

Narrative Progress Report

Project Title:	Capacity building on Human Rights and CRPD
Implementation period	28 months/15 July 2010 – 31December 2012
Implementing Organization:	Albanian Disability Rights Foundation
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Project Goal

ADRF implemented the Component No. 3 of “Promoting Disability Rights in Albania, Support Programme on the Convention on the Rights of People with Disabilities“, which was “Capacity building on Human Rights and CRPD”.

The project aim was to strengthen national capacity to achieve the social inclusion of persons with disabilities through supporting ratification and implementation of the Convention on the Rights of Persons with Disabilities and its Optional Protocol.

Project Outcome/target/baseline

The interventions realized under the project aimed to realize the project intended outcome: 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

All efforts were directed towards reaching the project defined target:

By 2012, information and training resource materials are available for 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.

More specifically the targets for the two years of project implementation included:

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 regions. Disability awareness campaigns organized in 4 out of 9 targeted districts.

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.

By the end of the project it results that ADRF has reached the project targets and project outcome. If we go back to the project baseline, that showed that there was lack of adequate information, knowledge and capacities among disability related stakeholders and the general community on disability rights and CRPD, and analyzing the current situation, distinct changes have happened.

ADRF interventions at first stage of project implementation have been aiming to and have reached the target of identifying the capacity development needs of relevant public and private sector partners. In order to implement project activities ADRF worked in close partnership with MOLSAEO and other Governmental institutions, mainly with their regional departments, and local public /private relevant agencies, local government authorities, and civil society actors. These efforts led to preparation of relevant capacity building/awareness-raising materials; persons with disabilities were trained to undertake awareness-raising workshops for the public and private sector and an awareness-raising campaign targeting the general public on disability rights was designed.

Two training manuals are prepared:

- a) “Human Rights of People with Disabilities, the CRPD and the Albanian current legislation on disability” and b) “Practical implementation of the CRPD by disability service providers”.

Two additional training manuals have been translated (as well as edited and laid out but not published)

- a) “Human Rights Yes” – education and training material focused on human rights of people with disabilities and CRPD; b) Monitoring the Convention on the Rights of Persons with Disabilities-Guidance for human rights monitors/ a professional training package of the Office of the High Commissioner for Human Rights .

In addition, with funding from this project, ADRF has edited and published in 300 copies the Handbook for Parliamentarians - From Exclusion to Equality: Realizing the Rights of Persons with Disabilities. The Handbook was jointly prepared by the Department of Economic and Social Affairs (UN-DESA), the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the Inter-Parliamentary Union (IPU).

The Albanian translated version of CRPD was also published in 1500 copies. Alongside with it a notebook with information on the CRPD and the rights enshrined in it, was designed and printed and widely used during the workshops and the awareness raising campaigns.

At the second stage of the project, awareness raising workshops with all relevant stakeholders were organized in 12 regions and an awareness raising campaign was organized in 9 districts to outreach the students and the general public. TV chronicles on workshops enabled in fact increased public outreach in the twelve regions.

Overall, 31 workshops and 5 information days (with Regional Directories of Social Services) targeted and benefited 1076 out of 1252 intended relevant stakeholders in twelve regions. These stakeholders were provided the opportunity to increase their awareness and capacities in the area of human rights of people with disabilities and most specifically on the CRPD.

While round 900 students took an active part in discussions held during the Open Information Days organized in 8 universities in 8 regions of Albania.

Wide coverage of debates in local media, as well as other TV programs and chronicles contributed to increased awareness of average 1/3 of the population on the rights of people with disabilities and the CRPD. Sharing project results through ADRF and UNDP webpage, but also through articles in ADRF newsletter have given a chance to increased outreach of the project beneficiaries.

Project activities have benefited to a greater extent the women (round 59% /greater participation of women in the workshops).

So, the above mentioned figures represent distinct indicators of targets reached through the successful implementation of the project.

Short background including information on the situation of PWD at the project's inception and why the project's interventions were necessary.

Despite some progress in policy level, fundamental rights contained in the UN Convention on the Rights of Persons with Disabilities, the European Convention for the Protection of Human Rights and Fundamental Freedoms, its Protocols, and the European Social Charter (revised), such as the right to education, the right to work, the right to private and family life, the right to protection of health and social security, the right to protection against poverty and social exclusion, the right to adequate housing etc. were prior to project start and are still inaccessible to many people with disabilities(PWD).

Consequently, people with disabilities in Albania face special challenges in obtaining the kind of assistance they need to live full and productive lives within the mainstream of society. Deficiencies and non- implementation of the Albanian legal framework to enforce human rights of PWD remain still a major concern for PWD and their family members.

Last years¹ ADRF surveys, observations and monitoring reports focused on PWDs' entitlement to rights to social services, education and employment as well as their quality

¹ www.adrf.org.al/studies

of life in institutions, testify that lack of awareness and lack of capacities of relevant stakeholders to realize responsibilities and duties as deriving from the different policy and legislation are amongst major factors that count for the consistent human rights violation of people with disabilities.

There are insufficient information and training packages available on disability rights and legislation and CRPD to disability related stakeholders. Lack of such specific training/education programs very often lead to insufficient knowledge and technical expertise which are necessary for relevant stakeholders to orient proper policy and program development.

Primarily, elected and appointed officials including *staff that work in the system of social services in all levels* (such as the structures that are responsible for identifying, assessing, planning, providing, monitoring and inspecting services), *staff responsible to enable education, employment, health care, access to justice and legal aid, etc.*, but also *other relevant stakeholders like business community, civil society organizations, DPOs, human rights/ women/ children organizations, media representatives, etc.*, have little sense of how their responsibilities intersect with the needs of citizens with disabilities, and have made little progress in translating the good intentions of global rights into meaningful reform and pro-positive actions at the national and local level.

PWD are still invisible in public due to a range of physical and psychological barriers culminating in cultural and attitudinal barriers which severely restrict their access to mainstream life. This encourages lack of positive images of disabled people resulting in more marginalization and discrimination.

Other factors, besides the above, that influenced the design and approval of the project were related to:

Albanian Government had signed the UN Convention on the Rights of Persons with Disabilities and would have to ratify it.

In addition Albania had signed the Stabilization and Association Agreement and was seeking to gain the status of an EU candidate country.

These would require Albania to fulfill several obligations, amongst other respect of human rights and fundamental freedoms of all citizens including the most vulnerable groups, hence, disabled people. To do so, investments and resources were needed amongst others to support capacity building of all relevant stakeholders.

That's why ADRF through several consultations formulated a project that would assist improving capacities and increasing awareness of all relevant stakeholders on disability rights and CRPD.

Major achievements of the project vis-a-vis the expected results during the project life:

The project implemented aimed at promoting human rights based approach to disability and building capacities and encouraging cooperation between policy-makers, state/public institutions in national and regional level, civil society organizations, the business community and media thus creating models of full participatory processes in designing and implementing policy as a precondition to guarantee ownership and sustainability.

General public especially youth at the university in the eight targeted regions/ districts would be outreached through a civic education campaign designed and conducted with full involvement of people with disability.

Intended Result 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;

Upon project completion ADRF achieved to a great extent the intended result:

1076 disability relevant stakeholders (627 women) primarily Government departments at central level, local government, judiciary, media, business and civil society are aware of and have gained sufficient knowledge and expertise on human rights of PwD and CRPD through participation in 31 workshops and 5 information sessions.

Intended Result 2.

Increased awareness, knowledge on CRPD and human rights of PwD, and improved attitudes towards people with disability, of minimum 880 students and average 1/3 of the general public in 9 targeted districts.

Activities realized during project implementation contributed to achieve this result:

Awareness and knowledge on CRPD and human rights of PwD increased and attitudes towards people with disabilities improved amongst round 900 students and average 1/3 of the general public in the 8 targeted districts.

Students took an active part in discussions held in 8 universities in 8 regions of Albania, while the wider general community was outreached through a TV debate in News 24 TV, the transmission of the info days with students in the local TV channels and the TV chronicles prepared by different media during the organization of the workshops as well as through access to ADRF and UNDP webpage and articles in ADRF newsletter. This influenced increased awareness and challenged the stigma deeply rooted in the Albanian society about disabled people.

The outputs produced accompanied with relevant data.

Project intended output: “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”.

The following output(s) relevant to activity result 1 include:

31 workshops and 5 information days (with Regional Directories of Social Services)
Organised in 28 months

1076 out of 1252 intended relevant stakeholders attended the 36 awareness raising sessions in twelve regions.

Most specifically:

- **3 workshops in Elbasan benefited 95 participant**, representing respectively, the first day, the local government and public institutions, including judiciary, from Elbasan, Belsh, Librazhd and Peqin, the second day, the civil society including NPOs, media and business community, and, the third day, the service providers;

- **3 workshops in Vlora benefited 92 participants**, representing the local and regional government authorities in the area of social services, health care, education, accessibility and employment (32 representatives/24 women); civil society organizations, including DPOs, human rights/women/ children organizations, media and business community (30 representatives /16 women); and public and private social service providers including day care, residential and other community services (30 representatives /18 women);

- **5 workshops in Tirana benefited 142 participants (105 women)**, representing respectively:

(a) the central government (disability focal persons in line Ministries), the National Council on Disability Affairs (MOLS AEO, Ministry of Public Works and Transports, Ministry of Health, Ministry of Justice, etc.), Independent Human Rights Institutions (the Commissioner for Protection Against Discrimination, The People's Ombudsman, The Commissioner for Protection of Personal Data);

(b) local government authorities;

(c) judiciary, including lawyers, advocates, judges, professors and students at the Public University of Law in Tirana;

(d) civil society including NPOs, media and business community;

(e) service providers.

During the workshops in Tirana, special attention was paid to Albanian legislation and its compliance with the CRPD, as well as to the establishment and/or strengthening of the existing national and international monitoring structures and instruments, foreseen by the CRPD. Representatives from the Judiciary System admitted that most of them still have many stereotypes for people with disabilities and accepted the need for a change in their approach to disability.

A special session organized with the civil society representatives was advocacy: introduction to the advocacy tools and instrument to increase awareness and influence public and private institutions to know, understand and respect the human rights of people with disabilities. Certain staff from local government units although invited to participate in the workshop, hesitated to come as they feared the insecurity of their job due to the Local Government Elections. Changes of staff, and professionals, especially right after the elections remain still an issue within the public administration in Albania.

The same training/workshop format and methodology was used in other project targeted districts.

- **3 workshops in Lezha benefited 72 participants (50 women);**

- **3 workshops in Korca benefited 88 participants (62 women);**

- **2 workshops in Kukes benefited 63 participants (38 women);**

- **2 workshops in Gjirokaster benefited 50 participants, (32 women);**

- **2 workshops in Fier benefited 58 participants (38 women);**

- **2 workshops in Shkoder benefited 78 participants (59 women);**

- **2 workshops in Peshkopi benefited 63 participants (38 women);**

- **2 workshops in Berat benefited 59 participants (42 women);**
- **2 workshops in Durres benefited 61 participants (39 women);**

As noticed above in 7 districts, because of lack of services and service providers in (refer to outputs reported above) instead of originally 3 workshops to be organized per district, two workshops were organized. Instead, during the project extension 5 other information sessions with local government authorities were conducted. Based on the agreement for project extension, ADRF in cooperation with the Regional Departments of Social Services, organized in **qarks/regions of Lezhe, Peshkopi, Gjirokaster, Fier and Berat Information days on the CRPD**. The aim was to outreach and increase capacities of administrators of economic assistance/disability allowances/ social services at municipality and commune level, being considered key persons close to the community of people with disabilities and their families;

Output(s) relevant to activity result 2 include:

- 8 Information Days organized in 8 universities in 8 regions of Albania were also reflected in the local TV media:
- Round 900 students took an active part in discussions held during the Open information days

Most specifically the outputs included:

- **1 hour and 45 minutes debate, organized on December 10th 2010, the International Human Rights Day, on News 24 TV “Studio e Hapur” program.** It was focused on human rights of people with disabilities, the UN CRPD and the process of ratification and implementation of the CRPD by the Albanian Government; steps to be taken and roles and responsibilities of all relevant stakeholders to guarantee non discrimination and human rights protection of all categories of people with disability and their family members. The panel was composed of two disability human rights activists (a wheelchair user and a blind-both women), the Chair of the Albanian National Association of Deaf, the Chair of a parents organization of people with intellectual disabilities and the director for monitoring the crosscutting Strategies in the MOLSAEO and all panelists discussed their concerns, views and expectations regarding the CRPD ratification and implementation in Albania;

An information day format was designed and it was used to conduct in the information days in 8 universities:

- a **debate** with about **100 students** (round 55% young women) of **Aleksander Xhuvani University in Elbasan** (on February 17th, 2011). The debate which was **registered by a local media**, focused on the CRPD and what human rights of people with disabilities mean in practice;
- an **Open Information Day** organized with students of Law and Nursery branches of **“Ismail Qemali” University** in Vlora (March 30th, 2011); a forty minutes **TV Debate** prepared by **Vlora Channel** has been shown more than once for the general community in Vlora.

- an **Information Day** organized on May 31st, 2011 with round **70 students** (95% women) of the *Faculty of Social Sciences of the University of Tirana*;
- an **Open Information Day** organized in October 12th, 2011 with students of the *University “Eqerem Cabej” in Gjirokastra* (branches of elementary school teaching and nursery). Around **90 students** (60% young women) who attended the debate, took an active part through open discussions, questions and opinions that they shared with the two consultants who were both disabled. The **debate**, registered by **Radio TV Gjirokastra**, was transmitted in its programs.
- an **Open Information Day** organized with **80 students** (70% young women) of the *University “Fan.S.Noli” in Korca* (November 8th, 2011). The Dean of the Branch of Teaching stated in her welcoming speech that their University thanks to the consistent collaboration with ADRF, had enriched the range of lectures focused on psychological issues related to people with disabilities. The **debate** was registered by **TV Loby** and transmitted in its programs.
- an **Open Information Day** organized with **60 students** (70% young women) of *Kristal University in Fier* (November 24th, 2011). Participating teachers and students were disseminated copies of UN CRPD and promotional materials as well as informed on ADRF web page for further consultation if interested. The **debate** was registered and transmitted by **Apollon TV** so that the general population in Fier had a chance to learn more on the rights of people with disabilities, disability legislation in Albania and UN CRPD.
- an **Open Info Day** organized with round **100 students** of *“Luigj Gurakuqi” University in Shkodra* (December 15th, 2011). It was one of the most impressive debates. A blind student attending the debate and his peers shared their life experiences and identified the main challenges students with disabilities face to graduate in the university and reflected on ways of how to overcome these challenges. The **debate** was registered by **“Antena Nord” TV** and transmitted in their programs.
- an **Open Information Day** organized with round **100 students** (72% young women) of *“Aleksander Moisiu” University in Durres* (May 22nd, 2012) . The University Rector, Prof.As.Dr. Mit’hat Mema, in his welcoming speech, committed to organize other future activities that would promote human diversity and equality issues. The open information day was also registered and **broadcasted** by the **local TV station** in Durres.

TV chronicles have been realized during all workshop sessions organized in the twelve regions.

The preparation of training and awareness raising materials as well as the **13** persons trained as **trainers** are considered as very important project products/outputs that contributed to realize the above stated project outputs,

Project impact, relevance/appropriateness, effectiveness, efficiency, sustainability and partnerships

The project *impact* to the potential final beneficiaries, i.e disabled people, can be measured long after the end of the project. Still as a result of the project, firstly the DPOs, human rights and advocacy groups have been empowered, have become more aware of

human rights as outlined in the CRPD and have been supporting ratification of UN Convention on Rights of Persons with Disabilities, and in the great majority supporting new legislation based on the UN Convention approach.

Awareness raising amongst all relevant stakeholders and the general community, has impacted meanwhile better attitudes as a precondition to improved policy, legislation and programs which ultimately will affect improvement of disabled people quality of life.

As also reported above, the project outputs/ outcomes are **relevant** to national and local policies and the needs of project targeted groups and intended beneficiaries. The project was written just in time to assist government in the process of ratifying the CRPD. Ratification would mean obligations and responsibilities to implement CRPD provisions. That's why it was important that relevant stakeholders in national and local level become aware and knowledgeable about human rights of people with disabilities as explicitly defined in the CRPD and know how to relate their obligations to their sphere of activity.

The project interventions are considered also as **appropriate**. 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. Although human rights approach has been promoted by ADRF for several years, medical and charity approach are deeply rooted in the Albanian society. The relevant stakeholders especially responsible governmental authorities, still consider disabled people as passive recipients of cash benefits, and related their responsibilities mainly to treatment of disabled only through disability cash benefits/disability allowance. So it was really hard, especially in regions that had very scarce access to information and programs targeting disability to promote human rights approach. But the workshops methodology was designed as such as to allow for debates and exercises alongside with presentations which all contributed to challenge the prevailing stigma and prejudice towards the disabled people, disability issues as well as the appropriate approach to address disability.

CRPD is an international treaty that 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 project **effectively** achieved to communicate the new Convention approaches to the concerned stakeholders. The workshops were an opportunity to discuss with all relevant stakeholders on necessary actions and areas of interest for each and every one based on the area of activity of each and everyone. Examples of action plans to implement obligations under CRPD on different areas, like education, employment, accessibility were done as exercises by participants in the end of every workshop. The materials disseminated, including presentations, the CRPD in Albanian language as well as discussions and exercises developed during the workshops, will serve as guides to participants to increase their effectiveness and efficiency in their daily activity to fulfill obligations deriving from the CRPD ratification.

The project was implemented in **partnership** with key government and non-government partners both at the central and local levels which permitted to use with **efficiency** the project resources. ADRF partnered with the Ministry of Labour, Social Affairs and Equal Opportunities (MOLSAEO), being a key institution in covering disability issues, for the implementation of the project activities, ensuring support and coordination with the line Ministries but also with local government authorities at regional or municipal/commune level. MOLSAEO assisted us in ensuring the commitment and contribution to the project results of various institutions under its own jurisdiction such as State Social Service, National Employment Service and their regional offices. This partnership affected and facilitated the process of consultation in training/workshop preparation process as well as ensured the involvement and participation of representatives of all these institutions in the workshops as well as in the TV debates or their outreach through information produced.

The project implemented aimed and succeeded at promoting human rights based approach to disability , building capacities and encouraging cooperation between policy-makers, state/public institutions in national and regional level, civil society organizations, the business community and media thus creating models of full participatory processes in discussing, designing and implementing appropriate policy, programs and action plans as a precondition to guarantee ownership and **sustainability** of project results. UNDP project staff as well as UN press/ and Advocacy Unit, were also involved in project activities, workshops and debates with students and assisted to increase outreach through reflecting activities in UNDP website thus spreading this understanding to the wider public.

Civil Society Organizations (CSOs) as key partners and project targeted groups, were not only informed on the CRPD but were equipped with advocacy tools to assist them to consistently influence and monitor CRPD implementation.

The project contributed also to building partnerships with other organizations in the country that work towards similar goals in order to broaden the scope of beneficiaries and ensure the synergy of project development results, including human rights, women and children organizations. Representatives of business community were also approached and invited to participate in the workshops, thus contributing to building a sustained cooperation with the business community to enable/ push them for realizing accessibility and reasonable accommodation, as well as to provide employment opportunities to disabled people.

It should be highlighted that the national and local media from the very start of the project have been heavily involved; initially being participants in the workshops/training sessions and then making sure they understood the development challenges of disability community.

What major issues and problems affected the achievement of project results? How were these issues or problems resolved? Did any mid-course adjustments take place?

Because of lack of services and service providers in seven, out of twelve districts (refer to outputs reported above) instead of originally 3 workshops to be organized per district,

two workshops were organized. The decision to do so, was taken in consultation and with the approval of UNDP, through a mid review process in September 2011. Consequently there were remaining funds which under a second review process in July 2012, and in close consultation with UNDP were wisely used to extend the outreach to local administrators of economic assistance/disability allowance/ social services at municipality and commune level, being considered as the key persons close to the community of people with disabilities and their family members. So during the period of August 2012 – December 2012, ADRF in cooperation with the Regional Departments of Social Services organized 5 awareness raising workshops on human rights and CRPD with administrators of economic assistance / disability allowance and social services in 5 qarks/regions, namely Lezhe, Peshkopi, Gjirokaster, Fier and Berat.

What are the views of the target groups with regard to the project? Please note any significant gender-based differences in those views.

The project targeted groups have been really interested and collaborative in the process of joint actions on capacity building and awareness raising activities. There is no significant gender based difference in views of project targeted groups.

The project targeted groups had the opportunity to express their views in different stages of project implementation, during preparatory stage of designing the project, during the first stage of project implementation when the project introduction and identification of training needs were done through meetings with representatives of all project targeted groups, as well as during the workshops and awareness raising activities TV debates and info days with students.

Ex. Representatives of local government, judiciary, media, business and civil society during workshop sessions admitted the need for a change in their approach to disability and tried to highlight relevance of the obligations outlined in the CRPD to their spheres of activity.

“The right for equal access to justice is a constitutional right, which in the international documents of human rights is established as a fundamental right. Hence the right of PwD for equal access to courts involves a whole range of procedural and functional aspects. The CRPD serves as a roadmap for the governments for the adoption/enforcement of all necessary provisions” said Alfred Shehu, Deputy General Prosecutor of the Judicial District Court, Elbasan.

Mr. Vladimir Kasemi, the Vice president of “Ismail Qemali” University in Vlora, in his welcoming speech stressed *the importance of the partnership that the University should have with various institutions for better addressing the different education needs of the students.* All participants in the various activities realized that disability is an issue which at a moment in life affects everyone and that it is more than a family matter, it affects all the society, hence everyone should be aware of disability and the right approach to address the needs of disabled people. *“Our teachers always remind us that the role of the social worker is based on two actions: listening and communicating. Today, after this meeting, I feel that these two actions should be re-dimensioned to be better adapted to diversity”* - said a student of A. Xhuvani University in Elbasan.

The Deputy Dean of Aleksander Xhuvani University, Mrs. Vali Haxhiymeri informed that the Ministry of Education and Science had sent them for opinions the draft of university standards. She added: *“This meeting helps me to present my recommendations in such a way that the standards are further completed to address the needs and special requirements of students with disabilities”*.

The Deputy Dean of “Eqerem Çabej” University in Gjirokaster, Mrs Liljana Recka, who also held a presentation in the event organized there, in a phone call made after the session to express her gratitude, said *“It’s the first time that our university was given the opportunity to organize a debate focused on disability issues. It really helped to change attitudes and approaches towards disability. We would really want to continue this cooperation and organize joint activities in the future”*.

Training evaluation sheets filled in at the end of the workshop sessions by participants, have given a positive overall opinion on both the content and organization. Participants have found the information really useful and most of them have responded that they were able to share what they learned with others, as well as reflect them in their work and other life aspects.

One remark that was made by participants during the workshops was limited access to information and events of this kind to district and commune level. They requested support from the organization to design a common strategy of flow of information and expertise in commune level. During second review process of the project, ADRF, UNDP and Regional Departments/Directorates of Social Services, adopted the project work plan and took positive steps to meet the demand for information and awareness raising activities that extended up to commune level.

Assessment of the project management, including the role of the UNDP Country Office.

The Project Manager was responsible for day-to-day management and decision-making for the project in line with the project document and approved annual work plan. The Project Manager ensured 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.

The project manager has been assisted to run and manage the project by the organization’s financial officer and both reported to the ADRF Executive Director, who in turn was the member of Project Board.

In order to create synergies with other components of the project, and facilitate project implementation, close collaboration was maintained with UNDP project manager of the other component. UNDP Albania Programme Officer in charge of this project has been also widely involved, informed and consulted in different stages of project implementation.

Activity and progress reports have been regularly prepared and submitted for approval to the UNDP Albania Programme Officer. Reporting was also done to the Project Board.

Lessons learned

The project interventions played an important role in increasing awareness on human rights and CRPD. It was considered as effective intervention in the process of the Albanian Government signing and ratifying the CRPD.

-The project contributed to increase the awareness on a new approach to addressing disability, i.e. human rights approach versus the prevailing one-the charity and medical approach.

-One important lesson drawn, was that while addressing disability, everyone should think of using a cross sector approach, and to consider it as a cross cutting theme: disability should no longer be considered as simply belonging to social or health care sector, it should be like gender issues treated and target all sectors. Only this way, people with disability will no longer be segregated and feel vulnerable.

-Education on CRPD through the awareness raising seminars, served as a food for thought. It's important that technical expertise is available and will continue to be offered to all stakeholders in the long and the most difficult process of implementation of CRPD. Lack of capacities and "know how" could be not addressed through only a single and at one time intervention.

-The All stakeholders, especially the responsible governmental authorities should be further supported to conduct in-depth analyses of every single article and related obligations and responsibilities stated in CRPD. They need a guidance in designing short, mid and long term plans to be fulfilled through effective use of available budgets as well as through mobilizing additional ones so as to progressively fulfill the social and economical rights and immediate fulfillment of civil and political ones, the latter still being questionable with regards to their fulfillment during the parliamentary elections of 2013.

-UNDP should in the future also continue to build effective and efficient programs that could be implemented by them, partnering with national governmental institutions and national civil society actors, including not only NPOs but also business community and Media. Through such partnership in action projects, interventions become more effective, efficient and sustainability is guaranteed

Other information considered of importance for the project final report

In addition to project related activities, ADRF has organized itself or has participated to different activities where issues specifically related to the UNDP Project and the CRPD were discussed, thus creating synergies and contributing to increasing project outputs and results.