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**END OF PROJECT REPORT**

**Title of Project- Mainstreaming HRs of Persons with Disabilities’ in the UNSDCF and COVID-19 recovery actions**

**Name of Country- Uruguay**

**Project Duration (From-To) October 2020- May 2021**

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# Introduction

The purpose of this report – which is consistent with the UNDG Standard Progress Report format – is to provide information on the progress made by the project towards the realization of its stated objectives. In keeping with the UN system ongoing efforts to strengthen result-orientation, the report should focus on systemic, structural transformation rather than process, highlighting how the different elements of the result chain described in the approved project document contributed to advance the rights of persons with disabilities in keeping with the Convention on the Rights of Persons with Disabilities. [[1]](#footnote-1)

Reporting teams are encouraged to attach annexes containing additional relevant information (including assessments, evaluations, and studies undertaken or published) and share videos, photographs (high-resolution image files) or other multi-media materials illustrating the work and impact of the project. It is recommended, however, that all annexes be clearly referenced, using footnotes or endnotes within the body of the narrative.

Please note the report should be accessible.[[2]](#footnote-2)

# 1. Overall progress

Please describe the progress made during the reporting period towards the realization of the project’s expected impact. Please make sure to capture, in your description, relevant shifts in capacity development as well as in the wider disability inclusion agenda and implementation of the SDGs in the country. Please also comment, as appropriate, on the variations in impact indicators reported in Table 1.

***Mainstreaming HRs of Persons with Disabilities’ in the UNSDCF and COVID-19 recovery actions*** **(**October 2020 – May 2021)is a project supported by the United Nations Fund on Disability to strengthen the actions carried out in the country in recent years.

This was a joint initiative of the United Nations System (UNWOMEN, UNFPA, ILO, IOM, with the support of the Resident Coordinator), Government Agencies (AUCI and the Ministry of Social Development-MIDES through the National Office for Care Services and Disability), and the Alliance of Organizations for the Rights of Persons with Disabilities of Uruguay.

The objective of this project is to contribute to the promotion and integration of the rights of the population with disabilities, taking into account the context of the COVID-19 pandemic and its impacts, strengthening the socioeconomic response, the participation of adults, adolescents, and young people, and ensuring an inclusive approach is adopted in the design of different cooperation actions.

The project is based on three components:

1. Conducting a situation analysis from the perspective of persons with disabilities.
2. Ensuring that disability issues are included in the cooperation from a human rights perspective.
3. The United Nations System promotes the implementation of specific measures to protect the human rights of persons with disabilities within the immediate socio-economic response to COVID-19.

The activities have been undertaken following the guiding principles set forth by:

* The Convention on the Rights of Persons with Disabilities
* The human rights approach
* The recommendations of the United Nations CRPD (2016).
* The notion of disability is a result of the interaction between people's impairments and society's barriers.

The different documents, studies, guides, recommendations, and information materials provide significant contributions to develop new guidelines and roadmaps to advance the rights of persons with disabilities.

This report describes each of the outcomes and the activities carried out to achieve them. In addition, the following section provides a summary of the main outputs.

2. Progress towards impact and specific outcomes

Using the table format provided below, please provide information on the progress towards impact and the achievement of outcome indicators that took place during the reporting period. Where it has not been possible to collect data on indicators, additional narrative information should be provided detailing why that was the case and what plans have been put in place to ensure that the relevant data will be provided.

## Table 1. Progress against impact indicators

| **Impact** |
| --- |
| **The objective of this project, its associated activities, and outcomes, is to contribute to the promotion and integration of the rights of persons with disabilities, taking into account the context of the COVID-19 pandemic and its impacts, strengthening the socioeconomic, labor market, and participation response, and ensuring an inclusion approach is adopted in the design of different cooperation actions.** |

### Impact Indicators

| **Indicator\*** | **Start level**  (Beginning of the project reporting period)\* | **Target\*** | **End level**  (End of the project reporting period)**\*** | **Means of Verification** |
| --- | --- | --- | --- | --- |
| Documents produced | 5 | Provide information about the situation of persons with disabilities, recommendations, and practical tools to overcome barriers **(Activities 1.1, 3.1, 3.2, 3.3, 3.6)** | 6 documents produced (3 studies y 3 guidelines) | 1. Document: “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans" 2. Document: "Diagnosis of accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay" 3. Document: "Disability and accessibility awareness workshops for entrepreneurship support services actors in Uruguay - Methodological guideline to contents and materials" 4. Guideline for the implementation of labor market inclusion workshops for women with disabilities. 5. Document: "Identifying barriers to labor market inclusion of persons with disabilities" 6. Document: "*A RODAR!* — Methodological and educational guide” |
| People sensitized and trained in the inclusion approach | 80 people | Build capacities to advance and guarantee the rights of persons with disabilities **(Activities 2.1 and 3.1)** | 112 People sensitized and trained in the inclusion approach.   * 62 UN System staff (Activity 2.1) * 50 entrepreneurship actors (Activity 3.1) | Workshop reports |
| Women with disabilities empowered to join the labor market | 40 women with disabilities | Providing women with disabilities with tools to weather the socioeconomic crisis sparked by the COVID-19 pandemic **(Activities 3.1 and 3.2)** | 55 women with disabilities empowered to join the labor market:   * 23 women (Activity 3.1) and * 32 women (Activity 3.2) | Workshop reports |
| Adolescents and young persons with disabilities empowered by participation initiatives | 40 | Providing opportunities and tools to strengthen the rights of adolescents and young people **(Activity 3.5)** | 58 young people took part in the *A RODAR!* socio-educational program **(Activity 3.5)** | Activity report  Videos produced |
| Migrants with disabilities in vulnerable conditions assisted | 214 | Promote the rights of migrants with disabilities in vulnerable conditions **(Activity 3.4)** | 214 migrants (111 women and 103 men) with disabilities **(Activity 3.4)** | Reports of the IOM technical teams on the ground |
| Communication materials produced | 2 | Promote and disseminate the right to work of persons with disabilities **(Activity 3.2)** | 2 outputs produced: digital and audiovisual brochure on Law No. 19.691 on labor market inclusion of persons with disabilities **(Activity 3.2)** | Digital brochure on Law No. 19.691 on labor market inclusion of persons with disabilities.  Audiovisual material on Law No. 19.691 on labor market inclusion of persons with disabilities. |
| Development of a single national disability rating scale | Not available | Help enhance information and registration systems for persons with disabilities **(Activity 2.2)** | In development **(Activity 2.2)** | In development |

*\* Please provide sex disaggregation here.[[3]](#footnote-3)*

## Table 2. Progress against outcome indicators

*(Add a table for each outcome in the approved project document)*

| **Outcome 1** |
| --- |
| **Preparing a situation analysis from the perspective of persons with disabilities** |

### Outcome 1 Indicators – Activity 1.1

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period)\* | **Target level\*** | **End level**  End line  (End of the project reporting period)\* | **Means of Verification** |
| --- | --- | --- | --- | --- |
| **Study on the situation of persons with disabilities, their priorities, and recommendations for developing a roadmap for recovery from the impacts of the COVID-19 pandemic.** | Not available | Prepare a situation analysis with persons with disabilities to identify critical priorities. The recommendations and priorities identified will guide the efforts on immediate recovery plans. | Study completed | Document: “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126246-integracion-de-los-derechos-humanos-de-las-personas-con-discapacidad-en-los-planes-de> |
| **Number of civil society organizations and non-governmental actors interviewed** | Not available | To survey the impressions and opinions of representatives of at least 25 civil society and non-governmental organizations identified. | 27 civil society organizations and non-governmental actors interviewed  73 % of the interviewees were women, and 27% were men | Document: “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126246-integracion-de-los-derechos-humanos-de-las-personas-con-discapacidad-en-los-planes-de> |
| **Number of government institutions and government stakeholders interviewed** | 12 | To survey the impressions and opinions of representatives of at least 12 government institutions and government stakeholders | 16 government institutions and government stakeholders | Document: “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126246-integracion-de-los-derechos-humanos-de-las-personas-con-discapacidad-en-los-planes-de> |
| **International organizations** | 3  RIADIS, SEGIB, and ILO | To survey representatives of at least 3 international organizations about the context surrounding the actions adopted in Uruguay | International organizations surveyed  RIADIS, SEGIB and ILO | Document: “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126246-integracion-de-los-derechos-humanos-de-las-personas-con-discapacidad-en-los-planes-de> |
| Persons with disabilities surveyed through an online form | Not available | To survey the impressions and experiences of at least 50 persons with disabilities and/or family members. | 93 people completed the survey  Out of these 93 people: 65 were persons with disabilities and 28 were family members  Out of the 65 persons with disabilities: 36 were women, 1 men, 1 trans woman, and 1 does not specify  Out of this total, 65 report being white, 2 black, 2 native and 7 did not respond.  With regards to the answers provided by the 28 family members of persons with disabilities, 17 are women and 11 men, 26 are white, 1 native and 1 did not respond. | Document: “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126246-integracion-de-los-derechos-humanos-de-las-personas-con-discapacidad-en-los-planes-de> |

*\* Please provide sex disaggregation here.[[4]](#footnote-4)*

| **Outcome 2** |
| --- |
| **Ensuring that disability issues are included in the CCA and UNSDCF from a human rights perspective.** |

### Outcome 2 Indicators - Activity 2.1

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period)\* | **Target level\*** | **End level**  End line  (End of the project reporting period)\* | **Means of Verification** |
| --- | --- | --- | --- | --- |
| **Number of participants in the sensitization and training workshop for decision-makers from UN System Agencies (Including RCOs, funds, programs, commissions)** | 43 staff members of decision-making Agencies invited to take part in the workshop | Understanding the importance of UN System Agencies decision-makers adopting a disability-inclusive approach | 18 UN decision-makers attended the working breakfast: “Dialogues for Inclusion: Integrating the voices of persons with disabilities into our approach.” | UMUNTU Consulting report |
| **Number of agencies (including RCOs, funds, programs, commissions) represented in meetings on physical accessibility** | 15 agencies | Integrate further knowledge and practical tools on physical accessibility to develop accessible environments and analyze their suitability (two-day workshop). | 6 agencies represented (12 people) | UMUNTU Consulting report |
| **Number of agencies (including RCOs, funds, programs, commissions) represented in meetings about human resources with an inclusion approach** | 15 agencies invited | Incorporation and adoption of working protocols to develop a Human Resources policy that considers and fosters disability inclusion (3 workshops). | 10 agencies took part in the series of workshops for a total of 20 attendees representing such agencies. | UMUNTU Consulting report |
| **Number of agencies (including RCOs, funds, programs, commissions) represented in meetings on accessible and inclusive communication** | 15 agencies invited | Develop lines of work with the UN System Communication teams to promote more accessible and inclusive communication. | 7 agencies took part in workshops and in the development of guidelines for accessible and inclusive communication. There were a total of 10 agency representatives per workshop. | UMUNTU Consulting report |
| **Number of agencies (including: RCOs, funds, programs, commissions) represented in meetings on inclusive working practices** | 15 agencies invited | Development and implementation of inclusive working practices and procedures across the UN System. | 7 agencies took part in the two meetings through their 12 representatives and drafted guidelines for inclusive and accessible procurement processes | UMUNTU Consulting report |
| **Number of agencies represented in meetings on inclusive programing** | 15 agencies invited | Strengthening and effective incorporation of the inclusion approach across different programs developed by UN System Agencies (2 workshops) | 10 UN System Agencies took part in the workshops through 28 representatives | UMUNTU Consulting report |

### Outcome 2 Indicators - Activity 2.2

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period)\* | **Target level\*** | **End level**  End line  (End of the project reporting period)\* | **Means of Verification** |
| --- | --- | --- | --- | --- |
| **Setting up an interinstitutional group to develop a single national disability rating scale and a single registry that can be shared across entities, together with State agencies, civil society representatives, and the United Nations.** | Not available | Considering the ongoing efforts to collect statistical information (quantitative and qualitative) to monitor the implementation of the UNSDCF in line with the Comprehensive Law for the Protection of the Rights of Persons with Disabilities and the CRPD, a single national disability rating scale was developed allowing for interoperability between agencies | Interinstitutional group made up of 3 public agencies (Ministry of Social Development, Ministry of Public Health, Social Security Bank) and representatives of the National Honorary Commission on Disability (CNHD), civil society representatives, and United Nations Agencies (UNFPA, UNICEF, PAHO/WHO, and RCO), operating based on an agreed roadmap. | Minutes of meetings  Consulting report  Suggested rating scale to be developed at the end of the process |

| **Outcome 3** |
| --- |
| **The United Nations System promotes the implementation of specific measures to protect the human rights of persons with disabilities within the immediate socio-economic response to COVID-19.** |

### Outcome 3 Indicators – Activity 3.1

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period)\* | **Target level\*** | **End level**  End line  (End of the project reporting period)\* | **Means of Verification** |
| --- | --- | --- | --- | --- |
| **Study on entrepreneurship and disabilities** | No past record | Collect information about existing barriers in Uruguay's entrepreneurial ecosystem for persons with disabilities and produce accessibility recommendations. | Diagnosis of accessibility and recommendations for the inclusion of persons with disabilities in Uruguay’s entrepreneurial ecosystem | Document: "Diagnosis of accessibility and recommendations for the inclusion of persons with disabilities in Uruguay's entrepreneurial ecosystem  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126810-diagnostico-sobre-accesibilidad-y-recomendaciones-para-la-inclusion-de-personas-con>  **Footage of the presentation of the document and other outputs:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& |
| **Online survey to institutions, programs, and funds in the entrepreneurship ecosystem** | 114 institutions, programs, and funds in the entrepreneurship ecosystem | Survey accessibility level across entrepreneurship support services in Uruguay | 41 responses submitted (35%) | Document: **"Diagnosis on accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay"**  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126810-diagnostico-sobre-accesibilidad-y-recomendaciones-para-la-inclusion-de-personas-con> |
| **Interviews to national and local, public and private representatives** | 11 | Survey the impressions and experiences of national, local, public and private actors regarding disability | 11 interviews carried out | Document: **"Diagnosis of accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay"**  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126810-diagnostico-sobre-accesibilidad-y-recomendaciones-para-la-inclusion-de-personas-con> |
| **Number of operators in the entrepreneurship environment who participated in the entrepreneurship and disability workshops** | Not available | At least 40 entrepreneurship support services actors in Uruguay have information about disability and accessibility | 50 operators in the entrepreneurship environment participated in the entrepreneurship and disability workshops | **Links to the workshops:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  **Workshop 1.** <https://youtu.be/Iq3Xn9agorY>  **Workshop 2.** <https://youtu.be/MMvipxKAjCs>  **Participant assessment:**  https://forms.office.com/Pages/AnalysisPage.aspx?id=uJiT12EjcE69JXklZrBaGdN9SgItl3NHqghS8V1yUOZUQ0NGNEZJTElHUFhHRk0zNEJISEdRT09IUC4u&AnalyzerToken=PV23Nj2xNLvXQF4Tg20pxooBexvtQlOv |
| **Develop a methodological guide for entrepreneurship support services actors** | Not available | Methodology developed for the implementation of workshops for entrepreneurship support services actors in Uruguay | Documents produced: Disability and accessibility awareness workshops for entrepreneurship support services actors in Uruguay - Methodological guideline to contents and materials | Document: "Disability and accessibility awareness workshops for entrepreneurship support services actors in Uruguay - Methodological guideline to contents and materials"  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  **Footage of the presentation of the document and other outputs:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& |
| **Number of women with disabilities whose entrepreneurship skills were strengthened** | Not available | At least 20 women with disabilities have been empowered to enter the labor market as a result of 3 short online workshops on entrepreneurship and gender | 23 women with disabilities took part in 3 short online workshops on entrepreneurship and gender. They strengthened their capacities for identifying what, how and with what type of support they need for their undertakings | Activity report with the list of participants  **Footage of the activity**  <https://youtube.com/playlist?list=PLAKNeCtmfOGUNWM-ZYFRJ9Uo3GfbPSuQE>  **Participant assessment:**  https://forms.office.com/Pages/AnalysisPage.aspx?id=uJiT12EjcE69JXklZrBaGdN9SgItl3NHqghS8V1yUOZUQlVWSkRIQVlXQlI1WjFTQkg5QzVMR09OVy4u&AnalyzerToken=Q0Mz2O2ptm5dJhIcQ19JaKm9wftlvLHJ |

*\* Please provide sex disaggregation here.[[5]](#footnote-5)*

### Outcome 3 Indicators – Activity 3.2

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period)\* | **Target level\*** | **End level**  End line  (End of the project reporting period)\* | **Means of Verification** |
| --- | --- | --- | --- | --- |
| **Produce a digital brochure on Law No. 19.691 on labor market inclusion of persons with disabilities.** | Not available | The dissemination of Law 19.691 and its benefits for individuals and companies helps improve the labor market inclusion of persons with disabilities. | Digital brochure prepared to raise awareness about Law No. 19.691 on labor market inclusion of persons with disabilities and its benefits | **Links to the digital brochure:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://www.uncu.org.uy/wp-content/uploads/2021/04/Folleto-difusion-Ley-19691-insercion-laboral-disc.pdf>  **Footage of the activity:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& |
| **Preparation of audiovisual material on Law No. 19.691 on labor market inclusion** | Not available | The dissemination of Law No. 19.691 and its benefits for individuals and companies helps improve the labor market inclusion of persons with disabilities | Accessible audiovisual material prepared to raise awareness about Law No. 19.691 on labor market inclusion of persons with disabilities | **Links to the video:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://youtu.be/xgRAY2k_Yl0>  **Footage of the activity:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& |
| **Guideline for the implementation of labor market inclusion workshops for women with disabilities.** | Not available | The tools for strengthening skills for labor market inclusion with a gender perspective contribute to empowering women with disabilities. | *"Working is a right, and enjoying its benefits is too,"* Guide prepared for the implementation of labor market inclusion workshops for women with disabilities. | **Links to the Guide:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126811-trabajar-es-un-derecho-disfrutar-de-sus-beneficios-tambien>  **Footage of the presentation of the guide:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& |
| **Number of women with disabilities strengthened in their job search and labor market inclusion skills.** | 32 women | 32 women have been empowered and they have acquired new skills for their job search and labor market inclusion | 32 women with disabilities took part in the workshops *“Get ready to unleash your talent. Job search skills.”* | Workshop report and list of participants  **Presentation of the activity and conclusions:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& |

### Outcome 3 Indicators – Activity 3.3

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period)\* | **Target level\*** | **End level**  End line  (End of the project reporting period)\* | **Means of Verification** |
| --- | --- | --- | --- | --- |
| **Study on existing barriers to labor market inclusion of persons with disabilities** | Not available | Generate knowledge about the barriers to the labor market inclusion of persons with disabilities to design public policy actions. | Identify barriers to *social and labor market inclusion*, based on existing research and incorporate the perspective of the organizations of persons with disabilities and employers' and workers' organizations in Uruguay. | Document: "Identifying barriers to labor market inclusion of persons with disabilities"  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  https://uruguay.un.org/es/126808-identificacion-de-barreras-para-la-inclusion-laboral-de-personas-con-discapacidad  **Footage of the presentation of the document and other outputs:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& |
| **Meetings with civil society, job training organizations, private sector employers, union organizations and public sector decision-makers.** | Not available | Gather the opinions of the employment-related organizations and institutions to be included in the study “**Identifying barriers to labor market inclusion of persons with disabilities”** | Over 20 interviews with the representatives of the 19 institutions and organizations selected: civil society, job training organizations, private sector employers, union organizations and public sector decision-makers. | Document: "Identifying barriers to labor market inclusion of persons with disabilities"  **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  https://uruguay.un.org/es/126808-identificacion-de-barreras-para-la-inclusion-laboral-de-personas-con-discapacidad  **Footage of the presentation of the document and other outputs:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& |

### Outcome 3 Indicators – Activity 3.4

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period)\* | **Target level\*** | **End level**  End line  (End of the project reporting period)\* | **Means of Verification** |
| --- | --- | --- | --- | --- |
| **Number of migrant persons with disabilities in socioeconomically vulnerable conditions during the pandemic who were assisted by the teams on the ground, received food vouchers in the department of Montevideo** | 117 migrants with disabilities were identified by IOM’s assistance and protection teams in the department of Montevideo. | Provide assistance, protection and support to the migrants with disabilities identified by the IOM teams by providing the most vulnerable people with food vouchers | 117 migrants (60 women and 57 men) with disabilities in a situation of socioeconomic vulnerability identified by the teams in the department of Montevideo received support through the delivery of food vouchers. | IOM report |
| **Number of migrants with disabilities in socioeconomically vulnerable situations during the pandemic who were assisted by the teams on the ground, received food vouchers in the department of Rivera** | 63 migrants with disabilities were identified by IOM’s assistance and protection teams in the department of Rivera. | Provide assistance, protection and support to the migrants with disabilities identified by the IOM teams by providing the most vulnerable people with food vouchers | 63 migrants (31 women and 32 men) with disabilities in a situation of socioeconomic vulnerability identified by the teams in the department of Rivera received support through the delivery of food vouchers. | IOM report |
| **Number of migrant persons with disabilities in socioeconomically vulnerable situations during the pandemic who were assisted by the teams on the ground, received food vouchers in the department of Rocha** | 34 migrants with disabilities were identified by IOM’s assistance and protection teams in the department of Rocha (Chuy). | Provide assistance, protection and support to the migrants with disabilities identified by the IOM teams by providing the most vulnerable people with food vouchers | 34 migrants (20 women and 14 men) with disabilities in a situation of socioeconomic vulnerability identified by the teams in the department of Rocha received support through the delivery of food vouchers. | IOM report |

### Outcome 3 Indicators – Activity 3.5

| **Indicator\*** | **Start level**  Baseline  (Beginning of the project reporting period)\* | **Target level\*** | **End level**  End line  (End of the project reporting period)\* | **Means of Verification** |
| --- | --- | --- | --- | --- |
| **Number of adolescents and youth with disabilities engaged in sociocultural participation** | Not available | 58 adolescents and young people from Montevideo and Florida are empowered by developing knowledge and the possibility to showcase their skills, featured in communication materials through words, images and messages. | 58 young people took part in the socio-educational program: 23 girls y 35 boys from different socioeconomic backgrounds | Activity report  **Links to the document:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.unfpa.org/es/Proyecto-A-Rodar> |
| **Number of audiovisual materials prepared by the adolescents and youth who took part in the socio-educational workshops** | Not available | The rights of adolescents and youth are advanced and strengthened by raising awareness about their circumstances and experiences during the COVID-19 pandemic | 15 minutes of footage about "experiences during the pandemic" and "stories of rights" produced by the participating adolescents and young people (script, pre-production, filming, acting, music) based on their experiences and learnings. | Communications materials produced  **Links to the footage:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://www.youtube.com/playlist?list=PLR65-ozA41UsSuqlDsg_O6fAmu8GaGS-K> |
| **Preparation of a methodological and educational guide** | Not available | There is a methodological and educational tool available to promote and replicate socio-educational workshops for adolescents and youth with disabilities. | Methodological and educational guide | Document: "*A RODAR!* — Methodological and educational guide”  **Links to the Guide:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.unfpa.org/es/Proyecto-A-Rodar> |

# 3. Progress towards specific outcomes

Please describe the progress made during the project period towards the realization of each of the outcomes envisaged in the approved project document. To the extent that is possible, clearly outline the link between the outputs delivered by the project and the described outcome-related progress. Please also comment, as appropriate, on the variations in outcome indicators reported in Table 2.

## Outcome 1 - Conducting a situation analysis from the perspective of persons with disabilities.

### Activity 1.1 Consultations with CSO to assess the distinct impact of COVID-19 on their lives

This activity achieved the desired outcomes, and it was carried with the assistance of two technical experts: Tatiana Vasconcelos and Álvaro González.

Tatiana Vasconcelos, is a blind consultant who represents the Alliance of organizations working for the rights of persons with disabilities.

The consultant was actively involved and carried out different activities of the project. Her contributions were included in the document.

This technical assistance intervention was designed with the following objectives in mind:

1. *Conduct a situation analysis from the perspective of persons with disabilities with the help of technical experts and targeted consultations.*
2. Become the focal point of the project with civil society by:
   * **Providing technical and administrative support to the agencies for the implementation of the project activities.**
   * **Participating in meetings with project partner organizations to reinforce the rights and needs of persons with disabilities in the project.**
   * **Providing technical support for the substantive participation of the Alliance in the implementation of the project activities within the requirements and deadlines defined.**
   * **Facilitating direct contact for the participation of persons with disabilities in project activities.**
3. *Support and promote dialogue and coordination efforts with civil society organizations nationwide that work in the field of disability and that are not members of the Alliance.*
4. *Help prepare and validate the materials in accessible format.*

Consultant Alvaro Gonzalez was hired to carry out a *situation analysis with persons with disabilities to identify their main priorities*. *The recommendations and priorities identified will guide the efforts on immediate recovery plans.*

To carry out this analysis, the team of technical advisors developed a methodology consisting of consultations and interviews with different civil society and State actors.

Thus, four thematic meetings were held with representatives of civil society organizations working for the rights of persons with disabilities. The purpose of these meetings was to exchange experiences on the impact that COVID-19 related measures adopted by the State have had and are having on the lives of persons with disabilities and their organizations.

A vast range of organizations took part in these activities, involving organizations that are part of the Alliance and others that are not. There was an average participation of 12 organizations per meeting, representing different types of disabilities: psychosocial, visual, and hearing impairments, among others.

Below are the sessions held in November 2020 and the topics discussed:

* + ***November 5th: Access to information and political and civil rights***
  + ***November 12th: Education and employment, telework and livelihoods***
  + ***November 19th: Dependency, social protection and support systems***
  + ***November 26th: Violence, health and rehabilitation***

A form was also designed for institutions to survey the impact of COVID-19 on the lives of persons with disabilities, specifically in the areas that were identified as priorities. This form was validated with the organizations themselves. Although we strived to make the design as accessible as possible, we needed further assistance for some types of disabilities. Ninety-three questionnaires were collected, of which 65 were from persons with disabilities and 28 from family members.

We also held consultations with representatives of:

* Civil society belonging to the different disability groups: intellectual disability, visual, hearing, psychosocial, physical, multiple disabilities (deaf-blindness), etc.
* State: National Office for Care Services and Disability (former PRONADIS) of MIDES, MTSS, MSP, INDDHH, SINAE, AGESIC, and INAU.
* International organizations such as RIADIS and SEGIB,[[6]](#footnote-6) to learn about the context in Uruguay and how the global community of persons with disabilities addresses the difficulties identified in the consultations carried out under this Project.

## Outcome 2 Ensuring that disability issues are included in the CCA and UNSDCF from a human rights perspective

### Activity 2.1 Strengthen the implementation of the United Nations Disability Inclusion Strategy (UNDIS) across the UN System.

This activity was designed to incorporate the inclusion and disability approach in the United Nations Sustainable Development Cooperation Framework (UNSDCF) and the Common Country Analysis (CCA). Several activities were carried out to promote the inclusion of the disability dimension in the UNSDCF and CCA. Meetings were also held with the different UN System Agency teams (including RCOs, funds, programs, commissions). The sessions were led by a group of professionals from UMUNTU Consulting, who specialize in inclusion and disability issues.

These actions were supported by a work plan that aimed to build the capacities of UN Uruguay teams in different areas to ensure inclusion in the implementation of the UNSDCF. Compliance with UNDIS indicators was also improved.

6 areas of work were addressed within this framework:

1. *Decision-makers–Agency heads*
2. *Physical accessibility*
3. *Human resources with an inclusion perspective*
4. *Accessible and inclusive communication*
5. *Inclusive working methods and processes*
6. *Programming with an inclusion approach*
7. **Decision-makers and Agency heads**

To further increase awareness and training on the importance of disability inclusion, we organized the virtual meeting *"Dialogues for Inclusion*: *Integrating the voices of persons with disabilities into our approach.”* This meeting made it possible to address some of the critical issues in the agenda from a gender and inclusion perspective and share insights between the persons with disabilities invited and the participating Agency heads and decision-makers.

The meeting was moderated by Fiorella Buzeta, communicator and activist for the rights of persons with disabilities, and María del Campo, director of Umuntu. The panelists were: Milagros Costabel, a young blind woman who earned a scholarship to study at Harvard University; Tatiana Vasconcelos, a blind woman, sociologist, immigrant, and currently a consultant for the United Nations in Uruguay; Emilia Bacigalupo, member of a family of five generations of deaf persons, author of the Sign Language dictionary of Uruguay; and Dieva Larrosa, wheelchair user, representing women in politics because of her vast experience in advocacy groups fighting for the rights of persons with disabilities.

In addition, “Dulces Melodías,” a company run by a young female entrepreneur with Down syndrome, catered the working breakfast[[7]](#footnote-7).

Eighteen members of the United Nations System in Uruguay who hold positions involving programmatic decision-making participated in the event.

1. **Physical accessibility**

Knowledge regarding physical accessibility is key to developing accessible environments and/or adapting the existing ones. Two sessions were held to enhance the knowledge on these aspects and provide specific tools: a practical course (in person) and a theoretical course (virtual) with an accessibility expert.

The first session was held at the National Museum of Visual Arts (MNAV), where participants were able to experience (using a wheelchair and a cane) the obstacles persons with disabilities must face when moving across different venues.

During the second session, the expert addressed some of the theoretical aspects and the guests with physical and visual disabilities presented their individual contributions.

Twelve people participated in these activities, including the Maintenance and Infrastructure, OMT, Communication, and Procurement areas of the following agencies and offices: UNICEF, IOM, UNFPA, RCO, FAO, and UNESCO. In addition, this topic was included in all the workshops held with the members of the different UN System Agency teams.

1. **Human resources with an inclusion perspective**

This activity aims to produce working protocols to develop a Human Resources policy that considers and fosters disability inclusion. Three workshops were hosted to analyze and rethink processes from a disability-inclusive approach.

Among the main topics addressed were: disability profiles, barriers faced by persons with disabilities (access to information, physical and behavioral barriers) in each of the human resources processes, formulation, and publication of accessible and inclusive job openings, the recruitment process, job interviews, internal communications, among others.

Persons with disabilities participated in the series of workshops, sharing and exchanging different experiences related to job search and labor market inclusion. There were 20 participants from the human resources departments of the following agencies: UNDP, FAO, IOM, UNICEF, PAHO, ILO, UNESCO, World Bank, UNHCR and UNIDO.

1. **Accessible and inclusive communication**

Training sessions were held and guidelines were developed with the communication teams of the UN System Agencies to achieve more accessible and inclusive communication practices.

The existing barriers and the design of guidelines to standardize communication processes were addressed. Communication officials (10 on average) representing the following agencies and offices took part in the workshops: UNICEF, RCO, UNESCO, FAO, UN Women, IOM, and UNOPS.

1. **Inclusive working methods and processes**

A needs analysis carried out for the design of the workshops was used as a baseline to define inclusive working methods and procedures. During the meetings, the participants and persons with disabilities discussed the main barriers to existing procedures from an operational perspective, and put together guidelines for designing accessible and inclusive procurement processes, which resulted in a Procedures Guide.

Twelve people representing the following agencies participated in this process: UNFPA, UNICEF, IOM, UNESCO, UNDP, ILO, and UN Women.

1. **Programming with an inclusion approach**

Several meetings were carried out to reinforce the inclusion approach in the programming of the UN System Agencies:

* In October 2020, we organized a blended workshop with the heads of Programming of each of the agencies and representatives of the Alliance of Organizations for the Rights of Persons with Disabilities. General concepts related to disability were addressed in order to provide information and key input for inclusive programming.

Twenty-eight people from different agencies participated: UNFPA, UNDP, UN Women, UNICEF, PAHO, UNESCO, IOM, ILO, and World Bank.

* "*Dialogues for Inclusion*" was developed as a new training initiative resulting from the exchanges between Agencies representatives and persons with disabilities on four main subjects: non-discrimination, equal opportunities for participation and inclusion in society, gender equality, and accessibility.

Over 20 persons with disabilities participated in this initiative, some of them representing civil society organizations: Uruguayan Association for the Deaf (ASUR), Alliance of Organizations for the Rights of Persons with Disabilities, the Participation Council for persons with disabilities of the Municipality of Montevideo, the advocacy movement Visible and with Rights, Prointegra Foundation, Acridu, and the Down Syndrome Association of Uruguay.

On behalf of the United Nations, 12 people from the following agencies participated: IOM, UNESCO, UN Women, RCO, World Bank.

Two audiovisual materials were produced for this meeting: an accessible invitation[[8]](#footnote-8)with sign language, subtitles, and voice-over, and an accessible video[[9]](#footnote-9), with accessibility tools, explaining the role of each of the UN agencies.

### Activity 2.2 Proposal for a National Registry for the identification of persons with disabilities

This initiative was based on the project "*The right to equality and non-discrimination of persons with disabilities*." It was undertaken together with the National Office for Care Services and Disability (former PRONADIS) under MIDES, MSP, BPS. It focused on two lines of work:

1. Developing a single national disability assessment so that persons with disabilities are assessed under a unified criterion by the different actors when applying for and being awarded other benefits, based on each agency’s programs. Developing a single disability rating scale endorsed by all of the institutions involved makes it easier for persons with disabilities. In addition, it will streamline procedures, providing a more comprehensive and coherent approach to policy.
2. Working on a proposal for the statistical disability measures to identify the incidence of disability in society. This action focuses on using the tools of the Washington Group on Disability, used in censuses and surveys, making it possible to include information in administrative records and produce a national registry to identify and characterize the population with disabilities.

Two activities were carried out to set forth and implement a strategy:

* **An interinstitutional group of 3 government agencies** (Ministry of Social Development, Social Security Bank, and Ministry of Public Health) was set up under Law No. 18.651. This law appoints this group to develop a single national disability rating scale based on the ICF and the principles of the International Convention on the Rights of Persons with Disabilities.

The National Honorary Commission later joined this working group on Disability (CNHD[[10]](#footnote-10)) and representatives of civil society organizations. In addition, the United Nations agencies (UNFPA, UNICEF, PAHO/WHO, and RCO) take part in the working group acting as the technical secretariat.

The group's objective is to develop a single disability assessment and a single national registry shared among agencies providing benefits to persons with disabilities.

* **Hiring an international expert to lead the process.** As of the date of this report, the team is finalizing the methodology to develop and validate the disability rating scale and registry. Three working groups will carry out this task:
  + A Project Coordination Team (PCT), responsible for coordinating and managing product development activities (members mentioned above).
  + In addition to the PCT, a Product Development Team (PDT) is made up of a group of volunteer experts (national and international) who will help identify, select and rank the ICF codes to be used in the Uruguayan disability assessment.
  + External Reviewers Team (ERT) consists of a group of volunteer experts (national and international) who did not participate in the development process and engage only in a consulting capacity.

It is estimated the output will be finalized in the first week of September 2021. The RCO sponsored this activity to provide additional funds to extend the scope of the activity since it was initially conceived to develop a registry. It has now broadened that objective to include implementing a disability assessment (single national scale). Going through a single assessment process will undoubtedly help eliminate the many proceedings that persons with disabilities have to go through currently, thus advancing the realization of their rights.

## Outcome 3 The United Nations System promotes the implementation of specific measures to protect the human rights of persons with disabilities within the immediate socio-economic response to COVID-19.

### Activity 3.1 Promote entrepreneurship opportunities and support for persons with disabilities with a gender perspective

The activity was developed through specialized technical assistance to help advance the human rights of persons with disabilities in the socioeconomic response to COVID-19. The consultant, Mercedes Viola, was hired for this purpose.

The outputs of the consultancy were developed as planned:

* 1. **"Diagnosis on accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay".** The study surveyed the barriers in administrative processes and the entrepreneurial ecosystem that persons with disabilities, especially women, face.
  2. **Awareness workshops on disability and universal accessibility:** two virtual workshops were organized with some of the key actors in the entrepreneurial ecosystem.
  3. **"Disability and accessibility awareness workshops for entrepreneurship support services actors in Uruguay - Methodological guideline to contents and materials"** A methodological guide was prepared for operators in the entrepreneurial ecosystem based on the design and implementation of the workshops.
  4. **Three short online workshops on entrepreneurship and entrepreneurship support services**: aimed at persons with disabilities and their families for entrepreneurship capacity building with a gender approach.

### Activity 3.2 Capacity building for the labor market inclusion of persons with disabilities with a gender perspective.

The objective of this activity was to build capacities for the labor market inclusion of persons with disabilities with a gender perspective through a series of workshops led by UMUNTU Consultancy, which specializes in the subject.

This capacity building and empowerment process for job search and labor market inclusion was developed based on three strategies:

* **Activities aimed at women with disabilities:** 2 series of 2 workshops each were held with 32 women from different parts of the country. The workshops took place on virtual platforms, taking into account accessibility conditions for all participants.
  + Once the workshops were completed, we followed up on the participants to support them in their job searches and get feedback on the methodology itself.
  + We teamed up with the "Win-Win: Gender Equality is Good Business" program for companies implemented by UN WOMEN and ILO and funded by the European Union to link the companies’ demand for labor with the women who participated in the workshops.
* Design a workshop guide for job search and labor market inclusion for women with disabilities: The Guide *"Working is a right, and enjoying its benefits is too"*, includes thematic and methodological guidelines for capacity building with a gender perspective. The contents were prepared based on consultations with a group of persons with disabilities interviewed for this purpose.
* **Law No. 19.691 and its dissemination**: an accessible audiovisual and a digital brochure were prepared to disseminate and promote this Law, reporting on its benefits both for persons with disabilities and private companies.

### Activity 3.3 Inclusion of disability in the responses for a safe and healthy return to the workplace in times of COVID-19

The objective of this activity was to conduct a study to identify the barriers to social and labor market inclusion for persons with disabilities. To this end, we developed a methodology based on existing research and interviews with relevant actors, such as:

* Civil society organizations working with persons with disabilities.
* Workers' and employers' organizations, PIT-CNT, Chambers of Commerce, ILO.
* Public policy makers: Ministry of Social Development (MIDES), Social Security Bank (BPS), Ministry of Labor and Social Security (MTSS),  National Public Education Administration (ANEP).

The document **"Identifying barriers to labor market inclusion of persons with disabilities"** explores the current regulations, systematizes the research carried out in Uruguay and abroad on labor market inclusion of persons with disabilities, and reports on the information collected in the interviews carried out.

The document includes a recommendations section, covering aspects such as the institutional framework to address disability; current regulations for the promotion of employment; the educational and professional training offer; cultural guidelines; and suggestions for further research on disability and employment.

### Activity 3.4 Support and protection of migrants with disabilities

The objective of this activity was to care for, protect and aid the migrants with disabilities identified by the IOM teams on the ground and provide those in the most vulnerable situations with food vouchers.

Through in-depth interviews led by the IOM psychosocial team, highly vulnerable situations were detected in the Departments of Montevideo, Rivera, and Rocha (particularly in the border cities of Rivera and Chuy).

The team of specialists in psychology, social work, nursing, and law, worked with 214 people in:

• Montevideo: 117 people, 60 women, and 57 men.

• Rocha: 34 people, 20 women, and 14 men.

• Rivera: 63 people, 31 women, and 32 men.

At the beginning of the activity, the IOM team designed an eligibility criteria checklist and prepared a grid to monitor and register beneficiaries. They planned for the delivery of 318 food vouchers and a similar number of beneficiaries.

However, the pandemic posed distinct difficulties, and it was necessary to take additional measures that had not been planned for. In addition, the COVID-19 prevention protocols in response to the health emergency significantly affected the interviews and aid, causing delays in the deadlines.

The activities scheduled for January, April, and May 2021 had to be postponed due to the deterioration of the epidemiological situation in the country and the government's decision to restrict mobility.

Also, given the deterioration of the socioeconomic situation of migrants, it was decided to offer the benefit for a second time.

People in a particularly vulnerable situation received 2 vouchers for 2000 Uruguayan pesos each. Thus, the target population to be reached (318 people) was modified to double the aid and provide more effective support to the **214 people** selected.

In terms of the population profile, there were people with physical, motor, and intellectual disabilities (people in wheelchairs, deaf people, people with Down syndrome, and children with ASD, among others), who in some cases had different types of underlying medical conditions.

The main obstacles they all face are related to the high costs of their medical treatments and problems accessing the labor market. This leads to failure to satisfy basic needs and achieve effective integration.

Severe financial vulnerability was observed in the 3 departments, but especially in the departments of Rivera and Rocha in the border cities with Brazil. Many of them required sustained aid to cover the food requirements recommended for their treatment. In addition, it was observed that they have difficulties accessing help from the State, whether because they don’t know such resources are available or due to the amount of time these processes take.

Given the above, the IOM's migrant assistance and protection team considered it essential to make aid available to a reduced number of persons with disabilities but with a medium-term scope. The specialized comprehensive support was vital, and so was the dissemination of information on the resources available.

### Activity 3.5 - *A RODAR!* Youth participation for the rights of adolescents and young persons with disabilities.

This activity aimed to promote meaningful participation, meaningful learning, and a creative appropriation of ICTs, social media and audiovisual production among adolescents and young persons with disabilities to broaden their opportunities to make contributions, express their opinions, and advocate for their rights.

The Technical Team in charge of the activity comprises 7 experts in disability, education, and audiovisual production. Five preparatory meetings were held to discuss the contents based on the Convention on the Rights of Persons with Disabilities, with the support of the consultant Tatiana Vasconcelos.

The socio-educational program was implemented through a series of 8 workshops. The working methodology was developed based on a range of recreational, entertaining, participatory, varied, relaxed, and flexible activities. Through different activities combining art and physical movement, the aim was to promote trust, integration, free expression, enjoyment, reflection, and group learning.

The participants, 58 adolescents and young people between the ages of 11 and 35 (40 % female and 60 % male) had different socioeconomic backgrounds: upper and upper-middle, middle and lower class. They were part of the following organizations:

* ***Fundación Pablo de Tarso – Obra Ecuménica Barrio Borro:*** 21 young people between the ages of 13 and 34 (7 female and 14 male).
* ***Centro Fundación Nuestro Camino, Barrio Malvín*** *–* ***Montevideo*:** 18 young people between the ages of 18 and 35 (9 female and 9 male).
* **Children’s Villages – Florida:** 19 participants between the ages of 11 and 18 (7 girls, 12 boys).

The main activities carried out to achieve the expected outcome were:

* Series of meetings for conceptual and methodological coordination with all technical team members responsible for the project – Technical support: Tatiana Vasconcelos, Inter-agency project technical advisor.
* **Groups are divided into interdisciplinary sets of three experts:** educator, audiovisual producer, field observer (psychologists, teachers, audiovisual producer, social communicator, and educator).
* **Simultaneous implementation of the workshops with 4 groups from the 3 institutions:** Eight to ten 2 to 2.30-hour in-person socio-educational workshops for each group, addressing 2 thematic modules: Experiences in the COVID-19 pandemic and Rights of adolescents and young people.
* **Blended weekly work meetings** for team coordination, planning, follow-up and assessment of the weekly sessions, engagement with the institutions, producing weekly reports addressing critical learning in real-time.
* **Presentation of the 15 minutes of footage** to the participating adolescents and young people, teams, and families of the different institutions and assessment of the activity.
* Final assessment by the technical team and UNFPA to identify the main lessons learned to replicate and scale up the “¡A RODAR!” program in different settings.

**Among the main results of the activities are:**

* Engagement of 58 adolescents and young people between the ages of 11 and 35 (23 females and 35 males), who became committed and creative participants, who became empowered by new knowledge and skills and took ownership of their words, image and message.
* **15 minutes of footage about "experiences during the pandemic" and "stories of rights"** produced by the participating adolescents and young people (script, pre-production, filming, acting, music) based on their experiences and learnings.
* **Digital fanzine “*El Bicho Verde***,” <https://issuu.com/karenrother/docs/fanzine_20> produced by the participating teenagers.
* 3 educational institutions positively evaluated the implementation of the “*A RODAR!*” socio-educational project and are willing to replicate it with other groups.
* **The conceptual and methodological initiative** for socio-educational intervention with adolescents and young persons with disabilities was validated.
* The **Methodological and educational guide “*A RODAR!*”** was produced and is currently under revision to be replicated and scaled up in different settings.

# 4. Equality between men and women

* *How did the project take into account differences in the barriers faced by men and women with disabilities?*

The project has mainstreamed the gender equality perspective across its design and implementation processes. In addition, specific measures were adopted to ensure effective mainstreaming, such as:

* *Setting out guidelines to mainstreaming the gender perspective in reference to the different calls for studies and assessments and the materials used for the Project.*
* *Designing workshops specifically aimed at women with disabilities to address, in particular, the right to work given the existing gender gaps.*
* *Paying special consideration to women migrants with disabilities in the aid and support provided by IOM teams.*
* *Promoting engagement from a gender equality perspective in all the activities undertaken with adolescents and youth.*
* *In what way did the project advance gender equality?*

The approach based on the rights of persons with disabilities and gender equality incorporated in all the activities and development of the Project has helped make the specific situations of women with disabilities more visible.

The studies and assessments provided key and updated input on the impact of the COVID-19 pandemic on the population with disabilities and its distinct effects on women.

The production and dissemination of these documents contribute to the current public policy agenda concerns of the State and civil society, addressing the deeply rooted discrimination and prejudices in society and culture. Furthermore, these actions have been supplemented with activities explicitly focused on women with disabilities to build skills and capacities and create new instruments for inclusion.

* *How have the specific actions undertaken by the project contributed directly to the empowerment of women and girls with disabilities? Please include here baseline and end line data on how women with disabilities were included and impacted while implementing the project. Kindly note that in the expenditure section below projects are requested to state the overall funding spent on these activities.*

Raising awareness about the opinions and needs of women with disabilities has made it possible to shed light on their different realities and generate targeted actions to help them promote and take ownership of their rights, fostering enhanced conditions for their empowerment. The following information is worth noting:

* The following survey was conducted to learn about the status of persons with disabilities during the pandemic:
  + 73 % of the representatives of the organizations and institutions surveyed were women.
  + Of the 65 persons with disabilities interviewed, 55 % were women with disabilities.
  + Of the 28 interviews with family members of persons with disabilities, 61 % were women.
* The studies and assessments undertaken within the Project framework, carried out from a gender equality perspective, provide specific inputs about women with disabilities and offer recommendations to address gender gaps and advance their empowerment.
* The entrepreneurship capacity-building workshops were 100% directed to women with disabilities (23 female participants).
* The capacity-building workshops for job search and labor market inclusion, *"Get ready to unleash your talent. Job search skills,*" were 100% directed to women with disabilities (32 women participants). In addition, a consultation group with women with disabilities was coordinated in advance for this purpose.
* A specific tool was developed to carry out workshops on labor market inclusion for women with disabilities: *"Working is a right, and enjoying its benefits is too."*
* The support teams for migrant persons with disabilities analyzed the situations identified by the teams on the ground from a gender equality perspective. 52 % of the aid was provided to migrant women with disabilities in vulnerable situations.
* The activities carried out with adolescents, and young persons with disabilities promoted the integration of gender equality. Given the unique characteristics of this population and the families’ concerns and fears, we managed to engage 40 % of adolescents and young women with disabilities.

# 5. Full and effective participation of persons with disabilities

*Please describe how the project ensured the full and effective participation of persons with disabilities and their representative organizations. Kindly include the following information in your response:*

*How were persons with disabilities involved in the project’s governance as well as in the planning, implementation, monitoring and evaluation phases of the project cycle?*

Regarding the participation of persons with disabilities, the project [*"The right to equality and non-discrimination of persons with disabilities"*](https://inclusionydiscapacidad.uy/) was a key predecessor to this initiative. The former was designed based on consultations with different stakeholders, among which there were people with different types of disabilities.

Just as it was done in the former project, the persons with disabilities were involved in this project’s own design and governance. This was achieved thanks to the involvement of a representative of the Alliance of Organizations for the Rights of Persons with Disabilities. Tatiana Vasconcelos, a woman with a visual impairment, was the representative appointed. She became a member of the Project Management Committee and played a key role in decision-making and all of the activities undertaken.

It is worth noting that the Alliance does not group all of the disability organizations. They present themselves as a specialists in the field, but they don't claim to be the single representatives of the entire community. Nonetheless, the Alliance gathers 29 organizations that work with people with different types of disabilities. Therefore, they have a thorough understanding of the diverse needs this community faces across the board. In addition, other organizations that are not members of the Alliance were also called in for different activities undertaken as part of the project.

The National Office for Care Services and Disability (former PRONADIS) also took part in the project. One of its representatives was a woman with a visual impairment who was also part of the Management Committee.

*Please provide details on how OPDs were engaged in project implementation and describe how OPDs participated and contributed on specific outcomes and outputs.*

During the implementation of the project, the persons with disabilities and the associated organization were involved in different capacities.

|  |  |
| --- | --- |
| **Details on engagement/involvement** | **Project activity** |
| Interviews or individual meetings with **persons with disabilities** to collect information, carry out assessments or project studies. | Activities: 1.1 - 2.1 – 3.1 |
| Interviews or consultations with **representatives of OPDs** to collect information, carry out assessments or project studies. | Activities: 1.1 – 2.1 – 3.1 – 3.3 – 3.5 |
| Thematic working groups with people/organizations involved in disability issues. | Activities: 1.1 – 2.1 – 3.1 – 3.5 |
| OPD representatives involved in working processes | Activity: 2.2 – 3.5 |
| Persons with disabilities participating in capacity building and empowerment workshops | Activities: 3.1 – 3.2 – 3.5 |
| Persons with disabilities in especially vulnerable conditions | Activity: 3.4 |
| Participation of persons with disabilities and OPD representatives in **disability inclusion workshops** | Activities: 2.1 – 3.1 – Coordination with other projects (“Win-Win: Gender equality means good business,” aimed at companies) |
| Participation of persons with disabilities and/or OPD representatives in project management and promotion | Project Management Committee  Events for the dissemination of communication materials and documents  Project website publishing  Project output validation |

To supplement the table above, we break down each activity describing the engagement of persons with disability and/or OPDs:

|  |  |
| --- | --- |
| **Activity** | **Description** |
| 1.1 | The following activities were carried out to develop the **“Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans”** project:  Inclusion of the Alliance representative into the project, across the entire process of consultation and drafting of the document.  Online survey to persons with disabilities and their family members about the impact on the COVID-19 pandemic  Interviews with OPDs  Coordination of 4 thematic workshops with OPDs and persons with disabilities |
| 2.1 | Several meetings, workshops and events were organized for UN System Agencies and persons with disabilities to strengthen inclusion mainstreaming. Among those with a higher turnout were:  *“Dialogues for Inclusion: Integrating the voices of persons with disabilities into our approach”*, meeting for persons with disabilities and Agency decision-makers  Human resources with an inclusion perspective  “Dialogues for Inclusion” workshop for heads of programming at UN System Agencies. |
| 2.2 | An interinstitutional taskforce established by law made up of the BPS, MIDES and MSP will be responsible for developing the single national disability rating scale. Representatives of the OPDs and other institutions will also join the taskforce. |
| 3.1 | Within the framework of this activity persons with disabilities will be involved in two forms of participation:  Consultations and interviews to carry out the *"Diagnosis on accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay"*.Based on the input collected the following two activities were undertaken:  **"Disability and accessibility awareness workshops for entrepreneurship support services actors in Uruguay - Methodological guideline to contents and materials"**  **3 short online workshops on entrepreneurship and entrepreneurship support services aimed at persons with disabilities**  **Awareness workshops on disability and universal accessibility aimed at entrepreneurial ecosystem operators** |
| 3.2 | 3 participation strategies were implemented for capacity building for the labor market inclusion of persons with disabilities with a gender perspective:Two series of workshops aimed at women with disabilities nationwide  * Consultation group with persons with disabilities to develop a workshop guideline for labor market inclusion and job search. * Review of promotional materials for Law No. 19.691 with persons with disabilities to assess their content and accessibility |
| 3.3 | The perspectives of OPDs were surveyed to use as input for the design of the “Barriers to labor market inclusion of persons with disabilities” study |
| 3.4 | 214 persons with disabilities were included in the aid, protection, and support activities undertaken by the IOM teams on the ground in the departments of Rivera, Rocha, and Montevideo |
| 3.5 | 58 **adolescents and young people** participated in the socio-educational program *A RODAR!* |
| Other activities | The persons with disabilities involved helped and participated—as speakers, panel members, and hosts—in the events organized for the public presentation of the documents and outputs developed within the framework of this project |
| Other activities | The project’s website was designed by a young person with a hearing impairment |
| Other activities | All of the documents, communication, and training materials of the project were produced with the **input of persons with disabilities**, both in terms of its content and accessibility. |

*How did the project support OPD engagement in national policy and systems as a result of the UNPRPD project actions?*

Bringing one of the representatives of the Alliance of Organizations for the Rights of Persons with Disabilities on board not only made it possible for this person to engage in project management, governance, and general activities but it also made it possible to coordinate the topics on the civil society agenda, contributing to the project’s strategic decisions together with the State agencies involved (Ministry of Social Development, Uruguayan International Cooperation Agency) and the United Nations System.

Incorporating the voices of persons with disabilities in the day-to-day project management activities and decision-making made it possible to strengthen the dialogue and coordination efforts with the organizations across the country that work for disability issues, whether they are members of the Alliance or not.

*Which specific actions were undertaken by the project that contributed directly to strengthening the capacity of organizations of persons with disabilities including underrepresented groups? (Kindly note that in the budget section below projects are requested to state the overall funding spent on these activities).*

As already mentioned, civil society has been a key, relevant and leading actor throughout the implementation of the project. The Alliance of Organizations for the Rights of Persons with Disabilities is part of the project.

The Alliance is made up of a wide range of civil society organizations and persons with disabilities.  
 It focuses on different action lines, depending on the type of disability that each group advocates for.

Under a single group advocating for the rights of all persons with disabilities, the organization started in 2016 when the Alliance was set up for the preparation of the Alternative Report to the United Nations in 2016. From that moment on, the Alliance has continued to represent persons with disabilities in different areas.

The project "*The right to equality and non-discrimination of persons with disabilities*" (predecessor of the one we are reporting on), allowed to advance one more step towards the consolidation of the Alliance as a relevant social actor. Although the capacity-building process is still new, we consider that the process carried out in the last few months builds on positively.

In conclusion, although no specific capacity-building indicators were designed for OPDs, their leading role, their integration in project governance, and their active participation in the different outputs reinforced and raised awareness about their role as representatives of persons with disabilities in the implementation of public policy actions.

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

Since this is a heterogeneous group subject to multiple and compound forms of discrimination it was essential to adopt a multilateral approach. Thus, all of the consultations and interviews were organized and planned taking into account the different types of disabilities: physical, visual, hearing, intellectual, rare diseases and Down syndrome, among others.

Since civil society has firsthand knowledge of all of these circumstances, integrating a CSO representative to the project and the engagement and contributions of the Disability Office of the Ministry of Social Development (former PRONADIS), as well as the voices of the persons with disabilities themselves, made it possible not only to bring different groups of the community on board but it also provided a broader and deeper perspective regarding their circumstances, needs and interests.

* *Please provide information on the level of representation of type of Organization of persons with disabilities involved.*

First, it is essential to stress the participation of the Alliance of organizations for the rights of persons with disabilities of Uruguay as a project implementation partner, member of the Management Committee in charge of the project's governance, and technical advisor in all of the activities undertaken.

In addition to the Alliance, several other organizations not part of the Alliance were called upon for consultations and different project activities.

Throughout the project implementation, the consultancy services commissioned helped liaise with persons with disabilities, with technical teams and/or with representatives of organizations of persons with and without disabilities.

## Table 3. Meaningful participation of persons with disabilities

| **Meaningful participation objective** |
| --- |
| **Full and effective participation of persons with disabilities, especially women, as focal points, professionals, organization representatives or participants in project activities.** |

### Indicators- Meaningful participation of persons with disabilities

| **Indicator\*** | **Baseline\*** | **Target\*** | **End line\*** | **Means of verification** |
| --- | --- | --- | --- | --- |
| Persons with disabilities involved as focal points and/or consulting experts for the project. | 2 persons with disabilities joined the project as Management Committee members: two women, both with a visual impairment, one joined as a CSO representative and the other as a MIDES (former PRONADIS) focal point. | Contribute to empower and advance the access of persons with disabilities to take part in decision-making and to take on professional roles within the project. | 4 persons with disabilities were involved in project management activities:  1 female professional with a visual impairment (representing the Alliance in the Management Committee and throughout the implementation of the entire project)  1 female professional with a visual impairment (focal point of the Ministry of Social Development, former PRONADIS) as member of the Management Committee  1 male professional with a physical disability hosted a public event.  1 man with a hearing impairment was responsible for website design | List of participants  Professional contracts |
| Persons with disabilities and/or their family members interviewed for situation analysis | 50 persons with disabilities or family members completed the online form | Incorporate the perspective and experiences of persons with disabilities in the projects that involve them | Total: 93  65 persons with disabilities (36 women and 24 men) completed the online form (Activity 1.1)  28 family members of persons with disabilities (17 women and 11 men) completed the online form (Activity 1.1) | Document: “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans" |
| Persons with disabilities engaged in thematic working groups for inclusion awareness and training | 20 persons with disabilities had full and meaningful participation in the working groups | Integrating the approaches and contributions of persons with disabilities to raise awareness about inclusion barriers and recommendations to overcome them | 35 persons with disabilities took part in working groups (Activity 2.1 and Activity 3.1) | List of participants  UMUNTU Consulting report  Document: "Diagnosis of accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay" |
| Persons with disabilities engaged as participants in capacity building and empowerment workshops | 80 persons with disabilities participated in the capacity building and empowerment workshops | Build and strengthen capacities and skills for personal, social, and labor market participation and empowerment | 113 persons with disabilities participated in the capacity building and empowerment workshops  23 women with disabilities participated in the entrepreneurship workshops  32 women with disabilities participated in the job search and labor market inclusion workshops  58 adolescents and young persons with disabilities (31 women and 32 men) participated in the socio-educational workshops | List of participants  Document: "Diagnosis of accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay"  UMUNTU Consulting report  Report of the team working with adolescents and young people |
| Inclusion of migrant persons with disabilities in vulnerable situations | 214 migrants with disabilities were identified by the IOM ground teams | Provide assistance, protection and support to the migrants with disabilities identified by the IOM teams by providing the most vulnerable people with food vouchers | 214 persons with disabilities (111 women and 103 men) | List of beneficiaries  IOM team report |

*\* Please provide sex disaggregation here as relevant or include indicators on meaningful participation of representative organizations of women and girls with disabilities as well as disaggregate by type of disability.*

# 6. Partnership-Building

How has the project contributed to partnership-building across key constituencies? Please describe the different stakeholders involved and how they worked together. Please indicate if new partnerships (formal and informal) with OPDs have been established.

Although the Project lasted 7 months, during this period, it achieved a dynamic collaboration among all of its counterparts: State, Civil Society, and United Nations However, new working alliances were established for the effective fulfillment of its objectives. At the State level:

* Coordination with the Ministry of Labor and Social Security regarding the project's actions related to the right to work of persons with disabilities.
* Social Security Bank. Coordination and articulation with this actor have been key for the activities related to employment and the development of the single disability rating scale.
* Ministry of Public Health This actor joined the inter-institutional working group for the development of the aforementioned scale.

The outputs linked to the right to work and the integration of the disability perspective in other interagency projects allowed us to organize a [webinar on disability and inclusion](https://unwomen.sharepoint.com/:b:/s/PPOUruguay/ETBjn-j8cFNOgC7prKSmhi8B39ajy0CyqT5kWUEXhWSbEQ?e=u5hoTZ) as part of the "Win-win: Gender Equality Means Good Business" program implemented by UN Women and ILO, funded by the European Union. The widespread participation of companies and the webinar generated significant interest and encouraged companies to incorporate persons with disabilities in their workplaces. In addition, this experience opened new doors of partnerships to continue exploring and empowering.

# 7. Promoting ONE UN approach to disability Inclusion

How has the project contributed to greater UN inter-agency collaboration to advance the rights of persons with disabilities in the country? How has it contributed towards disability mainstreaming within your offices and at the broader UNCT level? Please describe how the UNPRPD project has contributed directly to the UNDIS scorecard reporting and has contributed towards progress against the UNDIS indicators. How has the project contributed to disability mainstreaming within the UN system including the UN Sustainable Development Cooperation Frameworks/ UNDAFs.

The project’s design set forth a specific line of action to promote the disability inclusion approach in UN System Agencies.

The RCO implemented a series of actions to improve the understanding and integration of the principle of "leaving no one behind" and working on the inclusion of recommendations of human rights mechanisms for the country.  
 Among these recommendations are those made by the Committee on the Rights of Persons with Disabilities to Uruguay in 2016.  
 To improve the levels of inclusion within the UN System, the United Nations Disability Inclusion Strategy (UNDIS), defines the roadmap to advance the promotion of the rights of persons with disabilities and their inclusion in policies, plans, and actions.

Within this framework, it was decided to implement across the UN System a number of actions to enhance the different categories (which match those of the UNDIS) in order to improve inclusion in the UN System:

* Awareness raising at the level of Agency decision-makers (headquarters).
* Physical accessibility
* Human resources with an inclusion perspective
* Accessible and inclusive communication
* Inclusive working methods and processes
* Programming with an inclusion perspective

The internal awareness and training efforts with persons with disabilities had different effects. For some, it meant opening and getting involved in a line of work that was not yet integrated. For others, it meant reinforcing an ongoing process towards greater accessibility in processes and procedures, as well as greater incorporation of the inclusion approach in programs and projects and the daily working dynamics (analyzing the physical accessibility of offices, communication, how to organize accessible events, how to create an accessible document or presentation, among other aspects).

One of the challenges ahead is to continue building on the path already started.

# 8. Linkages to national development agenda

Please reflect on the project’s influence on and linkage to the national development agenda and initiatives including SDGs implementation, monitoring, budgeting etc.

There is no national plan in place. There are individual initiatives.

# 9. COVID-19

Please indicate if the project has contributed directly to disability inclusion in COVID-19 response and recovery plans. Please list specific products and activities.

The project was designed amid the COVID-19 pandemic. Thus, it was decided that outcomes 1 and 3 should feed into recovery plans for persons with disabilities.

The 3 studies undertaken integrated the experiences and impacts of COVID-19 in place at the time of the consultations:

* “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"
* "Identifying barriers to labor market inclusion of persons with disabilities"
* "Diagnosis of accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay"

In addition, the workshop guides developed, as well as de workshops organized within the framework of project outcome 3 addressed this context, promoting instruments or proposals to advance the rights of persons with disabilities.

Aid and support to persons with disabilities with special needs that were more severely affected by the pandemic were implemented, focusing on three lines of work:

* Empowering women with disabilities for labor market inclusion (Activities 3.1 and 3.2)
* Providing aid and support to migrant persons with disabilities
* Adolescents and young persons with disabilities (Activity 3.4)

# 10. Creation of knowledge and communications materials

How has the project contributed to generating new knowledge on how best to promote the rights of persons with disabilities to support policy and system changes? Please also describe in this section any unique expertise and products developed by the project that could be used to support other countries within a south-south cooperation framework. Please list type of knowledge products.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name of product** | **Type of product (report, guidelines, assessment etc.)** | **Purpose and process**  **Describe what was the purpose of the product who participated in the development of product (OPDs, NGOs, Academia etc.) and if the product was tested/ validated.** | **Link /attachment** | **Acc. formats** | **Validation**  **Has the product been validated by national actors. If yes by whom?** |
| **“Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"** | Assessment of the current situation | Prepare a situation analysis with persons with disabilities to identify key priorities. The recommendations and priorities identified will guide the efforts on immediate recovery plans.  The study was mainly based on the opinions of persons with disabilities and associated organizations | **Links to the document:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  [Mainstreaming the human rights of persons with disabilities in COVID-19 recovery actions | United Nations in Uruguay](https://uruguay.un.org/es/126246-integracion-de-los-derechos-humanos-de-las-personas-con-discapacidad-en-los-planes-de)  **Presentation** **UN Uruguay YouTube channel:** https://www.youtube.com/channel/UCHo0-lFaqpYSDvY79gSmaDA | Accessible | Project Management Committee members (herein Management Committee):  State stakeholders: Disability Office of the Ministry of Social Development: and the Uruguayan Agency for International Cooperation (AUCI)  Alliance of Organizations for the Rights of Persons with Disabilities.  UN System UN Women, UNFPA, ILO, IOM, RCO |
| **Guidelines for accessible and inclusive human resources** | Guide | Guidelines for inclusive human resources operations, prepared by UMUNTO consulting experts in disability inclusion. | <https://bit.ly/3wwac7h>  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/> | Accessible | UN System |
| **Steps towards accessible and inclusive communication** | Guide | Guidelines for inclusive communications, prepared by UMUNTU consulting experts in disability inclusion. | <https://bit.ly/340yGJv>  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/> | Accessible | UN System |
| **Guidelines for accessible and inclusive procurement** | Guide | Guidelines for inclusive administrative operations prepared by UMUNTU consulting experts in disability inclusion. | <https://bit.ly/3v2xCAJ>  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/> | Accessible | UN System |
| **8 UMUNTU principles for inclusive planning** | Guide | Guidelines for inclusive planning, prepared by UMUNTU consulting experts in disability inclusion. | <https://bit.ly/3hD2kfZ>  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/> | Accessible | UN System |
| **Dialogues for Inclusion** | Informational Video | Produced communication materials about the United Nations System for persons with disabilities and associated organizations. It was created by UMUNTU Consultancy, which specializes in disability inclusion. | <https://youtu.be/Upt-SAxcTYM>  Invitation:  <https://youtu.be/RmksLiQOuJ8> | Accessible | UN System |
| **Development of a single national disability rating scale** | Report | An international expert was hired and an inter-institutional task force was put together for this purpose. | In development | Not available yet | Management Committee |
| **"Diagnosis on accessibility and recommendations for the inclusion of persons with disabilities in the entrepreneurial ecosystem of Uruguay".** | Study | A study was undertaken by specialized consultancy services to identify the barriers in the entrepreneurial ecosystem and to issue recommendations to implement inclusive actions | **Links to the document:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126810-diagnostico-sobre-accesibilidad-y-recomendaciones-para-la-inclusion-de-personas-con>  **Footage of the public presentation:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& | Accessible | Management Committee |
| **Entrepreneurship workshop guide for operators** | Guide | Guidelines for implementing workshops for persons with disabilities with an inclusive and rights perspective put together by a consultancy company that specializes in entrepreneurship and inclusion. | Links to practical guide:  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  https://4dedu-my.sharepoint.com/:f:/g/personal/mercedesviola\_4dlab\_uy/EmwhqKA2egVEpbJCwx\_3WfABa1JOGl1FnCqz\_XMIljs1kw?e=enUH73 | Accessible | Management Committee |
| **Workshops for the entrepreneurial ecosystem** | Records | Awareness-raising workshops on disability and accessibility for effective adoption of the inclusion approach.  The activity was implemented by a consultancy company that specializes in entrepreneurship and inclusion | Links to the workshops:  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  **Participant feedback**  https://forms.office.com/Pages/AnalysisPage.aspx?id=uJiT12EjcE69JXklZrBaGdN9SgItl3NHqghS8V1yUOZUQ0NGNEZJTElHUFhHRk0zNEJISEdRT09IUC4u&AnalyzerToken=PV23Nj2xNLvXQF4Tg20pxooBexvtQlOv | Accessible | Management Committee |
| Entrepreneurship workshops for persons with disabilities | Recording | **3 short online workshops** for persons with disabilities and their families for entrepreneurship capacity building with a gender perspective. The activity was implemented by a consultancy company that specializes in entrepreneurship and inclusion | **Links to the information:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://youtube.com/playlist?list=PLAKNeCtmfOGUNWM-ZYFRJ9Uo3GfbPSuQE>  **Participant feedback**  https://forms.office.com/Pages/AnalysisPage.aspx?id=uJiT12EjcE69JXklZrBaGdN9SgItl3NHqghS8V1yUOZUQlVWSkRIQVlXQlI1WjFTQkg5QzVMR09OVy4u&AnalyzerToken=Q0Mz2O2ptm5dJhIcQ19JaKm9wftlvLHJ | Accessible | Management Committee |
| **"Working is a right, and enjoying its benefits is too."** | Workshop guide | Design communication materials to reproduce capacity-building workshops for the labor market inclusion of persons with disabilities The output was created by an organization specializing in disability inclusion. | **Links to the Guide:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.un.org/es/126811-trabajar-es-un-derecho-disfrutar-de-sus-beneficios-tambien> | Accessible | Management Committee |
| **"Working is a right, and enjoying its benefits is too."** | Audiovisual material to promote the Law on labor market inclusion of persons with disabilities | Audiovisual material prepared to raise awareness about Law No. 19.691 on labor market inclusion of persons with disabilities  The output was created by an organization that specializes in disability inclusion. | Links to the audiovisual material:  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://youtu.be/xgRAY2k_Yl0> | Accessible | Management Committee |
| **"Working is a right, and enjoying its benefits is too."** | Brochure to promote the Law on labor market inclusion of persons with disabilities | Accessible audiovisual material prepared to raise awareness about Law No. 19.691 on labor market inclusion of persons with disabilities  The output was created by an organization that specializes in disability inclusion. | **Links to the brochure:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/><https://www.uncu.org.uy/wp-content/uploads/2021/04/Folleto-difusion-Ley-19691-insercion-laboral-disc.pdf>  **Footage of the presentation:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS  Access code: xuEg.Y1& | Accessible | Management Committee |
| **Barriers to labor market inclusion of persons with disabilities** | Study | Generate knowledge about the existing barriers to labor market inclusion of persons with disabilities to design to inform decision-making in public policy actions. | **Links to the document:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>**Documento:**  <https://uruguay.un.org/es/126808-identificacion-de-barreras-para-la-inclusion-laboral-de-personas-con-discapacidad>  **Footage of the public presentation:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access Code: xuEg.Y1& | Accessible | Management Committee |
| **Support and protection of migrants with disabilities** | Report | Provide assistance, protection, and support to the migrants with disabilities identified by the IOM teams by providing the most vulnerable people with food vouchers | IOM report | Available | Management Committee |
| A RODAR! Youth participation for the rights of adolescents and young persons with disabilities. | Report | Promote meaningful participation, meaningful learning, and a creative appropriation of ICTs, social media, and audiovisual production among adolescents and young persons with disabilities to broaden their opportunities to make contributions, express their opinions and advocate for their rights. | Link to general information and report  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://uruguay.unfpa.org/es/Proyecto-A-Rodar> | Accessible | It was presented and validated with the 3 organizations involved  (*Obra Ecuméncia Foundation - Borro Neighborhood, Nuestro Camino Foundation, Children’s Villages - Florida*) |
| A Rodar! Youth participation for the rights of adolescents and young persons with disabilities. | Video footage | The rights of adolescents and youth are advanced and strengthened by raising awareness about their circumstances and experiences during the COVID-19 pandemic | **Links to the footage:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://www.youtube.com/playlist?list=PLR65-ozA41UsSuqlDsg_O6fAmu8GaGS-K> | Available | Presented and validated with the adolescents and technical and managerial staff of the 3 institutions involved (*Obra Ecuméncia Foundation - Borro Neighborhood, Nuestro Camino Foundation, Children’s Villages - Florida*) |

* What communications strategies did the project adopt?
* Please list type of communications materials.

| **Name of Product** | **Type of Product (Toolkit, Video, Poster, publication etc.)** | **Purpose** | **Dissemination** | **Links/ Attachments** | **Language** | **Accessible formats** |
| --- | --- | --- | --- | --- | --- | --- |
| **"Working is a right, and enjoying its benefits is too."** | Audiovisual | Dissemination | Mass distribution | **Links:**  <https://youtu.be/xgRAY2k_Yl0>  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/> | Spanish | Accessible |
| **“Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"** | Webinar | Publication of document | Dissemination | **Links to the paper:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  [Mainstreaming the human rights of persons with disabilities in COVID-19 recovery actions | United Nations in Uruguay](https://uruguay.un.org/es/126246-integracion-de-los-derechos-humanos-de-las-personas-con-discapacidad-en-los-planes-de)  **Presentation** **UN Uruguay YouTube channel:** https://www.youtube.com/channel/UCHo0-lFaqpYSDvY79gSmaDA | Spanish |  |
| **Entrepreneurship workshop guide for operators** | Toolkit | Dissemination | Broad | **Links:**  <https://4dedu-my.sharepoint.com/:f:/g/personal/mercedesviola_4dlab_uy/EmwhqKA2egVEpbJCwx>  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/> |  |  |
| **Working is a right, and enjoying its benefits is too.** | Audiovisual material to promote the Law on labor market inclusion of persons with disabilities | Dissemination | Broad | **Links:**  <https://youtu.be/xgRAY2k_Yl0>  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/> |  |  |
| **Working is a right, and enjoying its benefits is too.** | Brochure to promote the Law on labor market inclusion of persons with disabilities | Dissemination | Mass distribution | **Links:**  <https://inclusionydiscapacidad.uy/derechos-y-discapacidad/>  <https://www.uncu.org.uy/wp-content/uploads/2021/04/Folleto-difusion-Ley-19691-insercion-laboral-disc.pdf> | Spanish | Accessible |
| **The right to work of persons with disabilities** | Webinar | Publication of document | Mass distribution | **Footage of the public presentation:**  https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access Code: xuEg.Y1& | Spanish | Accessible |
| **Project outputs** | Video | Dissemination | Mass distribution | [**https://inclusionydiscapacidad.uy/derechos-y-discapacidad/**](https://inclusionydiscapacidad.uy/derechos-y-discapacidad/) | Spanish |  |

# 11. Challenges

Please describe any major challenges that arose during the project’s implementation. Please indicate specifically if due to the COVID-19 emergency the project implementation has been affected.

Although several challenges arose during the period under study for the implementation and monitoring of the project, thanks to the stakeholders' collaboration and involvement, it was possible to overcome most of them.

* Project implementation period. The initial implementation period estimated was 27 weeks spanning across the summer season, usually the period of vacation leave for those working in State agencies and institutions. It was necessary to reschedule the timeline to carry out as many interviews and consultations as possible. As the project was extended two months, it was possible to catch up on the lagging activities.
* **Context of the COVID-19 pandemic** The outbreak of the pandemic, the increase in the number of cases, and the adoption of lockdown measures during the project implementation period made it impossible to carry out in-person activities, and they now had to be carried out remotely. However, it was possible to reschedule and come up with alternatives for all project activities.
* Change of administration Even though the project began seven months after the new government took office, we had to provide the new authorities and institutional leaders with information and brief them about the objectives of the activities and implementation details. Towards the end of the implementation, the Ministry of Social Development authorities changed again, but it did not affect any of the activities.

# 12. Project follow up and Sustainability

Please provide an overview of initiatives planned by various stakeholders in order to follow up on activities initiated by the project. Kindly make sure to cover at least the following stakeholders: relevant parts of Government, organizations of persons with disabilities, UN system, and other development partners operating in the country. Please outline how the medium-to-long term sustainability of the work initiated by the project will be ensured after the end of the Project.

The Office for Care Services and Disability involvement throughout the implementation period was key to ensure the sustainability of the work initiated by the project and was especially relevant for the validation of the documents and recommendations. In addition, towards the final weeks of the project, there was a new change in authorities at the Ministry of Social Development and the Office itself. The expertise developed by the team of experts has been key to the project follow-up and sustainability.

Regarding the activities carried out within the UN System, the guides and reference documents produced provide new guidelines to enhance accessibility and advance the effective mainstreaming of the inclusion perspective into the initiatives, actions, and programs across the System.

Activity 2.2 is still in place after the completion of the project. This activity entails the development of a single national disability rating scale. This new tool will mark a milestone that will positively affect the rights of persons with disabilities in Uruguay.

# 13. Detailed expenditure in relation to sections 5 and 6 above.

| **Category** | **Activity (please describe)** | **Budget Allocated** | **Total Expenditure** |
| --- | --- | --- | --- |
| Direct impact on empowerment of women and girls with disabilities | **Activities 3.1, 3.2, 3.4 y 3.5** | **45,816 (total for the 4 activities)** | **45,816 (total for the 4 activities)** |
| **Women with disabilities empowered in their right to work** | **Activity 3.1** | 15,000 | 15,000 |
| **Women with disabilities empowered in their right to work** | **Activity 3.2** | 15,416 | 15,416 |
| **Migrant women with disabilities (111 women, 52 % of the target population)** | **Activity 3.4** | 7,800 (52 % of the total) | 7,800 |
| **Adolescents and young persons with disabilities (23 women, 40 % of the target population)** | **Activity 3.5** | 7,600 (40% of the total) | 7,600 |
| Direct Impact on DPOs’ capacity | […] | […] | […] |
|  | […] | […] | […] |
|  | […] | […] | […] |
| Accessibility costs | […] | […] | […] |
|  | […] | […] | […] |
|  | […] | […] | […] |

# 14. Life stories and testimonies

Please provide one or more life stories or direct testimonies to illustrate the results described in sections 2-6. To the extent that is possible, reporting teams are encouraged to share photos, video and other materials to accompany the stories described in this section. Also include testimonies from other stakeholders involved in the project and their perception of the value added of the UNPRPD intervention- representatives of government, civil society including organization of persons with disabilities (DPOs) and private sector as relevant.

| **Name** | **Sex** | **Designation and Organization** | **Is this a testimony from a person with a disability? If so, what kind of disability do they have?[[11]](#footnote-11)** | **Testimony** | **Photo Shared (Y/N)[[12]](#footnote-12)** | **Consent for Use of Photo obtained (Y/N)** | **Photo Caption** | **Photo Credit** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Agustina Quagliotti | Woman | Young entrepreneur | Down Syndrome | <https://bit.ly/3fk3cDc> | […] | […] | […] | […] |
| Milagros Costabel | Young woman | Student | Blind | <https://www.youtube.com/watch?v=ZjhXRH5cboo&t=0s>  <https://www.youtube.com/channel/UCwsw4sPML38WcM4eObgoT5Q>  <https://youtu.be/26FcbvtWLl0> |  |  |  |  |
| Testimonies of female entrepreneurs after the workshop (assessment) | Misc. | Companies |  | ttps://forms.office.com/Pages/AnalysisPage.aspx?id=uJiT12EjcE69JXklZrBaGdN9SgItl3NHqghS8V1yUOZUQ0NGNEZJTElHUFhHRk0zNEJISEdRT09IUC4u&AnalyzerToken=PV23Nj2xNLvXQF4Tg20pxooBexvtQlOv | […] | […] | […] | […] |
| Entrepreneurship and disability webinar–the experiences of women with disabilities | Women | CSO, companies | Misc. | https://unwomen.zoom.us/rec/share/ga\_ky5fReMKNWpJskln5amjSjrye2Zqo-Ck8jI3fbOwSp6WQFqBc7F3bM8DoSyBW.4H6kKx7e6Z1Pv7cS Access code: xuEg.Y1& | […] | […] | […] | […] |
| Tatiana Vasconcelos | Young professional woman | Representative of the Alliance of Organizations for the Rights of Persons with Disabilities. | Visual impairment | https://youtu.be/gwVw7uHJhXQ |  |  |  |  |
| Dieva Larrosa | Woman | Public servant  Municipality | Physical disability | TV interview (TV Ciudad)  https://youtu.be/xvLKglKrDM8 |  |  |  |  |

# 15. Photos depicting Project related impact and outcomes[[13]](#footnote-13)

*Please share photos depicting project related impact and outcomes in high resolution image files with appropriate consents of subjects having been taken as well as with the associated credits and along with permission for use in UNPRPD publications and communications materials including website. For photos of children due protocols should be followed for ensuring safety and obtaining consent. Kindly list below the following for photos shared.*

| **Photo No.** | **Photo description for use in alternative text for images to enable persons with visual impairments using screen readers to understand and perceive the image.** | **Consent for Use of Photo obtained (Y/N)** | **Photo Caption** | **Photo Credit** |
| --- | --- | --- | --- | --- |
| **1** | **Activity 1.1**  Presentation of the document  “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"  https://youtu.be/iHslXsyH1Ks | **Yes** |  | **Public records** |
| 2 | **Activity 1.1**  Presentation of the document  “Mainstreaming the human rights of persons with disabilities in COVID-19 recovery plans"  https://youtu.be/iHslXsyH1Ks | **Yes** |  | Public records |
| 3 | **Activity 2.1**  **Accessibility workshops undertaken with UN System staff** | **Yes** |  | Internal records of the project |
| 4 | **Activity 2.1**  **Accessibility workshops undertaken with UN System staff** | Yes |  | Internal records of the project |
| 5 | **Activity 2.1**  **Accessibility workshops undertaken with UN System staff** | Yes |  | Internal records of the project |
| 6 | **Activity 2.1**  **“Dialogues for Inclusion” with UN System Agencies** | Yes |  | Internal records of the project |
| 7 | **Presentation of the documents for Activities 3.1, 3.2 and 3.3**  “The right to work of persons with disabilities” | Yes |  | Internal records of the project |
| 8 | **Presentation of the documents for Activities 3.1, 3.2 and 3.3**  “The right to work of persons with disabilities” | Yes |  | Internal records of the project |
| 9 | **Presentation of the documents for Activities 3.1, 3.2 and 3.3**  “The right to work of persons with disabilities” | Yes |  | Internal records of the project |
| 10 | **Activity 3.4**  **Registry of migrant persons with disabilities;** | Yes |  | Internal records of the project |
| 11 | **Presentation of the documents for Activities 3.1, 3.2 and 3.3**  “The right to work of persons with disabilities” | Yes |  | Internal records of the project |
| 12 | **Activity 3.5**  A RODAR!  Workshops with adolescents and young persons with disabilities | Yes |  | Internal records of the project |
| 13 | **Activity 3.5**  A RODAR!  Workshops with adolescents and young persons with disabilities | Yes | C:\Users\Naty\AppData\Local\Temp\Rar$DIa2896.21826\WhatsApp Image 2020-11-03 at 20.37.41.jpeg | Internal records of the project |
| 14 | **Activity 3.5**  A RODAR!  Workshops with adolescents and young persons with disabilities | Yes |  | Internal records of the project |
| 15 | **Activity 3.5**  A RODAR!  Workshops with adolescents and young persons with disabilities | Yes |  | Internal records of the project |

# 16. Risk Reporting

Please describe any risks to the project’s implementation experienced during the project’s implementation and how these were managed. If other risks were identified during the project implementation period, please add them to the table.

| ***Type of risk\****  ***(contextual***  ***programmatic, institutional)*** | ***Risk*** | ***Occurrence***  ***(Y/N)*** | ***Impact on result*** | ***Mitigation strategies*** | ***Risk treatment owners*** |
| --- | --- | --- | --- | --- | --- |
| Access to information. | Obstacles to cooperation or participation of some of the institutions that have available information | Yes | Lack of relevant information | Negotiate working agreements with senior authorities. The strategy was successful. | […] |
| Programmatic | Technical discrepancies in the conceptualization of disability | Yes | Not all public policy actions aimed at persons with disabilities address it in a comprehensive manner. | Stress the importance of using the Convention of Persons with Disabilities as a reference document and insist on training opportunities for the working teams. | […] |
| Institutional | Changes in authorities and leaders | Yes | Lack of knowledge of the processes and actions undertaken as part of the Disability Projects. | Briefing the new authorities together with the support of the teams that were involved in the previous processes. |  |

\* 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.

# Annex 1.

**The UNPRPD MPTF approved in June 2020 it’s New Strategic and Operational Framework 2020-2025. As the Fund has now the obligation to report against the new results framework, we are requesting projects that were approved before June 2020 to reflect on which Fund’s outcome/outputs/indicators their project is contributing.**

| **REPORTING AGAINST UNPRPD MPTF RESULTS FRAMEWORK** |  |  |
| --- | --- | --- |
| **Outcome 1: National Stakeholders are equipped with the knowledge and practical tools for disability inclusive policies and systems** | **Yes/No** | **Brief Description** |
| **Outcome indicators** |  |  |
| 1.1 # of stakeholders in UNPRPD supported countries[[14]](#footnote-14) with increased knowledge and capacities to design/reform and deliver inclusive policies and systems (disaggregation by stakeholder Gov/ UN/OPDs/other) | **YES** | The State partners involved in the project were the Uruguayan Agency for International Cooperation (AUCI) and the National Office for Care Services and Disability (SNCyD) of the Ministry of Social Development. In particular, the SNCyD has the knowledge and capacity to take ownership and incorporate the project's contributions into inclusive policies and systems. |
| 1.2 # of stakeholders in UNPRPD supported countries with strengthened evidence-based knowledge and capacities to assess and respond to gaps in relation to preconditions to CRPD implementation and inclusive SDGS achievement |  |  |
| 1.3 # and % of UNPRPD supported countries that have developed and/or strengthened national guidelines, protocols, and/or standards to design and implement policies and systems |  |  |
| 1.4 # of stakeholders in UNPRPD supported countries used UNPRPD’s situational analysis to inform their future actions around disability inclusion. (disaggregation by stakeholder Gov/ UN/OPDs) |  |  |
| 1.5 # and % of UNPRPD supported countries that undertook multi stakeholder capacity building initiatives on disability inclusive policies and systems |  |  |
| **Output 1.1 - Capacity of the national stakeholders is enhanced to develop and implement gender responsive and disability inclusive policies and systems for the CRPD and SDGs implementation** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 1.1-1. # of trainings developed and delivered to support national CRPD /inclusive SDG implementation disaggregated by geography (country, regional and global), topic(thematic area, specifics modules on women with disabilities and underrepresented groups needs and rights, and specific modules on instruments for planning and implementation of UN development activities both in development and humanitarian settings). | **YES** | The project has developed targeted actions for women with disabilities to advance and strengthen their right to work. |
| 1.1.2. # of participants (disaggregated Gov (type of ministry)/ UN/OPDs/other) (disaggregated by sex/type of disability/rural urban) participating in capacity building activities funded or provided by UNPRPD programmes | **YES** | Three women representing State agencies were part of the Project Management Committee. Two of them represented the Ministry of Social Development (one of the women had a visual impairment), and the third woman represented the Uruguayan Agency for International Cooperation. |
| 1.1.3. # of OPDs (disaggregated by type umbrella- disability specific- women-other) that benefitted from capacity building activities (type of activities) funded by UNPRPD programmes to strengthen the capacity of organizations of persons with disabilities. | **YES** | OPDs were represented in the project by a woman (who has a visual impairment) representing the Alliance of Organizations for the Rights of Persons with Disabilities. Other organizations that are not members of the Alliance were also called in for different activities undertaken as part of the project. |
| 1.1.4. # of OPDs that have been trained to participate in planning and monitoring of national development plans related to UN/government /other |  |  |
| 1.1.5. # of capacity building activities (disaggregated by type of capacity building) funded by UNPRPD programmes, directed at women and girls with disabilities on their rights and requirements and/or directed at underrepresented groups of persons with disabilities on their rights and requirements. (Number of participants, disaggregated by age, disability and geographical location. | YES | 55 women with disabilities empowered in their right to work (Activity 3.1 and 3.2)  111 migrant women with disabilities received aid and support from IOM teams.  23 adolescent girls and young women with disabilities participated in the A RODAR! program. |
| **Output 1.2- Knowledge products are developed and piloted, particularly to address gaps on the preconditions to implement CRPD and disability inclusive SDGs** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 1.2.1. #of knowledge products (disaggregated by product: tools, guidelines, protocols, reports) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices | YES | 3 Studies (Activities 1.1, 3.1, 3.3); 7 Operational guidelines (Activities 2.1, 3.1, 3.2, 3,5); 1 Digital brochure (Activity 3.2), 1 Digital video (Activity 3.2) |
| 1.2.2 # of knowledge products developed that address gaps related to inclusion of women and girls with disabilities and underrepresented groups of persons with disabilities | **YES** | 3 Studies (Activities 1.1, 3.1, 3.3) |
| 1.2.3. # of actors involved in developing and testing of knowledge products (disaggregated by product tools, guidelines, protocols, reports) disaggregated by actor (GOV/ OPDs (disaggregated by type of representation)/ NGOs/Other) | **YES** | * Study – Activity 1.1: Persons with disabilities, CSO and State agencies * Study – Activity 3.1: Persons with disabilities, CSO and entrepreneurial ecosystem representatives * Study – Activity 3.3: CSO and State agencies |
| **Output 1.3 - Evidence generation, learning and exchange mechanisms are developed and functional, based on country level experiences, to increase understanding and inform innovative practices.** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 1.3.1. # of learning and evidence generated to inform inclusive policies and systems disaggregated by type e.g. situational analysis, thematic reports, peer reviewed evidence evaluations and assessments, learning reports, case studies etc. | YES | 3 Studies (Activities 1.1, 3.1, 3.3) |
| 1.3.2. # actors involved in learning and evidence generated to inform inclusive policies and systems disaggregated by actor (GOV/OPDs, NGOs, etc) | **YES** | * Study – Activity 1.1: Persons with disabilities, CSO and State agencies * Study – Activity 3.1: Persons with disabilities, CSO and entrepreneurial ecosystem representatives * Study – Activity 3.3: CSO and State agencies |
| 1.3.3. # of established mechanisms/ instances promoting learning and exchange across countries (disaggregation by region/ group of countries/ theme and participants (disaggregation by sex, disability, representation of OPDs, UN ,GOV/other) | NO |  |
| 1.3.4. # of reports, case studies and/or other sources of evidence addressing the situation of women with disabilities and underrepresented groups of persons with disabilities disaggregated by disability specific or mainstream and women or underrepresented) |  |  |
| **Outcome 2: Gaps in achievement of essential building blocks or preconditions to CPRD Implementation in development and humanitarian (gender equality, data accessibility, support services, etc.) are addressed** | **Yes/No** | **Brief Description** |
| **Outcome indicators** |  |  |
| * 1. # and % of UNPRPD supported countries with inclusive and non-discriminatory laws, national policy/plan for persons with disabilities. |  |  |
| * 1. # and % of UNPRPD supported countries with inclusive service delivery systems and processes across the sectors. |  |  |
| * 1. # and % of UNPRPD supported countries with enhanced or newly established mechanisms supporting formal participation of OPDs to support CRPD implementation. |  |  |
| * 1. # and % of UNPRPD supported countries with enhanced and or newly established multi-stakeholder national and/or sub-national coordination and monitoring mechanisms established to monitor CRPD and include multi-sectoral representation and representation of OPDs |  |  |
| * 1. # and % of UNPRPD supported countries that have mechanisms in place to support quality, disaggregated and globally comparable data on disability in line with international standards to inform laws, policies and programmes |  |  |
| **Output 2.1 - Legislative and policy frameworks are newly developed, reviewed, or reformed to promote equality and non-discrimination, based on CRPD standards, and are translated into plans as relevant.** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 2.1.1. # of newly produced, reviewed, or reformed laws and policies disaggregated by type (disability specific /mainstream) disaggregate by review reformed and developed |  |  |
| 2.1.2. # of developed and or adopted national action plan/strategy to ensure that persons with disabilities, have access to quality and affordable services,(disaggregation by service) |  |  |
| 2.1.3. # of national strategies and plans with measures in place to ensure disability sensitive budgeting and financial management |  |  |
| 2.1.4. # laws and policies (mainstream and targeted) changes addressing rights and inclusion of most marginalized groups (disaggregation women and underrepresented by different groups) |  |  |
| 2.1.5. # of laws and policies and plans on VAWG and or SRHR that adequately respond to the rights of women and girls with disabilities (disaggregation by plan-laws-policies and VAWG-SRHR) |  |  |
| 2.1.6. # of developed/strengthened multi-stakeholder coordination mechanisms supporting legal, policy and plans changes (disaggregation by stakeholder Gov/ UN/OPDs/other). |  |  |
| 2.1.7. # of organizations of persons with disabilities taking part in consultation processes related to legislative and policy changes, disaggregated by kind of organization of persons with disability, constituency represented among persons with disabilities and geographical location. |  |  |
| **Output 2.2 –Service delivery systems implementation and processes across the sectors are reviewed/reformed/developed to ensure disability inclusion** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 2.2.1. # of reviewed, newly developed or strengthened service delivery systems and processes disaggregated by precondition (add as footnote) type of change (reviewed developed or strengthened) and sector. |  |  |
| 2.2.2. # of reviewed, newly developed or strengthened national implementation systems and processes addressing the rights for women with disabilities in particular around Sexual and Gender Based Violence and SRH services. |  |  |
| 2.2.3. # of reviewed, newly developed or strengthened national implementation systems and processes addressing the rights the most marginalized groups of persons with disabilities (disaggregation by group (women, underrepresented, etc) |  |  |
| 2.2.4. # of supported multi-stakeholder coordination mechanisms supporting targeted services delivery systems and processes changes (disaggregation by stakeholder Gov/ UN/OPDs/other). |  |  |
| 2.2.5. #and of organizations of persons with disabilities taking part in consultation processes, disaggregated by kind of organization of persons with disability, constituency represented among persons with disabilities (including Women and underrepresented groups) and geographical representation e.g. national/local. | **YES** | Activities 1.1, 3.1, 3.2 y 3.3 |
| **Output 2.3 National data collection systems, accountability and monitoring mechanisms, and inter-ministerial coordination systems are reviewed/reformed/developed to ensure disability inclusion** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 2.3.1. # of strengthen /developed national and/or sub-national coordination and monitoring mechanisms for CRPD implementation in line with article 33 | YES | In development - Activity 2.2 |
| 2.3.2. # of OPDs involved in government monitoring and accountability mainstream mechanisms (disaggregation by type of OPDs and type of government mechanism) |  |  |
| 2.3.3. # of national mechanisms, institutions, services, programmes, collecting disaggregated data on persons with disabilities (disaggregated by mechanism institution service) according to international standards |  |  |
| 2.3.4. # of national coordination, accountability and monitoring mechanisms related to GBV and SRH mainstreaming disability. |  |  |
| **Outcome 3: National development and humanitarian plans and monitoring processes include disability mainstreaming** | **Yes/No** | **Brief Description** |
| **Outcome 3 Indicators** |  |  |
| * 1. % # of UNPRPD supported countries with instruments for planning, implementation and monitoring of UN development and humanitarian activities inclusive of disability (disaggregation by process planning-implementation and monitoring) |  |  |
| * 1. % # of UNPRPD supported countries with adopted national SDGs plans and budgets that are inclusive to persons with disabilities including women with disabilities and underrepresented groups |  |  |
| * 1. % # of UNPRPD supported countries with formal participation of persons including women and underrepresented groups with disabilities in mechanisms for planning implementing and monitoring the SDGs and/or UN development and humanitarian Instruments (disaggregation UN instruments and SDGs national plans) |  |  |
| * 1. % # of UNPRPD supported countries with inclusive national implementation and monitoring of COVID 19 response and recovery plans |  |  |
| **Output 3.1 - Disability inclusion is strengthened in instruments for planning and implementation of UN development activities at the country level including in humanitarian settings** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 3.1.1. # of Common Country Analysis (CCA) including disaggregated data and analysis of the situation of persons with disabilities. Disaggregated by type of analysis e.g. thematic focus versus cross cutting comprehensive inclusive analysis | YES | **Activity 2.1** |
| 3.1.2. #UNSDCF where disability inclusion has been mainstreamed and/or targeted |  |  |
| 3.1.3. # of UNSDCF with at least 3 indicators related to disability |  |  |
| 3.1.4. # of UNSDCF related financial tools with explicit allocations for disability inclusion |  |  |
| 3.1.5. # of joint programmes funded through MPTFs funds where the rights of persons with disabilities have been addressed (disaggregation by disability group) through collaboration with UNPRPD programmes |  |  |
| **Output 3.2 - 'Disability Inclusion in National Development and Humanitarian Planning, Implementation and Monitoring mechanisms is strengthened.** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 3.2.1. # of national and subnational SDGs implementation plans integrating targeted and mainstream actions towards persons with disabilities. |  |  |
| 3.2.2 # of adopted/ implemented COVID 19 inclusive response and recovery plans and frameworks containing systematic mainstreaming of persons with disabilities including the most marginalised. | YES | **Activity 1.1** |
| 3.2.3. % and # Humanitarian Response Plans (HRPs) and Humanitarian Needs Overviews (HNOs) addressing persons with disability needs and rights; |  |  |
| 3.2.4. # of SDGs implementation data collection, monitoring and accountability processes assessing progress against specific disability-inclusion targets |  |  |
| **Output 3.3 - Systematic engagement of OPDs is strengthened/enhanced in the national development coordination mechanisms and accountability frameworks (government/UN/Independent) around SDGs** | **Yes/No** | **Brief Description** |
| **Output Indicators** |  |  |
| 3.3.1. # of 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 | YES | The representative of the Alliance of Organizations for the Rights of Persons with Disabilities was a member of the Project Management Committee and involved in all of the project activities. |
| 3.3.2. # of governmental coordination mechanisms with established consultation processes undertaken to ensure the active involvement of persons with disabilities, including through their representative organizations, in the planning, implementation and monitoring of SDGs | YES | Participation in the Project Management Committee |
| 3.3.3. # of OPDs formally participating in UN supported development processes and national SDGs coordination, planning and implementation processes. (disaggregation by type of OPD and process) |  |  |
| 3.3.4. # of identified persons with disabilities including through their representative organizations participating in the State’s formulation/implementation of COVID-19 policy responses affecting them |  |  |

# Annex 2. Report on UNPRPD funding for supporting an inclusive COVID-19 recovery efforts

**The UNPRPD MPTF approved additional funding to your joint program in 2020 to address disability inclusive COVID-19 recovery efforts.**

1. *Please use the table below to report progress against these outcomes and outputs. Please also provide narrative to support the results in the table focusing on achievements in influencing systems, processes, services and other reform processes.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | Brief Description of Progress | Budget allocated | Budget Spent |
| Outcome 1: | Conducting a situation analysis from the perspective of persons with disabilities. |  |  |
| Outputs 1.1 | **Consultations with CSO to assess the distinct impact of COVID-19 on their lives**  **Completed** | **7,000** | **7,000** |
| Outcome 2: | **Ensuring that disability issues are included in the CCA and UNSDF from a human rights perspective** |  |  |
| Outputs 2.1 | **Strengthen the implementation of the United Nations Disability Inclusion Strategy (UNDIS) across the Un System**  **Completed** | **15,000** | **15,000** |
| Outputs 2.2 | **Single national disability registry/ single national disability rating scale.**  **Ongoing** | **17,000** | **17,000** |
| Outcome 3 | **The United Nations System promotes the implementation of specific measures to protect the human rights of persons with disabilities within the immediate socio-economic response to COVID19.** |  |  |
| Outputs 3.1 | **Promote entrepreneurship opportunities and support for persons with disabilities with a gender perspective**  **Completed** | **15,000** | **15,000** |
| Outputs 3.2 | **Capacity building for the labor market inclusion of persons with disabilities with a gender perspective.**  **Completed** | **15,416** | **15,416** |
| Outputs 3.3 | **Inclusion of disability in the responses for a safe and healthy return to the workplace in times of COVID-19**  **Completed** | **5,000** | **5,000** |
| Outputs 3.4 | **Support and protection of migrants with disabilities** | **15,000** | **15,000** |
| Outputs 3.5 | ***A RODAR!* Youth participation for the rights of adolescents and young persons with disabilities.** | **19,000** | **19,000** |

*Explain how this supported a joint UN system response to COVID-19 recovery planning and response? What were the results achieved?*

The Project made it possible for the different actors of the UN System, Government, and Civil Society to work collaboratively amid the COVID-19 pandemic outbreak.

The activities carried out included an assessment of the impacts of the pandemic on the population with disabilities. Actions or recommendations (depending on the activity) were drawn to mitigate its effects and protect the rights of persons with disabilities.

*Highlight linkages and collaboration with other initiatives including COVID-19 Fund*

Engagement with other CSOs that work for the rights of persons with disabilities (whether members of the Alliance or not)

We teamed up with the "Win-Win: Gender Equality Means Good Business" program implemented by UN Women and ILO, funded by the European Union.

*Specify any knowledge generation including tools guidelines, checklists, evidence-based analysis etc generated. Please include description and links.*

See section 10

*Expand on any capacity building activities including for government, UN and OPDs undertaken.*

See section 3 Outcome 2 Activity 2.1

*What did UNPRPD do to ensure OPDs participation in COVID-19 response? (For e.g. support consultations, promote engagement in formal decision-making bodies etc?)*

See section 5

*How were rights of underrepresented groups and women addressed?*

See sections 4 and 5

1. *Share lessons learned that can be used for the future and how what we learned from COVID can impact SDGs acceleration. Please provide practical examples.*

Although throughout the project there were no specific assessments of the actions undertaken or lessons learned, the following general considerations can be mentioned:

* Working collaboratively sheds better results than working individually. Thus, the synergy and cooperation generated through articulating with civil society and government allowed for better results.
* “Nothing about persons with disabilities without persons with disabilities” was the guiding concept throughout the entire project, and the participation of persons with disabilities in all the activities was key to mainstreaming the inclusion approach.
* The commitment and involvement of the government teams was a determining key factor, not only for the sustainability of the actions but also in the face of the unforeseen changes of authorities.
* The consultations and interviews were opportunities to raise awareness and inform decision-makers, leaders, and key government and cooperation actors.
* The work with the different cooperation teams, the guides, and the reference materials produced made it possible to build capacities for more inclusive cooperation.
* The documents, studies, and assessments carried out provided key elements to enhance the thematic agenda of disability policies and raise awareness, with the latest information, about the barriers that people with disabilities face and which the pandemic has made worse.

**Lessons learned from the work with adolescents and young persons with disabilities:**

* **The effectiveness of the groups of three experts** as they combine expertise and different sets of skills to respond to the complexities of the demands, characteristics, and needs of the members of the group. The team members should share leadership to engage participants, create momentum for the activity to take off, and engage young people. Regardless of the role of the group of experts, it is clear that the most critical aspect is to keep an open mind, listen actively, and shed any and all biases. Combining different experiences and perspectives with empathic and active coordination leads to more successful collaborative work.
* The socio-educational initiative generated positive changes at the group and individual level in the 4 groups (despite the heterogeneity of the groups). Most of the participants were shy and hesitant initially but empowered and outspoken by the end of the process. While one of the facilitators was in charge of the workshop activities, the other team members focused on supporting the participants individually, and this two-fold strategy proved to be very successful. Active observation to identify the likes and strengths of each of the groups and participants in an environment of trust and accountability was key to the initiative's success across all of the 4 groups.
* **Striking a balance between verbal, non-verbal expressions and body language to cater to the different types and forms of communication (speech impairments, expressive language impairment) among the adolescents and young persons with disabilities participating in the activities.** Arts and crafts projects replaced words, and helped convey and share the participants’ feelings and interests.
* **The use of the camera** (material object for audiovisual production) was first uncomfortable, distracting, and a nuisance for participants but later became something they enjoyed and used with confidence. The camera allowed participants to express and unleash their potential based on their personalities and profiles. For example, the most extroverted participants took to acting. At first, they were shy, but they became more and more confident as the workshop went on. Other participants were more interested in operating the camera and in the backstage activities and even ventured into directing and making suggestions to the actors while filming. In this sense, the camera was a favorable element for the self-esteem and confidence of the young persons. It helped them take ownership of their time and space, their tools, and the assignment.
* **Inclusion was the guiding principle for** cooperation. Everyone had a role to play: holding the tripod, using the clapperboard, operating the camera, preparing the stage design, selecting the costumes, choosing the music, doing makeup, voice-over work, drawing the storyboard, acting. The process of filming allowed the participants to learn about the importance of taking into account and respecting the opinion of others while at the same time accommodating the needs of the group. Inclusion was the guiding principle among the group members to achieve the right balance to make it an enjoyable activity.
* **The value of learning about one another**: to achieve successful results and productive processes, it is essential to learn about the participating institutions (their guidelines, expectations, interests), the distinct characteristics of the adolescents and young persons that will take part in the activities, the venues and logistic arrangements for the workshops. It is also crucial to explain the proposal clearly, its approach, and the roles of everyone involved.
* Allocating the necessary time for each of the educational and creative process stages is one of the critical variables. It is essential to allow time for reflection and internalization of the contents discussed to achieve meaningful learning and quality in their production while at the same time enjoying themselves.
* **Oversee the interaction of the adults** who work for the institutions (caregivers, assistants, teachers, technicians). It is vital to prevent overprotective and controlling practices, relying on facilitators, ensuring the privacy, trust, autonomy, and freedom of expression of the participants.
* **Showcasing their creations to become visible and acknowledged:** the team of experts and UNFPA felt an ethical commitment with the eagerness, enthusiasm, and nervousness the participants showed and expressed as they were able to showcase their creations with their families, the institution, and on social media for "the world to see" (as Maxi, from the Obra Ecuméncia Foundation, expressed).
* **We work with adolescents and young people who recognize themselves as such** in their diversity and plurality. They do not see or identify themselves as "adolescents and young persons with disabilities" in any of the 4 groups. But the adolescents and young persons in highly vulnerable settings are more aware of the social and financial challenges and the significant negative impacts they face.
* **Always have a plan B**. This is the first rule when working with adolescents and young people.  
   Having a flexible plan that can be adjusted to unforeseen events, whether external (practices or disruptions in the institution) or internal causes, as the workshops can be quite emotional for the participants (dealing with their attention span, frustration tolerance, anxiety, distress, and crisis). It is also essential that the team of three experts stay somewhat flexible since it was often necessary to contain, encourage, support, and set limits beyond the specific role of each facilitator, as the well-being of the young persons is always the main priority. Adaptability is an important quality to have. So is the flexibility to adapt lesson plans, address last-minute changes or situations that arise when delivering the workshops, and reformulate the activities, tools, and objectives.

1. The following definitions, which are based on the UN Development Group Harmonized RBM Terminology, were used in the “Template for Programme Proposals”, utilized by UN Country teams to developed the approved project documents:

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

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

   Outputs: The products and services which result from the completion of activities within a development intervention. [↑](#footnote-ref-1)
2. **Prior to the submission of this report, please check that the document is accessible to persons using screen readers.** In a window system it is possible to do this by going to the File Menu, clicking Check for Issues and then Check Accessibility. If errors, warnings and tips show up in the report of the accessibility checker, please follow the instructions in the checker to make the necessary corrections. On a Mac, click on review and select check accessibility. When the document is accessible the checker will display a report stating *“No accessibility issues found. People with disabilities should not have difficulty reading this document.”* Please see [Windows Accessibility Checker](https://support.office.com/en-us/article/Use-the-Accessibility-Checker-on-your-Windows-desktop-to-find-accessibility-issues-a16f6de0-2f39-4a2b-8bd8-5ad801426c7f) ; [Apple Mac Accessibility Checker](https://support.office.com/en-us/article/Use-the-Accessibility-Checker-on-your-Mac-to-find-and-resolve-accessibility-issues-3b84295e-d55b-49f1-b443-523ec45a5232) for more information.

   . [↑](#footnote-ref-2)
3. As relevant and appropriate, kindly please also disaggregate by type of disability, age, ethnicity, rural/urban location. [↑](#footnote-ref-3)
4. As relevant and appropriate, kindly please also disaggregate by type of disability, age, ethnicity, rural/urban location. [↑](#footnote-ref-4)
5. As relevant and appropriate, kindly please also disaggregate by type of disability, ethnicity, age, rural/urban location. [↑](#footnote-ref-5)
6. RIADIS: Latin American Network of Non-Governmental Organizations of Persons with Disabilities and their Families. SEGIB: IberoAmerican General Secretariat, Disability Program  
    [↑](#footnote-ref-6)
7. Virtual greeting from the business founder: https://bit.ly/3fk3cDc [↑](#footnote-ref-7)
8. Invitation: <https://youtu.be/RmksLiQOuJ8> [↑](#footnote-ref-8)
9. Video “Who’s who at the United Nations” : <https://youtu.be/Upt-SAxcTYM> [↑](#footnote-ref-9)
10. ### It is a public entity under private law, established by Law No. 16.095 of October 1989, which operated under the scope of the Ministry of Public Health and was ratified by Law No. 18.651 of February 2010, as the National Honorary Commission on Disability, under the jurisdiction of the Ministry of Social Development. Its members are:

    The Ministry of Social Development (MIDES) / Ministry of Public Health (MSP) / Ministry of Labor and Social Security (MTSS) / School of Medicine / Dental School / School of Social Sciences / Board of Directors of the National Public Education Administration (CDC- ANEP) / Congress of Mayors / Uruguayan Institute for Children and Adolescents (INAU) / Social Security Bank (BPS) / National Insurance Bank (BSE) / Autism Federation of Uruguay (FAU) / *Caminantes* Federation / Uruguayan Association of Parents of People with Intellectual Disabilities (FUAP) / Uruguayan Disability Federation (FUDI) / National Plenary of Organizations of and for Persons with Disabilities (PLENADI).

    [↑](#footnote-ref-10)
11. Efforts should be made to capture the voices of persons with different types of disabilities including a balance between men and women with disabilities. [↑](#footnote-ref-11)
12. If yes, please share the photo in a high resolution image file given they have shared consent to their photograph being used in UNPRPD publications and communications materials including website. For photos of children due protocols should be followed for ensuring safety and obtaining consent. [↑](#footnote-ref-12)
13. Please see Annex 5 UNPRPD Quality Assurance Framework photography notes. [↑](#footnote-ref-13)
14. Throughout all the Logframe countries will always have to be disaggregated by *(disaggregation lower- and middle-income countries, fragile and humanitarian contexts, least-developed countries and countries within the bottom 50 of the Human Development Index* [↑](#footnote-ref-14)