

# The Annual Work Plan (AWP) Monitoring Tool Report

Year: 2014

**UNDAF Outcome:** By 2015, human resources developed to achieve sustained socioeconomic development  
**Project title:** Social Inclusion through Leadership Skills for Disabled Women in Turkmenistan  
**Implementing Partner:** Deaf and Blind Society of Turkmenistan

EXPECTED CP OUTPUTS AND INDICATORS INCLUDING ANNUAL TARGETS	PLANNED ACTIVITIES <i>List all the activities including monitoring and evaluation activities to be undertaken during the year towards stated CP outputs</i>	EXPENDITURES <i>List actual expenditures against activities completed</i>	RESULTS OF ACTIVITIES <i>For each activity, state the results of the activity</i>	PROGRESS TOWARDS ACHIEVING CP OUTPUTS  Using data on annual indicator targets, state progress towards achieving the CP outputs. Where relevant, comment on factors that facilitated and/or constrained achievement of results including: <ul style="list-style-type: none"> <li>- <i>Whether risks and assumptions as identified in the CP M&amp;E Framework materialized or whether new risks emerged</i></li> <li>- <i>Internal factors such as timing of inputs and activities, quality of products and services, coordination and/or other management issues</i></li> </ul>
<p><b>Output 1:</b> Knowledge of hearing and visually impaired women and their access to information has increased on democratic institutions, modern socio-economic-political processes, gender issues and computer skills.</p> <p><b>Indicator 1.1:</b> Percentage of trained hearing and visually impaired women aware of their rights and understand role and functions of different institutions.</p> <p><b>Indicator 1.2:</b> Number of hearing and visually impaired women leaders applied new knowledge and became volunteers and mentors for visually and hearing impaired women.</p> <p><b>Baseline:</b> 2013: (this and other baselines set per information provided by DBST) - 5 % of hearing and visually</p>	<p>Activity 1.1: Organize trainings on democratic institutes, gender, socioeconomics and IT for 27 women with disabilities.</p>	<p>30,638.92</p>	<p>* 4 trainers hired, training courses programmes developed.                      * 55 potential women leaders to participate in the project activities were selected through interviews out of 150 interested candidates.                      * Three training courses on democracy and institutions, modern processes, gender and women leadership (25 hours each training), and Internet and computer (45 hours each training) conducted for three groups of women with visual impairments (23 women) in June, August, November.</p>	<p>23 visually impaired women increased their knowledge about their rights, role and functions of different institutions. After completion the training and taken tests about 85% of trainees demonstrated excellent and good results. During trainings and meetings with stakeholders women were capable to refer to different issues related to inclusion of people with disabilities.</p>
<p>mentors for visually and hearing impaired women. Plans include activities to work with the member of Mejlis (Parliament), conduct small training/ information meetings for women about gender, building networking, business etiquette, transportation of computers from Turkmenbashi city to Dashoguz to open</p>	<p>Activity 1.2: Provide a hot line service to women with disabilities.</p>	<p>5,733.84</p>	<p>* Hot line services provided to women with disabilities. The Project Specialist on Support on Social Integration (PS) was hired on 5 June. While the recruiting process was in progress, consultations were provided by the DBST on regular basis from March 28 to June 4.                      * To increase the number of consultations, the PS initiated planned consultations by inviting women to branches in each velayat where DBST branched is located and setting the consultation time for each velayat.                      * From 2 to 8 women received consultations each</p>	<p>23 visually impaired women leaders developed plans to apply and share their new knowledge as volunteers and mentors for visually and impaired women. Plans include activities to work with the member of Mejlis (Parliament), conduct small training/ information meetings for women about gender, building networking, business etiquette, transportation of computers from Turkmenbashi city to Dashoguz to open</p>

<p>impaired women aware of their rights and understand role and functions of different institutions.</p> <p>- 0 of hearing and visually impaired women volunteering or mentoring visually and hearing impaired women.</p> <p><b>Targets.</b> By the end of the project:</p> <ul style="list-style-type: none"> <li>- 70% of trained hearing and visually impaired women aware of their rights and understand role and functions of different institutions.</li> <li>- 20 hearing and visually impaired women leaders applied new knowledge and became volunteers and mentors for visually and hearing impaired women.</li> </ul>	<p>Activity 1.3: Provide women with disabilities with access to computers, Internet, library.</p>	<p>18,995.99</p>	<p>week on health services, communal services, social protection, employment, rehabilitation services, administrative law (divorce, housing issues).</p> <ul style="list-style-type: none"> <li>* 9 women received assistance in preparing requests and letters to governmental agencies (labor protection, reimbursement of payment, repair of housing, housing (4), divorce, education).</li> <li>* The Internet services became available from 9 June. From 2 to 12 people attended the IRC per day. In general visitors were interested in news about education, social rehabilitation, typhlo and sign language—tools.</li> <li>* DBST web-site was updated with information about DBS events (Magtunguly Day celebration, Festivals in Turkmenbashi and Dashoguz) and poetries of women.</li> <li>* Ongoing networking held with Belorussia, Russian Blind Union, Asian and World Blind Unions, Russia Federation libraries, etc.</li> </ul>	<p>computer class, etc.</p> <p>15 hearing and visually impaired women leaders applied new knowledge and became volunteers and mentors for visually and hearing impaired women through providing individual assistance in different mutters, consultations, conversations, and team building.</p> <p>Through small projects 9 women from Ashgabat, Mary, Dashoguz, Balkanabat, and Turkmenabad cities provided support to visually impaired women and increased socializing opportunities for them. Women leaders by telling their stories and benefits they had from integration in society encouraged other women to be active and participate in the events of DBST. Activities of 9 small projects vary from knitting and conversational clubs to opening computer classes for visual and hearing impaired people and renovation of DBST premises.</p> <p>A number of beneficiaries of each project vary from 5 to 35 people.</p>
<p><b>Output 2:</b> Management, leadership, networking and advocacy skills of hearing and visually impaired women raised and number of women with disabilities taking managerial positions inside the DBST increased.</p> <p><b>Indicator 2.1:</b> Number of projects and activities initiated by hearing and visually impaired women.</p> <p><b>Indicator 2.2:</b> Number of hearing and visually impaired women benefited from activities carried out by women leaders .</p>	<p>Activity 2.1: Initiate 12 meetings between women leaders with disabilities and guest speakers from governmental, business, public and international organizations.</p>	<p>7435.07</p>	<p>*Totally 9 meetings out of 12 planned meetings held. Some visits were not organized due to complication of sending letters through MFA.</p> <p>Through 9 meetings with guest speakers from the Institute of Democracy and Human Rights, Women Union, Union of Industrialists and Entrepreneurs, and UNICEF, Journal Miras, Foreign Transportation Company Coehle, ICNL, women learnt about these organizations. Characteristics and qualities of successful leaders were discussed. Meeting participants also shared their experience and examples of effective leadership.</p> <ul style="list-style-type: none"> <li>* Women were encouraged to apply for getting more information and cooperation with mentioned above organizations. Several potential projects (knitting, fair and sale of products of PWDs) and</li> </ul>	<p>As a result of increased management, leadership, networking and advocacy skills of 23 visually impaired women:</p> <ul style="list-style-type: none"> <li>- 14 individual projects developed and initiated by women. Each project benefitted from 5 to 35 people.</li> <li>About 250 visually impaired women benefitted from activities carried out by women leaders. For example, it includes renovation of the dormitory for DBST social enterprise facility, getting 4 sanatorium vouchers for free, visit to the carpet museum, knitting club, computer classes and computer skills lessons in Mary, Dashoguz, and Balkanabat cities, etc.</li> </ul>
<p><b>Subtotal: 55,368.75</b></p>				

<p><b>Indicator 2.3:</b> Number of hearing and visually impaired women leaders maintaining networking with other leaders and organizations at local and international levels.</p> <p><b>Baseline:</b> 2013:</p> <ul style="list-style-type: none"> <li>- No projects and activities initiated by hearing and visually impaired women.</li> <li>- 30 hearing and visually impaired women benefited from activities carried out by women leaders.</li> <li>- 5 hearing and visually impaired women leaders maintain networking with other leaders and organizations at local and international levels.</li> </ul> <p><b>Targets.</b> By the end of the project:</p> <ul style="list-style-type: none"> <li>- 9 projects and activities initiated by hearing and visually impaired women.</li> <li>- 600 hearing and visually impaired women benefited from activities carried out by women leaders.</li> <li>- By the end of the project: 15 hearing and visually impaired women leaders maintain networking with other leaders and organizations at local and international levels</li> </ul>	<p>Activity 2.2: Develop women leaders' practical skills in management of disability organizations.</p>	<p>6650.02</p>	<p>were discussed with Union of Industrialists and Entrepreneurs.</p> <ul style="list-style-type: none"> <li>* Follow up discussions on conducted meeting held to improve communication and presentations skills of women and planning next steps to continue relationships with guest speakers.</li> <li>* 6 meetings with a central apparatus of DBST and head of units of DBST were organized. 3 excursions organized around DBST facilities.</li> <li>* There was a delay in hiring the advocacy / outreach Consultant, because no applications received after two advertisements and wide distribution of the vacancy announcement. Through UNICEF network the Consultant was hired. O. Hydrova developed advocacy / outreach materials on 5 themes -disability and free access, employment, education, social integration of PWDs, and gender issues. Design of booklets completed and materials printed.</li> <li>* Women leaders were encouraged to be engaged in activities of DBST. Osmanova took initiative and organize the event to gratitude the veteran of the Second War.</li> <li>* Three women, including the trainee Kerimova participated in organizing art performance in three places.</li> <li>* The contest devoted to the Day of Poetry was organized in Mary by Grigoryeva.</li> <li>* Maral and Byagul participated in the meetings with Trade Union (gifts for concert), Theater (concert), Youth Union (flowers for concert), Ministry of Adalat (Charter).</li> <li>Content among women and men of DBS in Mary on the theme of Genger (Gulshat).</li> <li>Women hand made products Fair in Mary (Nargisa, Gulshat, Gulalek). Union of Entrepreneurs sponsored printing of business cards and booklets about DBS in Mary.</li> </ul>	<p>About 40 women were involved in decision making regarding the new DBS Charter and other internal issues such the structure, division of responsibilities, etc.)</p> <p>45 women leaders were engaged in preparation and participation of 9 big activities organized by DBST. For example: The concert devoted to the International Day of PWDs. 14 women and girls from 5 regions participated in this event. Article about concert published in the newspaper and website. Festival of poetry devoted to the Day of Magtumulay organized in May in all velyats. 14 women submitted their poetry. Six women were actively engaged in preparatory work and organization of the event. The contest of pictures devoted to the Day of Magtumulay hold in Mary DBS. 7 hearing impaired women participated. 4 Women were engaged in preparatory work and organization of the event. The Musical Festival held in Dashoguz in September. 7 women were engaged in practice and performance, 2 women engaged in coordination activities. Green tree event organized in each velayt with full engagement of women, who contributed to development of the program, finding gifts for children, and other help during the event.</p>	<p>There is ongoing cooperation established by 9 women with the National Society of the Red Crescent of Turkmenistan, Women Union, Union of Industrialists and Entrepreneurs, Trade Union, employment departments of the Ministry of Labor and Social Protection, Ministry of Education, Youth Union of different</p>
	<p>Activity 2.3: Organize 24 local networking visits for</p>	<p>26003.61</p>	<p>The minivan was procured and used for project activities. 18 (7+7+4) out of 24 network visits were organized to the Medjlis, Ministry of Education, Ministry of</p>		

<p><b>Output 3:</b> Hearing and visually impaired women play an active role inside the DBST and in the policy dialogues with government.  <b>Indicator 3.1:</b> Number of hearing and visually impaired women participating in different events and meetings with governmental</p>	<p>women with disabilities.</p>		<p>Labor and Social Protection of Turkmenistan, Ministry of Justice (Adalat), National Society of the Red Crescent of Turkmenistan, Editorial Board of the Newspaper "Neutral Turkmenistan", UNFPA, Theater, Conservatoire, Journal "Zenan Kalby", etc..</p> <p>Some visits to Ministry of Health and Medical Industry of Turkmenistan, Democracy Institute, Ministry of Economic sand Development, etc. were not held due to delay of sending letters from MFA to those organizations.</p> <p>In preparation for the visits women identify the most important issues to discuss with representatives of governmental organizations. For example, women raised the following issues: a) vocational trainings and promotion of inclusive education for PWD; b) importance of the role of PWDs in management on disability organizations; c) assistive means and reasonable accommodation, d) employment; g) utilize capacity of specialized facilities of disability organization for creating more jobs through increasing orders for products; etc.</p> <p>* Follow up meetings held to identify gaps in communication and presentations skills of women. Women agreed that they need to learn and strengthen their skills and knowledge in business etiquette, dress code, formulation of questions, keeping conversation in selected spheres, and some others areas.</p> <p>Follow up actions such as continuing development of relationships, writing letters, development of plan of work were discussed. Women took into consideration issues they will follow up after completion of the training and visit programs.</p> <p style="text-align: right;"><b>Subtotal: 40,838.70</b></p>	<p>issues trainings, employment, social benefits and services.</p> <p>For example, Nargiza Grigoryeva met with the municipal department to get support for the dormitory renovation.</p> <p>As a result of networking with Red Crescent Society, 4 women were accepted for sewing training class organized by the Red Crescent Society in Turkmenabat. 4 DBST members received free vouchers to sanatoriums.</p>
<p><b>Output 3:</b> Hearing and visually impaired women play an active role inside the DBST and in the policy dialogues with government.  <b>Indicator 3.1:</b> Number of hearing and visually impaired women participating in different events and meetings with governmental</p>	<p>Activity 3.1: Organize 3 discussion events (small forums) with engagement of women with disabilities.</p>	<p>282.6</p>	<p>* Three small forums held with engagement of women. Women had several meetings to prepare for the forum – to better understand the themes and problems of social inclusion of PWDs, distribution of roles during the forum. Three themes were chosen for small forums – employment, professional education, and reasonable accommodations for PWDs.</p>	<p>23 visually impaired women participated in the policy dialogue on employment of PWDs with the the Labor the Ministry of Labor and Social Protection of Turkmenistan.</p> <p>The proposals and recommendations on the form of draft letters and held meetings</p>

<p>agencies.</p> <p><b>Indicator 3.2:</b> Number of hearing and visually impaired women contributing to development of recommendations on disability issues.</p> <p><b>Indicator 3.3:</b> Number of proposals and recommendations from hearing and visually impaired women accepted by governmental agencies.</p> <p><b>Baseline:</b> 2013:</p> <ul style="list-style-type: none"> <li>- 3 hearing and visually impaired women participated in different events and meetings with governmental agencies.</li> <li>- 5 hearing and visually impaired women contributed to development of recommendations on disability issues.</li> <li>- 3 proposals and recommendations from hearing and visually impaired women accepted by governmental agencies.</li> </ul> <p><b>Targets:</b> By the end of the project:</p> <ul style="list-style-type: none"> <li>- 30 hearing and visually impaired women participated in different events and meetings with governmental agencies.</li> <li>- 15 hearing and visually impaired women contributed to development of recommendations on disability issues.</li> <li>- 12 proposals and recommendations from hearing and visually impaired women accepted by governmental agencies.</li> </ul>	<p>* Representatives of the Department of Labour of the Ministry of Labour and Social Protection of Population of Turkmenistan and Ashgabat City Department of Labor and Employment participated in the forum on issues of employment. Forum participants agreed to coordinate efforts on sharing information on vacancies and creating conditions for employment of PWDs.</p> <p>Representatives of the Ministry of Health and Medical Industry of Turkmenistan and Medical School named after Indira Gandhi participated in the forum on issues of professional education. This meeting was not attended by representatives of the Ministry of Education. The forum resulted in increased awareness of participants on importance of professional education for PWDs and future goals for development adjusted teaching programs, classes, provision of reasonable accommodation, etc.</p> <p>Representatives of the Ministry of Health and Medical Industry of Turkmenistan and Ministry of Labor and Social Protection of the Population of Turkmenistan (Department of Social Protection) did not attend the forum due to complication of sending letters through MFA.</p> <p>* Follow up discussion held to summarize forums results. Women agreed to maintain relationships and plan some activities to further issues they discussed during the forums. For example, trainees Osmanova, Abdullayeva, Ashirova interested to share information about PWDs with employment departments and potential employers and information about job vacancies with PWDs.</p>	<p>Subtotal: 282.6</p>
<p>developed, sent and discussed with organizations indicated below.</p> <p>1. Proposal on sharing information about vacancies discussed with and accepted by representatives of the Ministry of Labor and Social Protection during the small forum. Proposal suggests that the information on the vacancies will be taken by women members of DBS and shared by DBS in each region on monthly basis. It was decided that the information on the vacancies in Ashgabat and in the regions will be available through the Department of Labor and Employment. Women already started to obtain the list with vacancies and share with other DBST members.</p> <p>2. The proposal on provision of assistive means to blind and deaf people (sticks for walking, hearing devices, etc.) in the form of a letter sent to the Ministry of Health and Medical Industry.</p> <p>3. The proposal about increasing the effectiveness of teaching process by applying Braille methods and Braille equipment and strengthening the capacity of teachers of specialized schools sent to the Ministry of Education. The issue of importance of professional education for PWDs also was stressed in the proposal.</p> <p>4.5.6. Women drafted and sent letters to the Police Departments of (Ashgabat, Mary, and Dashoguz cities regarding traffic lights and security. In Ashgabat and Mary the requests were accepted and follow up action taken. Traffic lights near to location of DBST offices ensure safe walking for PWDs.</p> <p>7. As a result of the held visit and follow up meetings the Trade Union cooperates</p>	<p>2. The proposal on provision of assistive means to blind and deaf people (sticks for walking, hearing devices, etc.) in the form of a letter sent to the Ministry of Health and Medical Industry.</p> <p>3. The proposal about increasing the effectiveness of teaching process by applying Braille methods and Braille equipment and strengthening the capacity of teachers of specialized schools sent to the Ministry of Education. The issue of importance of professional education for PWDs also was stressed in the proposal.</p> <p>4.5.6. Women drafted and sent letters to the Police Departments of (Ashgabat, Mary, and Dashoguz cities regarding traffic lights and security. In Ashgabat and Mary the requests were accepted and follow up action taken. Traffic lights near to location of DBST offices ensure safe walking for PWDs.</p> <p>7. As a result of the held visit and follow up meetings the Trade Union cooperates</p>	<p>7. As a result of the held visit and follow up meetings the Trade Union cooperates</p>

<p>with DBST on organization of socializing events and providing financial support for that. DBST received gifts for concert participants and outstanding DBST members and 4 sanatorium vouchers for members of DBST.</p> <p>8. The sewing training class organized by the Red Crescent Society in Turkmenabat and 4 women from DBST enrolled for this training. This happened as a follow up action initiated by Roza Nazmetdiniva after meeting with the Red Crescent Society.</p> <p>9. The National Music and Drama Theatre of Turkmenistan named after Magtumguly provided the premises and services to organize the concert devoted to the International Day of PWDs. 600 people attended this event.</p>		
	<p>No funds received from Coca Cola company.</p>	
	<p>0</p>	
	<p>Activity 4.1: Provide access to Internet to hearing and visually impaired women.</p>	
	<p>Activity 4.2: Engage women hearing and visually impaired women in in practice and musical performance.</p>	<p>0</p>
		<p><b>Output 4:</b> Hearing and visually impaired women socially integrated. TBC</p> <p><b>Indicator 4.1:</b> Number of hearing and visually impaired women has access to Internet in rural areas.</p> <p><b>Indicator 4.2:</b> Number of hearing and visually impaired women participated in practice and musical performance.</p> <p><b>Baseline:</b> - 0 hearing and visually impaired women have access to Internet.</p> <p>- 20 women participated in musical performance.</p> <p><b>Targets:</b> By the end of the project: - 200 hearing and visually impaired women have access to Internet in rural areas.</p> <p>- 65 hearing and visually impaired</p>

women participated in practice and musical performance.

Activity 5: **Project Management**

Salary PM, PA (including MIAP, live, health insur, security)	24596.73		
Internet and phone charges, translation services, office supplies, bank fee, etc.	1956.79		
Office equipment	5807.55		
Learning costs (additional from UNDP)	4242.23		
Staff cost distribution	8594.65		
Payments for expenditures made in December 2012	927.9		
Facilities & Admin - Implement	900.43		
Reimb to UNDP for Supp Svcs	1,368.08		
			<b>Subtotal: 48,394.36</b>

**Total USD: 144,884.41**

Project implemented in compliance with UNDP policies and procedures and under supervision of NPC and designated UNDP staff. Payments for office operation, Internet and phone calls were made.

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