

Country/Region/Global: Ukraine
Initiation Plan

Project Title: Supporting rehabilitation of persons with disabilities caused by the war

Expected CDP Outcome(s): Outcome 1. By 2023, women and men, girls and boys participate in decision-making and enjoy human rights, gender equality, effective, transparent and non-discriminatory public services

Expected CPD Output(s):

Output 1.2. National institutions, systems, laws and policies advance the equitable realization of human rights, especially among vulnerable groups

Output 2.1. National and subnational institutions are better able to develop and implement policies and measures that generate sustainable jobs and livelihoods

Output 4.2. Crisis-affected women and men have more sustainable livelihoods opportunities, including jobs, created with UNDP support

Initiation Plan Start/End Dates: 01/08/2022 – 31/12/2023

Implementing Partner: United Nations Development Programme in Ukraine

Brief Description

Since the invasion of Ukraine by the Russian Federation on February 24th, 2022, the total number of verified civilian casualties were 11,862, including 5,110 killed, according to the UN Human Rights Monitoring Mission in Ukraine (HRMMU). The scope and scale of damage to critical infrastructure caused by the conflict has also been devastating, including residential housing, hospitals, schools, kindergartens, and other civilian targets damaged or destroyed. The number of persons with disabilities (PWDs) caused by the war – both combatants and civilians - has led to increased special demands on services, specifically medical and psycho-social, which are expected to continue to grow substantially over time. The Government of Ukraine has a wide set of policies regulating the sphere of social and medical services and a wide range of rehabilitation centres, nevertheless, the rehabilitation system lacks capacities, funds and is in dire need of modernisation and faces difficulties in terms of dealing with war inflicted injuries and traumas. Responding to this, UNDP now seeks to prepare and deliver 18 months project, responding to the immediate needs in terms of service provision as well as economic integration of PWDs caused by the war, by enhancing the capacities of rehabilitation facilities across Ukraine and partnering with Civil Society for increased livelihood opportunities, while underpinning the Governments long-term rehabilitation agenda for PWDs and continued work for Barrier-free Environment in Ukraine.

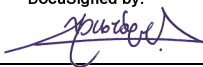
The Project comprises three outputs:

- **Output 1.** Government of Ukraine enabled to design new policies and regulations to better protect, respect and fulfil the rights of persons with disabilities, with the focus on rehabilitation
- **Output 2.** Rehabilitation institutions have enhanced technical expertise, capacities and equipment to ensure necessary service provision
- **Output 3.** PWDs socio-economic integration enhanced through livelihood support

Programme Period:	_____
Atlas Project Number:	00145132
Atlas Output ID:	00132588
Gender Marker:	Gen 2

Total resources required	4,500,000
Total allocated resources:	4,500,000
• Regular	_____
• Other:	
○ Donors	
- UNDP	4,500,000
○ Government	_____
Unfunded budget:	_____
In-kind Contributions	_____

Agreed by UNDP:

DocuSigned by:

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I. PURPOSE AND EXPECTED OUTPUT

Since the invasion of Ukraine by the Russian Federation on February 24th, 2022, the total number of verified civilian casualties were 11,862, including 5,110 killed, according to the UN Human Rights Monitoring Mission in Ukraine (HRMMU).¹ The scope and scale of damage to critical infrastructure caused by the conflict has also been devastating, including residential housing, hospitals, schools, kindergartens, and other civilian targets damaged or destroyed. The war has caused mass forced displacement of over 12 million people with currently 6.3 million Internally Displaced Persons (IDPs) and 5.8 million refugees².

The impact of the war on the health sector in Ukraine is unprecedented, with approximately 628 medical facilities damaged or destroyed, for the estimated amount of in 683 billion EUR³. The war has furthermore caused significant disruption of public service delivery, specifically in the area of healthcare provision and social services, affecting vulnerable social groups such as persons with disabilities. The human impact of the war is enormous. As armed violence continues, people are increasingly exposed to explosions, burns and trauma injuries. While hospitals are still treating patients of all kinds, war-related injuries have been increasing.⁴ The number of amputations and the need for prostheses are already in the thousands of cases, all of whom need of emergency care, follow up treatment and rehabilitation. The number of persons with disabilities (PWDs) caused by the war – both combatants and civilians - has led to increased special demands on medical and psycho-social services, which are expected to continue to grow substantially over time. A sub-population of persons with disabilities are those who have an impairment due to explosive ordnance (EO), and a proportion of these people are veterans and often have access to a disability pension and free health services due to their services, many are civilians, injured because of post-conflict EO.

Rehabilitation of PWDs encompasses a holistic set of interventions to address impairments—activity limitations, and participation restrictions, as well as personal and environmental factors that have an impact on functioning and health. Early Rehabilitation is recognized as being an integral part of a patient's recovery in conflicts and disasters. Starting in acute care, early rehabilitation can help prevent complications, speed recovery, and help ensure continuity of care.⁵

The Government of Ukraine has a wide set of policies regulating the sphere of social and medical services, as well as referral paths, for PWDs. But meanwhile the Government of Ukraine has a wide range of rehabilitation centres operating at different levels in structures on under different ministries, the rehabilitation system lacks capacities, funds and is in dire need of modernisation – a fact already prominent before the full scale war.⁶ In addition, the rehabilitation facilities often face difficulties in terms of dealing with this new type of war inflicted injuries and traumas, and are unable to match the current shift in demand. Responding to the urgent needs, the Minister of Health of Ukraine voiced in June 2022, three main priorities in rehabilitation of PWDs with war inflicted injuries ahead, as following: a) capacity development of the rehabilitation staff (e.g. development of the educational standards); b) development of packages of rehabilitation service guarantees (as for now just three of such are existing - for adults and children from 3 years old with lesions of the nervous system; for adults and children from 3 years old with lesions of the musculoskeletal system; for children born prematurely or sick during the first 3 years of life); c) strengthening rehabilitation centres⁷. It should furthermore be noted that the mine action sector in Ukraine is still in its early stages of development,

¹ Ukraine | Situation Reports (unocha.org)22 July 2022. Casualties as of 17 July 2022, including 5,110 killed (including 1,943 men, 1,342 women, 163 boys and 142 girls) and 6,752 injured (including 1,359 men, 1,001 women, 210 boys and 147 girls)

² Ukraine | Situation Reports (unocha.org)22 July 2022

³ <https://moz.gov.ua/article/news/ukraina-mae-chitke-bachennja-vidnovlennja-sistemi-ohoroni-zdorov%e2%80%99ja-ukraini-pislja-naslidkiv-vijni---viktor-ljashko>

⁴ <https://humanity-inclusion.org.uk/en/news/ukraine-hi-cares-for-patients-wounded-by-war>

⁵ <https://www.who.int/activities/strengthening-rehabilitation-in-emergencies/early-rehabilitation-in-conflict-and-disasters>

⁶ Situation assessment of rehabilitation in Ukraine. Copenhagen: WHO Regional Office for Europe; 2021. <https://apps.who.int/iris/handle/10665/349595>

⁷ Speech by Minister Lyashko, at the Donor Forum *Unbroken*, organised in Lviv on 10 June 2022

where an accelerated progress towards adoption of international standards across all key areas, including mine victim assistance, is needed.

PwDs are particularly vulnerable in this dire situation of war and, experience poorer health. Persons with disabilities also experience inequalities on a number of other socio-economic measures, as they are more likely than those who do not have a disability to experience poverty, violence, social exclusion, housing insecurity, and have less opportunity to engage in meaningful work. Persons with disabilities in Ukraine were already vulnerable before the war broke out, however since the start of the invasion, they are experiencing multiple barriers and immense difficulties to flee the conflict-affected areas, resulting in risks to their lives, and many struggle to meet daily needs and challenges in accessing humanitarian assistance. The most vulnerable categories of PwDs include the elderly, women and girls with disabilities – at increased risk of sexual violence – and children with disabilities, who are often more exposed to abuse and neglect.

UNDP Response

Since 2012, UNDP Ukraine has worked to mainstream policies and services to protect and promote equal rights for PwDs in Ukraine. In 2021, UNDP supported the Government of Ukraine in the development of the *National Strategy on Barrier-Free Environment in Ukraine*, through which a nation-wide network of contacts has been built on various issues of disability inclusion and accessibility, and continues working together with the Advisor-Commissioner of the President of Ukraine on Barrier-Free Approach on operationalization of the strategy in the regions and communities, from where UNDP will leverage well-established partnerships and the national and subnational levels to achieve this projects' objectives. Since 2021, in close partnership with the Ministry of Digital Transformation, UNDP is helping to ensure inclusivity and accessibility of key e-services provided by the state to the PwDs in line with web accessibility standards.

Launched in April 2022, UNDP is working with UNICEF, UNFPA and UN Women to implement a new UN joint programme "*Mainstreaming gender-responsive disability inclusion in humanitarian response in Ukraine – Phase 1*", which seeks to urgently inform the humanitarian response to ensure gender-responsive consideration and coverage of immediate needs of persons with disabilities, by equipping humanitarian actors, local authorities and NGOs with inclusivity tools and checklists, providing fast assessments of the current needs of women and men, girls and boys with disabilities and ensure effective communication with and protection of the most vulnerable. Given that protection needs continue to grow daily, the programme also seeks to further empower organizations of PwDs to ensure access to information and services for PwDs, including in the most challenged regions, with high concentration of IDPs.

Other development partners and key international NGOs are currently engaged in providing complementary and coordinated support to PwDs. The joint USAID with WHO project "*Strengthening Rehabilitation Services in Health Systems*" came to an end in June 2022, which focus was to introduce current best practices to physiotherapists in Ukraine, supporting the development and implementation of national rehabilitation policies, regulations, and protocols and generating greater demand for rehabilitation services at the community level. This included the development of a strategy for rehabilitation services and supports the Ministry of Health in implementing rehabilitation reform⁸. USAID is currently supporting UNICEF, WHO, UNFPA, and INGO partners to respond to emergency health needs in Ukraine, including trauma care and the provision other essential health care services, including mental health and psychosocial support to persons with disabilities. USAID is also supporting UNFPA's efforts to establish mobile teams to provide MHPSS services in remote or hard-to-reach areas of Ukraine.⁹ WHO is in lead of the Trauma and Rehabilitation Technical Working Group, a coordination and information sharing mechanism

⁸ <https://www.usaid.gov/where-we-work/europe-and-eurasia/ukraine/global-health>

⁹ https://www.usaid.gov/sites/default/files/documents/2022-06-24_USG_Ukraine_Complex_Emergency_Fact_Sheet_21.pdf

between humanitarian actors under the health cluster¹⁰, and is also supporting access to health services in Ukraine within crisis response including among others MHPSS, trauma care, supply and logistics, medical evacuation of patients¹¹ UNICEF, together with the Ministry of Education and Science, the Ministry of Social Policy and the Ministry of Health, has launched a crisis assistance project for children with disabilities and their families.¹²

Building on previous and ongoing lessons and efforts from UN agencies and others, UNDP now seeks to prepare and deliver a 18 months project, responding to the immediate needs in terms of service provision and economic integration of PwDs caused by the war, by enhancing capacities of rehabilitation facilities across Ukraine and partnering with Civil Society for increased livelihood opportunities, while underpinning the Governments long-term rehabilitation agenda for PWDs and continued work for a Barrier-free Environment in Ukraine. The project will be implemented in Kyiv oblast, Vinnytsya, Lviv and Dnipro.

The project will be aligned with UNDP's *Resilience Building and Recovery Programme for Ukraine (RBP)*, which is the organization's results-based umbrella response to the war and its impact, launched in April 2022.¹³ Through the RBP, UNDP is pivoting its programming in support of maintaining and building the resilience of Ukrainian society:

- **Outcome 1** - Government at all levels continues to function effectively, with reinforced capacities to lead crisis response, sustain public service provision, and coordinate the delivery of assistance and recovery efforts that leave no-one behind.
- **Outcome 2** - Ukraine's high human capital, productive capacities and natural resources are leveraged to meet immediate humanitarian needs of diverse groups and strengthen social and economic recovery
- **Outcome 3** - Ukrainian institutions and civil society have the capacity and resources to maintain and strengthen the social fabric, uphold human rights for all people, and ensure the inclusion, protection and empowerment of all, including population groups with intersecting and multiple vulnerabilities

In line with the Inter-Agency Standing Committee (IASC) Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action, this project aims to ensure that persons with disabilities who are at most risk of being left behind in the current emergency and humanitarian setting, receive heightened attention and protection by the humanitarian operations, in close coordination with the local government, local community and NGOs. Further, it is key that the Government of Ukraine at both national and sub-national levels play a key role as duty-bearers ensuring the rights and adequate assistance to the different categories of PWDs including the most marginalized on the ground.

Proposed Project

Objectives/Key Results

Through this project, UNDP will seek to contribute to the following outcome:

¹⁰ WHO Emergency in Ukraine. External Situation Report #15, published 16 June 2022 Reporting period: 2–15 June 2022 <https://www.who.int/publications/i/item/WHO-EURO-2022-5152-44915-65074>

¹¹ WHO Emergency in Ukraine. External Situation Report #15, published 16 June 2022 Reporting period: 2–15 June 2022 <https://www.who.int/publications/i/item/WHO-EURO-2022-5152-44915-65074>

¹² <https://www.unicef.org/ukraine/press-releases/project-crisis-support-children-disabilities>

¹³ https://www.ua.undp.org/content/dam/ukraine/docs/Resilience%20building%20and%20recovery/Ukraine-offer_EN.pdf

Enhanced resilience, physical and mental well-being of persons with disabilities in Ukraine through strengthened rehabilitation services, advanced disability inclusion agenda and improved socio-economic integration

To this end, the project aims to achieve the following three outputs:

- **Output 1.** Government of Ukraine enabled to design new policies and regulations to better protect, respect and fulfil the rights of persons with disabilities, with the focus on rehabilitation
- **Output 2.** Rehabilitation institutions have enhanced technical expertise, capacities and equipment to ensure necessary service provision
- **Output 3.** Persons with disabilities have enhanced access to socio-economic integration opportunities

Output 1. Government of Ukraine enabled to design new policies and regulations to better protect, respect and fulfil the rights of persons with disabilities, with the focus on rehabilitation

In June 2022, the Ministry of Health addressed the needs of PWDs with injuries caused by the war, stipulated in the following pillars: a) capacity development of the rehabilitation staff (e.g. development of the educational standards); b) development of packages of rehabilitation service guarantees; c) support rehabilitation centres. In addition to availing immediate support to rehabilitation centres, as per point c) in this project, UNDP stand ready to support the Government of Ukraine in the development of a comprehensive rehabilitation program but note that there is a lack of data on the needs of PWDs.

UNDP will provide technical expertise to the Ministry of Social Policy of Ukraine and Ministry of Health of Ukraine, to conduct rapid assessments of current policies regulating the sphere of social and medical services as well as referral paths and assistive technologies, and their different impact on women, men, boys and girls. UNDP will meanwhile provide advisory support and intra-government coordination and ensure consultations with Organizations of persons with disabilities (DPO), specifically women led. The assessment/s will identify the current challenges and gaps in the sphere of services provision exposed by the war, to guide simplification of procedures for services specifically focusing on the needs of PWDs.

UNDP will also support the Ministry of Social Policy (lead), Ministry of Veterans and the Ministry of Health to conduct a nationwide survey, to inform long-term, cross-Government planning and decision-making at national and local level, presenting needs of PwDs, including gender disaggregated data on specific needs among women, girls, boys and men, as well as priorities and actions required to better support persons with disabilities in Ukraine, ensuring an inclusive and holistic approach.

The information collected through the survey may lay the ground for development of a future national database/registry, ensuring standardized and centralized collection with sex-disaggregated data on victims of the conflict in Ukraine, including by cause of injury, to support further evidence-based policy making, targeted assistance and development of medical guarantee packages/victim assistance packages.

Activities

- **Activity 1.1** Support to rapid assessment of current policies and regulations in the sphere of rehabilitation including social rehabilitation, as well as referral paths for PWDs. Support the monitoring on compliance of the rights to rehabilitation
- **Activity 1.2** Provision of expert support on amendment/development of new policies, Including simplification of procedures during the war period
- **Activity 1.3.** Support to conducting a cross-sectorial nationwide survey on rehabilitation, to inform long-term, cross-government planning and decision-making at national and local level

- **Activity 1.4.** Provision of support to national authorities in developing a rehabilitation guarantee package/ standards
- **Activity 1.5.** Promotion of rehabilitation opportunities via public information campaign.

Output 2. Rehabilitation system institutions have enhanced technical expertise, capacity and equipment to ensure necessary service provision

The rehabilitation system in Ukraine has significant gaps to meet the current needs, with its facilities in dire need of modernization and capacity development. The existing rehabilitation facilities are limited and not geared to dealing with the war inflicted injuries and traumas, and unable to match the current shift in demand.

The National Recovery Plan¹⁴ is articulating the need of restoring four out of eight centres for complex rehabilitation of PWDs at the national level (located in Kyiv region, Lviv region and Vinnytsia region), operating under the Ministry of Social Policy. The facilities are in dire need of restoration and there is a need to strengthen technical capacities as well as to ensure provision of necessary equipment for provision of immediate rehabilitation¹⁵. These centres are offering a wide range of rehabilitation, such as social, physiological, physical, vocational, some of them also medical rehabilitation. To enable delivery of high-quality services, there is a need to restore these facilities, strengthen technical capacities as well as to ensure availability of necessary equipment for provision of immediate rehabilitation. Based on recent consultations with Government and needs assessment from ongoing programming, UNDP will offer immediate technical support to one-two of the centers.¹⁶

Meanwhile, the rehabilitation at the community level is deemed insufficient¹⁷. The project will engage with selected local administrations in the target areas (Kyiv, Vinnytsya, Lviv and Dnipro) to identify gaps and needs in terms of equipment and capacity development, with the aim to transform existing rehabilitation facilities to a model community-based rehabilitation. UNDP will support both existing and new rehabilitation centres, multidisciplinary rehabilitation teams or other facilities working with rehabilitation at the community level, focusing on one or several components of rehabilitation¹⁸. Additionally, UNDP will support creation of centres of assistive technologies, which will be able to assist individuals and professionals in the selection, acquisition, and use of assistive products, such as prostheses, orthoses, and wheelchairs etc. to improve people's ability to function and enable them to live independent lives and participate in desired activities. UNDP will also support with procurement of prostheses, for selected rehabilitation centres and centres for assistive technologies.

Moreover, UNDP will support social service providers through grants modality as well as development and piloting of the new approaches to procurement of such services as well as of new model of social work in health rehabilitation institutions.

Activities:

- **Activity 2.1** Rapid needs assessments of capacities and equipment of existing rehabilitation related centres and facilities, prosthetics workshops in selected regions.
- **Activity 2.2.** Support to community-based rehabilitation related centres (social, physiological, physical, vocational), including centres/ cabinets of assistive technologies and multidisciplinary rehabilitation teams at local level as well as their coordination initiatives

¹⁴ <https://recovery.gov.ua/en>

¹⁵ It should be noted that The Government of Ukraine has a wide range of rehabilitation centres for rehabilitation of PWDs mandated by different ministries. In addition to the eight centres on a national level, the Ministry of Social Policy has 110 regional and local centres. In addition, approximately 300 (incl. non-state) are operating under the Ministry of Health with contracts with National Health Services of Ukraine, providing medical rehabilitation; In addition, Ministry of Veterans have five Centres for social-physiological rehabilitation of service men

¹⁶ It should be noted the Ministry of Health of Ukraine announced in June 2022 that a first National Rehabilitation Centre for persons with war-caused disabilities is planned to be established in Lviv, which will be the first of several, however it is not constructed yet. The National Rehabilitation Center project will be implemented with the support of the Office of the President of Ukraine, the Ministry of Healthcare of Ukraine, the Ministry of Veterans Affairs of Ukraine, Lviv Regional Military Administration and the Lviv City Council.

¹⁷ Situation assessment of rehabilitation in Ukraine. Copenhagen: WHO Regional Office for Europe; 2021. <https://apps.who.int/iris/handle/10665/349595>

¹⁸ **EMT Rehabilitation Minimum Technical Standards and Recommendations will be taken into account**

- **Activity 2.3** Support to development and piloting a model on rehabilitation and adaptation of persons with vision loss
- **Activity 2.4.** Procurement, purchase and handover of equipment as per assessments
- **Activity 2.5** Procurement, purchase and handover of prostheses
- **Activity 2.6.** Capacity development of rehabilitation institutions' staff

Output 3. Persons with disabilities have enhanced access to socio-economic integration opportunities

Around the world, persons with disabilities make significant contributions to their national economies and to society as productive employees, self-employed workers and entrepreneurs in various sectors. Persons with disabilities can perform most jobs, be productive and engage in successful business enterprises when there is a conducive environment. Workforce diversity, also in relation to disability, has well-documented benefits for organisational performance, improving decision-making, boosting innovation and fostering staff loyalty. Yet, in both developed and developing economies, working-age persons with disabilities continue to experience a wide range of challenges in accessing economic opportunities, including physical and lack of information.¹⁹

PwDs represent a higher percent of people without employment comparing with persons without disabilities,²⁰ which show the interrelation between disability and poverty and the need to intervene urgently for increased support to PwDs' employability, to ensure their sustainable access to livelihoods. Many of these pre-existing challenges for PwDs' economic integration, which among others include inaccessible professional education and working infrastructure and processes, skills deficit, recruitment-related discrimination, which constrains entrepreneurial opportunities and limits access to business support services and resources, which have been significantly aggravated by the war. Persons with disability as an effect of the war, need support with job placement, job place accommodation (taking into account their impairments) and social support for adaptation on the workplace.

Responding to this, UNDP will work in partnership with major labour market actors and NGOs to identify and support livelihood initiatives for PwDs. Such initiatives include community initiatives to deliver professional training based on vocational education institutions and on-the-job training in local workshops. This is followed by additional support to promote job placement or self-employment opportunities, including raising motivation for entrepreneurial activities and social enterprise development; and agricultural livelihoods in rural areas. To ensure maximum accessibility, part-time remote training and flexible working opportunities should be implemented where feasible, with a specific focus on the specific needs of women with disabilities.

UNDP will also work to strengthen capacities of local authorities, vocational education and training system (hereinafter – VET system) and business community for inclusive vocational education and employment of PwDs, establishment of job creation schemes for PwDs for livelihood recovery, facilitate skills development, business support and access to finance, networks and markets.

Activities:

- **Activity 3.1** Support to skills development and re-training of PwDs through enhancement of VET system capacity to ensure inclusiveness and relevance of the educational process
- **Activity 3.2** Support to public-private partnership initiatives aimed at the improvement of PwDs employability through on-the-job training, paid internship and promotion of equal and indiscriminatory recruitment among employers
- **Activity 3.3.** Promotion of entrepreneurship and self-employment among the PwDs via an integrated motivation campaign on business and production of video course for employers on accessible working environment
- **Activity 3.4.** Delivering business skills training and mentorship programs followed by provision of micro-financial aid packages for individual entrepreneurship for PwDs in cooperation with NGOs and business associations
- **Activity 3.5** Strengthening the crisis-response capacities of the public labor market actors (National Employment Service and its regional and local branches), employers and social

¹⁹ [EBRD Report Economic inclusion for people with disabilities.pdf](#)

²⁰ [Disability and Employment | United Nations Enable](#)

support service providers, including NGOs to improve their capacity to improve employment process of PWDs from job search to job placement and onboarding

II. MANAGEMENT ARRANGEMENTS

UNDP Ukraine shall be responsible for the overall management of the project, primarily regarding the responsibility for the achievement of the outputs (results), impact and objectives.

The project will be implemented under the UNDP Democratic Governance Portfolio in close collaboration with UN Peace Building and Recovery Program (RPP), with overall supervision of the Democratic Governance Team Leader. The project will also coordinate with the Team Leader on Strategic Planning, Partnerships and RBM. Quality assurance of the project will be provided by the Programme Analyst, Governance,] Project monitoring and evaluation as well as communications will be provided within the Democratic Governance Team.

A small team will be running the project, consisting of the following team members:

- Project manager (100%) will be responsible for achieving the objectives of the project and ensuring the co-operation and support from the project partners, as well as for managing the implementation of the project. This includes personnel, subcontracts, training, administrative support and financial reporting, and keeping UNDP aware of all relevant factors that could have an impact on the project implementation;
- Health Government Officer (30% for 5 months and 100% for 9 months) will be responsible for coordination of project activities in health area and ensuring the co-operation and support from the Ministry of Health and other relevant partners;
- Project Analyst, (100%) will be responsible for assisting the team with quality assessment of the products delivered with project support;
- Communication Analyst (100%);
- Finance and Administrative Analyst (50 % for 5 months and 100% for the 9 months) will be responsible for the smooth administrative management and implementation of the project activities in close collaboration with both the project team and the UNDP Country Office;
- Procurement Associate (100%) will be responsible for the smooth procurement of equipment;
- Grants Coordinator (100%) will be responsible for management of grants.
- Capacity Development Specialist (100%).

The team will also supervise and work closely with the consultants to be engaged to organize and implement the project activities.

III. MONITORING

In accordance with UNDP's programming policies and procedures, the project will be monitored through the following monitoring plan:

Monitoring Activity	Purpose	Frequency	Expected Action
Track results progress	Progress data against the results indicators in the RRF will be collected and analysed to assess the progress of the project in achieving the agreed outputs. The progress on the performance indicators will be regularly reported into UNDP Ukraine Integrated Monitoring and Reporting Platform. UNDP will report funding under the project into the FTS (Financial Tracking Service) of the flash appeal/humanitarian response plan	Regularly	Slower than expected progress will be addressed by project management

Monitor and Manage Risk	Identify specific risks that may threaten achievement of intended results. Identify and monitor risk management actions using a risk log. This includes monitoring measures and plans that may have been required as per UNDP's Social and Environmental Standards.	Regularly	Risks are identified by project management and actions are taken to manage risk. The risk log is actively maintained to keep track of identified risks and actions taken.
Learn	Knowledge, good practices and lessons will be captured regularly, as well as actively sourced from other projects and partners and integrated back into the project.	Regularly, At the project's operational closure	Relevant lessons are captured by the project team and used to inform management decisions. The concise lessons learned report will be prepared at the operational closure of the project.
Final Report	Final narrative report, including interim financial report, will be prepared two months after the project's completion and will also feature a detailed description of the outputs produced by the project and communication activities.	During 2 months after project's completion	Performance of final data, risks, challenges, lessons learned are captured.

IV. COMMUNICATIONS AND VISIBILITY

A strategic communications element is central to the implementation and will serve as a vehicle to raise the visibility of project stakeholders, emergency response, and related achievements in the targeted areas, as well as to promote integrated community recovery approach. The project will therefore formulate a communications plan in compliance with UNDP's principles of gender-responsive communications.

Effective communications and visibility, including the donor's visibility, will be ensured by developing and disseminating high-quality audio-visual materials through traditional press and social media platforms (Facebook, YouTube, Tweeter etc.), press-releases and articles on progress and achievements with related "human stories". Reports and communication materials will be shared with partners and key public stakeholders to support and underpin the planning and implementation of recovery activities by a range of national and international partners.

UNDP will promote the support received from the Republic of Korea and Germany through all project publications and visibility materials in accordance with available visibility guidelines. New mechanisms for knowledge collection, storage and sharing, as underpinned by the UNDP "Future Forward" Digital Strategy will be deployed to make sure that experiences and results achieved are meaningfully disseminated.

V. MULTI-YEAR WORK PLAN

Expected outputs, baseline and target indicators	Planned activities	Time frame (months)			Responsible party	Detailed budget breakdown (accounts)	Planned Budget by Year		Amount
		6	12	18			2022	2023	
<p>Outcome indicator: Number of persons with disability accessing rehabilitation services enabling access to sustainable livelihoods and jobs Baseline: 0; Target: 1000</p>									
<p>Output 1. Government of Ukraine enabled to design new policies and regulations to better protect, respect and fulfil the rights of persons with disabilities, with the focus on rehabilitation</p> <p><i>Indicators</i> 1.1. Number policy papers, assessments and recommendations provided to ministries Baseline: 0 Target: 1</p> <p>1.2 Number of analytical documents regarding the need to improve legislation/procedures Baseline: 0 Target: 1</p> <p>1.3. Number of cross-sectorial nationwide surveys Baseline: 0</p>	1.1. Support to rapid assessment of current policies and regulations in the sphere of rehabilitation including social rehabilitation, as well as referral paths for PWDs. Support the monitoring on compliance of the rights on rehabilitation	x	x		UNDP, Ministry of Social Policy, Ministry of Health, Ministry of Veterans	71300 - Individual Consultants		5,000.00	15,000.00
	1.2. Provision of expert support on amendment/development of new policies, Including simplification of procedures during the war period	x x x	UNDP, Ministry of Social Policy, Ministry of Health, Ministry of Veterans	71400 - Contractual Services – Individuals	4284.59	79,884.80	84,169.39		
				71300 - Individual Consultants					
				74200 Audio Visual & Printing Production Costs					
75700 Trainings and Conferences									
1.3. Support to conducting a cross-sectorial nationwide survey on rehabilitation, to inform long-term, cross-Government planning and decision-making at national and local level	x	x		UNDP, Ministry of Social Policy	71300 - Individual Consultants		30,000.00	30,000.00	

<p>regions. Baseline: 0 Target: 7 initial assessments (5 in depth)</p> <p>2.2 Number of assessed communities for establishment of new centres / cabinets of assistive technologies/multidisciplinary rehabilitation teams at local level Baseline: 0 Target: 6</p> <p>2.3. Number of model developed Baseline: 0 Target: 1</p> <p>2.4 Number of centres equipped according to assessments</p> <p>1. Existing centres (as per 2.1) Baseline: 0 Target: 5</p> <p>2. New Centres / teams (as per 2.2) Baseline: 0 Target: Centres/teams in 3 selected communities</p> <p>2.6 Number of prostheses procured and handed over / Number of prosthetics workshops/ centres supported through procured prosthetics - 4 Baseline: 0 Target: 100</p> <p>2.5. Number of staff trained, as per assessments</p>	2.3 Support to development and piloting the model of rehabilitation and adaptation of persons with vision loss	x	x	x	UNDP, local administrations, Ministry of Social Policy	71300 - Individual Consultants	9,000.00	10,000.00	19,000.00
	2.4. Procurement, purchase and handover of equipment as per assessments		x	x	UNDP	72100 Contractual Services Companies		762,026.83	762,026.83
	2.5. Procurement, purchase and handover of prostheses to assistive centres		x	x	UNDP	72100 Contractual Services Companies	34,000.00	216,000.00	250,000.00
	2.6. Capacity development of rehabilitation institutions' staff		x	x	UNDP	72100 Contractual Services Companies 75700 Trainings and Conferences 71300 - Individual Consultants 74 200 Audio Visual & Printing Production Costs	10,000.00	165,000.00	175,000.00

Baseline: 0 Target: 50										
GMS, 8%							4,990.95	184,740.32	189,731.26	
Sub-total 2.							67,377.79	2,493,994.26	2,561,372.04	
<p>Output 3. PWDs socio-economic integration enhanced through livelihood support</p> <p><i>Indicators</i> 3.1 Number of training facilities refurbished and equipped to ensure inclusiveness of the educational process Baseline: 0 Target: 2</p> <p>3.2 Number of PWDs trained/re-trained to meet the current labour market demand Baseline: 0 Target: 200 (at least 100 women)</p> <p>3.3 Number of people reached by a national information campaign aimed at promoting the PWDs business activity Baseline: 0 Target: 100,000</p> <p>3.4 Number of PWDs self-employed through a startup development aid package (disaggregated by sex) Baseline: 0 Target: 40 (at least 20 women)</p>	3.1 Support to skills development and re-training of PWDs through enhancement VET system capacity to ensure inclusiveness and relevance of the educational process	x	x	x	UNDP, Ministry of Education and Science	71300 - Individual Consultants	35,000.00	195,321.06	230,321.06	
	71400 - Contractual Services – Individuals									
	72100 - Contractual Services – Companies									
	72200 - Equipment and Furniture									
	75700 - Training Workshop & Conference									
	3.2 Support to public-private partnership initiatives aimed at the improvement of PWDs employability through on-the-job training, paid internship and promotion of equal and indiscriminatory recruitment among employers			x	x	UNDP, local authorities, NGOs, private sector	71300 – Individual Consultants		137,340.81	137,340.81
	71400 – Contractual Services – Individuals									
	72600 – Grants									
	3.3. Promotion entrepreneurship and self-employment among the PWDs via an integrated motivation campaign on business. Produce a video course for employers on accessible working environment	x				UNDP	72100 – Contractual Services – Companies	8,000.00	28,000.00	36,000.00
	74200 – Audio & Visual Productions									
	75700 – Training Workshop & Conference									
	3.4 Delivering business skills training and mentorship programs followed by provision of micro-financial aid packages for individual entrepreneurship for PWDs in	x	x			UNDP, NGOs, business associations	71400 - Contractual Services – Individuals		300,681.62	300,681.62
72100 - Contractual Services – Companies										
72600 – Grants										

<p>3.5</p> <p>1. Number of institutions with improved quality of services provided to PWDs clients Baseline: 0 Target: 5</p> <p>2. Number of PwDs supported in job placement and adaptation on workplace Baseline: 0 Target: 40 (at least 20 women)</p> <p>3. Number of employers supported in creation of accessible working environment and workplace accommodation Baseline: 0 Target: 7</p>	cooperation with NGOs and business associations					75700 - Training Workshop & Conference			
	<p>3.5. Strengthening the crisis-response capacities of the public labour market actors (National Employment Service and its regional and local branches), employers and social service providers, including NGOs to improve their capacity to improve employment process of PWDs from job search to job placement and onboarding</p>	x	x	x	UNDP, State Employment Service, Ministry of Social Policy, NGOs, private sector	71300 - Individual Consultants	15,000.00	245,821.06	260,821.06
						71400 - Contractual Services – Individuals			
						72100 - Contractual Services – Companies			
						72200 - Equipment and Furniture			
						72600 – Grants			
						75700 - Training Workshop & Conference			
			74200 – Audio & Visual Productions						
GMS, 8%							4,640.00	72,573.16	77,213.16
Sub-total 3.							62,640.00	979,737.70	1,042,377.70
Output 4. Ensuring effective project management	Project Management	x	x	x		71400 - Contractual Services – Individuals	34,156.00	245,154.80	279,310.79
				x		72200 - Equipment and Furniture			
						71300 - Individual Consultants			
						73100 - Rent and utilities			
						73400 - Vehicle Maintenance Services			
			74500 - Miscellaneous						
GMS, 8%							2,732.48	20 344,86	22,344.86
Sub-total 4.							36,888.47	264 767,18	301,655.66
Net GMS									

		177,717.43	3,753,100.19	3,930,817.62
	74325 Security costs (2%)	3,554.35	75,062.00	78,616.35
	DPC 64300 Staff Cost	5,468.23	115,480.01	120,948.23
	DPC 74500 GOE Staff Cost	1,640.47	34,644.00	36,284.47
	75100 General Management Support, 8%	15,070.44	318,262.90	333,333.33
TOTAL		203,450.91	4,296,549.09	4,500,000.00

Annex. Low-Value Grants (LVG) procedures

Provision of grants under the Project follows the UNDP Operational Guide on Low-Value Grants (LVG). This Annex outlines the grant component of the initiative, describes types of activities that will be offered to partners to apply for (general themes for calls for proposals), wider criteria that the grant proposals will be assessed against, arrangements for the Grant Selection Committee, and other relevant considerations.

Purpose of the LVGs that will be awarded through the project

The LVGs to be issued under the Project will be issued for the following purposes:

- Strengthening the institutional capacity of CSOs and CSO coalitions to PWDs job placement and support on workplace;
- Promoting inclusive working environment among private business;
- Strengthening the institutional capacity of rehabilitation related service providers

Total amount of the project budget that will be allocated to LVGs

The overall budget for LVGs under the auspices of the Project shall not exceed an equivalent of USD 1 260 000 and will be subdivided between several calls for proposals (CFPs). The CFPs will include the following broad themes and activities (sums indicate proposed ceiling expenses for one CFP which could generate several grantees receiving awards):

1. Support to PWDs employability (up to USD160 000);
2. Support to job placement and adaptation PWDs on workplace, creation of inclusive working environment creation of inclusive working environment (up to USD 100 000);
3. Support to rehabilitation of PWDs and capacity development of rehabilitation institutions (up to USD 1 000 000);

Funding provided to each grant recipient cannot exceed USD 150,000 per grant. To receive multiple grants, the grant recipient must have produced the results agreed to in the prior grant agreement, and a new grant agreement must be approved by the Grant Selection Committee. The same entity could receive separate grants under different UNDP projects with a cumulative ceiling of \$100,000 in the programme period.

Grant Selection Committee for the Project

The Grant Selection Committee will, thus, be the authorized body in charge of the review, selection and appraisal of submitted grant proposals. The Grant Selection Committee shall have the following tasks:

- Approve final set of criteria that the grant proposals will be assessed against taking into account the Eligibility criteria enlisted in this Annex;
- Review and appraise grant proposals;
- Recommend grant proposals for funding or rejection.

Grant Selection Committee members:

- Project Manager
 - Programme Analyst, Governance
 - HR4U Human Rights Specialist
 - Senior Business Development Specialist, Recovery and Peacebuilding Programme
 Secretary:

- Finance and Administrative Analyst

Members with an advisory vote:

- Representative OPDs

Alternative members:

- Project Analyst
- Health Governance Officer
- Specialist on Employment and Entrepreneurship, Recovery and Peacebuilding Programme

Alternative Secretaries:

- Grants Coordinator
- HR4U Project Associate
- CSDR Project Associate

The Selection Committee may decide to request independent expert opinion during the LVG proposal appraisal process. Meetings of the Selection Committee will be held subject to the submission of the grant proposals. The Selection Committee meetings will be organized and facilitated by the Project staff.

LVG eligibility criteria and evaluation matrix (criteria that the LVG proposals will be assessed against)

The LVG proposals coming in for the Project's consideration will be measured, first and foremost, against the admission criteria. To be considered for funding, the proposal must be submitted by an organization that:

- has a status of a municipal, non-governmental public or charitable organization or an association of CSOs officially registered in Ukraine;
- has a track record of active operation of at least one year;
- has a proven track record of cooperation with the international donor community, proper project implementation and reporting will be considering as advantage.

Upon completing the pre-screening process (done by the Project team), the Selection Committee shall convene and assess those applications that meet the minimum criteria against the following evaluation matrix (Grant Selection Criteria):

#	Criterion	Max pts
1	Responsiveness of the LVG project proposal to the core theme of the CFP	25
2	Ability of the proposed LVG project team (staff and proposed consultants) to cope with the scope of works described in the project proposal	20
3	Quality of the proposed networks and instruments for result dissemination	10
4	Demonstrated experience in providing services to PWDs	15
5	Demonstrated sustainability considerations of the project	10
6	Quality and realistic nature of the budget proposal	20
	Total maximum:	100 pts

LVG eligible costs

Eligible costs must:

- be necessary for carrying out the project activities;
- have been incurred by the applicant during the implementation period;
- comply with the principles of sound financial management, in particular, value for money and cost-effectiveness;
- be adequately recorded, identifiable and verifiable, and be backed by original supporting documents.

UNDP LVG costs may *only* be used to cover the following costs:

- staff salaries and expert fees;
- communication and information services;
- purchase of consultative services and contracts provided that these are essential to project goals and objectives;
- renting, catering, and other services envisaged by the project activities;
- printing and copying;
- utility services;

- consumables and supplies;
- travel costs (provided that travel complies with internal UNDP regulations);

Not more than 70% of the grant funds may be spent of equipment, provided a clear justification is offered as to its need to achieve project goals.

The following costs are ineligible:

- costs of project proposal preparation;
- academic research;
- debts;
- currency exchange losses.

Process for soliciting and reviewing LVG proposals

The CFPs will be advertised through the web sites of the following organizations:

- UNDP Ukraine: www.undp.org.ua and its Facebook page
- GURT Resource Center: www.gurt.org.ua
- Civic Space Portal: www.civicua.org
- Prostir: www.prostir.ua
- as well as other relevant social networks and information portals.

Applications (project proposals) must be developed in Ukrainian according to templates that will be part of the CFP.

The application package shall consist of

1. The filled-out Application form (done on a computer as a Microsoft Word file);
2. Copy of Charter of the applicant organization (PDF);
3. Copy of State registration certificate (PDF);
4. Banking details (PDF);
5. Resumes of proposed specialists for project implementation (Microsoft Word or PDF)
6. Other relevant supporting documentation including reference letters, report samples or others (Microsoft Word or PDF).

The document package shall be archived as *.zip or *.rar and not be password-protected; it shall not be larger than 10 Mb total. The package shall be sent to the designated e-mail with the letter title containing the name of the competition as stated in the CFP. Applications sent through means different from the one described above will not be considered.

The further steps in the LVG proposal assessment process will follow this sequence:

- The Project team pre-screens LVG project proposals against the eligibility criteria to be admitted for the Selection Committee review and appraisal;
- The Selection Committee convenes and reviews all eligible LVG project proposals based on evaluation criteria and recommends those that have gained the biggest number of points for concluding the agreements;
- Based on the capacity assessment results of the short-listed CSOs, the Project team submits the Selection Committee minutes (list of SCOs recommended for funding) for approval;
- UNDP concludes grant agreements with the CSOs.