

The Annual Work Plan (AWP) Monitoring Tool

Project Number: 00083136
 Project Title: Advancement of social inclusion and integration of persons with disabilities
 Project Outputs: 1. Capacity of Deaf and Blind Society raised. 2. National legislation revised for compliance with CRPD and National Action Plan with regard to persons with disabilities formulated.
 3. Employment opportunities for disabled promoted. 4. Public awareness on social and economic inclusion of people with disabilities increased

Implementing Agency: UNDP, Turkmenistan
 Partner Agency: Deaf and Blind Society of Turkmenistan
 Period: year 2013

EXPECTED CP OUTPUTS AND INDICATORS INCLUDING ANNUAL TARGETS	PLANNED ACTIVITIES	EXPENDITURES	RESULT OF ACTIVITIES	PROGRESS TOWARDS ACHIEVING CP OUTPUTS
<p>Indicators:</p> <ul style="list-style-type: none"> - Number of teachers who improved their skills and use them in teaching processes; - Percentage of blind children benefitting from improved knowledge of teachers; - Number of action plans developed by participants of training courses. <p>Targets:</p> <ul style="list-style-type: none"> - By the end of 2013 about 50% of trained teachers improved their teaching methods. 	<p>List all the activities including monitoring and evaluation activities to be taken during the year towards stated CP outputs</p>	<p>List actual expenditures against activities completed</p>	<p>For each activity, state the results of the activity</p>	<p>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:</p> <ul style="list-style-type: none"> - Whether risks and assumptions as identified in the CP M&E Framework materialized or whether new risks emerged - Internal factors such as timing of inputs and activities, quality of products and services, coordination and/or other management issues
<p>Output 1: Capacity of DBST members enhanced to increase their employment opportunities and to contribute to their integration into the society</p>				
<p>Indicators:</p> <ul style="list-style-type: none"> - Number of teachers who improved their skills and use them in teaching processes; - Percentage of blind children benefitting from improved knowledge of teachers; - Number of action plans developed by participants of training courses. <p>Targets:</p> <ul style="list-style-type: none"> - By the end of 2013 about 50% of trained teachers improved their teaching methods. 	<p>Activity 1.3 Procure learning tools for teaching the blind children</p>	<p>8,589.00</p>	<p>Four sets of computer equipment was procured and transferred to DBST.</p>	<p>Procurement of learning tools for teaching blind children was postponed till the workshops for teachers. In August representatives from DBST and specialized schools reviewed and selected the most demanded teaching tools such as Braille typing machines, Jaws programs, and other learning supplies adapted to needs of visually impaired children were selected. However only computers were procured. The local market does not have special learning tools and international companies did not send proposals for two times advertised RFQ for learning tools and additional informing potential vendors.</p>
<p>Indicators:</p> <ul style="list-style-type: none"> - Number of teachers who improved their skills and use them in teaching processes; - Percentage of blind children benefitting from improved knowledge of teachers; - Number of action plans developed by participants of training courses. <p>Targets:</p> <ul style="list-style-type: none"> - By the end of 2013 about 50% of trained teachers improved their teaching methods. 	<p>Activity 1.4 Conduct workshops on development of skills to teach deaf and blind people</p>	<p>21,284.64</p>	<p>Two five-day workshops on basics of sign language and typhlo pedagogics and methods of teaching general subjects to visually and hearing impaired children was organized in the middle of August for teachers from specialized schools and specialists from the Departments of Education from Ashgabat and 5 velavats.</p>	<p>36 teachers improved their skills and use them in teaching of visually and hearing impaired children. Trained teachers organized learning sessions for colleagues to share new experience and discuss new approaches in teaching methods. As a result about 20 teachers started to use interactive approaches, communicative role games, and new software. During the meeting with the construction company which builds new Rehabilitation Centers for children the teachers were able to select necessary equipment and software for those centers. Four specialists from the Departments of Education from Ashgabat and velavats learnt about specifics of teaching processes for visually impaired children. Following the workshops DBST prepared and sent letter with recommendations to the Ministry of Education regarding preparation of a specialists (psychologists, typhlo and sign language pedagogues, social workers, defectologists for specialized schools).</p>
<p>Output 2: National legislation analyzed with an objective to review its compliance with Convention on the Rights of Persons with Disabilities</p>				

<p>Indicators:</p> <ul style="list-style-type: none"> - Laws having direct relevance to the needs of persons with disabilities reviewed - Number of recommendations on improvement of legislation formulated <p>Targets:</p> <ul style="list-style-type: none"> - By the end of 2013 all responsible agencies have good understanding of major provisions of CRPD and the ways of their interpretation in the national legislation; - By the end of 2013 at least three responsible agencies learned about best practices in the area of social inclusion and integration of PWDs. 	<p>Activity 2.1</p> <p>Review current legislation and prepare set of recommendations on introduction of relevant legal changes. Present the findings of the legislative review to key stakeholders</p>	<p>15,343.62</p>	<p>National legislation was reviewed and set of recommendations on introduction of relevant legal changes developed by the international consultant.</p>	<p>The International Consultant had a mission on 5-9 August. A series of meetings were organized for the consultant with representatives from Mejlis, ministries, disability nonprofit organizations, and international agencies. The draft report with recommendations on introduction of relevant changes into legislation of Turkmenistan in compliance with the CRPD was developed by the consultant and submitted to UNDP. The report was finalized after discussion with NPC and UNDP management team. According to the report many important steps were made to harmonize the national legislation with the provisions of the CRPD, but some areas are still waiting for improvements. 10 recommendations on improvement of legislation formulated and comprised: creation of a central government body responsible for development of disability national strategies, introduction a definition of a social model of disability, improve disability data availability and quality, provide reasonable accommodation and accessibility for all areas, align the methodology of medical-labour commissions work with CRPD, legislate a range of measures to promote employment of PWDs and some others. The report with recommendations were given to the national counterparts.</p>
	<p>Activity 2.2</p> <p>Organize study-visit to Finland to learn approaches and best practices in inclusion and integration of PWDs</p>	<p>18,452.16</p>	<p>The study-visit to Finland was organized for 5 people.</p>	<p>Delegation of Turkmen officials from Mejlis, ministries of education, health, and labor and social protection and representatives from DBST participated in the study visit held in Helsinki from 10 February to 15 February 2013. Study visit participants prepared reports and presented their findings and recommendations to their agencies. The Ministry of Education of Turkmenistan elaborated a new Education Law which includes there some articles related to education of children with disabilities such as inclusive education, special educational standards, adaptive programs, and social support. The member of Mejlis in cooperation with DBST and Project Manager developed a concept paper with proposals to promote social and economic inclusion of PWDs. The document was submitted to Mejlis, and proposes to develop National Action Plan to advocate for PWDs rights, establish disability body, increases access to education (vocational and inclusive education), jobs, improve social services, and many others.</p>
	<p>Activity 2.3</p> <p>Organize the round-table to discuss the findings of analysis of national legislation and proposed recommendations</p>	<p>2,051.45</p>	<p>The round-table discussion on findings and analysis of national legislation and recommendations was held</p>	<p>The disability policy dialogue held during the two day Round Table "Enhancing Compliance Of Turkmenistan's Legislation With The Un Convention On The Rights Of Persons With Disabilities." the representatives from Mejlis, Turkmen National Institute of Democracy and Human Rights, State Committee of Statistics, ministries of education, health, and labor and social protection and representatives from DBST participated in discussion and identified priorities for follow up activities. The Ministry of Education took into consideration the importance of preparation of social workers; the Ministry of Labor and Social Protection is going to introduce job quotes mechanisms for people with disabilities, provide address help to vulnerable groups, and make amendments in the Code of Social Protection. The DBST was invited to contribute to this work and provide comments for new changes in the Code. The Ministry of health is going to revise procedures in formulation of disability in order to provide more employment opportunities.</p>
<p>Output 3: Employment opportunities of persons with disabilities promoted</p>				



<p>In the course of the Consultation Meeting the report and recommendations of the national consultant on promoting policy and employment opportunities for PWD have been reviewed. A special attention was made to issues of transitional processes from lawmaking to implementation since national laws provide necessary legislative ground for initiatives toward employment of PWDs. The Ministry of Labor and Social Protection is going to review and apply mechanisms of employment of people with disabilities. The first taken actions will be focus on making job information available to PWDs, encouraging governmental agencies to hire PWDs, develop regulatory mechanisms through job quotas and other methods to employ PWDs.</p> <p>International expert shared international practice applied based on CRPD in employment of people with disabilities and recommended different approaches which varied from reasonable accommodation, vocational trainings to special employment programs. A model of the disability strategy should envision legislation, inclusive education, accessible services and environment, social protection, reasonable accommodation, governmental procurement with preferences for organizations which employ people with disabilities.</p>	<p>The participants of Forum considered various models and best practices of promoting employment of people with disabilities. According to the recommendations from the National Consultant Bairamklych Urazov, they may vary from creating a disability committee or commission to introducing job quotas for people with disabilities and upgrading facilities of the Deaf and Blind Society of Turkmenistan to create more job places.</p> <p>The international consultant Janina Arsenjeva presented the experience of developed countries that are implementing disability policies and ensuring jobs for people with disabilities through different strategies and programs.</p> <p>The French construction company Bouygues, representing the business community in Turkmenistan, presented its diversity strategy with disability oriented approach and shared its experience in hiring people with disabilities.</p> <p>DBST made the presentation about specific conditions and requirements which necessary to follow in order to create job places for people with disabilities. DBST also shared its experience on vocational trainings and employment of PWDs.</p> <p>At the conclusion, participants of Forum acknowledge the importance of employment of PWDs and agreed to review their organizational policies and hiring methods. HR company Orina is going to promote PWDs job rights through informational board and information dissemination among potential private employers. 3 companies agreed to procure products produced in DBST facilities.</p>	<p>The National Consultant Bairamklych Urazov developed proposal and recommendations for promoting policies and employment opportunities for people with disabilities. The recommendations vary from creating a disability committee or commission to introducing job quotas for people with disabilities and upgrading facilities of the Deaf and Blind Society of Turkmenistan to create more job places. During the Consultation Meeting recommendations were shared and discussed among key stakeholders.</p>	<p>Output 4: Awareness of general public and stakeholders raised on challenges of socio-economic integration of PWDs</p>
<p>Activity 3.1 Initiate consultations with state employment centres and local HR companies in providing social and legal assistance to PWDs</p>	<p>1,506.03</p>	<p>The Consultation Meeting with governmental agencies was held and social and legal aspects of employment of PWDs discussed.</p>	<p>The proposal and recommendations for promoting policies and employment opportunities for people with disabilities were developed</p>
<p>Activity 3.2 Organize forum of potential buyers and potential employers to advocate for employment of PWDs and promote market demand for products produced by PWDs</p>	<p>4,275.60</p>	<p>The Forum for potential buyers and potential employers was organized</p>	<p>5,313.60</p>
<p>Activity 3.3 Develop proposal and recommendations for promoting policies and employment opportunities for people with disabilities.</p>	<p>Indicators: - Dialogue regarding employment opportunities for PWDs among key stakeholders initiated - Job information is made available for PWDs - Mechanisms to employ PWDs developed in consultation with key stakeholders</p> <p>Targets: - By the end of 2013 state employment centres and local HR companies are aware of specifics of employment of deaf and blind people; - By the end of 2013 set of proposals to improve practices of hiring PWDs by the private and government organizations is developed.</p>	<p>1,506.03</p>	<p>5,313.60</p>

<p>Activity 4.1 Celebrate International Day of Persons with Disabilities</p>	<p>2,516.84</p>	<p>The International Day of Persons with Disabilities was celebrated through organizing several events.</p>	<p>A range of activities to promote disability issues and devoted to the International Day of Persons with Disabilities include: products produced at the facilities of DBST, concert with performance of visually and hearing impaired people. About 700 people participated in these events. During the concert the award ceremony was held to honor the best members of DBST, who advocated and promoted social inclusion of people with disabilities in all regions in the country.</p>
<p>Activity 4.2 Develop set of communication and advocacy materials addressing the needs of PWDs</p>	<p>4,878.04</p>	<p>A set of communication and advocacy materials was developed.</p>	<p>Three articles about activities of DBST and challenges of social integration of PWDs in the local newspapers were published. Four press releases about conducted project activities were developed, posted on the UNDP website and also shared among stakeholders. The brochure about DBST activities, challenges of social and economic integration of PWDs, and best practices which might be replicated was developed in Russian and Turkmen languages. 3,500 items of the brochure was published and disseminated during project activities. The remaining brochures will be used for other advocacy events in future. Developed communication materials reflect challenges of socio-economic integration of PWDs, educate and increase awareness of stakeholders and public regarding challenges which face people with disabilities, about their rights, and provide examples of best practices, which might be used widely.</p>
<p>Activity 4.3 Organize training workshop for stakeholders on challenges of socio-economic integration of PWDs</p>	<p>8,785.50</p>	<p>The training workshop for stakeholders about international practices on implementation of CRPD was organized</p>	<p>A 3-day seminar "International Practice and Successful Examples of Implementation of the Convention on the Rights of Persons with Disabilities" was held on 8-10 July. 75 representatives from governmental organizations introduced with international practices and examples of implementation of CRPD in education, health, lawmaking, social protection, and employment areas. Forms of different intergovernmental arrangements, mechanisms of funding of disability policies and programs, cooperation among governmental institutes, and participation in these processes disability organizations were discussed. One of the positive results of the workshop was shift in understanding of the disability concept and human rights based approach. Some participants of the workshop contributed to development of recommendations for legislation review through meetings with the international consultant.</p>
<p>Activity 4.4 Develop website for DBST to promote its products in local markets</p>	<p>1,450.37</p>	<p>The website for DBST was developed</p>	<p>DBST website (www.bdst.info) increases public awareness on issues of social inclusion of people with disabilities in society. The website provides access to information on laws and regulations related to people with disabilities in different areas of education, health, employment, news and activities of the DBST. The website contains information about products produced by hearing and visually impaired people. It is expected that website will help establish networking and business relationships with companies and other organizations.</p>
Project Management			
<p>Project Management</p>	<p>25,009.61</p>	<p>Project activities implemented successfully.</p>	<p>Project implementation was carried out in compliance with UNDP policies and procedures and under supervision of NPC and designated UNDP staff. Digital camera, scanner/printer/copier, LG monitor were procured, internet and phone services were paid.</p>
<p>TOTAL</p>	<p>\$119,992.87</p>		
<p><i>This part is linked to Results Oriented Annual Report (ROAR) of the Country Office. Please indicate, what has changed in the country under the area in which the project is working (with and without UNDP support):</i></p>			

A new Education Law of Turkmenistan comprises articles related to education of children with disabilities such as inclusive education, special educational standards, adaptive programs, and social support. The representative of the Ministry of Education participated in the study visit to Finland and shared proposals to consider disability issues in the new law.

During several events organized in the framework of the project, the representatives of the Ministry of Labor and Social Protection of Turkmenistan informed about introducing a job quotes regulation for people with disabilities.

Recommendations on introduction of relevant changes into legislation of Turkmenistan in compliance with the CRPD developed by the International Consultant shared with national stakeholders on 5-6 December 2013 to identify priorities for disability policy and follow up actions. The Ministry of Education took into consideration the importance of preparation of social workers; the Ministry of Labor and Social Protection is going to introduce job quotes mechanisms for people with disabilities, provide address help to vulnerable groups, and make amendments in the Code of Social Protection. The DBST was invited to contribute to this work and provide comments for new changes in the Code. The Ministry of health is going to revise procedures in formulation of disability in order to provide more employment opportunities.

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Tolerances level:
For time: 14 days
For cost: <-\$1000 - 10%; >\$1000 -