Logo UNPRPD

The United Nations symbol on the left side. Then  text includes: the UN Partnership on the Rights of Persons with Disabilities. Below are  nine acronyms of the UN Participating Organizations.

# TEMPLATE FOR PROJECT PROPOSALS

| **Title:** | **Advancing the Rights of Women and Girls with Disabilities in Zimbabwe** |
| --- | --- |
| **Country:** | **Zimbabwe** |
| **Duration (max. 36 months):** | **24 months** |
| **Total Budget:** | **400,000 USD** |
| **Participating UN Organizations:** | **Implementing Agencies UNDP, UNESCO and UNFPA, in collaboration with UNICEF and UN WOMEN** |

# EXECUTIVE SUMMARY

*Max 250 words.*

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

The Government of Zimbabwe has undertaken major efforts to establish a legal and institutional framework for the inclusion of persons with disabilities. However, its implementation has realized limited success. As a result, persons with disabilities in Zimbabwe face huge challenges accessing healthcare, education, and justicewith disabled women and girls bearing the brunt of the discrimination due to their marginalized gender.

It is within this context that UNESCO, UNDP, and UNFPA in collaboration with UNICEF, UN WOMEN, and the Resident Coordinator’s Office aim to support women and girls with disabilities in Zimbabwe by i) amplifying their voices based on evidence supported needs, aspirations, and priorities; ii) addressing negative cultural norms; iii) advocating for improved response and prevention to Gender-Based Violence (GBV) and access to sexual reproductive health (SRH), and iv) engendering a human rights based approach to SRH service delivery and access to justice, all of which will advance CRPD articles 6, 8,13,23, and 25. While three agencies will implement the proposed project, namely UNDP, UNESCO, and UNFPA, an advisory group consisting of UNICEF, UN Women, the implementing agencies, government, and Disabled Persons Organizations (DPOs) will be created to oversee its execution.

Women and girls with disabilities have to influence the public discourse about what is disability; there is need to understand girls’ with disabilities perception, aspirations, and fight against social isolation and exclusion from public sectors. At the same time, duty bearers and other stakeholders in the community have a key role to play. The UN in Zimbabwe aims to engage around critical issues such as the transformation of cultural norms, the design and delivery of services, including among others SRH, and the protection of women and girls with disabilities from GBV and harmful practices.

# BACKGROUND AND RATIONALE

## 1.1. 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).*

### Challenges

Persons with disabilities are a key constituency in Zimbabwe and are estimated to make up 7% of the population; however, they remain invisible in all levels of society and face numerous challenges in accessing healthcare, jobs, education, and justice. Moreover, women and girls with disabilities are particularly vulnerable to discrimination due to their marginalized gender. According to UN Women, one in five women in Zimbabwe live with disabilities but the figure may be much higher.

Culture is a significant driver in the marginalization of persons with disabilities. In certain Zimbabwean societies, disability is associated with witchcraft; they consider it to be a curse and the birth of a disabled child as a bad omen for the family. This hostile view of disability translates to the low social acceptance and isolation experienced by persons with disabilities. Communities play a key role in perpetuating the discrimination and stigma; hence, the fear and shame surrounding disability propels parents to leave their children in solitary thereby segregating them from other children and the wider community. This form of protective abuse increases the likelihood of sexual violence and solidifies their invisibility in public sectors especially within the SRH and justice domains.

Women, particularly girls with disabilities, face unique issues due to the intersection of gender and disability. According to Zimbabwe’s Ministry of Health & Child Care’s Living Conditions among Persons with Disability Survey, girls with disabilities are especially vulnerable to gender based violence (GBV) as they are twice as likely to experience sexual abuse relative to their male and female counterparts without disabilities. There are numerous factors contributing to this heightened vulnerability to GBV namely social isolation, the lack of support systems, and negative perceptions propagated by the shame and stigma surrounding disability, all of which together create a high risk environment in which abuse can go undetected.

Women and girls with disabilities face multiple barriers in accessing SRH services. The widespread misconception of their asexuality result in healthcare providers ignoring their SRH needs despite the fact that they are just as likely as anyone else to engage in sexual activities. Physical access to healthcare facilities is also a critical issue as many are not equipped with ramps or assistive communication devices such as braille signs; as a result, disabled women and girls face numerous difficulties in receiving proper services. Moreover, the mere act of getting to a facility is challenging as accessible transportation itself is limited, and even when disabled women and girls manage to receive transportation, many face abuse. Despite the lack of SRH rights and heightened vulnerability to GBV, women and girls with disabilities have limited access to justice.

Disabled women and girls are significantly disadvantaged with regards to access to justice. There is very little accessible information on what to do after experiencing crime/ GBV not to mention police stations and court houses are poorly equipped to handle persons with disabilities; reason being, they have limited knowledge on dealing with disabled survivors and many resort to victim blaming. Furthermore, women and girls with disabilities face communication and structural barriers to receiving post-violence services.

Recognizing the plethora of challenges facing persons with disabilities, the Government of Zimbabwe ratified the UNCRPD in 2013. However, its implementation remains in a state of limbo. As of today, the country has a very weak coordinating mechanism with no national strategy or framework to implement the convention. Few steps have been taken by the government to promote, protect, or monitor the convention; in addition, line ministries have yet to develop disability inclusive polices to support the implementation of the convention and the role of CSOs in the implementation process remains unclear.

### Opportunities

The last 20 years saw major breakthroughs in the advancement of disability rights in Zimbabwe most notably, in 1992, the government passed the Disability Rights Act and in 2013 it ratified the UNCRPD. Moreover, in November 2016, Zimbabwe underwent the UPR in which multiple recommendations on the promotion of disability rights where made; these included aligning domestic legislation with the obligations under the CRPD and improving access to justice especially for victims of GBV. By building upon the recent ratification of the UNCRPD, the engagement in the UPR process, and by working closely with the country’s vibrant DPO community, the UNCT can utilize this momentum as an entry point to secure and advance disability rights in the nation. Furthermore, interagency collaboration will serve as an opportunity to push forth disability rights at the forefront of UN agenda and promote a “one UN” approach while also capacity building and empowering DPOs in the process. The UNCT can leverage its ongoing partnerships with key line ministries such as the Ministry of Public Service, Labour, and Social Welfare to advocate for disability rights and the implementation of the UNCRPD. The government has recently put forward a disability law providing UNCT with a window to act as a catalyst for a new momentum on disability rights. The joint team can support the implementation of the law while also domesticating UNCRPD; this will encourage the government to be more disability- inclusive.

### SDGs: Leveraging the 2030 Agenda

It is useful to note that the Sustainable Development Goals are an opportunity to support persons with disabilities through the principle of Leaving No-one Behind and by ensuring that all development actions are inclusive. As such, the proposed project would support and further governmental commitment to implementing the SDGs targeting the most vulnerable; more specifically, it will make contribution to SDGs 3 (health), 5 (gender), and 16 (peace, justice, and strong institutions).

## 1.2. Proposal development process

*Max 500 words.*

*Please describe the consultation process leading to the development of this proposal. Kindly provide specific information on the following points:*

* *National stakeholders, within and outside government who contributed to the definition of the proposed intervention.*
* *The role played by persons with disabilities and their representative organizations in the definition of the project objectives and strategies.*
* *Strategies that were put in place to ensure the full participation of women with disabilities in keeping with the principle of equality between men and women.*
* *The process through which the plausibility of the project theory of change was verified (including research and evaluative evidence consulted).*

The joint team engaged in a disability inclusive consultation process during the development of this proposal. The team began establishing partnerships with DPOs and have consulted key disability actors including the National Agency for Disability and the National Association of Societies for the Care of the Handicapped, a non-governmental umbrella organization consisting of 70 Zimbabwean DPOs that advocate for disability rights and actively monitor the implementation of the CRPD. Within the umbrella organization, the team also met with Jairos Jiri Association, an NGO that works on rehabilitating persons with disabilities (specifically the blind) and Tose Center, an NGO focused on advancing the rights of women with disabilities. The joint UN team held bilateral meetings with the DPOs to facilitate the creation of partnerships and develop a firsthand understanding of the structural and social barriers affecting persons with disabilities in Zimbabwe which largely fed into the challenges identified in the proposal and the program approach. The DPOs during the consultation specifically discussed the inaccessibility within the justice and healthcare systems and the need to provide sensitization trainings on disability rights; as such, the joint team have ensured that the concerns raised align with the project objectives.

# 2. 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.*

UNCT will be supporting women and girls with disabilities in Zimbabwe and advocating for improved public discussions and access to SRH and justice services. The target beneficiaries will be between the ages of 15-49 from 6 provinces namely Mashonaland Central, Mashonaland West, Mashonaland East, Mashonaland North, Mashonaland South, and Harare province. The provinces were selected as part of the UNFPA Country Program Action Plan 2016-2020 focus regions on the basis of data on reproductive health and GBV. Indicators analyzed included maternal mortality rate, HIV prevalence, GBV incidence, and child marriage. As such, the selected locations were the ones most affected by the combined list of indicators. It is worthwhile to mention that while activities will be conducted in the 6 aforementioned provinces, research on the normative environment will be carried out in all 10 provinces.

## 2.2. 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.*

### visual representation or diagram

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

In keeping with the UNCRPD, this initiative aims to enable structurally focused action to advance the following rights for women and girls with disabilities most notably, the right to equality; the right to participation in political and public life; the right to protection from violence; freedom from discrimination in the field of health care; the right to recognition as a person before the law, and the right to equality before the law. The initiative is centered on empowering women and girls with disabilities to become self-advocates and shape public discourse about disability as well as improve access to SRH and justice services. As such, this initiative seeks to advance CRPD articles 6 (women with disabilities), 8 (awareness-raising), 13 (access to justice), 23 (respect for home and the family), and 25 (health). This will be accomplished by triggering systemic change through coalition-building among and within constituencies and across the state-citizens divide, normative environment reform for the fulfillment of disability rights (with regards to both legislative and cultural norms), and strengthening the capacity of key actors working to realize disability rights.

This initiative takes a partnership infrastructure approach by working with duty bearers, persons with disabilities, and their representative organizations to realize the “nothing about us, without us” principle. The joint team will participate in coalition-building among DPOs and other constituencies while also strengthening the capacity of both duty bearers and right holders through human resource, organizational, and institutional framework development to achieve measurable and sustainable results.

The joint team will engage in activities to propel a normative environment reform. The joint team seeks to amplify the voices of women and girls with disabilities and raise awareness on cultural norms. This will be achieved by researching the aspirations, priorities, and needs of women and girls with disabilities as well as implementing activities to engage communities on discriminatory cultural norms and beliefs with the aim of creating an environment conducive to disability rights. The data amassed (both quantitative and qualitative) will inform all activities implemented throughout the project. With regards to improving accessibility and mainstreaming disability rights in SRH and justice services, the joint team will address the misconceptions, lack of information, and stigma surrounding women and girls with disabilities by raising awareness among healthcare and justice providers as well as the larger community on the unique issues the target beneficiaries face with regards to GBV, SRH, and justice. Furthermore, the joint team will review existing legislations concerning SRH and justice rights in Zimbabwe in partnership with experts and government officials, in order to ensure that the human rights framework for inclusion of persons with disabilities is reflected. Lastly, the joint team will advocate for the implementation of the UPR recommendations on the alignment of disability laws and policies as well as domestication of the UNCRPD[[1]](#footnote-2). The human rights based approach will be a key principle and consideration in the support provided.

The joint team will build the capacity of multi-sectoral service providers in the justice and SRH domains to effectively assist women and girls with disabilities. This will be achieved through the provision of disability- sensitizing trainings to equip staff/ front-line workers with the necessary skills, knowledge, and attitudes to assist and protect the rights of women and girls with disabilities. In addition, the joint team will advocate for improved physical access to spaces that provide SRH and justice services (including GBV support) as well as accessible communication. Furthermore, the joint team will promote statistical collection on the victim prevalence rate of persons with disabilities who have experienced crime, quantitative data on the amount of cases reported to the Victim Friendly Unit, and qualitative data on the experiences of people with disabilities who have undergone the judicial process. This will assist in generating recommendations to improve the justice sector at a policy level. Moreover, the joint team will also strengthen the capacity of the target beneficiaries to seek assistance by advocating for accessible information pertaining to the criminal justice system and procedures; this includes, for example, information on how to report crime and how the court process works. The joint team will assist in harmonizing justice and SRH related policies and legislation to include persons with disabilities with a focus on women and girls. It’s critical to note that the joint team will also, in collaboration with key line ministries, build government capacity to strengthen the UNCRPD coordinating mechanism and initiate the development of a progress report to be submitted to the CRPD committee.

Finally, the joint team will build capacity in-house to mainstream disability rights in UN programming. This entails promoting a review of all current programs to ensure that disability rights are reflected. The ZUNDAF 2016-2020 enjoins all UN Agencies to mainstream issues of disability in all programs. Working jointly on this project, participating UN Agencies will champion the implementation of this through making adaptations which can be identified by the consulted beneficiaries. Furthermore, in partnership with DPOs and other advocacy groups, staff members of the joint team will participate in a disability awareness training program. Lastly, the activities implemented by the joint team in the proposed project will be complimented with a Monitoring and Evaluation plan.

## 2.3. 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 project will pursue its objectives by promoting structural changes to advance CRPD implementations through a twin track approach involving targeted as well as mainstreaming interventions; the targeted interventions aim to empower women and girls with disabilities while mainstreaming efforts will focus on improving accessibility in the SRH and justice sectors. Each implementing agency will play a specific role in advancing disability rights. UNESCO’s Social Human Sciences sector will shed light on girls with disabilities’ needs, priorities and aspirations; there is need to document, disseminate, and inform policies and programs based on their perception of disabilities and to shape public discourse (CRPD article 30 on public discourse). The Culture sector of UNESCO will engage with families, communities, schools and teachers on cultural norms, perceptions, and will support specific interventions for girls with disabilities (CRPD article 8 on awareness-raising). Negative attitudes, prejudices and stigma related to disability will be addressed in line with UNPRPD’s theory of change to create a society more conducive to disability rights. As for UNFPA, it will support girls living with disabilities’ well-being with a focus on sexual reproductive health (including its relationship to GBV) while UNDP will address access to justice. All three components are interconnected as the women and girls’ voices will inform community engagement, while the latter will contribute to specific interventions targeting the inaccessibility within the SRH and justice sectors.

**2. Scalability**

How will the project create the conditions for scalability of results and successful approaches tested through project activities?

The proposed project has the capability of scaling up; reason being, the leveraging potential is high as development partners such as DFID-UK, the Swiss Agency for Development and Cooperation, and the Delegation of the European Union can be engaged in the promotion of disability rights given that it intersects with their ongoing programs targeting human rights, gender, and youth development. Moreover, the project is centered on coalition building between duty bearers and right holders (including DPO’s) thereby creating a robust partnership infrastructure for the scaling up of the initiative.

**3. Sustainability**

How does the project intend to create the conditions for the long-term sustainability of the project results?

As previously mentioned, the leveraging potential is high; thus, funding can be accessed through development partners such as DIFID and the EU. At the government level, in-kind contribution from various ministries will be sought while local government and cities will be mobilized in the promotion of activities at the municipal level (including the co-sharing of specific activities). Furthermore, interagency and inter-sectoral collaboration will be strengthened to realize the “One UN” approach while also capacity building and empowering DPOs in the process. The implementing agencies will also mainstream disability rights in-house to insure the inclusion of persons with disabilities in future program-related endeavors. It’s important to note that measures will be placed for communication outreach to engage communities throughout the initiative via numerous media platforms. The community at large will be involved throughout the project through awareness raising campaign sensitizing them on disability rights and the benefits of the particular project. In addition, involving local government and departments will improve access to the government initiatives in this direction and help sustain the project activities beyond the project duration.

### 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 |
| --- | --- | --- | --- | --- | --- |
| Programmatic | Non parental cooperation which may hinder access to under aged beneficiaries of the project | M | Parents may refuse to involve their daughters in the project due to fear of stigma or distrust of project; this would in turn reduce the impact of the result/ reduce number of girls benefiting from activities. | Open communication with parents and wider community about project and benefits will be put in place. | Project Coordinator |
| Programmatic | Turnover and delayed recruitment that will compromise implementation of project (human resource) | L | Resource issues such as turnover and learning curves will slow down project and attainment of results (positions will need to be refilled in some cases). | Timely recruitment and effective onboarding of staff | UNESCO Human Resources Officer |
| Programmatic | Limited capacity of partners leading to delay of project activities | M | Limited capacity (technical or human resource) to deliver in timely manner. | Capacity building and training | Project Coordinator |
| Programmatic | Limited access to cash by partners leading to delays in project implementation | L | Inability to withdraw funds to implement activities will hinder the attainment of results. | Implementing UN agencies to work with commercial banks to secure cash. | UNESCO Finance and Administrative Officer |
| Institutional | Wrongful use and misappropriation of resources by partners(fraud/theft/bribery) | L | Diversion of aid materials, bribery of local officials, and misallocation of funds can result in the suspension of the project thereby preventing the achievement of results. Furthermore, the wrongful use/ misappropriation of resources would also comprise the reputation of the project and partners and will result in the reduction of available funds. | Project audit, spot-check and verification measures will be put in place. | UNESCO Finance and Administrative Officer |
| Institutional | Action, information or perceptions damaging to integrity or credibility of project (reputational risk) | L | Negative media stories, negative public statements or litigation by staff, ex-staff, and stakeholders will slow down project and the attainment of results while an investigation ensues. Moreover, the reputation of the project and partners will suffer and distrust from stakeholders (especially beneficiaries) may occur. | Proper communication about the project to all stakeholder s will be ensured. Furthermore, the routine checking of media outlets for anything unfavorable will be conducted. Staff recruitment screening measures will be put in place and all project related activities will be executed in compliance with ethics. | Project Coordinator |
| Programmatic | Inability to deliver results by partners | M | Inability to deliver due to ineffective project management will hinder the implementation of activities and the attainment of results. | Proper selection of partners (including a through selection criteria and assessments) will be put in place. | UNESCO Human Resources Officer |
| Programmatic | Lack of willingness of service providers and justice system employees to take ownership or responsibility for actions to enhance accessibility and gender responsiveness. | M | Inability to cooperate will hinder the attainment of expected results. | Implementation of accountability mechanisms for service providers and justice system employees to ensure full cooperation and ownership. | Project Coordinator |

\* 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.

## 2.4 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.* **[[2]](#footnote-3)**

### Table 2. Expected impact

Impact:

What rights will be advanced? For whom?

The rights of girls and women with disabilities are advanced through their empowerment, conducive normative environments, and improved access to justice and SRH.

### 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\*** |
| Strengthened capacity of women and girls with disabilities to shape public discourse. | CAP |
| Outputs  What project deliverables will contribute to the achievement of the outcome? |  |
| **Output Formulation** | **Type \*\***  (Only for capacity outcomes) |
| 1.1 Qualitative data on aspiration, needs/concerns, and priorities of target beneficiaries produced. | KNO |
| 1.2 Policy recommendations on the rights of women and girls with disabilities through consultations with target beneficiaries as well as analysis of disability-related laws, policies, and by-laws. | KNO |
| 1.3Training on advocacy skills for women with disabilities- this includes equipping them with knowledge on their rights as well as the channels/ schemes available to them to engage with government officials and the media. | KNO |
| Outcome 2  What structural shifts will be achieved? |  |
| **Outcome formulation** | **Type of lever\*** |
| Attitudes, beliefs and cultural norms of general public in 6 provinces changed. | CUL |
| Outputs  What project deliverables will contribute to the achievement of the outcome? |  |
| **Output Formulation** | **Type \*\***  (Only for capacity outcomes) |
| 2.1 Research on role of culture in disability- discrimination produced. |  |
| 2.2 Awareness raising campaign materials for general public on disability discrimination and negative cultural norms against target beneficiaries produced in both Shona and Ndebele along with a brochure explaining the CRPD. |  |
| 2.3 2 day community based workshops for 10 provinces on fighting against harmful cultural practices. |  |
| Outcome 3  What structural shifts will be achieved? |  |
| **Outcome formulation** | **Type of lever\*** |
| Increased capacity of justice system and SRH services to respond to women with disabilities rights | CAP |
| Outputs  What project deliverables will contribute to the achievement of the outcome? |  |
| **Output Formulation** | **Type \*\***  (Only for capacity outcomes) |
| 3.1 Qualitative data on experiences in justice system of target beneficiaries produced. | KNO |
| 3.2 Training multisectoral teams on GBV case management for women with disabilities GBV survivors. | KNO |
| 3.3 Integration of data on persons with disabilities in the management system of the JLOS. | TOO |
| 3.4 Disability-friendly informatics on justice system processes (i.e. court process) produced. | TOO |
| 3.5 Training of the Justice Law and Order Sector Institutions on rights of people with disabilities(audience of the training include courts, legal aid service providers, the magistrate, the national prosecution authority, Zimbabwe Police, and the Zimbabwe Prisons and Correctional Police Services). | KNO |
| 3.6 Build capacity of the National HR institutions (Human Rights Commission, gender Commission and ADVC) and members of parliament who have a role in ensuring the rights of women and girls with disabilities on SRHR and Disability. | KNO |
| 3.7 Develop and disseminate sensitizing messages on SRH/GBV/access to justice barriers and disability intersection at service providers and community level. | TOO |

**\*** 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

# 3. 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 proposed initiative specifically targets women and girls with disabilities as the intersection of their marginalized gender and disability heightens their vulnerability; as such, gender analysis marks the foundation of the project design and implementation. This initiative is centered on dispelling negative cultural norms and improving access to the SRH and justice services while also addressing the elevated rates of GBV faced by women and girls with disabilities. Quantitative and qualitative data around the unique issues faced by the target beneficiaries (including their needs and aspirations) will be established; therefore, sex-specific data and gender responsive indicators will be developed*.*

## 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).*

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

The UN country team will establish partnerships with DPOs in line with the “Nothing about us without us” principle reflected in the UNCRPD and the SDGs Leave No One Behind principle as part of the overarching human rights based approach. A fundamental aspect of the proposed project is the inclusion of persons with disabilities in all levels of programming; this entails involving persons with disabilities in the implementation of activities, the monitoring of progress, the overall evaluation of results, and follow-up planning. It’s useful to note that an advisory group will be established to oversee the project and a large presence of DPPO’s will be ensured. Systemic efforts will be made to represent the heterogeneity of various disability groups by reaching out to organizations that deal with different types of disabilities (including those that live in remote and rural areas). The proposed project also intends to prioritize the recruitment of persons with disabilities (with an emphasis on female disabled applicants) to oversee the project/ provide support.

Additionally, capacity-strengthening measures will be undertaken to enhance the full participation of DPO’s to enable them to be active partners in the activities. This will take the form of technical, financial, and accommodation support. Moreover, clear indicators will be identified to measure the level and quality of participation of persons with disabilities and DPOs especially when it comes to the project implementation phase. Specific attention will be paid to ensuring that appropriate mechanisms are put in place to collect regular feedback from DPOs about participation in the project.

## 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.*

Numerous measures will be undertaken during the planning and implementation of the project to ensure accessibility for persons with disabilities along with DPOs; these include making necessary and appropriate adjustments such as hosting meetings on the first floor, working to secure ramps in the offices of all implementing agencies, providing alternative and accessible versions of documents/ memos (i.e. in brail), inviting sign language interpreters during joint meetings with persons with disabilities and their representative organizations, and ensuring that W3C standards for web information are met. It is a top priority for persons with disabilities and DPOs to be able to fully participate and enjoy all activities. Moreover, as part of the project planning, the joint team in collaboration with persons with disabilities will develop accessibility assessment (paid by the implementing UN agencies) and provide financial support for reasonable accommodation when necessary during project activities.

# 4. 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.*

To comprehensively address the barriers that prevent the full realization of disability rights for women and girls with disabilities, a joint effort consisting of the UN country team, government, civil society actors (especially DPOs), and other advocacy groups will take place. The DPOs in the proposed project along with key line ministries and government agencies, namely the Ministry of Public Service, Labour and Social Welfare, the Ministry of Justice and Legal Affairs, the Ministry of Health and Child Care, the Zimbabwe National Statistic Agency (Zimstat), and the Zimbabwe Republic Police will be involved in the inception phase, implementing of activities, monitoring of progress, evaluating results, and follow up planning. Moreover, the proposed project will leverage the UN’s unique position to facilitate the development of strategic partnerships and strengthen relations with key ministries and institutions.

The joint team have begun establishing partnerships with DPOs and have consulted key disability actors including the National Agency for Disability and the National Association of Societies for the Care of the Handicapped, an umbrella organization consisting of 70 DPOs that prioritize women with disabilities. The joint UN team held bilateral meetings with the DPOs to facilitate the creation of partnerships and solidify the UN’s presence in the disability rights arena.

This proposed project will establish a platform for the exchange of information and better coordination on disability rights in Zimbabwe. The platform will consist of governmental departments, city authorities, DPOs, UN agencies, development partners, and donor agencies such as the Swiss Agency for Development and Cooperation.

# 5. 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.*

The fund will contribute to the development of new work streams on disability in the country. In addition, this project will introduce disability to three major joint UN programs on youth, GBV, and Gender Equality led by UNDP, UNFPA and UN WOMEN respectively; furthermore, by participating in the project, the focal points of the contributing agencies will further mainstream disability rights in-house by becoming advocates and insuring that all programming are inclusive. The aim is to promote disability rights to all stakeholders, partners and other non-governmental organizations through the existing work of the UN agencies. This will result in the progressive integration of disability into the core business of the UNPRPD participating agencies and position the UN as a key player in the promotion disability rights in the country.

# 6. 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).*

While three agencies will implement the proposed project, namely UNDP, UNESCO, and UNFPA, an advisory group consisting of UNICEF, UN Women, the implementing agencies, government departments, line ministries, and DPOs will be created to oversee its execution. It’s useful to note that a terms of reference will be developed to delineate in detail the management arrangement of the advisory group. The UN country team will establish partnerships with DPOs in line with the “Nothing about us without us” principle reflected in the UNCRPD; a fundamental aspect of the proposed project is the inclusion of persons with disabilities in all levels of programming. This will in turn allow for dialogue between local organizations and create greater understanding of the disability rights issues from the perspective of the targeted beneficiaries.

## Table 4. Implementation arrangements

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies** | **Other partners** |
| --- | --- | --- | --- |
| 1 | Charaf Ahmimed | UNESCO | •Ministry of Public Service, Labour and Social Welfare  •University of Zimbabwe  •DPO’s (including NASCOH organizations |
| 2 | Tafadzwa Muvingi | UNDP | •Ministry of Justice and Legal Affairs  •The Zimbabwe Republic Police  •DPO’s (including Jairos Jiri and other NASCOH organizations). |
| 2 | Choice Damiso  Verena Bruno | UNFPA | •Ministry of Health and Child Care  •DPO’s (including Tose Center and other NASCOH organizations) |

# 7. 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.*

Acting as a catalytic function to the UNPRPD, the proposed project will ensure adequate monitoring and evaluation of results while also documenting and sharing effective practices, lessons learned, and potential for collaboration. The joint UN working group will have a role in monitoring the progress of the project by meeting three times a year. Through the joint implementation of the proposed project, the outputs and the activities will reflect different disability rights through the participation of several UN agencies. Furthermore, by participating in the project, the focal points of the contributing agencies will further mainstream disability rights in-house by becoming advocates and insuring that all programming are inclusive; the aim is to promote disability rights to all stakeholders, partners and other non-governmental organizations through the existing work of the UN agencies. It’s useful to note that good practices from the project will be documented and shared with relevant stake holders and agencies (it will also be included on the UN Zimbabwe website).

# 8. 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)*

A workshop will be held during the inception phase for the implementing agencies in collaboration with the DPOs and the government to develop a detailed work plan for the project. Participants from across the country will be invited to the workshop to develop the work plan, formulate an M & E framework, agree on the specific roles of the advisory group, and select specific beneficiary communities from the identified provinces. A joint capacity building to ensure all relevant parties have an adequate understanding of the CRPD and mainstreaming gender and HRBA will also take place. All of the aforementioned steps will play a critical role in influencing and serving as a benchmark for all activities implemented by the contributing agencies.

# 9. 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).*

While the joint team is requesting 400,000 from the UNPRPD fund, each implementing agency will be contributing 20,000. As such, the total budget will amount to 460,000 USD. The following is a breakdown of the proposed budget.

## 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** | Project Coordinator salary/ month (full time) | 2,500 | 24 | 60,000 | 60,000 | […] | […] |
| **…** | Programme Assistant salary/ month (part time) | 1,500 | 12 | 18,000 | 18,000 | […] | […] |
| **Supplies, commodities and materials** | Promotional materials (i.e. banners, t-shirts, short video productions) | 20,000 | 1 | 20,000 | 15,000 | 5,000 | […] |
| **…** | Equip OSCs and GBV community based shelters with Access ramps, sign language, braille and audio versions of informative materials | 27,000 | 1 | 27,000 | 27,000 | […] | […] |
| **Equipment vehicles, furniture depreciation** | Assistive technologies (for project staff with disabilities) and office space | 6,832 | 1 | 6,832 | 6,832 | […] | […] |
| **Contractual Services** | Participatory research of needs, aspirations, and priorities of target beneficiaries | 30,000 | 1 | 30,000 | 20,000 | 10,000 | […] |
|  | Publications | 10,000 | 1 | 10,000 | 5,000 | 5,000 | […] |
|  | Quantitative and qualitative research development and dissemination | 4,900 | 1 | 5,000 | 5,000 | […] | […] |
|  | Training on advocacy skills for women with disabilities | 8,000 | 1 | 8,000 | […] | […] | […] |
|  | Cultural practices tool kit development | 2,000 | 1 | 2,000 | 2,000 | […] | […] |
|  | 2 day community based workshops for 10 provinces on fighting against harmful cultural practices | 3,500 | 10 | 35,000 | 35,000 | […] | […] |
|  | Train multisectoral teams (healthcare, police, VFUs) on GBV case management for Disabled GBV survivors | 15,000 | 1 | 15,000 | 10,000 | 5,000 | […] |
|  | Build capacity of the National Human Rights institutions | 13,000 | 1 | 13,000 | 8,000 | 5,000 | […] |
|  | Justice sector training conference | 20,000 | 1 | 20,000 | 10,000 | 10,000 | […] |
|  | Development of court manuals, stakeholder validation workshops, and printing of manual | 14,350 | 1 | 16,500 | 16,500 | […] | […] |
|  | Policy dialogue conference: on enhancing physical and information accessibility for persons with disabilities | 32,000 | 1 | 32,000 | 22,000 | 10,000 | […] |
|  | Provincial stakeholder consultations : Extend support for alignment of disability laws, policies, by-laws to the 2013 Constitution | 20,000 | 1 | 20,000 | 20,000 | […] | […] |
|  | UPR capacity development training workshop | 15,000 | 1 | 15,000 | 15,000 | […] | […] |
|  | Justice sector case management: Integration of data on disability litigants, complainants, witnesses, in the case management system of the JLOS. | 7,000 | 1 | 7,000 | 7,000 | […] | […] |
|  | Inception workshop (detailed work plan, formulation of monitoring and evaluation framework, and establishment of Advisory committee) | 5,500 | 1 | 5,500 | 5,500 | […] | […] |
|  | Joint capacity building for CRPD, Gender, and HRBA mainstreaming for Advisory Groups | 9,500 | 1 | 9,500 | 9,500 | […] | […] |
|  | End of project workshop – results and way forward | 10,500 | 1 | 10,500 | 5,500 | 5,000 | […] |
| **Travel** | Coordination and organization of meetings at provincial level | 23,000 | 1 | 23,000 | 23,000 | […] | […] |
| **General Operating expenses** | Running cost for OSCs and Shelters: Provide medical, psychosocial and legal support services to Disabled GBV survivors at OSCs and Community based shelters | 33,000 | 1 | 33,000 | 28,000 | 5,000 | […] |
| **Subtotal** |  |  |  | **441,832** | **373,832** | **60,000** |  |
| **Indirect costs (7%)** | […] | […] | […] | 26,168 | 26,168 | […] | […] |
| **Total** | **[…]** | **[…]** | **[…]** | **468,000** | **400,000** | **60,000** | **[…]** |

From the above information please specify the following:

## Table 6. Detailed Costs

| **Category** | **Activity (please describe)** | **Total cost** |
| --- | --- | --- |
| Inception activities | Inception workshop (detailed work plan, formulation of monitoring and evaluation framework, and establishment of Advisory committee) | 5,500 |
|  | Joint capacity building for CRPD, Gender, and HRBA mainstreaming | 9,500 |
|  | **TOTAL** | **15,00** |
| Monitoring and Evaluation Costs | End of project workshop – results and way forward | 10,500 |
|  | **TOTAL** | **10,500** |
| Direct impact on empowerment of women and girls with disabilities | Research of needs, aspirations, and priorities of women and girls with disabilities | 30,000 |
| Direct impact on empowerment of women and girls with disabilities | Training on advocacy skills for women with disabilities | 8,000 |
| Direct impact on empowerment of women and girls with disabilities | Development and dissemination of qualitative and quantitative research methodology on culture | 5,000 |
| Direct impact on empowerment of women and girls with disabilities | Develop and/or consolidate existing toolkits that can be used to address harmful cultural practices | 2,000 |
| Direct impact on empowerment of women and girls with disabilities | Organize and conduct community-based workshops in identified provinces (e.g. 2 day workshops in the 10 provinces) | 35,000 |
| Direct impact on empowerment of women and girls with disabilities | Development of promotional material (e.g. banners, t-shirts, short video production) | 3,000 |
| Direct impact on empowerment of women and girls with disabilities | Train multisectoral teams (healthcare, police, VFUs) on GBV case management for Disabled GBV survivors | 15,000 |
| Direct impact on empowerment of women and girls with disabilities | Build capacity of the National HR institutions (Human Rights Commission, gender Commission and ADVC) and MPs on SRHR and Disability | 13,000 |
| Direct impact on empowerment of women and girls with disabilities | Equip OSCs and GBV community based shelters with Access ramps, sign language, braille and audio versions of informative materials | 27,000 |
| Direct impact on empowerment of women and girls with disabilities | Advocate with multi-sectoral service providers for the adjustment of spaces to be disabled. | 5,350 |
| Direct impact on empowerment of women and girls with disabilities | Provide medical, psychosocial and legal support services to Disabled GBV survivors at OSCs and Community based shelters | 33,000 |
| Direct impact on empowerment of women and girls with disabilities | Develop and disseminate sensitizing messages on SRH/GBV/access to justice barriers and Disability intersection at service providers and community level. | 17,000 |
| Direct impact on empowerment of women and girls with disabilities | Train the Justice Law and Order Sector Institutions on commutation with persons with disability(Sign Language, Braille, audios) | 20,000 |
| Direct impact on empowerment of women and girls with disabilities | Develop manuals on sign language for court usage and simplifying common core court forms | 16,500 |
| Direct impact on empowerment of women and girls with disabilities | Conduct policy dialogue on enhancing physical and information accessibility for persons with disabilities | 32,000 |
| Direct impact on empowerment of women and girls with disabilities | Extend support for alignment of disability laws, policies, by-laws to the 2013 Constitution | 20,000 |
| Direct impact on empowerment of women and girls with disabilities | Integration of data on disability litigants, complaints, witnesses, in the case management system of the JLOS. | 7,000 |
|  | **TOTAL** | **288,850** |
| Direct Impact on DPOs’ capacity | Provide capacity development support for the implementation of accepted UPR recommendations on rights of persons with disabilities by providing training to monitor and evaluate the implementation. | 15,000 |
|  | **TOTAL** | **15,000** |
| Accessibility costs | Development of braille, audio and video material of appropriate approaches to address negative cultural practices | 2,000 |
|  | Adaptation of conference facilities in order to have a disability friendly environment (Hiring of sign language interpreter/facilitators and audio equipment for workshops for people living with disabilities attending workshops) | 8,000 |
|  | **TOTAL** | **10,000** |

1. In view of promoting the statistical collection on the victim prevalence rate of persons with disabilities and ameliorating the legal/policy environment, the joint team will implement the following key activities: i) building the capacity of the Justice Sector and National Human Rights Institutions; ii) initiating policy dialogues on enhancing physical and information accessibility for persons with disabilities; iii) integrating data on disability litigants, complainants, witnesses, in the case management system of the JLOS; iv) capacity development support for the implementation of accepted UPR recommendations on rights of persons with disabilities by providing training to monitor and evaluate the implementation; and v) consulting provincial stakeholders. [↑](#footnote-ref-2)
2. *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-3)