# 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](mailto: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](mailto:natalia.mattioli@undp.org) cc unprpd.fund.calls@undp.org.*

**Documents to be submitted**

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

# Cover page

| **Title of the programme:** Accelerating Disability Inclusion for Children and Adults with Disabilities |
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| **Country:** Montenegro  **Region or provinces:** two municipalities, to be determined, for piloting community-based services |
| **Duration (max. 24 months):** 2 years |
| **Total Budget:** 300,000 USD |
| **Co-funding:** none |
| **Resident Coordinator:** Peter Lundberg, peter.lundberg@un.org |
| **Overall focal point of the programme (name and contact details):** UNICEF Montenegro, Nela Krnic, Child Protection Officer, [nkrnic@unicef.org](mailto:nkrnic@unicef.org) (Project Coordinator to be recruited) |
| **Participating UN Organizations and focal points names and contact details:** UNDP, Igor Topalovic,[igor.topalovic@undp.org](mailto:igor.topalovic@undp.org), Milena Karisik, mkarisik@unicef.org |
| **OPDs focal points names and contact details:** Association of Youth with Disabilities, Marina Vujacic, marina.vujacic@umhcg.com; Our Initiative, Milisav Korac, [nasainicijativa@t-com.me](mailto:nasainicijativa@t-com.me), Nardos, Savo Knezevic, [nardos.cg@t-com.me](mailto:nardos.cg@t-com.me) (both OPDs of parents of children with disabilities) |
| **Government focal points name and contact details: Ministry of Justice, Human and Minority Rights, Aleksandra Popovic,** [<aleksandra.popovic@mpa.gov.me](mailto:%3caleksandra.popovic@mpa.gov.me)>, Ministry of Finance and Social Welfare, Amela Orahovac amela.orahovac@mrs.gov.me |
| **Other Partners names and contact details:** Protector for Human Rights and Freedoms, Deputy Mrs. Dobardzic, "Ombudsman INFO" <info@ombudsman.co.me> |
| **Programme description (max 250 words): (please describe what problem the programme intends to address and what will be the approach to do so please refer to all three UNPRPD outcomes)**  The Programme will support State institutions and OPDs to advance CRPD implementation of the preconditions of equality and non-discrimination, service delivery, CRPD compliant budgeting, and accountability. Under Goal One, it will a) support Government to prevent institutionalization and to take key steps to facilitate the transition of persons with disabilities from institutions to family and community-based services and b) facilitate closer engagement between OPDs and the NHRI to monitor implementation of CRPD. Under Goal Two, it will assist the UN to ensure strong disability inclusion in the new UN Sustainable Development Cooperation Framework (SDCF) and the Common Country Analysis on which the SDCF is based.  Institutionalization remains one of the predominant forms of care for children and adults with disabilities. This is a priority gap to address as institutionalization deprives people of many rights. The project will develop mechanisms and build professional capacities to prevent institutionalization. It will analyze legislation on professional rehabilitation to help improve chances for a decent life, employment and independent living. Needs of adults with disabilities in institutions or at risk of institutionalization will be assessed, CRPD compliant budgeting introduced to prevent family separation, a minimum package of family and community-based services developed and services to support children and adults at risk or residing in institutions piloted. The Protector for Human Rights and Freedoms and OPDs will be supported to develop inclusive, independent monitoring.  The program will ensure meaningful participation of persons with different types of disabilities, both women and men, and of children with disabilities and parents in all activities, at all stages. |
| **Targeted CRPD articles:**  Article 5: Equality and Non-Discrimination  Article 12: Equal recognition before the law  Article 19: Living independently and being included in the community  Article 27: Work and employment  Article 28: Adequate standard of living and social protection  Article 33: National implementation and monitoring |
| **Targeted SDGs:**  Goal 5: Gender Equality  Goal 10: Reduce inequality within and among countries  Goal 16: Promote just, peaceful and inclusive societies |
| **Preconditions[[1]](#footnote-2):** equality and non-discrimination, service delivery, CRPD-compliant budgeting & financial management, accountability and governance |
| **Target groups[[2]](#footnote-3):** persons with psychosocial disabilities, persons with intellectual disabilities, children with disabilities, women with disabilities, ethnic minorities with disabilities |
| **Thematic focus [[3]](#footnote-4):** deinstitutionalization, employment, independent living, CRPD monitoring |

# Background and rationale

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

Max 600 words.

1. *The challenges and gaps that the project aims to address*

While the government has ratified the Convention on the Rights of Persons with Disabilities (CRPD), implementation of strategies and plans to advance compliance with the provisions needs strengthening. The Government is currently working with OPDs, supported by UNDP, to reform the disability assessment process. While it is anticipated that the reforms will facilitate more timely provision of support services to persons with disabilities, additional work with beneficiaries is needed, in particular for children and adults who reside in institutions.

Individuals with disabilities living in institutions are denied a range of rights guaranteed by CRC and CRPD, CoE and EU legal and policy frameworks. This project aims to address this by working to improve family and community-based services, prevention mechanisms and by supporting efforts to introduce changes to legislation and standards so that adults and children with disabilities are either prevented from being placed in institutional settings or supported in the transition from institutions to family or community-based living.

This project also seeks to support more robust monitoring of CRPD implementation by strengthening the capacity of the Protector to actively engage persons with disabilities through their representative organizations, with a view to increasing government responsiveness and accountability.

1. *Key recommendations resulted from the situational analysis*

The situational analysis led to the following main recommendations:

1. Support relevant ministries to reform procedures and advocate for changes in the legislative and policy framework that would support the prevention of institutionalization and enable transition of persons from institutional living to living independently and in the family and/or community. This would include but not be limited to bolstering family and community-based services and also access to employment and professional rehabilitation;

2. Support the Government to develop, adopt and implement guidelines on disability inclusive budgeting, in a consultative process with OPDs, and build capacity of Government, Parliament, and OPDs on how to use and monitor implementation of the guidance;

3. Ensure the Protector, as the independent monitoring body for CRPD implementation, includes representatives of OPDs and persons with disabilities from underrepresented groups in the body.

1. *Agreed areas of work (including preconditions and national SDGs planning) and clear rationale of why these areas of work have been agreed upon*

The largest agreed area of work is support to prevention of institutionalization and de-institutionalization and strengthening of family and community-based services. Institutionalization results in a range of violations and restrictions of the rights of children and adults with disabilities. The prevention of institutionalization and de-institutionalization was identified as a key priority for intervention by OPDs. The work foreseen will contribute to addressing the preconditions ofequality and non-discrimination, service delivery, including through a focus on CRPD-compliant and gender mainstreamed budgeting. The team recognizes that national and local governments need to revise how they develop their budgets to ensure persons with disabilities are fully included in family and community-based support services, and that persons with disabilities are provided with assistance with decision-making, and to replace the substituted decision–making system that has persisted.

The second area of work covers a wide range of rights and will support the work of the Protector of Human Rights and Freedoms to work as the independent monitoring mechanism in line with article 33 CRPD, with inclusive and meaningful participation of OPDs. At present, monitoring is conducted though not systematically in a joint manner. This stream aims to enhance accountability for implementation of the CRPD.

The third area of work relates to strengthening disability inclusion in the UN’s Sustainable Development Cooperation Framework and programming that takes places under that umbrella. While progress has been made to implement the UN Disability Inclusion Strategy by the UN in Montenegro, the project is an opportunity to increase the level of disability inclusion and meaningful participation of persons with disabilities in the work of the UN.

**2.2. Proposal development process**

Max 500 words.

The project team engaged different governmental stakeholders and consulted OPDs during the inception phase that included training, situational analysis and drafting the proposal. During the situational analysis, a series of interviews with persons representing minority populations – Roma, Egyptian and Albanians with disabilities, and persons who are deaf and hard of hearing – were conducted. In addition, team members met with the representative of the EU Delegation to Montenegro.

Covid precautions prevented visits to the institution for children without parental care “Mladost”, Bijela, psychiatric hospital in Kotor and the “Komanski Most” institution where children with disabilities and persons with intellectual disabilities reside.

Given the challenges in organizing workshops and discussions, a survey with OPDs was conducted, and requests for information were submitted to state entities. The survey in which a total of 20 OPDs took part assessed their views on conditions in country and what they consider priorities moving forward. It guided the formulation of priorities and specific outputs of this proposal. The team submitted freedom of information requests to 24 governmental entities and received 46 responses (some entities provided multiple responses). Information was incorporated in the analysis and the proposal.

Following the completion of the draft situational analysis, a validation workshop was conducted at the end of the September, in which persons with disabilities, both women and men, OPDs, representatives of government and the NHRI participated. Sign language was made available for the workshop that was held online, and a draft summary of the analysis made available before the workshop to all participants to ensure access to information and enhance participation in the discussion. An online survey was held during the workshop to identify priorities amongst the key findings in the draft analysis, and the survey was also shared with those who were not able to join the validation. Findings were integrated in the analysis and serve to inform the priorities in the proposal. Subsequent to the September validation workshop, the UN project team held meetings with the Directorate for the Protection and Equality of Persons with Disabilities within the Ministry of Justice, Human and Minority Rights and the Protector, to identify specific interventions for inclusion in the proposal.

Validation meetings with Government officials, OPDs and the Protector were held where the draft interventions, rationale and other key aspects of the proposal were presented, and feedback received was incorporated in the final document.

The Resident Coordinator’s Office (RCO), UNDP and UNICEF developed the proposal. The RCO provided information on a regular basis to the UN Country on the status of the inception phase, while the UN Country Team specifically endorsed the activities under Outcome 3 on better disability inclusion in UN processes.

# Overall programme results framework

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

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 contribute to building the capacity of duty bearers that have responsibilities in the area of prevention of institutionalization and de-institutionalization of persons with disabilities, including those government officials that draft laws and bylaws, and those responsible for developing and implementing budgets for the provision of family and community-based services. The project will support changing mind-sets and building of capacity of officials and service providers to prevent institutionalization and support transitions of persons with disabilities back into the family and community. Capacity on disability inclusive budgeting on which guidelines will be designed, will be built. The National Human Rights Institution’s capacity, jointly with that of OPDs, will be strengthened to monitor the implementation of CRPD in line with article 33 of the CRPD. This will include NHRI and OPDs capacity to monitor implementation of the disability inclusive budgeting guidelines developed under the project. The UN’s knowledgebase on disability inclusion in the Common Country Analysis and programming under the Sustainable Development Cooperation Framework and of the level of meaningful participation of persons with disabilities in the work of the UN in Montenegro and how to strengthen this, will be enhanced through interventions under the project. |
| **Output 1.1.A.** The capacity of duty bearers and service providers, in particular the Ministry of Finance and Social Welfare, Ministry of Justice, Human and Minority Rights, the Protector, Parliamentarians, and local authorities is enhanced to draft recommendations, advocate for changes to facilitate de-institutionalization and prevent new admissions to institutions. |
| **Indicators**  1.1.1 # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD programme. (Disaggregated by topics) |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| Description:  The Government of Montenegro has committed to transferring children from large-scale residential institutions to alternative settings. It has invested significant efforts in the deinstitutionalization of children and in allocating resources to ensure that children have access to all necessary services in community care. Reform resulted in a 54% decrease in the number of children in large-scale residential institutions between 2010 and 2017. Montenegro has achieved the complete eradication of the placement of children from 0–3 in institutional care. However, the proportion of children with disabilities in institutional care has increased over the years, and the need to develop specialized services for children with disabilities, including respite care and specialized foster care, is high. One of the main goals of the on-going social and child welfare reform is to ensure that no children live in large-scale residential institutions.  The program will provide expert assistance, trainings and knowledge sharing to improve capacities and upgrade the skills of duty bearers and service providers, in particular the Ministry of Finance and Social Welfare, Ministry of Justice, Human and Minority Rights, the Protector, Ministry of Health, Parliamentarians, and local authorities and CSOs to draft recommendations, advocate for change in law and policy and implement activities for improved cross-sectoral cooperation to prevent institutionalization of both children and adults with disabilities.  Training will be centred around coordination, prevention of institutionalization, implementation of family support, integrated and holistic services at national and community level for children with disabilities and their families. It will be of multi-sectoral nature involving health, education, social and child protection and justice professionals, other national and local level duty barriers and OPD representatives. Participants will work on drafting recommendations to advocate for change and on development of a minimum package of family and community-based services for children with disabilities and their families. Training will also focus on guidelines for easier process of licensing of the providers of social and child protection services and use of disability inclusive indicators by all stakeholders. The participants will be trained on how to develop an Action Plan for the implementation of the findings and recommendations of the [Analysis of the cross-sector system support for children with disabilities in Montenegro](https://www.unicef.org/montenegro/en/reports/analysis-cross-sector-system-support-children-disabilities-montenegro). |
| Baseline for the first indicator: 0 trainings for professionals from public institutions, local self-governments, OPDs trained in advocacy and implementation of activities and models to facilitate improved cross-sectoral cooperation in prevention of institutionalization and independent living for persons with disabilities. |
| Milestone year 1: at least 1 training forprofessionals from public institutions, local self-governments, DPOs trained in advocacy and implementation of activities and models to facilitate improved cross-sectoral cooperation in prevention of institutionalization and independent living for persons with disabilities. |
| Milestone year 2: at least 1 training for professionals from public institutions, local self-governments, OPDs trained in advocacy and implementation of activities and models to facilitate improved cross-sectoral cooperation in prevention of institutionalization and independent living for persons with disabilities. |
| Target: at least 2 trainings for professionals from public institutions, local self-governments, DPOs trained in advocacy and implementation of activities and models to facilitate improved cross-sectoral cooperation in prevention of institutionalization and independent living for persons with disabilities. |
| Means of verification: Training reports of UN agencies and responsible national and local stakeholders . |
| Responsible: UNICEF |
| Baseline for the second indicator: 0 professionals from public institutions, local self-governments, OPDs trained in advocacy and implementation of activities and models to facilitate improved cross-sectoral cooperation in prevention of institutionalization and independent living for persons with disabilities. |
| Milestone year 1: 50 professionals from public institutions, local self-governments, DPOs trained and 75% of them reporting increased knowledge in advocacy and implementation of activities and models to facilitate improved cross-sectoral cooperation in prevention of institutionalization and independent living for persons with disabilities. |
| Milestone year 2: 100 professionals from public institutions, local self-governments, OPDs trained and 75% of them reporting increased knowledge in advocacy and implementation of activities and models to facilitate improved cross-sectoral cooperation in prevention of institutionalization and independent living for persons with disabilities. |
| Target: 100 professionals from public institutions, local self-governments, DPOs trained and 75% of them reporting increased knowledge in advocacy and implementation of activities and models to facilitate improved cross-sectoral cooperation in prevention of institutionalization and independent living for persons with disabilities. |
| Means of verification: Training reports of UN agencies and responsible national and local stakeholders |
| Responsible: UNICEF |
| **Output 1.1.B**. The capacity of service providers, including OPDs and local self-governments, is enhanced to provide a wide array of services (social and child protection, activation, health, family support, education, etc.) to facilitate living independently and in the community. |
| **Indicators**  1.1.1 # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD programme. (Disaggregated by topics) |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| Description:  Support services for family and community-based living for adults and children with disabilities and their families are insufficient and inadequate. Among officials and service provides, there is need to shift mindsets from the medical to the human rights model.  The project will provide expert assistance, trainings and knowledge sharing to improve knowledge, shift attitudes and enhance capacities of service providers (public institutions, local self-governments, CSOs) to develop models and implement plans and actions to prevent institutionalization and to provide quality integrated services throughout the lifecycle, including for activation of persons with disabilities. |
| Baseline: 0 trainings to improve capacities of professionals from service providers (public institutions, local self-governments, CSOs, OPDs) to develop models and implement activities for activation/independent living of persons with disabilities / to implement activities for prevention of institutionalization and provision of quality integrated services throughout the lifecycle |
| Milestone year 1: at least 2 trainings for professionals from service providers (public institutions, local self-governments, CSOs, OPDs) trained to develop models and implement activities for activation/independent living of persons with disabilities / to implement activities for prevention of institutionalization and provision of quality integrated services throughout the lifecycle |
| Milestone year 2: at least 2 trainings for professionals from service providers (public institutions, local self-governments, CSOs, OPDs) trained to develop models and implement activities for activation/independent living of persons with disabilities / to implement activities for prevention of institutionalization and provision of quality integrated services throughout the lifecycle |
| Target: at least 4 trainings for professionals from service providers (public institutions, local self-governments, CSOs, OPDs) trained to develop models and implement activities for activation/independent living of persons with disabilities / to implement activities for prevention of institutionalization and provision of quality integrated services throughout the lifecycle |
| Means of verification: Training reports of UN agencies and responsible national and local stakeholders |
| Responsible: UNDP & UNICEF |
| Baseline: limited capacities of professionals from service providers (public institutions, local self-governments, CSOs, OPDs) to develop models and implement activities for activation/independent living of persons with disabilities / to implement activities for prevention of institutionalization and provision of quality integrated services throughout the lifecycle |
| Milestone year 1: 20 professionals from service providers (public institutions, local self-governments, CSOs, OPDs) trained and 75% of them reporting increased knowledge to develop models and implement activities for activation/independent living of persons with disabilities / to implement activities for prevention of institutionalization and provision of quality integrated services throughout the lifecycle |
| Milestone year 2: 30 professionals from service providers (public institutions, local self-governments, CSOs, OPDs) trained and 75% of them reporting increased knowledge to develop models and implement activities for activation/independent living of persons with disabilities / to implement activities for prevention of institutionalization and provision of quality integrated services throughout the lifecycle |
| Target: 50 professionals from service providers (public institutions, local self-governments, CSOs, OPDs) trained t and 75% of them reporting increased knowledge to develop models and implement activities for activation/independent living of persons with disabilities / to implement activities for prevention of institutionalization and provision of quality integrated services throughout the lifecycle |
| Means of verification: Training reports of UN agencies and responsible national and local stakeholders |
| Responsible: UNDP & UNICEF |
| **Output: 1.1.C.** The capacity of the Ministry of Finance and Social Welfare, the Ministry of Economic Development, local governments, OPDs and the NHRI to develop, implement, advocate for, and monitor the implementation of disability inclusive-budgeting guidelines to enhance activation and independent living in the community is enhanced. |
| **Indicators**  1.1.1 # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD programme. (Disaggregated by topics) |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| Description:  The situational analysis pointed to the need to ensure that national and local governments factor costs associated with family and community-based programs and services in their budgets, and that they divert resources now allocated to supporting institutions to such family and community-based services. The analysis also found that the resources within the existing Fund for professional rehabilitation and employment of persons with disabilities have had limited impact on supporting women and men with disabilities to get employed  Under this output, different key stakeholders, including the Ministry of Finance and Social Welfare, the Ministry of Economic Development, Ministry of Education, Science, Culture and Sports, Ministry of Health and local governments, will learn how to develop and use guidelines to develop disability inclusive budgets.  Activities include a review of methodologies for inclusive budgeting, focusing on effective methodologies in countries in similar contexts/levels of development. The review will inform the development of guidelines for disability-inclusive budgets by national and local authorities, and will inform capacity building trainings and ongoing technical assistance to planners and managers in the relevant ministries and local self-governments to create budgets and secure adequate funding for disability inclusive policies and programs. OPDs and the NHRI will take part in entire process to design guidelines but also in capacity building activities to enable them to monitor and advocate the implementation of the guidelines. Training modules will focus on models for co-financing of integrated cross-sector services at national and local level, fiscal decentralization and financial planning at national and local levels, increase in the volume of public funding and investing in professional qualification and improvement of the staff working with children and persons with disabilities in a variety of services and settings that allow the child and person with disability to stay with his/her family and participate actively/live independently in the community. |
| Baseline for the first indicator: limited capacities of national and local level stakeholders for disability inclusive budgeting |
| Milestone year 1: Guidelines for disability-inclusive budgets developed |
| Milestone year 2: at least 2 trainings for professionals in disability-inclusive budgeting |
| Target: at least 2 trainings for national and local level stakeholders for disability inclusive budgeting |
| Means of verification: Training reports of UN agencies and responsible national and local stakeholders |
| Responsible: UNDP & UNICEF |
| Baseline for the second indicator: limited capacities of national and local level stakeholders for disability inclusive budgeting |
| Milestone year 1: Guidelines for disability-inclusive budgets developed |
| Milestone year 2: 50 professionals trained in disability-inclusive budgeting |
| Target: 50 professionals trained and 75% of them report improved knowledge in disability-inclusive budgeting |
| Means of verification: Training reports of UN agencies and responsible national and local stakeholders |
| Responsible: UNDP & UNICEF |
| **Output: 1.1.D**. The capacity of the NHRI and OPDs to monitor, report and conduct advocacy for enhanced CRPD implementation under the newly established monitoring mechanism, is strengthened. |
| **Indicators**  1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. |
| Description: At present, the NHRI - the Protector for Human Rights and Freedom - monitors the implementation of national and international human rights standards including the standards in the CRPD. It works with OPDs and acts on violations of the rights of persons with disabilities. The Protector reports to the CRPD Committee, and OPDs do so as well separately. Systematic, meaningful involvement and participation of the OPDs in independent monitoring that the Protector undertakes, and as required under article 33 is yet to be established. Under this output, knowledge of the guidance from the Committee on the Rights of Persons with Disabilities on the setup and functioning of independent monitoring mechanisms (IMM) and of good practices from IMMs in the region and beyond will be built among the NHRI and OPDs, to assist them to establish a sustainable and inclusive structure for monitoring in Montenegro. Technical support will be provided to translate the Committee's guidance and outcomes of consultations between the NHRI and OPDs in an IMM structure that is fit to the context of Montenegro. Members of the IMM will benefit throughout the project phase from capacity building and technical support on key issues they identify as priority for monitoring, reporting and advocacy. Capacity will be also built of IMM members on how to monitor disability-inclusive budgeting guidelines that will be developed under the project for a range of stakeholders including the NHRI and OPDs. |
| Baseline: Limited knowledge of the guidelines for an independent monitoring mechanism and limited technical knowledge on key issues of concern that require monitoring for compliance with the CRPD. |
| Milestone year 1: good knowledge of guidance and good practices with regard to IMMs. |
| Milestone year 2: adequate knowledge in at least three specific rights areas for monitoring and monitoring conducted. |
| Target: 15 NHRI and OPD representatives and 75% of them reporting to have increased knowledge and capacity to monitor policies and systems so these are more disability inclusive |
| Means of verification: document setting out IMM structure, reports of specific capacity building activities, regular project reports. |
| Responsible: NHRI and OPDs, UNICEF, Human Rights Adviser. |
| **Output: 1.2.A.** Guidelines for disability inclusive and cross-sectoral budgeting in areas of development of family and community-based services, independent living and are developed with the Ministry of Finance and Social Welfare and local governments |
| **Indicators**  1.2.1 # of knowledge products (disaggregated by type of product/thematic focus) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices |
| Description:  According to the Situational analysis, State budgeting guidelines do not include any disability related benchmarks, neither at the national or local level. While there is limited analysis of state budgets from a disability inclusion perspective, in practice data shows that a large part of funds from the State budget are used for institutions where adults and children with disabilities reside, rather than for family or community-based services for persons with disabilities. There is a need for guidance how to ensure that budgets are in line with CRPD, with a focus on supporting services in the family and community and on de-institutionalization.  Technical support will be provided to the Ministry of Finance and Social Welfare and local self-governments on disability-inclusive budgeting, more specifically to develop Guidelines for disability inclusive and cross-sectoral budgeting in areas of development of family and community-based services, independent living. The program will provide technical support for desk review and collection of inputs to develop the guidelines and recommendations on disability-inclusive budgeting that will also include child-centered budgeting. Capacity building and ongoing technical assistance to the relevant ministries and local self-governments to implement the guidelines to secure adequate funding for disability inclusive policies and programs will be provided. |
| Baseline No Guidelines |
| Milestone year 1 Guidelines drafted |
| Milestone year 2 Guidelines adopted |
| Target: At least one guideline for disability inclusive and cross-sectoral budgeting in areas of prevention of institutionalization, development of family and community-based services, independent living is developed by the Ministry of Finance and Social Welfare and local governments |
| Means of verification: Ministry of Finance and Social Welfare and local self-governments` reports |
| Responsible: Ministry of Finance and Social Welfare and local governments with technical support of UNICEF and UNDP |
| **Output: 1.2.B.** Cost analysis of at least two priority family and community-based services is carried out |
| Indicators  1.2.1 # of knowledge products (disaggregated by type of product/thematic focus) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices |
| Description:  Based on an already existing needs assessments of children with disabilities, and an assessment with adults that will be carried out under the program, two key family and community-based services to prevent institutionalization of adults children with disabilities will be costed. Costing of family and community-based care will not only serve the pilots foreseen under the program but also will be used as evidence to accelerate efforts away from institutionalization and give further impetus for the work on disability inclusive budgeting. |
| Baseline limited evidence-based costing and budgeting of key family and community-based services |
| Milestone year 1: priority family and community-based services identified |
| Milestone year 2: priority family and community-based services costed |
| Target: Cost analysis of at least two priority family and community-based services developed |
| Means of verification Project progress reports, Ministry of Finance and Social Welfare reports |
| Responsible: UNICEF and UNDP |
| **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 2 of the UNPRPD results framework. (200 words)*  The project will contribute to aligning the national legal and policy and legal framework to international instruments and support implementation to prevent institutionalization, foster de-institutionalization, and support activation and independent living of persons with disabilities. For this to happen, the needs of persons with disabilities will be assessed so that standards and action plans for improved protection of rights of persons with disabilities can be developed and enforced. In order to provide holistic and integrated support for persons with disabilities in line with CRPD, models for gender and disability inclusive, cross-sectoral budgeting for further development of family and community-based services and independent living will be designed. In addition, based on a new assessment and existing assessment of needs and systems support to children with disabilities, at least two family and community-based services facilitating independent living in family/community will be modelled in line with CRPD standards. The National Human Rights Institution’s capacity, jointly with that of OPDs, will be strengthened to monitor implementation of CRPD, NHRI will be supported to establish the independent monitoring mechanism that is fully in line with art 33 of CRPD. UN Montenegro will support its establishment and functioning, facilitate and monitor DPOs participation in the overall process. |
| **Output 2.1.A.** The legal and policy framework is reviewed to provide recommendations for deinstitutionalization, the prevention of institutionalization, and recommendations are made to support independent living, activation, and supported decision-making mechanisms. |
| **Indicators**  2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other |
| Description  Deinstitutionalization and development of community-based support services are one of the highest priority issues identified by persons with disabilities in Montenegro. While the 2013 Law on Social and Child Protection set preconditions for deinstitutionalization and for a shift from institutional to family and community-based support, overall, the legal and policy framework in force continues to allow institutionalization and is not in line with CRPD. A considerable number of adults and children reside in institutions, some of whom for decades and some of them dying there. Others are at risk of institutionalization as community based services are yet inadequate. There is no minimum package of such services currently. Those at risk of institutionalization include adults with disabilities many of whom are unemployed. OPDs and duty bearers agree that gaps in the strategic and legislative framework on professional rehabilitation and employment of persons with disabilities need to be tackled. The ongoing revision of the Law on Professional Rehabilitation and Employment of Persons with Disabilities presents a good opportunity for support, with the ultimate aim under this project of prevention of institutionalization of this group of persons with disabilities. There is also a need for stronger intersectoral cooperation to support adults and children with disabilities and their families. With regard to children with disabilities, the Council for Child Rights, as the highest inter-sector body in the country dealing with the promotion and protection of children’s rights, has not sufficiently used its mandate and capacities to ensure the implementation of laws and policies and to foster inter-sector cooperation in the protection of the rights of children with disabilities and their families, and this initiative represents an exceptional opportunity to advance policies and practices in this domain.  Under the project, technical support will be provided to review and support the drafting of legislation and policies that will prevent institutionalization. It will include support to the Council for the Rights of the Child (parliamentarians, the Protector, OPDs, etc.) to draft an Action Plan to implement recommendations from the 2019 Analysis of cross-sectoral system support to children with disabilities and their families, which refer to improved coordination, data collection and analysis, budgeting, multi-sectoral cooperation and financing, adoption of single definition of disability and IFC assessment model, decentralization of services and resources. In addition, expert support will be provided to the Government to develop a minimum package of services as well as standard operating procedures for coordination across sectors at technical/professional level for provision of integrated, holistic and child centred-approach to children and youth with disability throughout the lifecycle. |
| **Output 2.1.A. Activity 1.** |
| Baseline: Findings of the Analysis of cross-sectoral system support to children with disabilities developed and recommendation for improved work provided (2020) |
| Milestone year 1: Expert engaged, working group established, chaired by the Council for the Rights of the Child |
| Milestone year 2: First Draft of the Action Plan developed |
| Target: Action Plan on implementation of the recommendations of the Analysis of cross-sectoral system support to children with disabilities developed and implemented (2022) |
| Means of verification: Government of Montenegro and UNICEF Reports |
| Responsible: Government of Montenegro (all sectors), Council for the Rights of the Child, UNICEF |
| **Output 2.1.A. Activity 2.** |
| Baseline: Minimum package of services for all vulnerable groups produced; Standard operating procedures (SOP) for coordination across sectors for provision of integrated, holistic and child centred-approach to children and youth with disability throughout the lifecycle does not exist (2021) |
| Milestone year 1: Expert engaged, working group established |
| Milestone year 2: First Draft of the minimum package of services and SoP for provision of integrated, holistic and child centred-approach to children and youth with disabilities developed |
| Target: Minimum package of services and Standard operating procedures for coordination across sectors for provision of integrated, holistic and child centred-approach to children and youth with disability throughout the lifecycle developed (2023) |
| Means of verification: Government, local self-governance and UNICEF Reports |
| Responsible: Government of Montenegro (all sectors), local self-governance, UNICEF |
| **Output 2.1.A. Activity 3** |
| Baseline: The new Law on professional rehabilitation and employment of persons with disabilities under development |
| Milestone year 1: The new Law reviewed |
| Milestone year 2: Development of at least 2 rulebooks supported |
| Target: The new Law reviewed and provided recommendations for improvement, at least 2 relevant rulebooks drafted |
| Means of verification: Government and UNDP reports |
| Responsible: Ministry for Economic Development, UNDP |
| Cumulative target: At least 5 national regulatory frameworks and systems changes targeted:  Action Plan on implementation of the recommendations of the Analysis of cross-sectoral system support to children with disabilities developed and implemented (2022),  Minimum package of services for all vulnerable groups produced;  Standard operating procedures (SOP) for coordination across sectors for provision of integrated, holistic and child-centred approach to children and youth with disability throughout the lifecycle does not exist (2021);  The new Law on professional rehabilitation and employment of persons with disabilities reviewed and recommendations for improvement provided;  At least 2 relevant rulebooks drafted. |
| **Output 2.1.B.** The needs of adults regarding community-based support, and of community-based systems are assessed, and recommendations for revision of the systems are developed |
| **Indicators**  2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other |
| Description  There is limited data on specific needs of different adult persons with disabilities for community-based support. Qualitative research will be conducted to identify specific needs of persons with disabilities living in their communities. Additionally, the research will support identifying the needs of persons with disabilities currently in residential institutions, as a prerequisite for their potential deinstitutionalization. Recommendations for stronger community-based support systems, based on the identified needs, will be used to identify a key service that the program will cost and pilot. |
| Baseline: Limited data on specific needs of different adult persons with disabilities for community-based support |
| Milestone year 1: Research conducted and recommendations provided |
| Milestone year 2: Key needs to inform pilot agreed upon |
| Target: at least 1 assessment of priority needs of adult persons with disabilities regarding community-based support conducted and recommendations provided |
| Means of verification: Needs assessment report. Project progress reports |
| Responsible: UNDP |
| **Output 2.1.C.** Inclusive and cross-sectoral budgeting for family and community-based services and independent living is enabled. |
| **Indicators**  2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other |
| Description  According to the situational analysis there is a need to ensure that national and local authorities recognize and allocate expenditures of family and community-based programs and services in their budgets, and that they divert resources currently allocated to supporting residential institutions to such family and community-based services. Different key stakeholders, including the Ministry of Finance and Social Welfare, the Ministry of Economic Development, Ministry of Education, Science, Culture and Sports, Ministry of Health, national and local level institutions, and local self-governments, will use disability-inclusive budgets, based on guidelines developed under the project and with ongoing technical assistance during the project duration. The process will benefit from active participation of OPDs and the NHRI who will monitor and advocate for the implementation of the guidelines. |
| Baseline: no disability-inclusive budgeting at national and local levels in place. |
| Milestone year 1: review of methodologies for inclusive budgeting |
| Milestone year 2: guidelines for disability-inclusive budgeting developed and national and local authorities' capacities increased |
| Target: At least 1 guideline for inclusive and cross-sectoral budgeting for family and community-based services and independent living developed |
| Means of verification: Project progress reports, relevant stakeholders reports |
| Responsible: UNICEF, UNDP |
| **Output 2.1.D.** Based on new assessment (2.1.B) and existing assessment of needs and systems to support children with disabilities, at least two key services for independent living in family/community developed in line with CRPD standards and piloted |
| **Indicators**  2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other |
| Description  Family and community based services in Montenegro are inadequate. Some do not yet exist, others are insufficiently resourced. Based on the Analysis of cross-sector system support for children with disabilities in Montenegro and the assessment of needs of adult with disabilities, through a consultative process with OPDs, including associations of parents of children with disabilities, key services to prevent family separation and institutionalization of children with disabilities will be identified. Technical support will be provided to the Government to design two identified key services, and for piloting in two selected municipalities |
| Baseline: limited evidence-based planning and establishing of services key to prevention of institutionalization and support activation/independent living |
| Milestone year 1: at least two key identified services to prevent institutionalization and support activation-independent living designed |
| Milestone year 2: at least two key identified services to prevent institutionalization and support activation-independent living piloted |
| Target: at least two key identified services to prevent institutionalization and support activation-independent living designed and piloted |
| Means of verification: Ministry of Finance and Social Welfare Reports, Ministry of Economic Development reports |
| Responsible: Ministry of Finance and Social Welfare, Ministry of Economic Development, UNICEF, UNDP |
| **Output** 2.2.A. A CRPD Independent Monitoring Mechanism (IMM) within the Protector of Human Rights and Freedoms with full participation of persons with disabilities is supported. |
| **Indicators**  2.2.1. # of multi-stakeholder coordination mechanisms (disaggregated formal/informal) to support legislative policy and systems changes developed or strengthened |
| Description: At present, the NHRI - the Protector for Human Rights and Freedom - is conducting monitoring of the implementation of human rights standards including the standards in the CRPD. It collaborates with OPDs, but there is no systematic and meaningful participation with OPDs as required under article 33 can be strengthened in the monitoring of CRPD implementation. The Protector will be supported to lead a consultative process to reach consensus with OPDs on a structure to jointly monitor the implementation of the CRPD that ensures systematic and meaningful collaboration between the Protector and persons with disabilities. Technical assistance will be provided to guarantee that the consultations and the eventual modality is in line with the 2016 guidance of the Committee on the Rights of Persons with Disabilities. Once established, support is envisaged for regular consultations that aim to identify key issues that require in-depth monitoring, capacity building on those issues as needed, for guidelines for the monitoring and for supporting high quality synthesis of findings of monitoring in accessible reports that inform decision-makers and that will be used for advocacy for legislative and policy changes. |
| Baseline: The Protector monitors the implementation of the rights of persons with disabilities and reports under the CRPD, but does not do this in a structured manner with meaningful participation of persons with disabilities |
| Milestone year 1: The independent monitoring mechanism that is fully in line with art 33 of CRPD is established, and starts functioning |
| Milestone year 2: the IMM has produced at least two analytical reports on key issues of concern jointly identified by the IMM and OPDs |
| Target: One multi-stakeholder (NHRI and OPDs) mechanism is officially established and two reports produced |
| Means of verification: Annual reports of the Protector's office. Reports of the IMM. |
| Responsible: The Protector for Human Rights and Freedoms and OPDs with support of the UNICEF and UNDP coordinator, with technical support from the Human Rights Adviser |
| **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 support better disability inclusion in the review of the UN’s Common Country Analysis (CCA) adopted in 2021 and the implementation and monitoring of the UN’s Sustainable Development Cooperation Framework (SDCF) that will be adopted in 2022 and cover 2023-2027. The UNCT will seek OPD inputs into the annual reviews of the CCA and recommendations how to ensure results under the SCDF are more disability inclusive. Through increased OPD engagement, UN knowledge and capacity, but also that of national partners taking part in the project, will be built on CRPD, the key challenges persons with disabilities face in Montenegro and how to integrate disability in programming, including through use of disability inclusive indicators. For the UNCT to undertake targeted action to increase the meaningful participation of persons with disabilities in the work of the UN system in Montenegro, OPDs will be tasked with assessing the current level of participation and making recommendations for key areas of improvement.  National SDG processes have stalled over the past years but may be revived in 2022 as the country plans to submit a report to the Voluntary National Review on SDG implementation in mid-20202. If revived, the project will seek to ensure that support will benefit both the national SDG as well as the UN’s SDCF processes. |
| **Output** 3.1.A. Updates to the CCA and the new UN Sustainable Development Cooperation Framework (UNSDCF 2023-2027) are inclusive of rights of persons with disabilities. |
| **Indicators**  3.1.1 # of Common Country Analysis (CCA) including disaggregated data and analysis of the situation of  persons with disabilities.   * + 1. # UNSDCF where disability inclusion has been mainstreamed and/or targeted. |
| Description: The CCA provides analysis of the situation of persons with disabilities in a range of areas and make recommendations as to how to address some of the key challenges. There are however data gaps and there is limited information on how certain challenges affect different groups of persons with disabilities differently. The CCA will be reviewed during the project cycle by OPDs, supported by external expertise, with recommendations to the UNCT how to strengthen disability inclusion in the analysis and in adjustments to the relevant programs and activities under the UNSDCF. UNCT members and agency staff, but also national partners will also learn how to better integrate disability in SDCF design, but in particular in implementation and monitoring, as well as in joint and individual UN programs that will be undertaken under the SDCF, and in the work by national partners to further CRPD implementation. Expertise will be brought in to prepare concise guidelines for UN and partners how to better integrate disability in programming and to lead the design of context specific disability inclusive indicators and methods for collection of data for those indicators. |
| Baseline for first indicator: CCA provides a good overview of key challenges persons with disabilities face. In regard to ways forward, there are few specific recommendations, but rather more general recommendations that cover all marginalized groups. Capacity of UNCT and agency staff on CRPD and disability inclusion is limited. The draft SDCF has no specific disability inclusive indicators. |
| Milestone year 1: CCA is reviewed for the first time. Knowledge of at least 15 agency staff and 10 national partners on disability inclusion in programming and activities is increased. Guidelines and indicators designed by expert. |
| Milestone year 2: CCA is reviewed for the second time, and disability inclusion is strengthened with specific recommendations on furthering the rights of persons with disabilities, per type of disability, as feasible. Agency staff and national partners implement new knowledge and use guidelines prepared by expert. |
| Target: One CCA, through two CCA reviews, includes disaggregated data and analysis of the situation of persons with disabilities. |
| Means of verification: Revised CCA documents. |
| Responsible: UNDP with support from Human Rights Adviser, OPDs, external consultant |
| Baseline for second indicator: SDCF is in early stages of design |
| Milestone year 1; SDCF in which disability is integrated is adopted. 20 UN staff and national partners have better knowledge and stronger partnerships to increase level of disability inclusion in SDCF and other UN processes and programs |
| Milestone year 2; The SDCF that is disability inclusive is implemented for the first year. |
| Target; One SDCF where disability inclusion is targeted under key outcomes and programmes to further those output |
| Means of verification SDCF document. Reports of training and workshops. UN agency project documents |
| Responsible; UNICEF with support from Human Rights Adviser, OPDs, external consultant |
| **Output** 3.3. OPDs, and in particular those representing the most marginalized groups of persons with disabilities, are systematically and meaningfully engaged to ensure their input is integrated in the annual review of the UN’s Common Country Analysis and to guarantee disability inclusion in the design, implementation and monitoring of the UNSDCF in Montenegro. |
| **Indicators**  3.3.1 # UN led national and/or 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 UN will engage a coalition of OPDs, including those representing the most marginalized groups of persons with disabilities, to conduct an assessment of the level of meaningful participation of persons with disabilities in UN programmes but also in its operations. The OPDs will make recommendations for action and based on which jointly with the UN, the OPDs will design actions to strengthen disability inclusion in the UN system in Montenegro. In addition, actions will be identified how to raise the level of systematic and meaningful participation of persons with various types of disabilities in the work of the UN. The priority actions will not only inform the UNSDCF process but will also seek to support joint UN and individual agency programming. The project will support implementation of the key actions agreed upon by the UNCT. |
| Baseline: OPDs that represent various groups of children and adults with disabilities are engaged in specific programs that further the rights of persons with disabilities by some of the UN agencies and are consulted in an *ad hoc* but increasing manner in overall strategic planning processes of the UN system in Montenegro. |
| Milestone year 1: Assessment conducted by OPDs and key actions agreed with the UNCT. |
| Milestone year 2: Implementation of three key actions identified in the assessment. |
| Target: at least one UN led coordination mechanism that ensures systematic engagement of persons with all four types of disabilities in UN processes. |
| Means of verification: Assessment report, project reports, annual UNCT reporting. |
| Responsible: UNICEF with support from Human Rights Adviser, OPDs. |

# Outcomes strategy

## 4.1 Theory of change

Max 500 words

*Please describe the change that the proposed project is seeking to trigger. Please ensure the theory of change refers to the relation between the three outcomes. Kindly be specific about the linkages between CRPD and SDGs processes including the UNSDCF.*

The key change the project seeks to trigger is prevention of institutionalization of adults and children with disabilities, and transition of those who are in institutions to family or community-based living. At present, about 400 persons with disabilities reside in institutions, comprising of adults (both women and men) with intellectual disabilities who primarily reside at the Komanski Most institution, adults with psychosocial disabilities most of whom live in the Psychiatric Hospital in Kotor, while children with disabilities live in the Children’s Home “Mladost” Bijela and in specialized institutions in Serbia and Bosnia and Herzegovina and some residing in boarding schools outside their municipalities. Around 20 adults with intellectual disabilities have lived for more than 30 years in one of the institutions. While the Law on Social and Child Protection guarantees support for living in the family and community, by-laws are missing, and support services are insufficiently available with State Budget disproportionally allocated to institutions rather than individual family and community-based services.

The project seeks to trigger a stronger legal and policy framework that is compliant with CRPD, initiation of disability inclusive budgeting and scaling up of family and community-based services. More specifically, the project seeks to generate changes to the legal and policy framework and a shift of focus from investing in institutional settings to family and community-based care through disability inclusive budgeting. The project aims to trigger specific change for adults and children with disabilities, based on an already existing needs assessment of children and a new assessment under the project with adults with disabilities, through piloting two priority family and community-based services that may be scaled up after the project particularly if disability inclusive budgeting is applied. To affect change under project outcome 2, there is a need to further develop relevant knowledge and capacity among duty bearers but also of rights holders. Therefore, under project outcome 1 project, knowledge products - guidelines on budgeting and costing of two services to be piloted – will be designed, and capacity built thereon, and more broadly capacity to enable government, service providers including OPDs, to implement changes to the legal and policy framework, disability inclusive budgeting and community-based services in line with CRPD.

The project seeks to accelerate the changes foreseen above, but also to more broadly trigger stronger implementation of CRPD, through support in two more areas. The first concerns independent and inclusive monitoring, while the second relates to better disability inclusion in UN processes. Under outcome 2) an independent mechanism in line with article 33 CRPD that involves Montenegro’s NHRI and OPDs representing persons with different types of disabilities aims to ensure stronger monitoring and advocacy for increased accountability of Government. Under outcome 1) the capacity of those forming the independent structure to conduct effective monitoring and advocacy in key priority areas will be built. Under outcome 3) through an increase in the systematic and meaningful engagement of OPDs in the work of the UN system, including for deeper analysis of the situation of various groups of persons with disabilities, the project seeks to trigger and strengthen UN programs that enhance disability inclusion and CRPD implementation. The project seeks to increase knowledge and capacity among UN staff on CRPD, pre-conditions for disability inclusion and disability inclusive and gender disaggregated indicators so that these will subsequently be integrated in programming.

## 4.2 Result Chains

Max 500 words

***Outcome 1 - knowledge and tools***

State institutions, and in particular the Ministries of Finance and Social Welfare, of Justice, Human and Minority and of Economic Development, local governments and service providers, OPDs and Parliamentarians will be able to contribute to preventing institutionalization and to transitioning adults and children with disabilities to community and family-based care, if they have knowledge of the tools that will be designed under the project, and capacity to

1. adopt and implement current laws and services that are in line with CRPD, and to advocate for amendments to and for new legislation, standards and guidelines designed under the project that promote community-based services and to shift mindsets from the dominant medical to the human rights-based model on disability.
2. new guidelines on disability inclusive budgeting.

The NHRI and OPDs will contribute to better policies and systems for disability inclusion in Montenegro through stronger monitoring as they will gain

1. good knowledge of the guidance from the CRDP Committee and of good examples from other countries with regard to independent mechanisms that monitor CRPD.
2. increased capacity for monitoring and advocacy on key gaps in implementing CRPD and disability inclusion in Montenegro.

***Outcome 2: pre-condition and gaps in CRPD implementation***

State institutions, and in particular the Ministries of Finance and Social Welfare, of Justice, Human and Minority, of Economic Development, local governments and service providers will address key gaps in achieving the pre-conditions of equality and non-discrimination, service delivery and CRPD-compliant budgeting. As a result, they will contribute to

preventing institutionalization and transitioning adults and children with disabilities to community and family-based care if they

1. Implement recommendations from a review of key laws and policies and their compliance with CRPD
2. Address needs of persons with disabilities and of community-based systems that will be assessed under the project
3. Adopt and start initiating a system for disability inclusive budgeting that would also include gender aspects
4. Build on project support pilots of two key family and community-based services for adults and children with disabilities.

Accountability and governance for CRPD implementation will be enhanced through establishment of independent monitoring by the NHRI in a systematic manner that guarantees meaningful participation of persons from various group of persons with disabilities.

***Outcome 3: on UN/SDG plans, budgets, programs and monitoring processes***

UN plans, programs and processes will be increasingly disability inclusive because

1. The Common Country Analysis will feature more in-depth information on the key challenges persons from different groups of persons with disabilities with recommendation for specific actions by the UN
2. Programs and activities to further CRPD will be increasingly integrated under the umbrella of the UN’s Sustainable Cooperation Framework (SDCF), in joint or individual UN programs
3. There will be increased, systematic engagement between the UN and OPDs in Montenegro, including those who represent marginalized groups of persons of disabilities, including in the annual review of the CCA and in the UNSDCF process.

## 4.3 Geographic scope

Max 200 words

The project will be implemented in the whole country. The intervention entails activities at both national and local levels i.e. municipalities. Activities aimed at legal and policy framework improvement and capacity building of national and local level stakeholders will influence the situation of children and adults with disabilities throughout the country. Support that will be provided to the Protector of Human Rights and Freedoms as the independent monitoring mechanism in line with article 33 CRPD with inclusive and meaningful participation of OPDs, will also enhance protection of the rights of adults and children with disabilities throughout the country. Family and community-based services identified as key to prevent institutionalization and support deinstitutionalization of adults and children with disabilities will be piloted in several municipalities. Two key identified services to support activation/independent living/prevent institutionalization of adults with disabilities will be piloted in two municipalities, based on where these services are most needed..

## 4.4. Sustainability

Max 500 words

*How does the project intend to create the conditions for the long-term sustainability of the project results?*

The project will ensure long-term sustainability at it will working closely with key national institutions to improve the legal and policy and strengthen capacities of key actors at national level to implement it beyond the project duration. More specifically the project will support the Government in reviewing legislation relevant to independent living and developing standards, guidelines and minimum package of services for prevention of institutionalization, independent living/activation and deinstitutionalization.

The Project will support the Council for the Rights of the Child to draft an Action Plan for implementation of recommendations of the Analysis of cross-sectoral system support to children with disabilities and will work closely with the NHRI - the Protector of Human Rights and Freedoms - in developing a systematic mechanism monitoring for monitoring CRPD implementation jointly with OPDs, that is expected to function beyond project duration. The project will ensure meaningful participation of persons with disabilities in all areas of work which will ensure alignment of the intervention with the needs of children and both women and men with disabilities.

Strengthened capacities of the Government to develop and implement disability inclusive budgeting and of the NHRI and OPDs on how to use and monitor implementation of the guidance, is aimed at long-term changes in the process of the development of disability inclusive state budget. This is expected to positively impact on the sustainability of family and community-based services.

## 4.6 Innovation

Max 400 words

*How will the project promote and develop innovative resources and practices?*

Persons with disabilities will be the key drivers in transforming the quality of their lives. OPDs of young persons, adults with disabilities and parents of children with disabilities will be directly engaged to co-design transformative practices and services that support family and community-based care, that will place the rights and needs of children, youth and adults with disabilities in the centre. The co-design approach has a twofold aim: 1) to increase the level and improve the adequacy of services and 2) empower children and adults with disabilities and enhance the activation of both women and men with disabilities through their active involvement in key processes supported under the project.

The project will also bring closer service users and service providers to jointly set the conditions for systemic changes including in a new area like inclusive budgeting that is aimed at accelerating support for independent living, activation, and deinstitutionalization of children and adults with disabilities. It is expected that new and improved family and community services through piloting could lead towards replication and scaling up, thus positively affecting system-level changes and potentially impacting on the lives of persons with disabilities nation-wide.

The impact of the project, including the innovative approaches, will be reviewed using participatory M&E tools including feedback from beneficiaries and co-designers thus allowing timely adjustments and removal of identified obstacles, with a view to ensuring effective services’ provision to persons with disabilities.

## 4.7 Complementarity with other ongoing initiatives.

Max 400 words

*Please describe how the programme will be complementary and coordinate with other initiatives UN MPTFs, Donors, International CSOs.*

The UN team in Montenegro is implementing a number of mutually reinforcing initiatives aiming at improving the country’s capacities to adequately respond to the needs of vulnerable populations, including of persons with disabilities. The programme and other UN led interventions are aligned with the country’s National Sustainable Development Strategy (2015-2030), the SDGs (that have been nationalized and transposed into national policy frameworks), as well as the country’s EU accession ambition mainly reflected in Chapters 19 (Social policy and employment), 23 (Judiciary and Fundamental Rights) and 24 (Justice, Freedom and Security). The European Commission in its annual progress reports on gaps in implementation of CRPD, including when it comes to de-institutionalization of persons with disabilities.

UNDP is currently supporting the Government, through a three-year project “Disability Determination System Reform” working in partnership with OPDs, relevant ministries and state institutions, with financial support of the EU. The overall objective is to fully reform the national disability determination system - for more just, equal and easier access to rights to all kinds of cash benefits and services for persons with disabilities, in line with national legislation and CRPD. Among other things, project activities include analysis of necessary amendments to the existing legislative framework and adoption of a new Law on the Single Disability Determination Entity and Uniform Methodology for Disability Determination, that will abolish current structures and establish a single entity for disability determination. It will also set up an Information System for the Institute for disability determination, which will generate a national e-Registry of Persons with Disabilities. The project has an extensive capacity building component that support the development of national institutional and human capacities to ensure effective implementation of the reform.

UNICEF is undertaking several projects in support of children with disabilities and their families, with assessments of the social and child protection systems. Currently a Situation Analysis of Early Childhood (ECD) Intervention in Montenegro is being carried out, with findings expected in the first quarter of 2022. UNICEF is implementing an initiative to address root causes of inequality related to ECD. It aims to support measures to promote nurturing care, including increasing knowledge and skills of service providers to deliver age appropriate, complementary health, protection and education services to families and young children, including children with disabilities.

The proposed programme will complement the above-mentioned initiatives as it brings in a human-centered approach, community level engagement and activation of persons with disabilities that would feed in the systemic reform processes.

1. Contribution to UNPRPD impact

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

Table 1 Progress against UNPRPD Impact Indicators

|  |  |  |
| --- | --- | --- |
| *Percentage of persons with disabilities employed as compared to other persons and to overall employment rate, disaggregated by type of employment (public, private, self-employed), age, sex and disability* | Revision and improvement of legal framework in the area of professional rehabilitation and employment of persons with disabilities, together with building the capacities of service providers will enable better access of persons with disabilities to the labor market. | 10,970 unemployed persons with disabilities registered with the Employment Agency of Montenegro in 2020  (source: EAM Annual Report for 2020) |
| *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.* | Percentage of public spending on disability rights and inclusion should be increased through development of guidelines and capacity building of the relevant ministries, especially Ministry of Finance and Social Welfare and Ministry of Economic Development, together with local governments, OPDs and the NHRI to develop, implement, advocate for, and monitor the implementation of disability inclusive-budgeting. | No data exist on the percentage of public spending on disability rights and inclusion |
| *SDG indicator 16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age and population group.* | The project seeks to increase the meaningful participation of persons with disabilities in law and policy making, as well as the design and implementation of services, and in the independent monitoring mechanism. This is expected to increase the level of inclusion in decision-making processes, but also an increase in the decisions being responsive to the rights and needs of persons with disabilities. | There is no data on the number or proportion of persons with disabilities who believe that decision-making is inclusive and responsive |

# Cross cutting approaches

Max 700 words; Please refer to the briefing on [Cross Cutting Approaches](http://unprpd.org/sites/default/files/library/2020-08/Annex%203%20UNPRPD%204th%20Funding%20Call%20Cross%20Cutting%20ApproachesACC.pdf)

## 6.1 Equality between men and women.

The project will take steps to ensure that both women and men, boys and girls with disabilities will benefit from project activities. The different needs of women and men, boy and girls with disabilities residing in institutions will be taken into account in the assessment that will be conducted and in the design of recommendations of which family and community based support services are required for safe and independent living. Capacity building activities will guarantee that different perspectives, challenges and needs of men and women with disabilities will be integrated, while on the governance structure of the project but also in small working groups set up to undertake activities, the project will ensure that perspectives of men and women will be represented. Where the project finds that clear gender gaps exist, activities will focus on positive action to reduce that gap. For instance regarding activation, even though data is scarce, it is expected that in line with national averages for the two sexes, fewer women than men with disabilities are employed or are actively participating in community activities. Thus, women with disabilities will be prioritized in the activation part of the project. Data on women and men in will be disaggregated in all aspects of the project.

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

The project will ensure the full and effective participation of persons with disabilities and their representative organization in the design and implementation of most if not all activities, as well as in monitoring progress in the implementation of project activities. Where small working groups are set up to design and implement activities, the project will ensure representation of OPDs. Design of knowledge products, like guidelines for budgeting and the costing of community-based services will be carried out under the leadership or in close collaboration with OPDs. Some capacity building activities supported by the project will be led by OPDs, like those on CRPD and disability inclusion for the UNCT and national partners, drawing on the induction training package prepared by PRPD and already used during the inception phase by a OPD coalition. Knowledge and capacity of OPDs will also be built, for instance on disability inclusive budgeting and on effective mechanisms for independent monitoring, as well as on specific areas of violation of the rights of persons with disabilities, as identified by OPDs and the NHRI. Existing relations between OPDs and the UN as well as national partners will be strengthened through more intense collaboration facilitated under the project but will also feature new partnerships with persons with disabilities who have been underrepresented. To ensure that participation is effective, the project team and partners will seek advice from OPDs on how to how make all activities accessible to persons with different types of disabilities while reasonable accommodation will be provided as necessary.

The project steering committee will feature representatives of at least three OPDs, alongside UN staff and representatives of the Government and the NHRI.

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

The project has a focus on supporting children and adults living in institutions, the majority of whom are persons with intellectual and psycho-social disabilities to transition to living in the family or community. The project will work with experts in the field to involve these adults and children, ensure that no harm is done and that any activity undertaken is done in their best interest, and to seek their participation in the project. A recently established OPD of persons with intellectual disabilities will be consulted regularly by the project, in the design, implementation and monitoring and evaluation of specific activities with their peers. The project will engage with marginalized groups and groups that face intersecting forms of discrimination in Montenegro, like deaf persons and persons with disabilities from ethnic minority groups like Roma – with whom links were strengthening in the inception phase – and with women with disabilities. They will be engaged in consultations and capacity building activities, be the main beneficiaries of project activities where analysis shows they are behind their peers, while some will be part of the project steering committee. The project will ensure full accessibility and reasonable accommodation for these groups when engaging in project activities.

1. Governance and management arrangements

*Utilizing the table format provided below, indicate for each of the proposed project outputs the partners involved and the focal points.*

Table 3. Implementation arrangements

| **Output number** | **Implementing UN agencies[[4]](#footnote-5) include contact details of focal points & role and responsibility in the programme** | **Government include contact details of focal points & role and responsibility in the programme** | **OPDs include contact details of focal points & role and responsibility in the programme** | **Other partners include contact details of focal points & role and responsibility in the programme** |
| --- | --- | --- | --- | --- |
| 1.1.A. The capacity of duty bearers, in particular the Ministry of Finance and Social Welfare, Ministry of Justice, Human and Minority Rights, the Protector, Parliamentarians, and local authorities is enhanced | UNICEF, Nela Krnic, nkrnic@unicef.org Milena Karisik, mkarisik@unicef.org UNDP, Igor Topalovic, igor.topalovic@undp.org  coordination and technical assistance | Ministry of Finance and Social Welfare, Amela Orahovac, Ministry of Justice, Human and Minority Rights Aleksandra Popovic, the Protector, Parliamentarians, and local authorities  [[aleksandra.popovic@mpa.gov.me](mailto:aleksandra.popovic@mpa.gov.me)](mailto:%3caleksandra.popovic@mpa.gov.me)>, amela.orahovac@mrs.gov.me | OPDs service providers to strengthen capacities | Protector and Parliament to build capacity |
| 1.1.B. The capacity of service providers, including OPDs and local self-governments is enhanced to provide a wide array of services (social and child protection, activation, health, family support, education, etc.) to facilitate living independently and in the community. | UNDP, Igor Topalovic, UNICEF, Nela Krnic, Milena Karisik, coordination and technical assistance | Family and community services providers, Professional Rehabilitation providers to strengthen capacities | OPDs service providers to strengthen capacities | Local self-governments to strengthen capacities |
| 1.1.C. The capacity of the Ministry of Finance and Social Welfare, the Ministry of Economic Development, local governments, OPDs and the NHRI to develop, implement, advocate for, and monitor the implementation of disability inclusive budgeting guidelines to enhance activation and independent living in the community is enhanced | UNDP, Igor Topalovic, UNICEF, Nela Krnic, Milena Karisik, coordination and technical assistance | Ministry of Finance and Social Welfare, Ministry of Economic Development, Darko Moracanin, Fund for professional rehabilitation and employment of persons with disabilities to strengthen capacities | OPDs to strengthen capacities | Local self-governments,  NHRI to strengthen capacities |
| 1.1.D. The capacity of the NHRI and OPDs to monitor, report and conduct advocacy for enhanced CRPD implementation under the newly established monitoring mechanism, is strengthened | UNICEF, Nela Krnic, Milena Karisik, coordination and technical assistance, Resident Coordinator’s Office, Anjet Lanting, technical assistance, anjet.lanting@un.org | Protector for Human Rights and Freedoms, Nerma Dobardzic, to coordinate. Info@ombudsman.co.me | Association of Youth With Disabilities, Marina Vujacic, "marina.vujacic@umhcg.com consultation and support coordination by the Protector <info@ombudsman.co.me> | None |
| 1.2.A. Guidelines for disability inclusive and cross-sectoral budgeting in areas of development of family and community-based services, independent living and are developed with the Ministry of Finance and Social Welfare and local governments | UNDP, Igor TopalovicUNICEF, Nela Krnic, Milena Karisik, coordination and technical assistance | Ministry of Finance and Social Welfare, Ministry for Economic Development to participate | OPDs to participate | Local self-governments to participate |
| 1.2.B. Cost analysis of at least two priority family and community-based is carried out | UNDP, Igor Topalovic,  UNICEF, Nela Krnic, Milena Karisik  coordination and technical assistance | Ministry of Finance and Social Welfare, Ministry for Economic Development to participate | OPDs to participate | Local goverhments |
| 2.1.A The legal and policy framework is reviewed to provide recommendations for de-institutionalization, the prevention of institutionalization, and recommendations are made to support independent living, activation, and supported decision-making mechanisms. | UNDP, Igor Topalovic,  UNICEF, Nela Krnic, Milena Karisik  coordination and technical assistance | Ministry for Economic Development, Ministry of Finance and Social Welfare, Parliamentarians, Council of the Rights of the Child to participate | OPDs to participate |  |
| 2.1.B. The needs of adults regarding  community-based support, and of community-based systems are assessed, and recommendations for revision of the systems are developed | UNDP, Igor Topalovic  coordination and technical assistance | Public institutions – service providers to be assessed | OPDs to participate | Local self-governments to be assessed |
| 2.1.C. Inclusive and cross-sectoral budgeting for family and community-based services and independent living is enabled. | UNDP, Igor Topalovic, UNICEF, Nela Krnic, Milena Karisik  coordination and technical assistance | Ministry of Finance and Social Welfare, Ministry for Economic Development to participate | OPDs to participate | Local self-governments to participate |
| 2.1.D. Based on new assessment (2.1.B) and existing assessment of needs and systems to support children with disabilities, at least two key services independent living in family/ community developed in line with CRPD standards and piloted | UNDP, Igor Topalovic, UNICEF, Nela Krnic, Milena Karisik  coordination and technical assistance | Public institutions – service providers to participate | OPDs to participate | Local self-governments to participate |
| 2.2.A. A CRPD Independent Monitoring Mechanism (IMM) within the Protector of Human Rights  and Freedoms with full participation of persons with disabilities is supported. | UNICEF, Nela Krnic, Milena Karisik, Resident Coordinator's Office, Anjet Lanting, coordination and technical assistance | Protector for Human Rights and Freedoms, Nerma Dobardzic, to coordinate, info@ombudsman.co.me | Association of Youth With Disabilities, Marina Vujacic, consultation and support coordination by the Protector | None |
| 3.1.A Updates to the CCA and the new UN Sustainable Development Cooperation Framework (UNSDCF 2023-2027) are inclusive of rights of persons with disabilities | UNDP, Igor Topalovic, coordination and oversight  Resident Coordinator’s office, Anjet Lanting, technical advice and ensuring information sharing with the UNCT, and head of RC Office | None | Marina Vujacic, Association of Youth with Disabilities | Head of RCO – Ana Zec, ana.zec@un.org |
| 3.2.A OPDs, and in particular those representing the most marginalized groups of persons with disabilities, are systematically and meaningfully engaged to ensure their input is integrated | UNICEF, Nela Krnic, Milena Karisik, Resident Coordinator's Office, Anjet Lanting, coordination and technical assistance | None | Marina Vujacic, Association of Youth with Disabilities | As above |

*Also, provide a description of (max 500 words):*

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

UNDP and UNICEF will jointly coordinate implementation of the programme, with technical support for specific activities from the Human Rights Adviser in the Resident Coordinator’s Office. Standard information on the objectives and main activities of the project will be made available, in accessible formats, to all partners, and the wider public. Regular meetings will be undertaken with partners in the design, implementation but also in monitoring and adjusting activities as needed, with frequency and form agreed upon at the initiation of the various activities with the relevant partners.

To govern the project, a Project Steering Committee consisting of representatives of each participating UN Organization (PUNO), the UN’s Human Rights Adviser and representative of the main stakeholders (Government, NHRI and OPDs) will be set up. It will have overall responsibility for overseeing implementation of project activities. The Project Steering Committee will adopt a Terms of Reference and meet at least twice a year. It will review progress reports against programme objectives and provide guidance to those implementing activities under the project. The Committee will be invited to observe project activities and will give adv ice to adapt project activities as needed to achieve concrete results.

The Resident Coordinator will be informed on a regular basis of the status of implementation of the project. The RC will be invited to participate on behalf of the entire UN system in some of the key activities of the project. One staff member in the RC’s Office will take part in the meeting of the Project Steering Committee.

# Partnership-building potential

Max 400 words

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

Various new partnerships will be developed, while the project will also strengthen existing connections between the UN and its partners and among the partners during the implementation of the project. This includes the Ministry of Finance and Social Welfare and its institutions (e.g. Residential Institutions, and Social Care Centers), and the Ministry of Justice and Human and Minority Rights, the Protector for Human Rights and Justice, local self-governments, local service providers, the Employment agency, OPDs and other civil society organizations. The project team will increase the level of engagement between different parts of the national systems, all of which have roles of play in de-institutionalization, and between state institutions and OPDs in particular when designing solutions to current challenges that the project seeks to address. The project will further increase the level of engagement between the NHRI and OPDs in the setting up and implementation of independent monitoring in line with CRPD.

Good practices will be drawn upon from other countries, and this may result in longer-term engagement between officials, but also NHRIs and OPDs for continue future learning or otherwise exchanges.

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# Long-term UN engagement in the area of disability

Max 400 words

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

The UN in Montenegro has advocated for the rights and supported inclusion of persons with disabilities for over a decade. disabilities. Disability is integrated in some individual agencies’ programing, and the UN consults regularly with persons with disabilities and OPDs, including on key strategic documents. Most recent programming includes the 2019 UNICEF and the Council for the Rights of the Child joint Analysis of the cross-sector system support for children with disabilities. The UNCT conducted three rapid social impact assessments of COVID-19 in 2020/21, focusing on most affected groups including persons with disabilities who were involved in data gathering and validation of the reports. In 2020, the UN supported OPDs to conduct a case study on the impact of COVID-19 on youth with disabilities and the level of disability inclusion in the Government’s COVID-19 response, with funding from PRPD. UNDP is currently supporting Government on “Disability Determination System Reform”, in partnership with OPDs, to guarantee just, equal and easier access to rights to cash benefits and services for persons with disabilities, in line with CRPD. At present, UNICEF is implementing an initiative to address root causes of inequality related to Eearly Childhood Development.

The 2021 Common scountry Analysis (CCA) describes progress and challenges in the realization of rights of persons. The CCA forms the basis for the upcoming Sustainable Development Cooperation Framework (2023-2027). The project will support stronger disability inclusion in the review of the UN’s CCA and the implementation and monitoring of the UN SDCF 2023-2027.  UN knowledge and capacity, but also that of national partners will be built on CRPD, on key challenges persons with disabilities face and on how to integrate disability in the existing programs referred to above but also in new programming, including through use of disability inclusive indicators. The project will support an assessment by persons with disabilities of the level of meaningful participation of persons with disabilities in the work of the UN system in Montenegro. With project support, key recommendations that will be made and on which agreement of the UNCT is reached will be implemented with a view to establishing a long-term structure to guarantee participation of persons from various group of persons with disabilities in the work of the UN in Montenegro.

# Knowledge Management

Max 500 words

*Please describe:*

* *The way in which the proposed project plans to document good practices and lessons learnt the way as well in*
* *which the project will involve multi-stakeholders in the process.*
* *Measures to ensure joint implementation of KM activities.*

*Please fill in the table below on knowledge products expected to be produced under the programme*

Good practices and lesson learnt will be document throughout the project cycle. Field visits will be conducted, meetings and technical consultations held with those implementing and benefiting from project activities to exchange experience to help documenting knowledge gained and good practices that will eventuate during project implementation. Lessons and good practices may be documented in writing, that will be shared with partners, validated and made available in accessible format.

In terms of stakeholders’ engagement, the project will engage with representatives of all entities involved in the project including OPDs, representatives of the relevant Ministries, Centers for social work; Employment Agency, local self-governances and other allies, as well as policy makers in Montenegro on identifying ways to better serve persons with disabilities.

Project experience will be fed into the broader UN system’s work to further the rights of persons with disabilities, and will be used as relevant for advocacy for change and to influence policy dialogue at the national level.

Table 4 Knowledge products

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of knowledge product*** | ***Expected dissemination and use*** |
| Guidelines for disability inclusive and cross-sectoral budgeting in areas of development of family and community-based services, and independent living (1.2.A) | Guidelines | Together with capacity building of the relevant stakeholders, to be used for introduction and advocacy on disability-inclusive budgeting and development of key inclusive budgeting documents on both national and local level. |
| Cost analysis of at least two priority family and community-based services (1.2.B). | Analyses | To be used for planning, development and piloting of identified priority family and community-based services for persons and children with disabilities. |
| Assessment of needs of adult persons with disabilities regarding community-based support, and of community-based systems (2.1.B) | Assessment/Research | Assessment will identify needs and provide recommendations to enable community based support systems and services design and implementation |
| Standard operating procedures for coordination across sectors for provision of integrated, holistic and child centred-approach to children and youth with disability | SOP | To be used for coordination across sectors at technical/professional level for provision of integrated, holistic and child-centred approach to children and youth with disability throughout the lifecycle |

1. Communications and visibility

Max 500 words

* *Please describe how the programme will ensure wide communication and visibility of the programme and results achieved.*

The project will ensure communication and visibility of the action through a development and implementation of a communication and visibility plan which will rely on the use of regular communication channels of the UN in Montenegro e.g. websites, media releases. The project team will ensure that products are accessible to persons with disabilities. Information on the key objectives and main activities under the project will be made available to the public. Information on key activities where the participation of persons with disabilities and OPDs is of utmost importance will be shared through networks of the organizations working with the target population. The project will also ensure sharing information in key strategic national platforms to enhance visibility. This will help raise awareness on the CRPD and disability rights related issues in the country.

Table 5 Communications products

|  |  |  |
| --- | --- | --- |
| ***Product*** | ***Type of communication product*** | ***Expected dissemination and use*** |
| Brochure/leaflet with brief information on the project | Brochure – hard copy and online | UNCT website, for broader public |
| Media releases, articles, interviews of UN staff and project partners | Online articles, with accessible formats/devices, traditional media | UNCT website, for broader public |
| UN Montenegro and individual agencies websites and/or social media articles | Website and/or social media contents and threads, with accessible formats/devices | UNCT, Government’s, OPDs, CSOs, for media and broader public |

1. Monitoring and Evaluation

Max 500 words

*Please describe in detail the M&E plan including external and internal evaluations. Please also make sure these activities are costed in the budget and reflected in the workplan.*

The Implementing Agencies (UNDP and UNICEF, the PUNOs) are responsible for regular monitoring, reporting and evaluation in a timely, and results-oriented, and evidence-based manner. Project monitoring and evaluation will be based on periodic assessments of progress on delivery of specified project results. It will include mid-term reviews, narrative progress reports and a final consolidated narrative report, after the completion of the Project, prepared as per UNPRPD guidance.

Implementation of the activities throughout the project, both in relation to programmatic and financial aspects, will be led by UNICEF and UNDP, with technical advice in specific areas from the Human Rights Adviser. Monitoring activities will include field visits, meetings with partners, coordination meetings with public institutions, regular consultations with OPDs and local communities. In addition, regular updates on financial expenditure will be provided, as per request of the Fund.

UN INFO will be used to track progress of the joint project. UN INFO is a planning, monitoring and reporting system to track how the UN system at the country level supports governments to deliver on the Sustainable Development Goals and the 2030 Agenda. It is structured against the UNDAF/ UNSDCF and the UN Joint Annual Workplans.

Close to the end of the Project, an external independent evaluation of the project will be commissioned. The ToR for the independent evaluation will be agreed among UN partners and shared with UNPRPD for final review. The evaluation will be conducted in line with UNEG standards and norms. The Evaluation Report, once finalized, will be shared with all stakeholders for review and validation, and widely disseminated afterwards.

For all monitoring and evaluation activities, the project has allocated 15,000 US dollars (around five percent of the total budget).

The UN team proposes 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.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Activity** | **Indicator** | **Data collection method** | **Responsible party** |
| Expert assistance, trainings and knowledge sharing to improve capacities and upgrade the skills of service providers (public institutions, local self-governments, CSOs) to develop models and implement activities for activation/independent living of persons with disabilities. | 1.1.1 # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD programme. (Disaggregated by topics) | # of trainings held, including data on type of capacity building and participants (organization/institution, gender, disability) | UNDP |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive | # of service providers staff by type of organization/institution with increased capacities to design and provide measures for activation/independent living of persons with disabilities | UNDP |
| Expert assistance, trainings and knowledge sharing to improve capacities and upgrade the skills of duty bearers and service providers to draft recommendations, advocate for change and implement activities for improved cross-sectoral cooperation in prevention of institutionalization and provision of quality integrated services to children and youth with disabilities throughout the lifecycle. | 1.1.1 # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD programme. (Disaggregated by topics) | # of trainings held, including data on type of capacity building and participants (organization/institution, gender, disability) | UNICEF |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive | # of duty bearers and service providers staff to draft recommendations, advocate for change and implement activities for improved cross-sectoral cooperation in prevention of institutionalization and provision of quality integrated services to children and youth with disabilities throughout the lifecycle. | UNICEF |
| Provide expert support (trainings and assistance) to Ministry of Finance and Social Welfare, Fund for Professional Rehabilitation and Employment of Persons with Disabilities, OPDs, NHRI and selected local governments on disability-inclusive budgeting. | 1.1.1 # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD programme. (Disaggregated by topics) | # of trainings held, including data on type of capacity building and participants (organization/institution, gender) | UNDP, UNICEF |
| 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. | # of professionals by institution with increased capacities to implement disability-inclusive budgeting. | UNDP, UNICEF |
| Conduct desk review and inputs collection and provide guidelines and recommendations on disability inclusive budgeting and development of key inclusive budgeting documents | 1.2.1 # of knowledge products (disaggregated by type of product[1]/thematic focus[2]) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices | # of organizations/institutions by type covered by the guidelines ondisability-inclusive budgeting | UNDP, UNICEF |
| Based on the conducted assessments the key identified services to prevent institutionalization and community services to support independent living/activation costed | 1.2.1 # of knowledge products (disaggregated by type of product[1]/thematic focus[2]) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices | # of costed services | UNDP, UNICEF |
| Increasing knowledge of the NHRI and OPDs through sharing of good practices from other countries that have effective independent monitoring mechanisms | 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. | # of sessions held, including data on type of capacity building and participants (organization/institution, gender, disability) | UNICEF with support of the Human Rights Adviser |
| Training sessions for staff of the Protector and OPD members of the mechanism, and UN agency staff on monitoring CRPD, indicators, and pertinent issues that are identified jointly for in-depth monitoring, drawing on the relevant CRPD articles CRPD Committee Concluding Observations | 1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive. | # of sessions held, including data on type of capacity building and participants (organization/institution, gender, disability) | UNICEF with support of the Human Rights Adviser |
| Technical and financial support for drafting and implementation of monitoring tools/guidelines, for analysis, publication of reports in accessible manner | 1.2.1 # of knowledge products (disaggregated by type of product[1]/thematic focus[2]) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices | # # Guidelines and tools | UNICEF with support of the Human Rights Adviser |

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Activity** | **Indicator** | **Data collection method** | **Responsible party** |
| Technical support to review the new draft Law on professional rehabilitation and employment of persons with disabilities and provision of recommendations for improvement | 2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other | Recommendations to the new Law on professional rehabilitation and employment of persons with disabilities provided | UNDP |
| Technical support to draft the relevant rulebooks deriving from the Law on professional rehabilitation and employment of persons with disabilities | 2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other | # of rulebooks developed | UNDP |
| Expert support to develop Action Plan on implementation of the recommendations of the Analysis of cross-sectoral system support to children with disabilities developed and implemented (2022) | 2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other | # of Action Plans developed | UNICEF |
| Expert support to produce a minimum package of services for all vulnerable groups and develop Standard operating procedures for coordination across sectors for provision of integrated, holistic and child centred-approach to children and youth with disability throughout the lifecycle | 2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other | Minimum package of services for all vulnerable groups developed  # of SOPs developed | UNICEF |
| Conduct research to identify needs of persons with disabilities living in their communities, together with identifying the needs of persons in residential institutions as a prerequisite for their potential deinstitutionalization , and provide recommendations to enable community based support systems and services design and its implementation | 2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other | Identified needs of persons with disabilities and provided recommendations to enable community-based support systems | UNDP |
| Key identified services to support activation/independent living/to prevent institutionalization of adults with disabilities piloted in the selected municipality. | 2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other | # of designed and piloted services | UNDP |
| Key identified service to prevent family separation and institutionalization of children with disabilities will be identified, designed and piloted | 2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other | # of designed and piloted services | UNICEF |
| Consultations to discuss the establishment and structure of an IMM under article 33 of CRPD | 2.2.1. # of multi-stakeholder coordination mechanisms (disaggregated formal/informal) to support legislative policy and systems changes developed or strengthened | # of consultation meetings held, # of participants by gender, disability | UNICEF with support of the Human Rights Adviser |
| Technical support for the drafting structure and operational procedures for the IMM will function to ensure compliance with art 33 CRPD, guidance by the Committee, and that guarantees the full participation of persons with disabilities through their representative organizations | 2.2.1. # of multi-stakeholder coordination mechanisms (disaggregated formal/informal) to support legislative policy and systems changes developed or strengthened | Reports by consultants providing technical support | UNICEF with support of the Human Rights Adviser |
| Support for regular consultations of the monitoring mechanisms and for field visits to monitor key issues of human rights concerns | 2.2.1. # of multi-stakeholder coordination mechanisms (disaggregated formal/informal) to support legislative policy and systems changes developed or strengthened | # of consultation meetings held, # of participants by gender, disability | UNICEF with support of the Human Rights Adviser |

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Activity** | **Indicator** | **Data collection method** | **Responsible party** |
| Annual review of the 2021 CCA from a disability perspective, with consideration of findings and recommendations from the situational analysis and ensuring opportunities for OPD active involvement in the review | 3.1.1 # of Common Country Analysis (CCA) including disaggregated data and analysis of the situation of persons with disabilities.   * + 1. # UNSDCF where disability inclusion has been mainstreamed and/or targeted. | Revised CCAs, comparison as to previous CCA for level of disability inclusion | UNDP with support from Human Rights Adviser |
| Strengthen partnerships, knowledge and level of engagement between UNCT, agency staff, OPDs, national partners and agreed approach how to integrate disability in the SDCF and programs under the framework | 3.1.2       # UNSDCF where disability inclusion has been mainstreamed and/or targeted. | # of discussion sessions of various partners, disaggregated by sex, disability, institution/organization | UNDP and UNICEF with support from Human Rights Adviser |
| Conduct an OPD led assessment of the level of meaningful participation of persons with disabilities in UN programmes and operations and based on recommendations, OPDs develop a strategy for the UNCT how to strengthen disability inclusion in the UN system in Montenegro | 3.3.1 # UN led national and/or 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 | Assessment report | UNICEF with support from Human Rights Adviser |
| Based on assessment support activities to implement recommendations to increase meaningful participation of persons with disabilities in the UNSDCF process | 3.3.1 # UN led national and/or 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 | # of interventions to increase meaningful participation | UNICEF with support from Human Rights Adviser |

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*** |
| --- | --- | --- | --- | --- | --- |
| Contextual | Political instability, restructuring of government, or early election | Medium | Delay or stop to implementation of activities with Government partners | Collaboration with OPDs and with the NHRI that are less affected by the instability. If government is unable to make decisions needed for the project to continue, the knowledge products, assessments, guidelines will be used by OPDs and NHRI in their monitoring and advocacy. There may be a need for reprogramming. | UN system |
| Programmatic | Lack of buy in from Government to use evidence and guidelines produced under the project | Low | Delay in implementation of the activities with Government | Ensuring full participation of Government in all aspects of the production of the products from design. | UN project team |
| Programmatic | Lack of clarity and different interpretations by Government, NHRI and OPDs regarding designation of the independent monitoring mechanism (IMM) and the role of OPDs in it, and subsequent lack of State funding allocated to the IMM | Low | Monitoring will be conducted but may not fulfill the conditions of article 33 CRPD | Use of Committee on the Rights of Persons with Disabilities guidance on IMMs, facilitation of briefing and discussion sessions between Government, NHRI and OPDs, sharing of good practices from other regions and initial funding support through the project for the IMM to start functioning | UN project team |
| Institutional | Reputational loss if expectations by persons with disabilities or their families are created and will not be fulfilled | Medium | OPDs and persons with disabilities will disengage in the course of the project | Clear setting out of objectives and expectations from the outset of the project, and continuous involvement of persons with disabilities in project activities, and regular status updates as to project progress and challenges | UN project team |

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

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

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

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

# Budget

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

*While developing the budget please ensure that appropriate allocations are made for project including the following:*

* *Full time coordination costs*
* *Monitoring and Evaluation activities*
* *Accessibility and reasonable accommodation costs*
* *Communication and visibility costs*

*Please note the UNPRPD will not cover the following costs:*

* *The direct provision of services, e.g., assistive devices, educational services, or rehabilitation services*
* *Acquisition of land or buildings or reconstruction or renovation of physical spaces*
* *Equipment costs, such as computers, vehicles, furniture etc.*
* *Operating costs for running an office e.g. rent.*
* *Grants for filling a ‘funding gap’ for fulfilling the mandates of UN entities*
* *Re-granting activities*
* *Scholarships*
* *Infrastructure work*
* *Travel to countries outside of the target country unless it is part of capacity building*
* *Regional activities, unless it is part of UNPRPD MPTF knowledge management programs*

*Please also note that:*

* *Minimum amount received by each PUNO should be of 100.000USD*
* *No funds transfer between PUNOs is allowed*

**14.1 Value for money**

*Please describe value for a money approach including key cost drivers. Use as a guidance the questions below. (max 500)*

1. *Economy: What are the project’s major costs categories and what drives the pricing of those costs? What actions can you take to control those costs? What cost categories will be subject to a competitive procurement process, and how robust is that process?*
2. *Efficiency: What controls will you put in place to ensure that you are delivering the goods or services in the most efficient manner?*
3. *Effectiveness: What elements of the theory of change are the weakest and have you considered project activities to overcome these weaknesses? If your project will be delivered in a fragile state, how can you demonstrate your capability to deliver in difficult environments? Can you demonstrate clearly that you cannot carry out the project without support from UNPRPD? If not, how much of the programme could you have achieved on your own without support?*

The major costs in the project relate to consultancies and grants to OPDs and service providers, including for the piloting of two community-based services. The procurement of these services and the selection of the grantees will go through a vigorous process in which competitive bidding will be used. UNICEF and UNDP standards, that are robust and used globally, for such competitive processes will be applied.

Montenegro is a small society and for some of the services that are needed under the project, international expertise may be required. The length of such consultancies will be as short as possible for the task foreseen to reduce costs, however, quality of support prevails over the consultancies’ duration.

A key aspect of the project aimed to enable return on PRDP investments is linked to mainstreaming disability into budgeting processes. The project includes extensive work with national and local governments on developing their capacities to ensure persons with disabilities are fully included in both budgeting and community-based and family-based servicing. In this regard, the financial resources invested would lead towards systemic creation of preconditions for achieving equality non-discrimination and service delivery to persons with disabilities. The country will benefit from improved social protection and activation of persons with disabilities among others through better planned budgetary allocations, thus ensuring the sustainability of the interventions in the long run.

**14.2 Co-funding**

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

*Table 7 Co-funding arrangements*

No co-funding secured as of now.

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

# Safeguarding

Max 500 words

*Please describe and provide links to relevant guidelines and policies on which existing safeguards are in place to: 1. prevent unethical behavior (including sexual exploitation and sexual abuse); 2. protect victims and witnesses (including through appropriate protocols on reporting and cooperation with investigations); and 3. ensure that corrective measures are taken without delay in order to end violations*

Throughout the project implementation, safeguarding will be a high priority. Unethical behaviour, sexual harassment, exploitation and abuse violate human rights and contrary to the core values of the United Nations. All forms of sexual harassment and sexual exploitation and abuse (SEA) whether perpetrated against a recipient of assistance or a coworker are prohibited in UN. It is a UN collective priority to prevent such behaviours and support those affected. The UN in Montenegro is committed to ensure that all allegations of sexual harassment and SEA are responded to swiftly, appropriately and effectively.

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.

UNICEF has a zero-tolerance policy for child safeguarding violations and sexual exploitation and abuse perpetrated by its employees, personnel, sub-contractors and implementing partners. UNICEF has incorporated child safeguarding and prevention of SEA standards in contractual clauses of all partnership agreements signed between UNICEF and Civil Society Organisation (CSO) partners. An organizational policy on [PSEA](https://www.unicef.org/sites/default/files/2019-05/UNICEF-Strategy-Prevent-Respond-Sexual-Exploitation-Abuse-Sexual-Harassment-January-2019.pdf) exists and describes appropriate standards of conduct, other preventive measures, reporting, monitoring, investigation and corrective measures.The organization holds mandatory trainings for all personnel on the organization’s SEA policy and procedures and the training includes 1) a definition of SEA (that is aligned with the [UN's definition](https://undocs.org/ST/SGB/2003/13)); 2) a prohibition of SEA; and 3) actions that personnel are required to take (i.e. prompt reporting of allegations and referral of survivors). UNDP adheres to the Secretary-General Bulletin on sexual exploitation and abuse, (ST/SGB/2003/13) applicable to all UN staff including those working for UNDP and other separately administered organs and programmes of the United Nations. Information on sexual exploitation and abuse is also included in the UNDP [Code of Ethics](https://www.undp.org/sites/g/files/zskgke326/files/undp/library/corporate/ethics/UNDP%20CODE%20OF%20ETHICS%20-%202017%20version.pdf). Standards of conduct related to sexual harassment are covered by the [Policy on harassment, sexual harassment, discrimination, and abuse of authority.](https://popp.undp.org/SitePages/POPPSubject.aspx?SBJID=352&Menu=BusinessUnit" \t "_blank)

The UN in Montenegro has a **PSEA network** that includes a PSEA coordination structure in Montenegro that relies on a **PSEA task force** (with focal points from UNICEF, UNDP, UNHCR, IOM, coordinated by RCO), and PSEA focal points appointed from all agencies in UNCT. The RC has a system-wide responsibility for developing PSEA strategies and ensuring action plans are implemented, while the UNCT is responsible for overseeing their implementation. This includes actively addressing PSEA issues when raised in UNCT meetings, establishing and supporting a PSEA Network, and ensuring that the UNCT has a strategy to provide assistance and support to victims of sexual exploitation and abuse. The current UN Montenegro’s Action Plan to Prevent and Respond to Sexual Exploitation and Abuse is in place until end 2022.

# 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-2)
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-3)
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-4)
4. Please note minimum amount of UN Participating Agencies is 2 and maximum is 3. [↑](#footnote-ref-5)