# Project Proposal for UNPRPD Phase II “Promoting Social Inclusion of Persons with Disabilities in Ethiopia”

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# Acronyms and Abbreviations

BoLSAs Bureaus of Labour and social Affairs

CRPD Convention on the rights of Persons with Disabilities

DPOs Disabled Persons’ Organizations

EBC Ethiopian Broadcasting Corporation

EBDN Ethiopian Business and Disability Network

ECDD Ethiopian Centre for Disability and Development

EHRC Ethiopian Human rights Commission

EIO Ethiopian Institutions of the Ombudsman

EWDNA Ethiopian Women with Disabilities Association

FENAPD Federation of Ethiopian National Associations of persons with Disabilities

FTVET Federal Technical and Vocational Training Agency

GHRTWG Governance and Human Rights Technical Working Groups

GTP Growth and Transformation Plan

IDPD International day of Persons with Disabilities

ILO International Labour Organization

JAWS Job Access with Speech

 MoLSA Ministry of Labour and Social Affairs

MoYS Ministry of Youth and Sports

MSEDAs Micro and Small Enterprises development Agencies

NIMCCs National Implementation and Monitoring Coordinating Committees

NPA National of Action

NVDA Non-visual Desktop Access

OHCHR Office of the High Commissioner for Human Rights

PSC Programme Steering Committee

TVET Technical and Vocational Training and Education

UNCT United Nations Country Team

UNDP United Nations Development programme

UNWOMEN United Nations Women

WHO World Health Organization

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 **UNPRPD R2 – PHASE 2 SUPPORT**

**Name of Project, Country-Ethiopia**

# PROJECT PROPOSAL

## Introduction

In Ethiopia, data on disability is not adequately available, but estimates show that the proportion of persons with disability is 17.6% (WHO, World Bank 2011) which implies that nearly 18 million Ethiopians are persons with disabilities.

An estimated 95% of persons with disabilities in the country live in poverty (MoLSA 2012). While poverty is a fundamental barrier facing persons with disabilities, there are many other barriers that deter access to services and opportunities enjoyed by citizens without disabilities.

To promote the rights and inclusion of persons with disabilities in Ethiopia, the government has taken a number of policy and legislative measures. The law on the right to employment of persons with disabilities (2008); the ratification of the CRPD (2010); the launching of the National Plan of Action (NPA 2012-2021), the social protection Policy (2014), the inclusive Technical and Vocational Education and Training (TVET) Guide (2014); and law providing for the inclusion of disability in the duties and responsibilities of government ministries (2015) could be mentioned as the major ones.

The first phase UNPRPD Project for Ethiopia (2015-2017) has contributed to improving the capacity of government ministries and DPOs for better implementation of the CRPD, national policy and laws on disability rights and inclusion. Training and advice on disability rights and inclusion strategies were key instruments for capacity building coupled with media-based awareness raising and events focused on the rights of persons with disabilities. The allocated budget for phase 1 was USD 349,676.

## Objectives and expected results

UNPRPD Phase 1 has contributed to the strengthening of the CRPD National Implementation and Monitoring Coordinating Committees (NIMCCs) at Federal and Regional States’ levels in the country. As a result of training, advice, media campaign, event sponsorship and the supply of disability resource guides, the project has done its best for the promotion of the rights of persons with disabilities and inclusion in Ethiopia. Eleven ministries/agencies have already started mainstreaming disability in their programmes and services compared to only 4 at the start of the project.

UNPRPD Phase 2 aims to capitalize on the recent positive development of a national youth employment programme for which the government plans to commit about 500 million USD and support national and regional TVET actors in implementing the disability inclusive TVET guideline (2014).

Thus, the next project phase aims at strengthening the gains captured in the first phase of the Project and will be more focused in keeping with ILO’s and OHCHR’s mandate to achieve the following three outcomes with disability awareness raising being a cross-cutting intervention.

1. TVET institutions strengthened for improved access to skills training for persons with disabilities
2. Capacity of public and private organizations strengthened for improved delivery of employment opportunities for persons with disabilities
3. Capacities of national human rights institutions enhanced to monitor CRPD as well as provide effective remedy to persons with disabilities in case of rights violations.

The above outcomes contribute to the fulfillment of Ethiopia’s commitment to the UN Sustainable Development Goals (SDGs: 4, 5, 8, 10 and 16); Convention on the Rights of Persons with Disabilities (CRPD); UNDAF-Ethiopia (Pillar 4: Good Governance, Participation and Capacity Development); Ethiopia’s Growth and Transformation Plan (GTP 2016-2020); and the National Plan of Action of Persons with Disabilities (NPA 2012-2021). The NPA’s priorities 1 (Public Awareness), 4 (Education and Training), 5 (Employment and Work) and 6 (Social Protection) are the focus of UNPRPD 2. The project is also aligned with the Recommendation 2: "Expanding access and improving quality and equity" of the Shanghai Consensus (2012) on Technical and Vocational Education and Training.

In the second phase, the emphasis will be on scaling up the achievements secured in phase 1 with particular focus on the core areas in which ILO and OHCHR specialize (ILO-inclusive skills and employment; OHCHR- promoting disability rights and addressing discriminations). The 2nd phase project outcomes are demand-driven as consultations made with Project Steering Committee (PSC) members and consulted government stakeholders and DPOs have revealed. In light of this, a brief description of the afore-mentioned three outcomes is presented as follows:

### Outcome 1.

***TVET institutions have increased capacity to include women and men with disabilities in skills training programmes***

The acquisition of marketable skills increases the employability of persons with disabilities. Access to inclusive technical and vocational training services to persons with disabilities was non-existent until a national disability inclusive TVET Guide was issued in 2014. The national TVET Guideline provides for creating an enabling environment (accessibility, reasonable accommodation, career guidance, employment support services and non-discrimination) for equal and effective participation of persons with disabilities in TVET.

In 2016, over 3000 trainees with disabilities at national level had access to TVET training in the formal and non-formal skills development programme of whom 87% had access to employment support services (Federal TVETA Report, 2016). The total national student intake in the regular programme for 2017 is 327,437 and the share for trainees with disabilities is 2363 (0.73%). In short term (3-4 months) skills programmes, the total national student intake for the same period is 1,378,702 and the number for students with disabilities is 13,122 (0.95%). During Phase II, UNPRPD aims to contribute to an increase in the proportional representation of students with disabilities by more than one percentage point from 0.73% (regular) and 0.95% (short-term) in 2017 to 2.0 per cent in 2019 in both categories. The project also aims at ensuring that 50% of all students with disabilities are women. To achieve the planned goal for disability inclusion in TVET, in Phase II, UNPRPD will work with key government agencies and DPOs (MoLSA/BoLSAs, Federal/Regional TVET Agencies, DPOs such as FENAPD and EWDNA).

The main strategy to increase the proportional representation of persons with disabilities to 2% of all TVET students is to train disability focal persons and cluster leaders on recommended methods of disability inclusion and also to change their views on disability in favour of the social/rights based model. Cluster leaders in the Ethiopian TVET system are key decision makers and have the power and ability to reach out to more training centers. Targeting cluster leaders gives the project a better outreach as trained staff reach out to a bigger number of training centers which would at least double the current number of 35 disability inclusive TVET centers in the country, thereby contributing to a 2% participation from the current 0.91% national rate.

In addition to training and awareness raising on disability, the Project will use other TVET capacity building mechanisms such as organizing sign language training; issuing sign-language dictionaries; uploading screen readers such as ‘Job Access With Speech (JAWS) as well as open source screen readers such as ‘NonVisual Desktop Access (NVDA)’ and disseminating disability inclusion reference materials and tools to TVET resource centers.

The Project will collaborate with ECDD and the EU-funded Bridging the Gap Project (livelihood and social protection components) in pooling resources and organizing joint training workshops for TVET clusters.

### Outcome 2.

**Youth Employment Programme becomes more inclusive in providing access to wage and self-employment for women and men with disabilities**

 In Phase II, the UNPRPD project will employ a two-pronged approach to promote the employment of youth with disabilities with at least 50% participation for women with disabilities. One is to push for disability mainstreaming in the national youth self-employment programme through enterprise development. The other one is to collaborate with ECDD’s initiatives in the promotion of wage employment through internship programmes where persons with disabilities have access to work practice in private and public companies which later leads to permanent employment.

The national youth employment programme which the government plans to start in September 2017, aims at providing access to self-employment to at least 3 million youth aged 18-34 in all regions in the country. Up to 500 million USD is planned to be channeled for the youth self-employment programme. TVET trained young men and women have a competitive advantage to benefit from this national scheme as there is a lack of skilled human power in many fields of work in the country. Persons with disabilities have the right to profit from the national youth employment programme. Discussions with the responsible organization for the Programme, i.e. Ministry of Youth and Sports (MoYS) have revealed that it needs technical support in mainstreaming disability which the UNPRPD project could provide in collaboration with other stakeholders (MoLSA, ECDD and FENAPD). The UNPRPD project, therefore, aims to support the mainstreaming of disability in to the national youth employment programme through advocacy involving DPOs and by providing disability inclusion training to key actors like Youth and Sports Ministry officials, microfinance institutions, commercial banks involved in loans provision and micro and small scale enterprise (MSE) development agencies at Federal level and two Regional States. The advocacy and training to Federal and Regional States officials initiating the youth employment programme and other intermediaries in which DPOs are also involved aims to achieve a self-employment quota of up to 5% for persons with disabilities (comprising up to 50 % women with disabilities).

To promote inclusive wage employment, the project envisages to work through the ILO/ECDD-initiated Ethiopian Business Development Network (EBDN). The UNPRPD project in Phase I has contributed to the establishment of EBDN in collaboration with the Ethiopian Centre for Disability and Development (ECDD). EBDN has 34 private companies as members and is registered as a member of the ILO-Global Business and Disability Network (GBDN). Members of EBDN have started providing access to employment for persons with disabilities, mostly women. Two EBDN member companies, namely, Mosaic Hotel and Big M Garment have started to set a good example to other members by employing 10 persons with disabilities, 8 among them women.

In Phase II UNPRPD, in collaboration with ECDD, will amplify the disability inclusive employment experience of EBDN members, thereby influencing more companies to follow similar examples. The UNPRPD project, in partnership with ECDD, TVET agencies, universities and DPOs will also have access to information on TVET-trained women and men with disabilities who could demonstrate their skills through internship arrangements or wage employment that ECDD will facilitate with catalytic role of the UNPRPD project. With financial support from Handicap International, the Ethiopian Centre for Disability and Development (ECDD) has a plan to assign 40 job seekers with disabilities (50% women with disabilities) in different EBDN member companies for a 3-4-month work practice. Assuming two rounds of internship sessions per year (80 interns), ECDD will provide access to 160 job seekers with disabilities in the two year UNPRPD Project period. The role of the UNPRPD Project will be to provide ongoing support to the interns and assess their challenges as well as to provide employers with advice on disability management strategy in the work place, and liaise with DPOs (mainly FENAPD and EWDNA) for recruiting and supporting internship participants.

The UNPRPD project, together with ECDD, will compile stories of companies providing access to the internship programme and testimonies of internees. These stories and testimonies will be presented in EBDN platforms to recognize companies that pioneered in providing internship access and/or permanent jobs for persons with disabilities to encourage other companies to follow the examples. Stories and testimonies of EBDN interns and employed persons with disabilities will also be part of the media campaign in promoting awareness on the work ability and potential of persons with disabilities. The UNPRPD/ECDD collaboration in promoting wage employment through the EBDN aims at providing access to internship for 160 TVET and university graduates during the project period (minimum 50% women) and secure permanent jobs for 80 interns (50% women with disabilities).

### Outcome 3.

***Ethiopian Human Rights Commission and Ethiopian Institution of the Ombudsman have strengthened their capacity to promote, entertain and provide remedies on cases involving the rights of persons with disability***

**Ethiopian Human Rights Commission (EHRC)**

The EHRC is mandated to protect and promote human rights. The Commission has therefore an international and constitutional obligation to protect, promote and monitor, amongst other things, the CRPD and national laws for the rights of persons with disabilities. It is acknowledged that the country has limited support in implementing the laws that promote the rights of persons with disabilities.

In light of the above, OHCHR in consultation with EHRC will, through capacity building Training of Trainers (ToT) activities, produce a pool of trainers from  key staff members of the commission, members of labour tribunals, labour inspectors as well as members of EWDNA and FENAPD with a strong gender equality component. The pool of trainers will continue providing training beyond the end of the UNPRPD Project on monitoring and investigation of the rights of persons with disability in line with the CRPD and national disability rights laws with focus on employment rights and access to vocational training. Furthermore, EHRC will facilitate dialogue between employers’ and workers’ associations on the rights of persons with disabilities and conciliation. In order to further ensure the promotion of the aforementioned rights, the EHRC, will enhance non-judicial remedies of rights of persons with disabilities through the use of its existing power of investigation (to regulate discriminatory acts) through its monitoring and investigation units.

Similarly, specific capacity building training and technical support will be provided to EHRC to monitor and prepare a report on the implementation status of CRPD in Ethiopia.

**Ethiopian Institution of the Ombudsman (EIO)**

The EIO receives and investigates complaints in respect of maladministration and seeks remedies in cases where it believes maladministration has occurred. In view of addressing maladministration that result in the violation of the rights of persons with disabilities, EIO, in the context of UNPRPD will join the capacity building ToT organized for EHRC on methods and approaches to investigate and monitor the rights of persons with disabilities.

In line with its power and duties outlined above, EIO will train key government implementers on the rights of persons with disabilities with focus on inclusive skills and employment. It will also collect data from all its branch offices in the country and compile them in a short report along with concrete recommendations to concerned government bodies on ways to provide better services to persons with disabilities, particularly, in the areas of skills training and employment.

**Cross cutting: Enhancing social awareness on disability**

The UNPRPD Project in collaboration with FENAPD has done a commendable job in terms of raising disability awareness through a national radio programme during phase 1. There is public demand for the continuation of the radio programme as reported by FENAPD. Apart from breaking negative attitudes on disability, social awareness raising helps concerned government officials design interventions that promote participation and equal opportunities for persons with disabilities. An estimated 2.5 million listeners had access to the UNPRPD-financed disability awareness raising radio programme during phase 1. In phase 2 FENAPD, with subsidized costs from the Ethiopian Broadcasting Corporation, aims to put on air:

* stories of persons with disabilities employed through the ECDD-EBDN internship programme
* testimonies of TVET and youth employment programme beneficiaries with disabilities
* Interviews of women with disabilities who have successfully organized and led DPOs with significant contributions to the rights and livelihoods of hundreds of women with disabilities in Addis Ababa and Regional states.
* Challenges and discrimination that persons with disabilities face, more specifically, women with disabilities, in Ethiopia as opposed to existing policy and legal framework.
* EBDN members who have been promoting inclusive employment and inclusive business practices.
* Concerned government officials sharing best practice on inclusion of persons with disabilities in youth employment programmes including the participation of women with disabilities.
* TVET heads and trainers sharing positive examples of inclusion.
* Information about access to grievance redressal by key officials (EHRC/EIO) as well as any support provided to persons with disabilities in accessing grievance redressal mechanisms.

### Table 1. Expected impact

|  **Impact:**  |
| --- |
| Improved access of persons with disabilities to skills training and employment programmes and services.  |

### Impact Indicators

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| Number of persons with disabilities who have access to the TVET system  | 0.73% participation rate of persons with disabilities in national formal training and 0.95% of participation rate in total national non-formal or short term training | 2% participation rate for persons with disabilities (50 % women) for both formal and non-formal training  | A national annual report from the Federal TVET Agency disaggregated by regions, gender and disability. |
| Number of persons with disabilities employed  | No data\*\* | Up to 5% participation in the national youth employment programme (50% women) 160 TVET and university graduates have access to internship (50% women) services resulting in at least 50% permanent employment  | Baseline data will be collected by CSA with joint support from UNPRPD and BTG projects in the initial phase of the project- ECDD and ILO will jointly report on goal’s achievement.  |

*\* Please provide sex disaggregation here and where relevant please include gender responsive indicators.*

*\*\* Upcoming Census 2017 is expected to capture data.*

### Table 2. Expected outcome

| **Outcome 1** |
| --- |
| TVET institutions strengthened for improved access to skills training for persons with disabilities |

### Outcome 1 Indicators

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| Number of TVET clusters and disability focal persons trained  | None | 65 | List of trainees and their contact details.  |
| No. of TVET disability resource centers capacitated | None | 5 regional TVET resource Clusters covering 40 TVET centres. | Report by the Federal and regional TVET agencies |

*\* Please provide sex disaggregation here and where relevant please include gender responsive indicators.*

### Outputs

| **Formulation** | **Tentative timeline**  |
| --- | --- |
| * 1. Training delivered to 65 TVET cluster leaders and disability focal persons to promote disability inclusion in TVET institutions
 | 1st & 3rd qtr. 2018 |
| * 1. Resource centers TVET of 5 Regional States capacitated through disability inclusion reference materials and tools provision
 | 4th qtr. 2018 |
| * 1. DPOs and members made aware of the services of disability inclusive TVET centers and enterprise development programmes
 | 1-4th qtr., 2018 |
| * 1. Sign Language, Jaws and/or NDVA applications training delivered to 11 disability focal persons
 | * 1. 1st qtr. 2019.
 |

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| **Outcome 2** |
| --- |
| Capacity of public and private organizations strengthened for improved delivery of employment opportunities for persons with disabilities |

### Outcome 2 Indicators

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| No. of youth employment officers trained on disability mainstreaming | None | 25 Federal and regional level officers working on youth employment programmes/projects | Training and follow-up report from ILO and Ministry of Youth and Sports. |
| DPOs’ advocacy activities for access to skills and employment for persons with disabilities.  | 12 radio sessions run by FENAPD for 6 months during UNPRPD phase 1-IDPD events organized in phase 1 | 24 radio sessions focusing on the rights of persons with disabilities, inclusive skills and employment aiming to raise TVET participation to 2% and disability inclusion in the national youth employment programme to 5% (50% women with disabilities).-IDPD events organized for 2018 and 2019 in collaboration with state and non-state actors. | Report and IDPD publications from FENAPD and CD copies of radio programme records. |
| Number of companies joining the EBDN increased | 32 | 50 | ILO/ECDD report listing the number of private and public enterprises that have joined the EBDN with measures taken by the companies to promote access to employment for persons with disabilities.  |

*\* Please provide sex disaggregation here and where relevant please include gender responsive indicators.*

### Outputs

| **Formulation** | **Tentative timeline**  |
| --- | --- |
| * 1. Disability mainstreaming training delivered to 25 national and regional youth employment programme stakeholders
 | 1st qtr.2018 |
| * 1. DPO leaders trained on advocacy and support systems for inclusion in the national youth employment programme.
 | 2nd qtr. 2018 |
| * 1. On the job-training and employment facilitated for 160 TVET and University graduates through the EBD Network.
 | 1st qtr. 2018-3rd qtr. 2019 |

###

| **Outcome 3** |
| --- |
| Ethiopian Human Rights Commission and Ethiopian Institution of the Ombudsman have strengthened their capacity to promote, entertain and provide remedies on cases involving the rights of persons with disabilities |

### Outcome 3 Indicators

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| Number of human rights and ombudsman officers who have skills to train others to monitor and investigate the rights of persons with disabilities including a focus on the monitoring the rights of women with disabilities. | None trained | 25 staff members (10 women) of EHRC and EIO including members of labour tribunals and DPOs. | Reports from OHCHR, EHRC & EIO |
| Number of EIO and EHRC officials trained on human rights indicators for the CRPD | None trained | 25 staff members (10 women) of EHRC and EIO | Reports from OHCHR, EHRC & EIO  |

*\* Please provide sex disaggregation here and where relevant please include gender responsive indicators.*

### Outputs

| **Formulation** | **Tentative timeline**  |
| --- | --- |
| * 1. Training of Trainers (ToT) to key staff members of EHRC and EIO delivered on monitoring and investigation of the rights of persons with disability
 | 1st qtr. 2018 |
| * 1. EIO and EHRC made aware of human rights indicators for the CRPD and guideline designed for implementation
 | 4th qtr.20182nd qtr.2019 |

## Management arrangements

The overall coordination of the UNPRPD Project will be ensured in the context of the UNCT Governance and Human Rights Working Group co-chaired by OHCHR and UNDP. The ILO and OHCHR will jointly be responsible for the communication with the national partners, i.e. government ministries/agencies (MoLSA, EHRC, EIO, MoYS, FTVETA), Disabled Persons' Organizations as well as CSOs, and for the provision of technical support and guidance to all national partners in project interventions. The governance structure of the programme will be ensured in the context of the UNCT Governance and Human Rights Technical Working Group (GHRTWG) co-chaired by OHCHR and UNDP, of which also the ILO is part. To realize effective implementation and monitoring, the Project will have a Programme Steering Committee (PSC) that ensures timely planning, reporting, follow-up and the provision of advisory services. The Programme Steering Committee will be composed of OHCHR, ILO and one representative from each national institution, including the national DPO and the association representing women with disabilities that will jointly monitor the implementation of the programme through quarterly meetings. The scope of work and responsibilities of the PSC will be elaborated through the Terms of Reference (ToR) that the ILO and OHCHR would draft and present for discussion and approval to PSC members. The PSC is expected to discharge the following key duties and responsibilities for effective implementation of the Project:

* Provide advice and guidance on technical matters relating to the achievement of the UNPRPD Project outcomes including their implementation in the regions maintaining a specific focus on gender equality outcomes
* Provide advice and support in the course of project implementation based on the UNPRPD Project Document and the 2018-2019 Implementation Plan (IP)
* Review, advise on and adopt the Project Implementation Plan (IP) and annual plans prepared by the ILO/OHCHR Project team.
* Review progress reports of the UNPRPD Project and advise on any required adjustments in the implementation of project activities in order to achieve planned project outcomes.
* Facilitate coordination of project activities with national development frameworks and with other ongoing interventions.
* Advise on mobilization of resources for scaling up project activities and streamline public budget with UNPRPD funds.
* Promote networking and synergy with other disability rights/inclusion projects in the country (e.g. EU-Bridging the Gap Project and future initiatives by ECDD).

The UNPRPD Programme Steering Committee (PSC) comprises of representatives of the following institutions:

1. Ministry of Labour and Social Affairs (MoLSA): Chair
2. ILO: Secretariat
3. Office of the High Commissioner for Human Rights (OHCHR)
4. Ethiopian Human Rights Commission (EHRC)
5. Ethiopian Institute of the Ombudsman (EIO)
6. Federal Technical and Vocational Education and Training Agency (FTVET)
7. Ministry of Youth and Sports (MoYS)
8. Federation of Ethiopian National Association of People with Disability (FENAPD)
9. Ethiopian Women with Disabilities National Association (EWDNA)
10. Ethiopian Centre for Disability and Development (ECDD)

The composition of the PSC may vary based on changing situations concerning duties and responsibilities of government agencies responsible for disability rights and skills/employment promotion. The ILO will be the Administrative Agent of the UNPRPD Project in Ethiopia and will be responsible for administering resources and for channeling funds to participating agencies.

The UNPRPD in Phase II will get technical support for outcome 1 (skills) and outcome 2 (employment) from the senior Disability Specialist of the Gender, Equality and Diversity (GED) Branch of the ILO Head Quarters. Support from HQ will be on international best practices in the promotion of skills and employment for persons with disabilities and mechanisms of empowering women with disabilities. For Outcome 3, the Project plans to get technical support from the UN OHCHR Headquarters’ Programme Manager for Human Rights and Economic and Social Issues Section.

### Table 3. Implementation arrangements

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies**  | **Other partners** |
| --- | --- | --- | --- |
| 1 | ILO | * Ministry of Labour and Social Affairs (MoLSA)
* Federation of Ethiopian National Association of Persons with Disabilities (FENAPD)
* Ethiopian Women with Disabilities National Association (EWDNA)
 | * Federal Technical and Vocational Training Agency (FTVET)
* Regional BoLSAs,
* Regional TVET Agencies,
* ECDD
* EU-Bridging the Gap
* Ethiopian Broadcasting Corporation (EBC)
 |
| 2 | ILO | * Ministry of Labour and Social Affairs
* Federation of Ethiopian National Association of Persons with Disabilities (FENAPD)
* Ethiopian Women with Disabilities National Association (EWDNA)
 | * Ministry of Youth and Sports (MoYS)
* Regional BoLSAs
* Regional Youth and Sports Bureaus
* Federal/Regional Micro and Small Enterprise Development Agencies (MSEDAs)
* Ethiopian Centre for Disability and development (ECDD)
* Micro Finance Institutions (MFIs)
* Ethiopian Broadcasting Corporation (EBC)
 |
| 3 | OHCHR | * Ethiopian Human rights Commission (EHRC)
* Ethiopian Institute of the Ombudsman (EIO)
 | * Federation of Ethiopian National Association of Persons with Disabilities (FENAPD)
* Ethiopian Women with Disabilities National Association (EWDNA)
* Ethiopian Broadcasting Corporation (EBC)
 |

## National ownership, participation and partnership-building

* 1. The Ministry of Labour and Social Affairs as a key focal Ministry responsible for the implementation of the CRPD (proclamation 676/2010) in collaboration with the national DPO (FENAPD) and EWDNA (voicing for women with disabilities) will carry on the work started by UNPRPD in Phase I together with CRPD monitoring institutions, i.e. Ethiopian Human Rights Commission and Ethiopian Institution of the Ombudsman (EIO). Other government ministries responsible for promoting the rights of persons with disabilities and their inclusion in vocational training, wage and self-employment are also obliged to continue their work as promulgated by Proclamation 916/2015 (Article 10: sub article 4). Thus, responsible government ministries will allocate annual budget (See budget table) and will use the expertise of staff trained by the Project to promote access to skills and employment for persons with disabilities. Project outcomes, strategies and partnership for UNPRPD Phase 2 are demand-driven as were discussed and agreed by PSC members during the phase of project concept development. National ownership of UNPRPD Phase 2 is ensured through MoLSA’s power as chair ministry of the Project Steering Committee in which other relevant government ministries, DPOs and associations of women with disabilities are represented.
	2. The Project ensures the participation of Disabled Persons’ Organizations (DPOs) including associations representing the voices of women with disabilities by ensuring their meaningful participation in the Project’s Steering Committee as well as engaging them as trainers and resource persons in disability awareness raising and strategies for the inclusion of persons with disabilities in society with special focus on skills and employment. In this regard, FENAPD and EWDNA (representing the voices of women with disabilities) are the two key contributors. DPOs also benefit from the capacity building and disability rights promotion training that UNPRPD will organize in Phase 2 in collaboration with government and other UNPRPD Project partners and collaborators (.e.g. EU- Bridging the Gap, ECDD). FENAPD plans to run a radio programme to raise public awareness on disability rights with focus to CRPD rights, national laws and policy on disability and its practice by inviting resource persons, members with disabilities, and members of communities. The radio programme will have dedicated sessions on issues of women with disabilities in order to fight the compounded discrimination that the latter face.
	3. UNPRPD Phase I is captured in the UN Development Assistance Framework (UNDAF) 2016-2020 for Ethiopia under “Pillar 4: Good governance, Participation and Capacity Development”; Outcome 12. UNPRPD Phase 2 will be an extension of UNPRPD Phase 1 and will be part of UNDAF Pillar 4 where ILO, UNICEF, UNWOMEN and UNDP are jointly responsible for implementation. The Ethiopian 2016-2020 UNDAF is consistent with the Ethiopian government’s Growth and Transformation Plan (2016-2020) and the SDGs. The fact that the UNPRPD Project is reflected in Pillar 4 of UNDAF 2016-2020 opens up an opportunity to work with the aforementioned UN agencies and raise their awareness on disability using the DET approach thereby influencing their interventions in development to be more gender and disability sensitive.
	4. In the process of developing the concept note and proposal for UNPRPD Phase 2, the project has consulted with key government actors, non-government organizations, DPOs, women with disabilities groups, employers and workers’ representatives (MoLSA, FTVET, MoYS, FTVET, EHRC, EIO, FENAPD, EWDNA, MWWDA, ECDD, and CETU). They all have a keen interest to promote the rights of persons with disabilities and make a joint effort to promote disability inclusion in their work and in society at large. UNPRPD Phase 2 envisages bringing all actors together through providing a platform for discussion on the rights of persons with disabilities in the context of the Project Steering Committee (PSC) and in events and workshops dedicated to disability issues. The Project plans to play a catalytic role in partnership building among key actors promoting disability rights and inclusion. The already established networks and positive relationships through UNPRPD phase one could serve as a springboard to promote partnership-building between governmental and non-governmental organizations, including persons with disabilities and their representative organizations. FENAPD’s radio programme could also contribute to partnership building among the mentioned actors by preparing tailored-radio sessions dedicated to promoting joint actions among various actors including the broader civil society.

### Table 4. Meaningful participation of persons with disabilities

| **Meaningful participation objective** |
| --- |
| Persons with disabilities are actively involved in advocacy as well as programme design, implementation and monitoring of disability inclusive TVET and youth employment programmes in which gender balance is ensured. |

### Indicators- Meaningful participation of persons with disabilities

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| FENAPD and EWDNA design and implement a radio programme on the rights of persons with disabilities, inclusive skills and employment.  | 12 radio sessions over a 6-month period done during UNPRPD 1 | Raise radio session to 12 by mid-2019 ensuring gender balance in programme design (content) and implementation.  | CD copies of transmitted programmes  |
| Persons with disabilities attend UNPRPD training and advocacy workshops on rights of persons with disabilities, inclusive skills and youth employment as trainers and participants.  | Unknown | Involve up to 50 leaders and members of FENAPD and EWDNA in advocacy workshops and training for disability inclusion in skills and employment (at least 50% of participants will be women with disabilities, mainly members of EWDNA) | ILO/OHCHR report extracted from reports of FENAPD and EWDNA |

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

### Table 5. Long-term UN engagement in the area of disability rights

|  **UN engagement objective** |
| --- |
| Ensure UN’s commitment to implementing disability inclusion plans captured in the UN Development Assistance Framework (UNDAF) for Ethiopia |

### Indicators- Long-term UN engagement in the area of disability rights

| **Indicator** | **Baseline** | **Goal** | **Means of verification** |
| --- | --- | --- | --- |
| UN agencies have an improved disability awareness and are able to make their interventions in development more gender and disability sensitive | Plan for Disability Equality Training (DET) captured in UNDAF 2020 Pillar 4:(Good Governance, participation and capacity Development): Outcome 12 (by 2020, key Government institutions and other stake-holders utilize enhanced capacities to ensure equitable, efficient, accountable, participatory and gender-responsive development.)  | Deliver gender balanced DET training to four UN agencies’ UNDAF programme focal persons Agencies responsible for implementing Pillar 4 of UNDAF 2016-2020. | ILO/OHCHR reports to the UN Country Team (UNCT) |

## Knowledge generation and potential for replication

For the purpose of monitoring and knowledge generation, in Phase II, UNPRPD will compile periodic reports (6 monthly and annual), keep statistics of supported institutions and beneficiaries with specific focus on the number of men and women with disabilities who got access to skills training including those who have transitioned to employment (gender & disability disaggregated), and compile good practice stories and testimonies. Field visits, discussions with partners and beneficiaries with disabilities will contribute toproject reports. Project reports will be periodically presented to the Project Support Committee (PSC) and to theUNPRPD Secretariat for performance appraisal against indicators. Since the PSC incudes government institutions, UNagencies, DPOs and other stakeholders working as project partners and collaborators, it has a good chance ofmainstreaming disability in national programmes and the UN system.

UNPRPD Phase II will use training materials, testimonies, success stories, recorded radio interviews and discussions, events withphotos of participating men and women with disabilities as show cases and knowledge tools with institutions on disability mainstreaming. Interviewsand testimonies of women and men with disabilities who have benefited from UNPRPD TVET and employment promotion interventions (youth self-employment and EBDN-generated wage employment) will be shared with state and non-state actors as good practice exchange*.*

During UNPRPD Phase II programme achievements vis-à-vis promoting the rights and inclusion of persons with disabilitiesin national TVET and youth employment programmes will be shared with other UN agencies during UNDAF pillar members' meetings. This contributes to mainstreaming issues of disability in future UNDAF plans and UN agencies’ development interventions in Ethiopia. The Project will also support exchange of information and good practice with other disability projects implemented by development partners in Ethiopia. One example is the “Bridging the Gap (BTG)” Project funded by European Union with contributions from the Finland and Austrian governments. The BTG Project is implemented by Austrian Development Agency (ADA) and the Finnish Embassy in Ethiopia to promote disability inclusion in education, livelihood and social protection as core areas and with cross cutting issues like statistics, transport and construction. UNPRPD project team has reached an understanding with the BTG team to collaborate and exchange information as well as good practice with the later in the areas of livelihood, social protection and disability statistics.

## Budget

OVERALL BUDGET

| **Category** | **Item** | **Unit Cost** | **No units** | **Total cost** | **Request from UNPRPD Fund** | **UNPRPD POs cost-sharing** | **Other partners cost-sharing** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Staff and Personnel Costs** |  |  |  |  |  |  |  |  |
| **…** |   |   |   |   |   |   |   |   |
|  |   |   |   |   |   |   |   |   |
| **Supplies, commodities and materials** |   |   |   |   |   |   |   |   |
| **…** |   |   |   |   |   |   |   |   |
| **.** |   |   |   |   |   |   |   |   |
| **Equipment vehicles, furniture depreciation** |   |   |   |   |   |   |   |   |
|  |   |   |   |   |   |   |   |   |
|  |   |   |   |   |   |   |   |   |
| **Contractual Services** |   |   |   |  |  |  |  |   |
|  | National Programme Coordinator (NPC) | 68,400 | 1 | 68,400 | 68,400 |   |   | The cost is to cover the salary of the NPC who will be responsible for overall planning, reporting, and funds management and also as a resource person and DET trainer to major partners and project participants. |
|  | Driver | 18,480 | 1 | 18,480 | 18,480 |   |   | UNPRPD Project driver's salary. ILO assigns a vehicle for use by the Project. |
|  | Consultant (2 years) | 20,000 | 1 | 20,000 | 20,000 |   |   | This budget is earmarked for an external consultant that UN OHCHR will hire to facilitate its work and provide backstopping service to its partners (EHRC & EIO) |
|  |   |   |   | ***106,880*** | ***106,880*** |  |  |   |
| **Travel** |  |   |  |  |  |  |  |  |
|  | Travel to regional workshops/training  | 1,000 | 10 | 10000 | 5000 | 3000 | 2000 | MoLSA contributes 3000 and ECDD 2000 |
|  |   |   |   | ***10000*** | ***5000*** | ***3000*** | ***2000*** |   |
|  |   |   |   |   |   |   |   |   |
| **Transfers and grants** |  |   |  |  |  |  |  |  |
|  | Disability inclusion TVET & Employment training workshops |   |   | 292,000 | 40,000 | 217,000 | 35,000 | POs allocation mainly comes from MoLSA for DPOs' capacity building and for training CRPD implementation government institutions at national and regional levels. Other POs cost sharing from ECDD (Handicap Intl. & Irish Aid). Budget includes capacity building to resource centres.  |
|  | Disability rights training and awareness  | 15,000 | 3 | 45,000 | 25,000 | 18,000 | 2000 | POs cost sharing from EHRC & EIO. Other POs include BTG for work on disability awareness through the FENAPD national radio programme.  |
|  |   |   |   | ***337,000*** | ***65,000*** | ***235,000*** | ***37,000*** |   |
| **General Operating expenses**  |  |   |  |  |  |  |  |  |
|  | Transportation services | 10,035 | 1 | 10,035 | 4035 | 4000 | 2000 |   |
|  | Supplies and office space  | 56,000 | 1 | 56,000 | 6,000 | 35000 | 15000 | Budget under POs and other POs are estimated transport and office costs to be incurred for UNPRPD focal persons of MoLSA, EHRC, EIO, FTVET and regional partners. |
|  |   |   |   | ***66,035*** | ***10,035*** | ***39,000*** | ***17,000*** |   |
| **Subtotal** |   |   |   | ***519,915*** | ***186,915*** | ***277,000*** | ***56,000*** |   |
| **Indirect costs (7%)** |   |   |   |   | 13084.05 |   |   |   |
| **Total** |  |  |  | **519915** | **199999.05** | **277000** | **56000** |  |