



**THIRD-PARTY COST-SHARING ARRANGEMENT
BETWEEN THE GOVERNMENT OF GERMANY (THE DONOR) AND
THE UNITED NATIONS VOLUNTEERS (UNV) PROGRAMME (BMZ-No. 2017.7931.3)**

With reference to the project funding proposal “UNV Support to Inclusive UN System for Persons with Disabilities”, submitted for information with letter dated 14 November 2017 by the United Nations Volunteers programme (hereinafter referred to as “UNV”) to the Government of Germany, represented by the Federal Ministry of Economic Cooperation and Development (hereinafter referred to as “the Donor”, both referred to as “Parties”), the Donor agrees to contribute funds to UNV on a cost-sharing basis for the implementation of the project as described in the project funding request (“the Project”).

Article I. The Contribution

1. (a) The Donor shall, in accordance with the schedule of payments set out below, contribute to UNV a total amount of EUR 460,000 for the years 2017 to 2019 (BMZ no.2017.7931.3). Upon the written request by UNV, the contributions shall be deposited in:

Bank Name: Citibank
Bank Address: 111 Wall Street, New York, NY 10043, USA
Account Title: UN Volunteers Programme
Account no.: 36349722
SWIFT code: CITIUS33
ABA/ACH routing number: 021000089
Ref. BMZ-No. 2017.7931.3

<u>Schedule of payments</u>	<u>Amount</u>
15 December 2017 (upon written request)	up to EUR 10,000
15 April 2018 (upon written request)	up to EUR 200,000
1 March 2019 (upon written request)	up to EUR 250,000

(b) The Donor will inform UNV when each contribution is paid via an e-mail message with remittance information providing the following information: Donor’s name, project no. 2017.7931.3 and title (UNV Support to Inclusive UN System for Persons with Disabilities), UNV reference (if available). This information should also be included in the bank remittance advice when funds are remitted to UNV. UNV will inform the Donor about the receipt of each contribution.

(c) UNV is prepared to receive and administer the contribution for the implementation of the Project.



2. The value of the payment, if made in a currency other than United States dollars, shall be determined by applying the United Nations operational rate of exchange in effect on the date of payment. Should there be a change in the United Nations operational rate of exchange prior to the full utilization by the UNV of the payment, the value of the balance of funds still held at that time will be adjusted accordingly. If, in such a case, a loss in the value of the balance of funds is recorded, UNV shall inform the Donor with a view to determining whether any further financing could be provided by the Donor. Should such further financing not be available, the assistance to be provided to the Project may be reduced, suspended or terminated by UNV.
3. The above schedule of payments takes into account the requirement that the payments shall be made in advance of the implementation of planned activities. It may be amended during the course of the respective year to be consistent with the progress of Project delivery. UNV shall request the disbursements in advance of the related expenditures on the basis of the progress of the Project. The progress shall be presented in the annual reports and financial reports submitted in accordance with Article III.
4. UNV shall receive and administer the payment in accordance with the regulations and rules, policies and procedures of UNDP.
5. All financial accounts and statements shall be expressed in United States dollars.

Article II. Utilization of the Contribution

1. The contribution shall be used exclusively to meet the costs of the Project as described in the Project Document, including administrative and support services as set out in Article IV. The Project Document shall include
 - (a) a proposed project budget, broken down in requirements per annum as well as the related financing plan which sets out how the required funding for the implementation of the Project shall be secured;
 - (b) a narrative proposal that contains all information relevant for Project appraisal (e.g. objectives, expected outcomes and outputs, including baselines and indicators; target groups).
2. The implementation of the responsibilities of UNV pursuant to this Arrangement and the Project Document shall be dependent on receipt by UNV of the contribution in accordance with the schedule of payment as set out in Article I, paragraph 1, above. UNV shall not start the implementation of the activities prior to receiving the first tranche of the contribution. UNV shall maintain separate accounting records for the Project.
3. If unforeseen increases in expenditures or commitments are expected or realized (whether owing to inflationary factors, fluctuation in exchange rates or unforeseen contingencies), UNV shall submit to the Donor on a timely basis a supplementary estimate showing the further financing that will be necessary. The Donor shall use its best endeavours to obtain the additional funds required.



4. If the payments referred to in Article I, paragraph 1, above are not received in accordance with Article I, or if the additional financing required in accordance with paragraph 3 above is not forthcoming from the Donor or other sources, the assistance to be provided to the Project under this Arrangement may be reduced, suspended or terminated by UNV.
5. Any interest revenue attributable to the contribution shall be credited to the UNV Account. It shall be retained by UNV and shall be utilized in accordance with established UNDP/UNV procedures.
6. Sanction List
- 1) UNV represents that it does not maintain any business relationship or has not engaged in any other activity (i) with or in favour of persons, organisations or entities which are listed on a sanctions list issued by the United Nations Security Council ("Sanctions Lists"), or (ii) which would constitute a breach of embargoes regulating foreign trade or of so-called financial sanctions issued by the aforementioned institution (together "Sanctions").
 - 2) UNV will not enter into or continue any business relationship with persons, organisations or entities listed on any of the Sanctions Lists and will not engage in any other activity that would constitute a breach of Sanctions.
 - 3) UNV will include an appropriate clause in its arrangements with implementing partner(s) requiring that such implementing partners use all reasonable efforts to ensure that no funds transferred are used to benefit individuals or entities appearing on the Consolidated United Nations Security Council Sanctions List.
 - 4) UNV will inform the Government of Germany, promptly and of its own accord, of the occurrence of any event which results in (i) UNV, (ii) any member of its management bodies or (iii) other governing bodies or any of its shareholders, being listed on a Sanctions Lists.
 - 5) UNV will, subject to and in accordance with the status, privileges and immunities of the United Nations and its applicable rules, policies and procedures, provide to the Government of Germany, as soon as the respective relevant information is available, with a list detailing the partners who will receive funds in connection with the implementation of the Project (the "Government of Germany List") and with a funding schedule listing the amounts of contributions. The Government of Germany List will contain the following information: Name of the contractor/supplier/implementing partner and country of registration. UNV will notify the Government of Germany of any changes to the Government of Germany List without undue delay. To the extent required by the Government of Germany, and subject to and in accordance with the status, privileges and immunities of the United Nations and its applicable rules, policies and procedures, UNV will make reasonable endeavours to provide additional details in order to assist the Government of Germany to establish the identity of specific contractors/suppliers/implementing partners on the Government of Germany List. If, from the perspective of the Government of Germany, an entry in the Government of Germany List presents any concern, the Government of Germany will inform UNV accordingly. In this case, the Government of Germany will inform UNV accordingly and, in that event, the Government of Germany will not issue a Non-Objection Letter to the contract award (with Government of Germany funding) to that specific contractor/supplier/implementing partner. However, considering UNV as the ultimate and final procurement authority in the procurement process, UNV will be free to proceed



under its own responsibility with the award with funding from other source (donors) and not Government of Germany funding. If no other funding is available, the Parties will engage in a dialogue aiming to find a solution (including but not limited to (a) the reformulation of the Project {such as a phase of the Project} in order to allow a new tendering exercise by UNV and (b) the mutually agreed termination of the Project {in this case all costs incurred by UNV to the termination date shall be considered eligible costs}).

Article III. Administration and reporting

1. Project management and expenditures shall be governed by the regulations and rules, policies and procedures of UNDP and, where applicable, the regulations, rules and procedures of UNV.
2. UNV shall provide to the Donor reports in accordance with UNDP accounting and reporting procedures.
 - (a) From UNV an annual status report of Project progress for the duration of the Arrangement, as well as the latest available approved budget and financial implementation status.
 - (b) From UNDP Bureau of Management/Office of Finance and Administration, an annual certified financial statement as of 31 December every year to be submitted no later than 30 June of the following year.
 - (c) From UNV within six months after the date of completion or termination of the Arrangement, a final report summarizing Project activities and impact of activities as well as provisional financial data.
 - (d) From UNDP Bureau of Management/Office of Finance and Administration, on completion of the Project, a certified financial statement to be submitted no later than 30 June of the year following the financial closing of the Project.
3. If special circumstances so warrant, UNV may provide more frequent reporting at the expense of the Donor. The specific nature and frequency of this reporting shall be specified in an annex of the Arrangement.

Article IV. Administrative and support services

1. In accordance with the decisions and directives of UNDP's Executive Board reflected in its Policy on Cost Recovery from Other Resources, the Contribution shall be subject to cost recovery for indirect costs incurred by UNV headquarters and country office structures in providing General Management Support (GMS) services. To cover these GMS costs, the contribution shall be charged a fee equal to 8%. Furthermore, all direct and indirect costs of implementation, will be identified in the project budget against a relevant budget line and borne by the Project accordingly.



2. The aggregate of the amounts budgeted for the Project, together with the estimated costs of reimbursement of related support services, shall not exceed the total resources available to the Project under this Arrangement as well as funds which may be available to the Project for Project costs and for support costs under other sources of financing.

Article V. Evaluation

All UNV programmes and projects are evaluated in accordance with UNDP Evaluation Policy. UNV in consultation with the Donor, will jointly agree on the purpose, use, timing, financing mechanisms and terms of reference for evaluating a project including an evaluation of its contribution to an outcome which is listed in the Evaluation Plan. UNV shall commission the evaluation, and the evaluation exercise shall be carried out by external independent evaluators. The Donor shall have the right to request or initiate an interim or final evaluation of the Project, in consultation with UNV and to be carried out in accordance with UNDP Evaluation Policy.

Article VI. Equipment

Ownership of equipment, supplies and other properties financed from the contribution shall vest in UNV. Matters relating to the transfer of ownership by UNV shall be determined in accordance with the relevant policies and procedures of UNDP.

Article VII. Auditing

The contribution shall be subject exclusively to the internal and external auditing procedures provided for in the financial regulations, rules, policies and procedures of UNDP. Should the annual Audit Report of the Board of Auditors of UNDP to its governing body contain observations relevant to the contributions, such information shall be made available to the Donor.

Article VIII. Fraud and Anti-corruption

- 1) No offer, gift, payment, consideration or benefit of any kind, the provision of which would constitute an illegal, corrupt or fraudulent practice shall be made, promised, sought or accepted (either directly or indirectly) as an inducement or reward in relation to activities funded under this Arrangement. Each party is expected to notify the other party of any such practices. Any personnel, sub-contractors or collaborators engaged in the implementation of programme activities are expected to observe the highest standards of ethical conduct in the execution of their obligations.
- 2) The Parties agree that it is important to take all necessary precautions to avoid corrupt practices. To this end, UNV shall maintain standards of conduct that govern the performance of its staff, including the prohibition of corrupt practices in connection with the award and administration of contracts, grants, or other benefits, as set forth in the Staff Regulations and Rules of the United Nations, the UNDP Financial Regulations and Rules, and the UNDP Procurement Manual.



Article IX. Dispute settlement

The Parties shall use their best efforts to settle amicably any dispute, controversy or claim arising out of this Arrangement or the breach, termination or invalidity thereof.

Article X. Completion of the Arrangement

1. UNV shall notify the Donor when all activities relating to the Project have been completed.
2. Notwithstanding the completion of the Project, UNV shall continue to hold unutilized payments until all commitments and liabilities incurred in the execution of the Project have been satisfied and Project activities brought to an orderly conclusion.
3. If the unutilized payments prove insufficient to meet such commitments and liabilities, UNV shall notify the Donor and consult with the Donor on the manner in which such commitments and liabilities may be satisfied.
4. Any payments that remain unexpended after such commitments and liabilities have been satisfied shall be refunded to the Donor.

Article XI. Termination of the Arrangement

1. After consultations have taken place between the Donor and UNV, and provided that the payments already received are, together with other funds available to the Project, sufficient to meet all commitments and liabilities incurred in the implementation of the Project, this Arrangement may be terminated by UNV or by the Donor. The Arrangement shall cease to be in force 30 (thirty) days after either of the Parties have given notice in writing to the other Party of its decision to terminate the Arrangement.
2. Notwithstanding termination of all or part of this Arrangement, UNV shall continue to hold unutilized payments until all commitments and liabilities incurred in the implementation of all or the part of the Project, for which this Arrangement has been terminated, have been satisfied and Project activities brought to an orderly conclusion.
3. Any payments that remain unexpended after such commitments and liabilities have been satisfied shall be refunded to the Donor.

Article XII. Notice

Any notice or correspondence between UNV and the Donor will be addressed as follows:



- (a) To the Donor: RL302@bmz.bund.de, Cornelia.Henriksson@bmz.bund.de
Address: Federal Ministry of Economic Cooperation and Development (BMZ)
Dahlmannstr. 4, 53113 Bonn, Germany
- (b) Upon receipt of funds, UNV shall send an electronic receipt to the Donor email address provided below as confirmation that the remitted funds have been received by UNV.

Donor email address: RL302@bmz.bund.de (Dr. Heike Kuhn, Head of Division 302
Human Rights, Gender, Inclusion)
Cornelia.Henriksson@bmz.bund.de (Desk Officer, Division 302)
Sven.Haase@bmz.bund.de (Administration Officer, Division 404 UN)

- (c) To UNV: Alexandra Solovieva, Chief, External Relations and Communications
Section: Alexandra.solovieva@unv.org
Address: United Nations Volunteers (UNV)
Platz der Vereinten Nationen 1, 53113 Bonn, Germany

Article XIII. Amendment of the Arrangement

The Arrangement may be amended or modified through a formal written Amendment signed by the Donor and UNV. The Amendment shall become an integral part of the Arrangement.

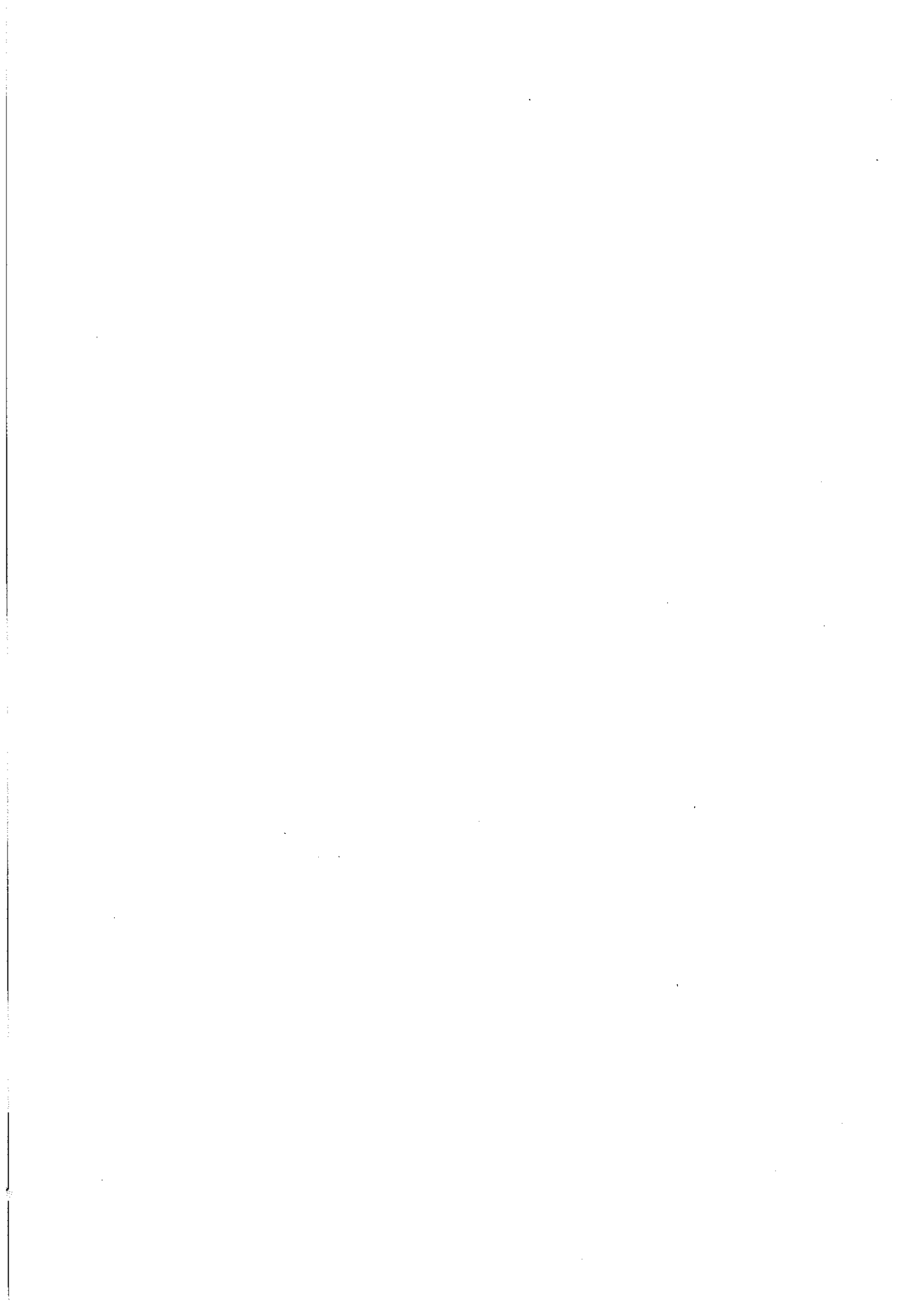
Article XIV. Entry Into Force

This Arrangement shall enter into force upon signature of this Arrangement by the Parties hereto, on the date of the last signature.

The undersigned, being duly authorized thereto, have signed the present Arrangement in the English language in two copies.

For the Donor:
Dr. Heike Kuhn
BMZ, Head of Division 302
Bonn, 04.12.2017

For the United Nations Volunteers:
Olivier Adam
UNV Executive Coordinator
Bonn, 04.12.2017



Project funding request

**UNV Support to Inclusive UN System for Persons with Disabilities
August 2017**

Summary Data

Project Title	UNV Support to Inclusive UN System for Persons with Disabilities
Region/Country	Global
Theme	Advancing integration of Persons with Disabilities into UN system workforce
Objectives	<ol style="list-style-type: none"> 1. Facilitate direct involvement of Persons with Disabilities (PWDs) in UN at country level 2. Strengthen the capacity of the UN system to include PWDs in its workforce 3. Facilitate transfer of knowledge and build best practices in inclusion, disability rights and advocacy through UN Volunteer deployments 4. Raise awareness and engage Disabled People's Organizations (DPOs) on 2030 Agenda. 5. Establish UNV as a knowledge hub on inclusion, disability rights, volunteerism and equal opportunities along two dimensions: <ol style="list-style-type: none"> 1) Human Resources: UNV will support the UN system to meet its goal to create an inclusive work environment where PWDs are fully engaged without physical or administrative barriers; and 2) SDG and human rights: UNV will create conditions for PWDs to be able to work on disability rights and inclusiveness issues and the broader SDG implementation process. <p>This project is envisioned as a pilot, and as a start of UNV's long-term engagement to promote inclusive volunteer services with a vision of a growing number of UN Volunteers with disabilities working in the UN system.</p>
Project alignment to a. UNV Strategic Framework b. global priorities (SDGs) and normative framework	<ul style="list-style-type: none"> • UNV Strategic Framework 2018-2021, Strategic Objective 2: UN system is supported to deliver on Agenda 2030 through engagement of motivated, diverse and well-equipped UN Volunteers (Strategic Framework is under development in consultation with UN Member States) • SDG 10: Reduced inequalities • SDG 16: Promote peaceful and inclusive societies for sustainable development. • United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) • UN Secretary-General's bulletin: Employment and accessibility for staff members with disabilities in the United Nations Secretariat (2014)
Target Beneficiaries	Young Professionals with Disabilities, Persons with Disabilities in countries of assignment, UN system.
Implementing Partners	UNV will implement this project in close cooperation with UNDP.
Project Duration	26 Months (Nov 2017 – Dec 2019)
Project Budget	USD 590,000
Funds secured	UNV USD 50,000
Unfunded Budget/ Funding requested	USD 540,000



Background

The international community is in the process of implementing the 2030 Agenda for Sustainable Development. At this critical juncture, the UN system is supporting Member States and other stakeholders in taking action towards a development agenda focused on "leaving no one behind".

Over the past three decades, the General Assembly recognized "accessibility" as a priority issue within the UN system and adopted a series of resolutions in that regard. In its resolution 65/186, the Assembly called for progressive improvements in accessibility for and the full inclusion of Persons with Disabilities (PWDs) in terms of built environments, information, documentation and conferences, and employment, within existing resources, at the UN.

The UN Committee on the Rights of Persons with Disabilities recognized several barriers to accessibility within the Organization. It noted that the Organization should increase its understanding of disability, especially in terms of providing reasonable accommodation in relation to travel, personal assistance, the provision of sign language and other key areas that would further facilitate the participation of persons with disabilities on an equal basis with others.¹

While the UN is making progress towards making its premises (mainly in HQ locations), events, and information sources more accessible, the actual representation of PWDs in the UN workforce remains limited.

According to UN Office of High Commissioner for Human Rights (OHCHR) a disproportionate number of persons with disabilities live in developing countries, often marginalized and in extreme poverty. The UN Convention on the Rights of Persons with Disabilities (UN CRPD), adopted in 2006, signaled a 'paradigm shift' from traditional charity-oriented, medical-based approaches to disability to one based on human rights.

The UN system is paying ever more attention to PWDs, and a number of programmes and initiatives are ongoing on global, regional and national levels. With this project, the United Nations Volunteers (UNV) programme intends to strengthen the UN system's capacity to directly engage PWDs in its work and initiate and increase, over time, the proportion of PWDs working in the UN system through deployment of UN Volunteers with disabilities. As well and in accordance with the UN Partnership on the Rights of Persons with Disabilities Fund's theory of change, UNV intends to strengthen the capacity of the UN system and increase institutional knowledge to advance the rights of PWDs on the country level through volunteerism.

Programming of the BMZ contribution

Germany has made a firm commitment to inclusive development cooperation and the Federal Ministry for Economic Cooperation and Development (BMZ) established and implemented a dedicated Action Plan for the Inclusion of PWDs (2013-15). As part of this Action Plan, BMZ cooperates with other strong actors such as the United Nations to achieve greater leverage. The Government of Germany is supporting PWDs through various initiatives nationally and internationally and this project would provide opportunities for mutual learning and knowledge exchange with the objective to strengthen the UN system in its capacity to integrate PWDs in its development programmes.

This project will also contribute to the new UNDP/UNV Talent Programme for Young Professionals with Disabilities, to be rolled out at the end of 2017. During an initial pilot phase the programme aims at deploying UN Volunteers with disabilities to 5-10 UNDP Country Offices in the next 2 years. This project will 1) contribute to the Talent Programme by supporting 7 UN Volunteer deployments; and 2) strengthen UNV's capacity and ability to use the Talent Programme's results to mainstream deployment of UN Volunteers with disabilities in the wider UN system.

¹ Report of the Secretary-General: Towards the full realization of an inclusive and accessible United Nations for persons with disabilities



UNV will use the requested funds for the following outputs and activities:

- 1. Facilitate direct involvement of PWDs in UN programmes and operations focused on SDG implementation and disability rights at the country level**
 - 1.1 Identification of two UN Country Teams in developing countries to host UN Volunteers with disabilities:** As part of the UNDP/UNV Talent Programme for Young Professionals with Disabilities, UNV will identify countries with sufficient infrastructure for deployments of UN Volunteers with disabilities.
 - 1.2. Deployment of seven UN Volunteers with disabilities:** UNV will identify and deploy four national and three international UN Volunteers to identified UNDP Country Offices for one year to engage substantively in SDGs implementation and support integration of inclusive measures into UNDP programmes. All seven UN Volunteers will be recruited from amongst PWDs, and they will be mobilized within the UNDP/UNV Talent Programme for Young Professionals with Disabilities.
- 2. Strengthen the capacity and readiness of the UN system to include Persons with Disabilities (PWDs) in its workforce**
 - 2.1 Document lessons learned into comprehensive guidance and best practice:** UNV will create a knowledge base of lessons learned from the deployment of PWDs as UN Volunteers. This will enable UN agencies to be able to better formulate requirements to engage more PWDs in their workforce and remove barriers related to practical aspects of deployment.
 - 2.2 Institutional learning:** UNV will ensure that the organization understands the specific needs of PWDs deployed abroad and in development projects, recognizes the unique contributions they can bring, and ensures that host agencies remove barriers and increase accessibility.
- 3. Establish UNV as a knowledge hub on disability rights, volunteerism and equal opportunities, and as a leader of advancing integration of PWDs into the UN system.**
 - 3.1 Targeted UN Volunteer recruitment processes:** UNV will make special outreach efforts in order to identify suitable candidates for the UN Volunteer assignments from amongst people engaged in human rights and advocacy for PWDs. Their expertise and best practices can directly contribute to the UN programming in the country of assignment. In this context, UNV will engage with partners to create opportunities for international and national UN Volunteer assignments targeted at PWDs using the acquired best practices from this project.
 - 3.2 Transfer of UNV knowledge to the UN system:** UNV will actively engage with other UN system entities to share its findings, best practices, and new knowledge to encourage them to engage more PWDs in the UN workforce. UNV will produce practical guidelines for creating accessible working conditions to accommodate UN Volunteers with disability. This is expected to provide valuable lessons for employing PWDs in general. The deployed UN Volunteers will engage with local Disabled People's Organizations to raise awareness of contributions they can make to the 2030 Agenda at the country level.
- 4. Build partnerships for greater inclusion of PWDs into UN workforce**
 - 4.1 Wide cooperation with partners:** UNV will engage a range of partners from the UN, civil society and government entities, including from Germany such as BMZ, GIZ, Aktion Mensch, IJAB and BEZEV as well as the International Paralympics Committee based in Bonn, and other relevant actors in this field to ensure that existing best practices are observed and leveraged during this project's implementation.
 - 4.2 Foster South-South cooperation:** UNV will initiate dialogue with partners in order to increase South-South cooperation on volunteerism and disabilities to increase South-South transfer of knowledge through UN Volunteer deployments and exploring further programming opportunities.



Results Framework

Outcome: UN System is more inclusive for PWDs			
Output	Indicator	Baseline	Target
Output 1: PWDs are directly involved in UN programming focused on SDG implementation and disability rights on country level	# of newly deployed UN Volunteers with disability	0	3 international UN Volunteers 4 national UN Volunteers
Output 2: Capacity of UN system to include PWDs in its workforce is strengthened	# of UNDP Country Offices hosting UN Volunteers with disability Fund for reasonable accommodation established and sustainable	1 No funds available to cover reasonable accommodation needs	7 Fund for reasonable accommodation established, repletion mechanism established, operating procedures in place
Output 3: UNV established as a knowledge hub on disability rights, volunteerism and equal opportunities, and as a leader of advancing integration of PWDs into the UN system.	# of conferences, outreach and promotion events aimed to mobilize further UN Volunteers with disability in the UN system, and knowledge and best practices sharing through web-based resources and practical guidance materials # of capacity development events, trainings and workshops to build expertise, skills and knowledge on inclusion and disability at UNV, UNDP, receiving offices and volunteers.	0 0	4 4
Output 4: Partnerships for greater inclusion of PWDs into UN workforce strengthened	# of partnerships with donors, and with disabled people's organizations on inclusion of PWDs	0	5

Budget

Contribution requested from Germany: 460,000 EUR equivalent to approximately 540,000 USD (as of 15 August 2017).

Schedule of funding disbursements

2017: 10,000 EUR

- Launch event of Talent Programme for Young Professionals with Disabilities in Bonn in November 2017

2018: 250,000 EUR

- UN Volunteer deployments (2 international, 2 national)
- Fund for reasonable accommodation initially funded
- Partnerships development (travel, events with DPOs)
- Monitoring



2019: 200,000 EUR

- UN Volunteer deployments (1 international, 2 national)
- Fund for reasonable accommodation replenished
- Monitoring travel
- Promotional and outreach events

Budget Item				2017	2018	2019
Item	Description	Donor	USD			
International UN Volunteers	3 International UN Volunteers	BMZ	225,000		150,000	75,000
National UN Volunteers	4 National UN Volunteers	BMZ	80,000		40,000	40,000
Equipment	Initial funding for reasonable accommodation fund which would serve to cover costs of additional assistance if necessary.	BMZ	100,000		53,000	47,000
Communication products	Videos, communication products, and knowledge materials to promote integration of PWDs into UN workforce	BMZ	20,000		5,000	15,000
Capacity development and institutional learning	2 workshops with UNDP, UNV and other stakeholders 2 training events for receiving offices and volunteers.	UNV	50,000		25,000	25,000
Partnerships and South-South cooperation	Initiating dialogue and building partnerships to support inclusive UN system, and for increased South-South cooperation on volunteerism and disabilities	BMZ	30,000	11,040	18,000	
Travel	Monitoring travel to ensure appropriate working conditions; travel to share findings with UN system organizations (NY, Geneva); UN Volunteers travel to trainings, and outreach events	BMZ	41,800		10,000	32,760
General Management Support for BMZ contribution 8%		BMZ	43,200	960	24,000	18,240
Subtotal		BMZ	540,000	12,000	300,000	228,000
		UNV	50,000		25,000	25,000
Total			590,000	12,000	325,000	253,000

Envisaged additional funding:

This project will contribute to a larger UNDP/UNV scheme "Talent Programme for Young Professionals with Disabilities" which aims to deploy UN Volunteers with disabilities to 5-10 UNDP Country Offices. UNV and UNDP plan to jointly mobilize additional USD 400,000 – USD 800,000 for the first two-year pilot phase of the programme (2018-2019). The final number of deployments will depend on funding availability and number of UNDP Country Offices ready to host UN Volunteers with disability in 2018 and 2019. In addition, UNDP will invest funds for ensuring accessibility of all IT platforms, and for consultancies focused on updating HR policies and processes to increase inclusiveness of UNDP/UNV as employer.

