

PROJECT DOCUMENT
Global Project

Project Title: UNV talent and capacity development programme for an inclusive UN System for persons with disabilities

Project Number: 2017.7931.3

Implementing Partner: UNV

Start Date: Dec 2017

End Date: Dec 2019

PAC Meeting date: n/a¹

Brief Description

In the context of Agenda 2030 and the SDGs, the UN system is increasingly aware of being inclusive and responsive to the needs of persons living with disabilities (PWD). With this project, the United Nations Volunteers (UNV) programme will strengthen the UN system's capacity to include PWDs in its workforce and grow its capacity to effectively target development activities to the needs of PWDs. In line with the theory of change of the UN Partnership on the Rights of Persons with Disabilities Fund, UNV will contribute to strengthening the capacity of the UN system and increase institutional knowledge to advance the rights of PWDs on the country level through volunteerism.

This project will contribute to the new UNDP-UNV Talent Programme for Young Professionals with Disabilities, to be launched in November 2017. During an initial pilot phase, the programme aims at deploying UN Volunteers with disabilities to up to 10 UNDP Country, Regional and HQ 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.

Contributing Outcome:


UN System is more inclusive and responsive to the needs of PWDs.

Indicative Outputs:

Output 1: Capacity of UN system to include PWDs in its workforce, programmes and operations is strengthened.
Output 2: 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.

Total resources required:	USD 590,000	
Total resources allocated:	UNV:	USD 50,000
	BMZ:	USD 540,000
Unfunded:	USD 0	

Agreed by (signatures):

Federal Ministry for Economic Cooperation and Development (BMZ)	United Nations Volunteers (UNV) programme
	 OLIVIER ADAM Executive Coordinator
Date:	Date: 2017/12/19

¹ The project is based on the project proposal and funding request prepared and submitted to BMZ in Q2 2017. The final and approved proposal was aligned with the UNDP-UNV Talent Programme for Young Professionals with Disabilities and is now anchored in the larger corporate UNDP-UNV talent programme. BMZ approved the project funding request and a cost sharing agreement was signed by BMZ and UNV on 4 December 2017.

I. DEVELOPMENT CHALLENGE

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.²

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 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.

II. STRATEGY

Explain the detailed theory of change (ToC) for this project and what UNV with partners will do to address the development challenge described above. Identify the approach that has been selected, with a clear rationale backed by credible evidence, integrating gender concerns into the approach. Identify what knowledge, good practices and lessons learned (including from evaluation) have informed the analysis of available choices and the selected strategy.

Detail the project’s selected approach and explain how it is expected to lead to change at the output level. Clearly link the project’s ToC to the programme/CPD’s ToC by stating how the project will contribute to the UNDAF/CPD outcome. State key assumptions about what will change, for whom, and how this will happen. Assumptions should include consideration of internal factors (relating to project design and implementation) and external factors (relating to other partners, stakeholders and context) that will be critical for achieving expected changes. Cite best available evidence which supports these key assumptions in the ToC, including findings from evaluation and other credible research, as well as knowledge, good practices and lessons learned from previous work, by UNV and others, in this country and in other relevant contexts.

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

² Report of the Secretary-General: Towards the full realization of an inclusive and accessible United Nations for persons with disabilities

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.

III. RESULTS AND PARTNERSHIPS

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.

UNV will use the requested funds for the following results 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.

IV. PROJECT MANAGEMENT

Cost Efficiency and Effectiveness

The project will be delivered building on best practices acquired by UNV from January 2017 to December 2017. This included the deployment of an international volunteer with disability, close collaboration with German NGOs (BEZEV, Aktion Mensch), an awareness and capacity development programme at UNV HQ, and policy and operational work conducted jointly with UNDP.

Project Management

The UNV project team will work closely with the larger UNDP-UNV Working Group managing the UNDP-UNV Talent Programme for young professionals with disabilities. A dedicated project team will operate as part of the Human Resources Section at UNV HQ to ensure ownership, focus and close working relationship with UNDP Office of Human Resources who is the focal point at UNDP for the Talent Programme and ensure linkages to the UNDP offices to which participants will be deployed.

V. RESULTS FRAMEWORK

<p>Intended Outcome as stated in the UNV Strategic Framework Results and Resource Framework: Outcome 2. The United Nations system is supported to deliver on the 2030 Agenda through the engagement of UN-Volunteers and integration of volunteerism.</p> <p>Outcome indicators as stated in the UNV Global Programme Results and Resources Framework, including baseline and targets: Percentage of United Nations partners and United Nations partner country offices engaging UN-Volunteers (online and onsite cumulative). Baseline: 38 partners, 654 country offices, Target: 40 partners, 686 country offices.</p> <p>Applicable Output(s) from the UNV Strategic Framework: 2.1.2 Number of people volunteered per year through UNV (online and onsite), disaggregated by gender, age, North/South, country of origin. Baseline: 6,590 onsite, 12,592 online; Target: 7,500 onsite; 16,000 online.</p> <p>Project title and Atlas Project Number: UNV talent and capacity development programme for an inclusive UN System for persons with disabilities</p>							
EXPECTED OUTPUTS	OUTPUT INDICATORS	DATA SOURCE	BASELINE		TARGETS (by frequency of data collection)		DATA COLLECTION METHODS & RISKS
			Value	Year 2017	Year 1	Year 2	
<p>Output 1: Capacity of UN system to include PWDs in its workforce, programmes and operations is strengthened.</p>	<p>1.1 # of newly deployed UN Volunteers with disability disaggregated by National and International UN Volunteers</p>	ATLAS	1		1 international and 2 national UN Volunteers deployed	2 international and 2 national UN Volunteers deployed	Volunteer reporting.
	<p>1.2 # of UNDP Country Offices hosting UN Volunteers with disability</p>	ATLAS	1		3	4	Volunteer reporting.
	<p>2.3 Fund for reasonable accommodation established and sustainable</p>	ATLAS; Annual Business Plan reporting	No fund in place.		Fund for reasonable accommodation established. Standard operating procedure in place.	Fund replenishment mechanism established.	Financial reporting (ATLAS); End-of-year reporting

<p>Output 2: 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.</p>	<p>2.1 # of conferences, outreach and promotion events aimed to mobilize UN Volunteers with disability in the UN system, and knowledge and best practices sharing through web-based resources and practical guidance materials</p>	<p>Annual Business Plan reporting</p>	0		2	2	End-of-year reporting
	<p>2.2 # of capacity development events, trainings and workshops to build expertise, skills and knowledge on inclusion and disability at UNV, UNDP, receiving offices and volunteers.</p>	<p>Annual Business Plan reporting</p>	0		2	2	End-of-year reporting
	<p>2.3 # of partnerships with donors, and with disabled people's organizations on inclusion of PWDS</p>	<p>Annual Business Plan reporting</p>	0		3	2	Count of partnership agreements

VI. MONITORING AND EVALUATION

In accordance with UNDP's programming policies and procedures, the project will be monitored through the following monitoring and evaluation plans:

Monitoring Plan

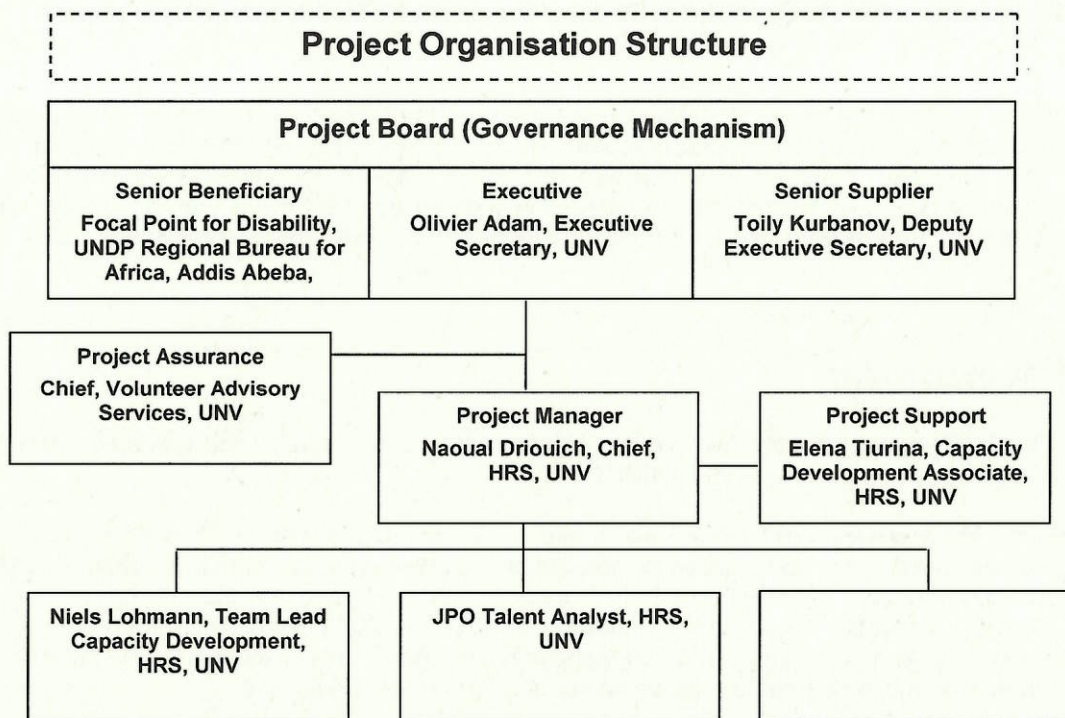
Monitoring Activity	Purpose	Frequency	Expected Action	Partners (if joint)	Cost (if any)
Track results progress	Progress data against the results indicators in the RRF will be collected and analysed to assess the progress of the project in achieving the agreed outputs.	Every six months, or in the frequency required for each indicator.	Slower than expected progress will be addressed by project management.	n/a	0
Monitor and Manage Risk	Identify specific risks that may threaten achievement of intended results. Identify and monitor risk management actions using a risk log. This includes monitoring measures and plans that may have been required as per UNDP's Social and Environmental Standards. Audits will be conducted in accordance with UNDP's audit policy to manage financial risk.	Every six months	Risks are identified by project management and actions are taken to manage risk. The risk log is actively maintained to keep track of identified risks and actions taken.	n/a	0
Learn	Knowledge, good practices and lessons will be captured regularly, as well as actively sourced from other projects and partners and integrated back into the project.	At least annually	Relevant lessons are captured by the project team and used to inform management decisions.	UNDP	0
Annual Project Quality Assurance	The quality of the project will be assessed against UNDP's quality standards to identify project strengths and weaknesses and to inform management decision making to improve the project.	Annually	Areas of strength and weakness will be reviewed by project management and used to inform decisions to improve project performance.	n/a	0
Review and Make Course Corrections	Internal review of data and evidence from all monitoring actions to inform decision making.	At least annually	Performance data, risks, lessons and quality will be discussed by the project board and used to make course corrections.	n/a	0
Project Report	A progress report will be presented to the Project Board and key stakeholders, consisting of progress data showing the results achieved against pre-defined annual targets at the output level, the annual project quality rating summary, an updated risk log with mitigation measures, and any evaluation or review reports prepared over the period.	Annually and at the end of the project (final report)		n/a	0
Project Review (Project Board)	The project's governance mechanism (i.e., project board) will hold regular project reviews to assess the performance of the project and review the Multi-Year Work Plan to ensure realistic budgeting over the life of the project. In the project's final year, the Project Board shall hold an end-of-project review to capture lessons learned and discuss opportunities for scaling up and to socialize project results and lessons learned with relevant audiences.	Every six months	Any quality concerns or slower than expected progress should be discussed by the project board and management actions agreed to address the issues identified.	n/a	0

VII. MULTI-YEAR WORK PLAN

EXPECTED OUTPUTS	PLANNED ACTIVITIES	Planned Budget by Year			RESPONSIBLE PARTY	PLANNED BUDGET		
		Y1	Y2	Y3		Funding Source	Budget Description	Amount
Output 1 Capacity of UN system to include PWDs in its workforce, programmes and operations is strengthened.	1.1 Deploy international and national UN Volunteers	0	190,000	115,000	UNV			305,000
	1.2 Establish reasonable accommodation fund	0	53,000	47,000	UNV			100,000
	1.3 Produce outreach, video and online learning materials	0	5,000	15,000	UNV			20,000
	Sub-Total for Output 1							425,000
Output 2 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.	2.1 Deliver workshop, training event and capacity development activities delivered.	0	25,000	25,000	UNV			50,000
	2.2 Organize partnership event and activities.	10,000	18,000	0	UNV			28,000
	2.4 Travel and complete monitoring, talent outreach and training	0	10,000	31,800	UNV			41,800
	Sub-Total for Output 2							119,800
General Management Support		800	24,080	18,704	UNV			43,584
TOTAL								588,384

VIII. GOVERNANCE AND MANAGEMENT ARRANGEMENTS

The project board will meet every 6 months or as required to review progress against timeline and deliverables. The project manager, assisted by project support and project team will at the meeting provide updates on delivery, implementation rate, risks and mitigations. The board, considering the progress report, will review and advise on adjustments to be made in response to any risks and delivery constraints.



IX. LEGAL CONTEXT AND RISK MANAGEMENT

This project forms part of an overall programmatic framework under which several separate associated country level activities will be implemented. When assistance and support services are provided from this Project to the associated country level activities, this document shall be the "Project Document" instrument referred to in: (i) the respective signed SBAA's for the specific countries; or (ii) in the Supplemental Provisions to the Project Document attached to the Project Document in cases where the recipient country has not signed an SBAA with UNDP, attached hereto and forming an integral part hereof. All references in the SBAA to "Executing Agency" shall be deemed to refer to "Implementing Partner."

This project will be implemented by United Nations Volunteers ("Implementing Partner") in accordance with its financial regulations, rules, practices and procedures only to the extent that they do not contravene the principles of the Financial Regulations and Rules of UNDP. Where the financial governance of an Implementing Partner does not provide the required guidance to ensure best value for money, fairness, integrity, transparency, and effective international competition, the financial governance of UNDP shall apply.

X. RISK MANAGEMENT

1. UNDP as the Implementing Partner will comply with the policies, procedures and practices of the United Nations Security Management System (UNSMS).
2. UNDP as the Implementing Partner will undertake all reasonable efforts to ensure that none of the project funds are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via http://www.un.org/sc/committees/1267/aa_sanctions_list.shtml. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.
3. Social and environmental sustainability will be enhanced through application of the UNDP Social and Environmental Standards (<http://www.undp.org/ses>) and related Accountability Mechanism (<http://www.undp.org/secu-srm>).
4. UNDP as the Implementing Partner will: (a) conduct project and programme-related activities in a manner consistent with the UNDP Social and Environmental Standards, (b) implement any management or mitigation plan prepared for the project or programme to comply with such standards, and (c) engage in a constructive and timely manner to address any concerns and complaints raised through the Accountability Mechanism. UNDP will seek to ensure that communities and other project stakeholders are informed of and have access to the Accountability Mechanism.
5. All signatories to the Project Document shall cooperate in good faith with any exercise to evaluate any programme or project-related commitments or compliance with the UNDP Social and Environmental Standards. This includes providing access to project sites, relevant personnel, information, and documentation.
6. UNDP as the Implementing Partner will ensure that the following obligations are binding on each responsible party, subcontractor and sub-recipient:
 - a. Consistent with the Article III of the SBAA [*for the Supplemental Provisions to the Project Document*], the responsibility for the safety and security of each responsible party, subcontractor and sub-recipient and its personnel and property, and of UNDP's property in such responsible party's, subcontractor's and sub-recipient's custody, rests with such responsible party, subcontractor and sub-recipient. To this end, each responsible party, subcontractor and sub-recipient shall:
 - i. put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
 - ii. assume all risks and liabilities related to such responsible party's, subcontractor's and sub-recipient's security, and the full implementation of the security plan.

- b. UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of the responsible party's, subcontractor's and sub-recipient's obligations under this Project Document.
- c. Each responsible party, subcontractor and sub-recipient will take appropriate steps to prevent misuse of funds, fraud or corruption, by its officials, consultants, subcontractors and sub-recipients in implementing the project or programme or using the UNDP funds. It will ensure that its financial management, anti-corruption and anti-fraud policies are in place and enforced for all funding received from or through UNDP.
- d. The requirements of the following documents, then in force at the time of signature of the Project Document, apply to each responsible party, subcontractor and sub-recipient: (a) UNDP Policy on Fraud and other Corrupt Practices and (b) UNDP Office of Audit and Investigations Investigation Guidelines. Each responsible party, subcontractor and sub-recipient agrees to the requirements of the above documents, which are an integral part of this Project Document and are available online at www.undp.org.
- e. In the event that an investigation is required, UNDP will conduct investigations relating to any aspect of UNDP programmes and projects. Each responsible party, subcontractor and sub-recipient will provide its full cooperation, including making available personnel, relevant documentation, and granting access to its (and its consultants', subcontractors' and sub-recipients') premises, for such purposes at reasonable times and on reasonable conditions as may be required for the purpose of an investigation. Should there be a limitation in meeting this obligation, UNDP shall consult with it to find a solution.
- f. Each responsible party, subcontractor and sub-recipient will promptly inform UNDP as the Implementing Partner in case of any incidence of inappropriate use of funds, or credible allegation of fraud or corruption with due confidentiality.

Where it becomes aware that a UNDP project or activity, in whole or in part, is the focus of investigation for alleged fraud/corruption, each responsible party, subcontractor and sub-recipient will inform the UNDP Resident Representative/Head of Office, who will promptly inform UNDP's Office of Audit and Investigations (OAI). It will provide regular updates to the head of UNDP in the country and OAI of the status of, and actions relating to, such investigation.

- g. UNDP will be entitled to a refund from the responsible party, subcontractor or sub-recipient of any funds provided that have been used inappropriately, including through fraud or corruption, or otherwise paid other than in accordance with the terms and conditions of this Project Document. Such amount may be deducted by UNDP from any payment due to the responsible party, subcontractor or sub-recipient under this or any other agreement. Recovery of such amount by UNDP shall not diminish or curtail any responsible party's, subcontractor's or sub-recipient's obligations under this Project Document.

Note: The term "Project Document" as used in this clause shall be deemed to include any relevant subsidiary agreement further to the Project Document, including those with responsible parties, subcontractors and sub-recipients.

- h. Each contract issued by the responsible party, subcontractor or sub-recipient in connection with this Project Document shall include a provision representing that no fees, gratuities, rebates, gifts, commissions or other payments, other than those shown in the proposal, have been given, received, or promised in connection with the selection process or in contract execution, and that the recipient of funds from it shall cooperate with any and all investigations and post-payment audits.
- i. Should UNDP refer to the relevant national authorities for appropriate legal action any alleged wrongdoing relating to the project or programme, the Government will ensure that the relevant national authorities shall actively investigate the same and take appropriate legal action against all individuals found to have participated in the wrongdoing, recover and return any recovered funds to UNDP.
- j. Each responsible party, subcontractor and sub-recipient shall ensure that all of its obligations set forth under this section entitled "Risk Management" are passed on to its

subcontractors and sub-recipients and that all the clauses under this section entitled "Risk Management Standard Clauses" are adequately reflected, *mutatis mutandis*, in all its sub-contracts or sub-agreements entered into further to this Project Document.

XI. ANNEXES

1. UNV-BMZ Cost Sharing agreement
2. Overview UNDP-UNV Talent Programme for Young Professionals with Disabilities

Talent Programme for Young Professionals with Disabilities

With a commitment to diversity, inclusiveness and “leaving no one behind”, UNDP and UNV are designing and implementing a *Talent Programme for Young Professionals with Disabilities* to increase the inclusion of persons with disabilities into the workforce of the development sector. The programme also aims to build a talent pipeline of highly qualified professionals with disabilities who can contribute to the attainment of the Sustainable Development Goals (SDGs) at national and global levels.

Strategy

The Programme will offer young people with disabilities the opportunity to acquire practical work experience and exposure to the work of the UN Development System through assignments with UNDP country, regional or headquarters offices. UNDP-UNV will identify relevant assignments and select applicants for the programme. Programme participants and host offices will benefit from dedicated support, guidance and development opportunities as part of the programme.

The duration of assignments will be 12-months with a possibility of extension for 6-12 months. Participants will be deployed as national UN Volunteers (in their home country) or international UN Volunteers (assignments outside of their home country). Initially the Programme will focus on engaging professionals with physical and sensory disabilities and with a particular focus on women with disabilities.

Learning and professional development will be an integral part of all assignments. It is expected that through participation in the programme, young professionals will gain greater knowledge and experience in thematic areas related to the SDGs, including development and implementation of programmes and projects, operations management, partnerships building, and/or UN coordination. Being better equipped with relevant competencies and skills will make them more competitive in the labour market, and strengthen their ability to explore employment opportunities with the UN System and a career in the broader development cooperation sector.

Implementation

It is envisaged that the Programme will be implemented in two phases: (1) a pilot phase with 5 to 10 volunteers deployed at country, regional and/or headquarters level, and (2) a scaling-up phase whereby the Programme will be expanded to cover a larger number of participants and offices, including potentially with other UN agencies.

Partnerships and Funding

The Programme will be administered jointly by the UNDP Office of Human Resources and UNV. It will be implemented in partnership with interested governments, private sector organizations, foundations, and organizations of persons with disabilities.

A special fund will be established with to cover reasonable accommodation costs for the participants of the programme.

For more information about the UNDP-UNV Talent Programme for Young Professionals with Disabilities, please contact Lykke Andersen, UNDP (lykke.andersen@undp.org) or Niels Lohman, UNV (niels.lohmann@unv.org)

