



PROMOTING DISABILITY RIGHTS IN ALBANIA

Support Programme on the Convention on the Rights of Persons with Disabilities (SPC)

Project Document

Project Title:	Promoting Disability Rights in Albania, Support Programme on the Convention on the Rights of People with Disabilities (SPC)
UNDAF/One UN Outcomes (s):	More Transparent and Accountable Governance Increased and More Equitable Access to Basic Services
Implementing Agencies:	United Nations Development Programme (UNDP) Albanian Disability Rights Foundation (ADRF)

Brief Description

The goal of the project is to strengthen national capacity to achieve the social inclusion and promote the rights of men and women, boys and girls with disabilities through supporting Albania to ratify and implement the Convention on the Rights of Persons with Disabilities and its Optional Protocol. Project activities are inspired by and consistent with not only UN but also EU principles of promotion of equal opportunities and non-discrimination of persons with disabilities.

Programme Period: 2006-2011	Total resources required 820,104
Key Result Area (Strategic Plan) 2.3. Support national partners to implement democratic governance practices grounded in human rights, gender equality and anti-corruption	Output 1: USD 672,495
	Output 2: USD 147,609
Atlas Award ID:000 60273; Project ID:00075817 Atlas Award ID:000 60274; Project ID:00075818	Total allocated resources: 170,000
	<ul style="list-style-type: none"> Regular 20,000 One UN Coherence Fund 150,000
Start date: 15 July 2010	Unfunded budget: 650,104 USD
End Date 14 July 2012	
PAC Meeting Date: 5 May 2010	

Spiro Ksera

**Minister of Labour, Social Affairs and
Equal Opportunities**

Gülden Türköz - Cosslett

**UN Resident Coordinator and
UNDP Resident Representative**

I. SITUATION ANALYSIS

As in other countries, persons with disabilities are not yet fully included in Albanian society, whether in political, social or economic life. In the area of employment, only 2,275 out of 9,533 persons with disabilities considered partially able to work were in employment; of those employed, most of the work did not require qualifications.¹ The 2009 EC Progress Report for Albania observes that access to employment for persons with disabilities remains a problem.² In the area of education, there is still a focus on education in specialized institutions. Even in special schools, coverage of girls and boys with disabilities is not comprehensive.³ Importantly, the Ministry of Education is working to sensitize schools and teachers in order to include children with disabilities into the general education system; however, schools lack basic infrastructure and teachers do not have the requisite training.⁴ Attitudes in society, whether people generally or professionals and family members can create barriers to the full participation of persons with disabilities in society. An overriding concern is the invisibility of women with disabilities. A study by the Albanian Disability Rights Foundation has concluded that disability projects tend to leave out women and gender issues while gender projects do not explicitly cover women with disabilities, highlighting the risk of multiple forms of discrimination facing women with disabilities.⁵ Based on Minister's of Labour Instruction⁶, starting from 2007, statistical information on disability allowances is sex disaggregated, offering the opportunity to analyse normative and policy framework and its implementation as well as to better integrate the gender perspective in policy formulation and implementation.

In terms of social protection, disability allowances have increased in recent years from 43,100 people covered in 2000 to 62,142 in 2006 with real expenditure almost doubling.⁷ In addition, in 2006, 40,000 people with occupational disabilities were covered.⁸ The Albania 2008 Progress report of the Commission of European Communities highlights recent further progress made in the area: "With regard to socially vulnerable and/or persons with disabilities, 103,000 families benefit from social assistance at present".⁹ The 2009 Progress Report notes that: "following protest campaigns by NGOs, the government has improved some of the disability benefit packages. However, the existing legislation and administrative measures are not fully enforced".¹⁰ In the area of social services, the number of people benefiting is lower than the number of those who need services and this is at least partly due to the fact of 'unsuitable mentality and approach to the disabled'.¹¹ In particular, day and community services for boys and girls are insufficient, there is a lack of psycho-social support for families, there are insufficient programmes for integration into community life or public awareness on disability, assessment of disability in children is lacking and there is insufficient equipment to assist children with disabilities.¹²

¹ National Strategy on Persons with Disabilities, p.11.

² Commission of the European Communities, *Albania 2009 Progress Report*, Communication from the Commission to the European Parliament and the Council, Brussels, 14 October 2009, SEC(2009) 1337, p.16.

³ The NSPD notes that two main institutions covering education of children who are deaf or blind cover 80 to 90 percent of children; however, other specialized schools cover only 2 percent of the potential population. See page 19.

⁴ NSPD, p.19.

⁵ Cani Drenofci, B. et al, *Women with Disabilities in Albania: Included or Neglected?*, Albanian Disability Rights Foundation and USAID, Tirana 2009.

⁶ Instruction of Minister of Labour, Social Affairs and Equal Opportunities, no. 2474, of 06.12.2006 "On implementation of CMD No.617, of 7.9.2006 "On Establishment of Monitoring and Evaluation Indicators of Economic Aid, Disability Allowances and Social Services Programmes"

⁷ National Social Inclusion Cross-Cutting Strategy (NSICCS), p.37.

⁸ Social Protection Sector Strategy, p.22.

⁹ Commission of the European Communities, *Albania 2008 Progress Report*, Communication from the Commission to the European Parliament and the Council, Brussels, 5 November 2009, SEC(2009) 2692, p.15.

¹⁰ EC Progress Report 2009, p.16.

¹¹ NSPD, p.13.

¹² Social Protection Sector Strategy, p.22.

Rehabilitation services for persons with disabilities face: deficiencies in policies on rehabilitation and employment of men and women with disabilities; limited knowledge among families and persons with disabilities with regard to legislation and enforcement by public structures; and, inaccessible physical and technological environments.¹³ Issues also arise in relation to the institutionalization of persons with disabilities, in particular the inhumane conditions within institutions.¹⁴

Challenges remain in the area of physical and technological accessibility. Accessibility implies that the physical environment, transportation, information and communications and other facilities and services open or provided to the public, whether in urban or rural areas are also open to persons with disabilities on an equal basis; it requires the elimination of obstacles in relation to buildings, roads, transportation and other indoor and outdoor facilities including schools, housing, medical facilities and workplaces, electronic service, emergency services and information and communications services.¹⁵ The construction environment in Albania represents a series of physical barriers, which hinder the social engagement of persons with disabilities. Town planning rules now make it a legally binding requirement that buildings avoid barriers for persons with disabilities although many challenges remain in enforcing the law and ensuring accessibility not only of buildings and public spaces but also of transport and technology.¹⁶ Lack of accessibility to dwellings, educational establishments, working and entertainment areas and health care services is already a well-known phenomenon in Albania, which affects the life of persons with disability on daily basis.

Albanian Legal and Policy Framework

The Constitution, a range of legislation and policies are relevant to the promotion and protection of the rights of persons with disabilities in Albania. In 2005, the Government, in consultation with civil society, adopted a National Strategy on People with Disabilities (NSPD) which identifies a range of areas requiring attention and sets out seven objectives.¹⁷

The seven key objectives of the strategy are:

1. Encouraging and educating for a non-disabling society
2. Ensuring rights for people with disabilities
3. Providing the best education for people with disabilities
4. Providing opportunities in employment and economic development for people with disabilities
5. Fostering an aware and responsive public service
6. Supporting quality living in the community for people with disabilities
7. Collecting and using relevant information about people with disabilities and disability issues.

The NSPD and associated action plan¹⁸ outlines the measures for improving the living conditions of people with disabilities in the fields of education, employment, support services and access with a focus on the ability and competence of the individual rather than on their impairment. The National Action Plan specifies 95 measures to be undertaken as well as the respective deadlines, responsible institutions and funding sources. The timeline extends 10 years (2004-2014),

¹³ *Ibid.*

¹⁴ See the Submission of the UN Country Team to the Universal Periodic Review of Albania (available at: http://lib.ohchr.org/HRBodies/UPR/Documents/Session6/AL/UNCT_ALB_UPR_S06_2009.pdf accessed 20 April 2010).

¹⁵ Convention on the Rights of Persons with Disabilities, article 9.

¹⁶ NSPD, p.20.

¹⁷ NSPD, pp.9f.

¹⁸ Adopted by DCM No. 8/2005 and to be integrated into the Social Protection Sector Strategy (pending).

while the responsible institutions are the respective ministries with their programmes, local government units and non-profit organizations. The specified sources of financing are the state and local government budget, non-profit organizations and donors. No specification has been made in relation to financial resources foreseen to support the implementation of NSPD.

While the National Strategy provides an important guideline for future action in the field, the Strategy predates the adoption of the Convention on the Rights of Persons with Disabilities (CRPD) and so does not reflect the latest standards in this regard. Further, while the National Strategy has existed for some four years, the 2008 and 2009 EC Progress Reports note that implementation of the strategy has been slow and the framework for implementation has not been completed.¹⁹ Therefore, building national capacity to meet the strategy and laws will help Government and, through Government, men and women, girls and boys with disabilities.

Other strategies are also relevant to persons with disabilities. In October 2007, the Government of Albania launched the National Strategy for Development and Integration (NSDI) which builds on the twenty-one sectoral strategies and eleven crosscutting strategies prepared by line ministries. The NSDI aims to: i) achieve rapid, balanced and sustainable economic, social and human development; ii) develop and consolidate a democratic state; iii) establish the rule of law and fight corruption; and iv) integrate Albania in the European Union and NATO. This provides the overall framework within which all strategies, including in relation to disabilities, operate.

In December 2007, the Social Inclusion Crosscutting Strategy (SICS) 2007 - 2013 was approved. SICS focuses on the risks of poverty and social exclusion that remain even after the onset of economic growth. As a crosscutting strategy, it is fully consistent with underlying sector strategies and in particular those policies and institutional arrangements described in those strategies that aim to assist vulnerable individuals, families and groups in the community so that they are able to operate on their own, be self-sustaining and have the same rights as other members of the society. The SICS analyses the state of social exclusion, identifies policies, and outlines targets in the areas of: raising incomes²⁰; increasing access to services²¹; and, vulnerable groups and areas of special attention²². The SICS includes persons with disabilities in the area of 'vulnerable groups and areas of special attention' and identifies two tasks in this regard: first, that the basic disability benefit will be indexed annually to the growth of the national minimum salary; and, second, that by the end of 2008, all residential institutions for persons with disabilities would be transferred to the responsibility of local government and nine day-community services would be established and operate in different local government units.²³ MOLSAEO official statistics²⁴ show that in 2008 there were 25 public and non public centres, offering services to men and women with disabilities, 10 through residential care and 15 providing daily services, while the third Monitoring Report of the National Strategy on People with Disabilities evidences lack of funds, but also of specific knowledge, capacities and personnel hinders opening of new community services.²⁵

¹⁹ Commission of the European Communities, *Albania 2008 Progress Report*, accompanying the Communication from the Commission to the European Parliament and the Council Enlargement Strategy and Main Challenges 2008-2009, Brussels, November 2008, SEC(2008) 2692 final, p.15; Commission of the European Communities, *Albania 2009 Progress Report*, accompanying the Communication from the Commission to the European Parliament and the Council Enlargement Strategy and Main Challenges 2009-2010, p.16.

²⁰ 1.1 Increasing female participation in the labour market; 1.2 Formalising the labour market; 1.3 Tackling disadvantages in education and training; 1.4 Modernising social assistance.

²¹ 2.1 Social Care; 2.2 Health; 2.3 Housing; 2.4 Legal aid; 2.5 Water supply and sanitation; 2.6 Transport; 2.7 Telecommunications.

²² 3.1 Children at risk; 3.2 Roma; 3.3 Balkan-Egyptians (no targets set); 3.4 People with disabilities; 3.5 Elderly; 3.6 Youth at risk (no targets set); 3.7 Women (no targets set); 3.8 Domestic violence.

²³ National Social Inclusion Cross-Cutting Strategy, p.39.

²⁴ <http://www.mpcs.gov.al/statistikat>

²⁵ Albanian Disability Rights Foundations, *Monitoring Report. The implementation of the Action Plan of the National Strategy on People with Disabilities in 2008-2009*, Tirana, 2010, pp. 52-53 (Albanian version)

The Social Protection Sector Strategy (SPSS), approved in December 2007, sets out the situation of cash benefits and social services for persons with disabilities and highlights the Government's commitment to develop the capacities of persons with disabilities, facilitate their independent living, and enhance their participation in the lives and development of their communities in line with EU and UN standards.²⁶ The SPSS commits to continue support for persons with disabilities, giving priority to those in high need of support or those who are in poor families. It reiterates the strategy in the NSPD and commits to moving from the medical to the social model in line with EU and UN standards. To do so, the Strategy commits to: transform medical commissions into multidisciplinary institutions that assess persons with disabilities in relation to capacity not limited ability; inform persons with disabilities of medical interventions, therapies and existing services; mitigate the influence of the medical model by focusing on social aspects of disability; contract medical and social professionals appropriate to age, and disability groups; promote the use of the International Classification of Functions (ICF) Manual; establish anew assessment system in line with the Convention on the Rights of Persons with Disabilities; and, study the opportunities to adjust payments according to a persons need to ensure necessary support.²⁷

A recent significant development in the area of protection of persons with disabilities has been the adoption by Parliament of the comprehensive Anti-Discrimination Law. The Law protects everyone from discrimination in relation to a range of factors including disability. It protects against direct and indirect discrimination, but allows for differential treatment where this can be objectively justified. The protection against discrimination covers all aspects of life, including work, participation in politics, advertising, education and access to goods and services. The Law establishes a Commissioner for Protection against Discrimination who will have authority to promote awareness about the Law, undertake studies and receive complaints from individuals claiming the Law has been breached. The Commissioner will have the power to apply sanctions.

Of specific relevance to persons with disabilities, the Anti-Discrimination Law states that a denial of reasonable accommodation for a person with a disability will constitute discrimination and therefore be prohibited. In other words, if an individual with a disability requests a modification, for example ramp access to a place of work or assistive technology in a school, then that modification should be made so long as it does not place an undue burden on the employer, school board or other entity requested to make the modification. The inclusion of reasonable accommodation is an important step forward in protecting persons with disabilities and fully in line with EU and UN standards.

It is also relevant to note legislation and policies specific to the area of accessibility. In 2000, a legal package of architectural and urban standards for persons with disabilities was introduced. This legal package became part of the Town Planning Regulations.²⁸ The NSPD has covered accessibility in Intervention Area I: Life without Barriers (Accessibility) and under Intervention Area V: Legislation. The NSPD states that, "Accessibility is ...a precondition to the full and equal enjoyment of civil rights and for the access of people with disabilities to all services on equal terms with all other citizens".²⁹ The three main steps to be taken to ensure accessibility are identified as: (a) removing barriers for participation in social, cultural and political life; (b) creating the necessary conditions to provide access to information; and (c) including the study of accessibility in the curricula of architecture, design, media communications and computer sciences.

EU and UN standards

²⁶ Social Protection Sector Strategy, p.51.

²⁷ Social Protection Sector Strategy, p.53.

²⁸ Council of Ministers Decision no. 401, dated 25 June 2004

²⁹ NSPD, p. 22.

Disability issues are also high in the agenda of the European Union that Albania aspires to join in the coming years. An institutional and legislative framework aiming at promoting human rights, pluralistic democracy, the rule of law and good governance is part of the EU development policy, which is firmly grounded in the principle of sustainable, equitable and participatory human and social development. In the framework of the Stabilization and Association Agreement (SAA) paramount importance is therefore attached to compliance with conditions related to human rights, minority protection, good governance and democratic principles. Promotion of full integration and participation of disabled people in all aspects of a society is a key element of EU policies.

The EU Disability Strategy, 2003 focuses on making equal opportunities for disabled people a reality and the EU Disability Action Plan (DAP) 2003-2010 provides the means to implement the Strategy with the aim of ensuring that disability issues are integrated in all relevant EU policies. The revised European Social Charter guarantees basic rights and freedoms set out as follows: housing, health, education, employment, social and legal protection, free movement of persons and non-discrimination, including protection of persons with disabilities from discrimination in all these areas. Article 13 of the Amsterdam Treaty provides the legal basis for Community action 'to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation'. Directive 2000/78/EC addresses non-discrimination in employment and occupation. The Commission's proposal of July 2008, adopted by the European Parliament on 2 April 2009, extends the protection against discrimination to cover the bases of religion or belief, disability, age or sexual orientation outside work, in particular in social protection, including social security and healthcare, social benefits, education and equal access to services.

The Convention on the Rights of Persons with Disabilities seeks to protect the civil, cultural, economic, political and social rights of persons with disabilities by identifying the actions that States and others should take to avoid discrimination and promote inclusion and equality of persons with disabilities. In addition, the CRPD adopts a social development perspective, identifying areas that parties to the Convention must develop progressively over time in order to improve the living standards and rights of persons with disabilities. The CRPD moves away from a medical or charity model of disability and respects persons with disabilities as having rights on an equal basis with others with freedom to make decisions on issues affecting them and to live independently in the community. To this end, consulting with and ensuring the full and effective participation of persons with disabilities through their representative organizations is an important principle running throughout the CRPD. Recognising that women and girls with disabilities are often at greater risk and so are people with disabilities who are subject to multiple or aggravated forms of discrimination, CRPD provides for specific attention to these categories³⁰. The CRPD requires three mechanisms for its promotion, protection and monitoring: a focal point or focal points within government for the CRPD; a national coordination mechanism within government; and, an independent mechanism to promote, protect and monitor implementation³¹. The CRPD includes an Optional Protocol that establishes a complaints mechanism as well as an international inquiries mechanism.

The CRPD is intended as a human rights instrument with an explicit, social development dimension. Article 32 on International Cooperation of the CRPD highlights the pragmatic and action-oriented measures to be undertaken by States Parties to undertake and support inclusive development, and states that development programmes should be inclusive and accessible to persons with disabilities. This represents a shift within the development community, as it identifies

³⁰ See more the preamble as well as Article 3(g) and (h), Art. 6, Art. 7, Art. 8/1(b), Art. 16/2 and 4, Art. 23, Art. 31/2, etc.

³¹ Article 33, par. 1 and 2, CRPD

disability as a mainstream issue to be considered in ALL programming, rather than as a stand-alone thematic issue.³²

The European Communities signed the CRPD in 2007 and substantial number of EU Member States has now ratified it. Once all Member States have ratified it and the EU can itself ratify it, the CRPD will become part of the *acquis*, highlighting its relevance to the European integration process.

In December 2009, the Government of Albania took the significant step of signing the CRPD. The Government has not yet signed the Optional Protocol. As a consequence, Albania is faced with the task of examining the extent to which the law, policy, institutional structure and reality support the goals in the CRPD and what needs to change in the near future to pave the way for ratification. The Government has established an Inter-Ministerial Working Group to work towards ratification of the Convention. Through the Working Group, the Government plans, at a minimum to:³³

- Draft an integral law on disability
- Make necessary amendments to existing legislation
- Draft an action plan for implementation/awareness-raising
- Identify budget implications related to ratification and implementation.

The Government has created the National Council on Disability Affairs as an advisory body to the Council of Ministers – a body that will have an important role to play in the process of ratification and implementation of the CRPD. It is chaired by the Deputy Prime Minister and comprises Ministers related to social protection, training and employment, education, health, adaptation of the environment and communication as well as representatives of five national disability NGOs. It should approve a consolidated report on disability rights. In addition, the Minister of Labour, Social Affairs and Equal Opportunities oversees the implementation of the NSPD and provides recommendations to the National Council. A Technical Secretariat is located in the Department of Monitoring Cross-Cutting Strategies at MOLSAEO which is tasked with: collecting and disseminating information; liaising with focal points in Ministries and with disability NGOs, and regional offices of State Social Security Services; and, preparing meetings of the National Council and Administrative Council. Within the Ministry of Labour Social Affairs and Equal Opportunities there are two Directorates that deal with disability issues at macro level: the Directorate of Social Services Policies and the Department of Equal Opportunities Policies.³⁴ The Government has approached the UN to seek support for MOLSAEO structures as well as an Inter-Ministerial Working Group on disabilities as Albania moves towards ratification and implementation of the Convention and preliminary meetings have taken place. The SPC will seek to assist the Government Working Group meet its objectives to prepare for ratification of the CRPD and also promote national capacity to meet CRPD requirements through promoting accessibility of some key public spaces.

One UN Programme and UNDP's work

³² <http://www.un.org/disabilities/default.asp?id=33>

³³ Schulz, M., Signing and ratification of the Convention on the Rights of Persons with Disabilities by the Republic of Albania, Final Report, GTZ Vertragsnummer 81119919, January 2010.

³⁴ The design and improvement of the policies, as well as basic and secondary legislation in support of the PLA (People with Limited Abilities); The assessment of the social situation, quality of services and poverty for the PLAs, as well as proposal of policies for improvement of living conditions, prevention, rehabilitation, and their integration into the society; the organization and leading of the process of design and improvement of the Strategy for People with Limited Abilities and of the Standards of services and social care for people with limited abilities in the residential institutions, as well as in the community day care centers; The development of the care plans and differentiated work with special programmes for PLAs.

In January 2007, Albania was selected to pilot the “Delivering as One UN”. The goal of the One UN Programme in Albania is to enhance development results and impact by bringing together the comparative advantages of the UN system within a single strategic programme. The response of the UN system will align and support the European integration and development goals of Albania while complementing the assistance provided by other multilateral and bilateral development partners. The ultimate aim of the UN in Albania is to contribute to making a difference in the lives of Albanians. Through the One UN Programme, in partnership with the Government and other development stakeholders in civil society and private sector, the UN system will deliver focused development assistance as a harmonized organization with unity of purpose, coherence in management and efficiency in operations.

The One UN Programme is guided by: (1) the Stabilization and Association Agreement (SAA) and the over-riding priority of the Albanian Government to join the European Union; (2) national priorities expressed in the National Strategy for Development and Integration (NSDI); the Integrated Planning System; (4) programmes of other international partners, to ensure synergies and avoid duplication, and; (5) the global reform context, particularly with respect to harmonization and increased aid effectiveness in the context of the Paris Declaration.

The One UN Programme builds on the areas of intervention³⁵ of the UN Development Assistance Framework (UNDAF) 2006-2010 agreed between the Government of Albania and participating UN Agencies. The One UN Programme does not cancel commitments and agency agreements reached to date with Government. Under the One UN, impact and development effectiveness will be improved in the following areas:

- More transparent and accountable governance
- Greater inclusive participation in public policy and decision-making
- Increased and more equitable access to quality basic services
- Regional development to reduce regional disparities
- Environmentally sustainable development

Men and women, girls and boys with disabilities represent a significant development area. In 2009, the UN agencies agreed on a UN Initiative on Social Inclusion in Albania, a comprehensive programme framework that affirms the importance and relevance of persons with disabilities to be included as a priority group in the UN support on social inclusion.

Further, UNDP’s Global Strategic Plan 2008-2011 has affirmed the importance of including persons with disabilities in UNDP’s development interventions, particularly in the areas of poverty reduction and achievement of the MDGs, democratic governance, and crisis prevention and recovery (see box below).

³⁵ i. A transparent and accountable government; ii. an enabling environment to ensure people’s participation in policy formulation; iii. increased use of quality public services, iv. regional and local development strategies implemented with participation of communities

The UN agencies have already undertaken work on disability in the past. In 2008, UNICEF supported a situational analysis on disability in Albania, including legislation. UNFPA has been supporting the State Social Services in developing national standards on residential care which covers services for persons with disabilities. WHO has been working with persons with intellectual disabilities, developing national capacities in the Ministry of Health and the Parliamentary Health Commission and raising awareness about the International Classification of Functionality (ICF). The UNRCO through the Human Rights Advisor has supported the civil society campaign to promote ratification of the CRPD by providing training to trainers, media training and participating in a National Conference on the CRPD in 2009.

UNDP has been supporting the work in the area of CPRD ratification since 2007. A workshop was held in Tirana on September 2007 opening up the discussion on CPRD provisions in light of the Albanian context. In this regard a UNDP International expert provided guidance on the key discussion issues raised by a government and non/government working group presenting an expert opinion on the next steps³⁶.

Mine and unexploded ordnance (UXO) contamination in Northeast Albania emanated from the Kosovo conflict in 1999. Since 1999, 210 accidents have occurred with mines and UXO-s in northeast Albania while, 34 people have been killed and 238 injured. UNDP has been supporting for several years an Albanian Mine Action Programme aiming to ensure the provision of health care assistance, rehabilitation and socio-economic reintegration support to the mine/UXO survivors in northeast Albania.

UNDP 2008-2011 Strategic Plan

Persons with disabilities have been identified as a key group to be included for development in three out of four of the priority areas contained in the 2008-2011 UNDP Strategic Plan. These are poverty reduction and achievement of the MDGs, democratic governance, and crisis prevention and recovery. In the poverty area and in terms of promoting inclusive growth, gender equality, and achievement of the MDGs, data collection and analysis of disabilities will highlight the issue and provide better resource allocation for basic social services to persons with disabilities. Our policy framework needs to take into account employment strategies for persons with disabilities and the incidence of HIV/AIDS amongst them that merits special concern due to their extreme vulnerability. In democratic governance the areas of inclusive participation, strengthening accountable and responsive governing institutions, and grounding democratic governance in international principles have important policy and programmatic implications. Lack of access to polling stations and government response to protect persons with disabilities from abuse and neglect are two important issues which need to be addressed.

³⁶ Main recommendations: Early ratification is recommended and is in line with Albania's constitution (Article 122).;A revised version of the Albanian translation of the CRPD is necessary; Prohibition of discrimination is the basis for legal and social change; an amendment of Article 18 Albanian Constitution should be considered seriously (See Annex);Accessibility is a cross-cutting theme in legislation and policy; Inclusion is a cross-cutting theme in legislation and policy; Legal capacity and capacity to act should be enshrined together with support decision making processes; A comprehensive Social Code providing protection for all persons, including all forms of disabilities, should be seriously considered; Awareness raising in all areas of society is necessary; Education, the implementation of inclusive education, is a key issue; Health services are a key area; Monitoring at national level is taken to a new level in the CRPD (Article 33); steps towards a National Human Rights Institution (NHRI) should be taken;A National Action Plan with clear targets should be compiled to guide the implementation efforts in a meaningful, sustainable and progressive fashion.

II. STRATEGY

In coordination with UN agencies under the overall One UN Programme, the goal of the SPC is to promote the rights and social inclusion of persons with disabilities by assisting Albania in the process of ratifying and implementing the Convention on the Rights of Persons with Disabilities (CRPD). Project activities are inspired and in line not only with UN but also EU principles of promotion of equal opportunities and non-discrimination of persons with disabilities. In particular the principle of gender equality shall be viewed as part and parcel of the project objective, activities, targets and monitoring mechanisms and therefore gender perspectives will be mainstreamed throughout the process of project formulation, implementation and finalisation. Upon consultation with the Government and civil society, the “Support Programme to on the Convention on the Rights of Persons with Disabilities” (SPC) will achieve this by following a strategy comprising three Outcomes and related Outputs.

UNDP’s support in the area of Victims Assistance

A. Emergency/ongoing medical care and physical rehabilitation

- The Prostheses Workshop established since March 2005 at Kukës Hospital is supported with raw materials and equipments and trainings and since 2007 upgraded to produce prostheses for lower limbs.
- A full set of the physiotherapy equipments is delivered to Kukës Hospital with funding from France and EC and surgical equipments were delivered to Tropoja Hospital funded by EC through UNDP.
- A Community Based Rehabilitation (CBR) network was established in Northeast Albania in 2005. The CBR network is comprised of 30 nurses working in the mine affected villages and 2 medical specialists (neurologist and physiotherapist) from Kukës Hospital. Medical kits have been distributed to these nurses in Kukës, Has and Tropoja while 2 physiotherapists and 6 nurses received training abroad, funded by France.

B. Socio-economic reintegration of Mine/UXO survivors

- 68 mine/UXO survivors and their family members from Kukës, Has and Tropoja completed vocational training courses.
- 10 child mine and UXO survivors have been assisted with educational-reintegration activities, through the “Night of A Thousands Dinners” beneficiary event.
- Logistic support provided to 238 survivors to get specialized services at the medical institutions in Kukes hospital.
- 150 survivors received nsycho-social support

1. **Outcome One: Government takes the necessary legal and policy steps to ratify the Convention on the Rights of Persons with Disabilities** – to achieve this, the SPC will assist the Inter-Ministerial Working Group by undertaking a review of existing legislation, policy and the National Strategy on Persons with Disabilities for conformity with the CRPD, build capacity of relevant staff so they understand the legislative requirements of the CRPD and advocate for ratification in order to ensure momentum. Advocacy will also cover possible signature and ratification of the Optional Protocol. In addition, the SPC will provide technical assistance to the Inter-Ministerial Working Group to develop an action plan on implementation and awareness-raising on the CRPD as well as assistance to identify relevant costs implications of the action plan.
2. **Outcome Two: Individual autonomy and access to basic services of persons with disabilities improves through more accessible buildings** – the SPC will provide technical assistance to the Government to review relevant legislation and guidelines on accessibility so that they meet relevant CRPD and EU standards, and provide technical and promote the use of high standard accessibility guidelines through awareness-raising and training for professionals in the construction industry, as well as public officials and civil servants

tasked to issue construction permits and to certify buildings upon their completion. In addition, the SPC will support a pilot refurbishment of a limited number of public buildings (to be identified through a participatory process) so that they are more accessible for persons with disabilities.

- 3. Outcome Three: National and local government, the People's Advocate/Commissioner for Protection from Discrimination, media and business aware of and knowledgeable about disability rights and their relevance to their spheres of activity** – the SPC will identify capacity development needs of relevant public and private sector partners, translate and print relevant awareness-raising materials, train persons with disabilities to undertake awareness-raising workshops for the public and private sector and design an awareness-raising campaign on disability rights for the general public. More specifically, the SPC will build capacity of the national focal point, national coordination mechanism and independent monitoring mechanism to meet responsibilities under the CRPD and build capacity of persons with disabilities through their representative organizations to access these mechanisms.

In doing so, the SPC promotes the first and third goals of the One UN Programme. By focusing on capacity development of the public sector to respond to citizen's needs, the Convention and EU integration requirements, the SPC will seek to advance the goal of more transparent and accountable governance. In addition, in improving accessibility of public spaces, the SPC will promote the goal of increased and more equitable access to quality basic services. More specifically, the SPC will help promote Result 1.1.3 'Government systems are modernized and public administration increase effectiveness', Result 1.2.1 'Government has systems in place to implement NSDI with emphasis on social inclusion', and Result 1.3.5 'Government puts in place policies, regulatory framework that are social inclusive'. Further, the SPC will help promote Result 3.3.3 'Civil society and users groups able to demand quality social services'. In promoting a more socially inclusive Albania, the SPC supports social inclusion as a cross-cutting strategy of the One UN Programme.

The underlying presumption of project design is that disability is socially constructed, in other words, that disability means restricted activity and participation caused by physical environment and social responses of human and institutional agency. Therefore, the project will utilize a human rights-based approach in order to encourage cooperation between policy-makers, state/public institutions, civil society organizations, the business sector and the media thus creating and demonstrating policy synergies contributing to the up-streaming of policy initiative.

The SPC places a strong emphasis on developing the capacity of decision-makers and those that have responsibilities that can affect disability rights. Principally, this means building capacity of national government, in particular the members of the Inter-Ministerial Working Group, namely the Ministry of Labour, Social Affairs and Equal Opportunities, the Ministry of Education, the Ministry of Justice, Ministry of health, Ministry of Public Works and Transportation, Ministry of Interior and Ministry of Culture, Tourism, Youth and Sports. However, it goes beyond this to include building capacity of the various Governmental and independent mechanisms required under the CRPD that have important roles to ensure its effective implementation. Beyond the national Government, the SPC will build capacity of (one) local government. Further, many actors in the private sector such as business representatives, trade unions, teachers and architects also have a role to ensure societies that are inclusive of and accessible to persons with disabilities and the SPC will work with to build capacity of these actors.

III. IMPLEMENTATION AND PARTNERSHIP STRATEGY

The SPC will be implemented in partnership with key government and non-government partners both at the central and local levels. The Ministry of Labour, Social Affairs and Equal

Opportunities (MOLSAEO), being a key institution in covering disability issues will be the main partner for the implementation of several components of the programme, ensuring also coordination with the line Ministries but also with local government authorities at regional or municipal/commune level. MOLSAEO will also ensure the commitment and contribution to the project results of various institutions under its own jurisdiction such as Social Services. The National Council for Disability Affairs (NCDA),³⁷ referred to above, will be used extensively during the project implementation and will be supported in its functions related to the drafting of policies/legislation at the national level, mainstreaming of the rights of persons with disabilities in other national policies and programmes, and drawing of recommendations for drafting legal acts on disability issues. They will be also informed and consulted in training preparation process, organizing a TV debate as well as outreached with information that will be produced.

As the project is implementing its activities in the framework of One UN programme in the country, it will ensure a strategic integration and cohesion with other projects of UN organizations in the country working the area of disability issues, anti-discrimination, human rights and vulnerable communities. Regular updates on the project progress and challenges will be provided to Governance programme Working Group, ensuring a common understanding of all the participants on disability issues. The technical working group on disability rights of the UN will be used as a forum not only for information sharing but mostly of coordinating various agencies responses in the area of disability. The Magistrates School will also be a partner in relation to training of future judges in the area of non-discrimination on the basis of disability.

Media will be a partner for the Joint Programme especially in conducting the advocacy campaigns and promoting the project results among a wider audience. In partnership with UN press club and UN Partnership and Advocacy Unit, the project will involve national and local media from the very start of the project making sure they understand the development challenges of vulnerable minorities and assist in their turn to spread this understanding to the wider public. UNDP, will make it an objective to ensure to the extent possible that men and women with audio impairment have equal access to the information in those TV shows that might be sponsored by the project. Through the project, UNDP will also advocate internally with Communications Office to increase presence of disability rights issues in the activities of the Communications Action Plan and to find ways to increase access of men and women with disabilities to the information provided on UNDP website.

Civil Society Organizations (CSOs) will be key partners in implementing several project activities. They will be the targeted beneficiaries of several capacity building interventions of the project and will be involved in the consultation process for all major outputs of the projects. The project will aim at building sustainable partnerships with various disability rights groups/associations in line with the inclusive principle of the Convention “Nothing about us, without us”.

The SPC project will aim at building a sustained cooperation with the business community not only through involving them in various training programs, but also through getting their partnership in advocating for the strict implementation of regulations related to accessibility

The project will also aim at building partnerships with other organizations in the country, especially organisations working on gender equality and domestic violence issue, organisations that focus on social inclusion, human rights protection, employers and employees organisations as well as other professional groups that work towards similar goals in order to broaden the scope of

³⁷ This committee is chaired by the Minister of State and includes other line Ministers such as the Minister of Labour and Social Affairs, the Minister of Education and Science, the Minister of Health, Minister of Justice, Minister of Tourism, Culture Youth and Sport, Minister of Public Works, Transport and Telecommunication, Minister of Interior, representatives of disability NGOs dealing with the rights of PWD

beneficiaries and ensure the synergy of development results. The Donor Coordination forums (with the participation of UN organizations, bilateral and multilateral donors) on Social Inclusion issues, will be used for bringing on board new partners and maximizing the impact of project interventions.

Results and Resources Framework **ONE UN Outcome: 1. More transparent and accountable governance**

Outcomes of the SPC One and Two: Government takes the necessary legal and policy steps to ratify the Convention on the Rights of Persons with Disabilities and individual autonomy and access to basic services of persons with disabilities improves through more accessible public buildings

INTENDED OUTPUTS	OUTPUT TARGETS FOR (YEARS)	INDICATIVE ACTIVITIES	RESPONSIBLE PARTIES	INPUTS
<p>1. Review of legislation and policy undertaken, necessary amendments and action plan on implementation agreed, effective and accessible monitoring mechanisms established and accessibility guidelines reviewed and implemented in a limited number of buildings in line with CRPD</p> <p>Baseline: No comprehensive assessment to identify legislative and policy and institutional compliance with CRPD available and generally inaccessible public buildings</p> <p>Indicators:</p> <p>a) Level of compliance of the legal and policy framework including guidelines with the CPRD</p> <p>b) Ratification of the CRPD and OP</p> <p>c) No. of regular meetings of the Inter-Ministerial Working Group and National Council</p> <p>d) No. of civil servants and professionals trained and aware of disability rights (sex-disaggregated)</p> <p>e) Monitoring mechanisms fully established in accordance with the CRPD with sensitivity towards gender-specific elements”</p> <p>f) No. of public buildings made accessible for men and women with disabilities</p> <p>g) Level of participation of men and women with disabilities and their representative organizations in all activities</p>	<p>Output target: By 2012, the Government is aware of its responsibilities under the CRPD and Government, independent monitoring mechanisms and relevant professionals in construction industry as well as persons with disabilities have the knowledge and capacity to implement and monitor it.</p> <p>Year One: The Government is fully knowledgeable of its legal and policy responsibilities under the CRPD and aware of the steps it must take to ensure its implementation</p> <p>Year Two: The Government, independent monitoring mechanisms and relevant professionals have the capacity to implement the CRPD and persons with disabilities and representative organizations are knowledgeable of and have the capacity to access monitoring mechanisms and engage with Government structures related to disability</p>	<p>Activity result 1.1 Review of legislation and policy undertaken and necessary amendments agreed to ensure conformity with CRPD</p> <p>Activity actions</p> <p>1.1.1 Conduct a review of existing legislation, policy documents (National Strategy for the Rights of people with Disabilities, the Social Inclusion Strategy, the Social Protection Sector Strategy etc, social assistance legislation etc.) to assess their conformity with CRPD and to identify areas where laws and policies need amendment to ensure conformity with the CRPD, including participation of civil society; Such review will pay particular attention to other elements that may exacerbate problems related to disability, such as gender, age, ethnic background, economic status, etc.</p> <p>1.1.2 Support with technical expertise the preparation and the consultation process of the integral law, other legislation or policy documents considered as appropriate by the legislation and policy review with particular attention to other elements that may exacerbate problems related to disability, such as gender, age, ethnic background, economic status, etc.;</p> <p>1.1.3 Conduct a staff development programme for the Inter-Ministerial Working Group on legislative requirements under the CRPD and particularly as these intersect with other international instruments of human rights, elimination of gender-based discrimination, racial discrimination, etc.;</p> <p>1.1.4 Participation of institution’ representatives in a round table to discuss on necessary amendments of the legislation in different areas such as: health care, education, etc.</p> <p>1.1.5 Advocate and lobby with line-Ministries to support ratification of CRPD in 2010 and signature and ratification of the Optional Protocol.</p>	<p>UNDP MOLSAEO</p>	<p>144,450</p>

		<p>Activity Result 1.2 Action plan for implementation/awareness-raising of CRPD with budget provisions drafted and agreed</p> <p>Activity actions</p> <p>1.2.1 Provide technical assistance to the Inter-Ministerial Working Group to develop an action plan on implementation/awareness raising of CRPD with particular consideration to other elements that may exacerbate problems related to disability, such as gender, age, ethnic background, economic status, etc.;</p> <p>1.2.2 Support MOLSAEO and the Inter-Ministerial group for the consultation process of the implementation plan, ensuring wide participation of civil society organisations working on disability rights, gender equality and domestic violence, human rights, social inclusion, business and labour, etc.”</p> <p>1.2.3 Provide technical assistance to identify cost implications of the action plan, with a view to ensure not only appropriate costing, but also an appropriate share of their benefits to men and women with disabilities</p> <p>1.2.4 Support one exchange visit/study tour to learn from the practical implementation of the CPRD. UNDP will support the GoA in determining the membership of this delegation, not only to ensure participation of most relevant specialists and officials, but also to preserve a gender-balance of participants.</p> <p>1.2.5 Support the organization of a national conference on the Action Plan for the CPRD ensuring wide participation of civil society organisations working on disability rights, gender equality and domestic violence, human rights, social inclusion, business and labour, etc..</p>	<p>UNDP MOLSAEO</p>	<p>105,395</p>
		<p>Activity result 1.3 Monitoring mechanisms for the Convention established and knowledgeable about the CRPD Activity actions</p> <p>1.3.1 Provide technical assistance to the national focal point and national coordination mechanism to define their roles, tasks and responsibilities as required by CRPD (article 33);</p> <p>1.3.2 Support MOLSAEO for developing the monitoring tools as regards the implementation of the national strategy and CPRD with particular attention to other human rights instruments and to population</p>	<p>UNDP MOLSAEO</p>	<p>60,990</p>

		<p>groups.</p> <p>1.3.3 Support the People’s Advocate office/ Commissioner for Protection from Discrimination for CPRD monitoring and support the development of regulations/guidelines/procedures/statute/TORs, for the independent mechanism established to promote, protect and monitor implementation of the CRPD;</p> <p>1.3.4 Conduct capacity-building activities of the above institution;</p> <p>1.3.5 Conduct training workshops for organizations of persons with disabilities to raise awareness about how to use, rely upon and access national monitoring mechanisms. UNDP will closely consult with civil society organisations, with a view to ensure a balanced participation of men and women in these training sessions</p> <p>1.3.6 Provide capacity building support to MOLSAEO’s labour structures and institutions in order to monitor the implementation of legislation on employment of people with disabilities</p> <p>1.3.7 In cooperation with the School of Magistrates conduct training workshops on CPRD and its interlinks with other human rights instruments, such as CEDAW, Convention on Torture..., Convention on the Rights of the Child, the one against racial discrimination, etc. with the in-service judges and prosecutors. UNDP will closely consult with the School with a view to ensure a balanced participation of men and women magistrates in these training sessions</p>		
		<p>Activity result 1.4 Accessibility guidelines reviewed and, where necessary, established and respected in line with CRPD</p> <p>Activity actions</p> <p>1.4.1 Provide technical assistance to identify and review accessibility guidelines against relevant CRPD and EU accessibility standards that are also age-appropriate and gender-appropriate</p> <p>1.4.2 Assess and review the university syllabus for architects to ensure it includes disability-awareness training</p> <p>1.4.3 Support a professional awareness-training workshop for architects and professionals in construction industry on accessibility norms/standard.</p> <p>1.4.4 In cooperation with the associations of architects</p>	<p>UNDP MOLSAEO MPAT</p>	<p>62,060</p>

		and construction companies prepare information materials on accessibility norms and standards. 1.4.5 In cooperation with investments departments in the Ministries of Health, Labour and Education provide training on accessibility rules to relevant groups of designers/architects/civil engineers/health equipment providers		
		Activity result 1.5 Public buildings identified to improve accessibility for persons with disabilities as pilot initiative Activity actions 1.5.1 Undertake consultations with MOLSAEO and relevant line-Ministries and persons with disabilities to identify public buildings most in need of improved accessibility for men and women with disabilities(to improve access to social rights) 1.5.2 Support national and local authorities in the refurbishment of the identified high priority public buildings to ensure accessibility for persons with disabilities	UNDP MOLSAEO MPAT	299,600

ONE UN Outcome: 1. More transparent and accountable governance

Outcome of the SPC Three: National and local government, the People's Advocate/Commissioner for Protection from Discrimination, media and business aware of and knowledgeable about disability rights and their relevance to their spheres of activity

INTENDED OUTPUTS	OUTPUT TARGETS FOR (YEARS)	INDICATIVE ACTIVITIES	RESPONSIBLE PARTIES	INPUTS
<p>2 Capacity building and training for national and local government, judiciary media, business and civil society on disability rights undertaken, disability awareness campaign organized targeting general community</p> <p>Baseline: Lack of adequate information, knowledge and capacities among disability related stakeholders and the general community on disability rights and CRPD</p> <p>Indicators Number of relevant institutions/ people involved in the capacity building programs (trainings) a)Government authorities and the judiciary in central and local level, b) civil society (DPOs, NPOs, Media and business community)</p>	<p>Output target: By 2012, information and training resource materials are available and disability related stakeholders; representatives from both public and private sector as well as general public, become aware of and have gained sufficient knowledge and expertise on human rights of PwD and the CRPD.</p> <p>Year One: Capacity building needs of national and local government, civil society (media, business and relevant NPOs); public private service providers identified; needs based information / training packages and training programs prepared, capacities built among relevant stakeholders in 6 out of 12</p>	<p>Activity Result 2.1 : Minimum 1252 disability related stakeholders; primarily Government departments, local government, judiciary, media, business and civil society are aware of and have gained sufficient knowledge and expertise on human rights of PwD and the CRPD through 38 workshops organized. These workshops will highlight the links between CRPD provisions and other human rights, with a view to avoid double discrimination;</p> <p>Activity actions 2.1.1 Translate, prepare, print relevant awareness-raising/ training materials; Translate the available training manuals focused on human rights and CRPD:(IPU/UN Handbook for Parliamentarians on the CPRD etc) 2.1.2 Organize Training of Trainers to a minimum</p>	<p>ADRF MOLSAEO</p> <p>Program activities will be implemented by ADRF staff and ADRF trainers/consultants in close consultation process with relevant stakeholders/ target groups:</p> <p>To implement the activities ADRF will work in close partnership with MOLSAEO and other Governmental institutions, their regional departments, national and local public /private relevant</p>	92,043

<p>c) Public and private disability service providers(day care, residential and other community services) Number of training packages translated/prepared /updated; Number of PwD trained to become a resource group of trainers on human rights and CRPD. Number of trainings conducted and number of participants in training</p> <p>Number of awareness raising public events, number of people involved, number of participants and average public outreach.</p>	<p>regions. Disability awareness campaigns organized in 4 out of 9 targeted districts.</p> <p>Year Two: Capacity-building workshops held in 6 other regions and awareness raising campaigns launched in 5 out of 9 targeted regions reaching out average 1/3 of population.</p>	<p>13 persons with disabilities to undertake workshops and awareness raising information days for the public and private sector. UNDP and ADRF will aim to ensure a gender-balanced participation in this ToT session and where possible ensure some participation of ethnic minorities, different age groups and disability type.</p> <p>2.1.3 Design drafts of 5 workshop formats for the 5 project targeted groups; organize meetings with representatives of all targeted groups in national and district level to agree on workshop formats (agendas, participants, schedules and timelines etc)</p> <p>2.1.4 Deliver 38 workshops in the 12 targeted districts (5 in Tirana and 3 in each of 11 other districts) UNDP and ADRF will aim to ensure a gender-balanced participation in this ToT session and where possible ensure some sensitivity towards and participation of ethnic minorities, different age groups and disability type.</p> <p>Activity Result 2.2 : Increased awareness, knowledge on CRPD and human rights of men and women, boys and girls with disabilities, and improved attitudes towards them, of minimum 880 students and average 1/3 of the general public in at least 12 targeted districts</p> <p>Activity actions</p> <p>2.2.1 Design an awareness-raising campaign plan on disability rights and CRPD; Organize meetings in Tirana and district level with all relevant actors to be involved/targeted with awareness raising activities to agree on formats, roles and responsibilities, logistics and schedules) The campaign will be sensitive to the different types of disability, to ensure PwD access to the information of this campaign. The design and implementation will aim at consciously avoiding any gender-related or other stereotypes.</p> <p>2.2.3 Conduct awareness raising activities in 9 targeted districts</p>	<p>agencies, local government authorities, and civil society actors.</p>	<p style="text-align: center;">55,566</p>
---	--	---	--	--

IV. ANNUAL WORK PLAN

Year: 2010

EXPECTED OUTPUTS <i>And baseline, indicators including annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount
<p>Output 1 Review of legislation and policy undertaken, necessary amendments and action plan on implementation agreed, effective and accessible monitoring mechanisms established and accessibility guidelines reviewed and implemented in a limited number of buildings in line with CRPD</p> <p><i>Targets:</i> By 2012, the Government is aware of its responsibilities under the CRPD and Government, independent monitoring mechanisms and relevant professionals in construction industry as well as persons with disabilities have the knowledge and capacity to implement and monitor it.</p> <p><i>Related CP outcome:</i> ONE UN Outcome #1. More transparent and accountable governance</p>	<p>Activity result 1.1 Review of legislation and policy undertaken and necessary amendments agreed to ensure conformity with CRPD</p> <p>Activity actions Conduct legislation review Lobby with line-Ministries to support ratification of CRPD in 2010</p>	x	x	x	x	UNDP	JPAA		90,950
	<p>Activity Result 1.2 Action plan for implementation of CRPD with budget provisions drafted and agreed</p> <p>Activity actions Technical assistance to the National Council/Inter-Ministerial Working Technical assistance for costing the action plan.</p>	x	x	x	x	UNDP	JPAA		55,105
	<p>Activity result 1.3 Monitoring mechanisms for the Convention established and knowledgeable about the CRPD</p> <p>Activity actions Technical assistance to the national focal point and national coordination mechanism to define their roles. (article 33); Support the People's Advocate office/ Commissioner for CPRD Capacity-building for the new monitoring mechanism (also article 33);</p>			x	x	UNDP	JPAA		39,590

	<p>Activity result 1.4 Accessibility guidelines reviewed and, where necessary, established and respected in line with CRPD</p> <p>Activity actions</p> <p>Review accessibility guidelines</p> <p>Workshop for architects and professionals in the construction industry on accessibility norms and standards.</p> <p>In cooperation with the associations of architects and construction companies prepare information materials on accessibility norms and standards.</p>					UNDP	JPAA		31,030
	<p>Activity result 1.5 Public buildings identified to improve accessibility for persons with disabilities as pilot initiative</p> <p>Activity actions</p> <p>Undertake consultations with MOLSAEO to identify public buildings for improving accessibility</p> <p>Support the refurbishment of the identified high priority public buildings</p>	x	x	x	x	UNDP	JPAA		121,980
<p>Output 2</p> <p>Capacity building and training for national and local government, judiciary media, business and civil society on disability rights undertaken; disability awareness campaign organized targeting general community</p> <p><i>Targets:</i> By 2012, information and training resource materials are available and disability related stakeholders as general public, become aware of and have gained</p>	<p>I. Activity Result</p> <p>Government, judiciary, media, business and civil society are aware and trained on human rights of PwD and the CRPD</p> <p>- Translate, prepare, print relevant awareness-raising/ training materials</p> <p>- Organize Training of Trainers</p> <p>- Design drafts of 5 workshop formats for the 5 project targeted groups</p> <p>- Deliver training in districts</p>	x	x	x	x	NGO/ADRF	JPAA		53,063

<p>sufficient knowledge and expertise on human rights of PwD and the CRPD. <i>Related CP outcome:</i> ONE UN Outcome #1. More transparent and accountable governance</p>	<p>2. Activity Result Increased awareness, knowledge on CRPD and human rights of PwD, and improved attitudes towards people with disability Activity actions -Design an awareness-raising campaign plan on disability rights and CRPD; -Conduct awareness raising activities in 9 targeted districts</p>			x	x		JPAA		25,322
TOTAL									417,040

V. MANAGEMENT ARRANGEMENTS

The Project will be implemented as per the following implementation modality:

- Output 1 will be implemented through the standard UNDP Direct Execution modality.
- Output 2 will be implemented through NGO execution modality. The local NGO Albanian Disability Rights Foundation (ADRF) has been identified and will therefore bear the management responsibility for the entire project including achieving the project outputs.

This choice has been made because of the specific nature of project activities, which are a combination of policy level work and capacity building at the national and local level. The selection of ADRF has been made because of the specific nature of project activities, which require specialized services and expertise in the area of disability rights and as a result of re-assessment of the NGO's administrative, financial management and monitoring and reporting capacities. The implementation of output 2 of the project by ADRF will also ensure the sustainability of the project results during and after its completion based on previous and ongoing experience and other projects with landmine survivors.

A standard Project Cooperation Agreement will be signed with ADRF in order to clarify the entire execution arrangement clauses. The present project document will be annexed to the Agreement as the reference of the required outputs.

The ADRF has been registered as an independent NGO (foundation) since October 1996. Its mission statement is to: “ Promote equal opportunities and constant protection of the rights of the people with disabilities aiming at improving the quality of their life and of the life of their family members”.

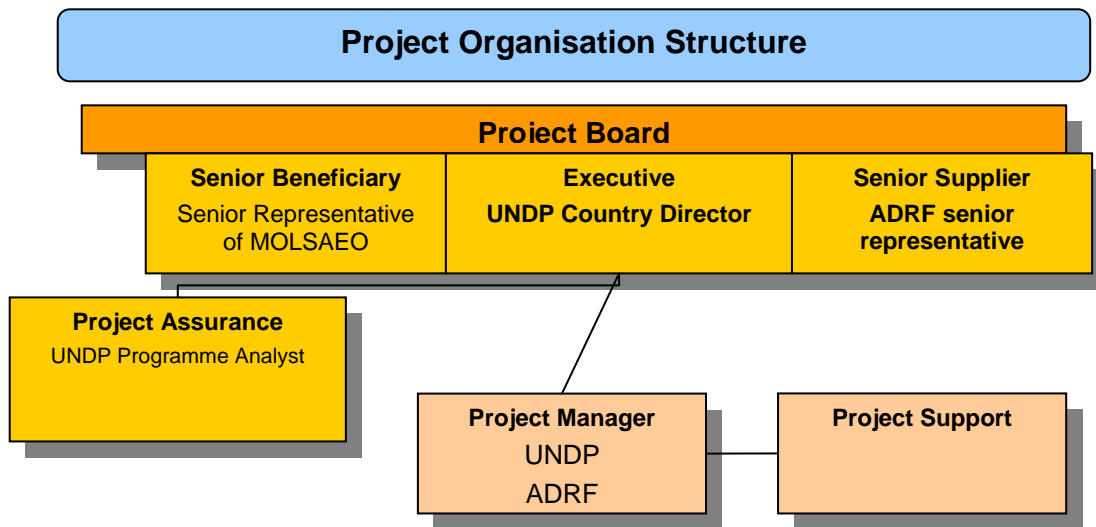
Since its foundation, ADRF has functioned as a coordination centre for undertaking major initiatives that lead to the improvement of the quality of the life of persons with disability in Albania. In order to accomplish its mission, ADRF works together with people, with and without disabilities. The continuous support from different organizations, donors, state institutions has assisted ADRF in its efforts to be closer to the immediate needs of their clients and communities they work with.

The Foundation has its centre in Tirana, but it exercises its activities all over Albania. The main decision making body of the Foundation is the Board of Directors, composed of five persons. The Board defines the Strategy and main policy of ADRF. It also approves major activities to implement strategy and policy. It defines policies related to economic, financial and administration procedures. It releases rules and regulations regulating the activity, organization and structure of the Foundation. The staff and Executive Director is accountable to a voluntary board comprising members who are aware of disability issues and distinguished in the field.

The main Executive Authority of the Foundation is the Executive Director, selected and hired by the Board. The Board gives all the authority to the Executive Director to lead the activity of the Foundation in compliance with the main mission and vision of ADRF based on the Statute and main responsibilities that Board of Directors has defined.

The ADRF has over twelve years of experience of work in the Disability NGO movement in Albania. It possesses proven financial, administration and management ability and thorough background in disability in Albania. Having established and managed different projects, ADRF has gained skills and confidence in management and organizing activities in the field. In addition,

seven staff with disabilities working in different programs of the Foundation, make a unique contribution in giving intimate understanding of disability and disabled people.



A Project Board will be established to oversee the implementation of the project. The Project Board will include representatives of the Ministry of labour Social Affairs and Equal Opportunities (MOLSAEO), UNDP and the NGO.

The Project Board will be responsible for making management decisions for the project by consensus when guidance is required by the Project Manager, including recommendation for UNDP approval of project revisions. In order to ensure UNDP's ultimate accountability, final decision-making rests with UNDP in accordance with its applicable regulations, rules, policies and procedures. Project reviews by the Project Board will be made as necessary when raised by the Project Manager, but at least regularly at each quarter. The Project Board will be consulted by the Project Manager in order to receive necessary decisions when project management tolerances in terms of time, cost and scope have been exceeded. The Project Board will consist of the following members:

- Senior Executive: UNDP Albania Country Director/or Deputy Country Director;
- Senior Supplier: NGO representative
- Senior Beneficiary: Representative of MOLSAEO

The Project Assurance role supports the Project Board by carrying out objective and independent project oversight and monitoring functions. This role ensures appropriate project management milestones are managed and completed. The Project Assurance in this Project will be performed by the UNDP Albania Programme Officer in charge of this project.

The Project Manager has the authority to run the project on a daily basis on behalf of the Project Board within the constraints laid down by the Project Board. The Project Manager is responsible for day-to-day management and decision-making for the project in line with the project document and approved annual workplan. The Project Manager's prime responsibility is to ensure that the project produces the results specified in the project document, to the required standard of quality and within the specified constraints of time and cost. Each of the outputs will be managed

by a project manager in charge to perform the indicated activities of the project as per the decision of the Project Board

The Project Manager (for each of the outputs) will collaborate closely with the Participation programme unit and solve implementation issues before they escalate upwards to the Project Board. The project Manager will be assisted in its function by the project support team.

VI. CAPACITY ASSESSMENT

A capacity Assessment for ADRF was conducted by UNDP with the aim of reviewing the NGO's capacities to implement the project. The capacity assessment reviewed capacities that will be needed to execute this project in terms of technical, managerial, administrative and financial capacities. *Technical capacity* is assessed as the ability to monitor the technical aspects of the project. *Managerial capacity* is ability to plan, monitor and co-ordinate activities. *Administrative capacity* is the ability to procure goods, services and works on a transparent and competitive basis, recruit and manage the best-qualified personnel on a transparent and competitive basis, prepare and sign contracts and manage and maintain equipment. *Financial capacity* is the ability to produce project budgets, ensure physical security of advances, cash and records, disburse funds in a timely and effective manner, ensure financial recording and reporting, and prepare, authorize and adjust commitments and expenditures. The capacity assessment exercise took place during March 2010. The required supporting documentation was duly submitted by ADRF. A field visit was organized at ADRF's offices to gather data on their technical, operational and logistical capacities, as well as to observe office premises, working environment and available equipment. ADRF managers and staff were very collaborative in providing information and copies of relevant documents. The overall assessment was that ADRF is fully capable to manage the project. A copy of the Capacity Assessment is attached as Annex 4. The reference documents of the capacity assessment will be kept in a file at UNDP Albania office.

VII. AUDIT

ADRF shall submit to the UNDP Resident Representative in Albania a certified annual financial statement on the status of funds advanced by UNDP. The Project will be audited at least once during its lifetime, as will be reflected in the annual audit plan prepared by UNDP Headquarters (Division of Audit and Performance Review) in consultation with the Parties to the Project. The audit shall be carried out by the auditors of the NGO or by a qualified audit firm, which will produce an audit report and certify the financial statement.

Notwithstanding the above, UNDP shall have the right, at its own expense, to audit or review such Project-related books and records as it may require and to have access to the books and record of the NGO, as necessary.

VIII. INTELLECTUAL PROPERTY:

All property rights rest with UNDP.

IX. MONITORING FRAMEWORK AND EVALUATION

In accordance with the programming policies and procedures outlined in the UNDP User Guide, the project will be monitored through the following:

- *Day to day monitoring of implementation progress* will be the responsibility of the Project Manager, based on the project's Annual Workplan and its indicators. The Project Team will

inform the UNDP-CO of any delays or difficulties faced during implementation so that the appropriate support or corrective measures can be adopted in a timely and remedial manner.

- Periodic monitoring of implementation progress will be undertaken by the Project Board established for this purpose, under the coordination of UNDP-CO. The Project Board will meet quarterly or more frequently as deemed necessary. This will allow parties to solve any problems pertaining to the project in a timely fashion to ensure smooth implementation of the project activities. The Project Board represents the decision body of the project.
 - On a quarterly basis, a quality assessment shall record progress towards the completion of key results, based on quality criteria and methods captured in the Quality Management table below
 - An Issue Log shall be activated in Atlas and updated by the Project Manager to facilitate tracking and resolution of potential problems or requests for change
 - Based on the initial risk analysis submitted (see annex 1), a risk log shall be activated in Atlas and regularly updated by reviewing the external environment that may affect the project implementation
 - Based on the above information recorded in Atlas, a Project Progress Report (PPR) shall be submitted by the Project Manager to the Project Board through Project Assurance, using the standard report format available in the Executive Snapshot
 - A project Lesson-learned log shall be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of the Lessons-learned Report at the end of the project
 - A Monitoring Schedule Plan shall be activated in Atlas and updated to track key management actions/events
 - **Annual Review Report.** An Annual Review Report shall be prepared by the Project Manager and shared with the Project Board and the Outcome Board. As minimum requirement, the Annual Review Report shall consist of the Atlas standard format for the QPR covering the whole year with updated information for each above element of the QPR as well as a summary of results achieved against pre-defined annual targets at the output level.
 - **Annual Project Review.** Based on the above report, an annual project review shall be conducted during the fourth quarter of the year or soon after, to assess the performance of the project and appraise the Annual Work Plan (AWP) for the following year. In the last year, this review will be a final assessment. This review is driven by the Project Board and may involve other stakeholders as required. It shall focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.

X. QUALITY MANAGEMENT FOR PROJECT ACTIVITY RESULTS

Replicate the table for each activity result of the AWP to provide information on monitoring actions based on quality criteria. To be completed during the process “Defining a Project” if the information is available. This table shall be further refined during the process “Initiating a Project”.

OUTPUT 1:		
Activity Result 1 (Atlas Activity ID)	<i>Short title to be used for Atlas Activity ID</i>	Start Date: End Date:
Purpose	<i>What is the purpose of the activity?</i>	
Description	<i>Planned actions to produce the activity result.</i>	
Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>	Quality Method <i>Means of verification. what method will be used to determine if quality criteria has been met?</i>	Date of Assessment <i>When will the assessment of quality be performed?</i>

XI. LEGAL CONTEXT

This project document shall be the instrument referred to as such in Article 1 of the SBAA between the Government of (country) and UNDP, signed on (date).

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the executing agency and its personnel and property, and of UNDP's property in the executing agency's custody, rests with the executing agency.

The executing agency shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) assume all risks and liabilities related to the executing agency's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The executing agency agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.

XII. ANNEXES

Risk Analysis. See attached risk log.

Agreements Project cooperation agreements signed with ADRF is attached.

Capacity Assessment: Results of capacity assessments of Implementing Partner (including HACT Micro Assessment)

SPC Project budget

Output 1	Activities	Budget code	Budget Description	Year 1	Year 2	Total Amount
Review of legislation and policy undertaken, necessary amendments and action plan on implementation agreed, effective and accessible monitoring mechanisms established and accessibility guidelines reviewed and implemented in a limited number of buildings in line with CRPD	Activity result 1.1 Review of legislation and policy undertaken and necessary amendments agreed to ensure conformity with CRPD	71200	International Consultants Sht Term	7,000		7,000
		71300	Local Consultants Sht Term	4,000	4,000	8,000
		71400	Contractual services – individuals	27,000	27,000	54,000
		71600	Travel	26,000	2,000	28,000
		74500	Miscellaneous	4,000		4,000
		73100	Rental and Maintenance - Premises	14,000	14,000	28,000
		74200	Printing and publication costs	3,000	3,000	6,000
			F&A	5,950	3,500	9,450
			subtotal 1.1	90,950	53,500	144,450
	Activity Result 1.2 Action plan for implementation of CRPD with budget provisions drafted and agreed	71200	International Consultants Sht Term	7,000		7,000
		71300	Local Consultants Sht Term	4,000	4,000	8,000
		71400	Contractual services – individuals	18,000	18,000	36,000
		71600	Travel	2,000	14,000	16,000
		74500	Miscellaneous	2,000	2,000	4,000
		72500	Office supplies	3,000	3,000	6,000
		72800	Information Technology Equipment	9,500		9,500
		73100	Rental and Maintenance - utilities			

			6,000	6,000	12,000
	75100	F&A	3,605	3,290	6,895
		subtotal 1.2	55,105	50,290	105,395
Activity result 1.3 Monitoring mechanisms for the Convention established and knowledgeable about the CRPD	71200	International Consultants Sht Term	7,000		7,000
	71300	Local Consultants Sht Term	4,000	4,000	8,000
	74500	Miscellaneous	3,000	3,000	6,000
	71600	Travel	2,000	2,000	4,000
	74500	Miscellaneous	2,000	2,000	4,000
	74200	Printing and publication costs	5,000	3,000	8,000
	72100	Contractual services companies	6,000	6,000	12,000
	72200	Office equipment	8,000		8,000
	75100	F&A	2,590	1,400	3,990
			subtotal 1.3	39,590	21,400
Activity result 1.4 Accessibility guidelines reviewed and, where necessary, established and respected in line with CRPD	71300	Local Consultants Sht Term	9,000	11,000	20,000
	74500	Miscellaneous	4,500	4,000	8,500
	72100	Contractual services companies	6,000	6,000	12,000
	72400	Communication	7,500	6,000	13,500
	72500	Office supplies	2,000	2,000	4,000
	75100	F&A	2,030	2,030	4,060
			subtotal 1.4	31,030	31,030

	Activity result 1.5 Public buildings identified to improve accessibility for persons with disabilities as pilot initiative	71300	Local Consultants Sht Term	9,000	11,000	20,000
		74500	Miscellaneous	3,000	3,000	6,000
		72150	Pilot initiatives	100,000	150,000	250,000
		71600	Travel	2,000	2,000	4,000
		75100	F&A	7,980	11,620	19,600
			subtotal 1.5	121,980	177,620	299,600
OUTPUT 1 TOTAL				338,655	333,840	672,495
OUTPUT 2	Activities	Budget code	Budget Description	Year 1	Year 2	Total Amount
Capacity building and training for national and local government, judiciary media, business and civil society on disability rights undertaken; disability awareness campaign organized targeting general community	Activity Result 2.1 Government, judiciary, media, business and civil society are aware and trained on human rights of PwD and the CRPD	72100	Contractual services – companies	9,382	8,170	17,552
		71300	Local Consultants Sht Term	23,310	18,110	41,420
		72400	Communications	1,200	1,200	2,400
		71600	Travel	5,100	3,060	8,160
		73400	Rental and Maintenance - utilities	1,380	1,380	2,760
		72500	Supplies	2,670	2,610	5,280
		74200	Printing and publication costs	6,550	1,900	8,450
			F&A	3,471	2,550	6,021
		subtotal 2.1	53,063	38,980	92,043	
Activity result 2.1 Increased awareness, knowledge on CRPD and human rights of PwD, and improved	71300	Local Consultants Sht Term	13,760	13,760	27,520	
	74100	Professional services		4,000	4,000	
	71600	Travel				

attitudes towards people with disability			1,225	1,225	2,450
	74200	Printing and publication costs	1,600		1,600
	72400	Communications	1,200	1,200	2,400
	72500	Supplies	900	900	1,800
	73400	Rental and Maintenance - of other equipment	1,380	1,380	2,760
	74500	Miscellaneous	3,600	5,800	9,400
	75100	F&A	1,657	1,979	3,636
		subtotal 2.2	25,322	30,244	55,566
OUTPUT 2 TOTAL			78,385	69,224	147,609
PROJECT TOTAL			417,040	403,064	820,104

ANNEX 1 – RISK LOG

Project Title: Support Programme on the Convention on the Rights of Persons with Disabilities (SPC)	Award ID: TBD	Date: April 22, 2010
--	----------------------	-----------------------------

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner	Submitted, updated by	Last Update	Status
1	Limited knowledge on disability issues among civil servants, mostly at local level.	Preparatory stage	Strategic	P = 2 I = 2	The project has a great impact on the inclusion of people with disability in upcoming EU inclusion process. Discussions, meetings and continuous assistance will contribute to overcome this, especially during the inception phase.	<i>National Project Manager Project Support</i>	<i>Project Developer</i>		
2	Low knowledge of UNDP operational procedures on the part of Executing NGO	Preparatory stage	Operational	Text P =3 I = 3	Specific briefing and coaching will be provided to NGO staff on UNDP rules and regulations	<i>Programme Officer and Programme Associate</i>	<i>Project Developer</i>		
3	Delays in project implementation activities during 2011 due to upcoming local elections of summer 2011.	Preparatory stage	Political	P = 2 I = 3	The info and briefing on the project's scope and expected results will be submitted at an early stage to different possible project counterparts at the local level, gaining their early commitments to 2011 activities.	<i>Project Manager and Programme officer</i>	<i>Project Developer</i>		

