

# 1. Cover Page

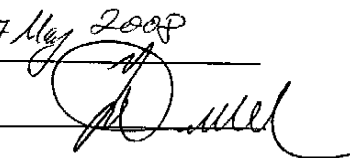
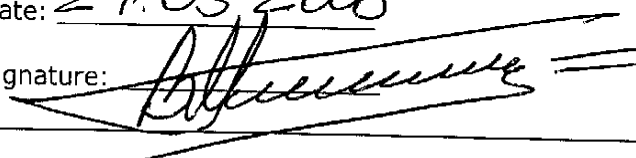
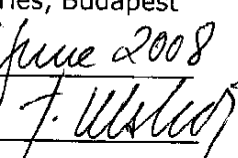
Country: Ukraine

UNDAF Outcome(s): 4.1. Pro-poor frameworks and strategies for sustainable economic development adopted and extended to rural and economically- and socially-disadvantaged areas, communities and groups, in a manner consistent with safeguarding these groups' political, civil, economic, social and cultural rights

Joint Programme Outcome(s) (if different): Proactive inclusion of people with disabilities in the open labor market in order to safeguard their equal rights and opportunities

<p>Prog/project Title: Social Inclusion of People with Disabilities through Access to Employment</p> <p>Programme/project Duration (Start/end dates): June 2008 - June 2010</p> <p>Fund Management Option(s): Parallel (Parallel, pooled, pass-through, combination)</p> <p>Managing or Administrative Agent: N/A (if/as applicable)</p>	<p>Total estimated programme budget: USD 290,000 Out of which:</p> <p>1. Planned resources:</p> <ul style="list-style-type: none"> <li>• Government in-kind (USD110,000)</li> <li>• Regular/Other Resources in-kind</li> <li>• NGO or private in-kind</li> <li>• UNDP USD 261,000</li> <li>• ILO USD 29,000</li> <li>• Donor ... expected</li> <li>• Donor ... expected</li> </ul> <p>2. Unfunded budget: USD1,500,000</p>
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## Names and signatures of national counterparts and participating UN organizations

UN Organizations	National Partners
<p>Francis M. O'Donnell UNDP Resident Representative and Resident Coordinator of the United Nations System in Ukraine</p> <p>Date: <u>27 May 2008</u></p> <p>Signature: </p>	<p>Volodymyr Galytsky Director of the Public Employment Service Ministry of Labor and Social Policy of Ukraine</p> <p>Date: <u>27.05.2008</u></p> <p>Signature: </p>
<p><i>for</i> Petra Ulshoefer DIRECTOR, EUROPE Sub-Regional Office of the International Labour Office for Central and Eastern European Countries, Budapest</p> <p>Date: <u>1 June 2008</u></p> <p>Signature: </p>	

## **2. Executive Summary**

The Soviet Union strove to present the image of a healthy society by segregating people with disabilities. Ukraine inherited this system, where people with disabilities are rarely seen in public. Job placement of people with disabilities was normally arranged in line with the principles of the state-planned economic system: they were as a rule employed at specialized subsidized enterprises. On one hand, such an approach to the employment of people with disabilities gave them an opportunity to get some kind of job, but, on the other hand, it contributed to their further isolation from the rest of the society.

People with disabilities represent one of the most vulnerable groups in Ukraine. There are about 2,5 million people with disabilities in Ukraine (which amounts to 5,2% of the population). The negative consequences of the transition period affected them more than other social groups. After price liberalization combined with privatization, it was hardly possible for the state to buy the products and services of companies that belonged to NGO's (Unions of people with disabilities), because their products and services were not competitive. The specialized enterprises for people with disabilities were forced to cut their costs and output, and to reduce the amount of employees due to the lack of demand for their products.

Given the current situation in Ukraine, it is quite difficult for people with disabilities to gain a foothold in the labour market. It is of the uttermost importance to make employment services available to people with disabilities and to eliminate barriers to their access in the labour market, especially those related to discrimination in employment and occupation.

Currently, only 13% of people with disability in the working age are employed. Disability does not lead to inability to work but instead lowers the capacity to undertake certain tasks. Put it otherwise, it is important to assess tasks and types of jobs in light of the ability rather than the disability.

Despite of a sound number of positive legislative initiatives introduced by the Government, only few are actually implemented and provide people with disabilities with necessary social support.

Through the consultative process involving Public Employment Service of Ukraine and NGOs of people with disabilities UNDP and ILO developed the Joint Programme with the overall objective to facilitate a proactive inclusion of people with disabilities in the open labor market in order to safeguard their equal rights and opportunities. The specific Programme objective is to strengthen the institutional capacity of the Public Employment Service and its partners in provision of employment promotion services to people with disabilities.

## **3. Situation Analysis**

The Soviet Union strove to present the image of a healthy society by segregating people with disabilities. Ukraine inherited this system, where people with disabilities are rarely seen in public. Most public infrastructure is inaccessible to people with disabilities (especially taking into the account that people with mobility impairments have difference needs to those with sensory impairments). Stigma is widespread: most enterprises prefer to pay fines rather than hire the legally required proportion of workers with disabilities. Many infants with disabilities as well as children rejected by their parents were and are still sent away at birth to large-scale state-run residential institutions. Many spend their lives in residential institutions, which sometimes lack running water or sewerage.

For decades disability was approached from the medical perspective and was regarded as a disease. People with disabilities received pensions in accordance with the grade of disability; they had the right – as all other citizens – to receive free health care. The rehabilitation system focused mainly on medical rehabilitation, leaving out many aspects of social and vocational rehabilitation into professional life.

Job placement of people with disabilities was normally arranged in line with the principles of the state-planned economic system: they were as a rule employed at specialized subsidized enterprises, which were often a part of the system of Unions of people with disabilities. These enterprises got support from the state and in the centrally governed economy had no problem with sales and distribution of their products. This was guaranteed through the government orders and was rather independent of market demand.

On one hand, such an approach gave an opportunity to get some kind of job. On the other, it contributed to further isolation of persons with disabilities from the rest of society.

After becoming an independent state in the beginning of the 1990s Ukraine started its transition from a centrally planned to a market economy. Such transition, undoubtedly positive in general, had some adverse effects. Ukraine faced hyperinflation, high levels of unemployment and underemployment, decreased ability of the state to provide and guarantee social services, lowering of living standard and polarization of the population.

People with disabilities represent one of the most vulnerable groups in Ukraine. There are about 2,5 million people with disabilities in Ukraine (which amounts to 5,2% of the overall population). The negative consequences of the transition period adversely affected them more than other social groups. Competition – both among enterprises and among individuals – was a new challenge for people with disabilities after transition to the market economy. After price liberalization combined with privatization, it was hardly possible for the state to buy the products and services of companies that belonged to NGO's engaged in the promotion of employment of persons with disabilities (e.g. Unions of people with disabilities), because their products and services were not competitive. The specialized enterprises for people with disabilities were forced to cut their costs, output and to reduce the amount of employees due to the lack of demand for their products.

Given the current situation in Ukraine, it is quite difficult for people with disabilities to gain a foothold in the labour market. It is of the uttermost importance to make employment services available to people with disabilities and to eliminate barriers to their access in the labour market, especially those related to discrimination in employment and occupation.

People with disabilities in Ukraine often become unemployed, partially due to lack of information on possibility of employment, and disability pensions are the only form of their income. The pensions are usually very low, and the income of people with disabilities might thus be lower than the minimum subsistence amount. This brings these people to and beyond the verge of poverty.

The level of unemployment of people between 15-70 y.o. hovered around 6.2% 2007 (according to the ILO methodology).

Currently, only 13% of people with disability in the working age are employed. Disability does not lead to inability to work but instead lowers the capacity to undertake certain tasks. Put it otherwise, it is important to assess tasks and types of jobs in light of the ability rather than the disability.

The difficulties people with disabilities face in obtaining jobs can be explained in several ways, these include:

- low access of people with disabilities to the labour market (this is caused e.g. by the gap between their education and qualifications and labour demand),
- limited number of vacancies opened for disabled jobseekers, and lack of specialized placement services and working places for them,
- lack of sound institutional mechanism for employment of people with disabilities; and insufficient employment promotion services,
- inefficiency of cooperation between Public Employment Service, Fund for Social Protection of People with Disabilities, vocational and training rehabilitation centers, employers and people with disabilities themselves, as well as other stakeholders,
- lack of motivation of employers to employ people with disabilities, and mistaken assumptions about their work capacity,
- low degree of job search of persons with disabilities, because of discouragement, relatively low level of wages, disbelief in the effectiveness of employment services, etc,
- shortcomings of vocational training provided to people with disabilities,
- lack of information on employment opportunities and the ability of persons with disabilities to contribute to life of society through labour.

#### **4. Strategies including lessons learned and the proposed Joint Programme**

Integration and re-integration of people with disabilities into the society is one of the priorities for Ukraine. An important part of this process is their integration into the open labour market. The country adopted several laws, regulations, and programmes for social protection of people with disabilities, including those guaranteeing people with disabilities placement at jobs<sup>1</sup>, with the purpose of their adaptation to the life in the society. These documents cover many aspects of social protection, such as establishing a network of social, medical and vocational rehabilitation centers, enhancement of activities of social institutions providing services to people with disabilities, etc. Importantly, these documents ensure the right of people with disabilities for work; selection of an occupation and a type of activity; vocational training, skills development and career guidance; insurance against unemployment; support of the Public Employment Service in finding a job based on recommendations of the medical and social expertise commissions, etc.

Until 2005 people with disabilities could apply to the Public Employment Service for registration as job seekers but could not obtain the legal status of unemployed. This regulation was changed in March 2006 because it was highly discriminatory and against ILO Discrimination Convention (C111) ratified by Ukraine. Since then disabled jobseekers can be registered as unemployed. In 2006 the Government mandated the Public Employment Service to provide employment promotion services to people with disabilities. From January 1, 2007, the disabled jobseekers are entitled to income support in case of unemployment as other unemployed job seekers.

Despite the recent adoption of a set of laws, only few of them are actually enforced to ensure access of people with disabilities to employment. Given the newness of these laws and to be able to provide efficient services to people with disabilities, the Public Employment Service in Ukraine

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<sup>1</sup> Law of Ukraine "On Basis of Social Protection of People with Disabilities", No 875-12, March 21, 1991; Law of Ukraine "On Organization of Jobs and Employment of People with Disabilities", No 314, May 3, 1995; President's Decree "On National Program for Professional Rehabilitation and Employment of People with Disabilities for 2001-2005", No 519/2001, July 13, 2001; President's Decree "On Establishing Favorable Conditions for Social, Medical and Labor Rehabilitation of People with Disabilities", No 1845/2005, December 27, 2005; Law of Ukraine "On Rehabilitation of People with Disabilities", No 2961-IV, October 6, 2005; Law of Ukraine "On Amending Several Laws on Realization of the Right of People with Disabilities for Labor", No 3483-IV, February 23, 2006, etc.

need additional resources, modern technologies, methods, capacity building, which include development of staff competence in this field. Lack of experience of the Ukrainian employment services in working with people with disabilities is an obstacle in implementing of the active labor market policy in respect to this group of jobseekers. Importantly, insufficient and inadequate cooperation among and Public Employment Service and its partners in the process of employment of people with disabilities is another bottleneck.

To address these specific issues UNDP and ILO developed this Joint Programme and defined the following Programme's objective, expected output and planned activities through the consultative process involving Public Employment Service and NGOs of people with disabilities.

There are two principles on which the present Joint Programme is based on: the principle of non-discrimination and principle of social integration. These principles are informed by the human rights-based approach in general and in particular the Convention on the Rights of People with Disabilities and ILO Convention on Vocational Rehabilitation and Employment of Disabled Persons No 159 ratified by Ukraine in 2003.

The principle of non-discrimination is a cornerstone of human rights law and is included in all human rights treaties. Discrimination on the basis of disability is defined in the Convention as "any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation". According to the Convention, states must stop discrimination both in law, such as discrimination embodied in legislation, and in practice, including discrimination in the work-place. However, States may still discriminate in favour of persons with disabilities when this is necessary to ensure that persons with and without disabilities have equal opportunities.

It is only when the principle of non-discrimination is upheld, the society can fashion the disability policy which promotes social integration of disabled persons. Thus, the principle of social integration, with the aim of creating equal opportunities for all, including those in the market place for people with disabilities, is the approach of the UN towards problems around for people with disabilities and can be found in all major instruments related to disability issues.

#### *Overall Programme Objective*

The overall objective of the Programme is to facilitate a proactive inclusion of people with disabilities in the open labor market in order to safeguard their equal rights and opportunities. This will contribute to poverty reduction, since people with disabilities often have the lowest revenues, and use their capacity as a macroeconomic resource of the labor force. Furthermore, this will in its turn contribute to the sustainable economic growth of the country.

#### *Expected Programme Output*

The expected Programme output is to strengthen the institutional capacity of the Public Employment Service and its partners in provision of employment promotion services to people with disabilities.

#### *Planned Activities*

1. Developed an effective model on provision of employment promotion services to people with disabilities. A team of international experts (incl. ILO expert) and national expert in cooperation

with PES officers will analyze the existing system of employment of people with disabilities; and based on international experience design the model of provision of employment promotion services to people with disabilities applicable for Ukraine conditions. The designed model would include but not limited to description of functions and institutional relations between Ministry of Labor and Social Policy, Public Employment Service, Fund for Protection of People with Disabilities, regional labor and social protection departments, Medical and Social Commission, institute for training of employment service staff, NGOs of people with disabilities, employers, trade unions, people with disabilities, centers for vocational and training rehabilitation, etc. The model should include recommended changes in current functions of related institutions and institutional relations among them. The Public Employment Service programmes targeting workers with disabilities would warrant improvement, especially with regard to the contact with potential employers and the matching of people with disabilities with job opportunities. The staff of the Public Employment Service should be exposed to practices on the understanding of impairments and their impact on the ability to carry out specific work tasks, job and task analysis, as well as the techniques to contact employers to place workers with disabilities. The mastering of these functions would require relevant staff development programmes. The developed model will be discussed with stakeholders on "tripartite plus" basis at the workshop. The results of the workshop will be incorporated into the model.

2. Conducted piloting/testing of the developed model on provision of employment promotion services to people with disabilities. In order to ensure effective functioning of the developed model on provision of employment promotion services to people with disabilities, it is planned to hold a several-month piloting/testing of the model in two regional employment service centers, proposed by PES. Employment service officers with experience in placement services will be involved. To ensure effective piloting/testing, a local consultant(s) will be contracted. A consultant(s) - in close cooperation with advisory group involving PES officers, NGOs of people with disabilities, employers' representatives, and other partners - will be responsible for facilitation and supervision of the testing process. The employment service officers involved would receive training at the early stage of the pilot project, before it goes into action.

3. Conducted replication/dissemination of the developed model on provision of employment promotion services to people with disabilities. After the piloting of the model on provision of employment promotion services to people with disabilities is finalized, it is envisaged to ensure dissemination/replication of the model to employment service centers nationwide. For this, the Programme will finance an experienced expert (who is supposed to be involved into the above-mentioned activities) and a number of seminars and workshops for the local employment services officers and its partners.

4. Improved methodology for Public Employment Service and its partners for provision of employment promotion services to people with disabilities. Based on the developed model, a team of international expert (ILO expert) and national expert will develop a methodology for the Public Employment Service and people with disabilities for provision of employment promotion services to people with disabilities. The developed methodology will be discussed with stakeholders on "tripartite plus" basis at the workshop. The developed methodology would be part of the piloting discussed under item 2 above.

5. Provided recommendations for harmonization of national legislation and normative acts regarding employment of people with disabilities in Ukraine in accordance with international standards and best practices in selected countries. The international and local experts - in cooperation with MoLSP, PES, people with disabilities and other partners - will analyze gaps and contradictions in the current national legislation and normative acts vis-a-vis the developed model; and will suggest the amendments which would harmonize them with international standards and best practices, incl the Convention on the Rights of People with Disabilities and ILO

Convention on Vocational Rehabilitation and Employment of Disabled Persons No 159. The analysis would include but not limited to Law on Rehabilitation, Law on Social Protection of People with Disabilities, Law on Employment, instructions of Medical and Social Expertise Commission and Fund for Protection of People with Disabilities, etc. The changes suggested by MoLSP and PES would be reviewed by ILO experts for compliance with international conventions and norms.

6. Enhanced capacities of the Public Employment Service and its partners' staff to enable them to provide services to disabled jobseekers. The Programme will organize and finance a study tour for selected Public Employment Service (including service centers where piloting/testing of the developed model will take place) and its partners' staff to a developed country to learn the best practice in provision of employment promotion services to people with disabilities. The study tour will be organized at the first phase of the programme implementation. Moreover, - based on the developed model - the Programme will sponsor elaboration of training materials and carrying out (piloting) of training course to the Public Employment Service staff on provision of employment promotion services to people with disabilities. It is envisaged that once the training course is conducted (piloted), it would be introduced as a course to professional education system of Public Employment Service staff. Furthermore, the Programme will hold a number of workshops with participation of different stakeholders, incl. on the developed model and on the methodology.

7. Improved system of monitoring of employment promotion services to people with disabilities. A team of international and national experts will analyze the existing practice of monitoring of employment of people with disabilities; and based on international experience and the developed model will design the improved monitoring system. The Programme will also contract for elaboration of recommendations for development of respective database module of people with disabilities who seek for jobs and who are employed. The database module will be incorporated into the general unified information and analytical system which exists in the Public Employment Service and local employment service centers.

8. Enhanced public awareness and changed public perception of people with disabilities with regard to the open labor market. The Programme will finance a number of publications and communication materials to address both wide-public and people with disabilities audience with regard to promotion of integration of people with disabilities into the open labor market. These activities are needed because there is no adequate perception of people with disabilities vis-à-vis open labor market. The Programme will also contract for preparation of the State Report on Status of People with Disabilities and a Module Textbook for NGOs of people with disabilities.

9. Improved cooperation between key stakeholders involved in the process of provision of employment promotion services to people with disabilities. As a result of carrying out of above-mentioned activities, it is envisaged that the cooperation among Ministry of Labor and Social Policy, Public Employment Service, Fund for Social Protection of people with disabilities, Medical and Social Expertise Commission, NGO's, local labor administrations, employers, people with disabilities, trade unions, vocational and training rehabilitation centers, and other stakeholders involved in the process of provision of employment services to people with disabilities will be significantly improved.

Implementation of all Programme activities will be based on the tripartite structure of social security and governance (unemployment social insurance consists of representatives of government, trade unions, and employers' organization). Vocational rehabilitation and training centers are part of structure of the Ministry of Labor and Social Policy and its regional departments. NGOs of people with disabilities will be part of teams of experts involved to implementation of separate Programme activities. NGOs of people with disabilities will be also trained along with the PES officers and its partners.

UNDP and ILO are the most appropriate partners for the proposed Joint Programme due to the following. UNDP has a mandate in capacity development, protection of human rights, and poverty reduction; while ILO has a mandate in promotion of decent and productive work in conditions of freedom, equity, security and human dignity.

Signatories to this Joint Programme document acknowledge that currently the Programme budget is insufficient to achieve all expected results; therefore signatories agree to jointly mobilize additional resources.

## **5. Results Framework**

### **Table 1: Summary of Results framework**



UNDAF Outcome: 4.1. Pro-poor frameworks and strategies for sustainable economic development adopted and extended to rural and economically and socially-disadvantaged areas, communities and groups, in a manner consistent with safeguarding these groups' political, civil, economic, social and cultural rights							
Outcome of Joint Programme: Proactive inclusion of people with disabilities in the open labor market in order to safeguard their equal rights and opportunities							
JP Outputs	Output Targets and Responsible UN Organization	Reference Agency priority or Country Programme	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*		
					Y-1	Y-2	
<p><u>Output 1:</u> Institutional capacity of the Public Employment Service and its partners in provision of employment promotion services to people with disabilities strengthened</p> <p><u>Baseline:</u> A mechanism of employment of PWDs does not function well</p> <p><u>Indicators 1:</u> Model on provision of employment promotion services to PWDs developed, piloted, and disseminated/replicated</p> <p><u>Target 1:</u> 2008, 2009; yes UNDP, ILO</p> <p><u>Target 2:</u> 2008; yes UNDP, ILO</p> <p><u>Baseline:</u> Lack of methodology for provision of employment promotion services to PWDs</p> <p><u>Indicators 2:</u> Methodology for provision of employment promotion services to PWDs developed and shared with PES</p> <p><u>Baseline:</u> The current legislation and normative acts contains gaps and contradictions</p>		<p>UNDP: CPAP 2006-2010: sub-area Poverty Reduction for Prosperity</p> <p>ILO: DWCP 2006-2007, and 2008-2011</p>	<p>Public Employment Service in cooperation with Ministry of Labor and Social Policy, Fund for Protection of People with Disabilities, regional labor and social protection departments, Medical and Social Commission, institute for training of employment service staff, NGOs, employers, trade unions, people with disabilities, centers for vocational and training rehabilitation, State Statistic Committee etc</p>	<p><u>Activity 1.</u> Model for provision of Model on provision of employment promotion services to PWDs</p> <p>i. Analysis of existing system of employment of people with disabilities; and development of the model of provision of employment promotion services to people with disabilities. The developed model would include description of functions and institutional relations between key stakeholders. The developed model will be discussed with stakeholders at the workshop.</p> <p>ii. Piloting of the developed model in two regional employment service centers to ensure its effective functioning.</p> <p>iii. Replication/ dissemination of the developed model to employment service centers nationwide through a number of seminars and workshops.</p> <p><u>Activity 2.</u> Methodology for provision of employment promotion services to people with disabilities.</p> <p>i. Development of a methodology for the Public Employment Service and</p>	US\$ 17,090	US\$ 3,000	US\$ 10,000
					US\$ 8,045		

<p><u>Indicators 3:</u> # laws/normative acts regarding PWDs employment to which recommendations for improvement are developed and shared</p> <p><u>Baseline:</u> Capacity of Public Employment Service and its partners' staff is insufficient</p> <p><u>Indicator 4:</u> # PES and its partners' staff trained by the programme on: provision of employment services to people with disabilities/ developed model and methodology/ study tour</p> <p><u>Baseline:</u> Lack of monitoring system of employment promotion services to people with disabilities</p> <p><u>Indicator 5:</u> System of monitoring of employment promotion services to people with disabilities streamlined into existing PES analytical system</p> <p><u>Baseline:</u> PWDs are stigmatized, socially is not ready to perceive PWDs as an equal player at the open labour market</p> <p><u>Indicator 6:</u> # publications/ communication</p>	<p><u>Target 3:</u> 2008, 2009; ?<sup>2</sup> UNDP, ILO</p> <p><u>Target 4:</u> 2008; 15/15/7 UNDP</p> <p><u>Target 5:</u> 2009; yes UNDP</p> <p><u>Target 6:</u> 2009; 5</p>		<p>people with disabilities for provision of employment promotion services to people with disabilities. The developed methodology would be part of the piloting discussed in output 1.</p> <p><u>Activity 3.</u> Legislation and normative acts</p> <p>i. Analysis of current legislation and normative acts vis-a-vis the developed model; and development of recommendations for its improvement and harmonization with international standards</p> <p><u>Activity 4.</u> Capacity of Public Employment Service and its partners' staff to provide employment services to PWDs</p> <p>i. Organization of a study tour of selected Public Employment Service and its partners' staff to a developed country to learn the best practice in provision of employment promotion services to people with disabilities</p> <p>ii. Elaboration of training materials and carrying out (piloting) of training course to the Public Employment Service staff on provision of employment promotion services to people with disabilities</p> <p>iii. Carrying out a number of workshops, incl on developed model and methodology, including on effective of</p>	<p>US\$ 5,000</p> <p>US\$32,880</p> <p>US\$36,000</p> <p>US\$2,000</p>	<p>US\$ 8,045</p>
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<sup>2</sup> The review of legislation will help to understand the scope of required amendments.

<p>materials promoting integration of people with disabilities into the open labor market published</p> <p>Baseline: The Programme team do not exist</p> <p>Indicator 7. Activities are implemented on time and targets are reached</p>	<p>UNDP, ILO</p> <p>Target 7: 2008, 2009; yes</p> <p>UNDP, ILO</p>		<p>partnership</p> <p>Activity 5. Monitoring of employment of people with disabilities</p> <p>i. Analysis of the existing practice of monitoring of employment of people with disabilities; and development of the improved monitoring system</p> <p>ii. Elaboration of recommendation for development of the respective database module of people with disabilities who seek for jobs and who are employed. The database module will be incorporated into the unified information and analytical system which exists in PES.</p> <p>Activity 6. Public awareness and communication</p> <p>i. Development of module Textbook for NGOs of people with disabilities</p> <p>ii. Publishing of information/communication materials</p> <p>iii. Preparation of the State Report on Status of People with Disabilities</p> <p>Activity 7. Implementation of programme activities</p>	<p>US\$ 16,060</p> <p>US\$ 12,000</p> <p>US\$6,000</p> <p>US\$25,250</p> <p>US\$30,045</p> <p>US\$37,600</p>	
<p><b>Totals</b></p> <p>UNDP</p> <p>ILO</p>				<p>US\$145,000</p> <p>US\$130,500</p> <p>US\$14,500</p>	<p>US\$145,000</p> <p>US\$130,500</p> <p>US\$14,500</p>

\*Resource allocation may be agreed at either output or indicative activity level.

The annual Work Plan and Budget are present in the Annex A attached hereto.

Direct beneficiary of the Programme is the Public Employment Service and the ultimate beneficiaries are people with disabilities.

Besides, the key stakeholders involved in the process of employment of people with disabilities in Ukraine are: the Ministry of Labour and Social Policy, the Fund for Social Protection of People with Disabilities, Medical and Social Expertise Commission, local labor and social protection departments, institute for training of employment service staff, State Statistic Committee, state labor inspectorate, employers and their organisations, trade unions, NGO's, people with disabilities, centers for vocational and training rehabilitation, others.

The Programme will establish contacts with other programmes/projects in the same sector, financed by other donors.

The Public Employment Service, UNDP, and ILO will jointly conduct annual planning and review meetings for all activities covered in the results framework and work plans covered by this Joint Programme. This will include an assessment of the risks and assumptions to determine whether they are still holding. A new work plan and budget will be produced with the necessary adjustments made based on the lessons learned from a review of the risks and assumptions and implementation progress achieved. The new work plan will be approved in writing by the Programme Board. The Joint Programme Document need not be signed every year. However, any substantive change in the Joint Programme scope will require revision of the Joint Programme Document. The amendments will need to be signed by all parties.

## **6. Management and Coordination Arrangements**

### Implementing Partner

The Programme will be implemented under the National Execution (NEX) modality by the Public Employment Service, Ministry of Labor and Social Policy of Ukraine with technical support from UNDP and ILO. The Public Employment Service is the most appropriate implementing partner, since it is its mandate to provide employment promotion services to people with disabilities. The Public Employment Service has experience in implementation of projects funded by international organizations.

### Programme Board

The Programme Board is the group responsible for making on a consensus basis management decisions for the Programme when guidance is required by the Project Manager, including recommendations for UNDP/ILO/Public Employment Service approval of the Programme revisions. Programme reviews by this group are made at designated decision points during the running of a programme, or as necessary when raised by the Project Manager. This group is consulted by the Project Manager for decisions when project tolerances (i.e. constraints normally in terms of time and budget) have been exceeded.

This group contains three roles:

- Executive representing the Programme ownership to chair the group. For this project, Public Employment Service will assume the role of Programme Board Executive.
- Senior Supplier role to provide guidance regarding the technical feasibility of the Programme. This role will be assumed by UNDP and ILO.

- Senior Beneficiary role to ensure the realization of Programme benefits from the perspective of Programme beneficiaries. This role will be assumed by the NGO of people with disabilities.

#### Advisory Committee.

The Programme will also establish an Advisory Committee, which will convene a broader group of stakeholders – including the Ministry of Labor and Social Policy, Public Employment Service, Fund of Social Protection of People with Disabilities, Medical and Social Expertise Commission, employers and their organisations, trade unions, NGOs of people with disabilities, centers for vocational and training rehabilitation, etc. The objective of the Advisory Committee is to provide a forum for the Programme to communicate and solicit stakeholder perspectives on Programme plans, progress, results and risks.

#### Programme Assurance

The Programme Assurance role supports the Programme Board by day-to-day carrying out objective and independent Programme oversight and monitoring functions. This role ensures appropriate Programme management milestones are managed and completed. It is recommended that the Programme Board delegate its assurance responsibilities to a UNDP Ukraine Programme Manager and ILO National Coordinator in Ukraine (or a representative from ILO sub-regional office in Budapest) and an agreed-upon government representative of similar rank.

#### Project Manager

The Project Manager has the authority to run the Programme on a day-to-day basis on behalf of the Programme Board within the constraints laid down by the Programme Board. The Project Manager is responsible for day-to-day management and decision-making for the Programme. The Project Manager's prime responsibility is to ensure that the Programme produces the results specified in the Programme document, to the required standard of quality and within the specified constraints of time and cost. The Project Manager will be supported by the Project Assistant/Finance Associate. The Project Manager and Project Assistant/Finance Associate will be selected through standard UNDP selection procedures and subject to Programme Board approval.

## **7. Fund Management Arrangements**

The Joint Programme will be funded under parallel fund management, i.e. UNDP and ILO will fund and manage respective activities in parallel within the common work plan and related budget. The details of funding are specified in the Annex A: Annual Work Plan.

## **8. Feasibility, risk management and sustainability of results**

Overall the Joint Programme implementation risk is assessed as moderate. Although there are a political will in the Government, specific goals of the Public Employment Service and its partners, and a demand from NGOs of people with disabilities to improve the system of provision of employment promotion services to people with disabilities, the following risks may constrain achievement of results:

1. insufficient coordination of activities regarding the Programme implementation among the Public Employment Service, Fund for Social Protection of People with Disabilities, Medical and Social Expertise Commission, people with disabilities, employers, others stakeholders due to lack of genuine motivation, as well as due to clashes between their individual objectives and the Programme objective;
2. insufficient legal and institutional framework due to continuous changes in the legislation supporting provision of employment promotion services to people with disabilities disabled;

3. inability to change traditional attitudes in society.

To minimize the risks the Programme will:

1. include representatives of the key stakeholders into the Programme Board and Advisory Committee and maintain regular working relations to keep informed about the main Programme activities and results;
2. build capacity (trainings, study tour, workshops) and share best practice and know-how between the Programme stakeholders;
3. focus on changing/reforming legislative and institutional frameworks;
4. ensure public information and communication activities.

The Public Employment Service, UNDP, and ILO will cooperatively keep an eye on risks, and through consultative process will implement respective mitigation measures.

The Joint Programme results will be sustained due to the following. The development and introducing the model and the methodology on provision of employment promotion services to people with disabilities are legally determined by the Law on Rehabilitation, and other legislative/normative documents. It is the Public Employment Service that is responsible for the whole scope of provision of employment promotion services. Moreover, the Programme envisages not only development but also piloting and replication of the model; as well as development of necessary proposals for changes in legislative and normative acts to enable functioning of the model. Finally, the Programme will finance a comprehensive capacity building activities for the main stakeholders, including development and carrying out training courses which would be afterward introduced into the professional development process of labor service staff.

## 9. Accountability, Monitoring, Evaluation and Reporting

### Frequency and timing

The Programme deliverables will be monitored on an annual basis; at the end of the first and second (final) year of Programme implementation. The annual review of the Programme will be done collectively by national partners and UNDP and ILO, and should result in a single report, thus reducing transaction costs. A common format for reporting based on results-based annual programme level reporting will be used to the extent possible.

### Responsible parties

The Project Manager and responsible UNDP Programme Officer and ILO Programme Officer will bear responsibility for the annual monitoring.

### Method

Monitoring will consist of a comparison of actual implementation/results of activities with the Programme Monitoring Framework (see Table 2). The Programme Monitoring Framework is derived from the results framework explained under section 4. After comparison the Project Manager and UNDP Programme Officer and ILO Programme Officer will compile a record of their findings, incorporate findings into the Programme annual report, and attach the record of findings as an attachment to the annual report.

**Table 2: Programme Monitoring Framework (PMF)**

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions

<p><b>Output 1:</b> Institutional capacity of the Public Employment Service and its partners in provision of employment promotion services to people with disabilities strengthened</p>	<p><b>Baseline:</b> A mechanism of employment of PWDs does not function well</p> <p><b>Indicators 1:</b> Model on provision of employment promotion services to PWDs developed, piloted, and disseminated/replicated</p> <p><b>Target 1:</b> 2008, 2009; yes</p> <p><b>Baseline:</b> Lack of methodology for provision of employment promotion services to PWDs</p> <p><b>Indicators 2:</b> Methodology for provision of employment promotion services to PWDs developed and shared with PES</p> <p><b>Target 2:</b> 2008; yes</p> <p><b>Baseline:</b> The current legislation and normative acts contains gaps and contradictions</p> <p><b>Indicators 3:</b> # laws/normative acts regarding PWDs employment to which recommendations for improvement are developed and shared</p> <p><b>Target 3:</b> 2008, 2009; ?<sup>3</sup></p> <p><b>Baseline:</b> Capacity of Public Employment Service and its partners' staff is insufficient</p> <p><b>Indicator 4:</b> # PES and its partners' staff trained by the programme on: provision of employment services to people with disabilities/ developed model and methodology/ study tour</p>	<p>Programme reports, PES and its partners documents, legislation and normative acts, publications, mass-media, reports</p>	<p>The Project Manager and responsible UNDP Programme Officer and ILO Programme Officer will conduct monitoring over 2008-2009</p>	<p>UNDP, ILO</p>	<p>PES and its partners are committed for strengthening institutional capacity in provision of employment promotion services to people with disabilities</p>
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<sup>3</sup> The review of legislation will help to understand the scope of required amendments.

	<p><u>Target 4:</u> 2008; 15/15/7</p> <p><u>Baseline:</u> Lack of monitoring system of provision of employment promotion services to people with disabilities</p> <p><u>Indicator 5.</u> System of monitoring of employment promotion services to people with disabilities streamlined into existing PES analytical system</p> <p><u>Target 5:</u> 2009; yes</p> <p><u>Baseline:</u> PWDs are stigmatized, socially is not ready to perceive PWDs as an equal player at the open labour market</p> <p><u>Indicator 6;</u> # publications/ communication materials promoting integration of people with disabilities into the open labor market published</p> <p><u>Target 6:</u> 2009; yes</p> <p><u>Baseline:</u> The Programme team do not exist</p> <p><u>Indicator 7.</u> Activities are implemented on time and targets are reached</p> <p><u>Target 7:</u> 2008, 2009; yes</p>				
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## 10. Ex Ante Assessment of Cross-cutting Issues

Addressing people with disabilities in employment and improving their living standards is a part of the poverty reduction strategy, corresponding to Ukraine Millennium Development Goal # 1 "Poverty Reduction".

An important aspect of the Programme is the human rights perspective. The Universal Declaration of the Human Rights adopted by the UN on the 10 December 1948, states, "...everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment". The right to work is one of the basic human



rights, and to guarantee equal rights and fair opportunities for people with disabilities the society must be prepared to invest more time, energy and resources in order to ensure the equality goals are met. The Convention on the Rights of Persons with Disabilities adopted by UN on 13 December 2006 states that persons with disabilities have right of to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

Thus, the Programme will contribute to equal opportunities in the open labour market with respect to the representatives of the group which are in need of support from the society - people with disabilities.

## **11. Legal Context or Basis of Relationship**

The United Nations Development Assistance Framework (UNDAF) for Ukraine (2006-2010), signed on August 23, 2005; the Country Programme Action Plan (2006-2010) between the Government of Ukraine and the United Nations Development Programme, signed by the respective parties in 2006; and the Decent Work Country Programme (DWCP), signed between the Government of Ukraine, Employers' and Trade Unions' representatives on 3<sup>rd</sup> March 2006, which are the legal basis for the relationships between the Government, UNDP and ILO participating in this Joint Programme, will apply.

Social inclusion and employment promotion of people with disabilities is a part of two priorities (II and III) of the current DWCP for 2006-2007 as well as will be included in the long-term priorities of DWCP for 2008-2011.

The UNDP activities under this Joint Programme will be governed by the Standards Basic Assistance Agreement (SBAA) between the Government of Ukraine and the UN Development Programme, signed by the respective parties on 3 June 1993.

# Annex A

**Work Plan for: Social Inclusion of People with Disabilities through Access to Employment**  
**Period: January - December 2008**

JP-Output 1: Institutional capacity of the Public Employment Service and its partners in provision of employment promotion services to people with disabilities strengthened										
Annual targets	Activities	TIME FRAME				UN AGENCY	RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	Amount
Developed model on provision of employment promotion services to PWDs	A team of international experts (incl. ILO expert) and national expert will analyze the existing system of employment of people with disabilities; and based on international experience design the model of provision of employment promotion services to people with disabilities applicable for Ukraine conditions.		X		X	ILO UNDP	PES and its partners	ILO	Int Expert	\$5,000
									Int Expert	In-kind
								UNDP	Local Expert	\$4,000
								ILO	Travel	\$2,000
								ILO	DSA	\$6,090
<b>Sub - total</b>										<b>\$17,090</b>
Developed methodology for provision of employment promotion services to PWDs	A team of international expert (ILO expert) and national expert will develop a methodology for the Public Employment Service and people with disabilities for provision of employment promotion services to people with disabilities. The developed methodology would be part of the piloting discussed in output 1.			X	X	ILO UNDP	PES and people with disabilities	ILO	Int Expert	In-kind
								UNDP	Local Experts	\$4,000
								ILO	Travel	\$1,000
								UNDP	DSA	\$3,045
<b>Sub - total</b>										<b>\$8,045</b>
Recommendations for improvement of legislation and normative acts regarding employment of PWDs developed and provided	The local expert will analyze gaps and contradictions in the current legislation and normative acts vis-a-vis the developed model; and will		X			UNDP ILO	PES and its partners	UNDP	Local Expert	\$5,000
								ILO	Expertise	In-kind

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Review

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