building capacities of OPDs and Umbrella Bodies to effectively engage in CRPD reporting mechanisms, and to produce a parallel report to the CRPD Committee
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| Baseline: 0 |
| Milestone year 1: Inter-Ministerial Committee on Human Rights and Humanitarian Law, the Zimbabwe Human Rights Commission, and the National Thematic Working Group are trained to follow up on the CRPD Committee’s concluding observations. |
| Milestone year 2: OPDs are trained to produce a parallel CRPD Report. |
| Target: At least 2 training sessions for each group |
| Means of verification: (1) IMC/ZHRC/OPDs training reports on CRPD reporting and monitoring. (2) National Action Plan on CRPD implementation, monitoring and reporting.  |
| Responsible: UNDP |
| **Output 1.1.C. The capacities of stakeholders in charge of Governance issues are enhanced on intersectionality, including Gender Equality mainstreaming, in the Governance mechanisms and processes** |
| **Indicator 1.1.1.** # of trainings (disaggregated by type) developed and delivered in the UNPRPD programme (disaggregated by topic) |
| DescriptionAccording to the Situation Analysis Gender-based Stigma and Discrimination needs to be addressed in a targeted manner through strengthening awareness raising that targets Duty Bearers on stigma and discrimination, in order to support the implementation of the National Disability Policy. The Situational Analysis confirms that the intersectional discrimination between gender/disability remains prevalent in Zimbabwe, especially in the context of COVID-19 and its socio-economic impacts. Such discriminatory patterns and norms have been amply documented in the research findings from the UNPRPD Round 3 project that highlighted the very negative community perspectives such as negative superstitions, religious, cultural beliefs as well as harmful sexual practices that stem from the interface of disability, gender, and culture. Women and girls experience more stigma and discrimination with respect to relationships and marriage choices and ~~Lastly,~~80% of women with disabilities have no independent means of livelihoods compared to their male counterparts.This output will build on the Round 3 project as well as on the EU-funded Spotlight Initiative Phase 1, and focus on continuous use of the UNPRPD Round 3 Advocacy tools and guidelines to (i) Sensitize the key policy makers, as well as traditional and religious leaders on intersectional discrimination and negative masculinities, and the way to address them; (ii) build the capacities of the National Thematic Working Group in mainstreaming intersectionality approach, including Gender Equality, in the implementation and coordination of the National Disability Policy; and (iii) build and support coalition building with the women’s movements to promote the rights of women and girls with disabilities for increased voice and agency (in line with Outcome 6 on Women Movement under Spotlight Initiative Phase 2). The following intervention are proposed: 1. Capacity building of the National Thematic Working Group, and the 21 Disability Focal Points/ new Directors for “Gender, Wellness, and Inclusivity” on gender mainstreaming and intersectionality, to address stigma and Discrimination in women and girls with disabilities and under-represented groups, using the existing training materials (Induction Training Package, UNPRPD Round 3 tools and studies).
2. Building the capacities of OPDs to engage in coalition building with the women’s movements to promote the rights of women and girls with disabilities for increased voice and agency, as well as in broadening the Umbrella Bodies’ representation of under-represented groups of disabilities such as persons with albinism, intellectual disabilities. **UNWomen** as Technical Partners will be closely involved by UNFPA in this joint effort, leveraging on the Spotlight Initiative (outcome 6).
3. Capacities of women and girls with disabilities in the 10 National Provinces as well as local traditional, religious and community leaders (including the Zimbabwe National Traditional. Healers Association, ZINATHA) trained on intersectionality and gender equality in communities. The geographic coverage will be achieved by leveraging on other UN Initiatives on the same topics, mainly the Spotlight Initiative (Outcome 3) and the Zero Tolerance for GBV 365 Program. **UNICEF** and **UNWomen** as Technical Partners will be closely involved by UNFPA in this joint effort.
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| Baseline: 5 Duty Bearers systematically trained on Stigma and Discrimination at UNPRPD Round 4 Induction Training (Ministry of Social Welfare, Ministry of Health, Ministry of Justice, Zimbabwe Human Rights Commission, Public Service Commission, Zimbabwe National Commission for UNESCO) |
| Milestone year 1: The National Thematic Working Group, and the 21 new Directors for “Gender, Wellness, and Inclusivity” are trained on gender mainstreaming and intersectionality |
| Milestone year 2: At least 2 women led OPDs and Umbrella Bodies actively engaged in the women’s movements and advocating for the rights of under-represented groups of disabilities. |
| Target: At least 5 National Capacity Building Trainings on the National Disability Policy conducted with the 21 Ministries; National Umbrella bodies and OPDs representing underrepresented groups |
| Means of verification: Training workshop reports |
| Responsible: UNFPA and UNESCO |
| **Output 1.1.D. The capacities of the Ministry of Finance and of the National Thematic Working Group are enhanced to understand and to apply the principles CRPD-compliant Budgeting for the implementation of the National Disability Policy (NDP).** |
| **Indicator 1.1.3.** # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| Description:Section 22 (3) (b) of the Constitution makes provisions for budgeting for disability support services as well as the Public Finance Management Act [Chapter 22:19]. However, the Situation Analysis has shown that the National Disability Policy does not make any specific detailed provision for financing, nor does it integrate orientations on CRPD-compliant budgeting. This represents a major obstacle for an effective implementation of the policy across all sectors. The interests of Persons with disabilities are significantly underrepresented and under-expressed in the budget process at the national level, and in many instances, public funds are invested in specialized/residential institutions. In general, there is a lack of technical expertise and capacity to understand and apply the principles of CRPD-compliant budgeting, which by consequence do harm to for persons with disabilities. This output will seek to build the capacity of the Ministry of Finance and Economic Development/Department of Budget, the MoPSLSW/Department of Finance and Administration, and Chief Accountant, the Parliamentary Portfolio Commission on Budgeting, and the members of the National Thematic Working Group to understand and apply the principles of CRPD-compliant budgeting in their work.**UNICEF**, as Technical Partner will be closely involved by UNDP in this initiative. |
| Baseline: The Department of Disability Affairs and OPDs have been sensitized on CRPD Compliant Budgeting during the Induction training |
| Milestone year 1: Ministry of Finance and Economic Development/Department of Budget, the MoPSLSW/Department of Finance and Administration, and Chief Accountant, the Parliamentary Portfolio Commission on Budgeting are capacitated on CRPD Compliant Budgeting ; The National Thematic Working Group applies the principles in designing a costed Implementation Plan of the National Disability Policy. |
| Milestone year 2: Follow-up training to analyse the funding schemes of public policies, including the NDS1, from the point of view of CRPD-compliant budgeting. |
| Target: At least 5 workshop  |
| Means of verification: Training Reports  |
| Responsible: UNDP |
| **Output 1.1.E. Capacity building of the SDG Technical Committee and UNSDCF Outcome Groups on the use and adaptation of a set of  SDG standard indicators, benchmarks and targets for disability inclusion** |
| **Indicator 1.1.3.** # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| DescriptionCurrently, the SDG national coordination mechanism in Zimbabwe does not include any specific disability dimension that should allow explicit tracking of CRPD implementation within the global SDG reporting. The UNSDCF Outcome Groups also lack capacities in setting up a planning and monitoring mechanism to backstop the UNCT in mainstreaming and targeting disability inclusion in programmes and projects. According to the Situation Analysis, opportunities for influencing national SDG planning and implementation processes exist: (i) the National Development Strategy 1 (2021-2025) includes explicit reference to persons with disability as one of the priority groups that should be targeted by the national development programmes and budget; (ii) the Department of Disability Affairs is located within the Ministry of Public Service, Labour and Social Welfare (MoPSLSW) which Chairs the SDG Technical Committee at the national level. The Technical Committee includes the representative of the Office of the President and Cabinet, the SDG focal persons from line ministries, representatives from UN agencies, development partners, the private sector, and civil society; and (iii) the UNSDCF Result framework explicitly mentions persons with disabilities as a key target groups across all Outcomes. This output will include: 1. Capacity building the SDG Technical Committee and the National Thematic Working Group on using SDG Standard Indicators, Benchmarks and targets for disability inclusion in the SDG reporting mechanism.
2. Capacity Building of the UNSDCF Outcome Groups on the use and adaptation of sets of SDG Standard Indicators on disability inclusion
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| Baseline: 0 |
| Milestone year 1: Standard use of SDGs Indicators for disability inclusion introduced to SDG Technical Committee |
| Milestone year 2: Annual UNSDCF Annual SDG plans monitoring person with disabilities  |
| Target: At least 4 workshops  |
| Means of verification: SDG Committee Annual Reports; UNSDCF report and CCA |
| Responsible: UNDP |
| **Output 1.2.A. Knowledge products are developed for use by the Department of Disability Affairs, the Ministry of Finance and the National Thematic Working Group** |
| **Indicator 1.2.1** # of knowledge products (disaggregated by type of product[[5]](#footnote-5)/thematic focus[[6]](#footnote-6)) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices |
| DescriptionThis project will generate the following knowledge products: (i) The UNDP Team will develop an easy-to-read brochure to guide duty bearers and rights holders on CRPD monitoring (art 33) and reporting (ii) The UNFPA team will develop a guide for duty-bearers on the concept of an intersectional approach, with practical guidance on how to undertake an analysis that recognizes and accounts for the experiences and conditions of persons who are among the most marginalized.(iii) The UNDP team will develop a guide on CRPD-compliant budgeting for the Ministry of Finance, and sectoral ministries.(iv) The UNDP – through working with the Ministry of Public Service, Labour and Social Welfare and OPDs, will develop a knowledge product on inclusive SDGs and monitoring that will present a matrix with disability indicators for the goals, benchmarks and targets of the SDGs(v) UNESCO will produce guidelines for the National Thematic Working Group that unpack the notions of “progressive realization” to remove barriers in accessibility, and the right to “reasonable accommodation” for the most vulnerable groups, in the different sectors.(vi) Monitoring matrix of the SDG standard with disability indicators, benchmarks and targets addressed to the SDG Inter-Ministerial Committee. The Ministry of Public Service, Labour and Social Welfare and OPDs will be supported to develop an instrument in the form of a Brochure/Matrix on the SDG Standard with disability inclusion indicatord, Benchmarks and Targets. This Tool will be disseminated to the Committee members with support of OPDs. Preconditions contributed to: Accountability and Governance and Participation of Persons with disabilities |
| Baseline: Round 3 knowledge products  |
| Milestone year 1: Guidelines on reasonable accommodation, inclusive SDGs monitoring, intersectional approach, Guide on CRPD-compliant budgeting developed; Matrix developed by Ministry of Public Service and OPDs;  |
| Milestone year 2: Guidelines on CRPD monitoring and reporting, and Guide on CRPD-compliant budgeting piloyed and used in capacity building sessions ; matrix disseminated and being used to guide SDG Technical Committee members |
| Target: At least one Guidelines per topic (topics listed under Description above) |
| Means of verification: Guidelines and Knowledge products themselves |
| Responsible: **UNESCO, UNDP, UNFPA** |
| **Output 1.3.A.** A Lab model to support OPDs to produce evidence-based advocacy materials on **OPD’s advocacy work and coalition building on Disability Analysis/Memorandum of policies and programmes (Lab-Model)** |
| **Indicator 1.3.3** # of mechanisms to share and exchange learning and evidence to inform inclusive policies and systems. (disaggregated by national/ regional/global mechanism) |
| DescriptionA model of Evidence-based Advocacy Lab model for OPDs will be developed and tested. This Lab model will be tested to support OPDs in producing evidence-based advocacy materials for their advocacy work and coalition building. This will be used as a Tool for good practice, learning and exchange by OPDs. This will be an innovative attempt way to improve the OPDs’ impact on influencing policies and social dialogues, by producing evidence-based advocacy materials and technical advice on how to lift the barriers for persons with disabilities to enjoy their rights and full participation. Such a model would enhance the legitimacy of OPDs as expert institutions, build their capacity to understand coalition building, and improve their policy dialogue with the Government on policy and laws formulation and implementation. This will required elaborating a Lab model that can assist OPDs to produce standard memorandum/policy briefs on some key preconditions for disability inclusion in Zimbabwe, knowingly the CRPD-compliant budgeting for the NDP, the finalisation of the Disability Bill, and strategies for coalition-building with other CSOs movements. The Lab model will include a policy dialogue model to follow-up on the advocacy materials as well. |
| Baseline: 0 |
| Milestone year 1: Consultations on Lab Model development  |
| Milestone year 2: Lab model developed and piloted |
| Target: At least one Lab model on improving OPD advocacy and coalition building developed |
| Means of verification: The Lab Model itself |
| Responsible: **UNESCO** |
| **Outcome 2. Gaps in achievement of essential building blocks or preconditions to CPRD implementation in development and humanitarian programs are addressed.** |
| *Please describe how the project will contribute to outcome 1 of the UNPRPD results framework. (200 words)*The project will put in place mechanisms and procedures to enact the principles of Accountability, Non-discrimination, and CRPD-compliance in the implementation of the National Disability Policy, while piloting a model of constructive and evidence-based social dialogue between OPDs and the government in this process, as well as in the national process leading to the finalization of the Disability Bill. In so far as the approval of the National Disability Policy is a major progress, its effective implementation requires systems, tools and models that can ensure practical sectoral implementation, continuous intersectoral coordination, clear budgeting mechanism, and inclusion procedures that nurture consensus and buy-in of OPDs and address the needs of the most marginalized. This is critical for prioritization of programmes, engagement of partners, and resource mobilization, all of which are essential building blocks for the CRPD implementation. Specific and deliberate attention will be drawn on mainstreaming the intersectionality approach in the systems and models that will be put in place, and synergies with flagship programmes such as the Spotlight Initiative and other Gender related programmes being impended by the OPDs will be leveraged. |
| **Output 2.1.A. Building regulatory frameworks and systems that will allow the Government to set up a costed Implementation Plan of the National Disability Policy (NDP), an efficient coordination mechanism, and a model of Information Management System (IMS) to ensure efficient and quality implementation of the NDP.** |
| **Indicator 2.1.1** # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversight/monitoring systems, 11) financing and budgeting or 12) other. |
| Description: The Situation Analysis stressed on the important role that the Department of Disability Affairs has, as the central coordination instance of the NDP across all Ministries. However, it also underlines the important gaps that exist in terms of dedicated systems and procedures that need to be in place to effectively implement the policy. More specifically, the Department of Disability Affairs will need to 1. Develop a costed Implementation Plan through a consultative and inclusive planning exercise to guide the different line Ministries in mainstreaming disability costing in their policies and programmes. Such costed strategy should serve as a major instrument for resources mobilisation from the Treasury and other sources;
2. Set up a national multi-stakeholder thematic Working Group chaired by the MoPSLSW to ensure coordination of NDP (CRPD art. 33.1). This Working Group will include representatives from OPDs, the Zimbabwe Gender Commission, the 21 Directors of Gender, Inclusivity and Wellness, and the UNPRPD Technical Team. It should ensure timely and efficient communication, exchange of information, and technical guidance to all parties. One of its activities will include a need assessment of the IMS that is suitable for Zimbabwe to ensure effective coordination of disability work and proposal of the best IMS models, with an intersectional focus including gender, and using the WGQ.

**UNICEF**, who supported the Government develop the National Disability Policy, will be closely involved as Technical Partner by UNESCO in this initiative. |
| Baseline: 0. Since the adoption of the National Disability Policy, the government has not set up any coordination mechanism yet.  |
| Milestone year 1: Approved costed Implementation Plan submitted to the Ministry of Finance; Official creation of the Working Group, Nomination of the members, Approval of its ToRs and annual workplan; Official contacts and meetings with the key governance bodies, such as the SDG Technical Committee, the NDS1 Monitoring Committee, the COVID-19 Task Force, the UNCT, etc.  |
| Milestone year 2: First Annual Report of the implementation of the Plan; A benchmark of possible IMS models to support the implementation and coordination of the policy. |
| Target: At least one costed Implementation Plan of the National Policy produced |
| Means of verification: Activity Reports |
| Responsible: UNESCO |
| **Output 2.1.B. Building regulatory frameworks and systems that will allow the State and OPDs to strengthen a robust CRPD reporting and follow up mechanism.**  |
| **Indicator 2.1.1** # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversight/monitoring systems, 11) financing and budgeting or 12) other. |
| Description: The Situation Analysis indicates that currently, the Ministry of Justice, Legal and Parliamentary Affairs, through its specialized arm, the Inter-Ministerial Committee on Human Rights and International Humanitarian Law (IMC-IHL), is responsible for the drafting treaty reports including the CRPD. The first draft report to the CRPD Committee has been submitted to the responsible Minister of PSLSW who will in turn present the report to cabinet for approval before submission to the treaty body in 2021. The Situation analysis established that the delays in the drafting and submission of the report is attributed to the limited capacities of the IMC-IHL on disability inclusive data collection and reporting processes. The same limitation exists when the country will have to follow up on the concluding observations of the CRPD Committee, after submission of the National Report. At the same time, the Situation Analysis establishes that the Zimbabwe Human Rights Commission (ZHRC) has a Thematic Working Group on Special Interest Groups, including those with disabilities. The Thematic Group as a committee of the ZHRC monitors implementation of rights of persons with disabilities by duty bearers in line with section 33 of the CRPD. However, the Thematic Committee and OPDs still require capacitation to effectively participate in the monitoring of the CRPD implementation. Lastly, OPDs have not taken part in the preparation of the national report and have no experience in CRPD reporting. Therefore, **UNDP** will lead the following activities under this output : 1. Support all parties involved in CRPD reporting to develop a National Action Plan on CRPD reporting, implementation and monitoring.
2. Support the National Thematic Working Group to follow up on the CRPD Committee’s concluding observations (CO), by preparing responses to the CO, prioritizing the recommendations and integrating them in the Policy Implementation Plan, and coordinating their implementation. There will be also a need to support the Zimbabwe Human Rights Commission (ZHRC) Thematic Working Group on Special Interest Groups to define a proper monitoring mechanism of the CRPD Committee’s recommendations.
3. Support the OPDs to develop a CRPD parallel report, in order to ensure a robust complementary monitoring process nationally. **UNWomen** as Technical Partners will be closely involved by UNFPA in this joint effort, leveraging on the Spotlight Initiative (outcome 6).
 |
| Baseline: Draft National report (first report since ratification); Zimbabwe Human Rights Commission (ZHRC) Thematic Working Group on Special Interest Groups |
| Milestone year 1: Benchmark of good examples of CRPD’ OCs follow-up mechanisms ; Need assessment of the Zimbabwe Human Rights Commission (ZHRC) Thematic Working Group on Special Interest Groups in CRPD monitoring; National Action Plan on CRPD implementation, monitoring and reporting is developed and operationalized. |
| Milestone year 2: If the Government submits the national report in 2022, and CRPD Committee issues COs, Official responses must be drafted by the Thematic Working Group; If there is delays in the CRPD reporting process, the Thematic Working Group will support the MoPSLSW and the IMC-IHL to finalize the report; a CRPD parallel report is produced by OPDs. |
| Target: CRPD state report and parallel reports submitted to the treaty body.  |
| Means of verification: Final CRPD state party reports. Concluding Observation from the treaty Body.  |
| Responsible: UNDP |
| **Output 2.1.C. Intersectionality approach, including Gender-based Stigma and Discrimination, is integrated in the NDP and SDG governance mechanisms.** |
| **Indicator 2.1.1** # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversight/monitoring systems, 11) financing and budgeting or 12) other. |
| Description: The Situation Analysis confirms that the intersectional discrimination between gender/disability remains prevalent in Zimbabwe, especially in the context of COVID-19 and its socio-economic impacts. Such discriminatory patterns and norms have been amply documented in the research findings from the UNPRPD Round 3 project and the Spotlight Initiative Phase 1, that highlighted the superstitions, religious, cultural beliefs as well as harmful sexual practices that stem from the interface of disability, gender, and culture. This can be a major obstacle in implementing the right-based approach underlying the National Disability Policy. Moreover, in setting up the accountability and governance mechanism for the policy implementation (2.1.1 and 2.1.2), it will be capital to ensure that a diverse and broad view on intersectionality in integrated, targeting the populations who are more at risk of exclusion and discrimination. This could include women with intellectual and psychosocial disabilities, deaf-blind persons, persons of short status, women with albinism, etc. Build on the Round 3 project’s tools and resources, the following activities will be conducted: 1. Produce guidelines for the National Thematic Working Group that unpack the notions of “progressive realization” to remove barriers in accessibility, and the right to “reasonable accommodation” for the most vulnerable groups, in the different sectors. This will allow the Working Group to advise the sectoral ministries on the practical approaches that can be used to fight intersectional discrimination and improve accessibility and inclusion for the underrepresented groups;
2. Include the traditional and religious leaders in the local governance structures that aim at fighting intersectional discrimination and negative masculinities. The Zimbabwe Council of Churches structures will be piloted;
3. Support coalition building of OPDs with the women’s movements to jointly promote the rights and agency of women and girls with disabilities, and share good practices of advocacy (in line with Outcome 6 on Women Movement under Spotlight Initiative Phase 2).
 |
| Baseline: Knowledge products and tools from UNPRPD Round 3 project and the Spotlight Initiative Phase 1; Networks of champion traditional and religious leaders; the UNPRPD Multicountry Project on Fighting Stigma and Discrimination will also produce national guidelines on reasonable accommodation for TVET institutions and Employers in 2022. |
| Milestone year 1: The Implementation Plan of the National Disability Policy (2.1.1) integrates specific measures to address the intersectionality issues; Guidelines on “progressive realization” and “reasonable accommodation” targeting the most vulnerable groups; Exchanges of practices between OPDs and the women’s movements on coalition building. |
| Milestone year 2: The Annual Report of the National Thematic Working Group integrates an analysis of intersectionality; the traditional and religious leaders are included in the local governance structures in the Ministry of Justice, Legal and Parliamentary Affairs as champions of the firth against intersectional discrimination and negative masculinities. |
| Target: At least one Operational guidance tool on disability produced |
| Means of verification: Activity Reports  |
| Responsible: UNFPA |
| **Output 2.2.A. OPDs set up and lead a Lab model that to support them to produce evidence-based advocacy materials, build consensus, and broaden their constituencies to underrepresented groups** |
| **Indicator 2.2.3** # stakeholders involved in consultation and validation processes (disaggregation by stakeholder(GOV/UN/OPDs/other) |
| Description: The Situation Analysis insists that the legislative process that should lead to the finalisation and adoption of the Disability Bill will be of strategic importance in defining the institutional, financial, and accountability frameworks for the National Disability Policy. However, it has noted that the OPDs’ participation to reflect on this Bill and to influence other legislative process has been limited, partly because of the OPDs’ limited technical capacities, and lack of technical skills to elaborate evidence-based advocacy materials for constructive policy dialogue. This has resulted in a lack of continuous and informed dialogue between OPDs and the Government, and an important gap in the efficiency of OPD’s strategies for advocacy. On the other hand, the Situation Analysis also shed light on the difficulties for persons with mental and psychosocial disabilities, and children with disabilities, to be represented in the umbrella bodies and to have their voice heard in the public and policy arena. These two gaps represent an obstacle in ensuring OPDs’ meaningful and effective participation in the policy implementation process, and in providing operational technical advice and recommendations to the duty bearers. One innovative way to address this gap is to develop a Lab model for OPDs to produce evidence-based advocacy materials and technical advice on how to lift the barriers for persons with disabilities to enjoy their rights and full participation. Such a model would enhance the legitimacy of OPDs as expert institutions, build their capacity to understand coalition building, and improve their policy dialogue with the Government on policy and laws formulation and implementation. Activities under this outputs include:  1. Elaboration of a Lab model that can assist OPDs to produce standard memorandum/policy briefs on some key preconditions for disability inclusion in Zimbabwe, knowingly the CRPD-compliant budgeting for the NDP, the finalisation of the Disability Bill, and strategies for coalition-building with other CSOs movements. The Lab model will include a policy dialogue model to follow-up on the advocacy materials as well.
2. Conduct a national survey on mental and psychosocial disabilities to generate a better understanding of the specific needs and challenges of these underrepresented groups, and the services that are available. The recommendations should help the Umbrella bodies to adopt the relevant approach to represent these groups within their constituencies.
 |
| Baseline: In 2020, under the Spotlight Initiative, UNESCO and UNDP supported FODPZ and LCDZ– in mobilising women and girls in the national consultations on the Bill, law reforms, and national budget consultations; Rich Networks of OPDs and Umbrella Organisations that are supported by international DSOs. |
| Milestone year 1: Elaboration of the Lab model, with identification of available experts who can ensure skills transfer to OPDs; Testing of the model with the production of one advocacy material on strategies for coalition-building with other CSOs movements, and subsequent dialogues. |
| Milestone year 2: The Lab model produces memorandum/policy briefs on CRPD-compliant budgeting for the NDP, and the finalisation of the Disability Bill, and subsequent policy dialogues; A survey on mental and psychosocial disabilities, and recommendations on the relevant approaches to represent these groups. |
| Target: At least 2 Umbrella OPDs effectively involved in dialogue processes |
| Means of verification: Activity Reports |
| Responsible: **UNESCO** |
| **Outcome 3. National development and humanitarian plans, budgets, programs, and monitoring processes are disability inclusive.** |
| *Please describe how the project will contribute to outcome 3 of the UNPRPD results framework. (200 words)*The project will elaborate strategies and tools for the UN to effectively influence national development and programming processes to become more disability inclusive within the UNSDCF (2022-2026), national SDG monitoring mechanisms and the UNCT’s UNDIS processes. The project will support the UNCT to implement and monitor its progress on disability inclusion during implementation of the UNSDCF (2022-2026). The project will also support the Ministry of Public, Service, Labour and Social Welfare to institutionalize disability-inclusion in the national SDG coordination and monitoring mechanisms. In this regard the project will support and facilitate for OPDs to participate and systematically engage in the National SDGs Accountability mechanisms. Streamlining and harmonizing this support to OPDs will facilitate strengthened disability inclusion advocacy and it monitoring in the national SDGs implementation and accountability frameworks within the implementation timeframes of the NDS1 and UNSDCF. This will ensure that disability inclusion and rights are systematically and homogenously integrated into the national and the UN’s monitoring and reporting mechanisms. This support will result in strengthened disability inclusion in the national SDG Technical Committee and the NDS1 coordination and monitoring mechanisms.  |
| **Output 3.1.A. Support the UNCT to monitor disability inclusion in the CCA, UNCSDF, and UNCT UNDIS Scorecard** |
| **Indicator 3.1.2.** # UNSDCF where disability inclusion has been mainstreamed and/or targeted. |
| Description:The Situation Analysis established that the UNSDCF 2022-2026 systematically ensured disability inclusion through its Common Country Assessment and consultative meetings with Persons with disabilities and OPDs in 2020 and 2021. This was done within the framework of the UNPRPD Round 3 programme in collaboration with the UNRCO. In view of the progress made, there is now need for the UNCT to set up a dedicated monitoring mechanism to ensure that disability inclusion is being implemented and reported on throughout the UNSDCF implementation cycle. This process will be used as a strategic approach to facilitate for strengthened implementation of the United Nations Disability Inclusion Strategy (UNDIS) Action Plan. Activities under his output will be implemented under the overall coordination and guidance of the RCO, and will include: 1. Providing technical support and expertise to UNSDCF coordination and monitoring, as well as programme staff such as the UNSDCF Outcome Groups, the Programme Management Team (PMT), the Operations Managing Team (OMT), and the Communications Group.
2. Producing guidelines for the above-mentioned groups to facilitate implementation and monitoring of disability inclusion across all programmes, with linkages between UNCRPD, SDG indicators, and UNSDCF indicators.

Under the leadership of RCO, these activities will feed into the UNCT’s UNDIS Action Plan, and address the key priority areas of improvement highlighted in the 2021 UNDIS Comprehensive Baseline Assessment of the UN’s level on disability inclusion.  |
| Baseline: UNSDCF 2022  |
| Milestone year 1: 30% of the UNSDCF Annual Workplan achieving implementation on disability inclusion |
| Milestone year 2: 70% of the UNSDCF Annual Workplan achieving implementation on disability inclusion; the CCA dedicates a specific section on disability inclusion diagnosis. |
| Target: At least 2 Annual UNSDCF Pillar Reports reflecting disability inclusion |
| Means of verification: UNSDCF annual report |
| Responsible: UNFPA |
| **Output 3.2.A. Support the MoPSLSW/Chair of SDG Technical Committee and DDA to institutionalize disability inclusion within the national development strategy/SDG Annual plan and reporting system** |
| **Indicator 3.2.1** # of national and subnational SDGs implementation plans integrating and mainstreaming actions towards persons with disabilities. |
| Description:Currently, the SDG national coordination mechanism in Zimbabwe does not include any specific disability dimension that should allow explicit tracking of CRPD implementation within the global SDG reporting. The 2021 VNR did not include any specific disability reporting due to the absence of any specific procedure in place to allow such a reporting. The Ministry of Public Service, Labour and Social Welfare (MoPSLSW) who chairs the SDG Technical Committee will have to advocate for a systematic integration of disability analysis and monitoring in the existing reporting mechanism, which will ensure that the Technical Committee to track the progress made nationally using specific disability indicators and targets. Such a mechanism can serve as a basis to harmonize disability monitoring in other national development agenda, including the NDS1.This output will include: 1. Developing guidelines/tool/checklists on SDG standard set of indicators, benchmarks and targets on disability inclusion, which could be adapted to the national SDG reporting framework.
2. Engaging policy dialogue with the monitoring committee of the NDS1, using the model developed for the SDG Technical Committee, in order to harmonize the reporting and monitoring mechanisms nationally.
 |
| Baseline: SDG Technical Committee monitoring and reporting framework; NDS1 monitoring and reporting framework |
| Milestone year 1 : High level National Dialogue on SDG and CRPD Linkages has taken place  |
| Milestone year 2: Harmonization with the NDS1 framework |
| Target: National SDG Frameworks are inclusive of persona with disabilities  |
| Means of verification: SDG Technical Committee monitoring and reporting framework; NDS1 monitoring and reporting framework |
| Responsible: **UNDP** |
| * + 1. **Output 3.3.A. Support OPDs to systematically engage in the national development coordination mechanism and accountability frameworks in Government, and in the UN.**
 |
| * + 1. **Indicator 3.3.1** # of UN led National and /regional coordination mechanisms with established consultation processes undertaken to ensure the active involvement of persons with disabilities including through their representative organizations, in the design, implementation and monitoring of instruments for planning and implementation of UN development activities at the country level.
 |
| Description:The Situation Analysis indicated an absence of a functioning consultative instance that ensures meaningful and effective persons with disabilities and OPDs participation. The National Disability Board has not optimised its representative and advisory functions whereby it would have ensured systemic and meaningful participation of OPDs in the national process, such as the consultation and validation of the National Disability Policy, the elaboration of the NDS, the ongoing discussions on the Disability Bill. Consultations with members of OPDs indicated that while they are involved in initial consultation of the development of legal and policy instruments such as the persons with Disabilities Bill 2020 and National Disability Policy, they are not involved in the final input to these provisions. Sometimes there are no validation processes so that the stakeholders are happy with the final pieces that go through. The years 2022-2023 will be a turning point in terms of implementation of the National Disability Policy, rolling out of the NDS1, and implementation of the UNSDCF. OPDs will have to seize such a unique momentum to step up its systemic participation and influence in the national and UN instances that are mandated to coordinate and monitor the implementation of these frameworks. This output will include: 1. Conduct a national consultation on the best configuration of a national platform that can allow OPDs to participate and influence the national development agenda. This could be done in conjunction with the finalisation of the Disability Bill that includes one provision for the creation of a Disability Commission.
2. Support the RCO and the UNSDCF Outcomes Groups and the PMT to define the best way to systematically engage with OPDs in planning, monitoring and evaluating progress in the UNSDCF implementation.
3. Support OPDs to conduct a review of the UNDIS Scorecard, based on the baseline analysis done in 2021 and the UNCT Action Plan.
 |
| Baseline: National Disability Board; UNSDCF Outcome Groups  |
| Milestone year 1: Consultations with the OPDs and key recommendations; Consultation with RCO, PMT and UNSDCF Outcome Groups |
| Milestone year 2: Models of platforms are designed and tested |
| Target: At least 3 possible models of platforms tested |
| Means of verification: UNSDCF annual report; UNDIS Reports; NDS1 Report |
| Responsible: **UNESCO** |

# **Outcomes Strategy**

## 4.1 Theory of change

The Situation Analysis has shown that in 2021, there is a unique momentum at the national level that will have medium and long term impact on the country’s development process, thus requiring disability inclusion to be taken on board now. The adoption of the NDS1 in 2020 and of the National Disability Policy in June 2021, the ongoing CRPD State Party reporting process (first time first ratification), the finalization of the Disability Bill, the newly formulated UNSDCF (2022-2026) based on a CCA that includes a disability analysis, and the UNPRPD’s support to make the COVID-19 response more inclusive, are key entry points for the UNPRPD Round 4 project.

However, such a conducive environment requires a deliberate attention in designing the relevant institutional set-up that can ensure effective implementation and coordination, as well as continuous monitoring of policies. As the country is embarking on the Last Decade of Action for the SDGs implementation, and as the UNCT is starting its first UNSDCF in the country, it is essential that disability rights and inclusion are duly integrated into the national and the UNCTs’ governance mechanisms of development work in a harmonized manner. For such mechanisms to be functional and operational, there is need to build the capacities of both duty bearers and right holders on accountability and governance standards, on constructive and evidence-based policy dialogues, and on effective and meaningful participation of persons with disabilities in the public arena beyond harmful cultural and social norms.

The project’s impact statement is the following: A strengthened, accountable, inclusive, and well-resourced coordination system is in place in Zimbabwe, with the capacity to implement effective disability policy and programmes that advance disability rights and inclusion, reduce intersectional stigma and discrimination, and upholds the rights of persons with disabilities, including women and girls and other underrepresented groups.

The theory of change reads as follows:

 **IF** a national coordination system is functional in implementing the National Disability Policy, and in ensuring a harmonized coordination with the NDS1 and the SDG implementation, **IF** the coordination and monitoring capacities of duty bearers and of the UNSDCF Outcome Groups are enhanced with a focus on the intersectionality approach, **IF** budgeting and sectoral resources allocation is CRPD-compliant, and **IF** there is meaningful engagement and effective participation of persons with disabilities and their representative organisations in monitoring the CRPD-compliance of Government’s policies, and in building solid coalition for change, **THEN** the duty-bearers will be held accountable and persons with disabilities will be able to effectively enjoy their rights.

## **4.2 Result Chains**

Considering the focus of the three outcomes, the following description of the result chain shall proceed by the following logical order – **Outcome 2** on establishing the essential building blocks or preconditions to CPRD implementation ; **Outcome 3** on ensuring that the National and UN’s development frameworks and monitoring processes are disability inclusive; and **Outcome 1** on the necessary capacities that need to be enhanced to ensure effective implementation of the other two outcomes.

**Outcome 2**

By putting in place mechanisms and procedures to ensure an effective and coordinated implementation of the National Disability Policy, this outcome will contribute to enact the principles of Accountability, Non-discrimination, and CRPD-compliance of this intersectoral public policy. To this end, functional institutional systems, a costed implementation plan, guiding tools of the policy, and models of governance, and of constructive and evidence-based social dialogue between OPDs and the government are required. Accountability standards also require that the CRPD reporting process include a parallel report by OPDs, as well as a follow-up mechanism on the Committee’s concluding observations. These factors are critical for coordination and monitoring of programmes, engagement of partners, resource mobilization, all of which are essential building blocks for the CRPD implementation. Specific and deliberate attention will be drawn to mainstreaming the intersectionality approach in the systems and models that will be put in place, and synergies with flagship programmes such as the Spotlight Initiative and other Gender related programmes being impended by the OPDs will be leveraged.

**Outcome 3**

Beyond the national coordination of the National Disability Policy, there must be linkages and harmonization of the CRPD implementation, and that of the NDS1, and of the SDGs including the UNSDCF. This is a key condition for disability inclusion and rights to form part of the country’s and the UNCT’s overall development frameworks and tracking dynamics. To this end, the SDG Technical Committee and the NDS1 monitoring mechanism need to institutionalize disability inclusion within its reporting processes, the UNCT’s M&E Groups and the UNSDCF Outcome Groups must be supported to track disability inclusion in the implementation of the CF, and the OPDs should find official entry points and platforms to engage with the national institutions and the UNCT in this process. Disability inclusion Guidelines/Checklists on the SDG, NDS1, and UNSDCF standard set of indicators, benchmarks, and targets must be developed and the concerned actors trained to use them. The engagement of OPDs to support disability inclusion in the implementation of the UNSDCF will have to be systematized, in line with the UNDIS Scorecard.

**Outcome 1**

This outcomes includes all the capacity-building initiative, as well as the knowledge products and the models of good practices that the project will generate. Through the outcomes 1 and 2, knowledge products and models of good practices will be produced, including guides, videos, and a model of evidence-based advocacy and policy dialogue. These capacities, knowledge and models are deemed catalytic in implementing the National Disability Policy, initiating CRPD-compliant budgeting standards, influencing the SDG and NDS1 national monitoring processes, and backstopping the UNCT in implementing the UNSDCF. Capacity building of the key Government stakeholders from the identified ministries will be conducted in the fields of public policy coordination and monitoring, intersectionality approach, CRPD-compliant budgeting and financial management, and follow-up of the CRPD Committee’s concluding observations. OPDs will be capacitated to develop a model of evidence-based advocacy and policy dialogue that could ensure their meaningful participation and dialogue with the government, and to better include and represent the voices of the underrepresented groups.

## **4.3 Geographic scope**

 The UNPRPD Round 4 will work in former UNPRPD Round 3 project districts, as well as relevant EU Spotlight districts to create synergies and complementarity. These are the districts with recognized high HIV prevalence, high GBV incidences and poverty. The UNPRPD Round 4 will include other Districts that were not in round 3 but have dire need. This gives an opportunity for continuity and scaling up of outreach building on previous investments.

|  |  |
| --- | --- |
| **Province** | **District** |
| Mashonaland Central | Muzarabani, Mbire, Bindura, Shamva, Mt Darwin, Guruve, Rushinga |
| Mashonaland West | Mhondoro, Hurungwe, Sanyati, Makonde, Chegutu Rural, Karoi, Zvimba, Kariba Rural |
| Mashonaland East | Mudzi, UMP, Marondera Rural |
| Matebeleland North | Bubi, Tsholotsho |
| Matebeleland South | Bulilima, Mangwe, Beitbridge Rural, Umzingwane, Matobo, Insiza |
| Peri-Urban and Harare Metropolitan | Epworth, Harare Rural, Harare Urban, Ruwa, Chitungwiza,  |
| Bulawayo | Bulawayo |
| Manicaland | Nyanga, Chimanimani, Buhera, Mutasa, Chipinge,  |

## **4.4. Sustainability**

Long term Sustainability of the project results will employ the following measures

1. Working closely with Government in particular Department of Disability Affairs (DDA) to support the implementation of the National Disability Policy.
2. Close collaboration and meaningful involvement and participation of OPDs remain a critical approach for the 4round.
3. Strengthened coordination for disability inclusion through inter-ministerial approach working with 21-line Ministries Technical Committee, OPDs Umbrella Bodies, and Civil Society.
4. Investment in knowledge management and resources such as guidelines and tools. Accountability and M& E on the implementation of the NDP will also be ensured.

Mainstreaming disability across all UN Agencies through the UNCT for continuous programming within the One UN approach

## **4.6 Innovation**

Having OPDs participating at the apex of project implementation and management will guarantee inclusion and action. Linkages that will be built with existing projects such as the Spotlight Initiative and other being implanted by CBM, the Ministry of Health, Deaf Women Included and other will enhance resource efficiency. A strong linkage of the CRPD and SDG, through the introduction of SDG indicators and benchmarks is a new way of ensuring SDG aligned M & E. Round 4 will increase collaboration and partnership with more duty bearers and right holders such as the SDG Inter- Ministerial Committee, Civil Protection Unit and the 21-line Ministries using the multi-sectoral and inter-sectional approach. 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.

## **4.7 Complementarity with other ongoing initiatives**

The Spotlight Initiative looks at intersectionality and discrimination which is linked to the priority of non-discrimination. It also works on Sexual, and Gender based Violence which is linked to the gender cross cutting issues. Outcome 1 on laws and policies complements the Spotlight Initiative has an outcome of ensuring the participation of PwDs and OPDs. The project will support the implementation of the National Disability Policy where other organisations like the CBM International is currently supporting through the following

1. Capacity strengthening of media houses to achieve appropriate reporting on issues of disability and on the NDP
2. Using different media platforms to raise awareness on issues of disability and on the NDP
3. Translation of NDP to Braille, Shona and Ndebele and printing and dissemination thereof

The project is proposing to implement in districts like Chipinge and Buhera, where Leonard Cheshire, in partnership with Plan International Zimbabwe is strengthening DPOs on Governance and policy making. This presents an opportunity to complement and leverage on existing modalities. One of the preconditions that the project intends to address is participation and involvement of OPDs in governance issues. One of the umbrella organisations, Federation of Disabled Persons in Zimbabwe (FODPZ), is implementing a related project in all the country’s ten provinces for the next four years targeting government ministries, DPOs, Policy makers and DSOs.

Zimbabwe’s UNCT-led capacity-building efforts on disability inclusion over the past 2 years include the following:

1. **UNPRPD MTPF Round 3 Initiative on** ***Advancing the Rights of Women and Girls with Disabilities in Zimbabwe*** (2018-2021), inclusive of an Extension Phase on *Supporting a disability-inclusive COVID-19 Response Recovery Plans and CCA process.* This Initiative has supported the following capacity building efforts on disability inclusion:
* Support to Government on accelerated implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD) and awareness raising and advocacy on women and girls with disabilities. [Examples of joint UN & Government advocacy tools](http://www.unesco.org/archives/multimedia/document-4988) produced in English, main local languages Ndebele & Shona and Sign Language.
* [Joint RCO and UNPRPD Team Training & Sensitization sessions](https://en.unesco.org/news/zimbabwe-commemorates-international-day-persons-disabilities) targeting UN Staff on CRPD and Disability Rights and UN Disability Inclusion Strategy (UNDIS) on 2 December 2019 (prior to IDD commemorations). An estimated 30 UN Senior Management and Programme staff benefitted, and the UN Resident Coordinator, Head of Agencies (UNESCO, UNDP, UNFPA, UNICEF, UNWOMEN) engaged in in-depth dialogue with women and girls with disabilities on the barriers they still face, and on how the UN can better improve on disability-inclusion in programmes.
* Three major national capacity building sessions targeting women and girls with disabilities (including those with intellectual/mental/psychosocial impairments) have been conducted between 2018-2020, resulting in growing a core group of self -advocates who are amplifying their voices on the Aspiration, Needs and Concerns of women & girls with disabilities. 30 women and girls with disabilities from marginalized areas have been systematically capacitated on Key Topics such as *Advocacy, Leadership, and SRHR Skills.*
* Communities were capacitated on addressing stigma and discrimination, Harmful Cultural Practices towards women and girls with disabilities through training sessions targeting Traditional Chiefs, Religious and key community leaders (A draft Toolkit on addressing community-based stigma and discrimination & Harmful Practices was recently piloted in 3 UNPRPD peri-urban & rural project sites, (Hopley, Epworth and Shamva) from July-August 2020).
* Institutional strengthening on disability-inclusion, SRHR in service delivery targeting the Justice Law and Order Sector & Health Teams, Chapter 12 Institutions(Commissions), Parliamentarians and Legislators has been undertaken from 2018 to date (An estimated 100 Practitioners were capacitated).
* Joint UN Capacity strengthening also to Service Providers in marginalized districts on delivering inclusive Gender-Based Violence & HIV for women & girls with disabilities at One Stop Centres and Shelters also undertaken during the same period.
* Strengthening OPD roles and capacities in disability inclusion in development processes and through engagement in UNPRPD project programming. A first major National Consultation with disability civil society and key stakeholders conducted in Harare, in March 2020 with an estimated 70 participants to dialogue on how their capacities can be further strengthened for accelerated implementation of the CRPD.[[7]](#footnote-7)
* UN led platform was created in 2018 for continuous dialogue on demystification of the CRPD –in the form of the UNPRPD Advisory Group (Multi-stakeholder team composed of UN Agencies, Government, Human Rights Commissions, Academia and Civil Society Organisations).
* UN is providing technical support to the Government on CRPD Reporting & promoting disability-inclusion in Universal Periodic Review processes (Draft CRPD Report being finalized by Government).
1. **Joint UN Institutional Strengthening on disability inclusion in national and legal frameworks**
* UNCT in 2019 supported processes to strengthen the Ministry of Public Service, Labour & Social Welfare’s next 5 year (2020-2025) to become disability inclusive.
* UNCT supporting the Ministry of Public Service’s department of Disability Affairs to implement CRPD e.g. through various UN led initiatives, e.g. UNPRPD Round 3, EU funded Spotlight Initiative, UNICEF led support to drafting of the Disability Bill and Disability Policy, UNHCR work on refugees with disabilities, WFP work on inclusive food security interventions, etc.
* Under the Spotlight Initiative, UNICEF, UNDP and UNESCO supported the active engagement of OPDs in the development of the Persons with Disability Bill and National Disability Policy. The support enabled consultations to be held in all the ten provinces of the country with participation from various OPDs, persons with disability including women and girls with disabilities, mothers of children with disability and children with disabilities.
* The new Bill modelled on the CRPD will replace the old Disabled Persons Act of 1992. On the other hand, the Policy is novel, and the first in Zimbabwe. The consultations gave a platform to all PWDs to be included in the crafting of laws that recognize their rights and to participate in the legislative and policy making processes in Zimbabwe.
* Under the same project, the National Disability Board (NDB) was accompanied in 2019 in developing its Operational Strategy (2020-2023) that has now been validated. This is the first time that the NDB embarked on a collective strategic thinking process and articulated its priorities with a full-fledged result framework.
* Through the support of ZIM-ECO Project 2016 -2020, the Zimbabwe Election Commission (ZEC) was supported to engage DPOs and PWDs in electoral processes, assess the challenges and constraints faced by PWDs when exercising their democratic right. From these engagements several [recommendations](https://www.zw.undp.org/content/zimbabwe/en/home/presscenter/articles/paving-way-for-disability-inclusive-elections.html) were proffered towards ensuring the participation and inclusion of PWDs in electoral processes.
1. **Integrating disability inclusion in a Joint UN Flagship Programme in addressing GBV in women and girls with Disabilities**
* The UNPRPD Team contributed to promoting disability inclusion in the EU funded Spotlight Initiative on ‘Eliminating GBV in women and Girls with Zimbabwe’ (2018-2021). This initiative is implemented jointly by six UN Agencies (UNDP, UNESCO, UNICEF, ILO, UNWOMEN and UNFPA). Disability inclusion is integrated through a twin track approach-through mainstreaming and targeted approaches were OPDs are the implementing partners. Key success area to note is that the UN’s joint efforts resulted in an estimated budget of USD 1million being awarded to eliminate GBV among women and girls with disabilities. The UNPRPD Zimbabwe project is recognized as a catalytic project in this regard.[[8]](#footnote-8)
1. **Joint UN Interventions in Humanitarian Interventions**
* From 2019 to date the UN has worked together to support disability-inclusion in humanitarian Interventions. In March 2019 Zimbabwe was hit by Cyclone Idai & the UNPRPD Team and broader UNCT have been participating in supporting disability-inclusion efforts in humanitarian intervention such as the UNESCO/WFP intervention to [assess the level of involvement of persons with disabilities in the rebuilding efforts](https://en.unesco.org/news/partners-meeting-disability-inclusion-and-disaster-and-risk-management).
* In May 2020, UNESCO on behalf of the UNPRPD Team provided an induction training on Inclusive COVID-19 Response (using the UNSG policy brief and the IASC Guidelines) to the members of the UN Protection Cluster that coordinates the UN Humanitarian interventions.

# **Contribution to UNPRPD Impact**

Table 1 Progress against UNPRPD Impact Indicators

|  |  |  |
| --- | --- | --- |
| UNPRPD MPTF IMPACT(2025) | Reduce the inequality and exclusion for all persons with disabilities within and across countries. |  |
| Indicators  | How will the project contribute to this indicator?  |  Country Baseline 2021 (please indicate the source) |
| Proportion of population living below the national poverty line by sex and age (SDG indicator 1.2.1) and disability.  | Building the capacity of government to implement the NDP (with a priority focus on education, health, social welfare, justice and employment) will enable more persons with disabilities to graduate from poverty (since more persons will be able to access services provided by the government) | One challenge is the paucity of data on disability. UNICEF’s Living Conditions Survey (published in 2015, survey data from 2013) measured socio-economic status by recording which of 26 household possessions families with and without disabilities had. The survey found that case households (those with persons with disabilities) were worse off than control households. (page 18 of survey).In 2022 a National Population Census will be conducted that can be used as a baseline.Multiple Indicator Cluster Survey 2019 Intersensal Demographic Survey 2017 <https://www.zimstat.co.zw/wp-content/uploads/publications/Population/population/ICDS_2017.pdf>note: the 2017 survey has prevalence information by regions within Zimbabwe; and it gives data on professions but does not have data on poverty rates for persons with disabilities. Table 6.1(c) (page 83) of that report shows level of economic activity broken down by gender, disability (as a yes/no question), and type of profession. Interesting to note there are significant differences for women with disabilities vs. men with disabilities, though the majority of both men and women with disabilities work in the agricultural sector.  |
| *Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions (SDG indicator 1.2.2) disaggregated by disability, before and after social transfers.*  |  | The UN has a report on the multi-dimensional poverty index (MPI) from 2020, and that includes data from Zimbabwe. See:<http://hdr.undp.org/en/2020-MPI>*Can UN Zimbabwe find out what sources that report used?*The second VNR (2021) indicates that social protection programme support for persons with disabilities is expected to increase dramatically, (page 41 of the VNR).  |
| *Percentage of public spending on disability rights and inclusion, as a proportion of the GDP/sector budgets, disaggregated by disability specific budget allocations and allocations within mainstream budget.* | The project will contribute to this indicator as part of its work on output 1.1. (indicator 1.1.3).Capacity building on disability inclusion for the Ministry of Finance and Economic Planning will enable the Ministry to ensure that budget allocations in each Ministry are disability inclusive. The Director of Finance, Ministry of Public Service Labour and Social Development (*the parent Ministry responsible for Disability*) receives funds from the Ministry of Finance and Economic Development. The project intends to build their capacity to produce budgets that are CRPD compliant using a Do-no-harm approach in budgeting. The project will support the development of a Costed Implementation Plan of the National Disability Policy (NDP) to prioritize available resources, assist in identifying instruments and levers to contribute public funding to the NDP, and support consultation with diverse OPDs across the budget cycle. Capacity building will also be done for the Parliamentary portfolio on budgeting.  | The second VNR (2021) indicates that social protection programme support for persons with disabilities is expected to increase dramatically, (page 41 of the VNR).  |
| *Increase of disability data/disaggregation (including by sex) within standard data and CRPD compliant collection processes.* | Disability Disaggregated data is very limited and inconsistent. Through Outcome 2.1.1 [i(b)] the project intends to set up a comprehensive and systemic Information Management System (IMS) based on the Washington Group Methodology to ensure efficient and quality implementation of the NDP. The Ministry of Finance and Economic Planning has directed the Department of Disability Affairs to table a budget for a Costed Implementation Plan. The project will support a needs assessment of IMS that is suitable to ensure effective co-ordination of disability work and proposal of the best IMS models, with an intersectional focus including gender, and using the Washington Group Questions. | **The Inter-Censal Demographic Survey (ICDS) 2017** indicates that 9 % of the Total Population are persons with disabilities ( 10% Females and 8% Males). This includes a breakdown by Provinces (see page 16 of that report), and by age (page 17). **Economically Active persons with disabilities by sex** 22.9% (males) Females (9.2%) are paid employees. 0.9% of Males with disabilities are employers, 0.1% of females with disabilities employers |
| *SDG indicator 16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, and population group.* | The project plans to set up a national multi-stakeholder thematic working group chaired by the MoPSLSD to ensure coordination of NDP (CRPD art. 33.1) **Under Output 2.2 – *Multi - Stakeholder participation and contribution to the design, reform, and implementation of disability inclusive laws policies and systems is enhanced,*** the project will contribute to this indicator by conducting ananalysis of OPDs’ needs to be able to build coalition and consensus on governance and accountability. It will design a Lab model to produce advocacy documents (memo/policy briefs) that includes a policy dialogue model. As a follow up to Round 3 project and the Spotlight Initiative Phase 1, it will continue using the UNPRPD Round 3 tools and guidelines to sensitize the governance structures and justice system at the central, provincial and district levels on intersectional discrimination towards WGWDs and marginalised groups (women with intellectual disabilities, psychosocial disabilities, deaf and hard of hearing women, little people, women with albinism).Under Outcome 3, the project will contribute by supporting OPDs to systematically engage in the national development coordination mechanism and accountability frameworks in Government and the UN. This will be done through working with OPDs to support disability inclusion in the implementation of the UNSDF Annual Workplans/PMT and through quarterly review meetings of the disability inclusion in the UNSDCF implementation in line with UNDIS | No Baseline exists at the present time, however, the UPR Recommendations, CRPD Shadow report and Pre and post satisfactory survey can be useful for determining benchmarks.The Living Conditions Among People Living with Disability In Zimbabwe (2015, pg. 107) indicates that up to 26.1 per cent of individuals with disability never made “important decisions.” Males were more invloved in decision making compared to women.  |

# **Cross Cutting Approaches**

The project will systematically address the three main cross approaches to advance disability inclusion on gender equality and advancing the rights of women and girls with disabilities; inclusion of the most marginalized and underrepresented groups and the effective participation of OPDs. Lessons from the UNPRPD Round 3 on Advancing *the Rights of women and girls with disabilities in Zimbabwe* reinforced the notion that persons with disabilities are indeed are not a homogenous group and that disability inclusion interventions must deliberately facilitate the effective participation of persons with disabilities and their representative organizations in all development processes.

The UNPRPD Round 4 project recognizes that women and girls with disabilities in Zimbabwe continue to experience intersecting forms of discrimination and this has resulted in their exclusion in development processes. The challenges of high GBV prevalence and poverty, which results in the increased vulnerability and isolation. (Thirty -five percent of girls and women in Zimbabwe aged 15-49 have experienced some form of physical violence [[9]](#footnote-9)physical violence since the age of 15). In recognition of these national challenges and the barriers faced by marginalized population groups such as women and girls with disabilities and underrepresented populations groups, the UNPRPD Round 4 continue to systematically engage OPDs in the planning, implementation and monitoring of the project. In addition the project’s outcome areas address the cross cutting issues in addressing the preconditions for strengthened disability inclusion in Zimbabwe.

## 6.1 Equality between men and women.

The project will ensure that both men and women with disabilities across disability types are fully integrated in the project’s activities. The same approach of ensuring a gender balance in the UNPRPD Round 4 Inception Phase and Round 3 Project will be adopted, throughout the project cycle. However, the project will also systematically involve more women over man with disabilities in order to provide more opportunities for women with disabilities to participate in the project. Lessons from the UNPRPD Round 3 revealed that women and girls with disabilities still face multiple barriers and challenges such as GBV, negative cultural beliefs/ stereotypes, stigma and discrimination. These challenges perpetuate their continual exclusion in development processes Thus the project team will work with women led OPDs to systematically involve more women and girls with disabilities throughout the project..

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

To ensure full participation of persons with disabilities the project, as in the UNPRPD Round 3, will establish an Advisory Group/ Steering committee that will be composed of the two umbrella bodies NASCOH and FODPZ, and the OPDs representing marginalized and the underrepresented groups such as women and girls, children and those with psycho-social/intellectual disabilities. OPDs that have been involved in the overall UNPRPD Round 4 Inception Phase will continue to participate as key stakeholders in the project cycle. Reasonable Accommodation will be ensured for the participation of persons with disabilities across disability types and National Geographic locations. Reasonable Accommodation will also be ensured by the project in order to ensure the meaningful participation of persons with disabilities.

## 6.3 Full and Effective Participation of most marginalized groups

The UNPRPD Round 4 Inception Phase and Round 3 Project has built partnerships with OPDs representing women and girls with disabilities and those representing persons with intellectual and psychosocial disabilities. The Project will continue to take specific measures aimed at ensuring the full and effective participation of underrepresented groups of persons with disabilities including persons with intellectual and psychosocial disabilities, multiple disabilities. This will be done though systematic their integration into the UNPRPD Advisory Group/Steering Committee and as key partners during the implementation of the programme. Examples of the OPDss that will be engaged include the Epilepsy Support Organization, Autism Zimbabwe, Zimbabwe Albino Associationamong others.

1. **Governance and management arrangements**

 Table 3. Implementation arrangements

| **Output number** | **Implementing UN agencies[[10]](#footnote-10) include contact details of focal points & role and responsibility in the programme** | **Government includes contact details of focal points & role and responsibility in the programme** | **OPDs include contact details of focal points & role and responsibility in the programme** | **Other partners include contact details of focal points & role and responsibility in the programme** |
| --- | --- | --- | --- | --- |
| **1.1.A**The capacities of OPDs and Government are enhanced to ensure effective, comprehensive, and responsive implementation of the National Disability Policy adopted in 2021. | UNESCO will lead the capacity-building programme using the UNPRPD Training Package to tailor specific training modules for the target groups. Continued engagement with the OPD networks will be at the center. UNDP will support on governance and legal component of the capacity-building programme | Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org. Government focal person for the coordination of all disability issues including the implementation of the National Disability Policy. For this output, she will technically contribute to the activities and coordinate with government ministries, departments, and duty bearers.Dr Edmos Mthethwa, Chief Director for Disability and Social Development, oversight of the programme and institutional coordination.emthethwanm@gmail.com | FODPZ Director: Mr. Leonard Marange, lmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masaya, chumahenry6@gmail.comThe leaders of umbrella OPD bodies will technically contribute to the activities, and coordinate OPDs and all activities that include rights holdersDirector of CBM International, Ms Deborah Tigere, Deborah.Tigere@cbm.org Technical expertise and contribution on policy implementation and coalition building  | UNICEF, as technical partner will contribute to this output with expertise on social policy development and coordination. UNWomen, as lead of Spotlight Initiative, will ensure synergies between the OPDs and the Women’s Movements (SI Outcome 6). |
| **1.1.B**The capacities of OPDs and Government are enhanced to conduct a CRPD reporting | UNDP will lead this output and continue to engage the key actors in charge of CRPD reporting.  | Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will liaise with the government’s department concerned and lead the CRPD reporting process. Will facilitate the training of government duty bearers. Commissioner Beauty Kajese , Zimbabwe Human RightsWill be liaison with the he National Thematic Working Group (output 2.1.1) will be trained on the follow-up mechanism of the CRPD Committee’s Reporting Mechanismsbeautykajese@gmail.com  | FODPZ Director: Mr. Leonard Marangelmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masayachumahenry6@gmail.comIn conjunction with their membership will coordinate and lead the training of OPD leaders based, and lead the drafting process of the parallel report Patience Ruvimbo Dhokwanipatiedhokwani@gmail.comWill lead the IMC on drafting of the CRPD report and follow-up of the relevant stakeholders. | Underrepresented Groups:Deaf Women Included, Agnes Chindimba, deafwomenincluded@gmail.comEpilepsy Support Foundation Zimbabwe, Taurai Kadzviti, tau-kat@hotmail.comWill ensure that the marginalised groups’ voices are heard in the process, and that an Intersectionality approach, including Gender-based Stigma and Discrimination, is integrated in the approach. |
| **1.1.C****The capacities of stakeholders in charge of Governance issues are enhanced on intersectionality, including Gender Equality mainstreaming, in the Governance mechanisms and processes** | UNFPA will lead the interventions by guiding the gender equality approach and ensuring that the intersectionality approach is cross-cutting (both at the policy and service provision levels).UNESCO will contribute to mobilising the traditional chiefs and religious leaders, and using its Round 3 sensitization tools on cultural norms.  | Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will coordinate with the government’s departments, and facilitate the training of government duty bearers. The National Thematic Working Group (output 2.1.1), as well as the SDGs Technical Committee and the NDS1 monitoring Committee will be trained.The 21 Directors for Gender, Inclusivity and Wellness will be the primary target audience, and will have to ensure that the principles are applied in their Department’s work. | FODPZ Director: Mr. Leonard Marange, lmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masaya, chumahenry6@gmail.comDirector of CBM International, Ms Deborah Tigere, Deborah.Tigere@cbm.org Will intervene as resources persons. | UNWomen, as technical partner, will backstop on gender mainstreaming approaches  |
| **1.1.D. The capacities of the Ministry of Finance and of the National Thematic Working Group are enhanced to understand and to apply the principles CRPD-compliant Budgeting for the implementation of the National Disability Policy (NDP).** | **UNDP** will lead the CRPD-compliant Budgeting training for the implementation of the National Development Strategy (NDS) and the National Disability Policy (NDP), by availing international technical expertise on the matter, while also doing sensitization with the key actors. UNDP will work together with UNESCO and UNFPA to facilitate contacts with the Ministry of Finance, and contribute with governance aspects in budgeting.  | Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will coordinate with the government’s departments, and facilitate the training of government duty bearers. The Ministry of Finance/Economic Planning Department will be the key target, advisor on the financial management provision, and partner in designing the output and organizing trainings. It will also ensure that the government earmarks funding for the national disability policy. The National Thematic Working Group (output 2.1.1), as well as the SDGs Technical Committee and the NDS1 monitoring Committee will be trained. | FODPZ Director: Mr. Leonard Marange, lmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masaya, chumahenry6@gmail.comWill be trained. Executive Director of Institute for Community Development in Zimbabwe (ICODZIM), Ms Talent Maposa, directoricodzim@gmail.com Director of CBM International, Ms Deborah Tigere, Deborah.Tigere@cbm.org Wil provide expertise and practices on the topic.  | MoPSLSW/Dir. Budget, Dir of Finance and Administration, and Chief Accountant, and Parliamentary Portfolio on budgeting will be rained but will also intervene as resources persons. These actors will also train their Departments in cascade.  |
| **1.1.E. Capacity building of the SDG Technical Committee and UNSDCF Outcome Groups on the use and adaptation of a set of  SDG standard indicators, benchmarks and targets for disability inclusion** | UNDP will lead the work with the SDG Technical Committee with institutional contacts, agreement on the entry points and frameworks to be set up.UNFPA will lead the capacity building of the UNSDCF Outcome Groups to monitor disability inclusion. UNESCO will support technically with support with the training package tailoring, building on the work done on drafting the CCA and UNSDCF. | Mr Simon Masange, Perm. Sec. of the MoPSLSW, Chair of the SDG Technical Committee, masangasimon9@yahoo.co.uk, will lead the process and ensure institutional buy-in.  The SDG Technical Committee will engage in dialogue with the project to indicate the capacity needs and the tools needed. It will be trained subsequently. Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will technically contribute, and facilitate the training of government duty bearers. The National Thematic Working Group (output 2.1.1), as well as the SDGs Technical Committee and the NDS1 can share experience, practices, and in monitoring tools.The Ministry of Finance/Economic Planning Department will bring expertise on CRPD-compliant budgeting and financial management.  | FODPZ Director: Mr. Leonard Marange, lmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masaya, chumahenry6@gmail.comDirector of CBM International, Ms Deborah Tigere, Deborah.Tigere@cbm.org Will intervene as resources persons. | RCO/Gender and Disability Advisor will ensure institutional coordination and harmonization, and support the process with expertise and institutional arrangements, including in synergy with UNDIS implementation. PMT will integrate the training and monitoring activities in its Annual Workplan, mobilise the Outcome Groups, and liaise with UNCT.OMT will be kept in the loop to harmonize and synergize on the use of monitoring tools that it will have elaborated under UNDIS.  |
| **1.2.A. Knowledge products are developed for use by the Department of Disability Affairs, the Ministry of Finance and the National Thematic Working Group** | (i) The UNDP Team will develop an easy-to-read brochure to guide duty bearers and rights holders on CRPD monitoring (art 33) and reporting (ii) The UNFPA team will develop a guide for duty-bearers on the concept of an intersectional approach, with practical guidance on how to undertake an analysis that recognizes and accounts for the experiences and conditions of persons who are among the most marginalized.(iii) The UNDP team will develop a guide on CRPD-compliant budgeting for the Ministry of Finance, and sectoral ministries.(iv) The UNDP – through working with the Ministry of Public Service, Labour and Social Welfare and OPDs, will develop a knowledge product on inclusive SDGs and monitoring that will present a matrix with disability indicators for the goals, benchmarks and targets of the SDGs(v) UNESCO will produce guidelines for the National Thematic Working Group that unpack the notions of “progressive realization” to remove barriers in accessibility, and the right to “reasonable accommodation” for the most vulnerable groups, in the different sectors. | The relevant Government bodies will be inviolved in developing and using the products. | The OPDs will be inviolved in developing and using the products. |  RCO/Gender and Disability Advisor will ensure institutional coordination and support the process with expertise and institutional arrangements. |
| **1.3.A. A model of good practice in improving OPD’s advocacy work and coalition building is developed and piloted to share country level experiences, to increase understanding, and to inform innovative practices.** | UNESCO will lead the elaboration and testing of the Lab model and production of the evidence-based advocacy materials.UNDP and UNFPA will support with technical expertise in the Governance and legal topics, and Gender issues.  | Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will facilitate the policy dialogue that is part of the model, and support the uptake of the advocacy materials. The National Thematic Working Group (output 2.1.1) will be engaged in the advocacy and policy dialogue processes. | FODPZ Director: Mr. Leonard Marangelmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masayachumahenry6@gmail.comchumahenry6@gmail.com will elaborate and test the model, and lead the coordination of consensus building activities and elaboration of memorandum/policy briefs. They will also lead advocacy activities.  | RCO/Gender and Disability Advisor will ensure institutional coordination and harmonization, and support the process with expertise and institutional arrangements, including in synergy with UNDIS implementation.  |
| **2.1.A****Building regulatory frameworks and systems that will allow the Government to set up a costed Implementation Plan of the National Disability Policy (NDP), an efficient coordination mechanism, and a model of Information Management System (IMS) to ensure efficient and quality implementation of the NDP.** | UNESCO will lead the consultations and institutional dialogue with the MoPSLSW to elaborate the relevant coordination mechanism, while ensuring a continued engagement with the OPD networks. UNDP will support on governance and legal aspects. UNFPA will contribute with the proposal of IMS models to ensure effective co-ordination of disability work. | Mr Simon Masange, Perm. Sec. of the MoPSLSW, masangasimon9@yahoo.co.uk, will lead the process and ensure institutional buy-in. Dr Edmos Mthethwa, Chief Director for Disability and Social Development, oversight of the process and institutional coordination.emthethwanm@gmail.comDr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will lead the establishment and management of the National thematic working group. The Ministry of Finance/Economic Planning Department will advise on CRPD-compliant budgeting and financial management in elaborating the Implementation Plan. The 21 Directors for Gender, Inclusivity and Wellness will contribute to the elaboration of the Implementation Plan, and become members of the National Thematic Working Group. Zimbabwe Human Rights Commission, Commissioner Beauty Kajesebeautykajese@gmail.comCommissioner Kajese will participate in the National thematic working group and will be responsible for ensuring adherence to human rights perspective throughout project implementationZimbabwe Gender Commissionwill be responsible for ensuring that gender inclusion of all gender aspects in the Working Group Virginia Muwanigwav.muwnigwa@zgc.org.zw  | FODPZ Director: Mr. Leonard Marange, lmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masaya, chumahenry6@gmail.comDirector of CBM International, Ms Deborah Tigere, Deborah.Tigere@cbm.org Will mobilise their constituencies to inform the elaboration of the Implementation Plan, and become members of the Working Group.   |  RCO/Gender and Disability Advisor will ensure institutional coordination and support the process with expertise and institutional arrangements. |
| **2.1.2. Building regulatory frameworks and systems that will allow the State and OPDs to strengthen a robust CRPD reporting and follow up mechanism.** | UNDP will lead the technical support to the Governmental bodies in charge of the CRPD reporting and to the OPDs for the parallel report.  | Patience Ruvimbo Dhokwanipatiedhokwani@gmail.comWill lead the IMC on drafting of the CRPD report and follow-up of the COs.Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will liaise with the government’s department concerned and lead the CRPD reporting process. Will facilitate the training of government duty bearers. Commissioner Beauty Kajese , Zimbabwe Human RightsWill be liaison beautykajese@gmail.comThe National Thematic Working Group (output 2.1.1) will be trained on the follow-up mechanism of the CRPD Committee’s COs. | FODPZ Director: Mr. Leonard Marangelmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masayachumahenry6@gmail.comIn conjunction with their membership will coordinate and lead the elaboration of the parallel report. | RCO/Gender and Disability Advisor will ensure institutional coordination and support the process with expertise and institutional arrangements. |
| **2.1.C****Intersectionality approach, including Gender-based Stigma and Discrimination, is integrated in the NDP and SDG governance mechanisms.** | UNFPA will lead the the production of guidelines for the National Thematic Working Group, and support its application. UNESCO will support in mobilizing the traditional and religious leaders at the local governance level. UNESCO will also support the coalition building of OPDs with the women’s movements. | Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will liaise with the government’s department concerned and lead the integration of the guidelines in the institutional systems. The Working Group will advise the sectoral ministries on the practical approaches that can be used to fight intersectional discrimination and improve accessibility and inclusion.Mr Simon Masange, Perm. Sec. of the MoPSLSW, masangasimon9@yahoo.co.uk, will lead the dialogue with the SDG Technical Committee and ensure institutional buy-in. The Ministry of Women Affairs, Community, Small and Medium Enterprises Development will assist in gender equality mainstreaming. | FODPZ Director: Mr. Leonard Marangelmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masayachumahenry6@gmail.comDWI and DWSOwill intervene as resource persons. Agnes Chindimba, Director, Deaf Women Included                 Deafwomenincluded@gmail.com    Samantha Sibanda,   Disabled Women Support Organisation  samanthajnsibanda@gmail.com  | RCO/Gender and Disability Advisor will ensure institutional coordination and support the process with expertise and institutional arrangements.The Women’s Movements will be engaged in advancing the integration of the intersectional approach in the advocacy work, and share their experience and practices. |
| **2.2.A. OPDs set up and lead a Lab model that to support them to produce evidence-based advocacy materials, build consensus, and broaden their constituencies to underrepresented groups** | UNESCO will lead the elaboration and testing of the Lab model and production of the evidence-based advocacy materials.UNDP and UNFPA will support with technical expertise in the Governance and legal topics, and Gender issues.  | Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will facilitate the policy dialogue that is part of the model, and support the uptake of the advocacy materials. The National Thematic Working Group (output 2.1.1) will be engaged in the advocacy and policy dialogue processes. | FODPZ Director: Mr. Leonard Marangelmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masayachumahenry6@gmail.comchumahenry6@gmail.com will elaborate and test the model, and lead the coordination of consensus building activities and elaboration of memorandum/policy briefs. They will also lead advocacy activities.  | LCDZ and CBM will be part of the elaboration process, and provide the research expertise.Deborah Tigere Christian Blind Mission                 Deborah.Tigere@cbm.orgLeonard Shaibu ChitsikuDirector-Leonard Cheshireschitsiku@leonardcheshire.org.zwThe Women’s Movements will be engaged in sharing their advocacy experience and practices. |
| **Output 3.1.A. Support the UNCT to monitor disability inclusion in the CCA, UNCSDF, and UNCT UNDIS Scorecard** | UNFPA will lead the integration of the disability inclusion monitoring in the UNSDCF mechanism.  | The National Thematic Working Group (output 2.1.1), as well as the SDGs Technical Committee and the NDS1 can share experience, practices, and in monitoring tools. | FODPZ Director: Mr. Leonard Marange, lmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masaya, chumahenry6@gmail.comDirector of CBM International, Ms Deborah Tigere, Deborah.Tigere@cbm.org Will intervene as resources persons. | RCO/Gender and Disability Advisor will ensure institutional coordination and harmonization, and support the process with expertise and institutional arrangements, including in synergy with UNDIS implementation. The UNSDCF Outcome Groups will integrate the monitoring guidelines in their processes. PMT will integrate the training and monitoring activities in its Annual Workplan, mobilise the Outcome Groups, and liaise with UNCT.OMT will be kept in the loop to harmonize and synergize on the use of monitoring tools that it will have elaborated under UNDIS.  |
| **3.2.A. Support the MoPSLSW/Chair of SDG Technical Committee and DDA to institutionalize disability inclusion within the national development strategy/SDG Annual plan and reporting system** | UNPD will lead the work with the SDG Technical Committee in producing and integrating the monitoring guidelines. | Mr Simon Masange, Perm. Sec. of the MoPSLSW, Chair of the SDG Technical Committee, masangasimon9@yahoo.co.uk, will lead the process and ensure institutional buy-in.  The SDG Technical Committee will integrate the guidelines. Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org,will technically contribute, and facilitate the training of government duty bearers. The National Thematic Working Group (output 2.1.1), can share experience, practices, and in monitoring tools.The Ministry of Finance/Economic Planning Department will bring expertise on CRPD-compliant budgeting and financial management.  | FODPZ Director: Mr. Leonard Marange, lmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masaya, chumahenry6@gmail.comDirector of CBM International, Ms Deborah Tigere, Deborah.Tigere@cbm.org Will intervene as resources persons. | RCO/Gender and Disability Advisor will ensure institutional coordination and harmonization, and support the process with expertise and institutional arrangements. PMT will facilitate the uptake of the guidelines by mobilizing the different sectoral partners. |
| **3.3.A. Support OPDs to systematically engage in the national development coordination mechanism and accountability frameworks in Government, and in the UN.** | UNESCO will lead the engagement with the OPD networks, the RCO and UNSDCF Outcome Groups, as well as with the SDG Technical Committee to define the suitable consultation and policy dialogue system.  | Mr Simon Masange, Perm. Sec. of the MoPSLSW, Chair of the SDG Technical Committee, masangasimon9@yahoo.co.uk, will lead the process and ensure institutional buy-in. Dr Christine Peta, Director for the Department of Disability Affairs, cpeta@zimdisabilityaffairs.org. will technically contribute to the activities and coordinate with government ministries, departments, and duty bearers.The National Thematic Working Group (output 2.1.1), will allow its OPD members to technical support the process, and will champion the participatory approach.  | FODPZ Director: Mr. Leonard Marange, lmarange@fodpz.org.zwNASCOH Director: Mr. Henry Masaya, chumahenry6@gmail.comwill propose the possible modalities of participation and build the a continuous policy dialogue, also using the Lab model (Output 2.2.1).  | RCO/Gender and Disability Advisor will ensure institutional coordination and harmonization, and support the process with expertise and institutional arrangements. PMT will advise on possible modalities of engagement of OPDs in the UNSDCF implementation.  |

An integrated approach will be applied by the RUNOs in implementing the inter-related activities across the outputs. Such a level of synergies, communication and collaboration has existed in the Round 3 and will be continued and deepened in this phase with the new institutional set-up that includes the RCO Gender and Disability Advisor, the broader inter-agency collaboration under the Spotlight Initiative, and the thematic groups under the UNSDCF that includes LNOB and Disability. As specified in Section 3 of this project document, each RUNOs will “lead” certain activities, but the other RUNOs will also either contribute with technical expertise, institutional support, or joint organization.

A specific ToRs will be developed to define the role and responsibilities of the UN Technical Partners – knowingly UNICEF and UNWomen – in order to ensure their effective and targeted interventions and involvement. More specifically, UNICEF will be involved in the interventions around the setting up of the coordination mechanisms of the National Disability Policy, and the CRPD-compliant budgeting capacity-building. UNFPA will be involved in interventions around Intersectionality and Gender mainstreaming, notably by ensuring linkages and leverage with the Spotlight Initiatives. In these areas of interventions, with earmarked budget allocation, the lead RUNOs will have to closely work with the two Technical Partners to define the scope of activities, use the allocated funds, and ensure adequate joint visibility.

The communication and collaboration with the Government and the OPDs will be ensured building on the existing strong working relationship with both, including in designing the Round 4 Project. Regular and constant consultation and communication will be ensured via all communication channels, involving high-level officers such as the Permanent Secretary and Chief Director when necessary. The MoPSLSW/Department of Disability Affairs will be the port of entry for all communication with the Government, as it will also chair the Multi-stakeholder Thematic Working Group mandated with the Policy coordination.

In terms of overall governance structure, the project will be overseen by an Advisory Board consisting of the RUNOs, RCO, UNICEF, UN Women, the government departments, line ministries, and DPOs. This Board will be co-chaired by the RCO and the MoPSLSW, with detailed terms of reference (developed under Round 3) that delineate in detail the management arrangement of Board members.

The RCO Senior Advisor for Gender and Disability will ensure the high-level political and programmatic engagement of the UNCT. This will involve overall coordination trough the Project Advisory Board and the UNSDCF Outcome Groups; convening the different stakeholders in a common platform of dialogue and concertation; and oversight on implementation and budget utilization, M&E, and Communication with UNPRPD Technical Secretariat. Most importantly, RCO will ensure the sustainability of the project by leading the development of a broader UN Zimbabwe Programme on Disability Inclusion that will use the UNPRPD Project as a springboard to mobilize resources into a Multi-Donor Trust Fund for the country. Such an approach has been agreed on at the highest level of RCO, as a response to the eagerness of many UN agencies to be RUNOs in this Round 4, offering a very solid ground for an ambitious joint programming process.

# **Partnership-building potential**

During the development process of the Round 4, the RC and the Heads of the RUNOs have expressed their will and commitment to use the UNPRPD Round 4 as a vehicle and seed funds to expand the disability joint programming into a broader UNCT Programme that could attract the joint funding of donors. The UNCT will aim at setting up a dedicated partners group in support of the disability inclusion Programme in the country, thus reflecting the global UNPRPD MPTF by bringing around the same table the same major donors. Such a dynamics can become key a key partnership building and fund raising initiative at the national level, where the Delivering-As-One and the multistakeholder approaches would enacted. The RUNOs will include at the minimum UNESCO, UNDP, UNFPA, UNICEF, UNWomen, WHO, and ILO. This undertaking will build positively on the synergies articulations that exist with the EU-funded Spotlight Initiative around ending violence against women and girls with disabilities. Since disability rights have been fully integrated in the phase 2 of the Spotlight Initiative, building on already concrete results, it is very likely that these two Joint Programmes would lead to further engagement of partners and donors.

 In 2022 and 2023, the project will be complimenting other ongoing initiatives that seek to support the Government implement the National Disability Policy, and synergies will be expanded/built along the way. These projects include those implemented by International DSOs such as CBM International, Leonard Cheshire Disability Zimbabwe, and Plan International. The UNPRPD in Zimbabwe has created strong linkages with disability stakeholders in the country and results are already bearing fruits such as a strong bond that exist between Umbrella OPDs and improved communication between government officials and OPDs. Throughout the project life cycle the connections will further be cemented through the establishment of the National Thematic Working Group (Output 2.1.1) that is thoroughly multi-stakeholders. By its convening power, the UNPRPD has allowed a culture of collaboration in the historically polarized disability fraternity, bringing together the Government, the Independent Commissions, OPDs, DSOs.

By strengthening the Department of Disability Affairs’ governance and coordination mechanisms for the improved implementation of the CRPD and SDGs, the project will ensure a comprehensive and sound coordination between the 21 Government ministries together, through the Directors of Gender, Inclusivity and Wellness. Thus, there is great potential that strong connections will come out of the engagements, and these will likely continue beyond the project cycle.

# **Long-term UN engagement in the area of disability**

The UNCT in Zimbabwe is very committed to advance disability mainstreaming in its broader work, building on the momentum created and foundations laid by the UNPRPD Round 3. Such a commitment translates into the following initiatives:

* The 2020 CCA and the UNSDCF (2022-2026) includes disability analysis and targets in explicit terms. Disability mainstreaming will be one of the cross-cutting topics that will be ensured by a dedicated mechanisms to backstop the UNSDCF Outcome Groups. The RCO includes a dedicated Senior Advisor on Gender and Disability who is the port of entry for partners willing to engage the UNCT on disability inclusion.
* The UNCT has made strong commitment to assist the Government implement the newly adopted National Disability Policy, and dialogues are fluid and fruitful with the MoPSLSW to this end. The trustworthy relationship with the latter throughout the UNPRPD Round 3 implementation is a key factor in this regard.
* The UNCT has integrated disability rights and inclusion in some important flagship initiatives such as the Spotlight Initiative (2019-2022), and the UN Socioeconomic Response Plan (SERP) addressing COVID-19. The Spotlight Initiative integrates disability inclusion in four of the six Outcome areas, involving all implementing UN Agencies. Such an integration was made possible because the RUNOs involved in the UNPRPD Round 3 strongly advocated for such an approach, and was successful in their advocacy. In 2020 UNESCO supported the SERP development by ensuring that disability inclusion is mainstreamed across all pillars, with a specific earmarked budget. The UNCT has also approved the United Nations Disability Inclusion (UNDIS) Action Plan. The project’s Outcome 3 will be used to continue strengthening the UNRCO Gender and Disability Coordination activities on Disability Inclusion within the UN System. In 2021, the UNRCO, with technical support from the UNPRPD Project Team, established the UN Disability Focal Points who are key stakeholders in facilitating long-term UN engagement in the area of disability inclusion.
* During the development process of the Round 4, the RC and the Heads of the RUNOs have expressed their will and commitment to use the UNPRPD Round 4 as a vehicle and seed funds to expand the disability joint programming into a broader UNCT Programme that could attract the joint funding of donors. The UNCT will aim at setting up a dedicated partners group in support of the disability inclusion Programme in the country, thus reflecting the global UNPRPD MPTF by bringing around the same table the same major donors. Such a dynamics can become key a key partnership building and fund raising initiative at the national level, where the Delivering-As-One and the multistakeholder approaches would enacted. The RUNOs will include at the minimum UNESCO, UNDP, UNFPA, UNICEF, UNWomen, WHO, and ILO. This undertaking will build positively on the synergies articulations that exist with the EU-funded Spotlight Initiative around ending violence against women and girls with disabilities. Since disability rights have been fully integrated in the phase 2 of the Spotlight Initiative, building on already concrete results, it is very likely that these two Joint Programmes would lead to further engagement of partners and donors.

# **Knowledge Management**

Table 4 Knowledge products

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| **Product** | **Type of knowledge product** | **Expected dissemination and use** |
| Outcome 1: Capacity Building resources | Training ManualsMemorandum of PoliciesHandbooksFliersGuidelinesTools/Tool Kits | Used mobilize, train and for use by duty bearers and rights holders to implement disability inclusion across all sectors, line ministries and OPDs.  |
| Outcome 2: Advocacy material | Memos and policy briefs | Used to advocate for CRPD-compliant budgeting of the NDP, the finalisation of the Disability Bill, and the DRR Act as well as disability programmes that include the voices of under-represented groups. This will be directed at the Government and Legislative processes. |
| Outcome 3 SDG standard indicators, benchmarks, and targets for disability inclusion  | Tool | Disseminate to relevant UN staff for their use to strengthen linkage of plans with SDGs and CRPD and NDS1 |
| Outcome 3 Advocacy material on disability inclusion in development plans, and linkages of SDG’s and CRPD | Advocacy material | Disseminate to relevant UN staff for their use to advance linkages of SDG, UNSDCF aligned to CRPD, UNDIS, SDGs and CRPD |

1. **Communications and visibility**

The project will ensure wide communication and visibility through firstly, the development of a joint visibility plan by the RUNOs. This visibility plan will include usage of UN Communication platforms to tweet, Newsflashes among others to share information on the project. Secondly, the project will ensure participation in key strategic UN and National platforms to enhance visibility of the project e.g through participating in the National International Day of Persons with Disabilities Commemoration or Annual National Disability Expo. The UNRPRPD Round 3 managed to organize project activities during these strategic events that were attended by UNPRPD Programme Donors, Development Partners, OPDs, persons with disabilities among others. This helped to raise awareness on the CRPD and disability rights in Zimbabwe.

Table 5 Communications products

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| --- | --- | --- |
| ***Product*** | ***Type of communication product*** | ***Expected dissemination and use*** |
| Newsflashes and articles  | Online articles, with accessible formats/devices  | UNCT’s and RUNOs’ website for the general public |
| Social Media, including the networks of community media (through Zimbabwe Association of Community Radio Stations, ZACRAS)  | Social media contents and threads, with accessible formats/devices | RUNOs’, Government’s, OPDs’, and ZACRAS’ social media dissemination |
| Public Events, Conferences, and Workshop | Online and Onsite Events, with accessible formats/devices | Addressed to the targeted audience and partners as well as to the general audience (e.g. the 3-December celebration) |
| Interviews and dedicated radio/TV programmes on the topics of the projcts | TV and Radio Programmes, with accessible formats/devices | General Audience  |

1. **Monitoring and Evaluation**

The UN Team is setting aside 15,000 US dollars in the budget for monitoring and evaluation. This represents \_\_ percent of the total budget.

The UN Team will continue its practice carried over from Round 3 of using a Project Advisory Board that will have responsibility for monitoring implementation of project activities. RCO will co-chair the Advisory Board with the MoPSLSW, and UNESCO as lead agency will be providing secretarial support. The Project Advisory Board will meet twice a year at a minimum, but may meet more often if needed. It will play a dual role of monitoring and reporting against programme objectives.

The UNPRPD Global Framework foresees undertaking a process evaluation in 2023 to examine knowledge management and tools to support the implementation of inclusive SDGs. In Zimbabwe, a proposal is to evaluate the use of the Matrix of disability indicators for the goals, benchmarks and targets of the SDGs/NDS1.

In terms of the specific indicators, we propose the following methods for tracking all the indicators:

**Outcome 1: Capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability inclusive policies, systems and - for the implementation of the CRPD and SDGs.**

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| **Indicator** | **Activity** | **Responsible party** | **Data collection method** |
| **Indicator 1.1.1.** # of trainings developed and delivered in the UNPRPD programme | (i)(a) Strengthen the coordination capacities of the Department of Disability Affairs | UNESCO | # of trainings held, including demographic data on participants (gender, disability status) |
| (i)(b) Build capacity of the new Ministries Directors for “Gender, Wellness, and Inclusivity” on disability inclusion | UNESCO | # of trainings held, including demographic data on participants (gender, disability status) |
| (i)(c) Capacity Building of Umbrella bodies NASCOH and FODPZ as well as OPDs on coalition building | UNESCO | # of trainings held, including demographic data on participants (gender, disability status) |
| (ii)(a) Capacity building of the National Thematic Working Group, and the 21 new Directors for “Gender, Wellness, and Inclusivity” on gender mainstreaming and intersectionality | UNFPA | # of trainings held, including demographic data on participants (gender, disability status, maybe also by sector – i.e. government reps, DPOs) |
| (ii)(b) Building the capacities of OPDs to engage in coalition building | UNFPA | # of trainings held, including demographic data on participants (gender, and maybe use WG for data on disability since this is looking specifically at DPOs?)  |
| (ii)(c) Capacities of women and girls with disabilities in the 10 National Provinces as well as local traditional, religious and community leaders trained on intersectionality | UNFPA | # of trainings held, including demographic data on participants (gender, and maybe use WG for data on disability since this is looking specifically at women and girls with disabilities?)  |
| **Indicator 1.1.3.** # and % of participants reporting increased knowledge or capacity | (i)(a) Building capacities of Inter-Ministerial Committee on Human Rights and Humanitarian Law, the Zimbabwe Human Rights Commission, and the National Thematic Working Group to follow up on the CRPD Committee’s | UNDP | # of Concluding Observations (COs) the national stakeholders respond to (self-reported survey on their capacity to respond to the COs, for example, it could be framed as a question about how confident people are to make responses]  |
| (i)(b) Building capacities of OPDs and Umbrella Bodies to effectively engage in CRPD reporting mechanisms | UNDP | # of DPOs that are reporting increased capacity to engage with the DDA (Ministry), the national thematic working group, and/or the Inter-Ministerial Committee on Human Rights and Humanitarian Law |
| (ii)(a) build the capacity of Ministry of Finance and others to understand and apply the principles of CRPD-compliant budgeting in their work as well as capacitate Duty Bearers on how to apply Reasonable Accommodation in budgeting  | UNDP | # of government entities that now include reasonable accommodation as a line item in budgeting (administer a survey to assess knowledge and application of CRPD compliant budgeting, pre and post training) |
| (iii)(a) Capacity building the SDG Technical Committee and the National Thematic Working Group on using SDG Standard Indicators, Benchmarks and targets for disability inclusion in the SDG reporting mechanism | UNDP | # of indicators that now can be disaggregated by disability (presumably by using WG methodology. Administer a survey to assess knowledge and inclusion of disability metrics within the SDG process, pre and post training) |
| (iii)(b) Capacity Building of the UNSDCF Outcome Groups on the use and adaptation of sets of SDG Standard Indicators on disability inclusion | UNDP | Similar approach as (iii)(a) |
| **Indicator 1.2.1** # of knowledge products (disaggregated by type of product/. thematic focus) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices | (i) easy-to-read brochure to guide duty bearers and rights holders on CRPD monitoring (art 33) and reporting  | UNDP | # of brochures produced  |
| (ii) guide for duty-bearers on the concept of an intersectional approach, with practical guidance on how to undertake an analysis | UNFPA | # of brochures produced |
| (iii) guide on CRPD-compliant budgeting for the Ministry of Finance, and sectoral ministries | UNDP | # number of brochures produced |
| (iv) knowledge product on inclusive SDGs and monitoring that will present a matrix with disability indicators for the goals, benchmarks and targets | UNDP | # of brochures produced |
| (v) guidelines for the National Thematic Working Group that unpack the notions of “progressive realization” to remove barriers in accessibility, and the right to “reasonable accommodation” | UNESCO | # of brochures produced |
| **Indicator 1.3.3** # of OPD’s advocacy Lab model to share and exchange learning and evidence to inform inclusive policies and systems. | Development of lab model | UNESCO | # of DPOs involved# of briefs/advocacy tools drafted# of advocacy dialogues initiated subsequent to the production of advocacy tools |

**Outcome 2:** **Gaps in achievement of essential building blocks or preconditions to CPRD implementation in development and humanitarian programs are addressed.**

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| **Indicator** | **Activity** | **Responsible party** | **Data collection method** |
| 2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD | (i)(a) Develop a costed Implementation Plan through a consultative and inclusive planning exercise | UNESCO | Count whether plan has been developed or not |
| (i)(b) Set up a national multi-stakeholder thematic Working Group chaired by the MoPSLSW to ensure coordination of NDP (CRPD art. 33.1) | UNESCO | Count whether National Thematic Working Group has been established (also track how often it meets) |
| (ii)(a) Support all parties involved in CRPD reporting to develop a National Action Plan on CRPD reporting, implementation and monitoring | UNDP | Count whether action plan has been developed. Track number of OPDs engaged in reporting, implementation and monitoring. |
| (ii)(b) Support the National Thematic Working Group to follow up on the CRPD Committee’s concluding observations | UNDP | # of recommendations the Working Group has identified and advocated for follow-up(how many COs have been addressed as a result of actions by the Working Group?) |
| (ii)(c) Support the OPDs to develop a CRPD parallel report | UNDP | Track whether parallel report drafted or not(also track number of OPDs participating in drafting) |
| (iii)(a) National thematic working group applies concepts of progressive realization and RA | UNFPA and UNDP | Number of public sector entities that a) apply an understanding of progressive realization; and b) have line items for reasonable accommodation provision in their budgets |
| (iii)(b) Include the traditional and religious leaders in the local governance structures that aim at fighting intersectional discrimination and negative masculinities | UNESCO | #of local governance structures that develop plans on intersectional discrimination |
| (iii)(c) Support coalition building of OPDs with the women’s movements | UNFPA | #of stakeholders involved from both sides |
| **Indicator 2.2.3** # stakeholders involved in consultation and validation processes | (i) Accompany the Umbrella Bodies and the main OPDs involved in UNPRPD Round 3 to assess their needs in terms of evidence-based advocacy | UNESCO | #of OPDs engaged and # of tools recommended |
|  | (ii) Support the Umbrella Bodies to broaden their basis of representation to effectively include the underrepresented groups. |  | Counting persons with disabilities as per the categories used by the Washington Group.  |

**Outcome 3. National development and humanitarian plans, budgets, programs, and monitoring processes are disability inclusive.**

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| **Indicator** | **Activity** | **Responsible party** | **Data collection method** |
| **Indicator 3.1.2.** # UNSDCF where disability inclusion has been mainstreamed and/or targeted. | (i) Providing technical support and expertise to UNSDCF coordination and monitoring, as well as programme staff such as the UNSDCF Outcome Groups, the Programme Management Team (PMT), the Operations Managing Team (OMT), and the Communications Group | UNFPA | Review of UNSDCF and assessment of whether or to what extent disability is included. |
| (ii) Producing guidelines for the above-mentioned groups to facilitate implementation and monitoring of disability inclusion across all programmes, with linkages between UNCRPD, SDG indicators, and UNSDCF indicators. | UNFPA | Review of guidelines and assessment of quality and strength of linkages |
| **Indicator 3.2.1** # of national and subnational SDGs implementation plans integrating and mainstreaming actions towards persons with disabilities. | (i) Developing guidelines/tools/ checklists on SDG standard set of indicators, benchmarks and targets on disability inclusion, which could be adapted to the national SDG reporting framework. | UNDP | Count the number of guidelines / tools etc. that are assessed as disability inclusive |
| Engaging policy dialogue with the monitoring committee of the NDS1, using the model developed for the SDG Technical Committee, in order to harmonize the reporting and monitoring mechanisms nationally | UNDP | # of implementation plans that use the model developed within the frame of the project |
| **INDICATOR 3.3.1** # OF UN LED NATIONAL AND /REGIONAL COORDINATION MECHANISMS WITH ESTABLISHED CONSULTATION PROCESSES UNDERTAKEN | (i) Conduct a national consultation on the best configuration of a national platform that can allow OPDs to participate and influence the national development agenda | UNESCO | Count the number of events that are part of the consultation process |
| (ii) Support the RCO and the UNSDCF Outcomes Groups and the PMT to define the best way to systematically engage with OPDs in planning, monitoring and evaluating progress in the UNSDCF implementation. | UNESCO | # of models of participation elaborated and tested  |
| (iii) Support OPDs to conduct a review of the UNDIS Scorecard, based on the baseline analysis done in 2021 and the UNCT Action Plan. | UNESCO | # of UNDIS Action Plan’s priority areas assessed  |

1. **Risk Management**

 Table 6 Risks Management Strategy

| ***Type of risk\*******(Contextual******programmatic, institutional)*** | ***Risk*** | ***Likelihood (L, M, H)*** | ***Impact on result*** | ***Mitigation strategies*** | ***Risk treatment owners*** |
| --- | --- | --- | --- | --- | --- |
| Institutional | Elections-Restrictions of movement | Medium | Programme implementation delay | Effective engagement of authorities,  | Government and UN |
| Contextual | Natural disasters and epidemic- restricted movement | Medium  | Programme implementation | Reprogramming, risk, and crisis modification | UN |
| Programmatic | Limitation of operational spaces for CSOs and OPDs | Medium | Minimize program implementation  | Capacitation of OPDs to undertake measures | OPDs |
| Programmatic | Lack of buy in and ownership by the key institutions  | High | Delays and implementation of planned activities and limited sustainability | Document the benefits of the programme for persons with disabilities, give tangible evidence, active engagement at all levels, midterm evaluation  | OPDs, government and UN |

\* 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 Zimbabwe UNPRPD Round 4 main area of programming the next two years seeks to strengthen Governance models,   gender responsive and disability   inclusive policy implementation. UNESCO as the Lead Agency carries the bulk of the project  budget  (USD300,000)  allocated to supporting Staff and Personnel, Monitoring and Evaluation as well as implementation of programme activities across a the outcome areas. UNESCO has dedicated funds for a Full time coordinator for 24 months  and additional part-time Programme support for a Programme Assistant (12 months). The two project RUNOs UNDP and UNFPA have been each allocated a total budget of USD150, 000 each.  (UNDP’s  and UNFPA’s total programme budget is also inclusive of a partial contribution towards personnel-the the UNDP Disability Officer   and a Programme Assistant for UNFPA).

As noted above, Monitoring and Evaluation activities have been incorporated under the Lead Agency’s UNDG Reporting categories Category 1 Expenditure  and is also inclusive of staff time for technical support provided by the Lead Agency’s   Programme Specialist (P4 Level) and Administration Officer (P3). An End of Monitoring and Evaluation is planned for 2023 and has been allocated USD15 000.

Accessibility and reasonable accommodation costs  have been incorporated under all the 3 Outcome areas, in order to support the effective and meaningful engagement of OPDs and persons with disabilities. Overall, an estimated budget of USD281 000 been allocated to the Programme activities focusing on OPDs Capacity Building activities. A small  communication and visibility budget has been factored in, as the RUNOs will  depend on additional technical support from respective Agency Communication Officers to create content for increased  visibility of the project.

**14.1 Value for money**

The Projects major cost categories are under Contractual Services and Grants and Transfers to be disbursed mostly to OPDs as well as service providers. The high budget allocated directed towards OPDs are guided on previous amounts spent under UNPRPD  Round 3 and lessons learnt from recent programming on persons with disabilities under the EU Spotlight Initiative. Both the categories under Contractual services and Grants Transfers will be subject to a competitive bidding process across the UN Agencies, in line with each Agencies, UN Procedures. Our internal UN procurement processes/measures will be used to control costs.

The Project Team Lead will ensure that the work plan is harmonized to ride on processes already in place within the UN System and previous gains networks and lessons learnt from UNPRPD Round 3. The RUNOs will be cost effective by delivering outcome areas that jointly linked to one another to save time.  Agencies will be  encouraged to Deliver as One  by creating synergies within and across activities. The project team will utilize the procurement Rosters within the UN Agencies.

*The* UNPRPD Programme has been strategically positioned to the National Disability priorities as enshrined to the National Development Strategy 1 (2021-2025) and the UNSDCF (2022-2026). This strategic positioning will allow the UNPRPD project to play a catalytic role in stimulating dialogue/ strengthening implementation on disability inclusion in the national governance and accountability systems. Through deliberate positioning of interventions that are target critical stakeholders such as the Department of Disability Affairs, Umbrella Bodies and OPDs, the project will be effective in strategically bringing together all entities required to advance the CRPD.

**13.2 Co-funding**

| ***Output*** | ***Funding source*** | ***Amount*** | ***% Of total output*** |
| --- | --- | --- | --- |
| **3.1** Disability inclusion is strengthened in implementation and monitoring of UNSDCF (2022-2026) | **UNFPA** | **20,000** | **27.7%** |
| **3.2** The monitoring mechanisms of the SDG processes are supported to advance disability inclusion | **UNDP** | **20,000** | **27.7%** |
| **3.3** Support OPDs to systematically engage in the national development coordination mechanism and accountability frameworks in Government, and in the UN.  | **UNESCO**  | **20,000** | **27.7%** |

#  **Safeguarding**

Safeguarding will be considered seriously during project implementation. Participating UN Agencies and some of the proposed project stakeholders have robust safeguarding policies and guidelines (PSEA) covering aspects such as prevention of unethical behavior and ensuring protection of victims and witnesses as well as ensuring that corrective measures are taken without delay to end violations. For example, section C of the [UNESCO guidelines](https://uil.unesco.org/unesco-policy-protection-sexual-exploitation-and-abuse-psea#:~:text=Exchange%20of%20money%2C%20employment%2C%20goods,or%20exploitative%20behavior%2C%20is%20prohibited) is wholly dedicated to prohibition of sexual exploitation and abuse. Sexual exploitation and sexual abuse constitute acts of serious misconduct and therefore are grounds for disciplinary measures, including summary dismissal. In addition, sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent. On the other hand, [UNDP](https://www.undp.org/accountability/prevention-and-response-sexual-misconduct#:~:text=All%20forms%20of%20sexual%20harassment,values%20of%20the%20United%20Nations) has institutional experience in responding to gender-based violence. In collaboration with its partners, UNDP takes action to offer psychosocial assistance and medical treatment to victim/survivors. To show its value for safeguarding, the [UNFPA](https://www.unfpa.org/fr/node/17819#:~:text=All%20UNFPA%20personnel%20are%20required,and%20abuse%20and%20sexual%20harassment) in 2020implemented the [United Nations Protocol on the Provision of Assistance to Victims of Sexual Exploitation and Abuse](https://www.un.org/en/pdfs/UN%20Victim%20Assistance%20Protocol_English_Final.pdf) which aims to elaborate a common set of norms and standards to strengthen a coordinated, system-wide approach to the provision of assistance and support, prioritizing the rights and dignity of victims. Possible partners to the project such as Leonard Cheshire Disability Zimbabwe, Zimbabwe Albino Association, Deaf Women Included and Epilepsy Support Foundation Zimbabwe have strong safeguarding policies and guidelines. In its policy the Zimbabwe Albino Association seeks to create and maintain an environment which prevents sexual exploitation and abuse of children and adult beneficiaries and promotes the implementation of strict behavior protocols. On the other hand, Leonard Cheshire Disability Zimbabwe safeguarding policy notes that when there is a complaint against an employee or volunteer, there may be three types of investigation which are Criminal in which case the Police are immediately involved, Child protection in which case the Social Services (and possibly) the Police will be involved and Disciplinary or misconduct in which case the organization will be involved. The following are links for UN Agencies safeguarding policies and guidelines.

# **Workplan**

*Please attach a detailed workplan using annex 3.*

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. UNESCO & DWI (2021)

Mainstreaming Disability in the Prevention of and Response to Violence against Women with Disabilities in Zimbabwe

[https://unesdoc.unesco.org/ark:/48223/pf0000379195](https://unesdoc.unesco.org/ark%3A/48223/pf0000379195) [↑](#footnote-ref-4)
5. Tools, guidelines, protocols, reports [↑](#footnote-ref-5)
6. COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; Employment; GBV & sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; OPDs capacity building [↑](#footnote-ref-6)
7. Report on National Consultation with disability civil society and key stakeholders [https://unesdoc.unesco.org/ark:/48223/pf0000374228](https://unesdoc.unesco.org/ark%3A/48223/pf0000374228) [↑](#footnote-ref-7)
8. Spotlight Initiative Global 2019 Annual Report- <https://spotlightinitiative.org/sites/default/files/publication/Spotlight_Initiative_AR_2018.pdf> [↑](#footnote-ref-8)
9. EU Funded Spotlight Initiative Fact Sheet Zimbabwe <https://mptf.undp.org/factsheet/project/00111645> [↑](#footnote-ref-9)
10. Please note minimum amount of UN Participating Agencies is 2 and maximum is 3. [↑](#footnote-ref-10)