

# TEMPLATE FOR PROJECT PROPOSALS

| **Title: Autonomy, Voice and Participation of Persons with Disabilities in Serbia** |
| --- |
| **Country: Serbia** |
| **Duration (max. 36 months): 24 months** |
| **Total Budget: 399,462 USD** |
| **Participating UN Organizations: OHCHR, UN Women, UNDP, UNFPA, ILO** |

# Executive summary

Max 250 words.

*Please provide a short summary of the proposed intervention.*

The action responds to priority areas as concerns the position and rights of persons with disabilities in Serbia – equality before the law, equality of women and girls with disabilities and the right to work. Therefore, the project is divided into three activity pillars that utilize the involvement of specialized UN agencies, strong partnerships with the government and full participation of the civil society and DPOs. Outcomes and activities are deeply rooted in the CRPD normative framework and recent CRPD Committee Concluding Observations concerning Serbia (2016). The action also aims at wedding its activities to the measures in the new National Strategy on disability rights in Serbia (2017-2020), making full use of the momentum and political and wider cooperation of all relevant actors in the area. Strong emphasis is placed on partnerships, awareness raising and capacity building of DPOs, CSOs, duty bearers and rights holders, empowerment of persons and women with disabilities and full inclusion in the decision-making processes. The activities of the project aim to employ a spectrum of levers of change – from legislative interventions in strategic areas, to changing cultural norms and awareness of main stakeholders, to building and strengthening capacities of in-focus groups and stakeholders, with specific attention to women with disabilities and persons with psychosocial and intellectual disabilities. Overall aim of the project reflects its scope and direction – *to advance the autonomy, voice and participation of persons with disabilities in Serbia, in sustainable and measurable qualitative and quantitative terms.*

# Background and rationale

## Challenges and opportunities to be addressed by the project.

Max 750 words.

*Describe the context in which the project will take place, highlighting in particular:*

* *The challenges that the project aims to address.*
* *The opportunities that the project aims to seize.*

*While drafting this section please make specific reference to the following information:*

* *Statistical data (disaggregated by sex) on persons with disabilities and evidence (qualitative and quantitative) utilized as a basis for the development of the proposal.*
* *Relevant normative and institutional frameworks, as well as information on key actors operating in the thematic area identified by the project.*
* *Relevant recommendations resulting from the Universal Periodic Review process or issued by the Committee on the Rights of Persons with Disabilities (or other human rights treaty bodies), as well as the Special Rapporteur on the Rights of Persons with Disabilities.*
* *Potential linkages between the proposed project and national SDG processes or other on-going national development initiatives.*

*Please ensure that this section provides relevant information on the different situation of men and women (with a dedicated analysis of the specific barriers faced by women and girls with disabilities and an overview of relevant national commitments towards gender equality).*

Priority challenges that the project is addressing are rooted in the UN CRPD, CRPD Committee Concluding Observations to Serbia (2016) and other relevant recommendations, reports and findings.[[1]](#footnote-1) The project is strategically separated into three pillars that carry the core values of autonomy, integrity and stronger voice of persons with disabilities. The project will seize the opportunity to utilize the context in which a new Strategy on the Rights of Persons with Disabilities is drafted and adopted the baseline for which was supported by UNCT, and wed key outcomes and activities with the Strategy measures to use the momentum of close cooperation, political and partnership levers.

The three pillars are:

### **Wider paradigm shift as concerns the right to legal capacity**

Article 12 CRPD has limited implementation in Serbia. The current Serbian laws authorize and permit plenary guardianship and the judiciary is still upholding practices of automatic deprivations based on disability. The normative framework is not compliant with CRPD and General Comment 1, which CRPD Committee recognized in 2016 Concluding Observations addressing Serbia.[[2]](#footnote-2) Attitudes from the Government and the draft Strategy announce plans to abolish plenary guardianship and create support mechanisms for decision-making. Newly opened discussion on constitutional changes is additional opportunity for upholding the universality of rights. Pillar 1 employs a wide-reaching approach, starting from improvements of the normative framework (Constitution, Family Law, Laws on Non-Contentious Proceedings, Protection of Persons with Mental Disabilities) in cooperation with Ministries of Justice and Labour and other entities. The action addresses practices and attitudes in the judiciary, health and social care systems, and supports DPO and CSO activities as concerns applying the paradigm shift in Serbia. Pillar 1 activities support advances under SDGs 16 and 10.

### Strengthening the voice and integrity of women and girls with disabilities

The Census data shows discrepancies in access to rights between women and men with disabilities. While the access to education and employment for all persons with disabilities is hindered, women with disabilities’ voice and participation in Serbia is not sufficiently strong to ensure their views and opinions are reflected. Multiple and intersectional discrimination with compounded gender stereotypes hinder women with disabilities participation, access to justice and protection against violence. Women with disability, especially those deprived of legal capacity and institutionalized, are exposed to violence and non-consensual treatments[[3]](#footnote-3). Proposed interventions will respond to CRPD Concluding Observations,[[4]](#footnote-4) [[5]](#footnote-5)CEDAW recommendations,[[6]](#footnote-6) and to the Strategy for Gender Equality. Pillar 2 represents a holistic response to the lack of recognition of the rights of women with disabilities and goes beyond refraining from discriminatory actions, and provides channels for voice and agency and increasing authority to take decisions in all areas. Additionally, attention is given to identification of legal and practical gaps that prevent women with disabilities from full exercise of sexual and reproductive health rights. Pillar 2 support advances under SDGs 5 and 10.

### Inclusion in the employment and work processes through wider empowerment

Despite the framework related to professional rehabilitation and employment of persons with disabilities, overarching barriers for full inclusion are heavily present. Participation at the labour market remains low, and active labour market programmes represent only 0.01 percent of GDP[[7]](#footnote-7). Only 12.4% of persons with disabilities are economically active, with the largest category living on pensions or as dependents (20.5%).[[8]](#footnote-8) The unfavourable labour market situation results from low level inclusion measures as well as high dependency. For employers, persons with disabilities still form largely unrecognized labour pool. Employers do not have sufficient knowledge and competencies to employ and successfully manage or recognize the potential of persons with disabilities as employees. The proposed intervention aims at galvanizing the CRPD Committee’s Recommendations to Serbia,[[9]](#footnote-9) the new Disability Strategy and the Employment Strategy, as well as SDG 8 and 10, with full participation of the civil society and DPOs in the process.

## **1.2. Proposal development process**

Max 500 words.

The development of the proposal relies significantly on prior and existing processes, partnerships and consultations. UNCT in Serbia has recently signed a four-year Development Partnership Framework with Serbia, a document where human rights and disabilities are visibly streamlined. The partnerships that already exist have been used to utilize the involvement of relevant stakeholders. This goes for all the interested actors in the field of the rights of persons with disabilities, social and health care policy, employment and labour, equality. The main stakeholders were not only consulted and their views and platforms reflected in the proposal drafting, but they have been envisaged as implementing partners to the UNCT Serbia and clearly recognized as the driving force of the partnership that will ensure real change and impact of the project.

* DPOs included in the project proposal are: National Organization of DPOs (NOOIS), Centre for Independent Living (CILS), Nasa kuca.
* CSOs included in the project proposal are: Mental Disability Rights Initiative MDRI-S and Committee of Lawyers YUCOM, Women with Disability NGO Out of Circle, Center for Independent Living
* Professional association included in the project proposal are: Union of Employers.
* Governmental counterparts included in the project proposal are: Ministry of Labour, Employment, Veteran and Social Affairs (lead in the drafting and implementation of the Strategy on Disability), Ministry of Health, Ministry of Justice, State Office for Human and Minority Rights, National Employment Services.
* Independent institutions included in the project: Protector of Citizens (Ombuds Office/NHRI), Commissioner for the Protection of Equality, National Mechanism for the Prevention of Torture NPM.

Each participating agency is bringing to the drafting and realization of the project strategies for the inclusion and equality of all relevant partners and final beneficiaries in the project. Participation of persons and women with disabilities is ensured through the structuring of the UNCT team and the involvement of the partnering DPOs and CSOs. As the national stakeholders, including persons with disabilities, have been included in the entire process regarding the National Strategy on Disability, their involvement in the implementation of the strategic goals and measures is both crucial and secured within the project through close collaboration and timely inclusion. The proposed intervention is underpinned by the national policy framework and solid evidence-base, consisting of the new National Strategy on the Rights of Persons with Disabilities (2017-2024), National Employment Strategy (2011-2020). The activity Pillar 3 is also informed by the UNDP’s “Assessment of the implementation of the Law on Professional Rehabilitation and Employment of Persons with Disabilities (PWDs) in Serbia”. The action is based on the principle of “delivering as one UN”, and reflects and corresponds directly with Sustainable Development Goals. The action is evidence based, with full recognition of priority area, as per independent and various legitimate sources of assessment. It is crucially rooted in the principles and standards of the CRPD Convention and is human rights based and oriented.

# Project approach

## 2.1 Focus of the project – “What is the project about?”

Max 100 words; Please refer to the UNPRPD SOF Sections 2.2, page 31.

*Describe the entry point used to define the scope of the proposed project, noting that such an entry point can be one of the following:*

* *The specific right (s) the intervention aims to advance;*
* *The specific group(s) the intervention expects to address;*
* *The lever(s) of change-or enabling factors the intervention intends to focus on.*

With strong attention to CRPD Recommendations, Convention, GCs and evidence on gaps and leverage, the project makes clear intersections between the international standards and the context-specific priorities, with clear entry points:

1. The right to equal recognition before the law (Article 12)
2. The rights of women and girls with disabilities (Article 6)
3. The right to work and employment (Article 27).

The action will have further impact through multilayered intervention on:

1. Freedom from exploitation, violence and abuse (Article 16 CRPD)
2. Protection of integrity of a person (Article 17 CRPD)
3. The right to health (Article 25 CRPD)

## Theory of change of the intervention – “How will the project produce positive change?”

Max 750 words; Please refer to the UNPRPD SOF Section 2.1, 2.2 pages 22 - 35 and Technical Note Section 2.

*Please describe the change that the proposed project is seeking to trigger using one of the following options, as appropriate:*

* *If the entry point of the proposal is a specific right, describe the levers of change that will be utilized to advance this right and the in-focus groups that are expected to benefit from the initiative;*
* *If the entry point is lever of change, describe the specific rights that will be advanced through work on this lever and the in-focus groups that are expected to benefit from the initiative;*
* *If the entry point is an in-focus group, describe the specific rights which will be addressed in relation to this group and the levers of change to be utilized.*

*With respect to the in-focus groups, please provide to the extent possible and as relevant, a breakdown by sex, age, type of disability, race, ethnic origin and geographical location, together with an estimated number of beneficiaries.*

*As per the UNPRPD Strategic Operational Framework page 33 in focus groups will be identified on a case-by-case basis in relation to the context of planned initiatives. Particular attention, however, will be given to women and children with disabilities, in line with articles 6 and 7 of the CRPD.*

*Please feel free to annex a visual representation or diagram of the project’s theory of change, if and as appropriate.*

UNPRPD Serbia envisions that certain key normative moves – as expressed by CRPD General Comments 1, 2 and 3 – have the potential to galvanize legal, political and social change – when harnessed as movers to the civil society voice of independent DPOs. The 2016 Serbia CRPD Concluding Observations set out the details of changes required in the particular context. The UN’s convening role is crucial for galvanizing change. In detail:

### Normative structures

The normative dimension will address the gaps and non-compliance of the national **legislative frameworks** with the CRPD standards and CRPD Committee interpretations and recommendations to Serbia. Implementation of the paradigm shift as foreseen in Article 12 requires tangible amendments to the legal framework, which has also been recognized in the draft Strategy. Articles 16, 17 and 25 CRPD also require targeted normative interventions, to prohibit the practice of non-consensual treatment, sterilization and contraception, prevent violence and ill-treatment against persons with disabilities. The action presumes that legal change to transpose international law is a precondition – and creates the context for – dynamic social change toward genuine inclusion. This dimension of change will include opportunities for legal reform already announced, with active participation of all relevant actors.[[10]](#footnote-10)

### Enjoyment and implementation of rights

Persons with disabilities and their representative organizations are the **agents of genuine change**.  **Partnerships** enable change. The intervention aims at strengthening the voice, participation and capacities of the DPOs and CSOs, and ultimately persons with disabilities as concerns their position and rights in priority areas. Through direct partnership and collaboration with the organizations and in-focus groups, the intervention will result in heightened participation in the processes regarding legal capacity and autonomy, integrity of women with disabilities and labour-related inclusion. On the other hand, decision-makers and service providers, as duty bearers, will have their awareness on the content of rights and legal and cultural implications of disability, persons as holders of rights and their capacities built to ensure higher levels of participation and involvement of persons with disabilities in line with human rights. The activities will include the support and collaboration with DPOs and women’s organizations, self-help groups, employment and other services, piloting of employment and self-employment modalities on local level.

### Cultures of change

Each pillar will aim to make an influence or create **cultural norms** and practices at the level of relevant subjects, in order to achieve better understanding, higher awareness and practices that are in line with the principles of the action, CRPD Convention and full enjoyment of rights by persons with disabilities. These levers will be utilized through activities that include continuous trainings with the judiciary, health and social care structures, employment services (Articles 12, 16, 17, 25 and 27 CRPD), direct partnership with the self-advocacy groups and advocates, as well as with DPOs and CSOs (Articles 12, 6 and 27 CRPD), and vigorous awareness raising of wider structures (The Parliament groups and local self-governments). Through the impact on prejudice, rooted practices and views, and systemic and targeted intervention on the perception of rights and duties, the change in practices and approaches will reflect the paradigm shift on the ground.[[11]](#footnote-11)

The in-focus groups of the project are clearly recognizable from the scopes and outcomes.

* *Persons with psychosocial and intellectual disabilities:* there is not entirely reliable data on numbers of persons deprived of legal capacity on the basis of their medical diagnosis. Report from independent institutions and leading organization of the civil society testify that the number exceeds 35,000.
* *Women with disabilities*: according to the only available Census data, as published in 2014, women make a majority out of all persons with disabilities in Serbia (58,2%). However, women make an invisible minority when it comes to successful access to education, financial autonomy, independence and participation.[[12]](#footnote-12)
* *Persons in institutions*: According to data, 11,543 persons currently residing in collective accommodation are persons with disabilities. They are directly affected by isolation and exclusion, deprived of their liberty contrary to their wishes and based on deprivation of legal capacity, and exercise no rights. [[13]](#footnote-13)
* *Persons with disabilities excluded from the labour market*: out of all persons with disabilities in Serbia, as low as 12% are economically active out of which only one third are women, with 87,6% being economically inactive (around 500.000). The action aims at making systemic and normative improvements that would impact the access to and sustainability of persons with disabilities in the labour market.

***A visual presentation of the project’s theory of change is annexed to the Proposal, in line with the expected impact, outcomes and interventions clusters.***

**Other programmatic considerations**

Max 650 words. Please refer to Technical Note Section 3 and 4.

*Kindly elaborate separately on each of the following programmatic considerations.*

**Table 1.**

| 1. ***Mix of targeting and mainstreaming***   *How will the proposed project mix targeting and mainstreaming strategies in order to generate structural transformation?* |
| --- |
| *The proposed action will combine targeting and mainstreaming strategies to generate structural, durable and tangible transformation in the following ways:*   * *Through utilization of the normative (legislative) and cultural norms as levers of change, the action will aim to create systemic and durable changes that will enable persons with disabilities to more easily and in a fuller manner: enjoy their legal capacity, enjoy legal and other autonomy, be protected from harm, be better included and active in the labour market. These strategies are reflected in activities that are targeting the decision-makers, the judiciary, service providers and other systemic entities.* * *In addition to the mainstreaming strategies mentioned above, the action will aim at utilizing targeting strategies that will bring direct benefits to beneficiaries of the project. In that sense, the empowerment of DPOs, CSOs, self-help groups and disability self-advocates, as well as through facilitation and strengthening of networks and dialogues, women and all persons with disabilities will have a support network and own capacities improved for the realization of autonomy, advocacy, protection of integrity and equality.* |
| 1. ***Scalability***   *How will the project create the conditions for scalability of results and successful approaches tested through project activities?* |
| *The process of moving from the current situation relies on vertical scalability – making systemic change in normative and cultural terms, and creating models that are applicable to a systemic space. Through interventions and impact on the selected points, systemic replication will follow. With an interrelatedness with strategic framework and through participation from the ground to the political decision-making levels, the scalability of impact and change is insured.* |
| 1. ***Sustainability***   *How does the project intend to create the conditions for the long-term sustainability of the project results?* |
| *The sustainability of the change and outcomes of the project are most prominently secured through strong planning and implementation partnerships with the relevant Ministries and strong reliance on the commitments and space for change designated in the newly drafted Strategy on the Rights of Persons with Disabilities in Serbia. Moreover, as the action aims at capacity building and awareness raising, as well as at normative change as its main activity and outcome focus, the sustainability of the transformation relies strongly on the changes that are systemic and long-term. Therefore, sustainability of the impact is ensured through national and stakeholders’ ownership of the results, timely and far-reaching inclusion of all relevant actors and holistic approach to planning and implementation.* |

**Table 1.1k Management**

**Risk Management Strategy (please describe the risk management strategy using the table below)**

| ***Type of risk\****  ***(contextual***  ***programmatic, institutional)*** | ***Risk*** | ***Likelihood (L, M, H)*** | ***Impact on result*** | ***Mitigation strategies*** | ***Risk treatment owners*** |
| --- | --- | --- | --- | --- | --- |
| ***Programmatic*** | ***Lack of coordination between state actors in implementation of strategic goals.*** | ***M*** | ***M*** | ***Strengthened partnerships with the coordinating bodies in the Government and national ownership of the outcomes are achieved prior and during the project implementation.*** | ***OHCHR*** |
| ***Programmatic*** | ***Resistance of including DPOs and CSOs in the implementation of the National Strategy objectives and planning activities*** | ***M*** | ***H*** | ***Joint approaches to the implementation of relevant objectives secured, inclusive of DPOs, CSOs and independent institutions, prior to adoption of the Strategy and start of the project implementation. Regular monitoring of the inclusion and participation, including by DPOs.*** | ***UNCT*** |
| ***Programmatic*** | ***Resistance of decision makers to involve DPOs/ women CSOs, resulting in inadequate support.*** | ***M*** | ***H*** | * ***Women CSOs/DPOs are empowered to demand their rights.*** * ***UN Women and the Coordination Body for Gender Equality/the Commissioner for the Protection of Equality request that stakeholders includes women CSOs/DPOs.*** | ***UN Women*** |
| ***Programmatic*** | ***Resistance of policy makers to make further policy changes can hinder labor market participation of PWDs*** | ***M*** | ***H*** | * ***Highlight the CRPD Committee Concluding Observations and Recommendations to Serbia.*** * ***Use the evidence base and global know how to develop persuasive advocacy package*** | ***UNDP*** |

\* 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.

* 1. **Result chain of the intervention**

Max 750 words; Please refer to UNPRPD SOF Sections 2.2 page 34.

*Based on the information in the previous section, provide a concise formulation of the project objectives (expected impact, intended outcomes and outputs) utilizing the table format provided below.* **[[14]](#footnote-14)**

**Table 2. Expected impact**

| **Impact:**  What rights will be advanced? For whom? |
| --- |
| **Autonomy, voice and participation of persons with disabilities in Serbia are advanced in measurable qualitative and quantitative terms.**  Specific advances will come for persons with intellectual and psychosocial disabilities, women and girls with disabilities, and persons with disabilities deprived of their liberty in securing their autonomy, legal capacity, participation and protection of integrity. All persons with disabilities, as well as other participating actors, will be empowered as concerns inclusive and fuller participation in the labour market and in decision-making processes, on equal basis with others. Each dimension of the intervention reflects one of the urgent priority with regard to being a person with disabilities in Serbia. Impact aims to be long-term, as outcomes are related to normative and systemic changes, changes of capacities and practices, that are to affect the legal, personal, socio-economic and cultural realities of persons with disabilities in Serbia. |

**Table 3. Expected outcomes** *(there will be as many such tables as the outcomes envisaged by the project)*

| **Outcome 1**  What structural shifts will be achieved? |  |
| --- | --- |
| **Outcome formulation** | **Type of lever\*** |
| Legal framework and practices are advanced, in line with Articles 12, 16 and 17 CRPD. | LEG  LEG |
| **Outputs formulation** | **Type \*\***  (Only for capacity outcomes) |
| * 1. Technical support to the review of legal provisions, in line with CRPD standards, including the support to drafting and advocacy efforts. |  |
| * 1. Support to national monitoring of CRPD implementation, including through NHRI mandate, CSO/OPD participation and periodic reporting. |  |
| * 1. Capacity building trainings of the duty bearers and rights holders, in particular as concerns content of Article 12 CRPD. |  |
| **Outcome 2**  What structural shifts will be achieved? |  |
| **Outcome formulation** | **Type of lever\*** |
| Women and girls with disabilities and their representative organizations effectively advocate for their rights and participate in the public discourse. | CAP |
| **Outputs formulation** | **Type \*\***  (Only for capacity outcomes) |
| * 1. Establishment of self-help groups to increase the access of women and girls with disabilities to peer-to-peer support. | NET |
| * 1. Analysis of the existing procedures, followed by sets of recommendations and advocacy, aiming at the increased knowledge of women and girls with disabilities on their right to informed consent and autonomy and integrity. | KNO |
| * 1. Activities of stakeholders (research, round tables, trainings) aiming at increased capacities of State institutions and women CSOs to promote the importance of political, economic, social and health related rights of women and girls with disabilities. | KNO |
| **Outcome 3**  What structural shifts will be achieved? |  |
| **Outcome formulation** | **Type of lever\*** |
| Capacities of the labour market actors and rights holders are improved to ensure the inclusion of persons with disabilities. | CAP |
| **Outputs formulation** | **Type \*\***  (Only for capacity outcomes) |
| * 1. Trainings for OPDs, CSOs and social enterprises, to increase their capacities to promote inclusive access to labour market for persons with disabilities (5) | KNO |
| 3.2. Trainings for stakeholders/employers to overcome challenges related to employment of persons with disabilities (2) | KNO |
| 3.3. Innovative employment models created and piloted in practice, in collaboration with stakeholders (3) | KNO |

**\*** Please specify here the type of lever of change to which each proposed outcome corresponds. With reference to Table 1, page 33 of the SOF, for each outcome select one of the following options:

- LEG: Legislation and policy

- CUL: Cultural norms, beliefs, attitudes and values

- PAR: Partnership

- CAP: Capacity of key actors (duty bearers or right holders)

**\*\*** For capacity-related (CAP) outcomes only: please specify here the type of capacity driver to which each proposed output corresponds. With reference to Technical Note Section 2.1, for each output select one of the following options:

- KNO: Knowledge

- ACC: Access

- HUM: Human Resources

- FIN: Financial resources

-TOO: Tool

-PRO: Procedures

-NET: Networks

-ACC: Access

-ACV: Accountability Venues

# Elements of project design

Max 500 words; Please refer to UNPRPD SOF section 3.1.1 page 46-50.

*Equality between men and women.*

*While describing how the gender equality will be advanced through the initiative please include the following information:*

* *How will the project take into account differences in the barriers faced by men and women with disabilities?*
* *Which strategies will be put in place by the project to advance gender equality?*
* *Which of the specific actions to be undertaken by the project will contribute directly to the empowerment of women and girls with disabilities? (Kindly note that in the budget section projects are requested to state the overall funding to be allocated for these activities).*

The project is strongly informed with regard to specificity of positions and obstacles when it comes to women and men with disabilities. Disaggregated data by gender and age on access to education, employment and economic independence can be found in the [Census data](http://pod2.stat.gov.rs/ObjavljenePublikacije/Popis2011/Invaliditet_EN.pdf), published in 2014. Apart from streamlining gender as a factor throughout the project action, it also dedicates a separate pillar to the empowerment, strengthening the voice and the overall inclusion of women and girls with disabilities in Serbia, in line with international law and priorities recognized. Apart from activities aiming directly at changes at systemic level, the project foresees strong and immediate inclusion of DPOs, women’s organizations and governmental bodies on gender equality in implementation of the action. Inclusion in the drafting of the proposal has already been secured.

The proposed intervention will contribute to the strengthening of capacities of DPOs and CSOs working with women with disabilities through granting schemes and inclusion of organizations in all phases of project planning. implementation, monitoring and evaluation.

*Equality between men and women:* The intervention is applying twin track approach with specific outcome on gender equality and advancement of the position of women and girls with disabilities and by consistently applying gender mainstreaming throughout other outcomes.

*Participation of women with disabilities:* The intervention objective is to ensure voice and participation of women and girls with disabilities, through their active engagement, direct consultations and grants to women with debilities CSOs and self-help groups.

*Full and effective participation of persons with disabilities.*

*Please describe how the project will ensure the full and effective participation of persons with disabilities and their representative organizations. Kindly include the following information:*

* *How will persons with disabilities be involved in the project governance as well as in the planning, implementation, monitoring and evaluation phases of the project cycle?*
* *Which of the specific actions to be undertaken by the project will contribute directly to strengthen the capacity of organizations of persons with disabilities? (Kindly note that in the budget section projects are requested to state the overall funding to be allocated for these activities).*

The project has been developed with the participation of DPOs and CSOs working on the rights of persons with disabilities. At the outset of the action, DPO and CSO representatives will have seats in the Steering Committee of the project. DPOs and CSOs will be implementing partners in activities, directly responsible with other partners for achieving the project outcomes. In each of the three Pillars of activities, organizations will have the deciding and implementing roles. Certain activities, such as support to self-help groups and advocates, as well sub-granting to DPOs for piloting employment models on the local level will strengthen the capacities and overall inclusion of persons with disabilities. DPOs and CSOs working on disability rights are representing a variety of stakeholders and beneficiaries – persons with psychosocial and intellectual disabilities, persons with sensory and physical disabilities, women with disabilities.

*Accessibility*

*Please outline briefly main actions that will be undertaken during the project planning and implementation to ensure that accessibility is fully realized noting also how persons with disabilities and their organizations will be involved in this process.*

The project will be implemented in the spirit of full respect for accessibility, as set out inter alia under CRPD General Comment 2. Accessibility will be addressed as a guiding value in approaching certain portions of the action, clearly in relation to Pillar 3 (accessibility of employment), Pillar 1 (accessibility of procedures) and Pillar 2 (gender sensitive considerations of accessibility). Outside of the project’s content, implementation of all activities will ensure full accessibility for all persons with disabilities / physical and space accessibility, accessibility of communication, materials and information (easy to read/easy to understand/accessibility for all). Outreach of the action will make full respect of accessibility as well.

# Partnership-building potential

*Max 200 words; Please refer to the UNPRPD SOF section 3.1.3 page 53.*

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

The project streamlines inclusive and far-reaching partnerships of all relevant stakeholders, led by the UNCT. These partnerships stretch throughout the process of drafting and implementation of activities and are existing and newly-founded. Despite the verticality of partnerships going from the governmental to non-governmental partners, the project is strongly rooted in the idea of full participation of all participants.

UN Serbia recently signed the Development Partnership Framework with Serbia with outcomes and activities related to the rights of persons with disabilities, gender equality and inclusive labour market visibly present and streamlined. Wide and concrete partnerships with all levels are therefore foreseen.

The action will streamline UN agencies partnerships with counterparts, highlighting national ownership of actions. These include the Ministry of Labour, Ministry of Health, Human and Minority Rights Office, NHRI and the Equality Commissioner, and other relevant institutions. Furthermore, in the centre of the action lies the strengthening and development of governmental/non-governmental partnerships in the implementation of the action, as well as extensive and substantial involvement of CSOs and DPOs. That action will draw on, strengthen and galvanize existing partnerships including with the National Organization of DPOs (NOOIS), Mental Disability Rights Initiative MDRI-S, women’s rights organization and self-advocacy group.

# Long-term UN engagement in the area of disability

Max 200 words; Please refer to the UNPRPD SOF Sections 2.5 page 39.

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

UN Serbia has recently signed the Development Partnership Framework with Serbia, where outcomes and activities related to the rights and inclusion of persons with disabilities, gender equality and inclusive labour market are visibly present and streamlined. The priorities that have already been confirmed at the UNCT plans of work for a four-year partnership and set of activities are in strong and tangible line with the CRPD paradigm, with national priorities as per UN CRPD recommendations and other relevant sources. However, the action will be used to galvanize further mainstreaming of disability and human rights issues in the work plans, and will thus inform any newly negotiated or drafted action with a variety of partners. The adoption of the national strategic framework offers wider leverage for making the disability and inclusion-related activities politically relevant and supported. Moreover, UNCT Serbia hopes to be able to share the good practices from the project implementation and partnerships to other national contexts, especially as concerns autonomy, legal capacity and protection of integrity of persons and women with disabilities.

# Management arrangements

Max 350 words; Please refer to UNPRPD SOF Section 3.1.2 page 51.

*Utilizing the table format provided below, indicate for each of the proposed project 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, any other relevant management arrangements, including:*

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

The project will have 5 participating UN entities in the implementation of the activities. OHCHR (Human Rights Unit UNCT) will take the lead on the UNCT side in the overall coordination of the action. Other UN entities include UN Women, UNDP, UNFPA and ILO (as indirect recipient under Outcome/Pillar 3). Other implementing and advisory actors are described above. The Steering Committee will make substantive decisions and take note of the project’s progress and impact. The Committee will comprise of representatives of UN participating agencies, representatives of two DPOs and one CSO, representative of the Ministry of Labour and representative of the Ministry of Health.

Contact person of the action will be Milan Markovic, National Human Rights Officer, UN Serbia.

**Table 4. Implementation arrangements**

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies** | **Other partners** |
| --- | --- | --- | --- |
| **1** | **OHCHR/HRU** | **OHCHR, ILO** | * **Ministry of Labour** * **Ministry of Justice** * **Mental Disability Rights Initiative MDRI-S** * **NHRI** * **Equality Commissioner** * **National Organization of OPDs** * **Judicial Academy** |
| **2** | **UN Women** | **UN Women, UNFPA** | * **Mental Disability Rights Initiative** * **OPD Out of Circle** * **OPD Center for Independent Living** * **The Coordination Body for Gender Equality** * **Ministry of Health** * **NGO FemPlatz** |
| **3** | **UNDP** | **UNDP, ILO, OHCHR** | * **Ministry of Labour** * **National Employment Services** * **Employers’ Association** * **NGO/OPD Nasa Kuca** |

# Knowledge Management

Max 250 words.

* *The way in which the proposed project plans to document good practices and lessons learnt as well the way in*

*which the project will involve multi-stakeholders in the process.*

* *Measures to ensure joint implementation of KM activities.*

Each of the project Pillars will contribute to documenting good practices and lessons learnt through drafting of internal and external reports and briefs based on newly collected data, insight and knowledge with regard to priority areas of intervention. Documenting will also be connected to all the activities of awareness raising and capacity building, through curriculums of trainings, reports and minutes. Collaboration with both governmental and non-governmental partners will see documenting of knowledge, ideas and experience, as well as the transfers of grants to stakeholders, which will be accompanied by joint activities of knowledge management. KM will also be implemented through transfer of knowledge and practices to in-focus groups and recipients, as well as through empowerment of in-focus groups through plans, programmes and curriculums.

# Inception Activities

Max 250 words.

*The maximum programme budget for individual projects will be 385.000 USD. In addition, up to 15.000 USD will be made available for inception activities focused on quality assurance. These activities could include joint planning of project implementation involving UN, government, organizations of persons with disabilities and other partners; joint capacity building (for instance to ensure all relevant parties have a foundational understanding of the CRPD, or on specific technical issues related to the project); M&E planning; collecting baselines.*

*Please describe below which inception activities will be undertaken. (Kindly note that in the budget section projects are requested to provide an estimate of the monetary value attached to these activities)*

Inception activities of the project are foreseen as a joint retreat workshop and consultation meeting. A two-day inception meeting will gather all implementing partners and representatives of the stakeholders in focus. At the occasion, the following agenda will be implemented: introduction into the action; induction of stakeholders; presentation of baseline data and sources; Pillar workshops – division of roles, reaching the dynamic and creating a plan of work per time sections; finalizing the composition of the Steering Committee; reaching consensus on individual interventions and activities; presentation of a plan on coordination and cooperation. The Inception workshop will be led by the UN participating agencies and will be paid from the OHCHR budget under the project.

# 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).*

*While developing the budget please ensure that appropriate allocations are made for project inception, monitoring and evaluation activities as well accessibility costs. Kindly note that Table 5 should reflect the entirety of the requested budget, while Table 6 should reflect the following:*

* *Portion of the requested budget that will be allocated to project inception activities (up to 15,000 USD).*
* *Portion of the requested budget that will be allocated to monitoring and evaluation (including final external evaluation).*
* *Portion of the requested budget that will be allocated to covering accessibility costs.*
* *Total budget value of activities that will have a direct impact on strengthening the capacity of organizations of persons with disabilities (based on section 4 of the project narrative).* **Table 5. Project Budget**

| **Category** | **Item** | **Unit Cost** | **No units** | **Total cost** | **Request from UNPRPD Fund** | **UNPRPD POs cost-sharing** | **Other partners cost-sharing** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Staff and Personnel Costs** | OHCHR Officer/Action coordinator | USD 900 | 24 mths | 61,600 | 21,600 |  | 40,000 |
| **…** | OHCHR Project Assistant | USD 400 | 24 mths | 29,600 | 9,600 |  | 20,000 |
|  | OHCHR Project Associate | USD 400 | 24 | 29,600 | 9,600 |  | 20,000 |
|  | OHCHR Consultant- Legal Capacity, Disability and Human Rights (DPO-CSO) | USD 120 | 42 Days | 5,040 | 5,040 |  |  |
|  | OHCHR Consultant-Judiciary training | USD 150 | 25 Days | 3,750 | 3,750 |  |  |
|  | OHCHR Consultant - Capacity building self-advocacy (Phyco-social and intellectual disabilities) | USD 4000 | 2 | 8,000 | 8,000 |  |  |
|  | OHCHR Consultant- Final evaluation of Project Implementation | USD 5000 | 1 | 5,000 | 5,000 |  |  |
|  | UN Women Coordinator | USD 2000 | 18 mths | 60,000 | 36,000 |  | 24,000 |
|  | UN Women Consultant - Advocacy Expert for Women with Disabilities and Self-Advocacy groups | USD 250 | 40 days | 10,000 | 10,000 |  |  |
|  | UNFPA Programme Asst. | USD 1000 | 6 mths | 6,000 | 6,000 |  |  |
|  | UNFPA consultant - Research on Services and support in reproductive and sexual health | USD 5000 | 2 | 10,000 | 10,000 |  |  |
|  | UNDP coordinator | USD 1500 | 20 mths | 30,000 | 30,000 |  |  |
|  | UNDP Programme Analyst |  |  | 20,000 | 0 |  | 20,000 |
|  | ILO Consultant - Work with Employers' Association and National Employment Services | USD 8000 | 1 | 8,000 | 8,000 |  |  |
| **Supplies, commodities and materials** | OHCHR design and printing in accessible formats | USD 5000 | 1 | 5,000 | 5,000 |  |  |
|  | OHCHR printing of manual for practitioners | USD 2000 | 1 | 2,000 | 2,000 |  |  |
|  | OHCHR printing and dissemination - Road maps for CRDP recommendations implementation | USD 1000 | 1 | 1,000 | 1,000 |  |  |
|  | UN Women - design and printing | USD 3000 | 1 | 3,000 | 3,000 |  |  |
|  | UNFPA - printing of research results | USD 3869 | 1 | 3,869 | 3,869 |  |  |
| **…** | UNDP - printing in accessible formats | USD 3000 | 1 | 3,000 | 3,000 |  |  |
| **.** | ILO - printing in accessible formats | USD 2000 | 1 | 2,000 | 2,000 |  |  |
| **Equipment vehicles, furniture depreciation** |  |  |  |  |  |  |  |
| **Contractual Services** | OHCHR organization of training | USD 1000 | 10 | 10,000 | 10,000 |  |  |
|  | OHCHR Two consultations of roundtables on legal reform | USD 2500 | 2 | 5,000 | 5,000 |  |  |
|  | OHCHR - Two consultation meetings - Mechanism on UN recommendations | USD 1500 | 2 | 3,000 | 3,000 |  |  |
|  | OHCHR - CRPD 10th Anniversary conference | USD 5000 | 1 | 5,000 | 5,000 |  |  |
|  | OHCHR Organization of the inception workshop | USD 15000 | 1 | 15,000 | 15,000 |  |  |
|  | UNFPA Organization of round tables on reproductive and sexual rights | USD 8000 | 1 | 8,000 | 8,000 |  |  |
|  | UNDP Organization of trainings | USD 2000 | 7 | 14,000 | 14,000 |  |  |
|  | ILO organization of trainings | USD 2000 | 3 | 6,000 | 6,000 |  |  |
| **Travel** | OHCHR in country | USD 3000 | 1 | 3,000 | 3,000 |  |  |
|  | UN Women in country | USD 5000 | 1 | 5,000 | 5,000 |  |  |
|  | UNFPA in country | USD 1000 | 1 | 1,000 | 1,000 |  |  |
|  | UNDP in country | USD 3000 | 1 | 3,000 | 3,000 |  |  |
|  | ILO in country | USD 2000 | 1 | 2,000 | 2,000 |  |  |
| **Transfers and grants** | UN Women - grants to Women DPOs/CSOs | USD 17500 | 2 | 55,000 | 35,000 |  | 20,000 |
|  | UN Women - capacity development/mentoring/coaching DPO/CSO | USD 7000 | 2 | 19,000 | 14,000 |  | 5,000 |
|  | UNDP - grants for employment pilots | USD 20000 | 2 | 40,000 | 40,000 |  |  |
|  | UNDP- DPO/CSO training provision | USD 3000 | 1 | 3,000 | 3,000 |  |  |
| **General Operating expenses** | OHCHR | USD 3000 | 1 | 3,000 | 3,000 |  |  |
|  | UN Women | USD 4400 | 1 | 4,400 | 4,400 |  |  |
|  | UNDP operating expenses and costs of transfer to ILO | USD 6470 | 1 | 6,470 | 6,470 |  |  |
|  | ILO | USD 5000 | 1 | 5,000 | 5,000 |  |  |
| **Subtotal** |  |  |  | 522,329 | 373,329 |  | 149,000 |
| **Indirect costs (7%)** |  |  |  | 26,133 | 26,133 |  |  |
| **Total** |  |  |  | 548,462 | 399,462 |  | 149,000 |

From the above information please specify the following:

**Table 6. Detailed Costs**

| **Category** | **Activity (please describe)** | **Total cost** |
| --- | --- | --- |
| Inception activities | Partnership retreat with stakeholders: a two-day event on the presentation of the action, CRPD framework and National Strategy for the Rights of Persons with Disabilities 2017-2020 (participants include political and operational level government representatives, DPO and CSO partners, UN implementing agencies and independent institutions) | 15,000 |
| Monitoring and Evaluation[[15]](#footnote-15) Costs | Final evaluation of the project implementation | 5,000 |
| Direct impact on empowerment of women and girls with disabilities | Grants to DPOs/women CSOs – development of self-help, advocacy, strengthening the voice and implementing research, monitoring and capacity building actions | 35,000 |
|  | Capacity Development/mentoring/coaching and trainings for DPO/women CSOs | 14,000 |
|  | Research on available services and support in reproductive and sexual health rights for women with disabilities and challenges existing – with policy recommendations and advocacy | 10,000 |
| Direct Impact on DPOs’ capacity | Capacity building for persons with disabilities and DPOs, social enterprises and CSOs to empower inclusive access to labour market | 20,000 |
|  | Grants for pilots in employment and self-employment of persons with disabilities on local level | 40,000 |
| Accessibility costs | Design and printing of accessible materials, guidelines, manuals and sources (easy to read, easy to understand, other accessible formats) | 13,000 |
|  |
|  |

1. *These include reports from independent human rights institutions (NHRI, Equality Commissioner), CSO and DPO sources, CEDAW and UPR reports, as well as reports from other international and regional actors.* [↑](#footnote-ref-1)
2. *Most prominently in non-consensual interventions and the inability to vote.* [↑](#footnote-ref-2)
3. *Developed as part of the project “Deinstitutionalize and End Violence against Women with Disabilities in Custodial Institutions” implemented by MDRI-S and supported by United Nations Trust Fund to End Violence against Women and Girls, 2016-2018* [↑](#footnote-ref-3)
4. *Ensure consultation with women and girls with disabilities, through their representative organizations, on the design, implementation and evaluation of programs and measures in all matters that affect them directly - para 12, Women with disabilities (Article 6);*

   *Propose measures to ensure that the right to free, prior and informed consent for any kind of treatment that may affect women with a disability, regardless of her/his legal capacity, especially women who have been declared legally incapacitated, are still subject against their will to contraceptive treatments, abortion and sterilization - para 38, Protecting the integrity of the person (Article 17)* [↑](#footnote-ref-4)
5. *CRPD General Comment 3* [↑](#footnote-ref-5)
6. *27. The Committee recommends that the State party:*

   *(a) Ensure the full and equal participation of women in political and public life, including by implementing article 35 of the Law on Gender Equality, and assess its impact, in particular on women from disadvantaged groups, such as Roma women and women with disabilities (2013)* [↑](#footnote-ref-6)
7. *Assessment of the implementation of the Law on Professional Rehabilitation and Employment of Persons with Disabilities (PWDs) in Serbia, UNDP.* [↑](#footnote-ref-7)
8. *Izveštaj o radu Nacionalne službe za zapošljavanje za period januar – decembar 2016.* [↑](#footnote-ref-8)
9. *The Committee recommends the State party to promote the right to employment on an equal basis with others among employers, and strengthen measures to support the transition of all persons with disabilities that are currently in sheltered workshops into**formal, open labour market employment, ensuring the respect of all rights, in compliance with the Convention.* [↑](#footnote-ref-9)
10. *Partnership with the Ministries of Labour and Justice, independent human rights institutions, and the prominent DPOs and CSOs.* [↑](#footnote-ref-10)
11. *CEDAW Recommendations to Serbia (2013) also read:*

    *Stereotypes*

    *20.The Committee notes the information provided by the State party regarding its efforts to eliminate negative gender stereotypes in the media and its willingness, as expressed by the State party’s delegation, to address the exposure of lesbian women and women with disabilities to negative stereotypes. The Committee remains concerned, however, about:*

    *(a)The persistence of deep-rooted stereotypes and the recent trend of re-establishing traditional roles and responsibilities of women and men in the family and society, which undermine women’s social status, participation in public life and professional careers;*

    *(b)The predominantly negative attitude, including, in certain cases, hate crimes, towards minority women, Roma women, women with disabilities, women living with HIV and lesbian women, affecting the enjoyment of many of their rights.*

    *21. The Committee recommends that the State party:*

    *(a) Further strengthen its efforts to overcome stereotypical attitudes regarding the roles and responsibilities of women and men in the family and in society and continue implementing measures to eliminate gender stereotypes by promoting positive images and substantive equality of women;*

    *(b) Implement the Strategy for Prevention and Protection against Discrimination, in particular regarding minority women, Roma women, women with disabilities, women living with HIV and lesbian women, and work with civil society, the media and other stakeholders to improve tolerance and combat social exclusion of those groups of women.* [↑](#footnote-ref-11)
12. *M. Markovic,* [Persons with Disabilities in Serbia: The 2011 Census of Population, Households and Dwellings in the Republic of Serbia](http://pod2.stat.gov.rs/ObjavljenePublikacije/Popis2011/Invaliditet_EN.pdf)*, , p. 79 State Statistical Office, 2016* [↑](#footnote-ref-12)
13. *Ibid, p. 85* [↑](#footnote-ref-13)
14. *In defining the above, please refer to the following definitions based on the UNDG Harmonized RBM Terminology.*

    ***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.*

    *When articulating the result chain, the following should be noted with reference to the level of control the project can have over the envisaged short, medium and long term results of the planned intervention.*

    ***Outputs*** *are elements within the direct sphere of influence of the organizations implementing the project. Implementing partners are therefore directly accountable for this component of the result chain.*

    ***Outcomes*** *are higher-level structural shifts, which are not fully within the control of the project. For this reason, projects cannot be directly accountable for outcome-level transformation, although it is expected that successful projects will be able to demonstrate high rates of outcome-level achievement.*

    ***Impact*** *- as a significant change in conditions of life - is not intended to be achieved solely by the project and in most cases will not be fully observable within the project implementation time span. However, within an appropriate timeframe it should be possible for the project to show a plausible link between the outputs delivered, the outcomes facilitated and relevant improvements in conditions of life.* [↑](#footnote-ref-14)
15. *Please include costs for a final external evaluation of the project.* [↑](#footnote-ref-15)