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**UNPRPD R2 – PHASE 2 SUPPORT**

**Jobs and skills for persons with disabilities with a focus on ICT-based solutions, Egypt**

# PART 2. PROJECT PROPOSAL

## Introduction

*Max 200 words*

*Please include a brief summary of achievements and indicate total budget allocated for Phase 1.*

The first phase of the UNPRPD project, with funding of 350.000 USD, enhanced capacities of relevant organizations (DPOs, NGOs, Ministry of Communications and Information Technology, Ministry of Social Solidarity, Ministry of Manpower, Ministry of Tourism National Council for Women, National Council for Disability Affairs, NGOs, enterprises) to provide accessible and inclusive services for youth with visual and physical impairments, and helped youth obtain more relevant skills, especially in the ICT and tourism sectors. The project, implemented as a partnership between the ILO, UNDP and the ICT-Trust Fund strongly considered the meaningful participation of people with disabilities and DPOs and gender balance. Specific results include:

* NGOs and DPOs now deliver accessible and relevant training in 12 governorates
* Public and private training and employment service providers affiliated to MoM, MoSS have become more inclusive and accessible
* Two inclusive “Design Thinking” workshops produced six IT solutions supporting the inclusion of persons with visual and physical impairments.
* A National Business and Disability Network (NBDN) of private companies was established
* Six inclusive job fairs provided job matching opportunities
* 26 video training sessions on occupational therapy were developed and made available online.
* Awareness campaigns of partners address inclusive training and employment
* The 1st competition on accessible tourism awarded prizes to the most accessible hotels and tourism service providers.

## Objectives and expected results

Max 1000 words

*Based on the information provided in Part 1, please provide a concise formulation of the programme objectives (expected impact, intended outcomes and outputs) utilizing the table format provided below. In defining the project objectives, please refer to the following definitions based on the UNDG Harmonized RBM Terminology:*

* *Impact: Observable change in the conditions of life of identifiable population groups. This change amounts to the further realization of a right enshrined in internationally-agreed human rights instruments.*
* *Outcome: Short-term and medium-term effect of an intervention’s outputs, typically requiring the active participation of external partners beyond the organizations directly implementing a project. Outcomes represent changes in development conditions which occur between the completion of outputs and the achievement of impact. These changes can be of different nature: economic, socio-cultural, institutional, environmental, technological or of other types.*
* *Outputs: The products and services which result from the completion of activities within a development intervention.*

*Please also provide 1 to 3 impact indicators and 1 to 3 indicators for each of the outcomes (including baseline, goal and means of verification). When providing indicator baseline and goal information, please provide, a breakdown by sex. Where relevant please include gender responsive indicators.*

### Table 1. Expected impact (there will be only one such table in the programme proposal)

| **Impact** |
| --- |
| Youth with disabilities better exercises their right to employment |

### Impact Indicators

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| # of strategies and action plans on disability inclusion that are developed or updated by the national authorities, NGOs, career centres, and private enterprises that were involved in the project, and include gender aspects | 3 | 10 | Strategies and action plans, Interviews with national authorities, NGOs, and private enterprises that were involved in the project. |
| % of young people with disabilities of working age being employed (disaggregated by sex) | \*to verify from Egypt Labour Market Panel Survey (ELMPS) 2012 | Increase by 5% | Next ELMPS 2018 |

### Table 2. Expected outcome

*(There will be as many such tables as the outcomes envisaged by the programme)*

| **Outcome 1** |
| --- |
| Capacity of national level stakeholders is built to sustain the inclusion of women and men with disabilities in skills development and decent employment |

### Outcome 1 Indicators

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| Disability focal points assigned in Ministries and other relevant national level institutions meet regularly to exchange about disability inclusion in skills development and employment | MoETE, university centres for career development, National Council of Women, MoSS and MoM training and employment services are only partly inclusive, and outreach activities only rarely address persons with disabilities | All targeted providers improve inclusiveness and address persons with disabilities in the announcement of their service offer as well as provide inclusive services | Document review, promotional material, interviews |
| # of Productive Family Centres under the Ministry of Social Solidarity have improved their physical, social, and/or information accessibility | 6 | 10 | Site visits, interviews |

### Outputs

| **Formulation** | **Tentative timeline** |
| --- | --- |
| * 1. Capacity building workshops and coaching for NCDA to play their coordination role more effectively | Month 24 |
| * 1. Support the National Business and Disability Network in promotional activities to increase its membership and continue to promote inclusive employment. | M19 |
| * 1. A ToT is conducted for the the National Council for Women (NCW) to enhance the rights of women with disabilities to vocational training and employment and to mainstream disability into policy dialogue, strategies, plans and capacity building on gender equality | M24 |
| * 1. The accessible tourism competition is replicated under NCDA with more hotels participating and more good practices recognized and rewarded. | M12 |
| * 1. National institutions are made aware of accessibility standards for the built environment, the ISO Standards on Accessible Tourism for all, and on inclusive employment in the tourism sector, through round table discussions in collaboration with the European Network for Accessible Tourism (ENAT). | M12 |
| * 1. Measures are taken to improve the physical, social, and information accessibility of selected Productive Family Centres under the Ministry of Social Solidarity | M24 |
| * 1. Employment counselors of Public Employment Services of the Ministry of Manpower and of University Centres for Career Development in public universities are trained through 2 workshops to provide inclusive employment services, and trainers are trained (1 ToT) to roll-out and sustain the training further | M7 |
| * 1. 10 Disability Equality Trainings are undertaken to promote the creation of inclusive work places and communities, including within universities, and facilitators are trained to sustain the approach | M22 |
| * 1. Media personnel is trained on the ILO guidelines on the portrayal of persons with disabilities and disability inclusion in training and employment | M12 |

| **Outcome 2** |
| --- |
| Enhanced coordination amongst key stakeholders at the governorate level on a referral system for social, training and employment services for persons with disabilities |

### Outcome 2 Indicators

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| Coordination and referral system | No coordination and referral system | Pilot Coordination and referral system established | Interviews with stakeholders participating in coordination and referral system |

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

*.*

### Outputs

| **Formulation** | **Tentative timeline** |
| --- | --- |
| * 1. A network between relevant stakeholders is established (e.g., MoM, MoSS, NCDA, NCW, Ministry of Youth and Sports, Ministry of Education, employers and workers’ organizations, employment services, training providers, business service providers, the National Employment Pact, universities, companies, DPOs, and NGOs). | M7 |
| * 1. Processes and services related to the employment of youth and women with disabilities such as registration, career guidance, business start-up services, job matching, training, access to job opportunities are linked. | M12 |
| * 1. NCDA is supported to host a database of counselors for inclusive employment. | M18 |
| * 1. A plan for scaling up to cover other governorates will be developed in collaboration with different stakeholders and NCDA based on the identified strengths, weaknesses, opportunities, challenges, and lessons learnt from the pilot | M23 |

## Management arrangements

Max 500 words.

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

*Briefly also describe, in this section, any other relevant management arrangements, including*

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

*Please also indicate, if possible and relevant, the level and focus of technical support that will be expected from headquarters, regional service centers or other UNCTs.*

### Table 3. Implementation arrangements

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies** | **Other partners** |
| --- | --- | --- | --- |
| 1 | ILO | * ILO | * Ministries: MoSS, MoM, MoE, MoHE, MoYS * Governmental agencies: NCDA, NCW, universities * Enterprises and B&D Network * NGOs * Persons with disabilities and their organizations |
| 2 | UNDP | * UNDP * ICT-TF | * Ministries: MoSS, MoM, MCIT, MoE, MoHE, MoYS * Governmental agencies: NCDA, NCW * Enterprises and B&D Network * NGOs * Persons with disabilities and their organizations |

The National Steering Committee of phase I, composed of MoM, MoSS, MCIT, social partners, NCDA and DPOs, including the three implementing agencies, will continue to oversee project implementation. In the second phase, the National Council of Women, MoYS and the MoHE will become permanent members, and the participation of women with disabilities from DPOs will be sought.

ILO, UNDP and ICT-TF will continue to meet on a biweekly basis to ensure coordinated management and implementation of activities.

For the second phase of the project, ILO will take the lead agency role.

-The ILO team for the second phase will be composed of a National Project Coordinator supported by the ILO’s Decent Work Team Specialists for Employment and for Skills Development based in Cairo, and by Disability Specialists based in Geneva at the ILO’s HQ.

-UNDP team for the second phase will be composed of a program officer and a program coordinator (funded by UNDP)

-The ICT-TF team for the second phase will be composed of a Project coordinator and a project executive director. Support from other ICT-TF units will be provided such as the Outreach Unit and Training Unit.

## National ownership, participation and partnership-building

Max 1000 words.

*Please describe the following:*

*3.1. The way in which Government and other relevant partners will take over the work initiated by project after the project completion;*

*3.2. The way in which the project will further advance the meaningful participation of persons with disabilities in political and public life.* *Please consider the meaningful engagement of women with disabilities and their representative organizations.*

*3.3. The way in which the project will advance UN system’s ability to promote disability rights – beyond the work carried out strictly within the framework of the project – as well as the prospects for long-term UN interagency collaboration on disability – in this context kindly also indicate any plans to better capture disability rights in upcoming UNDAFs;*

*3.4. The way in which the proposed programme will promote partnership-building between governmental and non-governmental organizations, including persons with disabilities and their representative organizations, the broader civil society and social partners.*

*For 3.2 and 3.3, please formulate a concrete objective with indicators, using the table formats provided below.*

3.1 Building on the results of the first phase of the project, the implementing partners concluded a Memorandum of Understanding with NCDA. This MoU constitutes a key guiding framework of interventions under this phase, highlighting national priorities and ownership, and describing how NCDA is being empowered to sustain project results. This will be the case for maintaining a DET facilitator database, for implementing accessibility competitions, such as the one for accessible tourism, for maintaining a database of inclusive employment counselors, and for scaling up the coordination and referral system piloted at governorate level.

New partners such as the National Council for Women (NCW) and University Centres for Career Development (UCCDs) are institutions that will sustain project interventions. Capacity around advocacy and implementation of concrete steps for inclusive training and employment that is being built both at national level and at governorate level will outlive the project.

Collaboration with MoM (Public Employment Services), MoYS (inclusive job fairs) and MoSS (Productive Family Centres) in phase I clearly demonstrated the two Ministries’ commitment to further the cause of inclusivity of service provision, yet lack of capacity among Ministry staff was identified as the biggest impediment. Capacity building, and accessibility assessments to improve physical and information accessibility will help overcome this.

The Business and Disability Network is expected to grow further and sustain their knowledge sharing activities and highlighting good inclusive practices to the business community in Egypt.

Media personnel trained through the project is expected to change their practices in portrayal of women and men with disabilities, highlighting inclusive services and individuals who succeeded in their career, not because of charity but because of equal opportunities, skills, commitment and/or ingenuity.

The pilot coordination and referral system will be built up and supported during the course of the project. By the time of project closure, networks, working procedures and coordination mechanisms will be established to ensure that the pilot system will continue to operate. At the same time, a plan will be developed with all involved partners and with the support of NCDA to scale up the pilot and expand it to other governorates.

3.2 The participation of women and men with disabilities and their organizations in project design, planning, implementation and oversight has been ensured through round table discussions with persons with disabilities that allowed for exchange about the results of the first phase and the priorities for the second. In Egypt, currently, no DPO only for women exists, hence gender concerns are being addressed by women members of DPOs. One of the challenges highlighted that are of particular relevance for women with regard to inclusive employment, is accessible transportation. Given that traditional cultural perceptions often pose additional barriers for women to join common transport facilities, women only accessible transport facilities need to be discussed. Persons with disabilities and DPOs are also members of the Project Steering Committee and are included in capacity building activities of the project.

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

| **Meaningful participation objective** |
| --- |
| The voice of persons with disabilities and their organizations is taken into account in design, planning, implementation and evaluation of training and employment services and referral systems at national and governorate level |

### Indicators- Meaningful participation of persons with disabilities

| **Indicator\*** | **Baseline\*** | **Goal\*** | **Means of verification** |
| --- | --- | --- | --- |
| NCDA and disabled persons organizations (DPOs) with a specific focus on women with disabilities, join and benefit from capacity building activities of the project | Participation in selected project activities in phase I | Participation in all project activities in phase II, (as trainers, members of steering committee, members of pilot coordination mechanism), including women with disabilities and from different groups of persons with disabilities | Training records, attendance sheets |
| NCDA and disabled persons organizations (DPOs) influence project implementation through their presence at the Steering Committee | Participation at Steering Committee, yet sometimes without concrete suggestions | Project decisions are based on recommendations from NCDA and/or DPOs | Steering Committee minutes |

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

3.3 UN engagement in the area of disability rights

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

| **UN engagement objective** |
| --- |
| Inclusive training and employment for persons with disabilities is mainstreamed in UN agency programming |

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

| **Indicator** | **Baseline** | **Goal** | **Means of verification** |
| --- | --- | --- | --- |
| Interagency group on disability meets regularly and implements joint activities | One meeting in 2017 | 3 meetings per year, one joint activity per year | Document review, Meeting minutes |

3.4 The project will support partnerships between governmental and non-governmental organizations, including DPOs, and social partners, in our case in particular the Business and Disability Network, in multiple ways.

MoUs, Letters of Intent and other institutionalized forms of collaboration between different partner institutions will be promoted as part of the project, e.g. for the pilot coordination and referral system, for the DET facilitator network, or the accessible tourism area of work (NCDA and ENAT).

Capacity building events will in most cases combine governmental and non-governmental actors in order to support exchange, promote mutual understanding of roles, responsibilities and challenges, and seek synergies in working towards more inclusive training and employment.

Member companies in the Business and Disability Network have established different working relations with NGOs or DPOs to support inclusive employment. Expanding the network will mean opportunities for additional partnerships and mutual learning.

## Knowledge generation and potential for replication

Max 500 words.

*Please describe the following:*

* *Arrangements for the monitoring of proposed indicators and overall progress of the programme;*
* *The way in which the proposed programme will engage persons with disabilities and other relevant stakeholders in generating insights on effective ways to mainstream disability rights into the broader work of the UN system;*
* *The way in which the proposed programme plans to document good practices and lessons learnt as well the way in which the programme will involve local, regional and international academia and other knowledge-generating institutions.*

ILO, UNDP and ICT-TF will be responsible for the monitoring of proposed quantitative and qualitative indicators, including through interviews with partner institutions. Management team meetings between the three partners will discuss progress on project outputs and activities, potential implementation challenges, and how to address them. The Project Steering Committee which includes DPOs has an overall monitoring role, yet will meet less frequently than the management team.

As a joint activity of the UN interagency group on disability, a focus group with representatives of DPOs will be organized to generate insights on good practices of mainstreaming disability rights into the broader work of the UN system. Different agencies will present their programme and activities and will listen to the views of DPOs that have or have not been involved in the respective UN agency programmes. In the following, UN agencies will incorporate lessons learnt and recommendations within their own programming. In addition, findings of the discussion are proposed to be presented to the whole UNCT at one of its regular meetings.

UNPDF Support to strengthening national human rights mechanisms and institutions, including the National

Commission on Human Rights (Komisi Nasional Hak Asasi Manusia (Komnas HAM)); highlighting human rights issues in each area of United Nations support and the design of human rights-based approaches, training and capacity development of staff, public education on human rights conventions and instruments; promoting human rights mainstreaming activities and compliance with human rights conventions; support to reporting on human rights issues and conventions, supporting the Government and civil society in implementing the Convention on the Rights of the Child (CRC), Phase II will work on generating insights on effective ways to mainstream rights of persons with disabilities into the broader work of the UN system. Persons with disabilities and other relevant stakeholders who take part in the activities under the programme will be asked for suggestions which will be collated and presented to Programme Monitoring and Evaluation Group. Moreover, will ensure the inclusion of Persons with disabilities in Developing the training Materials.

Through the training of media personnel, a network of journalists aware of the rights of persons with disabilities is being created, and stories and articles published will be followed more easily. Capacity building events will be covered in national and local media wherever relevant in order to communicate about the project’s achievements and the cause of inclusive training and employment. Project outputs of the first phase, such as the Publication on inclusive company practices in Egypt, and the Training manual on inclusive vocational training that has been translated in Arabic and adapted to the Egyptian context, will be disseminated further among partner institutions and the broader public. Short briefs on inclusive skills development and employment, on the DET training, and on inclusive employment counselors, will also be produced and disseminated, including through social media.

The coordination and referral system will be documented, in partnership with relevant academia/knowledge generating institutions. This knowledge product will be validated and widely disseminated, for further support and replication.

## Budget

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

### UNDG BUDGET CATEGORIES

*Please use the following UNDG budget categories. In the budget table, please only use the codes below instead of mentioning the budget category description (this can be provided as a legend). Repeat the code if there is more than one line item under each category.*

| **UNDG Budget Category Description** | **Category Code** |
| --- | --- |
| Supplies, commodities, equipment and transport | A |
| Personnel (staff, consultants, travel and training) | B |
| Training of counterparts | C |
| Contracts | D |
| Other direct costs | E |

*\*Please add extra lines to include more than 1 item for each budget category. Please repeat the budget category code for every line item but maintain a separate row for each budget line. This will help to preserve the accessibility feature of the budget table.*

*PLEASE USE THE TEMPLATE BELOW WITH REVISED UNDG BUDGET CATEGORIES. SAME FOR THE EXCEL TEMPLATE ATTACHED.*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Category** | **Item** | **Unit Cost** | **No units** | **Total cost** | **Request from UNPRPD Fund** | **UNPRPD POs cost-sharing** | **Other partners cost-sharing** |
| **Staff and Personnel Costs** | Project coordinator and project executive director ICT-TF(Part-time) |  |  | 96000 | 71000 | 25000 (ILO) |  |
| **Supplies, commodities and materials** | UNDP/ICT-TF supplies | 100 | 10 | 1000 | 1000 |  |  |
| **Equipment vehicles, furniture depreciation** | Security cost | 500 | 4 | 2000 | 2000 |  |  |
| **Contractual Services** | Translations | 500 | 4 | 2000 | 2000 |  |  |
|  | Training provision | 1000 | 4 | 4000 | 4000 |  |  |
|  | Accessible tourism award | 4000 | 1 | 4000 | 4000 |  |  |
|  | Media training | 2000 | 1 | 2000 | 2000 |  |  |
|  | Publications | 800 | 6 | 4600 | 4600 |  |  |
| **Travel** | Travel project staff | 400 | 10 | 4000 | 4000 |  |  |
|  | International missions | 2000 | 2 | 4000 | 4000 |  |  |
| **Transfers and grants** |  |  |  |  |  |  |  |
| **General Operating expenses** | Workshops, ToTs, roundtables and awareness sessions on DET, disability inclusion in employment services, disability awareness, ToT for NCDA, NCW | 1737,9 | 40 | 211516 | 69516 | 35000 USD (ILO - DJEP)  85000 (ILO-UCCD) | 12.000 UNDP (phase I)  10.000 ILO (phase I) |
|  | Public events | 6000 | 1 | 6000 | 6000 |  |  |
|  | Office rent and operating expenses | 400 | 24 | 9600 | 9600 |  |  |
|  | Portal and connectivity | 3200 | 1 | 3200 | 3200 |  |  |
| **Subtotal** |  |  |  | 353916 | 186916 | 145000 | 22000[[1]](#footnote-2) |
| **Indirect costs (7%)** |  |  |  | 13084 | 13084 |  |  |
| **Total** |  |  |  | **367000** | **200000** |  |  |

1. The remaining funds from phase I are being included in budget line C, as per prior agreement with UNPRPD. [↑](#footnote-ref-2)