



JOINT PROGRAMME DOCUMENT

Country: Republic of Azerbaijan
Programme title: Addressing rights and well-being of women with disabilities and veterans of the Nagorno-Karabakh conflict

Joint Programme Outcome¹: By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups

Programme duration: 24 months Anticipated start/end dates: March 2019 – March 2021 Fund Management Option: Parallel fund management	Total estimated budget: US\$ 995,540 Out of which: 1. Funded budget: US\$ 995,540 2. Unfunded budget: None Sources of funded budget: <ul style="list-style-type: none"> • Government: US\$ 895,540 • UNDP: US\$ 70,000 • UNFPA: US\$ 30,000
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National Coordinating Authority	UN Organizations
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Ministry of Labour and Social Protection of the Republic of Azerbaijan

United Nations Development Programme

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12 February, 2019

12 February, 2019

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27.2.19, 2019

¹ Refers to United Nations-Azerbaijan Partnership Framework (UNAPF) Outcome 1

Executive Summary

People with disabilities represent one of the biggest vulnerable groups in Azerbaijan which amounts to 613,654 people, or 6.2% of the total population. Azerbaijan ratified the Convention on the Rights of Persons with Disabilities (PwDs) and its Optional Protocol in January 2009. The main legislative acts and national strategies of the Republic of Azerbaijan provide a good basis for the protection of the human rights of people with disabilities. Over the past decade, the Government has invested into improving social protection and delivery of special services for the PwDs, including medical rehabilitation, access to public space, transport, and sport facilities.

However, these efforts are not yet sufficient and do not always translate into the real opportunities for the disabled. PwDs are still rarely seen in public due to lack of adequate infrastructure; continue to have higher unemployment rate than the national average, and face obstacles in accessing employment and other types of services.

The proposed Programme is a 0.9 Million USD joint programme funded by the Government of Azerbaijan, and co-funded by UNDP and UNFPA. The joint programme is designed to contribute to the achievement of the UNAPF Outcome 1: "By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups".

The joint programme aims to complement the Government efforts *to protect, respect and fulfill the rights of persons living with disabilities with specific focus on women and war veterans of Nagorno-Karabakh conflict as regards their protection and well-being*. This objective will be achieved through **the series of interrelated outputs:**

Output 1. There is improved data and evidence on vulnerabilities and capacities of women with disabilities and war veterans for informed policy-making and service delivery

Output 2. Women with disabilities and war veterans benefit from improved livelihoods through greater access to employment opportunities and skills development

Output 3. Positive attitudes towards the PwDs are promoted among decision makers, employers, and communities

The joint programme will be implemented in Baku, Masally and Salyan.

The key government partner for the project is the Ministry of Labour and Social Protection of the Population. The project will also be implemented in close partnership with the State Committee for Family, Women and Children's Affairs and the State Statistics Committee. Active partnerships will with local authorities, the public and private employers, media, communities, and NGOs will be sought for the successful implementation of the programme.

The joint programme will use parallel fund management modality.

To summarize, an estimated 2,500 vulnerable individuals will benefit, directly and indirectly, from improved livelihoods opportunities and accessible space. The availability of quantitative and qualitative data on the particular vulnerabilities and capacities of the target groups will be

improved; and changes in public perceptions will be promoted to reduce stigma and discrimination against PwDs.

Section I. Situation Analysis

The Republic of Azerbaijan faced enormous challenges during the first years of its independence including the problems associated with the transition in all areas of political, economic and social life. This was accompanied by intensive military conflict with Armenia that resulted in the occupation of over 20% of territories of Azerbaijan, thousands of human casualties, physical and mental impairment of 50,000 persons and influx of around one million refugees and IDPs.² The process of reconstruction and development in Azerbaijan commenced only after the ceasefire agreement of 1994 and has gained more momentum after the boost in hydrocarbon revenues since mid-2000s.

The Government's development strategies (State Programme on Poverty Reduction and Economic Development in the Republic of Azerbaijan for 2003-2005, State Program on Poverty Reduction and Sustainable Development for 2008-2015) focused on the use of economic potential for the benefit of the population. Particular focus was given to the most vulnerable groups including the persons with disabilities. Azerbaijan ratified the Convention on the Rights of Persons with Disabilities in 2009 committing to render special protection measures for the people with special needs. National development concept "Azerbaijan 2020: Look into the Future" revealed the aspirations of Azerbaijan to become a knowledge-based economy, to increase the country's competitiveness and diversify the economic structure also envisaged measures for the protection of persons with disabilities.

Persons with disabilities still represent one of the most underserved segments of the population. According to the available data there are 613,645 people with disabilities in Azerbaijan (2017).³ The military conflict with Armenia has exerted a heavy burden on the population leaving 50,000 persons with war related injuries and different forms of physical disabilities and psycho-social difficulties.⁴ The situation of women and girls and war veterans with disabilities as the major group affected by armed conflict requires particular consideration in this regard. The lack of accessible infrastructure, inability of the existing health and social protection systems to accommodate the full spectrum of needs of the persons with disabilities, the lack of data and evidence on particular vulnerabilities of these people as regards access to services, employment and income generating opportunities, seriously impede realization of human rights of persons with disabilities as well as their meaningful inclusion and full and effective participation in society on an equal basis with the rest of the population.

The Ministry of Labour and Social Protection of Population has initiated reforms to remove the barriers to socio-economic inclusion of people with disabilities. As part of its Centralized Information System, the Ministry has set up Medical-Social Examination and Rehabilitation subsystem that contains data on people with disabilities such as name, address, type, degree and period of disability, supply of prosthetic and orthopaedic appliances and rehabilitation

² <http://www.refugees-idps-committee.gov.az/az/pages/15.html>

³ <https://www.stat.gov.az/source/healthcare/>

⁴ <http://www.refugees-idps-committee.gov.az/az/pages/15.html>

tools, and employability status. In addition, the CIS also stores relevant data (pension, benefits, stipend, compensation, health resort vouchers, housing, automobile, financial aid, employment, employment contract, rehabilitation treatment) on persons with disabilities.

The Ministry has also taken steps to establish a single, unified registry to collect and store data related to disability and people with disabilities processed by other institutions. The registry will provide other services including virtual trainings such as v-lab, webinars etc.

The Ministry is in the process of setting up a new Employment subsystem. This subsystem builds upon advanced technologies and innovative approaches. It will run in real-time integration with other information systems and databases of the Ministry, including single information base of people with disabilities. The introduction of this subsystem will help in addressing such issues as employment of people with disabilities, supervision over fulfilment of quotas set for employment of people with disabilities, occupational rehabilitation, social adaptation, which are necessary to ensure that people with disabilities enjoy equal rights in society. Furthermore, the aforementioned subsystems will constitute a full, detailed, comprehensive and reliable information pool for the operational areas of the Ministry such as disability and employment.

Hence, the proposed project aims to complement the Government efforts *to protect, respect and fulfill the rights of persons living with disabilities with specific focus on women and war veterans of Nagorno-Karabakh conflict as regards their protection and well-being through the series of interrelated activities on producing improved data and evidence for informed policy making, increased awareness of the decision makers and the population on particular vulnerabilities of the persons with disabilities as well as exchange of good practices both within the country and in the region.*

Section II. Strategy

The programme aims to enable inclusion and participation of the persons with disabilities in various aspects of life and contributes to the UNAPF Outcome 1: "By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups." In addition, this programme will facilitate implementation of the CRPD Articles 4 - General obligations, 6 - Women with Disabilities, 8 - Awareness Raising, 9 - Accessibility, 27 - Work and Employment, 31 - Statistics and Data Collection.

The programme is also responsive to the SDG framework that envisions a fully inclusive world for Persons with Disabilities. Specifically, the programme is closely linked with:

- **Goal 8**, which aims to achieve full and productive employment and decent work for all women and men, including for persons with disabilities, and equal pay for work of equal value.
- **Goal 10**, which strives to reduce inequality within and among countries by empowering and promoting the social, economic and political inclusion of all, including persons with disabilities.

- **Goal 17**, which stresses the importance of enhancing capacity-building support to developing countries to significantly increase the availability of high-quality, timely and reliable data that is also disaggregated by disability.

The design of the joint programme was informed by the Concluding observations of the Committee on the Rights of Persons with Disabilities on Azerbaijan's report (2014). The recommendations of the report call Azerbaijan:

- i) to adopt effective and specific measures to guarantee equality and to prohibit multiple forms of discrimination against women and girls with disabilities,
- ii) to introduce specific programmes, including awareness-raising programmes, aimed at eliminating negative stereotypes and prejudices towards persons with disabilities in society; support and include organizations of persons with disabilities and their representatives, as well as other civil society representatives, in its programmes to enable them to fully participate in awareness-raising initiatives;
- iii) to significantly enhance the participation of persons with disabilities in the labour market, expand its existing programmes, including vocational training programmes, with a view to enhancing the skills of persons with disabilities to enable them to participate competitively in the open labour market;
- iv) to expedite the creation of a database and systematize the collection, analysis and dissemination of data, disaggregated by sex, age and disability as well as region; enhance capacity-building in this regard.

The programme approach will be two-fold, focusing on the national and sub-national levels. It will involve a mix of mainstream and targeted approaches to directly benefit persons with disabilities through improved economic opportunities; and indirectly, by making the environment more accessible and friendly for people with disabilities. Specifically, the scope of the programme will include:

1. **Capacity development for data collection and statistics.** Activities under this strategic area will focus on strengthening the collection of quantitative and qualitative data on the particular vulnerabilities and capacities of the project's main target groups (Veterans of the Nagorno-Karabakh conflict with disabilities and women and girls with disabilities). This information will help service providers to develop strategies based on evidence. Interrelated activities will focus on improving the statistical database and providing findings from research.
2. **Economic empowerment of women with disabilities and war veterans.** This programme component will involve strategies contributing to increased employability and expansion of employment opportunities and promote the principles of universal design and accessibility. It will target simultaneously women and war veterans with physical disabilities, employers and state employment services. The interventions will be implemented in Baku and 2 pilot regions, using the lessons learnt, experience and the infrastructure of the

UNDP's Women Resource Centers (WRC) established and functional in Masally and Salyan.

- 3. Awareness raising for attitudinal changes.** It is well known that reluctance of the general population to accept the persons with disabilities will cast a major shadow on all intervention strategies geared towards improved social protection and empowerment. It is therefore important to educate the people by fostering and nourishing the positive attitudes towards the persons with disabilities and ensuring that the society is accepting, understanding and empathetic to those who are different, but equal. Hence, the programme intends to raise public awareness and visibility of the persons with disabilities through a combination of various strategies including inter alia through traditional and modern media, focusing on positive role models and practices.

Sustainability of results will be ensured through seeking local and national government buy-in of the programme activities and commitment to avail resources (human, physical, financial etc.) to support its continued implementation. By providing persons with disabilities in the target regions with skills and knowledge on business start-up and continued advisory services to the beneficiaries, the programme will contribute to the sustainability of the entrepreneurial activity. The strategies designed for the project's data and research components are geared towards ensuring the institutional sustainability of the action through availability of the methodological guidelines and tools for improved data collection as well as increased capacity of the partners to produce disability related sex and age disaggregated data beyond the project's lifetime. The project's focus on awareness raising and communication aims to secure the sustainability of the action by combating the widespread stereotypes and prejudices towards the persons with disabilities and promoting knowledge and information on their capacities and contributions thus paving the way for increased social inclusion in the future.

As part of the sustainability plan, the programme interventions will be documented, (including costs and benefits) to assess possibility for scaling up and expanding, and its coordination mechanism (Steering Committee) will remain operational for a period of at least three months after the operational closure.

Section III. Results Framework

Output 1: There is improved data and evidence on vulnerabilities and capacities of women with disabilities and war veterans for informed policy-making and service delivery

Activity 1.1. A rapid qualitative assessment on particular vulnerabilities of the women with disabilities and war veterans

A rapid qualitative assessment targeting about 200 persons/project's main beneficiaries as regards particular vulnerabilities of persons with disabilities (war Veterans and women and

girls with disabilities) and opportunities for their inclusion will be held. The focus on this specific sample is geared towards ensuring the collection of best available evidence for the purposes of this assessment aimed to capture the major patterns of challenges faced by this group as well as the coping strategies they utilise while accessing health and social protection schemes as well as income generating opportunities.

Given the lack of local research capacities, an international expert will be engaged to design the study methodology and analysis of the findings.

The findings of this assessment including the examples of best practices already in place will be used to develop practical recommendations to guide strategic interventions as regards challenges faced by the PWDs in Azerbaijan. The main focus will be on continuous stakeholder engagement for dissemination of the information on the findings and recommendations of the assessment alongside development of the tailored dissemination tools targeting all concerned target audiences (decision-makers, service providing institutions, PWDs, etc.)

Activity 1.2. Building national institutional capacities for producing sex and age disaggregated disability data on routine basis

The project will also include an activity on improving the national institutional capacities for producing sex and age disaggregated disability data on routine basis in the framework of the disability information database being currently established by the MLSPP. The international expert will be contracted to review the national statistical database to reveal the gaps in the disability data, if any, develop the framework and methodology for the improved collection of sex and age disaggregated disability data to address these gaps, and facilitate the capacity building training for 20 representatives of the State Statistical Committee and other related Government agencies. It is expected that the newly developed framework and methodology will be applied thoroughly by the trained staff to fill in the existing gaps for the purposes of availability of the disability related data.

Output 1 - Expected results:

- *Methodological guideline on integration of new sex and age disaggregated disability data is available for addressing the existing data gaps*
- *National capacities are in place for producing disability data disaggregated by sex, age, marital status and other related parameters*
- *The research evidence on particular vulnerabilities of the persons with disabilities is available for informed policy making*

Output 2. Women with disabilities and war veterans benefit from improved livelihoods through greater access to employment opportunities and skills development

Activity 2.1 *Designing and piloting disability employment services and personalized routes to employment for women and war veterans with disabilities while building the case of diversity among public and private employers.*

The overall result of this set of interconnected activities will be creation of an 'ecosystem' to support women with disabilities and war veterans to overcome physical and other barriers in the labor market. Interventions to achieve this output will include career guidance and personalized routes to employment, support services for business start-ups and on the job coaching, capacity development of private and public employers to engage workers with disabilities, provide accessible workplaces and develop human resource practices based on diversity principles (which include gender equality and disability rights) as reflected in the international human rights treaties the country is a party to, including the Convention on the Rights of Persons with Disabilities. This will enable women with disabilities and war veterans to participate more actively in economic activities and exercise their socio-economic rights.

As a starting point local labor market demand will be analyzed and proofed from disability and gender perspective (i.e. establishing labor market demand, assessing which vacancies could be made accessible with minimal interventions and where the medium and longer term interventions are needed). This will be matched with the assessment of educational levels, interests and needs of women and war veterans with disabilities in these two regions, measuring their strengths, weaknesses and professional needs and support services needed. Based on the findings the 'ecosystem' of disability employment services and interventions for disability confident employers will be designed and modelled:

Proposed actions:

- Develop a methodology for conducting regular monitoring to determine the employment rate of people with disabilities (by sex, age and area of economic activity);
- Assess employment opportunities/vacancies in the local labor market that could be filled by women/girls with disabilities and war veterans in the target regions. In parallel, assessment of needs and concerns of women and girls with disabilities and war veterans.
- Provide trainings to women with disabilities and war veterans on how to start-up businesses, provide advisory services on preparing business proposals and set up on demand advisory services
- Procure equipment and supplies to support women and war veterans having best business proposals
- Implement small infrastructural improvements to support women with disabilities and war veterans to access public locations and companies in selected pilot regions. Promote principles of accessibility and universal design
- Develop protocols for career guidance and capacity development of Public Employment Service (PES) staff to use them
- Deliver awareness raising sessions to broaden understanding of the career choices using Role Models (women and veterans with disabilities)

- Identify champions among employers in public and private sector, promote their business case for diversity
- Hold a round-table meeting to initiate discussions for creation of business forum on disability consisting of private and public employers, local disability NGOs to work on disability inclusive workplaces and organizational policies by providing advice and trainings, sharing expertise and facilitating networking opportunities

Activity 2.2. Creation of Virtual Skills Development and Training Lab (V-Lab) for women with disabilities and war veterans to support access to knowledge, information and employment through ICT

The component will support the ongoing efforts of the Ministry of Labour and Social Protection of Population to establish a single registry that will serve as a data base and providers of services for the people with disabilities. It will target women with disabilities and war veterans with limited mobility to participate in capacity building activities via e- learning platform and a set of training courses and webinars. The content of V-Labs will address both disability and gender related themes important for job-seekers with disabilities of both genders. Specific sections of the content of V-Labs will be aligned with capacity development trainings under activity 4.1., thus allowing participants with disability to use both learning methods (on-line and face to face).

Particular value added of V –Labs is that they will allow for: i) testing content of training courses for those with no or limited labor market experience regardless if they have or do not have disability; and for those with different other types of disability; and i) outreach to women with disabilities and war veterans in other regions of the country. V-Labs will result in virtual networking and support among job seekers with and without disabilities.

Creation and implementation of V-Lab will be thoroughly documented, evaluated by users and codified to serve as a model for other countries.

Proposed actions:

- Development of website and e-learning platform with e-learning courses and e-learning library with free access to training materials, recorded webinars, etc.
- Developing the content of courses: working group will consist of employees with disabilities, jobseekers with disabilities, employers who already employ workers with disabilities and labor market and educational experts
- Selection of 10-15 women/veterans with disabilities to pilot the programme
- Purchase of computers, provision of high speed internet access and individual computer skills training on how to use the programme
- Conduct various types of skills development webinars-trainings (CV writing, accounting, job search, improve financial literacy and legal awareness of women with disabilities and war veterans interested to run small business, worker's rights)
- Provide advisory services on preparing business proposals
- Procure equipment and supplies to support participants of V-Lab submitted business proposals
- Creation of individual profiles of PWDs on the website to promote their skills and talents in order to attract potential employers and promote project goals.

- Linking V-Lab participant with potential employers.

Activity 2.3 *Establishment of a model Art School to support entrepreneurial start up contributing to social inclusion of women with disabilities and war veterans and visibility of project set up and functioning*

Model art school promoting social inclusion of women with disabilities and war veterans by using universal design in teaching both persons with disabilities and those without disabilities will be open for public and will be used to visually present various aspects of the project through artwork of attendees. The start-up will use project's advisory services to ensure sustainability after the project's lifetime.

Proposed actions:

- Establishment of an Art School (led by women with disability (an artist) in Baku-pilot
- Rent and renovation of premises for Art School
- Purchase of furniture and equipment (easels, brushes, papers and etc.) using universal design principles
- Support art courses and as may be required handicrafts-making courses and etc.
- Organization of an exhibition/sale of art works produced by the women with disabilities and war veterans to attract potential funding for sustainability of the school.

Output 2 - Expected results:

- *Women with disabilities and war veterans start their own business through provision of advisory services, trainings and in-kind support*
- *Women with disabilities and war veterans are equipped with new livelihood skills and connected to potential employers*
- *Public employment services use career guidance and capacity development protocols*
- *Business case for diversity developed and promoted*
- *Business forum on disability functioning*
- *Virtual Skills Development and Training Lab (V-Lab) established and women with physical disabilities and war veterans start their own business through provision of advisory services, trainings and in-kind support. V-lab presented as a good practice model.*
- *Art School established and functional. The concept of universal design promoted.*

Output 3. Positive attitudes towards the persons with disabilities are promoted among decision makers, employers, and communities

Activity 3.1. *Awareness raising and educational campaigns to eliminate stigma towards persons with disabilities among the decision-makers (high level officials, MPs, employers) and local communities*

The project will closely engage with the Government, private sector companies, local and international NGOs to foster the development of an enabling environment conducive to the elimination of stigma towards PWDs. This will include advocacy for pilot quotas/targets aimed at boosting economic independence of the PWDs through increased employment options.

The grass roots advocacy to strengthen community groups and networks that foster the empowerment of persons with disabilities and create more enabling environment for their integration into public and social life will also be held. The project is expected to open new opportunities for exchange of information on disability related issues by targeting the local community members, thus leading to improved mutual understanding on the issue for enabling lasting behavioral change in the community through addressing prevalent socio-cultural barriers. Thus, the project will target 3,000 community members including mixed groups of people with diverse backgrounds through information sessions to discuss the impact of disability as well as the available protection measures.

Activity 3.2. Promoting participation of persons with disabilities through media

To complement the Government's strategic interventions aimed at raising public awareness of the impediments faced by the persons with disabilities and particularly the war Veterans and women and girls with disabilities, active engagement and mobilization of media will be sought. The project will collaborate with a diverse group of local disability rights organizations, editors, video producers and journalists including those with disabilities as well as the volunteer PWDs (women and war veterans) interested in media and reporting. The training on disability reporting will be organized for these groups. It is expected that through this collaboration series of short PSAs will be produced. The PSAs will be based on the experiences and stories of the persons living with disabilities. The video-producers will facilitate the production stage by mentoring and training the main beneficiaries to develop their own PSAs and documentaries. The journalists will support the process by contributing to the development of the advocacy messages. The proposed cooperation scheme is expected to ensure that the voices of the project's main beneficiaries are heard by providing the persons living with disabilities with new skills in filming, video production and advocacy as well as sensitizing the video-producers and journalists to get involved into disability issues over longer term, which will contribute to more balanced, responsible and sensitive reporting on the issue. The best media products produced will be selected in partnership with Azerbaijan Press Council and several categories of prizes will be awarded.

Output 3 – Expected results:

- *The persons with disabilities are equipped with the necessary information and knowledge to effectively utilize the available protection services and income-generating opportunities*
- *The decision-makers (high level officials, MPs, employers) and local communities demonstrate greater degree of awareness and sensitivity towards the issues concerning women and girls with disabilities and war veterans*
- *The series of PSAs on the impediments faced by the project's main beneficiaries and their coping strategies produced by the PWDs in close cooperation with professional journalists*
- *At least 25 video-producers and journalists are sensitized and involved into disability issues*

This component will build on UN's long-standing work in promoting the rights of and addressing the needs of women and men with disabilities. Moreover, this component will maximize the allocated resources for this project by linking activities with ongoing projects which have entry points with national and local authorities and institutions, and CSO networks. Under the guidance of the international and local experts criteria and procedures will be developed based on the analysis of best practices and local needs and a model will be developed for the implementation of the services as well as related action plan to operationalize the model and costing for its implementation in selected regions. The model will be designed in collaboration with local authorities and persons with disabilities through service design workshops. The model will also be aligned with the Convention on the Right of Persons with disabilities as well as other HR Treaty Bodies Recommendations (CEDAW).

Table 1. Results Framework

<p>UNDAF OUTCOME: By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups</p> <p>Indicator: Unemployment rate disaggregated by sex and age</p> <p>Baseline (2014): Population: 4.9% Males: 4.0% Females: 5.8% Youth (15-29): 9.7 %</p> <p>Target: Population: 4.9% Males: 4 % Females: 5.7% Youth (15-29): 9.5%</p>							
JP outputs, baselines and indicators	Participating UN Organization	Participating UN Organization on corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative timeframe		Total
					Y1	Y2	
<p>Output 1. There is improved data and evidence on vulnerabilities and capacities of women with disabilities and war veterans for informed policy-making and service delivery</p> <p><i>Indicator 1.1: Number of recommendations of the</i></p>	UNFPA	<p>Prioritization of leaving no one behind and reaching the furthest behind first; reducing risks and vulnerabilities and</p>	<p>State Committee for Family, Women and Children Affairs</p> <p>State Statistics Committees</p>	<p>Activity 1.1. A rapid qualitative assessment on particular vulnerabilities of the women with disabilities and war veterans</p> <p>Activity 1.2.</p>	40,000	17,000	57,000

Table 1. Results Framework

<p>rapid assessment produced to guide strategies for addressing vulnerabilities of women with disabilities and war veterans <i>Baseline:</i> 0 <i>Target:</i> 12</p> <p><i>Indicator 1.2:</i> Number of women with disabilities and war veterans participating in the rapid assessment <i>Baseline:</i> 0 <i>Target:</i> 200</p> <p><i>Indicator 1.3:</i> Methodological guideline on Development and integration of new sex and age disaggregated disability data is available <i>Baseline:</i> No <i>Target:</i> Yes</p> <p><i>Indicator 1.4:</i> Number of staff of the SSC and other relevant agencies have improved knowledge and skills for producing disability data <i>Baseline:</i> 0</p>	<p>building resilience; ensuring gender-responsive approaches at all levels of programming</p>	<p>ee Ministry of Labor and Social Protection of population</p>	<p>Building national institutional capacities for producing sex and age disaggregated disability data on routine basis</p>			
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Table 1. Results Framework

<p>Target: 20</p>	<p>UNDP</p>	<p>Strengthen gender equality and the empowerment of women and girls (UNDP Strategic Plan, Signature Solution 6)</p>	<p>Ministry of Labour and Social Protection of Population</p>	<p>Activity 2.1 Designing and piloting disability employment services and personalized routes to employment for women and war veterans with disabilities while building the case of diversity among public and private employers.</p>	<p>223,500</p>	<p>223,500</p>	<p>447,000</p>
<p><i>Output 2. Women with disabilities and war veterans benefit from improved livelihoods through greater access to employment opportunities and skills development</i></p>				<p>Activity 2.2 Creation of Virtual Skills Development and Training Lab (V-Lab) for women with disabilities and war veterans to support</p>			
<p><i>Indicator 2.1: Number of women with disabilities and war veterans benefiting from infrastructural improvements and accessible public space</i> Baseline: 0 Target: 900</p>							
<p><i>Indicator 2.2: Number of women with disabilities benefiting from the public employment services</i> Baseline: 0 Target: 300</p>							
<p><i>Indicator 2.3: Number of women with disabilities with improved livelihoods</i> Baseline: 0 Target: 75</p>							
<p><i>Indicator 2.4: Number of women with disabilities and</i></p>							

Table 1. Results Framework

<p>war veterans acquired new livelihood skills <i>Baseline:</i> 0 <i>Target:</i> 1,000</p> <p>Indicator 2.5: Number of women with disabilities and war veterans with improved marketability and stronger linkages with public and private employers. <i>Baseline:</i> 0 <i>Target:</i> 120</p>	UNFPA	Prioritization of leaving no one behind and reaching the furthest behind	State Committee for Family, Women and Children	<p>access to knowledge, information and employment through ICT</p> <p>Activity 2.3 Establishment of a model Art School to support entrepreneurial start up contributing to social inclusion of women with disabilities and war veterans and visibility of project set up and functioning</p>	100,000	63,000	163,000
<p>Output 3. Positive attitudes towards the persons with disabilities are promoted among decision makers, employers, and communities</p>	UNFPA	Prioritization of leaving no one behind and reaching the furthest behind	State Committee for Family, Women and Children	<p>Activity 3.1. Awareness raising and educational campaigns to eliminate stigma towards</p>	100,000	63,000	163,000

Table 1. Results Framework

<p><i>Indicator 3.1: Number of grass roots advocacy events to promote disability integration held</i> <i>Baseline: 0</i> <i>Target: 4</i></p>	<p>first, reducing risks and vulnerabilities and building resilience; ensuring gender-responsive approaches at all levels of programming</p>	<p>Affairs Ministry of Labour and Social Protection of Population</p>	<p>persons with disabilities among the decision-makers (high level officials, MPs, employers) and local communities</p>	
<p><i>Indicator 3.2: Number of community members educated on the impact of disability and the available protection schemes</i> <i>Baseline: 0</i> <i>Target: 3,000</i></p>			<p>Activity 3.2 Promoting participation of persons with disabilities through media</p>	
<p><i>Indicator 3.3: Number of decision-makers sensitised on particular vulnerabilities faced by the women with disabilities and war veterans</i> <i>Baseline: 0</i> <i>Target: 10</i></p>				
<p>Project management</p>				
<p>UNDP</p>	<p>Programme Cost</p>			
<p>UNFPA</p>	<p>Indirect Support Cost</p>			
<p>Total</p>	<p>Programme Cost</p>			
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⁵ This amount includes US\$ 14,000 that will be channeled through UNFPA.

Section IV. Management and Coordination Arrangements

A joint Steering Committee will be established as the decision-making authority to provide strategic direction and management oversight for the Joint Programme. The Steering Committee will facilitate collaboration between participating UN organizations and the Government of Azerbaijan for the implementation of the Joint Programme, review and approve revisions of the Joint Programme Document and annual work plans, review implementation progress and addresses problems, review and approves progress reports, notes budget revisions/reallocations, audit reports (as applicable). The Steering Committee shall meet semi-annually.

The Steering Committee shall be co-chaired by the Minister of Labour and Social Protection of the Population and UN Resident Coordinator and shall include senior programme managers from UNDP and UNFPA as well as the representatives of the Project's partner agencies (Ministry of Labour and Social Protection of the Population, State Committee for Family, Women and Children's Affairs, State Statistics Committee). Other members may be invited, as needed, in observer capacity.

The day-to-day management of the Joint Programme will be carried out by a Joint Project Coordination Unit (PCU) under the overall guidance of the Steering Committee. The Joint PCU will be composed of a Project Manager and a Project Assistant.

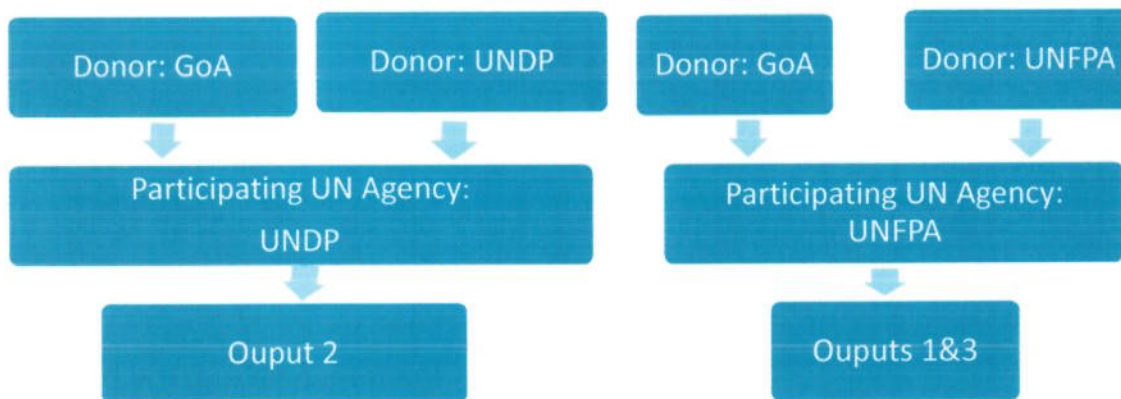
Project Manager will act as Head of the joint PCU and assume overall responsibility for the successful implementation of programme activities and the achievement of planned outputs. Specifically, he/she will be responsible for drafting and ensuring adherence to the annual workplan, ensuring adequate information flow, discussions and feedback among the various stakeholders and target groups, guide the work of experts and sub-contractors and ensure the timely execution of their assignments, preparing progress reports, ensuring visibility of the programme activities and results and other substantive and organizational tasks. The Project Manager will participate as a non-voting member in the SC meetings and will be responsible for compiling a summary report of the discussions, recommendations and conclusions of each meeting.

Project Assistant will support the Project Manager in day-to-day work. He/she will be responsible for all administrative matters such as procurement, contracting, organizational/logistical matters, and financial management of the project including disbursements, record-keeping, cash management, preparation of requests for direct payment and advances, and compilation of financial reports. The PCU will be supported by a team of international and local experts/subcontractors to be recruited for the implementation of the specific outputs/activities.

The Joint PCU will be based in Baku where most the activities will be implemented. However, some project activities under Output 2 will be implemented in Masally and Salyan regions and will require regular visits by the PCU staff.

Section V. Fund Management Arrangements

Since the interventions of the participating UN Agencies are aimed at common results, but have different national and sub-national partners, the Joint Programme will use the parallel fund management modality, whereby each participating UN Agency will manage its own activities within the common work plan and the related budget. The management of the Joint Programme will fully comply with the Guidance Note on Joint Programming issued by the UNDG.



Budget: Each participating UN organization will prepare a separate budget, consistent with its procedures, and covering the mutually agreed components of the programme it will manage. Since reporting needs to be by UNDG approved harmonized budget categories, it is preferable that the budget be set up in these categories. UNDP shall be responsible for preparing an aggregated/consolidated budget, showing the budget components of each participating UN organization/implementing partner(s).

Accounting: Each UN organization will set up a separate ledger account for the Joint Programme and will account for the income received to fund its programme components in accordance with its financial regulations and rules.

Indirect costs: Each participating UN organization will recover indirect costs in accordance with its financial regulations and rules and as documented in the funding agreement signed with the donor.

Revisions: Revisions of the grants and contracts, such as no-cost extension, increase or decrease of total budget and reallocations between budget categories, will be handled through each participating UN organization's separate governing bodies and/or particular donor and are subject to the Terminal Obligation Date (TOD) and the Disbursement Date (DD).

Changes of activities that affect outputs and outcomes must be approved by the Steering Committee, and the Joint Programme Document needs to be amended, the annual work plan revised, and the budget framework adjusted to accommodate new or changed allocations.

Closure: Each participating UN organization informs the Steering Committee in writing when all activities under the Joint Programme. The operational end date is the date in which the last participating organization completes its activities. Each participating UN organization prepares a final narrative report after the completion of the activities. The financial closure of accounts of each participating UN organization will be done in accordance with each UN organization's rules and procedures, no later than 12 months after the operational closure of the programme.

Section VI. Monitoring, Evaluation and Reporting

The Joint Programme will be monitored throughout its duration in accordance with each participating UN organization's procedures and as reflected in the Joint Programme Document.

Regular monitoring will be carried out to oversee the project progress against the work plans set out in the joint programme document in line with the pre-defined time schedule as well as to identify actual and potential problems that might negatively impact project implementation.

Each PUNO is responsible for monitoring its contributions. Monitoring will be carried out by the Joint Project Coordination Unit with support of the UN Monitoring and Evaluation Specialist. Systematic collection and analysis of the relevant information will be held during the consultation meetings, direct observation of trainings, review of the training materials, review of the publication contents, meetings with beneficiaries, regular on-site visits, etc.

The Joint Programme will have one consolidated annual result-focused report (including programmatic and financial reports) that will be prepared by the Joint PCU in line with the pre-agreed format. All reports have to be endorsed by the Steering Committee and will be shared with all relevant stakeholders through the Steering Committee.

JOINT PROGRAMME MONITORING FRAMEWORK

Expected Results (Outcomes and Outputs)	Indicators with baselines and timeframe	Means of verification	Collection methods	Responsibilities	Risks and Assumptions
Output 1. There is improved evidence on vulnerabilities and capacities of women with disabilities and war veterans for informed policy-making and service delivery	<p><i>Indicator 1.1:</i> Number of recommendations of the rapid assessment produced to guide strategies for addressing vulnerabilities of PwDs <i>Baseline:</i> 0 <i>Target:</i> 12</p> <p><i>Indicator 1.2:</i> Number of PwDs participating in the rapid assessment <i>Baseline:</i> 0 <i>Target:</i> 200</p> <p><i>Indicator 1.3:</i> Methodological guideline on development and integration of new sex and age disaggregated disability data is available</p>	<p>Relevant project documents</p> <p>Programme progress reports</p> <p>Rapid assessment Survey questionnaires and records</p> <p>Training registration lists</p> <p>Training materials</p> <p>Monitoring field reports</p>	<p>Interviews and focus groups with survey participants</p> <p>Direct observation of the project activities</p> <p>Desk review of the Documents produced</p> <p>Review of the training questionnaires</p> <p>Regular stakeholder meetings</p>	<p>Joint PCU</p> <p>UN M&E Specialist</p>	<p><i>Assumptions:</i> The Government upholds its national and international commitments on rights of the PwDs</p> <p>PwDs do not face obstacles (physical, cultural, psychological etc.) that may prevent them from benefiting from the opportunities offered by the project</p> <p>Local authorities are supportive of project services and help with mobilizing local communities</p> <p>There is a proper coordination between the national stakeholders sharing responsibilities for the project target groups.</p> <p>There is consensus on</p>

JOINT PROGRAMME MONITORING FRAMEWORK

<p>Output 2. Women with disabilities and war veterans benefit from improved livelihoods through greater access to employment opportunities and skills development</p>	<p>Baseline: No Target: Yes</p> <p><i>Indicator 1.4:</i> Number of staff of the SSC and other relevant agencies have improved knowledge and skills for producing disability data Baseline: 0 Target: 20</p>	<p>Training records Photos Registration lists Field trip reports Progress reports WRCs' logs/journals</p>	<p>Interviews and meetings with project beneficiaries Meeting with project partners Participation at the trainings, forums, project events Field trips/spot check visits</p>	<p>Joint PCU UN M&E Specialist</p>	<p>information and training needs of the national Agencies responsible for data collection</p> <p>There is consensus on information needs of the general public as regards the impact of disability</p> <p><i>Risks:</i> PwDs are reluctant to take part in the project's activities (survey, media component etc).</p> <p><i>Mitigation strategy:</i> to seek support of the local disability NGOs to both reach out to the PwDs and engage them in the relevant project components</p>
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JOINT PROGRAMME MONITORING FRAMEWORK

<p>with disabilities and war veterans with improved livelihoods</p> <p>Number of women with disabilities and war veterans with new livelihood skills</p> <p>Number of public and private employers engaged in the Business Forum</p>	<p>PES records</p> <p>News articles</p>		
<p>Output 3: Positive attitudes towards the persons with disabilities are promoted among decision makers, employers, and communities</p>	<p>Relevant project documents</p> <p>Programme progress reports</p> <p>Training registration lists</p> <p>Training materials</p> <p>Monitoring field reports</p> <p>Meetings' minutes</p>	<p>Direct observation of the project activities</p> <p>Desk review of the documents/ communication products produced</p> <p>Review of the training questionnaires</p> <p>Regular stakeholder Meetings</p>	<p>Joint PCU</p> <p>UN M&E Specialist</p>

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	<p><i>Target: 3,000</i></p> <p><i>Indicator 3.3:</i> Number of decision-makers sensitised on particular vulnerabilities faced by the PwDs <i>Baseline: 0</i> <i>Target: 10</i></p> <p><i>Indicator 3.4:</i> Number of PSAs to promote disability Integration produced and Widely broadcasted <i>Baseline: 0</i> <i>Target: 20</i></p> <p><i>Indicator 3.5:</i> Number of video producers and journalists are sensitised on disability issues <i>Baseline: 0</i> <i>Target: 25</i></p>	<p>Project's communication products</p>			
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Section VII. Legal Context or Basis for Relationship

The legal basis for the relationships between the Government and each of the UN organizations participating to this joint programme is reflected in the table below:

Participating UN Organization	Agreement
UNDP	This Joint Programme Document shall be the instrument referred to as the Project Document in Article I of the Standard Basic Assistance Agreement between the Government of the Republic of Azerbaijan and the United Nations Development Programme, signed by the parties on 6 January 2001. All references in the SBAA to “Executing Agency” shall be deemed to refer to “Implementing Partner.”
UNFPA	UNFPA will abide by the relevant provisions of the Standard Basic Assistance Agreement between the Government of the Republic of Azerbaijan and the United Nations Development Programme, signed by both parties on 6 January 2001, which also applies mutatis mutandis to the activities of UNFPA in the Republic of Azerbaijan as confirmed by the Agreement between the Government of Azerbaijan and UNFPA certified by exchange of letters dated 09 June 2017.

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