

STANDARD JOINT PROGRAMME DOCUMENT

Programme Title: Accelerating Disability Rights in Cambodia (ADRC)

Joint Programme Outcome(s):

Outcome 1: The capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability-inclusive policies, systems and - for the implementation of the CRPD and SDGs.

Outcome 2: Gaps in the achievement of essential building blocks or preconditions to CRPD implementation in development and humanitarian programs are addressed.

Outcome 3: National development and humanitarian plans, budgets, programs and monitoring processes are disability-inclusive.

Programme Duration: 22 months

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* Total estimated budget includes both programme costs and indirect support costs

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UN organizations	National Coordinating Authorities
For UNDP: Name & Title: Alissar Chaker Resident Representative Signature: Date:	For the Kingdom of Cambodia Name & title: H.E Chan Makara EM , Secretary of State of the Ministry of Social Affairs Veterans and Youth Rehabilitation (MoSVY) and Secretary General, Disability Action Council (DAC) Signature: Date:
For OHCHR: Name & Title: Rouaida El Hage Representative Signature: Date:	
For UNESCO: Name & Title: Sardar Umar Alam Head of Office and UNESCO Representative to Cambodia Signature: Date:	

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ACRONYMS AND ABBREVIATIONS

ACCESS	Australia-Cambodia Cooperation for Equitable Sustainable Services
CDPO	Cambodian Disabled People’s Organization
CSO	Civil Society Organization
DAC	Disability Action Council
DAC-SG	Disability Action Council Secretariat General
DAWG	Disability Action Working Groups
DFAT	Australian Department of Foreign Affairs and Trade
DDP	Deaf Development Programme
DPO	Disabled People’s Organization
GBV	Gender-Based Violence
GOV	Government
LAC	Legal Aid of Cambodia
LFTW	Light for the World
MoJ	Ministry of Justice
MoINFO	Ministry of Information
MoEYS	Ministry of Education Youth and Sport
MoLVT	Ministry of Labor and Vocational Training “
MoPWT	Ministry of Public Works and Transport
MoSVY	Ministry of Social Affairs Veterans and Youth Rehabilitation
MoWA	Ministry of Women’s Affairs
3rd NAPVAW	The Third National Action Plan to Prevent Violence Against Women 2019-2023
NDSP2	National Disability Strategic Plan 2019-2023
NEA	National Employment Agency
OPD	Organization of Persons with Disabilities
PWDs	Persons with Disabilities
RGC	Royal Government of Cambodia
TOR	Terms of Reference
TPO	Transcultural Psychological Organization
TVET	Technical and Vocational Education and Training
TWGG	Technical Working Group on Gender
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNDAF	United Nations Development Assistance Framework
VAW	Violence Against Women
WWDF	Women with Disabilities Forum

1. Executive Summary

Cambodia has a strong commitment to disability and to women's rights, evidenced by the ratification of United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its Optional Protocol, and the signing of the Marrakesh Treaty. Cambodia has an extensive policy framework that has the potential to support post-COVID recovery with inclusion of persons with disabilities. However, understanding on disability inclusion remains limited at the national and sub-national level. The forthcoming adoption of a new disability law (expected in late 2022) that will reflect the rights-based approach of the Convention on the Rights of Persons with Disabilities (CRPD) will lay a solid foundation for future action. The National Disability Strategic Plan 2019-2023 (NDSP2) also provides a strong framework for action across all ministries and agencies at the national and sub-national level. The new law on access to information was drafted and consulted with persons with disabilities to ensure that the law addresses and considers their specific needs and concerns related to accessing information.

Furthermore, the National Disability Strategic Plan 2019-2023 (NDSP2) was launched in 2019 with vision that "persons with disabilities and their families have a good quality of life and participate fully and equally in a society which respects their rights and dignity and is inclusive of disability in all sectors and in development." and also provides a strong framework for action across all ministries and agencies at the national and sub-national level including Disability Action Working Groups (DAWG) in line Ministries, and provincial Disability Action Councils (DAC) to support national and sub-national responses.

The United Nations (UN) has been supporting to promote the rights of persons with disabilities and women affected by GBV through the joint Disability Rights Initiative Cambodia (DRIC) programme, Access to justice and grievance mechanisms for persons with disabilities, youth employment and through the Ending Violence Against Women programme, and the UN Joint Programme to Promote Disability Inclusion and Quality Services for Gender Based Violence (GBV) Victims. This new Joint Programme intends to enable structural changes (improving legislative framework, enhancing implementation of policies, increasing participation in decision making etc.) which are necessary for full inclusion of persons with disabilities into Cambodian society. Consequently, this should contribute to creating an enabling environment for diminishing societal misconceptions and negative attitudes towards persons with disabilities. The joint programme will be achieved through the delivery of three specific outcomes as follows:

- Outcome 1. Capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability inclusive policies, systems and - for the implementation of the CRPD and SDGs);
- Outcome 2. Gaps in achievement of essential building blocks or preconditions to CRPD implementation in development and humanitarian programs are addressed; and
- Outcome 3. National development and humanitarian plans, budgets, programs and monitoring processes are disability inclusive.

This will be done by utilizing three levers of change: legislative reform (Outcome 2); capacity development of right holders and duty bearers including widening their partnerships (Outcome 1);

and increased involvement and representation of right holders in developing, monitoring and implementation of disability inclusive policies and plans (including COVID-19 recovery plan) (Outcome 3).

Under **Outcome 1**, the project will enhance the capacities of right holders, duty bearers in implementing and accessing CRPD and disability inclusive policies in priority areas identified in the situation analysis (social protection, access to employment and justice). One of the main barriers to accessing the above-mentioned priorities and services is lack of information by persons with disabilities about their rights, available services, and available remedies. This barrier will be addressed through analysis of media and information consumption habits, policies and practices currently in place (or missing) in relation to making information accessible to persons with disabilities by the authorities. This will be followed by enhancing capacities of those responsible for providing information, and those receiving/benefiting from it.

In **Outcome 2**, will focus on consultation, drafting enactment and implementation of new rights-based Disability law. Project will secure technical assistance and facilitate inclusive consultation process. In addition, RGC will be supported in development of implementation and dissemination plan for the Disability Law while OPDs' capacity to participate in the process and monitor implementation will be enhanced. The project will also facilitate the review of ongoing NDSP 2, identify areas for improvement and facilitate strengthening of NDSP2 monitoring mechanisms including stronger participation of OPDs in the process.

In **Outcome 3**, project partners will provide assistance to both right holders and duty bearers in facilitating effective implementation of an inclusive COVID-19 Recovery Plan. Simultaneously, OPDs will be supported in advocating for and influencing the implementation of the inclusive COVID-19 Recovery Plan so as to ensure that persons with disabilities are not excluded from the process.

2. Situation Analysis

According to the 2019 General Population Census, 4.9 per cent of Cambodians over the age of five reported some "difficulty".¹ In comparison, the 2014 Cambodia Demographic and Health Survey reported that approximately 9.5 per cent of Cambodians over five years of age reported some form of disability.² Disability was found to be higher for females (5.5 per cent) as compared to males (4.2 per cent). The disability rate is higher in rural areas (5.3 per cent) as compared to urban areas (4.2 per cent).³

Persons with disabilities in Cambodia face many barriers and challenges: poverty and unsustainable livelihoods; stigma and discrimination; limited access to services, information, justice and education; inaccessibility of physical infrastructure etc. In addition, there is a lack of mainstreaming of disability into broader policies and plans due to the limited capacities of government officials, OPDs, local

¹ *General Population Census of the Kingdom of Cambodia 2019: National Report on Final Census Results*, National Institute of Statistics, Ministry of Planning, October 2020, p. xii [General Population Census]

² *Cambodia Demographic and Health Survey*, 2014

³ *General Population Census*, p. 98

authorities, other service providers, and the business sector. Recently, COVID 19 further exacerbated the above-mentioned challenges, particularly those related to livelihoods.

Persons who are deaf, blind or have psychosocial disabilities are particularly vulnerable and need additional support both in terms of accessing services and in the representation of their voices and interest. There is no association of deaf people in Cambodia and literacy in sign language of persons who are deaf is estimated at 3%. Women with disabilities face increased vulnerability compared to men. Consultations clearly identified the need for support in increasing capacities of WWDFs⁴ for addressing some of the women-specific challenges particularly related to women's economic empowerment, social protection and leadership/skills development.

The forthcoming adoption of a new Disability Law (late 2022), expected to reflect the rights-based approach of the UNCRPD, will lay a solid foundation for future actions. The NDSP2 (2019-2023) also provides a strong framework for action across all ministries and agencies but implementation faces many challenges such as lack of available information regarding budgets, lack of proper monitoring mechanisms, and weak coordination.

Upon conclusion of the consultation process and based on recommendations from the situation analysis, stakeholders agreed to focus on supporting the inclusive consultation and drafting process on the new Disability law and the establishment of implementation and monitoring mechanisms. In parallel, work will be done on capacity development of coordination mechanisms already in place (DAWG⁵ and provincial DACs⁶) as well as strengthening the capacities of Organizations of Persons with Disabilities (OPDs) to actively participate in the creation, monitoring and implementation of disability-inclusive policies, particularly those related to access to information, social protection, economic empowerment, employment and justice. Support will also be provided to the capacities of UNCT to support Cambodia in the implementation of UNCRPD and inclusive SDGs. To address the most urgent needs, support will be provided to the implementation of an inclusive COVID-19 recovery plan.

3. Strategies, including lessons learned and the proposed joint programme

The extensive consultation process with OPDs and the Disability Action Council (DAC) both on National and provincial level, along with key line ministries responsible for the implementation of NDSP2 and the overall socio-economic response to the COVID-19 pandemic (Ministry of Social Affairs, Veterans and Youth Rehabilitation "MoSVY", Ministry of Justice "MoJ", Ministry of Information "MoINFO", Ministry of Labor and Vocational Training "MoLVT", National Employment Agency "NEA", Ministry of Women's Affairs "MoWA") has been a key element in the development of this proposal. Also, non-governmental organizations (NGOs) and other agencies and development partners working with and for persons with disabilities across Cambodia have also contributed to the current situation

⁴ Women with Disability Forums -women-only OPDs

⁵ DAWG (Disability Action Working Groups) in line Ministries

⁶ DAC -Disability Action Council -Disability coordination mechanisms which exist on national and subnational level. They consist of representatives of line ministries agencies (e.g. MoSAVY, Ministry of Health, MoI, MoInfo, MoJ etc), representatives of OPDs and provincial authorities (e.g. provincial deputy Governor) .

analysis and in setting most immediate priorities for advancing the rights of persons with disabilities in Cambodia. Finally, consultations with UN Agencies working in Cambodia led to the finalization of the proposal framework based on the strategies, workplans, partnerships and capacities of each participating agency. The consultation was carried out by independent consultants and focal points of participating UN Agencies. A series of consultative workshops with key stakeholders were held to present preliminary findings and collect additional input to finalize the analysis and proposal. At the end of the process, two final validation workshops with representatives of CDPO and OPDs (including WWDFs) and representatives of Government took place to validate the findings and endorse priorities for the proposal.

Persons with disabilities and OPDs' inputs were the essence of this proposal. The consultation process enabled full and effective participation and inclusion of persons with disabilities, including the most marginalized groups of persons with disabilities, in the collection and analysis of information and setting of priorities.

Gender equality and human rights-based approaches have been central in undertaking the analysis and development of this proposal. Women with disabilities organizations (WWDFs) were part of general consultation process (as part of the CDPO). In addition, separate meetings were held with WWDFs to provide safer forums for women to discuss specific circumstances and challenges faced by women with disabilities in Cambodia.

In order to ensure full participation of unrepresented groups of persons with disabilities, partnership with organizations currently assisting those groups was created with the aim at securing better representation of those groups (specifically persons who are deaf or with hearing impairments). In addition, efforts will be made to secure improved legislative framework (through new Disability law) for wider representation as well as the improved capacity of umbrella organization CDPO to advocate for the interest of all groups of persons with disabilities.

The whole consultation process and proposal development was carried out in the light of COVID-19 pandemic impact on wellbeing of persons with disabilities in Cambodia, which significantly affected and shaped most immediate priorities set out in the proposal.

Theory of Change

By ratifying the UNCRPD, the Kingdom of Cambodia agreed to ensure and promote the full realization of all human rights and fundamental freedoms of all persons with disabilities without discrimination of any kind based on disability. Despite Cambodia's strong commitment to disability rights and significant progress achieved in recent times, persons with disabilities still face stigma and discrimination, violations of their rights and inaccessibility of services. Often, the right holders are unaware of their rights and lack information on available services. The duty bearers have limited knowledge of the rights of persons with disabilities and lack capacity to adequately implement policies in line with UNCRPD. The situation was worsened by the ongoing COVID-19 pandemic which particularly affected livelihoods of persons with disabilities.

Through this UN joint programme, UNCT will assist Cambodia in advancing the implementation of UNCRPD and disability inclusive SDGs for all persons with disabilities with the full involvement of

OPDs. The project intends to enable structural changes (improving legislative framework, enhancing implementation of policies, increasing participation in decision making etc.) which are necessary for full inclusion of persons with disabilities into Cambodian society. Consequently, this should contribute to creating an enabling environment for diminishing societal misconceptions and negative attitudes towards persons with disabilities.

This will be done by utilizing three levers of change: legislative reform (Outcome 2); capacity development of right holders and duty bearers including widening their partnerships (Outcome 1); and increased involvement and representation of right holders in developing, monitoring and implementation of disability inclusive policies and plans (including COVID-19 recovery plan) (Outcome 3).

Legislative reform will be pursued through the support of drafting, enactment, and implementation of a new rights-based Disability Law which is in line with UNCRPD. The new law will represent a structural change which will hopefully represent the cornerstone for building a more rights-based and disability inclusive society in Cambodia. The capacity of key actors will also be strengthened. The capacity of duty-bearers, including relevant line ministries responsible for implementing of social protection policies, access to information, skills development and employment and justice will be upgraded so as to provide for better understanding of specific barriers facing persons with disabilities and increase level of disability inclusiveness in the implementation of policies in these areas. Support will also be provided to the disability movement to enhance its capacity to undertake a more prominent role in coordination mechanisms (DACs), absorb and disseminate information and assist persons with disabilities in accessing services and justice. The project will work with a variety of duty bearers (DAC, MOSAVY, Ministry of Labor, NEA, MoJ and right holders (CDPO, OPDs, WWDF, NGOs). In addition, the project will engage with the private sector so as to secure wider partnership and constituency building and enable more systemic changes needed for accelerating UNCRPD compliance and fulfilling commitments to disability inclusive SDGs. The project will also contribute to increased inclusion and representation of persons with disabilities and their organizations (OPDs) in decision making, policy development and monitoring of implementation of disability inclusive policies and plans. It will enable adequate participation of currently underrepresented groups of persons with disabilities and address some of the specific issues facing women with disabilities.

Sustainability of results

In order to ensure the sustainability of project results, UN agencies will work with implementing partners (both OPDs and Government) but also with the private sector to create and strengthen capacities that will remain in place after the completion of the project. These include creating new and enhancing existing mechanisms for monitoring implementation and disability-inclusive policies, improving national and sub-national frameworks for disability inclusion in vocational skills training and employment, and securing the meaningful engagement of persons with disabilities and their organizations. The project will strategically engage RGC, OPDs and the private sector (including vocational/educational institutions) by creating an enabling environment for joint work and synergies. By working together, stakeholders will be able to seek out and receive information more effectively, analyze it, expand partnerships, and make informed decisions about priorities. This will help to ensure the continuation of outcomes beyond the end of this project. The project will also provide for the first-ever representation of persons who are deaf or with hearing impairment in the

disability movement in Cambodia and support better inclusion of persons with psycho-social disabilities in their communities.

Under Outcome 2 the project will support drafting, enactment and implementation of the new UNCRPD compliant Disability law. This is a systemic change and will benefit persons with disabilities and stakeholders working in the disability sector after the completion of the project. The new legislation and appropriate implementation mechanisms will provide for a rights-based legislative framework for improved implementation of disability-inclusive policies and more effective participation of persons with disabilities in decision making. It will also assist the RGC in adhering to its international obligation arising from UNCRPD with regard to disability rights.

Since outcome 3 focuses on the disability-inclusive National development and humanitarian plans, budgets, programs and monitoring processes, the project will work on the institutional capacity to review, revise and develop policies and frameworks to ensure persons with disabilities are not left behind. In fostering a strategic approach to the development of policies and plans, the project will support the national and sub-national partners' capacity to mobilise the national budget to implement those policies and plans (e.g. the provincial DACs have the capacity to develop annual work plan with sufficient budget to be implemented). The project will also improve DAC-SG's capacity to monitor the effectiveness of the NDSP2 and COVID-19 recovery response implementation by establishing a M&E team/Unit to roll out the M&E system. This will be supported by the Accessible Mobile App that is being developed (one of the first digital M&E system in Cambodia). Having a monitoring system in place will assist DAC-SG to record evidence-based disability progress as well as more efficiently identifying challenges of NDSP2 and COVID-19 recovery response. This will be used to inform the policymakers about the need for improvements and advocate for the increase of the national budget for disability.

Equality between men and women

The consultation process confirmed that challenges facing men and women with disabilities are not always the same. Cambodian women with disabilities experience multiple disadvantages compared to men. The latest RGC report to the CEDAW Committee noted that women with disabilities still face challenges accessing services. In addition, they are much more likely to experience psychological, physical, and sexual abuse. The project will make specific efforts to address specific needs of men and women with disabilities throughout the intervention and monitor implementation collecting gender segregated data on beneficiaries.

In addition, the project will closely work with organizations of women with disabilities (WWDFs) and include specific activities to address some of the women specific issues and gaps identified in situation analysis such as economic empowerment, limited access to services and low participation in decision making.

The project will ensure that women with disabilities are adequately represented in socio-economic and leadership initiatives in their local communities. This will be done by strengthening their skills, building confidence to lead (with a view to enhance their ability to address issues, report possible human rights violations to relevant authorities for adequate resolution etc.), and enabling their active

participation in the economic development process through improved access to employment opportunities (both public and private sector).

Full and effective participation of persons with disabilities

The project will secure empowerment and strong participation of people with disabilities and their representative organizations throughout the project and across all three outcomes. This will be done through concentrated efforts to increase their capacity to represent and assist their memberships, participate in decision making and policy formulation, implementation, and monitoring, expanding partnerships (constituency building), knowledge codification and engagement in advocacy to identify and achieve sustainable solutions. Capacity development efforts will be done through strengthening existing coordination mechanisms (in which OPDs are members along RGC), but also through separate outputs aimed specifically for OPDs. The project will secure the first ever association of persons who are deaf or with hearing impairment and enable their representation in disability movement. Persons with psycho-social disabilities and their families will be supported through improved access to services and enhanced inclusion and awareness within their communities. The priority areas (social protection access to information, employment, and justice) for capacity development were identified based of intensive consultation with OPDs.

Empowering OPDs at the sub-national level, through training and mentoring/coaching, will ensure they have the capacity to independently monitor, report and advocate on issues of importance to them and other persons with disabilities in their communities. This would also facilitate OPDs' more meaningful participation in official processes. Supporting OPD's advocacy in implementation of the COVID-19 Recovery Plan will enable them to present a strong and united voice with a shared goal and key messages at the national and sub-national levels. In particular, the project will provide opportunities for OPDs to collaborate with local authorities to promote disability inclusion and improved access to services, including through meaningful participation in decision-making processes with provincial DACs and Commune Councils (community level).

The initiative will try to secure the maximum level of partnership by working with CDPO, DPOs and WWDFs in strengthening functional and sustainable ties with RCG, private sector and NGOs. The project will strengthen the role of local OPDs in national and provincial DACs (members of DPOs are the deputy chairs of provincial DACs). The project will ensure persons with disabilities will be represented at all levels in implementation of this initiative including membership role in the Project Steering Committee

Partnership- building potential

This project aims to accelerate implementation of UNCRPD, inclusive SDGs, enhance the rights of persons with disabilities and strengthen and expand the disability rights' movement in Cambodia. By supporting the drafting, enactment, and implementation of the new rights-based Disability Law, UNCT will be in unique position to foster new and expand exiting partnerships in promoting disability rights, ensure inclusive consultation process and foster constituency building. Beside strengthening coordination mechanisms (hence, strengthening links between disability movement and

government), the project will engage private sector through cooperation with Cambodian Federation of Employers and Business Association “CAMFEBA”) to enhance disability inclusion in the work place. Every effort will be made to establish cooperation with academia, educational and vocational institutions (through activities aimed at strengthening skill and job opportunities for persons with disabilities) and media outlets (through activities related to improving access to information). On local level, the project will enhance cooperation between local OPDs and WWDFs and provincial authorities, provincial department of line ministries, local NGOs and local communities.

The project will facilitate establishing and strengthening of partnerships of national stakeholders, Civil Society Organizations and OPDs in order to enable referrals of persons with disabilities to socio-economic activities, skill enhancement opportunities, employment, and legal aid services in their communities.

Cambodia’s UNCT will further strengthen partnerships with government and civil society and secure a strategic position to provide for an increased contribution to national legislation and policies, including the implementation of the SDGs, and to mainstream disability rights into major reforms, policies and strategic documents (judicial reform process, decentralization policies, NDSP, etc.). Moreover, the UN will strengthen its strategic position as one of the main advocates of disability rights and potentially attract new funding from development partners.

4. Results Framework

The project will contribute to:

- **UNDAF Outcome 2:** By 2023, women and men in Cambodia, in particular the marginalized and vulnerable, benefit from expanded opportunities for decent work and technological innovations, and participate in a growing, more productive and competitive economy, that is also fairer and environmentally sustainable; and
- **UNDAF OUTCOME 4:** Strengthening Participation and Accountability: By 2023, women and men, including those underrepresented, marginalized and vulnerable, benefit from more transparent and accountable legislative and governance frameworks that ensure meaningful and informed participation in economic and social development and political processes and

Three outcomes were designed by UNPRPD in the menu of indicators that the joint programme must follow. These outcomes can be contributed to the overall UNDAF outcomes. The joint programme will be achieved through the specific outcomes as follows:

- Outcome 1. The capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability-inclusive policies, systems and - for the implementation of the CRPD and SDGs.
- Outcome 2. Gaps in the achievement of essential building blocks or preconditions to CRPD implementation in development and humanitarian programs are addressed.
- Outcome 3. National development and humanitarian plans, budgets, programs and monitoring processes are disability-inclusive.

Result Chains

Under **Outcome 1** the project will enhance the capacities of right holders, duty bearers in implementing and accessing CRPD and disability inclusive policies in priority areas identified in the situation analysis (social protection, access to employment and justice). One of the main barriers to accessing the above-mentioned priorities and services is lack of information by persons with disabilities about their rights, available services, and available remedies. This barrier will be addressed through analysis of media and information consumption habits, policies and practices currently in place (or missing) in relation to making information accessible to persons with disabilities by the authorities. This will be followed by enhancing capacities of those responsible for providing information, and those receiving/benefiting from it.

To address loss of livelihoods of persons with disabilities severed by COVID-19 pandemic, the project will support efforts of RGC to include more persons with disabilities into social protection schemes and to improve opportunities for their employment through building their technical and vocational skills, facilitating their access to employment services and enhancing their accessibility and inclusion in the workplace. This would be done through targeted capacity development of coordination mechanisms (national and provincial DACs), key government agencies (MoSVY, Ministry of Labor, NEA) and private sector entities. Capacity support will also be provided to judicial authorities as to secure equal treatment of persons with disabilities seeking justice and remedies. To achieve this, UNCT will make use of UN's global expertise and resources by partnering with ILO and specialized agencies.

In parallel, interventions will strengthen and expand the disability rights movement through securing strong participation of persons with disabilities and their organizations' (particularly those unrepresented groups), efforts to build their capacity to expanded partnerships (constituency building), document and replicate good practices and engage in advocacy to identify and achieve sustainable solutions. Specific issues facing women with disabilities and their organization will be addressed both through general and specific actions.

In addition, capacity of UNCT to support Cambodia' efforts in adhering to its commitments to disability rights under CRPD and in line with UN Disability Inclusion Strategy and UNSDCF will be strengthened.

In **Outcome 2** will focus on consultation, drafting enactment and implementation of new rights-based Disability law. Project will secure technical assistance and facilitate inclusive consultation process. In addition, RGC will be supported in development of implementation and dissemination plan for the Disability Law while OPDs' capacity to participate in the process and monitor implementation will be enhanced. The project will also facilitate the review of ongoing NDSP 2, identify areas for improvement and facilitate strengthening of NDSP2 monitoring mechanisms including stronger participation of OPDs in the process.

In **Outcome 3** project partners will provide assistance to both right holders and duty bearers in facilitating effective implementation of an inclusive COVID-19 Recovery Plan. Simultaneously, OPDs will be supported in advocating for and influencing the implementation of the inclusive COVID-19 Recovery Plan so as to ensure that persons with disabilities are not excluded from the process.

Innovation

The project will support institutional capacity to review, revise and develop policies and frameworks as to ensure persons with disabilities are not left behind. As an innovative approach, the project will ensure the national and sub-national partners have the capacity to mobilise the national budget to implement those policies and plans (for instance, enabling that provincial DACs have the capacity to mobilise resources from the national budget as well as development fund to implement their annual workplans). The project will also support the introduction of innovative blended learning programmes for persons with disabilities in order to enhance their competitiveness on the labour market.

The project will set up disability coordination group within the UNCT which will bring additional momentum to promoting disability rights in Cambodia, not only within the UN system but also by supporting national system where the UN plays important role in providing advice and advocate for the policy and system change.

Cambodia deaf association will also be a new mechanism to ensure this underrepresented group, deaf community have a strong voice and enable their inclusion in society. Through advocacy the project will support efforts that the rights of marginalized and unrepresented groups (specifically deaf and psychosocial) are respected and recognized by both national and sub national system.

The project will also seek to mentor the capacity of ODPs to documents and address rights violations experienced by person with disabilities through a mentoring approach, to ensure capacity is built in an engaged and sustainable manner. Instead of a pure service delivery approach by a legal aid NGO, the objective is to ensure that rights violations can be documented and adequately addressed by ODPs before legal aid becomes necessary.

Table 1: Results Framework

JP Outputs (Give corresponding indicators and baselines)	Participating UN organization-specific Outputs	Participating UN organization	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*		
					Y 1	Y 2	Total (USD)
Outcome 1: Capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability inclusive policies, systems and - for the implementation of the CRPD and SDGs.	Output1.1 Enhanced capacity of multi-stakeholders at the national and subnational level in charge of disability mechanisms (Disability Action Council, Provincial Disability Action Council and Disability Action Working Group at line ministries) to support implementation and monitoring of disability-inclusive policies (Social protection), laws (Disability Law, Law on Access to information) and plans (National Disability Strategic Plan 2-NDSP2).	UNDP, UNESCO	DAC-SG, CDPO, OPDs and WWDFs,	<p>1.1.1 # of trainings (disaggregation by type of capacity building) developed and delivered in the UNPRPD programme. (Disaggregated by topics)</p> <p>1.1.2 # of participants (disaggregated by type of stakeholder) disaggregated by sex, disability, rural/urban participating in capacity building activities funded or provided by UNPRPD programmes</p> <p>1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive.</p>	x	x	\$ 387,565.00

	<p>Output1.2 Enhanced capacity of UNCT to support the government on SDGs inclusive processes and COVID-19 inclusive recovery plan by building inclusive tools, dialogues and effective participation of OPDs</p>	<p>OHCHR and UNDP</p>		<p>1.2.1 # of knowledge products (disaggregated by type of product /Thematic focus) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices</p> <p>1.2.2 # of knowledge products developed that address gaps related to the inclusion of women and girls with disabilities and/or underrepresented groups of persons with disabilities (disaggregated by thematic focus)</p>	<p>x</p>	<p>x</p>	
	<p>Output 1.3 Enhanced capacity of disability movement, including women with disabilities and most vulnerable groups (deaf persons, blind persons and persons with psychosocial disabilities) to effectively engage in development, implementation and</p>	<p>UNDP, OHCHR and UNESCO</p>	<p>DAC-SG, CDPO, OPDs, WWDFs</p>	<p>1.3.3 # of mechanisms to share and exchange learning and evidence to inform inclusive policies and systems (disaggregated by national/ regional/global mechanism).</p>	<p>X</p>	<p>X</p>	

	monitoring of CRPD and Inclusive SDGs processes by improving their capacity for meaningful engagement and advocacy with the national and subnational stakeholders including government and service providers in areas of inclusive social protection, access to justice, meaningful representation (persons with hearing impairment) and economic empowerment (women with disabilities)			1.3.4 # Actors involved in mechanisms to share learning and evidence to inform inclusive policies and systems disaggregated (UN/ GOV/OPDs, other)			
Outcome 2. Gaps in achievement of essential building blocks or preconditions to CRPD implementation in development and humanitarian programs are addressed.	Output 2.1. Drafting of new Disability Law and required sub-legislation aligned with CRPD with the full participation of OPDs (from the consultation until the submission to Council of Ministers)	UNDP, OHCHR	DAC-SG, CDPO, DPOs and WWDFs)	2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program 2.1.2. # type of change (development/revision/reform) in legal frameworks and systems	X	X	\$140,431.00
	Output 2.1.2. The new Disability Law has clear implementation plan with clear roles and is effectively disseminated	UNDP and OHCHR	DAC-SG, CDPO, OPDs, WWDFs	2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program	x	x	

	to both national and sub national level through communication campaigns throughout the country			2.1.2 # type of change (development/revision/reform) in legal frameworks and systems			
	Output 2.2 Full participation of OPD in the process of revision the National Disability Strategic Plan to be aligned with the CRPD and new Disability Law ensured once the Law is approved. (NDSP 2 extension or new NDSP 3- whatever option is chosen by the Government)	UNDP	DAC-SG, CDPO	2.2.1. # of multi-stakeholder coordination mechanisms (disaggregated formal/informal) to support legislative policy and systems changes developed or strengthened	X	X	
	Output 2.2.2 Disability Action Council (as mechanism formally in charge to monitor UNCRPD) have clear mandate and approved plans to monitor National Disability Strategic Plan and the New Disability Law with full participation with OPDs	UNDP	DAC-SG, CDPO, DPOs, WWDFs and DDP	2.2.2. # of stakeholders within each mechanism (disaggregated by type of stakeholder Gov/ UN/OPDs/other). 2.4.2. # Stakeholders involved in consultation and validation processes (disaggregation by stakeholder (GOV/ UN/OPDs/other)	X	X	

Outcome 3. National development and humanitarian plans, budgets, programs and monitoring processes are disability inclusive.	Output 3.2 Effective implementation of COVID-19 inclusive Recovery Plan through national monitoring system is ensured	UNDP	DAC-SG CDPO	3.2.2 # of adopted/implemented COVID-19 inclusive response and recovery plans and frameworks containing systematic mainstreaming of persons with disabilities including the most marginalised	x	x	\$ 98,423.84
	Output 3.3 Full participation of OPDs in processes of implementation and monitoring of inclusive COVID-19 Recovery Plan is ensured	UNDP	DAC-SG, CDPO, DPOs and WWDFs	3.3.3 # of identified persons with disabilities including through their representative organizations participating in the State's formulation/implementation of COVID-19 policy responses	x	x	
UNDP	\$ 317,454.04						
	\$ 22,221.78						
OHCHR	\$173,898.00						
	\$12,173.00						
UNESCO	\$ 94,087.00						
	\$ 6,586.00						
Total	\$ 585,439.04						
	\$40,980.78						

*Resource allocation may be agreed at either output or indicative activity level.

** Please read the [Explanatory Note on Harmonized Financial Reporting to Donors](#) and its Annexes for guidance on how these terms should be interpreted

Table 2. Risk Management Strategy

The following is identified as a common risk that affects the project implementation followed by risk mitigation.

#	Description	Risk Category	Impact & Likelihood = Risk Level	Risk Treatment / Management Measures	Risk Owner
1	Substantial parts of the project, including activities under each component, will be implemented by third parties receiving grants from the UNDP and OHCHR. There is a risk that the UN agencies will not be able to fully control effective implementation by third parties despite diligent follow-up	Institutional	P = 2 I = 2	Criteria used for approval of grants will include past performance, capacity of the applicant and the merits of grant applications. Each UN agency will work closely with the organizations in receipt of grants to ensure accountability and will take action to address poor performance.	UNDP OHCHR
2	Epidemiological situation with COVID-19 worsened and new restriction on movements are imposed	Social and Environmental	P = 3 I = 4	UN Agencies, and with the support from RCO, will closely monitor epidemiological situation and adjust its activities and modalities of implementation based on developments. This will be done in close cooperation with relevant RGC's authorities responsible for handling COVID-19	UNDP, OHCHR, UNESCO

3	To ensure synergies and ensure full accomplishment of intended outcomes there will need to be a significant level of coordination between the three UN agencies (UNDP, OHCHR, UNESCO). These UN agencies have different approaches to project management and different implementing partners which could impact negatively on the programme and UN as a whole	Institutional	P = 2 I = 2	Coordination plan and procedures will be agreed upon prior to commencement of the project and the project coordinator will support the coordination between the agencies	UNDP, OHCHR, UNESCO
4	OPDs dialogue with RGC faces difficulties preventing inclusive development of Disability law, NDSP and implementation of UNCRPD and disability inclusive SDGs	Social and Contextual	P = 1 I = 2	UNCT will use their leverage and convening capacity to bring both parties to the table and ensure the inclusive and constructive inputs from all stakeholders are incorporated	UNDP, OHCHR, UNESCO
5	Among other issues project will address inequalities and specific challenges facing women and girls with disabilities. Implementing partners may not have sufficient gender awareness and expertise to deliver intended results	Programmatic	P = 2 I = 2	Gender equality is incorporated into the program's design and will be reflected in funding both through gender mainstreaming as well in activities aimed specifically for women. UNCT have a strong commitment to promotion of gender equality and considerable experience in this area.	UNDP, OHCHR, UNESCO

				Gender equity will be a standing agenda item for dialogue with implementing partners and subject of monitoring and quality assurance of participating UN Agencies	
6	The enactment of the new Disability Law is postponed or cancelled	Institutional and Contextual	P = 2 I = 3	UN agencies will use their leverage, convening capacity and existing partnerships and channels of communication with RGC to discuss and monitor schedule for consultation, drafting and enactment of the law with relevant RGC stakeholders	UNDP, OHCHR
7	Capacity development activities implemented under the project do not result in improved quality or effectiveness of implementing partners' work	Programmatic	P = 2 I = 2	Participating UN agencies will meet regularly with implementing partners and conduct quality assurance of capacity development activities and consider what steps can be taken to address the situation, including alterations to the implementation plan.	UNDP, OHCHR, UNESCO

8	Project does not sufficiently address the diversity of disabilities and the most marginalized, vulnerable and under-served groups particularly persons with intellectual and psychosocial disability and people who are hearing impaired or deaf	Programmatic	P = 1 I = 1	Project will engage in advocacy with Government and DPOs on the diverse needs of persons with disabilities. In addition, in specific activities aimed at these marginalized groups additional dialogue will be secured with external partners (e.g., NFOs) working in this area	UNDP, OHCHR, UNESCO
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5. Management and Coordination Arrangements

Overall coordination (administration and reporting) of the joint programme will be carried out by UNDP as the lead agency. In addition, on technical and programmatic levels there will be a technical coordination group consisting of focal points of participating UN agencies (UNDP, OHCHR and UNESCO), ILO and RCO which will meet regularly to share progress, lessons learnt and key challenges to be addressed at the technical level. The technical coordination group will ensure complementarity, sequencing and synergy of activities between partners and provide input or recommended actions as appropriate. The joint programme will work closely with partners such as MoSVY/DAC-SG, MoJ, MinINFO, MoLVT, NEA, CDPO, TPO, LAC, TPO and Maryknoll Organization (DDP).

Table 1: implementing agencies and partners

Outcomes	Participating Agencies	Partners
Outcome 1	UNDP/ILO, OHCHR, UNESCO	<ul style="list-style-type: none"> • MoSVY • DAC-SG • MoJ • MoLVT • NEA • MinINFO • CAMFEBA, ILO (TA) • CDPO, OPDs WWDF (members of national and provincial DACs)
Outcome 2	UNDP, OHCHR	<ul style="list-style-type: none"> • MoSVY • DAC-SG

Outcomes	Participating Agencies	Partners
		<ul style="list-style-type: none"> • CDPO
Outcome 3	UNDP, OHCHR	<ul style="list-style-type: none"> • DAC-SG • CDPO, OPDs, WWDFs • NGOs (LAC, TPO, Maryknoll Organization (DDP))

The Programme Steering Committee

The joint programme will be governed by a Programme Steering Committee (PSC). It is proposed that the Programme Steering Committee will be jointly chaired by the UN RC Office and the MoSVY representative (on a rotational basis) while one representative from the government partner; the heads of the four UN agencies (UNDP, ILO, OHCHR, UNESCO); and two representatives of CDPO/DPOs (at least one should be female) will be the members of the Programme Steering committee.

The Programme Steering Committee will:

- Provide strategic guidance for coherent and coordinated project implementation.
- Approve the project annual work plan and budget and approve the allocation of funds.
- Review progress mid-year and approve annual progress reports, including progress against set targets. The PSC will review annual consolidated narrative progress reports and annual consolidated financial reports based on narrative and financial submissions from the participating UN agencies.
- Ensure the highest level of fiduciary accountability and closely monitor the risks and issues during project implementation
- Review evaluations of the program, if any,

The Programme Steering Committee will meet at least twice a year. Detailed terms of reference for the PSC will be developed in consultation with all relevant actors and approved by the PSC at its first session.

Table 2: Structure of the PSC

Secretary of State of MoSVY	Co-chairs
UN Resident Coordinator	
One Government representative	Members
UNDP Resident Representative (or their designated nominee)	
OHCHR Country Representative (or their designated nominee)	
UNESCO Country Representative (or their designated nominee)	
ILO Country Representative (or their designated nominee)	
Two Representatives of CDPO/DPOs (at least one should be female)	

Programme management and coordination

Staffing: UNDP

UN organization	Title	Number/Percentage of staff time	Level
UNDP	Project Coordinator	1 (52%)	NPSA8
	Project Assistant	1 (30%)	NPSA5
	UNV communication and Advocacy Specialist	1 (100%)	Specialist

The **Project Coordinator** will be responsible for 1) project management including implementation, monitoring and reporting, 2) will analyse political, social and economic trends and will lead formulation, management and evaluation of project activities and will provide policy advice services, 3) providing technical advice to ensure the coherence of technical components of the project and strategic positioning.

The **Project Assistant** will work under the supervision of the Project Coordinator. He/she will be responsible for providing administrative, financial and operational support to the whole project.

The **UNV Communication and Advocacy Specialist** will work under the supervision of the Project Coordinator and work closely with the Project Assistant to support the overall implementation of the project. Basically, s/he will focus on communication and advocacy component, among other tasks.

Staffing: OHCHR

UN organization	Title	Number/Percentage of staff time	Level
OHCHR	Project consultant (international)	1 (50% = part-time, 12 months; funded by the Project)	P3 equivalent
	Programme Associate	25% (funded by OHCHR)	G 6
	Finance Associate	15% (funded by OHCHR)	G 7

Staffing: UNESCO

UN organization	Title	Number/Percentage of staff time	Level
UNESCO	National Programme Officer	20%	NOB
	Project Assistant	50%	G-6

The **National Programme Officer** will be responsible for 1) project management including implementation, monitoring and reporting, 2) will liaise with Government and OPD counterparts and will provide policy advice services.

The **Project Assistant** will work under the supervision of the National Programme Officer. She will be responsible for providing administrative, financial and operational support to the whole project.

6. Fund Management Arrangements

The Project's major cost categories are under Contractual Services (USD 490,000 or 54%) and Grants and Transfers (USD 155,000 or 17%) to be used mainly for procurement and provision of services (vendors and NGOs) and transfer of funds to OPDs, NGOs and as well as service providers. Procurement of services by independent contractors will be done through competitive processes according to respective UN agencies rules and procedures and through respective procurement rosters and long-term agreements of individual agencies.

Transfer of grants to three NGOs (Maryknoll Organization-DDP, Legal Aid of Cambodia-LAC, Transcultural Psychological Organization-TPO,) have been pre-determined in the programming exercise due to their proven expertise and track record in the subject area (work with deaf persons or persons with psychosocial disabilities, legal aid provision), previous and existing partnerships with respective UN agencies, capacity assessments and lack of similar specific expertise in the country. The project will also provide funding to OPDs and WWDFs through their umbrella organisation CDPOs. UN agencies have a long-standing relation with CDPO in previous and ongoing projects and initiatives. The organisation has proven record in working with UN and jointly implementing projects. The budget allocations were guided based on previous amounts utilised for similar activities in the framework of UN projects including previous rounds of UNPRPD funding.

Individual UN agencies rules on financial procedures, procurement processes, quality assurance and recruitment will be used to control costs. The project will prepare regular financial reports to Project Steering Committee and UNPRPD with detail information on budget utilisation.

One of the most critical elements of the theory of change is securing inclusive consultation process of drafting and enactment of new Disability Law. The project will support OPDs in their meaningful and substantial involvement in consultations. In addition, project will support setting up of implementation mechanisms as to avoid common occurrence in Cambodia, when legislative frameworks are not followed by efficient implementation.

COVID-19 pandemics and consequent economic impact (e.g. decline in tourism sector) have brought pressure on state finances and influenced development funding prioritisation/allocation trends. It is hence likely that the funding aimed at improving disability rights in Cambodia is likely to decrease or stagnate in short term. UNPRPD funding will secure that disability rights remain present on the national agenda during the crisis and that persons with disability have improved opportunities to participate in decision making and benefit from measures/services aimed at alleviating the crisis impact.

7. Monitoring, Evaluation and Reporting

Monitoring: The project will undertake regular monitoring of implementation by reviewing the results framework and designing a project monitoring plan to ensure the project is on track and that the challenges and issues are addressed on time. Data and evidence will be utilized for the purposes of learning and programme adaptation. Throughout its implementation, the project will create opportunities for reflection to determine what is working or not in order to enable improvements of programme delivery as the project unfolds.

The implementation of the project will be subject to regular monitoring of UN agencies as per individual agencies' rules and procedures in place. In addition, participating UN agencies (UNDP, OHCHR, and UNESCO) and national partners (CDPO and DAC-SG) will organize at least two joint monitoring field missions to project sites and prepare monitoring reports for Project Steering Committee. If the need arises, an independent mid-term review of the project will be carried out.

Evaluation: In addition to this, project will support independent mid-term evaluation of the NDSP2 which will identify good practices, shortcomings and opportunities for improvement of the plan as well as provide useful guidance for all stakeholders (government, OPDS, Development partners, UN, NGOs etc.) for the development of NDSP3 or revision/extension of NDSP2 (whatever option is chosen). The project will undergo a final evaluation by independent consultants at the last quarter of the year 2, including lessons learned section so as to inform project stakeholders and UNPRPD of the level of success of the initiative in achieving intended results and to identify opportunities for further actions and areas for improvement.

8. Knowledge Management:

The project aims to contribute to policy development and implementation through the identification and documentation of sustainable solutions, drawing from lessons learned and promoting and scaling up of good practices aimed at enhancing the rights of persons with disabilities in Cambodia.

Particular attention will be given to CDPO's, OPDs' and WWDFs' capacity to contribute to influence and monitor disability inclusive policies and plans, particularly new Disability Law, NDSP 2, Social protection and COVID-19 Recovery plan. In the process, several toolkits and other knowledge products will be developed for organizations of persons with disabilities.

Throughout the implementation of the project, UNDP, OHCHR and UNESCO will monitor its progress, document lessons learned and prepare case studies to be shared at the national, regional and global level through communities of practice, web sites and social media. During the final evaluation of the project one section will be devoted to the project's lessons learnt.

Knowledge products

Product	Type of knowledge product	Expected dissemination and use
Disability law booklets	Toolkit	This booklet will be a tool for the national stakeholders and OPDs to raise awareness on

		disability law and it will be an advocacy tool to promote the rights of persons with disabilities.
Disability inclusive social protection guideline	Toolkit	The inclusive social protection guideline to guide the local authority and OPDs to increase awareness on inclusive social protection services for persons with disabilities at national and sub national level.
Mid-term review Report of the National Disability Strategic Plan (NDSP2)	Report	Mid-Term review will be informed of the progress and areas of improvement to ensure the strategic plan is well implemented as well as to identify the new emerging areas where needed and respond to the needs of persons with disabilities. The report will be posted and shared widely.
Information needs assessment of Persons with Disabilities	Report	The report will identify the information needs and media and information consumption habits of Persons with Disabilities. The report will be the basis for the development of the capacity building programmes for the Government and OPDs.

9. Legal Context or Basis of Relationship

This Joint Programme document shall be the instrument referred to as the Project Document in Article 1 of the Standard Basic Assistance Agreement between the Government of Cambodia and UNDP, signed on 19th December 1994. All references in the SBAA to “Executing Agency” shall be deemed to refer to “Implementing Partner.”

The presence and mandate of OHCHR Cambodia is governed by a bi-annual resolution of the United Nations Human Rights Council (HRC) (latest resolution adopted at the 48th session in October 2021), as well as a Memorandum of Understanding (MoU) with the Royal Government that currently expires on 31 December 2022. The Office is mandated to work closely with the Government, civil society organizations (CSOs) and interested Member States to support the Government’s duty to meet its obligations under international human rights law. The country office continues to support the Special Procedures Cambodia country mandate, which was also renewed for two years through the same resolution adopted at the 36th HRC session.

The Implementing Partners agree to undertake all reasonable efforts to ensure that none of the funds received pursuant to this Joint Programme are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by Participating UN organizations do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all subcontracts or sub-agreements entered into under this programme document.

The presence of United Nations Educational, Scientific and Cultural Organization (UNESCO) is governed by an Accord de Siege concluded between the Royal Government and UNESCO on 9 January 1995.

10. Work plans and budgets

Work Plan for: Accelerating Disability Rights in Cambodia

Period: 04 March 2022-31 December 2023

UN organization-specific Annual targets	UN organization	Activities	2022				2023				Responsible Partner	PLANNED BUDGET		
			Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4		Source of Funds	Budget Description	Amount
Outcome 1: Capacity of national stakeholders, especially of key duty bearers and rights holders, is enhanced, to ensure more effective contributions towards disability inclusive policies, systems and - for the implementation of the CRPD and SDGs).														
Output 1.1 Enhanced capacity of multi-stakeholders at the national and subnational level in charge of disability mechanisms (Disability Action Council, Provincial Disability Action Council and Disability Action Working Group at line ministries) to support implementation and monitoring of disability-inclusive policies (Social protection), laws (Disability Law, Law on Access to information) and plans (NDSP2).	UNDP	Conduct policy dialogues on disability inclusion (including M&E, role and responsibilities of disability coordination mechanisms) for national stakeholders (including of OPDs)		x							DAC-SG, DAWGs, Provincial DACs	UNPRPD	Transfer and grants	\$ 500.00
		Provide technical support to the development of a national guideline for Technical and Vocational Education and Training (TVET) schools to adapt their infrastructures and training methodologies to make more accessible to PWD and provide technical assistance to TVET schools for the adoption of the guideline (with technical support from ILO).		x	x	x						ILO, NEA	UNPRPD	Individual Consultant

		Provide technical support to the placements of PWD in TVET programs (including digital learning programs) and jobs (with technical support from ILO).		x	x	x	x	x	x	x	ILO, NEA	UNPRPD	Meeting/ workshop/ training	
		Provide advisory support to companies to adapt their workplace to make more accessible to PWDs (with technical support from ILO).		x	x	x	x	x	x	x	ILO, NEA	UNPRPD	Meeting/ workshop/ training	
	UNESCO	Conduct an information needs assessment/analysis for Persons with disabilities		x	x	x					MoINFO, OPDs	UNPRPD	Meeting/ workshop/ training	\$13,250.00
		Conduct 2 trainings of information officers (Ministry of Information) at national and subnational level and Provincial DACs				x	x				MoINFO	UNPRPD	Meeting/ workshop/ training	\$26,500.00
	OHCHR	Two Trainings to Provincial Disabilities Action Councils on CRPD and a rights-based approach to disability.		x		x					DAC-SG, CDPO, OPDs	UNPRPD	Meeting/ workshop/ training	\$10,500.00
		Four Trainings (two each year) for Justice sector actors in particular lawyers and coordination mechanisms, on the CRPD and the recently developed legal aid guidelines for persons with disabilities.		x		x	x	x			MoJ	UNPRPD	Meeting/ workshop/ training	\$21,000.00
Output 1.2 Enhanced capacity of UNCT to support government on SDGs inclusive processes and COVID- 19 inclusive recovery plan by building inclusive tools,	UNDP and OHCHR	Training of UNCT in Cambodia on UN Disability Inclusive Strategy and SDGs inclusive processes and COVID-19 inclusive recovery plan				x	x				With support from RCO	UNPRPD	Meeting/ workshop/ training	\$0

dialogues and effective participation of OPDs		Establish UNCT disability theme group to review and monitor the implementation of inclusive policy framework (SDGs, recovery plan etc.) and review and provide inputs for the disability score card		x	x		x	x	x	x	With support from RCO	UNPRPD	Meeting/ workshop/ training	\$0
Output1.3 Enhanced capacity of disability movement, including women with disabilities and most vulnerable groups (deaf persons, blind persons and persons with psychosocial disabilities) to effectively engage in the development, implementation and monitoring of CRPD and Inclusive SDGs processes by improving their capacity for meaningful engagement and advocacy with the national and subnational stakeholders including government and service providers in areas of inclusive social protection, access to justice, meaningful representation (persons with hearing impairment) and economic empowerment (women with disabilities)	UNDP	Conduct training on Inclusive Commune Investment Plan (CIP) and disability inclusive social protection to WWDFs, OPDs and local authorities		x							CDPO, OPDs and WWDFs	UNPRPD	Transfer and grants	\$5,000.00
		Establish the first Cambodian Deaf Association to strengthen the voice of persons who are deaf or with hearing impairments. (grants)		x	x	x	x	x	x	x	DDP	UNPRPD	Transfer and grants	\$15,000.00
		Provide ongoing coaching and mentoring to WWDFs and local OPDS to engage in national and sub national platform in promoting women specific issues (grant)		x	x	x	x	x	x	x	x	CDPO, OPDs and WWDFs	UNPRPD	Transfer and grants

	OHCHR	Enhance a rights-based approach to disability through 1) Enhancing inclusion of persons with psycho-social disabilities through adequate care and awareness raising with families and communities; and 2) enhancing legal aid services for PWDs and mentoring to TPOs to document and try to resolve human rights violations against PWDs. (Grants to NGOs)		x	x	x	x	x	x	x	TPO	UNPRPD	Meeting/ workshop/ training	\$42,000.00
	UNESCO	Conduct 4 trainings for national (CDPO) and local OPDs on Media and Information Literacy (MIL)					x	x			CDPO, OPDs and WWDFs	UNPRPD	Meeting/ workshop/ training	\$39,750.00
Outcome 2: Gaps in achievement of essential building blocks or preconditions to CRPD implementation in development and humanitarian programs are addressed.														
Output 2.1 Drafting of new Disability Law and required sub-legislation aligned with CRPD with full participation of OPDs (from the consultation until the submission to Council of Ministers)	OHCHR	TA to Development and Implementation of new Disability Law (Consultant)					x	x	x	x	DAC-SG	UNPRPD	Individual Consultant	\$21,000.00
		Conduct 4 consultations (2 for government, 2 for CSOs) on the New Disability Law)		x		x					MoJ	UNPRPD	Meeting/ workshop/ training	\$10,500.00
Output 2.2 The new Disability Law has clear implementation plan with clear roles and is effectively disseminated to both national and sub national level through communication campaigns throughout the country	UNDP	Develop the implementation plan of the New Disability Law in consultation with OPOs and WWDFs. (National Consultant)			x	x					CDPO, OPDs and WWDFs	UNPRPD	Contractual services	\$ 5,000.00

Output 2.3 Full participation of OPD in the process of revision the National Disability Strategic Plan to be aligned with the CRPD and new Disability Law ensured once the Law is approved. (NDSP 2 extension or new NDSP 3- whatever option is chosen)	UNDP	Conduct NDSP2 mid-term review in consultation with the OPDs, WWDFs and relevant stakeholders and develop new NDSP3 (International Consultant)			x	x						DAC-SG	UNPRPD	Contractual services	\$ 20,000.00
Output 2.4 Disability Action Council (as mechanism formally in charge to monitor UNCRPD) have clear mandate and approved plans to monitor National Disability Strategic Plan and the New Disability Law with full participation with OPDs.	UNDP	Set up the M&E taskforce/unit at DAC-SG to monitor the UNCRPD, new disability law and NDSP2 in consultation with CDPO and DPOs.				x						DAC-SG	UNPRPD	Transfer and grants	\$ 700.00
		Develop M&E tools and monitoring plan of the new disability law and NDSP2 (National Consultant with 2.2.1)				x						DAC-SG	UNPRPD	Contractual services	\$ 10,000.00
		Provide training on the M&E tools and monitoring plan to DAC-SG and M&E taskforce/unit.										DAC-SG	UNPRPD	Transfer and grants	\$800.00
		Monitor the implementation plan of the new disability law.					x	x	x	x		DAC-SG	UNPRPD	Transfer and grants	\$3,000.00
Outcome 3: National development and humanitarian plans, budgets, programs and monitoring processes are disability inclusive.															
Output 3.1 Effective implementation of inclusive COVID-19 Recovery Plan through national monitoring system is ensured	UNDP	Endorse the COVID-19 recovery plan			x	x						DAC-SG	UNPRPD	Transfer and grants	\$ 0
		Organize regular coordination meeting (virtually) with the DAWGs and Provincials DACs to review and monitor the implementation of the COVID-19 recovery plan.		x		x						CDPO, OPDs and WWDFs	UNPRPD	Transfer and grants	\$ 5,000.00

Output 3.2 Full participation of OPDs in processes of implementation and monitoring of inclusive COVID-19 Recovery Plan is ensured	UNDP	Provide 2 trainings on M&E COVID-19 recovery plan and toolkit for OPDs and WWDFs			x	x		x			CDPO	UNPRPD	Transfer and grants	\$ 7,000.00
		Develop and monitor advocacy plan of the COVID-19 Recovery Plan including disability inclusive social protection. (grant)		x			x	x	x		CDPO	UNPRPD	Transfer and grants	\$ 13,000.00
		Final evaluation of the UNPRPD project								x	DAC-SG, CDPO	UNPRPD	Contractual services	\$ 15,000.00
		Staff and Personnel Costs												\$ 162,632.82
		General Operating Expenses												\$ 33,306.00
		GMS												\$ 40,981.00
Total Planned Budget													\$626,419.82	
Including*	Total UNDP		\$ 339,675.82											
	Total UN HCHR		\$ 186,071.00											
	Total UNESCO		\$ 100,673											

* The Total Planned Budget by UN Organization should include both programme cost and indirect support cost

Signatures⁷:

UN organization(s)		
For UNDP: Name & Title: Alissar Chaker Resident Representative Signature: Date:	For OHCHR: Name & Title: Roueida El Hage Representative Signature: Date:	For UNESCO: Name & Title: Sardar Umar Alam Head of Office and UNESCO Representative to Cambodia Signature: Date:

⁷ When CSOs/NGOs are designated Implementing Partners, they do not sign this Work Plan. Each participating UN Organization will follow its own procedures in signing Work Plans with CSOs/NGOs.