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UNPRPD MPTF
Partnership on the Rights of Persons with Disabilities

Submission Form for Programme[1]/Budget Revision R4

Part A: Programme Summary *(To be completed by the Participating UN Organization)*					
Date of Submission:	26 November 2021				
From the Participating UN Organization:	UNFPA as lead organization, with UNDP and UNICEF as PUNOs				
Contact:	UNFPA Programme Coordinator Ms. Betty Alpha, Gender Specialist, balpha@unfpa.org				
Programme Number:	00126128				
Programme country:	Sierra Leone				
New Programme Title:	**Advancing Disability Inclusion in Sierra Leone**				
Total Approved Programme Budget:	US$ 700,000				
Amount and percentage of indirect costs requested:	US$ 45,794 7 % (overall indirect costs)				
Total approved for Inception phase	US $100,000				
Amount and percentage of indirect costs requested for inception phase:	US$ 6,542 7 %				
Total Approved for Implementation Phase	$600,000				
Amount and percentage of indirect costs requested for implementation phase :	US$ 39,252 7 %				
[Steering Committee] Approval Date:					
Programme Duration:		**Starting Date:**	26 February 2021	**Completion Date:**	31 December 2023

1. Type of Programme/Budget Revision Requested

☒ Increase in programme budget[2]. **Amount requested: US$ 600,000**

☐ Variation of budget lines (more than 10% of the total programme budget)

☒ Extension of programme duration. **New completion date: 31 Dec. 2023**

☐ Change of programme scope

[1] The term "programme" is used for projects, programmes and joint programmes.
[2] For any change in the budget, provide revised budget.

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2. Programme Expenditure to date: ***as of [15-11-2021]***

☒ Total Commitments US$ 85,334

☒ Total Disbursements US$ 85.334

3. Balance from Inception Phase (if relevant)

The Inception Phase funds balance will be used for Program Visibility and Overall Communications.

4. Reason revision is being requested.

Request for implementation phase approval.

4.1 **Please indicate briefly main outputs. Please attach workplan.**

- The Persons with Disabilities Act (PWDA) is revised with multi-stakeholder participation and contributions
- A realistic Assessment and Certification system for persons with disabilities is developed
- A Disability Fund is operationalized with good governance structures as a financial tool for realization of PWDA
- Select sectoral laws, policies, and systems are reviewed for compliance with CRPD using a checklist
- A multi-stakeholder coordination mechanism is established for PWDA revision and coordination on implementation
- The SDG Monitoring Platform includes disability inclusion-related SDG targets and engages OPDs for feedback.

5. Documents Attached:

☒ Budget for implementation phase
☒ Programme Document for implementation phase and workplan

Part B: Signature
(To be completed by the Participating UN Organization)

On behalf of Participating UN or Non-UN Organization:	Signature	Date	Name/Title
UNFPA	[redacted]		
UNDP			
UNICEF			
Resident Coordinator (not mandatory):			

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Part C: Administrative Review[3] *(To be completed by the [Fund/JP] Secretariat)*
6. [UNPRPD] Technical Secretariat Comments:
7. [UNPRPD] Technical Secretariat Recommendation:
8. Manager of the Technical Secretariat **.....** **.....** **Signature** **Date**

Part D: Approval (as relevant)
7. Decision of the Management Committee ☐ Approve ☐ Approve with modification/condition ☐ Defer
Comments (if any):
..... **Chair of the Management Committee** **.....** **.....** **Signature** **Date**

[3] According to SOF 2020-2025 TS will approve NCE below 9 months.

1. Cover page

Title of the programme: Advancing Disability Inclusion in Sierra Leone
Country: Sierra Leone **Region or provinces:** Nationwide
Duration (max. 24 months): 24 months
Total Budget: $600,000
Co-funding: $225,000 in addition to the above
Resident Coordinator (name and contact details): [redacted]
Overall focal point of the programme (name and contact details): UNFPA, [redacted]
Participating UN Organizations (max 3) and focal points names and contact details: UNFPA, [redacted] UNDP, [redacted] UNICEF,
OPDs focal points names and contact details: Sierra Leone Association of Polio Persons, [redacted] Sierra Leone Association of the Blind, Mr. [redacted] Sierra Leone National Association of the Deaf, [redacted] +23230030152 Albinism Royal Foundation, [redacted]
Government focal points name and contact details (with acronyms): Ministry of Social Welfare (MOSW), [redacted] National Commission for Persons with Disabilities (NCPD), Executive Secretary [redacted] Ministry of Health and Sanitation (MOHS) Ministry of Planning and Economic Development (MOPED) [redacted] (Statistics Sierra Leone is based at MOPED) National Commission for Social Action (NaCSA) [redacted] Other Ministries, Departments, and Agencies (MDA)
Other Partners names and contact details: Handicap International INGO (aka Humanity & Inclusion in other countries), [redacted] One Family People NGO, [redacted] Centre for Research and Parliamentary Studies, [redacted] IMF, Country Representative [redacted]
Programme description (max 250 words): The UNPRPD Situational Analysis revealed key challenges to preconditions for disability inclusion in Sierra Leone that guided the design of this programme. Under Outcome 1, we will support knowledge and capacity building of multi stakeholder actors involved in advancing disability inclusion at country the country level. Even though the country passed a Persons with Disabilities Act (PWDA) in 2011, implementation has been hampered by lack of knowledge among duty bearers and weak capacity of OPDs for advocacy. These issues

Title of the programme: Advancing Disability Inclusion in Sierra Leone
will be addressed by trainings targeted to specific groups and practical tools for disability inclusive policies and systems. Under Outcome 2, PWDA revision will be supported to clarify certain such as the definition of persons with disabilities and the main structure of a Disability Fund mentioned in the 2011 PWDA, supported by multi-stakeholder consultations and coordination mechanisms. Once revised, key aspects of the Act will be operationalized by design and piloting of an assessment/certification system for persons with disabilities to enhance their ability to claim their right to services such as free health care, and by realization of a Disability Fund to attract institutional and private donor funds to supplement what government can provide towards priority areas such as rehabilitation services and assistive devices. Other laws, policies, and systems in a range of sectors will also be reviewed for compliance with CRPD. Under Outcome 3, tools will be developed for enhanced monitoring of disability inclusive SDGs, with findings widely disseminated to inform scaled up efforts towards SDG realization.
Targeted CRPD articles: 5,6,7,8,13,19,24,25,28,31,33
Targeted SDGs: 1, 3, 4, 5, 8, 10,16, 17
Preconditions[1]: Equality and non-discrimination, service delivery, accountability, and governance
Target groups[2]: all persons with disabilities
Thematic focus [3]: National disability policy and/or law, access to health, access to justice, inclusive SDGs planning and monitoring

2. Background and rationale

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

This proposal was developed to address key challenges identified for disability inclusion, building on findings from the Situational Analysis report and seeking to revise/clarify certain elements of the 2011 Persons with Disabilities Act (PWDA). Key actors are the Ministry of Social Welfare, the National Commission on Persons with Disabilities, OPDs, and the National Commission for Social Action, along with UN agencies.

Best available data from 2015 show 93,000 persons with disabilities, (1.3% of the total population), but this is thought to be grossly underestimated. The gender breakdown is 56% male and 46% female. The greatest daily challenges facing this group include poverty and homelessness for many. Women with disabilities living in the street are more vulnerable, exposed to risk of sexual abuse and violence.

[1] List at least one and max of 3. Equality and non-discrimination; service delivery; accessibility; CRPD-compliant budgeting and financial management; Accountability and governance.

[2] 1) all persons with disabilities, 2) children & youth with disabilities 3) primary focus on women and girls with disabilities, or 4) primary focus on one or more underrepresented groups of persons with disabilitiespersons with intellectual and or psychosocial disabilities/ other underrepresented group of persons with disabilities (please specify) migrants/ indigenous persons with disabilities/ minorities etc.)

[3] Please list at least one and a maximum of 5. COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; Employment; GBV & sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; National Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; OPDs capacity building

Ongoing revision of the PWDA provides an opportunity to address gaps and lack of clarity on certain points. This includes roles and responsibilities of different actors, the definition of disability, and the core structure of a Disability Fund mentioned in the original PWDA. Recommended activities that will be implemented are capacity building for groups consulting around the PWDA and those in Parliament who will vote on the Act.

A key challenge identified was that coordination among disability rights actors does not seem to be fully effective and some lack the material, human, and technical capacity to fulfill their tasks. This programme will develop a coordination a mechanism and build capacity of the National Commission for Persons with Disabilities (NCPD) and OPDs, with special attention to those focused on women with disabilities and those for underrepresented groups. It will also strengthen ties among OPDs for enhanced advocacy.

The country has been going through an intense period of policy reform with implications for persons with disabilities, and it is important that these be CRPD compliant. The programme will develop a checklist to aid in review of laws and use this to evaluate priority laws, policies, and systems being developed over the next two years in a range of sectors, as identified in the Situational Analysis recommendations.

A significant obstacle impeding the full implementation of anti-discrimination is the lack of reliable data on the number and real circumstances of persons with disabilities. Design and piloting of an assessment and certification system, along with Mid-Term Census data expected in 2022[4], will help to address these challenges with the former also helping to address the challenge of persons with disabilities receiving services to which they are entitled, such as free health care. Another Output working towards anti-discrimination is to expand CRPD knowledge of those in the justice sector, as the need to bring more discrimination cases to court was identified as important for improving PWDA compliance.

A clear geographical disparity in the distribution of resources was identified, as most persons with disabilities live in the provinces while resources available to them are concentrated in the capital of Freetown. Improving nationwide monitoring of disability inclusion-related SDGs, that includes feedback mechanisms for OPDs to provide input, will help to highlight these disparities so that resources can be channeled more equitably.

Although the original PWDA foresees establishment of a Disability Fund, it is still not yet operational and there is no agreement on how it should function, where it should be based, and what should be the source of funds. It was recommended to operationalize this Fund with good governance and inclusive decision-making structures to focus on priority investments needed to, among other things, improve the quantity, quality, and geographic dispersion of service delivery to persons with disabilities. Priority investment areas would include rehabilitation services, assistive devices, housing and job training.

2.2 Proposal development process

Outputs are drawn from findings of the Situational Analysis report prepared for Sierra Leone, which was based on the UNPRPD 'Guidelines for the Situational Analysis' document. It began with an Inception Workshop with

[4] Efforts have been made to include improved disability-related questions in the Mid-Term Census, as compared to earlier data collection exercises.

accessibility that included leaders of women focussed OPDs and of OPDs for underrepresented groups[5], among others, and was followed by primarily qualitative research conducted by it an international consultant with requisite expertise in CRPD. The consultant and a focal person at UNFPA interacted closely with Ministry of Social Welfare and other stakeholders on the conduct of the Situational Analysis.

The persons interviewed and focus groups conducted during the research phase covered 9 of 16 geographic districts in the country and engaged a range of stakeholders: Twelve OPDs focussed on different disability types, NGOs (international and local) active on disability rights and inclusion, leaders of special schools for persons with disabilities, as well as the Ministries of Social Welfare, Basic and Secondary Education, Labour, Health and Sanitation, and Planning and Economic Development. Other government entities consulted included the National Commission on Persons with Disabilities, the National Rehabilitation Centre, and National Commission for Social Action.

The UNCT was surveyed on disability inclusion in programs and another on accessibility of operations and agencies were a part of all Inception Phase activities through the UNCT Disability Inclusion Group. Additionally, other staff at WHO, UNICEF, and UNDP, and UNFPA were interviewed.

Information derived from these sources was compiled and main findings presented, discussed, and validated by a range of stakeholders at a 1-day workshop attended by a range of stakeholder groups, including UN agencies, OPDs, government entities, and local and international NGOs. During the event, thematic working groups considered proposed recommendations under each topic, reformatted wording in some cases, and developing a priority list for action.

The synthesized findings from the validation workshop are reflected in the Outputs of this proposal, in keeping with the parameters of the 4th funding round of the UNPRPD. Other areas of need identified, and related recommendations are also reflected in the Situational Analysis, so that UN agencies, the Government, and the broader development community in Sierra Leone may consider supporting them through other channels.

The intended proposal Outputs were presented to OPDs and other key stakeholders during an all-day consultation meeting with accessibility held on 9 November 2021. Leaders of women focussed OPDs and of OPDs for underrepresented groups were among those invited to the workshop and several provided comments. All feedback and suggestions were incorporated into the final Outputs and activities.

3. Overall programme results framework

Table 1. Results framework

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.

[5] Underrepresented groups include people with kyphosis, little people, people with albinism, organizations representing people with autism, organizations representing the aged, organizations representing people with mental conditions and organizations representing LGBT persons.

The eight outputs included under Outcome 1 will raise the knowledge capacity of multiple groups that fit into both the 'rights holder' and 'duty bearer' categories. Rights holder will include OPD organizations and the National Commission on Persons with Disabilities, who will receive training on CRPD provisions to allow them to effectively engage in discussions around PWDA revision. Key among the duty bearers who will also be trained on CRPD provisions are Members of Parliament and civil servants in the justice sector. To increase the overall organizational effectiveness of NDPD and other OPDs, a series of capacity building trainings, to include advocacy and gender inclusion, will be conducted. This will support their engagement on PWDA revision and the development of policies and systems stemming from the revised law. Other activities relate to capacity needed to develop and pilot an assessment and certification system for persons with disabilities, and a checklist that will aid in the review of sectoral policies and systems for compliance with UNPRPD.
Output 1.1.A Diverse stakeholders, including UN agencies, the NCPD, and MDAs are trained on elements of the Convention on the Rights of Persons with Disabilities (CRPD) most relevant for Sierra Leone (as per the Situational Analysis) to effectively engage in consultations around revision of the 2011 Persons with Disability Act (PWDA)
Description: The Situational Analysis suggests there is a significant knowledge gap among key stakeholders on disability rights and this impedes effective implementation of CRPD and PWDA in Sierra Leone. Training will target key stakeholder groups to build capacities to enhance joint programming and meaningful participation in the revision and implementation of PWDA focused on these identified areas of need: Definition of key terminologies; equality and non-discrimination provisions (including the anti-discrimination elements of the PWDA); inclusive service delivery (availability, access and participation); and CRPD-compliant programming and budgeting. Sessions will take place in different regions of the country to reach those working outside the capital city of Freetown. Participants will include UN staff, NCPD, MDA personnel, and Local Government staff. These sessions will be held in the first six months of the program to prepare partners for PWDA revision and other activities under this proramme.
Indicators
1.1.1 # of in -person trainings seminars developed and delivered in the UNPRPD programme addressing equality and non-discrimination provisions (including the anti-discrimination elements of the PWDA); inclusive service delivery (availability, access and participation); and CRPD-compliant programming and budgeting.
Baseline: 1 CRPD training program (5-day) delivered during the Induction Workshop of the UNPRPD programme to 30 persons
Milestone year 1: 6 additional CRPD training workshops (1 to 2 days) with information most relevant to Sierra Leone targeting select groups
Milestone year 2: 0
Target: 7 total CRPD training workshops (of various lengths)
Means of verification: training reports, attendance sheets
Responsible: UNDP
1.1.2 # of participants (disaggregated by type of stakeholder[6]) disaggregated by sex,disability,rural/urban participating in capacity building activities funded or provided by UNPRPD programmes
Baseline: 30 participants during the Induction Workshop
Milestone year 1: 300 additional participants from NCPD, MDAs, UN, and Local Government
Milestone year 2: 0
Target: 330 total persons trained
Means of verification: training reports, attendance sheets
Responsible: UNDP
1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive.
Baseline: NA (was not measured for the Induction Workshop)
Milestone year 1: 240 (80%) of the 300 participants are expected to report increased knowledge; 60 participants will not.
Milestone year 2: NA

[6] Governments (type of ministry), OPDs (type of OPDs) UN (RCO, Un agency), other

Target: 240 / 80%
Means of verification: post-session participant surveys
Responsible: UNDP
Output 1.1 B Knowledge gaps are addressed for members of Parliament, as duty bearers, on the rights-based approach to disability, as detailed in the CRPD and its associated guidance, and related documents such as the Optional Protocol to the UNCRPD (Sierra Leone signed in 2007) and the Protocol to the African Charter of Human and People's Rights on the Rights of Persons with Disabilities (not yet signed by Sierra Leone), to support upcoming deliberations on revision of the PWDA, by developing and delivering a training seminar in association with the Centre for Research and Parliamentary Studies at the Sierra Leone Parliament.
Description: The revised PWDA is expected to be introduced to Parliament in 2022. To effectively deliberate on the provisions of this Act, it is important that parliamentarians/lawmakers and associated staff are knowledgeable on disability rights, as this will aid the participation in discussing and passing the revised PWDA Bill. This training session will therefore focus on issues addressed in the draft revised PWDA (including equality and non-discrimination); Sierra Leone's legal obligations under international agreements; and ratification and domestication of the Optional Protocol to the UNCRPD (which Sierra Leone signed in 2007). One session will be conducted in early 2022 targeting about 30 key persons, including those on the Parliament Committee on Social Protection, conducted in collaboration with the Centre for Research and Parliamentary Studies. A consultant with specialized skills will be recruited to conduct the training and its format will be designed with the Centre based on their experience with similar trainings
Indicators
1.1.1_# of in -person training workshops for Government developed and delivered in the UNPRPD programme. (Dissaggregated by topics[7]) Focus on CRPD and Preconditions for disability inclusion
Baseline: 0
Milestone year 1: 1 capacity building workshop for Members of Parliament
Milestone year 2: 0
Target: 1 workshop
Means of verification: training report, attendance sheets
Responsible: UNDP
1.1.2_# of participants from Parliament disaggregated by sex,disability,rural/urban participating in capacity building activities funded or provided by UNPRPD programmes
Baseline: 0
Milestone year 1: 30 participants from the Parliament
Milestone year 2: 0
Target: 30 participants
Means of verification: training reports, attendance sheets
Responsible: UNDP
1.1.3_# and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive.
Baseline: 0
Milestone year 1: 27 (90%) of the participants will report increased knowledge; 3 will not.
Milestone year 2: 0
Target: 27 (90%)
Means of verification: post-session participant surveys
Responsible: UNDP
Output 1.1.C Knowledge gaps are addressed for those working in the justice sector, as duty bearers, on the rights-based approach to disability as detailed in the CRPD and its associated guidance, to support implementation of anti-discrimination provisions of the

[7] 1. CRPD 2. Preconditions for disability inclusion 3 National development plans for the SDGs. 4.women with disabilities and underrepresented groups needs and rights 5 instruments for planning and implementation of UN development 6. other

PWDA, through training seminars delivered in association with the Ministry of Justice, the Bar Association, and other relevant partners.
Description: Sierra Leone is a signatory to the CRPD, and the other international human rights instruments that Sierra Leone has either ratified or domesticated. It is therefore important that those working in the justice sector are knowledgeable on CRPD, especially the equality and anti-discrimination elements. The Situational Analysis found gaps in understanding among those working in the justice sector that has hindered the success of anti-discrimination lawsuits. To address this gap, capacity building workshops will be organized for the Judiciary (legal aid lawyers and their associate staff, the Court Registrar and related staff) across the country, to ensure disability and gender is mainstreamed across their actions, plans and strategies. Discussion will cover the barriers to access to justice frequently faced by PwDs and steps to overcome them. In addition, a workshop will be organized for the Sierra Leone Police, with a special focus on the family support unit and material provided for the police training schools' curricula across the country, to ensure disability and gender is mainstreamed. Finally, trainings will be organized for the correctional services/centers (including the training curricula) to ensure disability and gender is mainstreamed across their actions, plans and strategies.
Indicators
1.1.1 # of in-person trainings workshops developed and delivered in the UNPRPD programme. (Dissaggregated by topics[8])
Baseline: 0
Milestone year 1: 5 training workshops targeting Justice Sector groups
Milestone year 2: 0
Target: 5 training workshops
Means of verification: training reports, attendance sheets
Responsible: UNDP
1.1.2 # of participants from Government disaggregated by sex,disability,rural/urban participating in capacity building activities funded or provided by UNPRPD programmes
Baseline: 0
Milestone year 1: 300 participants from the Justice Sector
Milestone year 2: 0
Target: 300 participants from the Justice Sector
Means of verification: training reports, attendance sheets
Responsible: UNDP
1.1.3 # and % of participants reporting increased knowledge or capacity to design or revise policies or systems to be more disability inclusive.
Baseline: 0
Milestone year 1: 240
Milestone year 2: 0
Target: 240
Means of verification: post-session participant surveys
Responsible: UNDP
Output 1.1.D OPDs and NCPD have enhanced organizational capacity for 1) effective contributions towards revision of the 2011 PWDA and inputs to disability-inclusive policies and systems undergoing review and, 2) to engage in national SDG accountability frameworks, by being provided with management training to support administration, financial management, advocacy, and inclusive partnership building with OPDs in country.
Description: UNFPA worked closely with the Ministry of Social Welfare and several OPDs for the Inception Phase of this programme. These partnerships will be expanded to develop training materials and deliver a two phased capacity building programme for OPDs on the following topics: Year 1:

[8] 1. CRPD 2. Preconditions for disability inclusion 3 National development plans for the SDGs. 4.women with disabilities and underrepresented groups needs and rights 5 instruments for planning and implementation of UN development 6. other

1.Advocacy (including on access to essential services with specific reference to free health care, including SRHR, access to education and GBV response services) 2.Gender mainstreaming 3.Monitoring the SDGs through accountability frameworks 4.Monitoring CRPD through accountability frameworks Year 2: 1.Financial management and national budgeting (including understanding the national budget call circular) 2.Inclusive partnership building 3.Contributing to the UN Common Country Analysis report and updates 4.Contributing to the UNDSCF UNPFA will hire a consultant to collate inputs from key partners and prepare the training manuals that will form the basis for two annual multi-day trainings, facilitated by the Ministry of Social Welfare with technical support from UNFPA and UNDP. These trainings will target OPDs in each region of Sierra Leone, to address the finding from the Situational Analysis that a disproportionate share of OPD-related activities occurs in the capital of Freetown. While the trainings will be open to all OPDs, specific attention will be given to the inclusion of women led, youth led, and OPDs representing underrepresented disabilities. The process of OPD selection will be led by the Ministry of Social Welfare and coordinating OPDs. It is anticipated that such training will enable OPDs to engage government processes to advocate for the passing of the PWDA and build capacity on advocacy and engaging government systems of disability inclusive programming. It is also expected that the trainings will increase coordination among OPDs at the regional level. Throughout the trainings, an emphasis will be placed on the importance of the SDGs and CRPD. Specific reference will be made to issues relating to gender and other vulnerabilities. Training reports will be prepared following each training phase.
Indicators
1.1.4 # of OPDs (disaggregated by type umbrella- disability specific- women- underrepresented other) that benefitted from capacity building activities (type of activities[9]) funded by UNPRPD programmes to strengthen the capacity of organizations of persons with disabilities.
Baseline: 0
Milestone year 1: 100 OPDs (Year 1 topics)
Milestone year 2: the same 100 OPDs (Year 2 topics)
Target: 100 OPDs have participated in both Year 1 and Year 2 sessions
Means of verification: Training report, Training attendance lists
Responsible: UNFPA
Output 1.1.E Persons to be engaged for piloting of an Assessment and Certification system (see Output 2.1.B), increase their knowledge and capacity to a level necessary to successfully conduct the pilot exercise.
Description: Following development of draft guidelines for Assessment and Certification (see Output 2.1.B) with agreed roles and responsibilities, a set of training manuals will be developed for those with a role in assessment and certification, to be updated following piloting. Training will first be provided for a set of master trainers who further train the field personnel with a role in assessment and certification as per the draft manual. The pilot is expected to cover an entire district of Sierra Leone, so the personnel would be selected accordingly. The district and community level participants of training will be determined based on the approach outlined in the system guidelines, since this process will map out what categories of personnel are best placed to carry out the necessary system functions at district and community level. Potentially trainees would include social workers, community health workers, and OPDs, depending on the agreed workflow to pilot. The training may be differentiated based on the exact role each participant will play, which could differ between community level and district level.
Indicators

[9] Organizational development (technical or financial support) specific training to participate in processes such as SA, CCA, UNSDCF etc

1.1.1 # of trainings(disaggregation by type of capacity building[10]) developed and delivered in the UNPRPD programme. (Dissaggregated by topics[11])
Baseline: 0
Milestone year 1: 2 distinct capacity building workshops targeting national and district-level personnel with a role in the pilot study, differentiated by role in the program (for example, administrative vs. medical in nature)
Milestone year 2: 1 additional training workshop to discuss challenges and share lessons learned to inform program refinement
Target: 3 workshops in total
Means of verification: training reports and challenges / lessons learned document (for workshop 3)
Responsible: UNICEF
Output 1.2.A To support the training activities under Outputs 1.1.A through 1.1.D, a training manual on CPRD and PWDA provisions is developed for use during training programs with diverse national stakeholders and duty bearers, including Parliament, Legal Aid lawyers, NCPD, and UN Agencies.
Description: A consultant will be recruited to develop a gender sensitive training manual on relevant provisions of the CRPD and PWDA, consulting with key partners during development, including OPDs and Handicap International which has already developed a similar training program. Material provided by UNPRPD for the 5-day inception phase training will also be used in developing the manual. Emphasis will be placed on tailoring the manual to the Sierra Leone context, which may include case study examples for different constituent groups. Disability accessible versions of the manual will be developed for visually impaired persons. In addition to using the manual for trainings under this programme, it will also be made available to a range of stakeholders for public use.
Indicators
1.2.1 # of knowledge products(disaggregated by type of product[12]/thematic focus[13]) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices
Baseline: 0
Milestone year 1: 1 training manual developed through consultative process
Milestone year 2: 0
Target: 1 training manual
Means of verification: the training manual itself
Responsible: UNDP
1.2.3 # actors involved in developing and testing of knowledge products (disaggregated by actor (GOV/NGOs/OPDs/Other)
Baseline: 0
Milestone year 1: 10 actors to be consulted on development of the training manual
Milestone year 2: 0
Target: 10 actors to be consulted on development of the training manual
Means of verification: Consultation workshop attendance list or alternatively reports of individual consultations
Responsible: UNDP
Output 1.2.B A checklist is developed to aid in the review of sectoral policies and systems for compliance with CPRD provisions.

[10] Training (in person/online), workshops, seminars etc

[11] 1. CRPD 2. Preconditions for disability inclusion 3 National development plans for the SDGs. 4.women with disabilities and underrepresented groups needs and rights 5 instruments for planning and implementation of UN development 6. other

[12] Tools, guidelines, protocols, reports

[13] COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; Employment; GBV & sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; OPDs capacity building

Description: A key finding of the situational analysis was the need to review existing and proposed policies and systems to ensure that they are compliant with the CRPD. This is to be addressed with a checklist tool to ensure that reviews are systematic and robust. A national consultant will be recruited to lead in developing the checklist tool, consulting with other key stakeholders in the design. While 9 comprehensive reviews are planned under this programme (see Output 2.1.D), it is also envisioned that other groups can also make use of the checklist in reviewing laws, policies, and systems, including other UN agencies, MDAs, and OPDs. The checklist will be widely disseminated, and an orientation workshop will be held with key stakeholders.
Indicators
1.2.1 # of knowledge products(disaggregated by type of product[14]/thematic focus[15]) developed, piloted and disseminated to the relevant stakeholders to inform inclusive practices
Baseline: 0
Milestone year 1: 1 Review Checklist Tool to be used to check laws, policies, and systems, for compliance with CRPD
Milestone year 2: 0
Target: 1 Review Checklist Tool
Means of verification: Checklist document itself
Responsible: UNFPA
Output 1.3 Models of good practice for national assessment and certification systems for persons with disabilities (meeting international standards) are compiled and assessed relative to the Sierra Leone context to inform design, guidelines, and piloting of a Sierra Leone assessment and certification system.
Description: The Situational Analysis found that while there is an assessment procedure outlined in the 2011 PWDA, it is a cumbersome, centralized process that is rarely used due to its impracticality and low awareness among persons with disabilities, especially those living in more remote areas. Developing a more realistic and practical system is a key priority for persons with disabilities to access rights and services to which they are entitled, notably free health care and social protection services in some cases. Globally, while there are few approaches and practices for Assessment and Certification that are fully in line with the CRPD committee recommendations, several countries in Africa and Asia have been developing more accessible approaches, by piloting community- level disability assessment and shifting away from medical assessment as entry points. To inform a Sierra Leone system, a report will be developed on relevant practices from countries with a comparable socio-economic context as Sierra Leone with recommendations for how these examples can inform the development of a system for Sierra Leone. The relevance of the practice examples could be in relation to the overall approach, the tools used, the staff training, the certification criteria and process, information system, eligibility determination for social protection and referral mechanisms to social services among other key issues of interest. The report and its examples will be discussed in a national workshop where stakeholders will discuss recommendations and agree on how international good practices can inform a system of assessment and certification in the country.
Indicators
1.3.3 # of mechanisms[16] to share and exchange learning and evidence to inform inclusive policies and systems. (disaggregated by national/ regional/global mechanism)
Baseline: 0

[14] Tools, guidelines, protocols, reports

[15] COVID-19 response and recovery; Inclusive SDGs planning and monitoring; Climate change; Inclusive education; Early childhood development; Access to health; Access to Justice; Social protection; Employment; GBV & sexual and reproductive health; Statistics and data collection; CRPD monitoring (art 33); Intersectionality; Political participation; Disability assessment and referral services; Disability Policy and/or Law; Access to Information and ICTs; Deinstitutionalization; Legal Capacity; Independent living; Awareness raising; OPDs capacity building

[16] Technical/ Advisory Commitees , Knowledge Platforms, Conferences, Summits etc

Milestone year 1: 1 national conference convened to review the good practice experiences of at least 3 other countries in the context of how these might inform an Assessment and Certification system for Sierra Leone.
Milestone year 2: NA
Target: 1 national conference
Means of verification: Conference report
Responsible: UNICEF
1.3.4 # actors involved in mechanisms to share learning and evidence to inform inclusive policies and systems disaggregated (UN/ GOV/OPDs, other)
Baseline: 0
Milestone year 1: 12 Actors from Government, UN, OPDs, and NGOs are expected to participate in the national conference to review other country good practices
Milestone year 2: NA
Target: 12 Actors from Government, UN, OPDs, and NGOs
Means of verification: Conference report
Responsible: UNICEF
1.3.5 # of models of good practice, learning and exchange mechanisms addressing the situation of women with disabilities and/or underrepresented groups of persons with disabilities (disaggregation women or underrepresented groups) (disaggregated by disability specific or mainstream)
Baseline: 0
Milestone year 1: 3 country models with good practices are identified and discussed, with special attention paid to how these models address the situation of women with disabilities and/or underrepresented groups of persons with disabilities as concerns Assessment and Certification systems, to inform the Sierra Leone system.
Milestone year 2: NA
Target: 3 country models with good practices
Means of verification: Report on international good practices shared with partners at the national conference
Responsible: UNICEF
Outcome 2. Gaps in achievement of essential building blocks or preconditions to CPRD implementation in development and humanitarian programs are addressed.
Outputs under Outcome 2 are geared towards creating an enabling environment to realize key provisions from the CRPD. Firstly, this is to work towards revision of the PWDA, which can help to clarify certain elements of the original law and add in important additional points. As laws, policies and systems are developed in other sectors, such as education and health, these will also be reviewed for compliance with CRPD, and recommendations provided. Secondly, the multi-stakeholder coordination mechanism to be established will help with coordinating the work of several actors towards realization of CRPD and PWDA provisions. Development of an assessment and certification system for persons with disabilities will address a key bottleneck identified for persons with disabilities to access a range of services. Similarly, operationalizing the Disability Fund that was allowed for in the original PWDA, will create a financing vehicle to attract donor funds and invest in programs and material that improve the provision of both essential and disability services, which were clear priorities from the Situational Analysis.
Output 2.1.A The PWDA is revised to be in line with CRPD provisions, with multi-stakeholder participation and contribution, and to further refine key elements, such as the roles and responsibilities of different ministries, departments, and agencies (MDA), and the governance structure and mandate of the Disability Fund mentioned in the 2011 PWDA.
Description: The enactment of the 2011 PWDA and subsequent establishment of the NCPD represent significant milestones in addressing disability rights in Sierra Leone. However, the Situational Analysis revealed that many provisions in the existing Act are unrealistic, untenable, or undeveloped due to lack of clarity on some key definitions in the Act, and the complexity of the issues involved. Further, a wide range of responsibilities were assigned to NCPD in the PWDA, and this entity alone does not have the capacity to undertake all the assigned responsibilities. Clarifying roles and responsibilities of additional entities is viewed as beneficial. While a draft of the revised PWDA has been already developed with support from UNDP, there is a need to have a further look at the draft to revisit and possibly revise “grey areas” recently identified, including the process for certification for

persons with disabilities, the role of the Disability Fund, and language relating to tax exemption for all persons with disabilities which is viewed as problematic. To date, UNDP has supported the government through the Ministry of Social Welfare to review the PWDA by conducting 4 regional stakeholder engagements and a workshop. What remains now is to also have technical and governance experts review the draft from various perspectives, including public financial management, organizational management, and disability rights. As the revised PWDA is undergoing revisions, this Output will also keep the public aware of the process.

Indicators

2.1.1 # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other (please explain)

Baseline: 0

Milestone year 1: 1 national law (the revised PWDA)

Milestone year 2: 0

Target: 1 national law (the revised PWDA)

Means of verification: revised law itself

Responsible: UNDP

Output 2.1.B A realistic assessment and certification system for persons with disabilities is established by Government to allow for better realization of the PWDA equality and non-discrimination provisions.

The Situational Analysis found that while there is an assessment procedure outlined in the 2011 PWDA, it is a cumbersome, centralized process that is rarely used due to its impracticality and low awareness among persons with disabilities, especially those living in more remote areas. Developing a more realistic and practical system is a key priority for persons with disabilities to access rights and services to which they are entitled, notably free health care and social protection services in some cases. To achieve this objective, a system for disability assessment and certification of persons with disabilities will be developed through a consultative process drawing on good practice examples in countries with a similar socio-economic context (see Output 1.3). The Ministry of Social Welfare and Ministry of Health and Sanitation have already discussed how to revise the system, and this ongoing process will benefit from the expertise that the UN can provide through this programme. The programme will also ensure engagement of other key government stakeholders at an early stage, such as the National Commission for Social Action that operates the social protection programme. Both UNICEF and WHO will provide technical expertise. The system will be rooted in the revised PWDA and ongoing discussions between MDAs, while at the same time following CRPD committee recommendations in the matter as well as international standards and best practices.

The system will address the disability assessment (which information about the person's situation will be collected and how) as well as disability determination and certification (the decision based on official set of criteria on who is considered a person with disability and the information collected in the disability assessment, the name of the card, the information displayed on the card…). These are intrinsically connected but require specific consultation and elaboration since the assessment can collect more information for the purpose of case management and policy planning than required for the sole determination and certification purpose. The design of the information system gathering all data collected and who and how this information will be accessed will also require specific consultation. Eligibility criteria for services such as social protection and free healthcare as well as referral mechanisms to mainstream and adapted social services will be mapped out. Specific attention will be put on finding the best context relevant design combining 3 main aspects:

1) Accessibility and easiness: the system should be designed so that all children and adults with disabilities can access and easily go through the disability assessment and certification in their community at little to no cost, with few steps and little travel to be undertaken. This implies that the whole system needs to be designed with key human resources already present at local level in mind as well as consideration for different accessibility requirements. An important part of the consultations will therefore be mapping out actors on the ground such as social workers, health workers and OPDs who could play a role at community level. Particular efforts also need to be put in ensuring that the duration of the process between application to delivery of the certificate is as short as possible.

2) Inclusion and comprehensiveness: to effectively support eligibility determination, case management and policy planning and as per CRPD committee recommendations, the disability assessment should collect information on the situation of the persons including impairment, functional difficulties, support needs and barriers
3) Reliability and accountability: for the disability certification to effectively play a role of passport to access benefits/services provided by different entities/ministries there need to be strong confidence in its reliability in terms of fraud prevention and consistency. It should also have strong accountability with accessible grievance and appeal mechanisms as well as oversight involving Organizations of persons with disabilities.

The process will be initiated with a stakeholder meeting among national MDAs and UN specialized agencies to discuss learning from international relevant practices and how these can be realistically adapted to the Sierra Leone context and the capacity of government. Such consultations will also consider reasons for the current bottlenecks in disability assessment, determination, and certification in Sierra Leone. Consultations with OPDs will be held once a there is a draft guideline with well-supported rationales and a realistic range of options, to support more focused and productive consultations around key decision points.

Models for disability assessment will be piloted in the second year of the programme, including tools for disability assessment and dedicated tools for assessing disability in children. It is envisaged that piloting will take place in 1 districts, so that roles and responsibilities at both community and district level as well as the information flow between administrative levels can be thoroughly tested. Learning will be documented throughout the process for further refinement of the system. At the end of the pilot stakeholders will again be consulted to feed into the final system design.

Indicators

2.1.1 # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other (please explain)

Baseline: 0

Milestone year 1: NA (the revised Assessment and Certification system will be piloted this year)

Milestone year 2: 1 finalized Assessment and Certification system

Target: 1 new system

Means of verification: Government Approved Assessment and Certification Guidelines and Manual

Responsible: UNICEF

Output 2.1.C A Disability Fund, as planned for in the PWDA, is operationalized with good governance structures as a financial tool for realization of PWDA, with a focus on evidence-based programs and impact assessment.

The Sustainable Development Goals, with its ***leave no one behind*** motto, compels society to include marginalized communities such as persons with disabilities in all aspects of development, and for the disability rights community itself to better include marginalized persons with disabilities. To realize this, the 2011 PWDA made provisions for the establishment of a Disability Fund by government, managed by a Board of Trustees. The Act states that the sources of the Fund shall be (a) Government annual subventions; (b) Any other donations which the Commission [NCPD] may receive for the purpose of the Fund. Despite this text, the fund has not been established to date. This has serious implications for persons with disabilities as they continue to encounter barriers daily which could be addressed to some extent if the Fund were operational and invested in priority areas identified in the Situational Analysis, such as disability and essential service delivery and job training opportunities. This Output will hire a consultant to advise on the structure of the Fund taking into consideration good governance practices (transparency, diversity, inclusive decision-making) and good public financial management practices in areas such as procurement, anti-corruption, and auditing with support from the IMF in Sierra Leone. Proposals for the Fund will be discussed with relevant stakeholders, including Ministry of Finance, OPDs, key international development partners, and the private sector as potential donors. The final structure will be agreed through a multi-stakeholder validation workshop and Fund start-up activities will be supported. Finally, the programme will publicize the Fund to potential donors and the public through activities such as a Launch Event and communications materials.

Indicators

2.1.1 # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other (please explain)
Baseline: 0
Milestone year 1: 1 operationalized Disability Fund as an improved financing mechanism
Milestone year 2: 0
Target: 1 operationalized Disability Fund as an improved financing mechanism
Means of verification: Disability Fund administrative and legal documents
Responsible: UNDP
Output 2.1.D Select sectoral laws, policies, and systems addressing the equality and non-discrimination precondition for disability inclusion are reviewed for compliance with CRPD and in compliance with PWDA using a checklist, based on a review that will identify, prioritize, and select a manageable number of such laws, policies, and systems being developed/revised in the next two years, with the review results and related recommendations presented to relevant MDAs.
Using the checklist developed under output 1.2.B, the programme has planned for a total of 9 reviews by the three UN partner agencies. The documents to be prioritized for review will be proposed by the UN Team with key stakeholders, such as, the Ministry of Social Welfare, the National Commission on Persons with Disability, and OPDs, and approved by the Steering Committee. Where gaps are identified these will be documented in technical briefs, along with recommendations as feasible. These briefs will form the basis of advocacy efforts by all partners to ensure that selected policies and systems are disability inclusive and CRPD compliant. In particular, attention will be paid to ensuring that the needs of those with multiple vulnerabilities (women, youth and those with underrepresented disabilities) are captured within the policy and strategy review.
Indicators
2.1.1. # of national regulatory frameworks and systems changes targeted by the UNPRPD program disaggregated by 1) legislation/regulation, 2) policies/plans/strategies, 3) capacity building programs, 4) operational guidance/standards, 5) direct services/service overhaul/service modelling, 6) audits/reviews/assessments, 7) governmental programs, 8) administrative procedures, 9) formal monitoring and accountability mechanisms or bodies, 10) regulatory/oversite/monitoring systems, 11) financing and budgeting or 12) other (please explain)
Baseline: 0
Milestone year 1: 4 pieces of legislation, policies, strategies or system plans reviewed
Milestone year 2: 5 4 pieces of legislation, policies, strategies or system plans reviewed
Target: 9 total reviews
Means of verification: Completed review checklist with recommendations
Responsible: UNFPA, UNDP, UNICEF
Output 2.2 A multi-stakeholder coordination mechanism is established to support consultations among key stakeholders (Ministry of Social Welfare, NCPD, and others) on revision of the PWDA, and to later transition to a mechanism for coordination and operationalization of roles and responsibilities of entities based on the revised PWDA.
Though there are limited existing coordinating mechanisms within the disability sector, the Situational Analysis found that these structures are not fully functional. This Output will re-invigorate coordination by building on lessons learned from the National Secretariat for the Reduction of Teenage Pregnancy established by partners in Sierra Leone. To ensure coordination at the national level, a multi-sectoral committee will be established, jointly chaired by the NCPD and a select OPD. This committee will meet on a bi-monthly basis and provide technical and programmatic oversight to PWDA implementation, ensuring that different aspects are advancing. Committee membership will be made up of select line ministries (Ministry of Social Welfare and Ministry of Planning and Economic Development), UN Agencies, OPDs, NGOs, and development partners active on disability programs. The committee will provide an avenue for sharing of best practices and lessons learned in various aspects of PWDA development and implementation. To ensure that activities are coordinated at the local level a quarterly coordination meeting will be held in each region for core Committee members and invited guests. The meeting venue will rotate between districts in each region every quarter to ensure maximum participation from local OPDs. National and district level Ministry of Social Welfare and NCPD staff will

attend these meetings in addition to UN Partners and OPDs who are based in the relevant districts. This will allow for information sharing and for regional actors to influence the process of implementation at the National level.
Indicators
2.2.1. # of multi-stakeholder coordination mechanisms (disaggregated formal/informal) to support legislative policy and systems changes developed or strengthened
Baseline: 0
Milestone year 1: 1 multi-stakeholder coordination mechanism to be established
Milestone year 2: NA
Target: 1 multi-stakeholder coordination mechanism
Means of verification: Meeting minutes, List of Participants
Responsible: UNFPA
2.2.2. # of stakeholders within each mechanism (disaggregated by type of stakeholder Gov/ UN/OPDs/other).
Baseline: 0
Milestone year 1: 24 entities in total for the multi-stakeholder coordination mechanism (5 MDAs, 10 OPDs, 6 UN Agencies, 3 NGOs)
Milestone year 2: no change
Target: 24 entities in total
Means of verification: administrative documents, meeting minutes, lists of participants
Responsible: UNFPA
Outcome 3. National development and humanitarian plans, budgets, programs and monitoring processes are disability inclusive.
The Output under Outcome 3 will contribute to enhanced monitoring of disability inclusive-related SDGs, as part of national SDG monitoring efforts. This will produce improved data on achievements and challenges to inform national planning and to be publicized to a wider audience.
NOTE: There are no Outputs proposed under 3.1 and 3.3
Output 3.2 The SDG Monitoring Platform being developed by Statistics Sierra Leone is inclusive of persons with disabilities, disaggregates data by disability (as feasible), and includes disability inclusion-related SDG targets, while having mechanisms for regular feedback from OPDs and other stakeholders.
To ensure that SDG monitoring and reporting takes disability inclusion into account, this Output will develop user friendly monitoring tools in cooperation the Ministry of Planning and Economic Development, which is the home ministry for Statistics Sierra Leone. The multi-sectoral coordination mechanism established under Output 2.2 will work closely with the Ministry of Planning and Economic Development and Statistics Sierra Leone to provide technical inputs. The tools will be developed by a consultant through a consultative process with multiple stakeholders, especially OPDs, making use of technology as deemed feasible and affordable The programme will support MOPED to utilize data emerging from the 2021 Mid-term Population and Housing Census to develop and tailor these tools to best correspond with the identified population of persons with disabilities. This is to ensure that the challenges and needs of people with multiple vulnerabilities are well captured (women, young people, the elderly, and people with under-represented disabilities). Upon completion the tools will be validated by a wide-ranging technical group and training will be provided to MDAs engaged in SDG monitoring, as well as to UN agencies, development partners, NGOs and OPDs. The programme will ensure that the process is closely monitored in the early stage, and that tools are updated to reflect lessons learned.
Indicators
3.2.3 # SDGs implementation data collection, monitoring and accountability processes assessing progress against specific disability-inclusion targets
Baseline: 1 (2021 VNR included some input via consultations with OPDs)
Milestone year 1: 1 additional set of tools for more continuous monitoring of progress against disability inclusion-related SDGs
Milestone year 2: 1 set of data collected using the tools developed in Year 1
Target: existing VNR processes are enhanced, plus new monitoring tools are regularly used and data is collected using these tool
Means of verification: data collected and publicized by MOPED
Responsible: UNFPA

4. Outcomes strategy

4.1 Theory of change

Outcome 1

IF diverse National Stakeholders (NCPD, UN, MDAs, OPDs) are trained on CRPD provisions, especially elements on equality and non-discrimination, inclusive service delivery, and CRPD-compliant programming and budgeting, and they are provided with relevant information on how these can work in practice,

IF Member of Parliament gain knowledge on CRPD provisions and issues related to language of the proposed PWDA revision,

IF persons working in the justice sector gain knowledge of CRPD provisions and how their work can further disability rights in the country,

IF OPDs are empowered through enhanced organization skills in areas such as administration, financial management, advocacy, and inclusive partnership building, to fully engage in consultations around PWDA revision and in national SDG accountability frameworks,

AND knowledge tools are produced to aid the above groups in understanding CRPD and PWDA provisions and their role in ensuring disability rights in the country,

THEN Sierra Leone will be better positioned to fulfil its obligations under the CRPD, and the UN to fulfil its obligations under the UN Disability Inclusion Strategy and Outcome Area 4 of the UNSDCF,

BECAUSE all key stakeholders will be equipped with the knowledge and practical tools for disability inclusive policies and systems and understand how these work in practice to support enhanced enjoyment of rights for persons with disabilities in Sierra Leone

Outcome 2

IF the PWDA is revised to clarify and update certain elements, informed by multi-stakeholder consultations and contributions,

IF coordination among key stakeholder on PWDA revision and disability rights is enhanced by formation of a multi-stakeholder coordination mechanism that clarifies roles and responsibilities,

IF an assessment and certification system is established for persons with disability to enhance their ability to claim their rights,

IF the Disability Fund mentioned in the original PWDA is operationalized as a mechanism to attract funding towards priority investments that supplement what government spends on disability inclusion,

AND there is a review of new and reformed laws, policies, and systems in a range of sector for compliance with CRPD and PWDA, followed by recommendations to relevant MDAs for modifications,

THEN gaps in achieving essential preconditions for CRPD and PWDA implementation will be addressed,

BECAUSE new CRPD-compliant laws, policies and systems will be in place, supported by mechanisms for improved coordination and funding towards disability inclusion.

Outcome 3

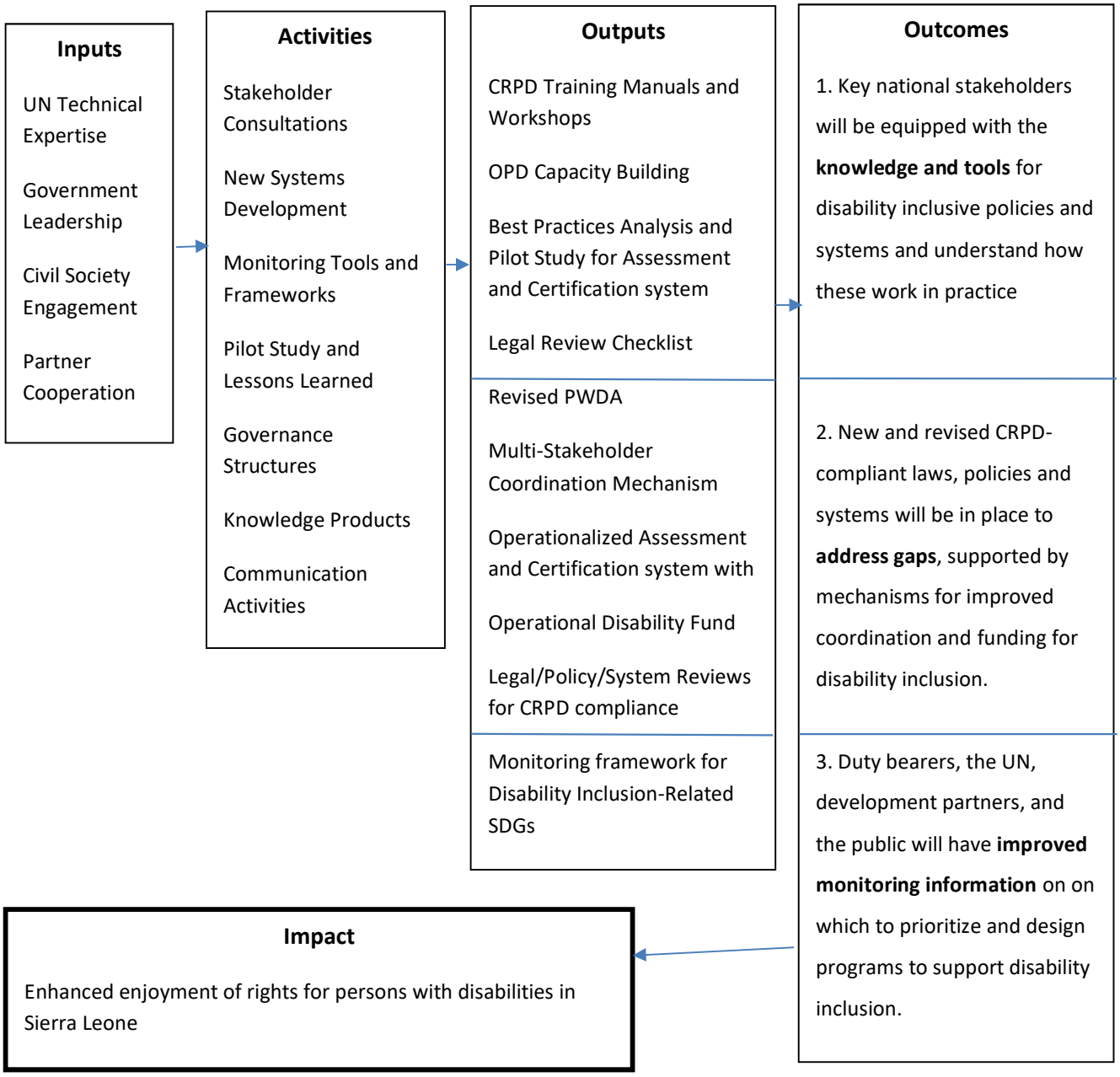
IF the national SDG Monitoring Platform is supported to monitor disability inclusion-related targets through meaningful feedback mechanisms that engage OPDs,

IF monitoring findings are widely disseminated to the public and reported in future SDG Voluntary National Review reports,

THEN efforts by multiple partners towards disability mainstreaming to achieve the SDGs will have been enhanced,

BECAUSE duty bearers, the UN, development partners, and the public will have improved information on progress and challenges in the country on which to prioritize and design programs to support disability inclusion.

4.2 Result Chains



4.3 Geographic scope

The scope of all activities under this program will be nationwide, including legal, policy, and systems changes, capacity building of OPDs and other stakeholders, and design of an assessment/certification system. The only

element that may be specific to a particular locality are the pilot to be conducted for disability assessment and certification.

Sierra Leone is a post-conflict country with a population of 7.8 million people, ranked 182 out of 189 countries on the 2020 UNDP Human Development Index. Per capita GNI was US$ 490 in 2020, with close to 70% of the population living below the national poverty line and most classified as food insecure. The county is divided into five regions. The regions are further divided into 16 districts.

4.4. Sustainability

The project intends to create the conditions for long-term sustainability of the project results in multiple ways:

1. through capacity building of rights holders (persons with disabilities) and duty bearers, such as MDAs of government, NCPD, OPDs, line CBOs, CSOs, NGOs and INGOs;
2. through establishment of new policies and systems that will institutionalize programs that give greater empowerment to persons with disabilities to claim their rights;
3. by generating knowledge products that can be applied in different settings to expand the number of persons with good working knowledge of CRPD and PWDA provisions, policies, and related systems;
4. through continuous and wide-ranging sensitization and awareness-raising on PWDA provisions for the general public; and
5. through monitoring and assessment of the project implementation and through robust feed-back from OPDs.

With regards to the capacity building aspect, all duty bearers and rights holders, MDAs, the NCPD, OPDs, CBO, CSOs, NGOs, INGOs, Parliament, the judiciary – Judges, Magistrates, judiciary support staff, the Sierra Leone Police (SLP), the Sierra Leone Correctional Services (SLCS), the Legal Aid Board (LAB), etc. will participate to create the conditions for improved justice to work against discriminatory practices.

The activity to identify laws, policies and practices of government that are not CRPD and PWDA compliant and advocate for their amendment, revision, repeal and/or replacement will by definition have long-term impacts.

Vigorous sensitization and awareness-raising will be carried out by regular engagement of the media and relevant media stakeholders for different program activities, to continuously reinforce messages and expand public knowledge on disability rights.

Finally, through the mounting of a robust monitoring and feed-back system for disability inclusion-related SDGs, ongoing attention will be paid to progress on disability inclusion and project beneficiaries will have acquired the skills to call out any flaws in inclusive service delivery.

4.5 Innovation

Systems developed through this programme are innovative in the context of Sierra Leone and will catalyze advancement of disability rights. By streamlining roles and responsibilities of key disability rights actors and creating a Multi-Stakeholder Coordination mechanism, (building on lessons learned from the National Secretariat for the Reduction of Teenage Pregnancy), greater efficiency will be realized from their efforts. Not only will there be a reduction in duplicated efforts and better attention to addressing gaps, there will also be sharing of best practices so that actors in different parts of the country and those working in different sectors (government, civil society, development) can use this experience to inform their activities.

The Disability Fund is an innovative financing mechanism that will allow for more coordinated and prioritized allocation of funds towards advancing disability rights in the country. This will draw on lessons from a special fund established for COVID-19 response, which provided a vehicle by which private and institutional donors could channel funds toward this cause to supplement government funding, which is highly constrained. Government has a high level of debt and is challenged even in to fulfill basic service delivery in areas such as health and education, leaving little room for adaptive services to persons with disabilities.

Design of an assessment and certification system for persons with disabilities introduces several innovative elements, as currently the system is cumbersome, not well understood, and inaccessible for most persons with disabilities. Clarifying assessment criteria in the revised PWDA and related policies, as well as piloting tools for training health, administrative, and other personnel involved in the system will make it more functional. Additionally, efforts to expand on current registry activities by the National Commission for Social Action, will enhance the availability of information to support service access by certified persons in a range of sectors.

Supporting the SDG Monitoring Platform to track disability inclusion-related indicators is innovative in that current monitoring approaches have very little focus on this topic. Collecting, analyzing, and publicizing such data to a wide audience will highlight success and challenges in different parts of the country and among different groups of persons with disabilities, including women and marginalized groups.

Innovative training and communication activities are designed to bring key information to audiences in a format that is tailored to their background and their role in advancing and fulfilling disability rights.

4.6 Complementarity with other ongoing initiatives.

UNFPA Sierra Leone is supporting Statistics Sierra Leone for the piloting and conduct of the Mid-Term Census, scheduled to take place in early 2022. They, along with partners such as Handicap International, are advising on disability-related questions to include. This work supports the collection and eventual analysis of disaggregated data on persons with disabilities in Sierra Leone, to provide an evidence base for the activities of this programme, as well as for the programmes and policies of all line ministries.

UNICEF Sierra Leone is supporting National Commission for Social Action, in collaboration with Ministry of Social Welfare, NCPD, the World Bank, to register persons with disabilities in the national social registry, which will help to identify beneficiaries for a Social Safety Net programme in response to the negative economic impacts of COVID-19 on many low-income persons. UNICEF supported development of questionnaires for the initial round of registration, including a dedicated tool for registering children with disabilities. Piloting will take place in late 2021 and then registration will be expanded, and further modules added for those already in the registry. Registration efforts will now converge with the planned activities related to assessment and certification.

UNDP Sierra Leone has already been supporting Ministry of Social Welfare in drafting the revised PWDA, by providing technical expertise and supporting the drafting exercise. UNDP also has several ongoing capacity programs with Parliament, extending to different aspects of SDG realization. These relationships will support drafting and deliberations on the revised PWDA.

Handicap International has an already developed training program on disability rights in the context of Sierra Leone that was delivered to UN staff in 2021, and this material will be a resource for development of the training programs under Outcome 1.

Sierra Leone has an ongoing program on Domestic Resource Mobilization funded by the Joint SDG Fund MPTF. A key activity is the training of Local Councils on revenue collection and budgeting systems. UNDP, as one of the implementing agencies, will to add elements related to disability rights and inclusion in the capacity building materials used with Local Councils. UNDP also already works to build capacity of the SDG monitoring group at Ministry of Planning and Economic Development which will be an asset for the SDG monitoring activities under this programme.

As the program is launched, outreach will be made to other development partners to fund complementary activities and material that cannot be funded through the UNPRPD programme, and example being office equipment for NDPD, OPDs, and the Disability Fund.

5. CONTRIBUTION TO UNPRPD IMPACT

Table 2 Progress against UNPRPD Impact Indicators

UNPRPD MPTF IMPACT (2025)	**Reduce the inequality and exclusion for all persons with disabilities within and across countries.**	
Indicators	How will the project contribute to this indicator?	Country Baseline 2021 (please indicate the source)
Proportion of population living below the national poverty line by sex and age (SDG indicator 1.2.1) and disability.	The programme will work with OPDs to build their capacity to review current and new policies to ensure that they meet the basic requirements of disability inclusion. Additionally the programme will build the capacity of OPDs to advocate for disability rights based on evidence. It is anticipated that this will lead to an improved	76% Source: Sierra Leone Integrated Household survey 2018

	policy environment and will go some way to address the gap between policy and implementation. Furthermore, the programme will work on a certificate scheme for persons with disabilities. This scheme will allow individuals to access services and schemes aimed at creating social safety nets and alleviating poverty.	
Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions (SDG indicator 1.2.2) disaggregated by disability, before and after social transfers.	The programme will work with OPDs to build their capacity to review current and new policies to ensure that they meet the basic requirements of disability inclusion. Additionally the programme will build the capacity of OPDs to advocate for disability rights based on evidence. It is anticipated that this will lead to an improved policy environment and will go some way to address the gap between policy and implementation. Furthermore, the programme will work on a certificate scheme for persons with disabilities. This scheme will allow individuals to access services and schemes aimed at creating social safety nets and alleviating poverty.	No data available
Rates of children with disabilities out of school, rate of enrolment, attendance, promotion by grade, completion, and drop out in mainstream primary, secondary, tertiary educational institutions, vocational training, lifelong learning courses, as compared to others, disaggregated by sex, age, disability.	Review and recommendations to Government on policies and systems related to the Radical Inclusiosn Policy for education.	67.4% Source: Sierra Leone Integrated Household survey 2018 <u>Proxy data</u> 37 per cent persons with disabilities aged 3 years and above in Sierra Leone have ever attended school, while the other 63 per cent never have. There are more males with disabilities who ever attended school (24.1 per cent) than their female counterparts (13.2 per cent). For those who have never attended school, the majority are female (32.8 per cent), while males constitute 29.9 per cent. Source: Sierra Leone Population and Housing Census, 2015: Thematic report on disability

Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex (SDG indicator 4.1.1), age and disability.	Review and recommendations to Government on policies and systems related to the Radical Inclusiosn Policy for education.	No data available
Coverage of essential health services/Universal Health Coverage disaggregated as a proportion of the population, by sex, age and disability (SDG indicator 3.8.1)	The programme will contribute towards this indicator through ensuring that policies related to essential health services are disability inclusive and in allignment with the CRPD. Furthermore, certification for people with disability will increase individuals' access to essential services.	No data available
Percentage of persons with disabilities employed as compared to other persons and to overall employment rate, disaggregated by type of employment (public, private, self-employed), age, sex and disability	The Disabillity Fund is expected to be a vehicle to channel institutional and private donor funds towards job training programs for presons with disabilities. Awarness raising programs targeting the public will change attitudes on employing persons with disabilities.	1.8% of people with disability are in some form of employment in comparison to 98.2% of the non-disabled population. However only 0.1% are in paid employment (compared to 6.4%) and 0.9% are self employed (in comparison to 47.6%) Of those people in disability in employment 58.7% are male and 41.3% are female Source: Sierra Leone Population and Housing Census, 2015: Thematic report on disability
Average hourly earnings of female and male employees, by occupation, age and persons with disabilities (SDG indicator 8.5.1).	More focus on girls and women with disabilities in policies and systems development, including for edcucation.	No data available.
SDG indicator 11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities.	The programme will work with OPDs to build their capacity to review current and new policies to ensure that they meet the basic requirements of disability inclusion. Additionally the programme will build the capacity of OPDs to advocate for disability rights based on evidence. Lack of access to public transportation is a key issue, as exposed by the situational analysis, and	While there is public transport available, in particular school buses, these services are predominantly in urban centres. Furthermore they are often inaccessible for people with disabilities. at present there is no reliable data to report agains this indicator.

	it is anticipated that advocacy efforts will focus on this area.	
#Number of persons with disabilities who have undergone a CRPD aligned disability assessment and are in possession of disability certification compared to statistical estimations of the number persons with disabilities.	The programme will work to establish a certification system based on best practice examples and national consultations.	There is no operational certification system in Sierra Leone
Percentage of public spending on disability rights and inclusion, as a proportion of the GDP/sector budgets, disaggregated by disability specific budget allocations and allocations within mainstream budget.	Through building the capacity of OPDs to engage with the national budget call circular, the programme anticipates this wil result in increased spending on disability specifc issues. Furthermore, it is the intention of the programme to ensure that MDA budgets include disability disaggregation.	0.9 % Medium-Term National Development Plan 2019-2023
Increase of disability data/disaggregation (including by sex) within standard data and CRPD compliant collection processes.	The programme will work to establish a package of user-friendly monitoring tools to measure progress agains the SDGs.	No data availble
SDG indicator 16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age and population group.	Promote diverse decsion-making strucutres within OPDs.	No data availble

6. Cross cutting approaches

6.1 Equality between men and women.

The Situational Analysis found that there was need for greater attention to gender issues both within disability inclusive programming and within the organizational structure of OPDs. To address the issue of representation, the programme will work with One Family People Local NGO, established in 2008, with a female Director of Operations and working in almost all districts of the country. This organization has has worked with girls and young women with disabilities through its 'Girl Power Progrmme.' Even though there are very few formal OPDs focused on women with disabilities in Sierra Leone, One Family People will be a partner to identify even informal

groups of women and girls with disabilities for inclusion in the programme activities, along with OPDs which are women led or focus on gender transformative programming. One example is the Albinism Royal Foundation, whose local chapter is led by a woman.

These OPDs will be given priority in the capacity building which will be conducted under Outputs 1.1 and 1.4. Furthermore, under Output 1.4, UNFPA will work with Ministry of Social Welfare to provide training on gender mainstreaming within organizational structures. The training will emphasize conducting gender audits and Prevention of Sexual Exploitation and Abuse policies and good practices. The policy review checklist that will be created under output 1.8 will also aim to establish if policies/systems reviewed under Output 2.5 are gender transformative and appropriate to the needs of women and girls with disabilities.

Often, women led OPDs are marginalized in national disability mechanisms, therefore, the National Commission on Persons with Disabilities and One Family People NGO will ensure that women led OPDs are included and supported to actively participate in the coordination mechanisms established under Output 2.2. Further, it is anticipated that the certification process which will be established under Output 2.3 will go a long way to ameliorate some of the specific issues faced by women and girls with disabilities identified in the Situational Analysis Report. For example, certification will allow women with disability to avail of free sexual and reproductive health services to which they are entitled.

6.2 Full and effective participation of persons with disabilities.

OPDs participated in all Inception Phase activities, the largest among them being the Sierra Leone Association of Polio Persons, the Sierra Leone Association of the Blind, and the Sierra Leone National Association of the Deaf. (An attachment to the Situational Analysis contains a full list.) OPDs will be represented on the programme steering committee and many of the Outputs have OPDs as partners. The final assessment exercise will seek input from persons with disabilities as part of the analysis.

The programme will work closely with the NCPD and One Family People to identify lesser-known OPDs, especially those operating outside the capital of Freetown, who can benefit from the capacity building elements of the programme. Because of One Family People's 10+ year history of working with persons with disabilities at the grass roots level throughout the country, they have an extensive network on which to draw. This will enable people with disabilities to effectively and confidently contribute to the other elements of the programme, such as the Policy and System review and the monitoring and reporting of SDGs.

The national level Multi-Sectoral Technical Committee formed under output 2.2 will be co-chaired by an OPD, and One Family People will help to identify diverse OPDs to sit on this committee which will be tasked with providing technical support to programme implementation. To ensure the inclusion of people with disability outside of Freetown, an issue which was flagged in the Situational Analysis report, there will be quarterly coordination meetings held in each region.

6.3 Full and effective participation of most marginalized groups.

People with disability are not a homogenous group and there are several groups who experience further marginalization. These groups include women, girls, children, youth, the elderly, those with underrepresented disabilities and the homeless. The programme will work closely with the NCPD and One Family People to draw

upon their 10+ years of experience working with OPDs throughout the country to identify OPDs representing these groups who can be involved in different aspects of the programme, including as training participants where accessibility needs will be supported. Emphasis will be placed on ensuring that these marginalized groups have access to the SDG monitoring platform developed under Output 3.2. Furthermore, the lessons learned by Statistics Sierra Leone on targeting migrating populations will be integrated into the certification process under Output 2.3.

7. Governance and management arrangements

Table 3. Implementation arrangements

Output	Implementing UN agencies[17] - include contact details of focal points & role and responsibility in the programme	Government - include contact details of focal points & role and responsibility in the programme	OPDs - include contact details of focal points & role and responsibility in the programme	Other partners -include contact details of focal points & role and responsibility in the programme
1.1.A	UNDP [redacted]	Government Coordination [redacted]	Input to Training: Sierra Leone Association of Polio Persons, Mr. [redacted] Sierra Leone Association of the Blind, Mr. [redacted] Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted]	Training Partner: Handicap International [redacted] Training Recipient Organizations: NCPD Exec Secretary [redacted] MDAs Local Councils UN Agencies
1.1.B	UNDP [redacted]	Government Coordination MOSW [redacted]	Input to Training: [redacted]	Training Partner: [redacted] Training Host Group: Centre for Research and Parliamentary Studies [redacted]

[17] Please note minimum amount of UN Participating Agencies is 2 and maximum is 3.

Output	Implementing UN agencies[17] - include contact details of focal points & role and responsibility in the programme	Government - include contact details of focal points & role and responsibility in the programme	OPDs - include contact details of focal points & role and responsibility in the programme	Other partners -include contact details of focal points & role and responsibility in the programme
			Sierra Leone Association of the Blind, Mr. [redacted] Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted]	[redacted]
1.1.C	UNDP [redacted]	Government Coordination MOSW Director [redacted]	Input to Training: Sierra Leone Association of Polio Persons, Mr. [redacted] Sierra Leone Association of the Blind, Mr. [redacted] Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted]	Training Partner: Handicap International [redacted] Training Host Groups: Family Support Unit of Sierra Leone Police Legal Aid Units Correctional Institutions

Output	Implementing UN agencies[17] - include contact details of focal points & role and responsibility in the programme	Government - include contact details of focal points & role and responsibility in the programme	OPDs - include contact details of focal points & role and responsibility in the programme	Other partners -include contact details of focal points & role and responsibility in the programme
			[redacted]	
1.1.D	UNFPA [redacted]	Government Coordination MOSW Director [redacted]	Advise on Training Topics NCPD Exec Secretary [redacted] Sierra Leone Association of Polio Persons, Mr. [redacted] Sierra Leone Association of the Blind, Mr. [redacted] Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted] [redacted]	Training delivery organizations (TBD) Advise on inclusion of women and youth-led OPDs: One Family People NGO [redacted]
1.1.E	UNICEF [redacted] WHO [redacted]	Develop pilot study MOSW Director [redacted] Ministry of Health and Sanitation	Lead consultations with and feedback from OPDs NCPD Exec Secretary [redacted]	Participate in pilot study trainings and conduct pilot: MDAs and District-level staff to be engaged in the pilot. (District to be determined.)

Output	Implementing UN agencies[17] - include contact details of focal points & role and responsibility in the programme	Government - include contact details of focal points & role and responsibility in the programme	OPDs - include contact details of focal points & role and responsibility in the programme	Other partners -include contact details of focal points & role and responsibility in the programme
		National Commission for Social Action Director [redacted]		
1.2.A	UNDP [redacted]	Government Coordination MOSW Director [redacted]	Input to Manual: Sierra Leone Association of Polio Persons, Mr. [redacted] Sierra Leone Association of the Blind, Mr. [redacted] Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted] [redacted]	Specialists with expertise in CRPD and PWDA, including Handicap International
1.2.B	UNFPA [redacted]	Government Coordination MOSW Director [redacted]	OPD input to checklist: Sierra Leone Association of Polio Persons, Mr. [redacted] Sierra Leone Association of the Blind, Mr. [redacted]	Specialists with expertise in CRPD

Output	Implementing UN agencies[17] - include contact details of focal points & role and responsibility in the programme	Government - include contact details of focal points & role and responsibility in the programme	OPDs - include contact details of focal points & role and responsibility in the programme	Other partners -include contact details of focal points & role and responsibility in the programme
			Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted]	
1.3	UNICEF [redacted] WHO [redacted]	Consider models of good practice for adaptation MOSW Director [redacted] Ministry of Health and Sanitation National Commission for Social Action Director [redacted]	Lead consultations with and feedback from OPDs NCPD Exec Secretary [redacted]	Feedback on Models under consideration: Other MDAs UN agencies NGOs Academia
2.1.A	UNDP [redacted]	Government Lead for Revised PWDA MOSW [redacted] PWDA Deliberations Parliament [redacted]	Consultation Meetings and Input on the revised PWDA Sierra Leone Association of Polio Persons, Mr. [redacted] Sierra Leone Association of the Blind, Mr. [redacted]	Advocacy for revised PWDA: NCPD Exec Secretary [redacted]

Output	Implementing UN agencies[17] - include contact details of focal points & role and responsibility in the programme	Government - include contact details of focal points & role and responsibility in the programme	OPDs - include contact details of focal points & role and responsibility in the programme	Other partners -include contact details of focal points & role and responsibility in the programme
			Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted]	
2.1.B	UNICEF [redacted] WHO [redacted]	Approve the National System MOSW Director [redacted] Ministry of Health and Sanitation National Commission for Social Action Director [redacted]	Lead consultations with and feedback from OPDs NCPD Exec Secretary [redacted]	Assessment and Sensitization of the Population: OPDs Other MDAs UN agencies NGOs
2.1.C	UNDP [redacted]	Build support within Government for Disability Fund establishment MOSW Director [redacted] Ministry of Finance	Lead consultations with and feedback from OPDs NCPD Exec Secretary [redacted]	Advise on good governance Public Financial Management approach for Disability Fund : IMF Ms. Monique Newiak Country Representative [redacted]
2.1.D	UNDP Technical Reviewers UNFPA Technical Reviewers UNICEF	MDA varies depending on the sector for proposed law, policy, or system	Support Reviews: Sierra Leone Association of Polio Persons, Mr. [redacted]	UN Agency technical experts

Output	Implementing UN agencies[17] - include contact details of focal points & role and responsibility in the programme	Government - include contact details of focal points & role and responsibility in the programme	OPDs - include contact details of focal points & role and responsibility in the programme	Other partners -include contact details of focal points & role and responsibility in the programme
	Technical Reviewers WHO & others Technical Reviewers		[redacted] Sierra Leone Association of the Blind, Mr. [redacted] Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted]	
2.2	UNFPA [redacted]	Co-Chair the Coordination Mechanism NCPD Exec Secretary [redacted]	Co-Chair the Coordination Mechanism OPD (TBD) Other OPDs as members (TBD)	Advise on inclusion of women and youth-led OPDs: One Family People NGO [redacted] UN Agencies
3.2	UNFPA [redacted]	Statistics Sierra Leone (based at MOPED) [redacted] MOPED Development Secretary [redacted]	Input to the monitoring and feedback mechanisms Sierra Leone Association of Polio Persons, Mr. [redacted] Sierra Leone Association of the Blind, Mr.	Advise on inclusion of women and youth-led OPDs One Family People NGO [redacted]

Output	Implementing UN agencies[17] - include contact details of focal points & role and responsibility in the programme	Government - include contact details of focal points & role and responsibility in the programme	OPDs - include contact details of focal points & role and responsibility in the programme	Other partners -include contact details of focal points & role and responsibility in the programme
			[redacted] Sierra Leone National Association of the Deaf, [redacted] Albinism Royal Foundation, [redacted]	

A Project Steering Committee will be formed, comprised of Ministry of Social Welfare, Ministry of Health and Sanitation, Ministry of Planning and Economic Development, National Commission for Social Action, the NCPD, three OPDs, an NGO focused on disability inclusion, and UNFPA, UNDP, UNCIEF and the RCO. It will co-chaired by MOSW and the UN. The role of the committee with be to:

- Provide strategic and policy guidance to the programme.
- Monitor overall work plan implementation progress.
- Ensure that activities are aligned with overall objectives of the project.
- Consider activities to promote visibility of the programme

Each of the three UN agencies have distinct Output responsibilities and will convene meetings of Output focal points (government, OPD, etc.) on a regular basis for planning and coordination of activities. The UN agency focal point will be responsible for communication among all those engaged for a particular activity.

UNFPA will serve as overall Coordinator of the programme, with support from RCO. They will convene a series of initial planning meetings followed by bi-monthly meetings of the three implementing UN agencies, along with RCO. At these meetings, information will be shared on activity progress, partner engagement, and any developments at the country level relevant to the programme. Partners will discuss any bottlenecks or delays and seek solutions. All will monitor activities for the extent to which they are achieving the cross-cutting objectives of full participation, reduced inequalities, and addressing gender inequality. UNFPA will track that agreed knowledge management and communication products are being produced as planned and bring any issues to the attention of RCO. Following each meeting, meeting notes will be distributed to all Output focal points listed above in Table 3. UNFPA will oversee the final programme assessment and will provide Secretariat

support for Steering Committee meetings. Additionally, UNFPA will be the communications contact and compile information for reporting to the UPRPD Secretariat.

The UN Resident Coordinator will maintain contacts with high-level Government officials on the advancement of the program, including but not limited to, the Minister of Social Welfare, the Minister of Health and Sanitation, and the Director of Statistics Sierra Leone. He will also participate as a speaker in high-profile events to highlight the work being done under this programme, the UN's commitment to work with partners on advancing disability rights, and to raise the profile of disability rights topics among the general population.

The RCO Development Finance and Partnerships Officer will be participating in the bi-monthly coordination meetings to monitor the advancement of activities in line with the approved programme and lend support to resolving any bottlenecks or delays. She will identify situations where engagement of the UN Resident Coordinator would be valuable and advise him accordingly.

8. Partnership-building potential

OPDs will have enhanced capacities to strengthen and build new partnerships throughout the country, including working together for advocacy work using the tools provided, by bringing in those OPDs located in remote areas and those focused on women and/or children with disabilities, that may not currently be engaged at the same level as more prominent OPDs based in Freetown.

The multi-stakeholder coordination mechanisms developed under Output 2.2 will have significant impact on partnership building among key stakeholders with CPRD- and PWDA-related responsibilities, such as Ministry of Social Welfare, and National Commission on Persons with Disabilities. This will be a forum for coordinated planning and sharing of information on activities to identify synergies and avoid duplicated effort.

The governance structure envisioned for the Disability Fund would involve a diverse panel of decisionmakers who would consider priorities and evaluate funding proposals, including Government officials from sectors such as health, education, social welfare, and infrastructure. This would support partnership building among different MDAs, as well as other stakeholders such as NCPD who are likely to have a role in the governance structure.

Partnerships will be strengthened between key stakeholders (NCPD and OPDs) and those working in the legislative and justice sectors, as the capacity building activities targeting Members of Parliament and Legal Aid practitioners will involve persons from both NCPD and OPDs.

The working partnership between the MOSW and the Ministry of Health and Sanitation will be strengthened through collaborative activities in designing the assessment and certification systems.

NCPD will be enabled to strengthen its partnerships with a range of state and non-state actors including, but not limited to, the FSU, MDAs developing policies and programs that impact persons with disabilities, resulting from the organizational skills that will be enhanced in areas of

UN Agencies, beyond those already working with OPDs, will have more opportunities for interactions with OPDs that will strengthen partnering potential, stemming from capacity building activities.

Statistic Sierra Leone will enhance partnerships with NCPD, OPDs, and local disability focal points, where they exist, through the activity designed to enhance input of these actors into the SDG Monitoring Platform.

9. Long-term UN engagement in the area of disability

UN Agencies working in Sierra Leone will benefit from training on CPRD and PWDA provisions under Output 1.1, as well as the training manual on such to be developed under Output 1.5. With this knowledge, they will be better able to approach their work from a disability rights perspective, including the technical assistance they provide to specific MDAs.

UN agencies with specialized expertise will be engaged in use of the checklist for review of policies and systems under Output 1.8, engagement that will benefit from the training referenced above. As they support MDAs for new policies and systems, they will make use of both the checklist and the knowledge acquired during its development. This will benefit disability rights in sectors such as health, education, gender equality, children's rights and infrastructure, among others.

The UNCT Disability Inclusion Group will continue to collect and share information with UNCT on how they may approach their work through a disability rights perspective, including how to make connections to OPDs and other organizations as potential partners to inform or implement programs. This will cover not only Outcome Area 4 of the UNSDCF "Protection and Empowerment of the Most Vulnerable," but to the other three Outcome Areas as which focus primarily on agriculture, nutrition, climate, energy, education, health, and governance systems. Building on the training that was organized for UNCT staff member in 2021 and conducted in both English and local language by Handicap International (also known in other countries as Humanity Inclusion in other countries), the Disability Inclusion Group will arrange to offer such trainings to UN staff on a regular basis.

Inter-agency Results Groups that do quarterly reporting to UNCT on progress under each Outcome Area will be asked to discuss their efforts to mainstream disability rights. A Disability Scorecard will be completed for 2021, as was done in 2020 and the UNCT Operations and Management Group will continue to prioritize accessibility in operations of UN agencies.

10. Knowledge Management

The following table lists knowledge management products that will be produced during the programme. These will draw on CRPD documents as well as good examples of CRPD implementation both within and outside of Sierra Leone. The drafting of these knowledge products will be led the by the responsible UN agency, also involving the partner focal points for that Output. Once drafted, they will be circulated for internal review by all partner UN agencies and RCO prior to be used with external partners.

For the CRPD capacity building training to diverse groups, a training manual will be developed that provides knowledge to participants on CRPD provisions and the draft revised PWDA, so they may engage in discussions surrounding the revision.

For trainings to duty bearers on the CRPD and PWDA, a training manual will be developed geared to the specific audience that includes legal information, as well as case study examples of potential application. OPDs will be engaged along with technical experts for development of the materials.

For the assessment/certification system design, models of good practice in other countries will be collected and assessed to inform the design of a system for Sierra Leone. This good practice information will be prepared in both a technical report and a user-friendly format for use during technical meetings and engagements with wider groups of stakeholders, respectively, to facilitate discussion on system design. OPDs will be engaged for development of the user-friendly version. Once a system is agreed, training materials will be produced for persons engaged in implementing a pilot study, with representatives of impacted government agencies, as well as OPDs, engaged in developing the materials.

A Checklist will be prepared to aid in the review of proposed laws, policies, and systems for compliance with CRPD and PWDA. Making this checklist widely available to OPDs, government entities, and UN agencies, will facilitate a more comprehensive and technically relevant review, so that meaningful recommendations for modifications, as needed, can be made to the originating government entity.

Training tools will be produced for use during organizational capacity building activities with OPDs and NCPD to build administrative, financial, advocacy, and inclusive partnership skills. These materials will be developed in partnership with NCPD and refined, as needed, after the conduct of the initial training session, as a series of sessions is anticipated for OPDs in different parts of the country.

Table 4 Knowledge products

Product	***Type of knowledge product***	***Expected dissemination and use***
Training material on CPRD provisions	Training Manual	Provided to training participants who are stakeholders engaged in PWDA revision
Training material for Duty Bearers in the justice sector on CRPD and PWDA provisions and linkages to their work.	Training manual with case studies	Provided to training participants in the justice sector
Checklist for review of laws, policies, and systems for compliance with CRPD provisions.	Checklist Document	Provided to MDAs, UN, and other experts to aid in the review of sectoral policies and systems to assure compliance with CRPD provisions
Reports and recommendations by specialists who use above checklist to review laws, policies, and systems	Technical reports	Provided to originating MDA and other stakeholders engaged in consultations on laws, policies, and systems
Training materials for OPD Organizational Skills Training Sessions	Series of Training Manuals on various topics	Provided to participants of OPD Training events
Good practice examples of PWDA compliance, including for essential and disability service delivery	Written profiles with photos, testimonials, and short videos	Presented at Multi-Stakeholder Coordination Group meetings; shared with other partners; posted on government and UN websites; presented to Disability Fund.
Information brief on disability findings from the Mid-Term Census	Briefing document	Provided to all MDAs, Local Councils, civil society, and development partners to inform disability inclusions planning and programmes

(2022) with specific reference to disaggregation by sex, age and district		
Tools for monitoring disability inclusion-related SDG targets and indicators	Checklists, surveys, etc.	Provided to MOPED for use in SDG monitoring activities and to other government MDAs and OPDs to support engagement with monitoring.
A review of Assessment and Certification approach and practice examples from other countries with recommendations for adaptations to the Sierra Leone context	Analytical Report	Reviewed initially with MOSW and MOHS, then disseminated to other MDAs and key stakeholders to support consultations around a proposed system for Sierra Leone
Assessment and Certification Guidelines (provisional)	Guidelines and System Manual	Presented and validated in a workshop; used as the basis for a pilot study
Training materials for those engaged in the pilot of the Assessment and Certification system	Training Manuals and assessment tools, (including dedicated tools for children), and related items such as checklists and flow charts	Provided to training participants for use during and after the training for the pilot phase
Lessons Learned Report on Assessment and Certification pilot with recommendations for refinements to the proposed system.	Lessons Learned Report	Disseminated to key MDAs, especially to MOSW and MOHS, for use in developing the final Assessment and Certification Guidelines.

11. Communications and visibility

The program will employ a range of communication tools to publicize activities and the program overall, with consideration to accessibility for visually and hearing-impaired persons. Those linked to specific activities appear in Table 5 and are also discussed below.

A programme Launch Event will be held involving all government, civil society, and development partner stakeholders with a press release issued and media invited (TV, radio, newspaper, social media). Capacity building events that take place, particularly those with duty bearers such as Parliament and Legal Aid practitioners, will be publicized through website articles and press releases.

Media will be invited to attend key events, both in the capital of Freetown and in other regions of the country and provided with background material by which to cover the event. Depending on the nature of the event, UN partner will identify individuals, especially persons with disabilities, who may be interviewed in relation to the event or activity being highlighted.

Statements by the Resident Coordinator's delivered at key events and meetings will be posted on the UNCT Sierra Leone web page.

Social media postings will feature a range of partners to highlight the multi-stakeholder nature of the programme. Keeping in mind the cross-cutting priorities of the programme, women will be featured in balance with men and attention will be paid to highlighting the activities of less prominent OPDs. UN agencies will be asked to re-post social media postings of program activities and events.

Regular presentations will be made to UNCT meetings on advancement of the program and opportunities for engagement. Support will also be provided to MOSW for communicating on program activities to other Government entities.

Program achievements will be highlighted in press releases, particularly at the mid-term point and end point of the programme.

Materials will be developed for the training events keeping in mind the intended audience and what types of materials would be best suited to each group, taking into consideration literacy levels, technical knowledge and preferred format, such as written, video, etc.

Promotion of the Disability Fund (Output 2.4) will use creative approaches to appeal to a wide range of potential donors, with the possibility to feature good models through videos, personal testimonials, and site visits.

When systems and processes are developed, such as for the Assessment/Certification system, these will be outlined through use of flow charts, posters, and checklists for use in training those personnel who will participate in the system pilot.

Briefing papers and 'short form' versions will be developed for those documents that are complex or technical in nature, such as proposed laws and policies, to aid in review and consultation by a wide range of stakeholders (Output 2.5).

Infographics will be produced as a way of presenting SDG monitoring data (Output 3.2) to the public, including through the media.

Part of the organizational capacity building work with OPDs (Output 1.4) will include skills for engaging with the media and producing communication materials in relation to their advocacy work.

Table 5 Communications products

Product	***Type of communication product***	***Expected dissemination and use***
Publicizing the overall UNPRPD programme and its focus on partnerships	Launch Event in Q1, press release at end of Year 1 and end of Year 2	Provided to media contacts (print, radio, TV) to raise visibility of the programme and its successes
Publicizing specific activities under different Outputs	Website articles and social media posts; occasional press releases	Images and stories from activities to be shared on the social media pages of relevant MDAs and UN Agencies, featuring persons with disabilities when possible
Succinct material on proposed PWDA revision to facilitate consultations (including braille)	Fact Sheets, brochures, flyers	Provided to stakeholders to support consultations around the revised PWDA
Key messages on revised PWDA for the public	Press release and social media postings, flyers, TV and radio interviews	Provided to media contacts and posted on social media to raise PWDA awareness (considering local language)

Advocacy materials and outreach activities in local communities related to the revised PWDA	Posters, flyers, stickers, meetings	Provided to OPDs and other stakeholders (including youth and women) to support advocacy for passing the revised PWDA, by engaging community leaders, religious leaders, and public (considering local language)
Materials explaining MDA roles and responsibilities for disability rights as per revised PWDA and related policies	Fact sheets, Quick reference guides	Provided to government, civil society, OPDs and development partners to aid in streamlined and coordinated activities on disability rights
Newsletter to signal to OPDs those laws, policies, and systems that are under review	Quarterly newsletter	Inform advocacy activities of OPDs
Briefs outlining key provisions of pending laws, policies, and system that relate to disability rights (including in braille)	Paper and electronic documents	Provided to OPDs and other key stakeholders to support advocacy around pending laws, policies, and system
OPD advocacy tools as concerns laws, policies, and systems development	Videos, songs, and public statements	Co-created with OPDs to support their advocacy activities
Launch Event and promotional materials on the Disability Fund	Brochures, press release, video highlighting types of potential projects to be funded	Widely disseminated through media channels and in development partner meetings to raise awareness of the Fund and to seek donations
Publicize findings from monitoring of disability inclusion-related SDGs	infographics and other messaging tools	Provided to media and OPDs for wide dissemination to the public
Information brief on how disability inclusion features in the 2023 VNR process	Information Brief	Circulated to key government and CSO partners.
A policy brief drawing on the technical report of relevant Assessment and Certification practice examples.	Policy Brief	For circulation to stakeholders with a less technical background on the topic than recipients of the knowledge product listed above
Inform key stakeholder and population on the assessment system pilot, including roles and responsibilities.	Media stories and social media posts	To create visibility of pilot activities.
Sensitize the general population on the new system and the importance of engaging with the Assessment system. (Including in braille)	Social media posts, radio spots and jingles, including Human Interest Stories about children and adults with disabilities.	Various media outlets to encourage persons with disabilities and parents of children with disabilities to engage with the system

12. Monitoring and Evaluation

Indicators outlined above in the Results Framework (Table 1) will be regularly monitored by the UN agency responsible for the Output and reported every six months to UNFPA as coordinating agency. These reports will include the means of verification used for the data. UNFPA will compile this information and share a report with UN partners during the bi-monthly team meetings and with the Steering Committee during its regular meetings

(see Section 7.0). Outputs that are not on track to meet targets will be identified and the activities foreseen will be re-evaluated to consider if they can still be expected to achieve the desired objectives. As necessary, Output partners will be asked to develop alternative approaches to realize the targets, considering current circumstances and what can be realized within the allotted timeframe and budget.

A program assessment will be conducted during the final 3 months of the programme. A consultant with requisite expertise will be recruited to lead the activity focused on assessing the completion of Outputs, including knowledge products, relative to the targets set for each indicator, as well the advancement of the UNPRPD global impact indicators. Other qualitative elements will also be evaluated, such as the extent to which intended partnerships were established, the realization of planned innovative techniques, and the dissemination of communication products. Post-training surveys of participants will be used to evaluate the impact of training on participant knowledge levels, broken down by target group type.

13. Risk Management

Table 6 Risks Management Strategy

Type of risk* (contextual programmatic, institutional)	Risk	Likelihood (L, M, H)	Impact on result	Mitigation strategies	Risk treatment owners
Contextual	Political Instability during the election period of 2022-2023	L	Might stall beneficial policy reforms and impede activities in Districts	Engage members of different political parties in relevant consultations and capacity building activities.	UNFPA and UNDP
Contextual	A new Government is elected and instilled in 2023 with priorities that differ from this programme	M	Might stall or reverse beneficial policy reforms and impede program implementation	Build good relationships with key MDA civil servants to support program activities even if there are changes in MDA leadership.	All
Contextual	Another wave of COVID-19 or another large-scale disruptive event in country	M	Pulls attention and resources away from the program and may reduce access to Districts	Attempt to shift resources to continue program activities in some form, even if at a slower pace	All
Contextual	Delays in passage of the Revised PWDA	L	Outputs to support policies/systems based on PWDA revisions will be delayed	Continue to maintain dialogue with relevant MDAs and Parliament to provide support in overcoming any bottlenecks	UNDP
Programmatic	Weak cooperation of MDAs on proposed activities	M	Will stall or impede new systems development and other activities	Regular monitoring and coordination meetings among senior officials on	RCO

Type of risk* (contextual programmatic, institutional)	Risk	Likelihood (L, M, H)	Impact on result	Mitigation strategies	Risk treatment owners
				program progress and challenges	
Programmatic	Failure to reach consensus among key MDAs on design of new programs	L	The ability to design new programs, e.g., assessment/certification system and Disability Fund will be delayed	Regularly monitor and discuss progress with senior officials, to support consensus building	UNFPA RCO
Programmatic	Delayed start-up of the SDG Monitoring Platform	L	Support for disability inclusion in this work will be delayed	Continued high-level engagement with Statistics Sierra Leone to support initiation of the Platform	UNFPA
Institutional	OPD partners perceive the UN has not delivered as per their expectations of the program	M	Reduced partner cooperation and possible negative press that slow implementation	Regular information exchange with OPDs on the scope of program activities, noting progress and explaining reasons for any delays	All

* 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.

14. Budget

Please see the attached budget file.

14.1 Value for money

PUNOs are committed to ensuring that we deliver value for money with programme funds. The major cost categories of the project are Contractual Services and Transfers and Grants, and costs in these categories are driven by use of specialized technical consultants and transfers to partner ministries, respectively. We will try to control these costs by ensuring that consultant work is well focussed and time efficient, and by having clear agreement on how ministry funds are to be spent. When consultants are required for their specialized expertise, best value for money principles will be applied. National consultants, and international as required, will be hired through open and competitive recruitment processes in line with PUNOs' rules and regulations. Standard PUNO procurement processes will be followed for ensuring value for money in every dollar expenditure.

The weakest element of the Theory of Change is the likely the varying level of knowledge and capacity among the diverse groups with roles in implementing the programme. Outputs aimed at capacity building and awareness raising will help to overcome this weakness, which is why we are planning to reach a wide range of

constituencies with these activities. Governance, monitoring, and accountability systems can also be challenging in Sierra Leone, which is why we have planned a full-time coordinator position to support these prioritized tasks.

Given the specialized nature of this program, and the range of expertise required to fulfil its objectives, we do not see another development partner active in Sierra Leone who possess the range of expertise and experience that UNCT does to support the Government of Sierra Leone on these programs. Since the passage of the PWDA in 2011, many provisions have not been realized, despite the good efforts of several groups and success in select elements. This is partly due to fragmented efforts that will be improved through the capacity building, coordination mechanisms, policies, and systems developed through the proposed activities. It may also be partly attributed to lack of in-country technical expertise, another aspect that will be addressed through this programme.

The programme provides the means for UN agencies to work together to implement coordinated and mutually reinforcing activities, leveraging on other initiatives and with access to best international practices and expertise. Even though agencies have worked individually with different MDAs on disability issues, these coordinated efforts will bring about policy and systems improvements that together will have catalytic impact to further disability rights and inclusion in Sierra Leone. The inclusive stakeholder approach and established relationships of UN agencies with the relevant MDAs and OPDs will promote buy-in from a range of government and non-state actors towards the cohesive program objectives.

14.2 Co-funding

Table 7 Co-funding arrangements

Output	Funding source	Amount	% of total output
1.1.E	UNICEF Regular Resources	$65,000	54%
1.3	UNICEF Regular Resources	$15,000	60%
2.1.B	UNICEF Regular Resources	$140,000	55%
3.2	UNFPA General Funds	$5,000	11%

15. Safeguarding

The UN agencies that will implement these activities have guidelines and policies in place to prevent unethical behavior, as detailed below. UNCT Sierra Leone has a Gender Thematic Group which is the country-level mechanism to promote guidelines, internal policies and checklists, and reporting mechanisms on PSEA and unethical behavior in general.

- Secretary-General's bulletin on Addressing discrimination, harassment, including sexual harassment, and abuse of authority – 10th September 2019 ST/SGB/2019/8 - E - ST/SGB/2019/8 -Desktop (undocs.org)
- Secretary-General's bulletin on Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations – 28th November 2017 ST/SGB/2017/2/Rev.1 - E - ST/SGB/2017/2/Rev.1 -Desktop (undocs.org)
- Secretary-General's Bulletin on Special measures for protection from sexual exploitation and sexual abuse – 9th October 2003 ST/SGB/2003/13 - E - ST/SGB/2003/13 -Desktop (undocs.org)
- Administrative instruction Unsatisfactory conduct, investigations and the disciplinary process – 26th October 2017 ST/AI/2017/1 - E - ST/AI/2017/1 -Desktop (undocs.org)
- Secretary-General's Bulletin Special measures for protection from sexual exploitation and sexual abuse – 9th October 2003 keydoc4.pdf (unmissions.org)
- UNITED NATIONS PROTOCOL ON THE PROVISION OF ASSISTANCE TO VICTIMS OF SEXUAL EXPLOITATION AND ABUSE – 12th December 2019 Protocol Provision of assistance to victims (un.org)
- UNITED NATIONS PROTOCOL ON ALLEGATIONS OF SEXUAL EXPLOITATION AND ABUSE INVOLVING IMPLEMENTING PARTNERS- 21st March 2018 Protocol Allegations involving implementing partners (un.org)
- UN Implementing Partner PSEA Capacity Assessment – 28th September 2020 UN Implementing Partner PSEA Capacity Assessment | IASC (interagencystandingcommittee.org)
- PSEA Network Generic Terms of Reference https://www.un.org/preventing-sexual-exploitation-and-abuse/sites/www.un.org.preventing-sexual-exploitation-and-abuse/files/in-country_psea_network_generic_terms_of_reference_tors_2021_0.pdf

16. Workplan

Please see the attached Workplan document.