

# TEMPLATE FOR PROJECT PROPOSALS

| **Title:**  | **Moving from Charity model to Rights based work - Delivering as ONE for empowerment of Women with Disabilities** |
| --- | --- |
| **Country:**  | **Pakistan** |
| **Duration (max. 24 months):**  | **24 months** |
| **Total Budget:**  | **400,000 USD** |
| **Participating UN Organizations:**  | **UN Women, ILO and UNV** |

# Executive summary

*Max 250 words. (334)*

In Pakistan, estimates of the number of persons living with disabilities varies between 3.3m and 27m, of which almost 70% of women with disabilities live in rural areas. Convention on the Rights of Persons with Disabilities (CRPD) was adopted in 2008 and ratified in 2011 by Pakistan, stressing the importance for their equal participation in society, and to remove barriers to their inclusion. Currently the UN Country Team (UNCT) in Pakistan is working with the government of Pakistan in implementing the SDGs. Mainstreaming CRPD guidance through the UNCT, with support from the advocacy platform of the UN Human Rights Task Force (HRTF) and will ensure that concerns around disability exclusion and inequality at institutional, attitudinal, physical and legal levels are addressed. The project interlinks three distinct influencers, namely the civil society and disabled persons organizations (DPO) movement with the UN system that in turn links with government enablers.

The project intervention will include working with the Ministry for Human Rights and other national and provincial departments on reporting and tightening legislation through the refinement of Disabled Persons Act, reporting to the CRPD committee, and reporting on violence against women with disabilities through the Ending Violence Against Women and Girls (EVAWG) Alliance at relevant national and provincial forums, while garnering the support from women parliamentarians and through media campaigns to strengthen national discourse around rights or women with disabilities.

Also, the project will support policy formulation across the project districts for targeted action improving accessibility of workplaces and capacity building of employees and employers to ensure working environment are inclusive. Through various trainings, technical support, partnerships between recruitment services and employers, educational and vocational trainings and partnerships between DPOs, women with disabilities will gain the right to employment. Finally, the intervention will focus on improving prevention and response services to GBV of women with disabilities.

# 1. Background and rationale

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

*Max 750 words. (1195)*

In Pakistan, estimates of the number of persons living with disabilities varies between 3.3m and 27m[[1]](#footnote-1),between 65% and 70% of women with disabilities live in rural areas[[2]](#footnote-2). **Statistical** estimates of men with disabilities are higher in the conflict affected areas of KP and FATA. Pakistan made early attempts at including persons with disabilities in the 1980s with the introduction of education and employment policies. Though celebrated in the early years, they proved to be ineffective in mainstreaming rights for disabilities in systems and society. Persons with disabilities still have difficulty exercising their civil and political rights, attending quality schools and finding gainful employment.

Globally, and in Pakistan, policy approaches to disability have largely been focused on rehabilitation, welfare and charity. Pakistan ratified the treaty in 2011, which requires governments to collect statistical and research data to identify and address barriers faced by people with disability under the Convention (CRPD, Article 31), but work around disability in Pakistan is fragmented with social exclusion of PWDs within the development discourse. As highlighted in DPO consultations and with reference to their agenda **problems** faced by persons with disabilities are related to:

1. Lack of recognition of PWDs as rights holders within the broader UN programming and human rights movements
2. Vulnerability due to exclusion, stigma and discrimination associated with disability
3. A lack of capacity of **DPOs** to generating evidence and engage in protecting rights and support delivery of services for PWDs at provincial and national levels
4. Awareness and limited access to mechanisms for WWDs to report violations.
5. Inaccessibility of work places to WWDs be it in terms of physical access or via attitudes that create barriers to equal participation

The CRPD requires governments to adopt specific measures to advance and empower women and children with disabilities as **a gender commitment**. It converges with other international treaties affecting women and children, such as the CEDAW and the Convention on the Rights of the Child (CRC). Pakistan has recently enacted laws protecting women against acid crimes and their rights in the workplace in light of CEDAW. These, however, need to be revised to include specific protection for women with disabilities.

This project will build systemic approaches to advocate for disability discourse within **UNCT** Pakistan’s deliverables. Previous delivering as one programs have neither targeted PWDs as rights holders while the current UN Sustainable Development Framework-Pakistan (UNSDF) also lacks articulation of PWD and DPOs as agents of change. Therefore, the introduction of advocacy for WWDs through the advisory body of the Human Rights Task Force[[3]](#footnote-3) (HRTF) that places itself under direct reporting to the UNCT, will leverage the UN System’s actions for WWD. The UNHRTF with advocacy on disabilities will contest various **drivers of discrimination** through the support of three UN Agencies; **UN WOMEN, ILO and UNV**, to garner results in strategic areas needing most urgent attention.

1. Advocacy for integrating WWD concerns across the new UNSDF for Pakistan[[4]](#footnote-4) and its interface with national and provincial government counterparts to report consistent progress towards the 11 CRPD references to the rights and inclusion of persons with disabilities.
2. **Capacity enhancement** with mapping of capacities of DPOs, as capacity to support the above work will be the bedrock of the project. Capacities of government and line departments engaged in meeting CRPD guidance will be mapped and built across two target provinces and their target district.
3. Working through existing national and provincial guidelines on dignified employment and placement of men and women with disabilities at work opportunities. UN Women and ILO [[5]](#footnote-5)will ensure employment placements providing women with disabilities with **employable skills** and protocols established for linkages to **micro-finance** opportunities. Best practices observed across both target provinces will be replicated.
4. Advocacy with the Ministry of Human Rights (MoHR) to ensure reports to the global **CRPD committee** on advance made for WWD in Pakistan.
5. UN Women maintains and facilitates the national and provincial EVAWG Alliance, is part of the HRTF technical working group and interfaces through them with the National Commission in the Status of Women (NCSW) and its provincial wings PCSWs. These **policies discourses** will be advocated and technically guided for distinct measures, capacities and reporting needed for women and girls with disabilities through the UNHRTF.

The project will engage two National UN Volunteers with disabilities to support its activities in the two target provinces embedded with the implementing partner DPOs and.

## 1.2. Proposal development process

*Max 500 words. (733)*

The project was conceived through a series of consultation with a member of the Gender Humanitarian Task Force, a national DPO network representing women with disabilities while drawing from their consultations with government entities, ILO, UNV and UN Women. Alliances were explored through existing UN Women, ILO and UNV, government and civil society interface, to support PWDs and WWDs through the UNHRTF, which has advised and advocated for their human rights at **institutional, legislative and behavioral levels**. UN Women will ensure to meet 4 key outcomes; of producing novel research on WWD issues across the CRPD recommendations to be integrated throughout the UNSDF deliverables. Advocating for, creating a voice and visibility on CRPD milestones, with building capacity on disabilities issues, monitoring and accountability of commitments made.

The approach of the project and its impact strategy relies on the substantive participation of DPOs, their engagement as leaders and advocates for change, their capacity strengthening and through them capacity development and mentoring of government, media, private sector, service providers, and law enforcement bodies. Since local DPOs can better guide on the problems of women with disabilities, reporting on domestic violence, or sexual abuse or harassment and in accessing information on redress and referral, these circumstances have made women with disabilities vulnerable to violence, exploitation and sexual abuse[[6]](#footnote-6).

The Resident Coordinators Office (RCO) will engage UN Women nominated representative for WWD to flag DPO concerns at the HRTF, with recommendation to engage with government counterparts, media, academia and UN Agencies. The discussion with ILO has ensured that job placements in this project will be of WWDs while the advocacy through women parliamentarians will entail a national campaign on WWDs rights and protection across all spheres. Mechanisms for preventing GBV and VAW will be ensured through substantial capacity enhancement of women and men law enforcing personnel as part on UN Women’s work.

The theory of change relies on studies by various stakeholders like the British Council “Moving from the margins Mainstreaming persons with disabilities in Pakistan- 2014”, data on various DPO websites and reports from including The National Forum for Women with Disabilities (NFWWD) as well as other government and media web content. The Theory of change was supported by DPO representative network and by senior staff of the participating agencies.

# 2. Project approach

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

*Maximum 100 words. (110)*

The project aims to capitalize on the UNSDF to harness linkages and influence ministries at federal and provincial levels to secure compliance and defend the rights of women with disabilities through UNHRTF advisory and UN Women project staff advocacy, build capacity, monitor and report milestones in meeting global commitments on WWDs. These specific commitments include the 11 references on SDGs to CRPD compliance and UNCRPD guidance and will work through strengthening civil society and through levers of thematic priorities of enabling legislation and policy frameworks, empowering cultural norms, capable and inclusive institutions, access to services and assistive technology supported by evidence.

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

*Max 750 words (784)*

The UN in Pakistan has now committed to the third round of delivering as one through UNSDF programming. Disabilities discourse is represented weakly in the current UNSDF but as this is an evolving document it is envisaged that the said project will be able to create greater linkages with the CRPD and its 11 references within the SDG. Synergy with UNPRPD framework especially leveraging change through WWDs was most suited under UN Women in Pakistan current programming framework, whereby UN Women’s global mandate opens venues to empower women and girls to secure their human rights, ensure women’s economic and political participation while advocating for preventing violence against them in accordance to CEDAW guidance. UNPRPD project will hinge on leveraging the existing programmatic advantage at UN WOMEN and linking that with the UNSDF delivery with strategic partnerships with ILO for economic and skills gains for WWDs while with UNV, that supports the volunteer infrastructure across the UN system, will facilitate linkages of WWD with government and civil society. The project will work through three levels of change which are policies, systems and behavior. The thematic priorities for enabling legislation and policies will include collaborating with MOHR, NCHR and NCSW. A range of stakeholders will contribute and be monitored for behavior changes from DPOs and individual WWDs as well as media, students, parliamentarians, government employees, security service providers etc.

**See Annex 1**

### Table 1.1

| Enabling Factors | Thematic Priorities |
| --- | --- |
| 1. 2.3
2. Enabling legislation and policy frameworks
 | MoHR to be capacitated and supported for CRPD committee reports to global CRPD committee. Pakistan disabilities Act under review to engage DPO voices through UNHRTF. Labor laws for WWD- Report on application of ILO employment rehabilitation of PWD with reference to C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159). The project while interfacing with government counterparts will support formulating policies across the project districts for targeted action improving accessibility of workplaces and capacity building of employees and employers to ensure working environment are inclusive. Mainstreaming will be ongoing with the UNCT in thematic areas applying the gender and disabilities lens |
| 1. Empowering Cultural Norms
 | Capacitating and engaging women parliamentarians to champion radio and TV campaigns to support WWDs empowerment, fight stereotypes and stigma. Building on the existing national and provincial networks of PWDs and WWDs to advocate for inclusive integrated dignified living and services.  |
| 1. Capable and inclusive institutions
 | The project will engage with a range of national and provincial ministries and their line departments including Women Parliamentary Caucus, Commissions on status of Women and national and international civil society networks, law enforcement bodies including police. Job placement of WWDs with strategic employers among those that can demonstrate a multiplier effect, and endeavor to ensure Technical Vocational Education and Training Institutions in target districts and ensure accessible and WWD market driven-skill enhancement focused courses. |
| 1. Access to services
 | Provision of assistive devices, targeted and specific buildings made accessible for this project and as an advocacy for other essential work and service locations in project districts. Linking through ILO to micro finance and entrepreneurship opportunities through Sindh and KPK and FATA provincial government allocations. |
| 1. Technology to assist access
 | Accessibility apps developed through collaboration with Comsats University for access to GBV helpline through a Mobile App and accessible center for WWD -in Karachi and /or KPK government center for VAW survivors  |
| 1. Adequate data and evidence
 | Capacity mapping along the same lines as the UNCRPD National Voluntary Review (NVR)and to advocate with the generated information at two level, nationally for bridging capacity gaps and regionally to get Pakistan in as the first Asia Pacific country to engage in a full-fledged NVR.  |

**Other programmatic considerations-** *Maximum 650 words. (706 words)*

### Table 1.

| 1. ***Mix of targeting and mainstreaming***

*How will the proposed project mix targeting and mainstreaming strategies in order to generate structural transformation?* |
| --- |
| **Targeting of strategic entry points** benefit PWDs and WWDs, like through the Ministry of Human Rights, National Commission on Human Rights, National Commission on the Status of Women, finance services and departments, technical skill enhancement services, etc. to create the needed, enabling environment and demonstrate compliance to CRPD commitments. This will entail review of legislation for CRPD compliance PWD Act of Pakistan under development at MoHR and advocate for subsequent reforms, support MOHR committee on CRPD in the drafting of reports to the CRPD Committee (global), and ministries in implementing and reporting the recommendations of the CRPD Committee, support disability rights analysis through a national voluntary review of relevant policies and strategies. Mainstreaming through UN WOMEN existing work of economic empowerment in Sindh whereby supporting national ID cards to WWDs and their placement in private sector industries with enhance skills. The national IDs which will allow them to access benefits and services in formal employment. **Mainstreaming WWDs** through their national and provincial networks, with capacity enhancement, orientation on key issues and linkages with stakeholders for essential advocacy, from national UNHRTF supported by provincial WWD representatives, and technical assistance to capture results for WWDs. This mainstreaming will also entail capacity enhancement among WWDs and youth through media personnel, academia, campaigning by women parliamentarians and protection capacity of law enforcement personnel. Ensuring sex age and disability disaggregated data collection becomes a rule of business among stakeholder, so that information on knowledge, beliefs and attitudes that cause stigma towards women with disabilities can be addressed, social marketing campaigns aimed at promoting supportive and empowering attitudes, promoting dialogue on disability through the UNHRTF.  |
| 1. ***Scalability***

*How will the project create the conditions for scalability of results and successful approaches tested through project activities?* |
| Scalability (see diagram 1) will be ensured following a two-pronged approach; creating replicable models at district levels at two provinces to be emulated at other districts through civil society, DPOs, women’s political representation, local media and training of government line departments-making WWD issues part of the core business of these stakeholders as an essential component of meeting accountability to everyone’s human rights. The second prong will be through leveraging existing work of the UNCT, UN Women and ILO to meet the UNPRPD project outcomes, these include existing work of UN Women in training Women Parliamentary Caucus (WPC) will be garnered to advocate and champion WWD rights  |
| 1. ***Sustainability***

*How does the project intend to create the conditions for the long-term sustainability of the project results?* |
| Sustainability will come from engaging academia, youth, law enforcement personnel, parliamentary champions and bringing them to highlight basic human rights as rights of WWDs like Respect for dignity, Non-discrimination, Full and effective participation and inclusion in society, Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity, Equality of opportunity, Accessibility, Equality between men and women.. Diversifying partnerships between humanitarian, development and disabilities organizations will deepen the ownership of PWD agenda and ensure lasting partnerships by attracting donor funding for joint programming. Media, social media, campaigning, TV and Radio outreach will create the essential thrust.  |

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### Table 1.1 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*** |
| --- | --- | --- | --- | --- | --- |
|  Contextual | Political commitments vary after elections  | ***M*** | Extra time needed to re-advocate to stakeholders | Introducing additional rounds of capacity building, and meetings to reorient stakeholders | Project coordinator, and project participating agencies |
| Contextual | Large scale natural disaster overthrowing stakeholders’ / donor’s priorities | ***H*** | Less emphasis on development aspects of CRPD work and more on disaster response  | Mainstream project activities may need to be modified to meet PWDs needs in disasters as a scaling up of the project work with NDMA | In consultation with participating agencies and project coordinator |
| contextual | security risks in project areas  | ***H*** | Inability to travel to field areas for project meetings | Remote meetings held over digital channels | Project coordinator and project team |
| Programmatic | Timeliness of delivery due to bureaucratic hurdles | ***M*** | Delay in project targets | Proactive follow-up and hand-holding where needed of official counterparts | Project coordinator and project team |
| Programmatic | government’s uptake of project targets  | ***L*** | Delays in project activities | Early intelligence and advocacy through key stakeholders | Project coordinator and project team  |
| Programmatic | staff and consultant timely hiring  | ***M*** | Delays in project activities | Negotiating and influencing headquarters through agency leadership | Project coordinator and project team  |

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

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

### Table 2. Expected impact

| **Impact:** **What rights will be advanced? For whom?** |
| --- |
| **The right to employment and a life free of violence for women with disabilities is advanced.** |

### Table 3. Expected outcomes

| **Outcome1 Enhanced capacity of the relevant government entities to monitor and report on the rights of persons with disabilities.** | **CAP** |
| --- | --- |
| 1.1 Training of MOHR relevant staff on CRPD monitoring and reporting.  | *KNO* |
| 1.2 Technical support for mapping of government departments capacity on CRPD implementation (as per template of CRPD country voluntary review) in targeted districts of 2 provinces. | *TOO* |
| 1.3 Training for stakeholders at federal & provincial levels on how to monitor and report against commitments on SDG, CEDAW and CRPD  | *KNO* |
| 1.4 Trainings to government departments staff on collection and analysis of data on women with disabilities  | *KNO* |

| Outcome 2 Enhanced capacities of stakeholders to increase employment for women with disabilities  | CAP |
| --- | --- |
| 2.1 Partnership between recruitment services and employers is established for women with disabilities | *PAR* |
| 2.2 Technical Education and Vocational training institutions in target districts receive training on the rights of persons with disabilities and accessibility. | *KNO* |
| 2.3 Women with disabilities receive training on skill building in 2 pilot provinces.  | *KNO* |
| 2.4 Protocol is established to ensure that women with disabilities have access to micro finance and entrepreneurship opportunities in target districts | *PRO* |
| **Outcome 3 Enhanced capacity of persons with disabilities, in particular women, to advocate for their rights**  | ***CAP*** |
| 3.1 Persons with disabilities are hired through UNV program and are providing technical support. | *HUM* |
| 3.2 Mapping of DPOs in target provinces to identify capacity and strengths. | *TOO* |
| 3.3 Women with disabilities are connected and engaged with women parliamentarians to advocate for their rights. | *NET* |
| 3.4. Partnership between DPOs and volunteering bodies at national and provincial level to advocate for rights of women with disabilities.  | *PAR* |
| **Outcome 4 Enhanced capacity of institutions to respond to GBV of women with disabilities** | **CAP** |
| 4.1. Disability friendly Mobile App developed and linked to a GBV helpline to report cases against women in one pilot district | TOO |
| 4.2 Staff of Police and Rescue Service providers are trained on protection of women with disabilities from GBV | KNO |
| 4.3. Seminar with NCSW on Women with Disabilities, especially Intellectual and Mental disabilities, to develop recommendations and way forward on their rights and protection. | KNO |

# 3. Elements of project design

*Max 500 words; (498 words)*

**Equality between men and women.**

The project targets to mobilize support from DPOs and rally their networking at national and through two provincial DPOs at provincial levels. It will be ensured that the representation of partner DPO organization is at least 50% women with disabilities or more. The entire project’s premise is to ensure empowerment and access for men and women with disabilities with a specific focus on ensuring an increase in participation of women with disabilities in employment, with policy and research to support guidance for preventing violence against women with disabilities. Also ensuring access to financial support through micro-finance, entrepreneurship and skills enhancement all capture women with disabilities. The project will ensure that approaches to baselines, monitoring indicators and interventions are all sex, age and disabilities disaggregated. In media and mass awareness campaigns, it is again targeted that representation of women with disabilities will be ensured at 50%. Lastly the project will attach two UNVs as project staff, who shall be women with disabilities.

**Full and effective participation of women with disabilities:**

As mentioned above, the project will engage two national UNVs with disabilities as project officers based with the provincial DPO partner. The project will engage DPO representation at the national and provincial level through a regular feedback from DPOs on UNSDF roll out at provincial levels through DPO focal persons to guide UN programming both at research, policy formulation, and implementation factors in the CRPD guidance on SDG and their delivery with clear sex and age with disability disaggregated data

**Accessibility:**

The project will advocate with government counter parts and UN agencies enabling the disabled person’s physical accessibility across various meetings, training and discussions. A mapping will be conducted as part of the project resource, to identify various skills sets and locations of women with disabilities. This task will be performed by the DPOs at national and provincial level with support from the project through its networking with DPOs.

# 4. Partnership-building potential

Partnerships in this project will be built across many levels. It starts with building a rapport with the Human Rights task force at the national level and developing linkages with provincial partner DPO with UN steering committees while also engaging with DPO movement and local civil society members at national and provincial levels who will leverage knowledge, and best practices for guiding the advocacy with UNCT to better mainstream disabilities related work in UNSDF outcomes. A second level of partnerships will emerge from the three participating agencies namely UN WOMEN, UNV, and ILO who will facilitate linkages of women with disabilities with the CRPD discourse in their programmatic work. A third level will emerge from the governmental interface of project creating policy legislative and procedural facilitation for CRDP guidance. Lastly community level partnerships across national and provincial commissions on the status of women, security personnel like police, media, academia, employers, training facilities, microfinance and business communities for facilitating women with disabilities engagement and integration into their work.

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

*Max 200 words; (167 words) Please refer to the UNPRPD SOF Sections 2.5 page 39.*

Establishing a connection between the UNCT and disabilities discourse through advocacy at the Human Rights task force. It will provide greater voice and visibility of disabilities issues within the UN system, also through the Inter Agency Group on Gender Equality (IAGonGE), under UN Women’s chair ship, will continue to advice the UNCT where needed in strengthening outcomes and accountability to women with disabilities due representation and engagement. This Human Rights task force will engage across all of the 10 outcomes of the UNSDF’s deliverables and mainstream CRPD guidance across them and monitor them for compliance and targets met. The results achieved for the CRPD priorities in the UN’s work will set the stage for a more permanent significant advisory for disabilities attached to the UN or a key government body like MoHR or NCSW. It is hoped that donors and global disabilities sponsors will continue to patronize the work for WWDs which includes research and evidence to improve the work of the UN and its partner government agencies, build capacity, advocacy and monitor and report outcomes.

# 6. Management arrangements

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

## Table 4. Implementation arrangements

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies** | **Other partners** |
| --- | --- | --- | --- |
| **1. Relevant government entities are monitoring and reporting on the rights of persons with disabilities** | UNCT UNPRPD project staff at UN Women  | UN WomenUNVILO | National DPO organizations and National Women with Disabilities Networks, Government ministries and provincial line departments Women Machineries  |
| **2 Increased employments for women with disabilities** | Provincial UNVs at DPOUNPRPD project staff at UN Women  | ILOUN Women UNV | Provincial and national DPOs and their network Industry and private sector employers working with UN Women and ILOGovernment ministries and provincial line departments Women Machineries |
| **3 Women with disabilities are able to advocate for their rights at national and provincial and district levels** | Provincial UNVs at DPOUNPRPD project staff at UN Women  | ILOUN WomenUNV | National and provincial chapters of women with disabilities network and DPOsGovernment ministries and provincial line departments Women Machineries |
| 1. **Relevant institutions are able to respond to GBV concerns of women with disabilities**
 | Provincial UNVs at DPOUNPRPD project staff at UN Women  | ILOUN WomenUNV | National and provincial chapters of women with disabilities network and DPOsGovernment ministries and provincial line departments Women Machineries |

Diagram 2: Management Arrangements between UNPRPD actors: The UNCT is at the apex of the management arrangement, with UN Women project secretariat working collaboratively with the UNDTF and its DPOs and linking them and receiving feedback from the Government nod the SDG Task Force. The third tier is of ILO and UNV working directly with UN Women Project Secretariat and engaging with the UNDTF. Also on the third tier is the Provincial chapter of the UNDTF run by DPO networks who work with the national UNDTF. The provincial DPO network also works with provincial departments mirroring the recommendations from the national ministries and SDG Task force

## Knowledge Management

*Max 250 words (251 words)*

The project will undertake two provincial level studies to map DPO capacity and a National Volunteer Review (NVR) to map government and policy gaps. These studies will provide a baseline identifying the capacity needs of DPOs to meet political, economic and access to services, while the NVR will capture a baseline of government capacity for CRPD. Other than that, each training endeavor will be accompanied with a training needs assessment and post training learning analysis along with commitments to deliver targets after capacity enhancement. The interface with technical training, commerce opportunities, employment and accessibility measures will also draw in many case studies of achievements and challenges. The interface with government entities and personnel for law enforcement and protection will generate stories and statistics that will contribute to documenting best practices. It is envisaged that through the UNHRTF interface novel information will be generated on a regular basis as a thematic advocacy measure with the UNCT and inform and educate all development stakeholders with best practices and adherence to CRPD commitments, developed by DPO attached to the UNHRTF at national and provincial levels. Through the UNHRTF and DPO global and regional linkages the lessons learnt will be shared and other countries best practices will also be used as grounds for advocacy locally.

# 7. Inception Activities

*Max 250 words (187 words)*

At the onset, it will be important to draw in a strong national DPO with linkages across the country to be established as the secretariat for DPO coordination. This DPO will ensure key information sources and contributors for regular advice to the UNHRTF. Selection of this DPO will be ensured through a call for proposal outlining the foreseeable targets of the project. With UN Women’s fiduciary responsibility, the project shall undertake two studies which will inform the needed entry points on directions and targets catering to WWD needs. Some inception work will also include provincial office establishment, hiring of UNVs to be attached at provincial levels as project staff. An early liaison will be ensured with Women parliamentarians to ensure groundwork, advocacy and campaigns for disability inclusion in the new government to be founded after the elections in July 2018.

# 8. Budget

## Table 5. Project Budget

**PROGRAMME BUDGET**

|  | **CATEGORY** | **ITEM**  | **UNIT COST** | **NO. OF UNIT** |  **Total Amount (US$)**  |
| --- | --- | --- | --- | --- | --- |
| **1** | Staff and Personnel Costs\*  |  |  |  |  **72,726**  |
|  | 1.1. UN Women Project officer -75% | HR | 2,543 | 24 |  **61,032**  |
|  | 1.2. UN Women Operations support 25% |  HR | 1,949 | 6 |  **11,694**  |
| **2** |  **Supplies, commodities, and materials**  |  |  |  |  **19,690**  |
|  | Supplies/ Stationery  |   | 1,690 | 1 |  **1,690**  |
|  |  Printing & visibility material  |   | 1,800 | 10 |  **18,000**  |
| **3** |  Equipment, vehicles, furniture depreciation  |   |   |   |  **6,000**  |
|  |  Equipment for UNVs  |   |  3,000  |  2  |  **6,000**  |
| **4** |  Contractual Services  |   |   |   | **75,743**  |
|  | UNHRTF meetings for UNCT guidance  |   | 250 | 12 |  **3,000**  |
|  | Legislation PWD ACT review |   | 1,500 | 4 |  **6,000**  |
|  | NCSW and PCSW meetings and contribution to PWD Act with MoHR |   | 7,490 | 1 |  **7,490**  |
|  | UNSDF provincial meetings per quarter 2 provinces (4 quarters) |   | 750 | 4 | 3,000  |
|  | Documentary on WWDs issues  |   | 16000 | 1 | 16,000  |
|  | Women with disabilities have Mobile App for access and information  |   | 5800 | 1 | 5,800  |
|  | Work with ILO and UNWomen for women with disabilities friendly employment  |   | 2,000 | 8 | 16,000  |
|  | DPO Employment database development & linkage with Job Portals |   | 13153 | 1 |  **13,153**  |
|  | Webpage Web page/link and social media accounts and hosting and maintenance by DPOs |   | 5,300 | 1 | 5,300  |
| **5** |  Travel and Meetings  |   |   |   |  **38,800**  |
|  | Meeting arrangements |   | 60 | 30 | 1,800  |
|  | Int'l Women & Disability Day related events |   | 4000 | 2 | 8,000  |
|  | UNCT training one session in each UNCT retreat on WWDs |   | 800 | 2 | 1,600  |
|  | UN Women and HRTF arrange for quarterly update in PMT meetings on WWD issues |   | 500 | 2 | 1,000  |
|  | Local meetings at different offices National MoHR, NCSW, NCHR, etc |   | 60 | 50 | 3,000  |
|  | International Travel 2 DPO events (4 persons 2 events) |   | 4000 | 5 | 20,000  |
|  | Local meetings in 2 Provinces with Dep of Human Rights, Provincial Commissions on Status of Women, Labour departments, Social Welfare departments, Dep for HR etc |   | 85 | 40 | 3,400  |
| **6** |  Transfers and grants  |   |   |   | **144,758** |
|  | Establishment of Disabilities civil society group at provincial levels |  | 300 | 10 |  3,000  |
|  | Police training at provincial level on protection of women with disabilities from GBV and VAW |  | 10000 | 2 |  20,000  |
|  | Women Parliamentarians training championing women with disabilities issues |  | 10000 | 1 |  10,000  |
|  | TV and Radio programmes for WWD, with parliamentarians |  | 15000 | 1 |  15,000  |
|  | TEVTA courses for employment of WWDS |  | 2250 | 4 |  9,000  |
|  | DPOs training on life skills |  | 2500 | 2 |  5,000  |
|  | Int'l Women & Disability Day related events |  | 4000 | 3 |  12,000  |
|  | DPOs in capital and provinces trained to contribute to evidence collection and reporting for HRTF and inteact with provincial UNSDF committes |  | 12000 | 1 |  12,000  |
|  | DPOs act WWD EVAW referral support - documentation and communication costs  |  | 14000 | 1 |  14,000  |
|  | Baselines for DPO Capacity and Govt Capacity |  | 11,279 | 2 |  22,558  |
|  | National Security Forces Training on WWD & VAW Management |  | 7500 | 1 |  7,500  |
|  | disability aids distributed to trainee and emaployees for different job placements (wheel chairs, hearing aids, and white canes)  |  | 14700 | 1 |  14,700  |
| **7** | General Operating Expenses |   |   |   |  **16,115**  |
|  | Monitoring Evaluation/ Admin & Security |   |   |   |  **16,115**  |
|  | **Total Programme Costs** |  |  |  |  **373,832**  |
| **8** | Indirect Support Costs\*\* |   |   |   |  **26,168**  |
|  | **TOTAL Amount** |  |  |  |  **400,000**  |

From the above information please specify the following:

## Table 6. Detailed Costs

| ***Category*** | ***Activity (Please Describe)*** |  ***Total Cost USD***  |
| --- | --- | --- |
| Inception Activities Inception Activities | Establishment of Disabilities civil society group at provincial levels |  3,000.00  |
| Inception Activities | Women Parliamentarians training championing women with disabilities issues |  10,000.00  |
| Inception Activities | Local meetings at different offices National MoHR, NCSW, NCHR, etc. |  3,000.00  |
| Inception Activities | Baselines for DPO Capacity and Govt Capacity |  22,558.00  |
| Inception Activities | General Operating Expenses - Admin & Security |  725.00  |
| Inception Activities | Printing and visibility/ supplies and stationeries |  5,000.00  |
| Inception Activities | Staff cost |  14,545.20  |
| Inception Activities | Support cost |  4,767.00  |
|   |  |  **63,595.20**  |
| Monitoring and Evaluation Costs | Monitoring and evaluation cost 3.5 % | 13,084.00  |
|   |  |  **13,084.00**  |
| Equipment & Furniture Costs | Equipment & Furniture for UNVs | 6,000.00  |
|  |  |  **6,000.00**  |
| Direct impact on empowerment of women and girls with disabilities | UNHRTF meetings for UNCT guidance  |  3,000.00  |
| Direct impact on empowerment of women and girls with disabilities | Legislation PWD ACT review |  6,000.00  |
| Direct impact on empowerment of women and girls with disabilities | NCSW and PCSW meetings and contribution to PWD Act with MoHR |  7,490.00  |
| Direct impact on empowerment of women and girls with disabilities | Work with ILO and UN Women for women with disabilities friendly employment  |  16,000.00  |
| Direct impact on empowerment of women and girls with disabilities | National Security Forces Training on WWD & VAW Management |  7,500.00  |
| Direct impact on empowerment of women and girls with disabilities | TEVTA courses for employment of WWDS |  9,000.00  |
| Direct impact on empowerment of women and girls with disabilities | TV and Radio programmes for WWD, with parliamentarians |  15,000.00  |
| Direct impact on empowerment of women and girls with disabilities | UNCT training one session in each UNCT retreat on WWDs |  1,600.00  |
| Direct impact on empowerment of women and girls with disabilities | UN Women and HRTF arrange for quarterly update in PMT meetings on WWD issues |  1,000.00  |
| Direct impact on empowerment of women and girls with disabilities | Local meetings in 2 Provinces with Dep of Human Rights, Provincial Commissions on Status of Women, Labour departments, Social Welfare departments, Dep for HR etc. |  3,400.00  |
| Direct impact on empowerment of women and girls with disabilities | Police training at provincial level on protection of women with disabilities from GBV and VAW |  20,000.00  |
| Direct impact on empowerment of women and girls with disabilities | Int'l Women & Disability Day related events |  20,000.00  |
| Direct impact on empowerment of women and girls with disabilities | Printing and visibility/ supplies and stationeries |  5,230.00  |
| Direct impact on empowerment of women and girls with disabilities | Staff cost |  21,817.80  |
| Direct impact on empowerment of women and girls with disabilities | Support cost |  9,875.00  |
| Direct impact on empowerment of women and girls with disabilities | Administrative and Security cost |  775.00  |
|  |  | **147,687.80**  |
| Direct impact on DPOs capacity | DPOs training on life skills |  5,000.00  |
| Direct impact on DPOs capacity | International Travel 2 DPO events (4 persons 2 events) |  20,000.00  |
| Direct impact on DPOs capacity | DPOs in capital and provinces trained to contribute to evidence collection and reporting for HRTF and interact with provincial UNSDF committees |  12,000.00  |
| Direct impact on DPOs capacity | DPO Employment database development & linkage with Job Portals |  13,153.00  |
| Direct impact on DPOs capacity | DPOs act WWD EVAW referral support - documentation and communication costs  |  14,000.00  |
| Direct impact on DPOs capacity | Printing and visibility/ supplies and stationeries |  5,235.00  |
| Direct impact on DPOs capacity | Staff cost |  21,817.80  |
| Direct impact on DPOs capacity | Support cost |  6,667.00  |
| Direct impact on DPOs capacity | Administrative and Security cost |  775.00  |
|  |  |  **98,647.80**  |
| Accessibility costs | Printing and visibility/ supplies and stationeries |  4,225.00  |
| Accessibility costs | Meeting arrangements |  1,800.00  |
| Accessibility costs | UNSDF provincial meetings per quarter 2 provinces (4 quarters)  |  3,000.00  |
| Accessibility costs | Documentary on WWDs issues  |  16,000.00  |
| Accessibility costs | Women with disabilities have Mobile App for access and information  |  5,800.00  |
| Accessibility costs | disability aids distributed to trainee and employees for different job placements (wheel chairs, hearing aids, and white canes)  |  14,700.00  |
| Accessibility costs | Webpage Web page/link and social media accounts and hosting and maintenance by DPOs |  5,300.00  |
| Accessibility costs | Staff cost |  14,545.20  |
| Accessibility costs | Support cost |  4,859.00  |
| Accessibility costs | Administrative and Security cost |  756.00  |
|  |  |  **70,985.20**  |
|   |  Grand Total |  400,000.00  |

# Annex 1 Partnerships model reference to section 4

**Description of Diagram: This Partnership model has a core that supports the Culture of dignity and is surrounded by four aspects of partnership, which are, innovate for Improved partnerships, engage for broadening partnerships, integrate for strengthening systems and partnerships and Hardware to support lasting partnerships**

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1. The Economist; Intelligence Unit, Moving from the Margins; August 2014 [↑](#footnote-ref-1)
2. Information from the National Forum Supporting Women with Disabilities [Emerging Concept of Women with Disabilities](http://www.nfwwd.org/wp-content/uploads/2013/02/Emerging-Concept-of-Women-Leaders-with-Disabilities.pdf) [↑](#footnote-ref-2)
3. HRTF, established in 2009, is a technical advisory body to the UNCT on all human rights related issues, from advocacy to programme interventions, along with being an inter-agency coordination mechanism on human rights [↑](#footnote-ref-3)
4. Pakistan is one of the 8 Delivering as One (DaO) pilots, making it part of the first generation of countries implementing the UN Development Assistance Framework. Having completed the first cycle of the UNDAF, One UN Programme (2009-2012), Pakistan is presently implementing the second cycle of the One UN Programme II (OPII: 2013-17) and will be implementing the third cycle of the One UN Programme III (OPIII: 2018-2022) in 2018. The OPIII also known as the United Nations Sustainable Development Framework for Pakistan (UNSDF), is a medium-term strategic planning document that articulates the collective vision and response of the UN System to Pakistan’s national development priorities, highlighting activities to be implemented in partnership with the Government of Pakistan, as well as in close cooperation with international and national partners and civil society. [↑](#footnote-ref-4)
5. ILO Conventions concerning Discrimination in Employment and Occupation (No. 111) of 1958 and concerning Vocational Rehabilitation and Employment (Disabled Persons) No. 159 as well as the associated Recommendation No. 168 of 1983 [↑](#footnote-ref-5)
6. Information from the National Forum Supporting Women with Disabilities [Emerging Concept of Women with Disabilities](http://www.nfwwd.org/wp-content/uploads/2013/02/Emerging-Concept-of-Women-Leaders-with-Disabilities.pdf) [↑](#footnote-ref-6)