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**Final Project Evaluation Report**

**“Paradigm Shift to Disability Inclusive Services, Accountability and Governance in Moldova”**

30 August 2024 – 30 September 2024

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**CHISINAU 2024**

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# ACRONYMS

AOPD – Alliance of Organizations of Persons with Disabilities

CEDAW – Convention on the Elimination of All Forms of Discrimination against Women

CNDDCM – National Council for the Determination of Disability and Work Capability

CSO – Civil Society Organization

DAC – Development Assistance Committee

HRBMO - human rights-based model

ICF-CY– International Classification of Functioning, Disability and Health Children and Youth

KPIs – Key Performance Indicators

LNOB – Leave No-one Behind

NCDDWA – National Council for Determination of Disability and Work Ability

OECD – Organization for Economic Co-operation and Development

OHCHR – Office of the United Nations High Commissioner for Human Rights

OPD - Organization for Persons with Disabilities

PIRIS – Individual Rehabilitation and Social Inclusion Program

SDGs– Sustainable Development Goals

SRPA – Standard Responsible Party Agreement

ToC – Theory of Change

ToR – Terms of Reference

UN – United Nations

UNCRPD – United Nations Convention on the Rights of the Persons with Disabilities

UNCT– UN Country Team

UNDP – United Nations Development Programme

UNICEF – United Nations International Children's Emergency Fund

UNPRPD– UN Partnership on the Rights of Persons with Disabilities

UNSDCF– UN Sustainable Development Cooperation Framework

# Basic project information

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| PROJECT/OUTCOME INFORMATION  |
| Project/outcome title  | “Paradigm Shift to Disability Inclusive Services, Accountability and Governance in Moldova” |
| Outcomes | The project addresses three major barriers to inclusion of persons with disabilities in the Republic of Moldova: (i) predominant medical approach to disability assessment and determination, (ii) limited accountability and governance mechanisms for CRPD implementation and (iii) limited mainstreaming of rights of persons with disabilities in the national programmes, development programmes, budgets and monitoring processes. Related to these three barriers, the program will achieve three inter-related outcomes. |
| Targets  | Target group: persons with disabilities in Republic of MoldovaTargeted SDGs: SDG 3, 4, 5, 10, 16. |
| Country  | Republic of Moldova |
| Program number | 00126122 |
| Focus Area | Effective Governance, Justice & Human Rights |
| Beneficiaries | Organizations of Persons with Disabilities (OPDs), persons with disabilities and parents of children with disabilities |
| Project dates  | Start  | Valid period  |
| 26 February 2021 | 30 September 2024 |
| Project budget  | US$600,000 ($254,874 managed by UNDP) |
| Indirect costs  | USD 45,794 (7%) |
| Project expenditure at the time of evaluation  | USD 368,115.16 |
| Funding source  | UNPRPD  |
| Implementing party  | UNDP, UNICEF and OHCHR |
| Working district  | Chisinau and Centre, North and South parts of the country  |

# **Executive summary**

The Republic of Moldova's ratification of the UN Convention on the Rights of Persons with Disabilities (CRPD) in 2010 represented a pivotal moment in the promotion of disability rights and social inclusion. To build upon this progress, the nation enacted the Law on Social Inclusion of Persons with Disabilities in 2012, which created an essential policy framework aimed at enhancing the rights and opportunities for individuals with disabilities. This initiative subsequently led to the development of the National Programme on Social Inclusion of Persons with Disabilities (2017 - 2022), the National Deinstitutionalization Programme, and the Residential Institutions Transformation Plans (2018 - 2026). However, challenges persist, particularly concerning inadequate accountability and governance, which may impede the successful execution of policies in accordance with the CRPD.

Understanding the critical role of a comprehensive national Sustainable Development Goals (SDG) framework that complies with CRPD standards for ensuring accountability in governance, the "Programme Paradigm Shift to Disability Inclusive Services, Accountability, and Governance in Moldova" aimed to support the Government and development partners in aligning the domestic SDG indicator framework with CRPD standards.

## **Main Findings**

**Relevance**

* The project's relevance was directly correlated to its effectiveness.
* The anticipated resources, which encompass staff and personnel expenses, contractual services, transfers and grants to third parties, travel, communication initiatives, as well as monitoring and evaluation, are deemed appropriately planned, even with annual reviews in place.
* The indicators are responsive to change and provide the information needed to determine the effectiveness of the actions.
* The project enhanced the overall comprehension of the assessment and decision-making processes involved in granting disability status, viewed through a human rights lens. It established essential conditions for the disability determination by informed and consultative decision-makers in the relevant intervention area, which included: 1) ensuring human rights based approach to disability determination , 2) offering suggestions for refining the current assessment mechanisms, and 3) focusing on the practical execution of assessment procedures from the central to the local level.
* The project work demonstrates a clear absence of gender discrimination, with no evident biases or limitations concerning maternity or vacation leaves. It has successfully promoted equal opportunities and maintained a balanced representation.
* Beneficiaries found the seminars and workshops to be informative.
* Interventions for persons with disabilities have primarily centred on ministerial interventions, including the adaption of the current legal framework to European standards and best practices.

**Efficiency**

* The management of the project adhered to the guidelines set forth by UNDP. Implementation was structured around a logical framework, which underwent annual reviews. An efficient implementation team was assembled, engaging relevant stakeholders in task execution, and all activities were conducted according to clearly established work plans.
* The project management team successfully enabled the efficient execution of its operational plan while ensuring strong collaboration with partners.
* Although certain activities are lagging behind the original timeline, conditioned by the different crisis that have affected the country, the project is showing steady advancement in achieving the intended outputs.
* The organizational strategy was generally manageable, though it faced challenges due to changes in management.
* Responsibilities for joint management, implementation, and coordination were explicitly outlined and shared among the partners.
* Each phase of project development demanded thorough planning and effective resource distribution to ensure successful execution and expansion.

**Effectiveness:**

* Without the project's partner support, the majority of the activities would not have been carried out to the same extent as envisaged.
* The project has not been as effective as expected to the degree its outputs were planned, but it has successfully developed unique products and achieved several tangible results. The development and implementation of policies and strategies was supported by its knowledge of a human rights-based approach to disability.
* The effectiveness of cross-cutting approaches has been validated. Despite the accuracy of the progress reports, they fell short in capturing pertinent information regarding the quality of events, including training and information sessions.
* The gender equality is considered an important part of the programme.

**Impact and theory of change**

* The initiative is grounded in a rights-based framework that interprets disability through the social model.
* This approach emphasizes addressing fundamental needs and promoting social change, rather than concentrating on the individual's impairment or health status.
* The project serves as a model for effective assessment integration in line with the principles of the CRPD, successfully engaging both medical and social professionals, but also ensuring participation of persons with disabilities in decision making process.

**Sustainability**

* A collaborative program aimed at enhancing development and strengthening partnerships with UN agencies, OPD, and government entities is essential for ensuring the sustainability of the project.
* The ongoing relevance of a human rights-based model and approach, along with the necessity for specialized support equipment for persons with disabilities, demands meticulous consideration.
* Key stakeholders have achieved notable advancements in women's empowerment and human development. To this point, the project has successfully addressed vital gaps that obstruct (i) the meaningful access of persons with disabilities, including women and girls from rural and other underrepresented demographics to essential support services and benefits; and (ii) government accountability, which involves the collection and utilization of disaggregated data, along with cross-sectoral coordination and consultation that align with CRPD standards.
* The members of the 3 Regional Advocacy Groups of persons with disabilities empowered by the project are ready to further advocate for human rights-based approach to disability determination and access to quality assistive devices.

## **Conclusions**

After going over the relevant data and interviewing the necessary individuals, the evaluation concluded that the project was appropriate in both its design and expectations. The expected impact of the project's outcomes is important to public policy, which has led to stakeholders being strongly committed to mainstream the human-rights based approach to determining disability to children and adults.

Despite their preparation, the project team faced various challenges during its implementation. The project showed that at the level of territorial structures, there are difficulties caused by existing (outdated) assessment tools for both children and adults. At the systemic level, assessment is complex. The main obstacle to practice for both adults and children is outdated norms or paradigms of approaching disability, where a child or adult is “able or unable” to perform activities and participate. This reduces completely the chances of full inclusion of persons with disabilities into the community and exercising their human rights. The project activities are likely to be sustainable, and its future is well integrated with national development and policy.

The project capacity-building approach was recognized by evaluation interviewees as relevant and could have stronger impacts at the national level. If there are no effective means of connecting with the institutions that are responsible for guiding the persons with disabilities, a series of training sessions would clarify the roles and responsibilities of these institutions. The human rights approach makes it important to identify and attribute the degree of disability to children and adults.

The project, due to the administrative moments, cumulative with the risks registered in the country, has encountered multiple challenges in terms of timeframe, resources, logistical support, delays in implementing partners at the local level and a lack of time to reschedule activities. However, approaches such as being lean and resilient to various challenges ensured the sustainability of the output established.

Due to the objective circumstances mentioned above and the implementation method of the project (involving three UN agencies), the format of the project documents differs from the format of projects implemented by a single implementer. As a result, there was initially a slight confusion regarding the updated information at the time of the project's launch. Since, he starting date of the project being 26 February 2022, the project activities were initiated in August 2022. These facts created the confusion that the project documents don’t always reflect the actual situation during project start-up. Nevertheless, the Project Document and the Action Plan were updated/adjusted in accordance with the circumstances encountered during the project's implementation and were coordinated and approved by the donor and the Project Steering Committee.

Nevertheless, the Project Document and the Action Plan were updated/adjusted in accordance with the circumstances encountered during the project's implementation and were coordinated and approved by the donor and the Project Steering Committee (see the Annex 4: Minutes of the Steering Committee Meeting for the UNDP “Paradigm Shift to Disability Inclusive Services 12, Dec.2022, Minutes of the Steering Committee Meeting for the UNDP “Paradigm Shift to Disability Inclusive Services 8, Dec.2023, Submission Form For Programme/Budget Revision 23 July 2023, Submission Form For Programme/Budget Revision 4 July 2024).

From a technical point of view, all the documents were provided in advance by the Project Team (Annex 4), with some minor delays occurred. Project reports, project steering committee minutes and decisions, project files, project budgets, project work plans, and progress reports have been reviewed as of now. Interviews were conducted with at least key individuals. The assessment involved going through the project design and assumptions made at the start of the project development process.

## **Lessons learnt and best practices**

The evaluation highlights valuable lessons that could be useful for the following purposes:

* improve communication with interested stakeholders through social media campaigns and be more responsive to their views and expectations on key subjects, as well as the shared vision and values that must be incorporated into the project design or logical framework.
* discover the benefits of partnership with the business sector by creating networks of cooperation on disability and innovation in support of the workforce.
* a cross-sectoral approach is needed to successfully implement the project, bringing together experts in the fields of social services, health, education, economic empowerment and human rights, with meaningful and inclusive participation of persons with disabilities
* promote deeper gender-equitable approaches to human rights of persons with disabilities in all their diversity, as part of the UNCRPD.
* Beneficiaries often find a project that focuses on clear national needs and priorities to be of a great relevance and better suited for effective implementation.

## **Recommendations**

* (R1) To continue monitoring the implementation of the developed guidelines in pilot communities, aiming to ensure the sustainability of project benefits.
* (R2) After the project, based on the already created network of OPDs at the regional level to undertake continuous measures to maintain the functionality of this network and the engagement of stakeholders in improving the quality of services for persons with disabilities..
* (R3) For future projects, it is essential to develop a strong sustainability plan during the project design phase to ensure the continued benefits of the project.
* (R4) For future initiatives, gender-sensitive indicators have be included in the logical framework to represent differences and inequities between men and women in all planned activities.
* (R5) In order to impact more socially on the final beneficiaries, it may be necessary to set up mobile disability assessment camps where medical professionals and social workers learn how to work together based on a human-rights approach to disability assessment.
* (R6) As long as qualified specialists in disability assessment are limited in the country, it may also be necessary to involve non-specialists who will need to be trained.
* (R7) To ensure the sustainability of the project is to ensure a strong communication strategy through the network of Regional Advocacy Groups, created during the project implementation, and, eventually, maintaining constant connections with the National Council on the Rights of Persons with Disabilities and involving the general public for the exchange of experiences and results in the field.
* (R8) One of the key steps to ensure the sustainability of the project (if there are no donors) is to develop a strong communication strategy to ensure that key implementing partners and partners with a large audience can share the main results.

# **EVALUATION REPORT**

## **Scope of Work**

The evaluation covered the entire period from February 2021 to September 2024 and covered project concept, design, implementation, reporting and evaluation of results (outputs), involving key project stakeholders. The evaluation is based on the triangulation method of data analysis using the criteria of relevance, efficiency, effectiveness and sustainability of the project. The evaluation analysed key factors and challenges that had an impact on the achievement of planned outputs and addressed the cross-cutting issues of NOLB and gender equality.

## **Objective of the evaluation**

The final evaluation of the project consists of identifying problems associated with the implementation of the project, assessing the progress made in achieving the objectives, the relevance and effectiveness of the project in comparison with the project document, identifying and documenting lessons learned and recommendations.

The evaluation was conducted in line with the revised OECD-DAC evaluation criteria – Relevance, Effectiveness, Efficiency, Impact, and Sustainability. The Terms of Reference (ToR) for the final evaluation of the project “Paradigm Shift to Disability Inclusive Services, Accountability and Governance in Moldova” specified the issues to be addressed under each of the evaluation criteria. In addition, the areas of Communication, Visibility, Inclusion and Gender are included for evaluation.

The final evaluation has three principal objectives, namely, to evaluate the programme progress against the outcome, outputs and indicators of achievement as mandated by the programme donor (UNPRPD) and stipulated in the program document / Description of Action in line with the UNDP’s Evaluation Guidelines; to identify the constraints the project faced during implementation as well as lessons learned and good practices; and to provide relevant recommendations that can be used to inform future programming in line with the 2030 Agenda and its Sustainable Development Goals.

According to the Inception Report, the main stages of the assessment process included a desk review of documents and interviews with relevant stakeholders.

## **Project description**

The project addresses three major barriers to inclusion of persons with disabilities in Moldova:

*(i) predominant medical approach to disability assessment and determination, (ii) limited accountability and governance mechanisms for CRPD implementation and (iii) limited mainstreaming of rights of persons with disabilities in the national programmes, development programmes, budgets and monitoring processes. Related to these three barriers, the program will achieve three inter-related outcomes.*

The project’s activities built around three broad outcomes, as follows:

**Outcome 1:** *National Stakeholders have the knowledge and practical tools to effectively contribute the development and implementation of disability inclusive policies.*

Under the first outcome, the program follows to build capacities of duty bearers to address preconditions to disability inclusion. The action is planned to strengthen the professional capacity of the National Council on Determination of Disability and Work Ability (NCDDWA) to ensure the full transition from the medical to the human rights-based approach to disability determination.

A new model of disability determination is expected to be piloted in three regions across the country. Guidelines are planned to be developed and piloted in three regions to facilitate models of good practice, learning and exchange mechanisms on disability determination from a human rights perspective. The program plans to enhance the constituency engagement and advocacy capacity of OPDs to support implementation of a human rights centred approach to disability determination for all ages.

**Outcome 2:** *Gaps in achievement of essential building blocks or preconditions to CRPD implementation in development and humanitarian programs are addressed.*

Under the second outcome, the program is focused on addressing gaps in the domestic legislative framework, regulations and systems on disability determination, data collection and access to assistive devices and technologies. This is planned to be achieved by: (i) producing relevant scoping and feasibility studies in order to identify legislative and procedural gaps; (ii) developing policy options, legal amendments and underlying costing; (iii) creating opportunities (mechanisms) for OPDs to genuinely participate and shape policy development processes; (iv) facilitating an inclusive policy dialogue with all relevant stakeholders.

**Outcome 3:** *National development and humanitarian plans, budgets, programs and monitoring processes are disability inclusive.*

Under the third outcome, the program plans to support the UNCT Moldova to mainstream disability into the UN-Moldova Sustainable Development Cooperation Framework for 2023-2027. Efforts are planned to align the domestic framework of SDG indicators to CRPD standards.

These outcomes, and the activities under them, are constructively having to conduct to following outputs:

* **Output 1.1.A.** Disability determination staff have increased knowledge on the human rights-based approach to disability determination, in full alignment with the criteria and methodological guidelines of the International Classification of Functioning (ICF), including for children and youth (ICF-CY).
* **Output 1.1.B.** Capacity of UNCT Moldova staff improved on mainstreaming disability in development cooperation frameworks and programs.
* **Output 1.1.C.** OPDs and informal groups, including persons from rural areas, women with disabilities, parents of children with disabilities, are capacitated and mobilized to participate in the design and piloting of guidelines for the transition from the medical to the human rights-based approach to disability determination in three pilot regions.
* **Output 1.2.** Guidelines and tools developed to support transition from medical to human rights-based approach to disability determination for adults and children.
* **Output 1.3.** Guidelines piloted in three regions with-multidisciplinary and inclusive teams to facilitate models of good practice, learning and exchange mechanisms on disability determination from human rights perspective.
* **Output 2.1.B.** Regulations on data collection, collation and dissemination developed to ensure appropriate disability data disaggregation in line with CRPD standards and ICF, including ICF-CY, requirements (National Bureau of Statistics, NCDDWA and other relevant actors).
* **Output 2.1.C.** Regulations developed for the Ministry of Health and specialized bodies responsible for the provision of assistive devices to improve the mechanism of needs assessment, costing, planning and ensuring access to assistive devices and technologies for children and adults with disabilities.
* **Output 2.2.** Established formal multi-stakeholder and cross-sectoral consultative mechanism to support legislative, policy and systems changes and engage persons with disabilities, including women with disabilities, parents of children with disabilities and their representative organizations, in harmonization of implementation framework on disability determination, data collection and access to assistive devices and technologies with CRPD standards.
* **Output 3.1.** Disability is mainstreamed in the UNSDCF 2023-2027 design and implementation.
* **Output 3.2.** National framework of indicators for SDGs progress monitoring and reporting are disability inclusive and aligned with CRPD standards.

**Geographic location:** The project operated countrywide with focus on North, Centre and South of the Republic of Moldova, with a focus on empowerment of persons with disabilities and to their access to qualitative assistive devices.

**Partnerships:** The partners to the Project implementation are UNDP, UNICEF and OHCHR. The key focal points are the Ministry of Labour and Social Protection, the Ministry of Education and Research, the Republican Centre for Psycho-Pedagogical Assistance (CRAP) and the National Council for Determination of Disability and Work Ability (NCDDWA). Other focal points for project implementation include National Bureau of Statistics (NBS) and Alliance of Organizations of Persons with Disabilities (AOPD).

# **Development context**

According to the available official statistics, as of 2020, when the concept of the project was developed, the total number of persons with disabilities in the Republic of Moldova was 176,100, including 10,700 children. Of this number, about 48.0% were women and 52.0% were men, 62% lived in rural areas and 38% in urban areas. Persons with disabilities represented 5.0% of the country's population, while children with disabilities represented 1.6% of the total number of children. At the time of the final evaluation, the number of persons with disabilities was 162,300, showing a decrease by 13,800 persons or 7,8% relative to 2020. In this period, the majority of persons with disabilities aged 30 to 45, approximately 61.5 thousand people, which is almost 38%. About 52.6 thousand people, i.e. 32.4%, were aged 55-64. About 27.6 thousand people, or 17 percent, were over 65, and 11.4 thousand persons with disabilities, i.e. 7% - 16-29 years old.

Sometimes, changes or methodologies in how disabilities are identified, defined and reported can affect the real numbers. In fact, the available statistics do not provide sufficient level of disability disaggregated data including by sex, age, ethnicity, type of impairment, socioeconomic status, employment and place of residence, as well as data on the barriers that persons with disabilities face in society.

Despite of these facts, disability identification is a critical step for persons with disabilities to gain access to inclusive services such as assistive technologies and devices, individual support services and benefits, and, therefore, better opportunities for inclusion in the labour market and social life.

At present, persons with disabilities in Moldova are among the country’s most vulnerable groups and their vulnerabilities reside in social, economic and political spheres. So far, there is no efficient mechanism for ensuring social inclusion of persons with disabilities, the social exclusion leads to the limited economic opportunities which is interconnected with limited political representation.

Some groups are exposed to multiple and intersectional discrimination, particularly women with disabilities, children with disabilities, persons with disabilities living in rural areas, persons with psychosocial and intellectual disabilities, among them especially women residing in long-term residential institutions, and Roma persons with disabilities.

The project is designed to address the fundamental human rights of persons with disabilities and to support their inclusion into society by mobilizing key institutions to rethink the entire landscape of data, identification and reporting on persons with disabilities in line with human rights principles. So far, the project partner and key focal-point, the National Council on Determination of Disability and Work Ability (NCDDWA), faces a lack of clear methodology for determining disability based on human rights approach that addresses barriers to participation in all areas of life, individual needs, will and preferences. Besides, at the country level there is no comprehensive, cross-sectoral data collection system on disability inclusion that prevent the implementation of Convention on the Rights of Persons with Disabilities (CRPD).

Against this background, the implementation of the Joint Program builds on the strong political will to align the national legislation and system to the CRPD. Bringing together PUNOs, relevant duty bearers and OPDs, human rights institutions, the action has to shift the paradigm from a traditional medical model to a human rights-based model of disability determination and data collection as well as will empower persons with disabilities to meaningfully participate in the decision-making process.

# **Evaluation methodology**

The evaluation methodology is designed in line with the ToR questions which are applicable in accordance with the OECD/DAC Evaluation Criteria (Relevance, Effectiveness, Efficiency and Sustainability)[[1]](#footnote-1). In addition, both the United Nations Principle *Leave No-one Behind (LNOB)* to support the inclusion approach and gender equality principle were considered. Also, the communication and visibility have been addressed (Annex 2).

The evaluation is an independent exercise that will be conducted according to the selected OECD/DAC five evaluation criteria with coherent questions, namely:

* *Relevance* – specifically refers to the extent to which the objectives and design of an intervention respond to the needs, policies, and priorities of beneficiaries, global and country contexts, and partner institutions. It also considers whether these objectives and designs remain appropriate if circumstances change.
* *Efficiency* – looks at how well the intervention uses available resources, including financial, human, and material resources, to achieve its objectives. Also, it compares the intervention’s efficiency with other similar interventions to determine if it is performing better or worse. Efficiency is crucial for ensuring that development interventions provide value for money and achieve their goals without unnecessary expenditure or delays.
* *Effectiveness* – the extent to which the intervention has produced the desired results. Effectiveness is crucial for understanding the success of an intervention and ensuring that it delivers the intended benefits to its target beneficiaries.
* *Sustainability* – the ability of an intervention to continue to deliver benefits for an extended period of time after completion. Projects need to be environmentally as well as financially and socially sustainable. Sustainability is crucial for ensuring that the positive impacts of development interventions endure and continue to benefit the target population in the long term.

In line with the relevant methodology, the evidence obtained and used to evaluate the results was triangulated from a variety of sources, as detailed in Annex 4, including verifiable data based on project indicators, project document review, existing reports, evaluations and technical documents, stakeholder interviews, semi-structural interviews with focal points, and observations. The evaluation was conducted in a participatory and consultative manner, ensuring close engagement with the project management team, implementing partners, focal points and direct beneficiaries (Annex 1).

The review of the above-mentioned methods used in the evaluation is described in more detail as follows:

* **Data collection:** during the evaluation exercise, by conducting interviews and observing project activities, have been utilized both document and stakeholder data sources. It facilitated to understand the congruence or lack of congruence among data sources. Data were collected from key identified stakeholders (implementation partners, CSOs as direct beneficiaries, interested parties and focal points).
* **In-depth interviews** as qualitative evaluation and research techniques have been used to collect detailed information about the role and/or participation of respondents in the project.
* **Semi-structural interviews** have been conducted to gather consistent and comparable data from respondents as well as detailed information about both intended and unintended outputs of a project.
* **Observation** has been used more in an open-ended manner, to note any relevant occurrences, insights on regard the implementation phases of the project without predefined criteria.

In addition to the methods described above, the evaluation examined the project design and intervention logic to determine whether they support the conclusion of the project's **Theory of Change** (ToC). The main focus is on how the activities undertaken by the project contribute to a chain of results leading to impact on target group; why change is needed; identity positive and negative impacts of the project; come out with relevant recommendations to better decisions about replication or corrective actions.

*The evaluation methodology followed the steps required in the ToR for the evaluation:*

**Phase One** included: a desk review and writing the inception report; meeting briefing with UNDP programme manager and project staff. At this stage, a preliminary review of project documents was conducted to familiarize with the project the intervention logic, key outcomes and expected outputs. An online meeting with the UNDP Programme Manager kicked off discussions on the project and evaluation methodology and identified key stakeholders to interview and obtain relevant feedback on their participation in the project. At this stage, the evaluation design and description of methodology were included in the Inception Report that was submitted to the UNDP Programme Manager.

**Phase Two included:** data-collection mission, consisting of a series of data consultations and in-depth and structural interviews with relevant stakeholders, partners and focal points. At this stage first debriefing to UNDP and key stakeholders was conducted.

**Phase Three included:** analysis of the data collected from interviews, assessment of achieved results, drafting the final evaluation report, conclusions, development of lessons learned and writing of recommendations.At this stage second debriefing to UNDP and key stakeholders was conducted.

After completion of all stages, the final evaluation report was submitted to the UNDP country office.

## **Relevance**

The project is relevant to national and local levels and responds to beneficiary needs and the UNDP, UNICEF, and OHCHR mandates concerning human rights. Through implications, practices and boundaries, the project has partially contributed to addressing three major barriers such are (i) predominant medical approach to disability assessment and determination and (ii) limited accountability and governance mechanisms for CRPD implementation and (iii) limited mainstreaming of rights of persons with disabilities in the national programmes, development programmes, budgets and monitoring processes.

1. *Predominant medical approach to disability assessment and determination*

As stated throughout the interviews, there is no formal guidelines on how to assess disability. The specialized institutions refer directly to the current legal framework and exclusively discuss the assessment procedure in connection to abilitation.

Evidence on interventions for persons with disabilities has been primarily focused on interventions at the ministerial level, such as adjusting current legal framework to European standards and best practices. However, there is a gap in evidence on interministerial cooperation (i.e. Ministry of Health and the Ministry of Labou and Social Protection) as well as with the project itself such as system-level intervention that could improve legislation, infrastructure, and the activity of key institutions on reducing societal barriers to inclusion of persons with disabilities. For instance, assistive technology is essential to enable persons with disabilities to live independently and procurement of special mobility or auditive devices, or devices for blindness and visual impairment are essential means for facilitating social and labour inclusion of many persons. Also, the project focused on empowering persons with disabilities, members of the 3 Regional Advocacy Groups created and empowered by the project to advocate for human rights based approach to disability determination and access to quality assistive devices.

Based on the interview data, it became clear that current practice, most often based on a medical approach to disability, is considered complex and expensive due to the human and technical resources it requires. Today, disability assessment and eligibility for benefits and services are provided only and exclusively to those individuals who meet strictly defined eligibility criteria in accordance with applicable national legislation, considering resource constraints. Besides, the assessment process itself does not necessarily have to be inclusive and equitable.

Changing the procedures and mechanisms for assessing disability is a lengthy process, as the interviews showed, and it requires more involvement from specialized institutions, including persons with disabilities, their representative organization and CSOs, involved in lobbying and various types of awareness-raising activities with decision-makers and interested stakeholders.

In any case, the project contributed to the general understanding of the assessment and decision-making processes for granting disability status from a human rights perspective.

The project helped to develop preconditions for the assignment of disability status by empowered and consultative decision-makers in the related area of ​​intervention as follows:

1) defining disability status from a human rights perspective.

2) proposing recommendations for improving the actual assessment mechanism.

3) working on the practical implementation of assessment procedures from the central at the local level.

4) provided information with regards to the main challenges persons with disabilities and their family members face in the process of disability determination and their access to quality assistive devices.

1. *Limited accountability and governance mechanisms for CRPD implementation*

Interviewees emphasized that there is a need to better understand and critically evaluate the challenges to the CRPD's effective implementation. To reform and strengthen the legal framework in compliance with the CRPD, in the last years, specific provisions were added to over 49 legislative and regulatory documents from various domains. Although the established human rights bodies have made significant progress in developing human rights-based legislation, there are certain issues with the legal framework governing disability rights. Persons with psychosocial disabilities continue to face barriers in all areas of life. Disability is a factor in employment and limits access to business. In addition, special facilities are missing in schools, vocational and training institutions, and universities for people with disabilities. Limited access for persons with disabilities to social infrastructure is another issue.

Currently, no efficient coordination framework/mechanism exists to mainstream disability across government ministries and sectors, as well as among local, regional, and national specialized public organizations and decision-makers. The National Council on the Rights of Persons with Disabilities and the 8 working groups supported at the beginning of the project are not functioning anymore. The focal points within responsible institutions and government are limited in their effectiveness regarding the implementation of the Convention.

1. *Limited mainstreaming of rights of persons with disabilities in the national programmes, development programmes, budgets and monitoring processes.*

There are efforts on mainstreaming the rights of persons with disabilities into national programs. The issue is to identify the practical content of the norms and measure progress through quality monitoring of the actions planned by the various competent institutions, but also to ensure their implementation for direct impact on rights holders. For instance, the Government approved the National Programme for the Social Inclusion of Persons with Disabilities (2017-2022) (GD No. 723/2017) designed to implement the CRPD and the Committee's Concluding Observations, alongside the Special Rapporteur's and other international human rights experts' recommendations. The Programme ensured a cross-sectoral approach to social inclusion for persons with disabilities, including their fundamental rights in all aspects of public life, including full participation in society.

The project supported specific measures to emphasize the role and main objectives of the CRPD in connection with the different subjects that the Convention affirms. In order to advance the implementation of the CRPD and of the recommendations from international and regional human rights monitoring bodies, the project successfully developed the National Program of Social Inclusion for Persons with Disabilities (2023/24-2027).  An inclusive and participatory approach, with the participation of persons with disabilities in all their diversity in the development process was facilitated by the project. The new program, like the previous one, ensures an intersectoral approach to social inclusion and focuses on 4 general objectives: good governance and intersectoral cooperation in ensuring the social inclusion of persons with disabilities; ensuring equal access of persons with disabilities to the physical environment, transport, information, communications, and other public services; empowering persons with disabilities and expanding equal opportunities for participation in social, political, and cultural life; and strengthening social protection systems to meet the needs of adults and children with different types of disabilities.

Representatives of key partners and coordinators identified several factors and challenges associated with the inclusion of subjects of UNCRPD in national programmes and strategies. Among the factors listed were the lack of understanding of the role of UNCRPD in decision-making bodies and the importance of mainstreaming disability inclusion as an integral part of relevant sustainable development strategies in the country.

***Planning of project resources***

The implementation period (26 February 2021 – 30 September 2024) and the financial allocation planned (USD 600,000) are well-designed to achieve three project outcomes. The project has adequate financial and internal human resources to contribute to addressing also the three main barriers to the integration of persons with disabilities in Moldova as a target group.

The project had following disbursement plan:

|  |  |  |
| --- | --- | --- |
| Year | Budget | Expense |
| 2021 | $100,000 | $78,307 |
| 2022 | $130,112 | $22,436 |
| 2023 | $139,153 | $129,774 |
| 2024 | $114,978 | $121,998 |
| Total | $484,243 |  $352,515 |

The planned resources include staff and personnel costs (29% of the total budget), contractual services (28%), transfers and grants as support to third parties (30%), travel (1,5%), communication activities (5.35%), monitoring and evaluation (5.35%). Also, the project budget foreseen expenses for the activities to support participation and empowerment of women with disabilities (5.35% of total budget); and for activities to support participation and capacity building of underrepresented groups of persons with disabilities (24%). The indirect costs of the project consist 7% of total budget. Budget items correspond to the logic of the project. Distribution of expenses is balanced.

Some budget allocations were revised. For instance, the budget allocations for outputs 2.1.A and 2.1.C were revised. This included an increase of US$19,400. Part of this cost (US$14,970) was planned to be covered by funding allocated to outcome 2. The remaining amount of US$4,430 was planned to be covered by savings from the budget allocated to outputs 3.2 (US$12,000 allocated to output 3.2. (National framework of indicators for SDGs progress monitoring and reporting are disability inclusive and aligned with CRPD standards).

The budget reallocation was necessary for the changes in outputs under Outcome 2: Output 2.1.A The legislative framework, regulations and systems on disability determination are reviewed to ensure compliance with CRPD standards and ICF, including ICF-CY, requirements; and Output 2.1.C. Regulations developed for the Ministry of Health and specialized bodies responsible for the provision of assistive devices to improve the mechanism of needs assessment, costing, planning and ensuring access to assistive devices and technologies for children and adults with disabilities.

Despite the planned reallocation, clear, realistic expectations about the project scope and results within the allocated budget were not set. This did not help to understand and mitigate potential risks.

***Link between objectives and resources***

At the evaluation stage, the project was in the final stages of implementation – the last month. The project has a complex and effectively structured design with three envisaged outcomes and well-formulated outputs. Resources are aligned with clear objectives, allowing the management team to understand how to work towards the project's implementation.

The project's resources made it possible to achieve the planned outputs, despite some struggles and reallocation. In addition, poor communication between some stakeholders in the project resulted in misunderstandings of the objectives. Despite this, the steering committee members were regularly informed of changes and progress of the project, and there were no outdated tasks.

***Quality of indicators***

The indicators are quantitative and follow the RACER (Relevant, Accepted, Credible, Easy, and Robust) criteria. They are relevant and appropriate for the activities` performs. The indicators are credible, define and evaluate the planned outcomes. Strategic thinking about the key results that implementers want to achieve is made possible by three outcome indicators. Output indicators assist in confirming whether the expected positive change in the developing situation has happened (Annex 3).

The project indicators were carefully assessed. The implementing body (project manager) conducted data collecting in an objective and impartial manner. Delays in reporting by implementing partners occurred, making it not possible to complete the evaluation report by the deadline. However, the reports are of satisfactory quality. Data is gathered from a variety of sources, including project/programme documents (which are the basis of the funding proposal), baseline data, an event calendar, secondary sources (official statistics, studies), primary sources (observations, sociological surveys, interviews), and social media sources (links, images).

The indicators are responsive to change and provide the information needed to determine the effectiveness of the actions. Despite the planned reallocation, clear, realistic expectations about the project scope and results within the allocated budget were set.

***Alignment to main national development priorities country programmes’ outcomes and outputs***

The assessment showed the extent to which the project is aligned with key national development priorities, country programme outcomes and outputs, and sustainable development goals (SDGs), its relevance to addressing human rights issues and factors affecting the vulnerability of persons with disabilities, the project’s relevance to key human rights issues in the country, and its relevance to the needs and priorities of the target group.

Findings from the evaluation show that the project is highly relevant to the context of vulnerability of persons with disabilities, ensuring access to social services. In 2024, the situation of persons with disabilities in the Republic of Moldova is addressed through various programs and initiatives aimed at improving their social inclusion and quality of life. According to the latest data, approximately 6.5% of the population of Moldova are persons with disabilities[[2]](#footnote-2). The Ministry of Labor and Social Protection has drafted the National Program for Social Inclusion of Persons with Disabilities for 2024-2028, which focuses on accessibility, healthcare, social assistance, education, the labour market, and the empowerment of people with disabilities. There is also a draft National Programme on Deinstitutionalization of persons with disabilities for 2023-2027, which aims to include persons with disabilities into society and reduce their dependence on residential institutions[[3]](#footnote-3). So far, the project has been working on transitioning from a purely medical model to a more inclusive, human rights-based approach. This includes integrating social and functional aspects into the assessment process. In Moldova, the medical approach to disability assessment has traditionally been the predominant method. This approach focuses entirely on medical information about health conditions, morbidity and/or resulting impairments.

The approach proposed by the project has the potential to completely change the paradigm or theory of identification and definition of persons with disabilities. This led to resistance from some authorities accustomed to old methods of identifying and defining disability. At the same time, changing perceptions requires time and allocation of new resources to increase the capacities of relevant stakeholders to be able to work with the new paradigm.

The project contributes towards the following SDGs:

* **SDG 3** Ensuring healthy lives and well-being for all persons with disabilities.
* **SDG 4** Focusing on eliminating gender disparities in education and ensuring equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities.
* **SDG 5** Focusing on gender equality and women’s empowerment, including of women with disabilities.
* **SDG 10** To reduce inequality within and among countries by empowering and promoting the social, economic and political inclusion of all, including persons with disabilities.
* **SDG 16** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
* The Joint Programme contributed to UNSDCF 2023 - 2027 development by ensuring that the needs and rights of persons with disabilities are mainstreamed throughout the document, but also by ensuring inclusive process of development of disability inclusive indicators as part of the results matrix. Also, mainstreaming of disability inclusion, also by facilitating inclusive process with participation of persons with disabilities, as part of the UN Common Country Analysis was ensured. Through its interventions, the project contributed to UNPRPD’s Intermediate Outcome of the Strategic Operational Framework 2020–2025 (*i.e. National stakeholders are equipped with the knowledge and practical tools for disability inclusive policies and systems*), as well as moderately contributed to UNPRPD’s Theory of Change that assumes national development plans and monitoring processes responsive to disability (*by elaboration of Theory of Change for National Programme for Social Inclusion of Persons with Disabilities 2024-2027*).

## **Efficiency**

***Project Implementation and Adaptive Management***

As noted, all resources planned for this project were made available adequately and serious delays did not occur. Overall, the approaches and strategies used during implementation were sufficient to support the achievement of the project’s objectives and outputs, indicating a solid basis for the project’s efficiency.

The project was managed in line with UNDP guidelines. The project was implemented according to a logical framework (reviewed annually). An effective implementation team was established, tasks were carried out with the participation of relevant stakeholders, and implementation was carried out according to clearly defined work plans.

However, the project encountered certain instability that demanded the regular implementation of adaptive management procedures. The initiative also had to deal with managerial changes, including at the partner executive level – the National Disability and Workability Council. It is also highlighting a lack of communication with the Ministry of Health.

Thanks to the adequate provision of human resources and adequate implementation of activities, the project inputs were made available sufficiently well. The level of responsibility of each team member is proportional to the expected performance.

The project staff and co-partners worked from their premises. All necessary office equipment was made available on time. All the main implementing partners (UNDP, UNICEF and OHCHR) were equally involved in the implementation of the Joint Programme, with UNDP being the lead partner. The project established a Steering Committee, which met twice (in Dec. 2022 and Dec. 2023) since the project’s inception. Annual reports and meeting minutes clearly reflect the progress of the project and its main achievements at a certain stage.

The project has regularly tracked progress and made necessary adjustments to stay aligned with standards. All necessary adjustments in logical framework and budget were approved accordingly by the senior management of UNDP Moldova. In accordance with the budget, the human resources consist of 13,17% of the total eligible costs of the project. So far, the time the staff of the UNDP as lead partner is devoting to the project agrees with the initial planning and budgeting. Project tasks are shared between partners. Each of the partners has budgeted lines for staff and personnel costs as follows, UNDP 43%, UNICEF – 28,5% and OHCHR – 28,5% of the total staff and personnel costs ($175,000), whose time is spent on coordination of project outcomes.

There is no obvious gender discrimination in the project work. The project ensured equal opportunities and a balanced representation.

***Project monitoring and reporting mechanisms***

On regard to project monitoring and reporting mechanisms, are well established and conducive to trace implementation progress. The project team applies an internal and external monitoring system focusing both on activities and expenditures and on outputs and outcomes. This looks like sufficient for tracing the implementation to feed the operational management process. According to the Project Manager, the project staff conducted regular monitoring of contractors for services, maintaining contact and organised meetings using social media platforms (Zoom, Teams etc.)

At the time of evaluation, following discussions with representatives of the UNDP, UNICEF and OHCHR, the activities regarding the implementation of the regional advocacy plans were in full process of implementation, which had a slight deviation from the expected terms due to the complex procedures for transferring the grants necessary to implement these plans in accordance with the Project AWP. Nearly 80% of the 10 planned outputs had been produced with the respective indicators achieved.

The project implementation team established and implemented fruitful collaboration with multiple stakeholders at national and local levels, which enabled them to achieve the planned outputs. Project outputs and outcome were achieved satisfactorily in a cost-effective and timely manner. Throughout the project, clear coordination and communication were maintained with key national partners, with the recognition that further efforts to engage other sector agencies and subnational stakeholders would enhance the effectiveness of the project.

The management maintained enough control over the project's quality. The design process satisfied the stakeholders' expectations. The output quality was thoroughly measured, monitored, and certified. The outputs were well-planned and defined to meet the project's unique objectives. The deliverables were delayed and partially well-developed and defined in good sound to meet the project's outcomes.

***Accomplishments***

In line with the intended outcomes, the project recorded following outputs:

On 28 February 2024, a consultation workshop on the guidelines was successfully held (**Output 1.1.A)**, which brought together 38 representatives of government agencies (Ministry of Labour and Social Protection, Ministry of Health, Ministry of Education and Science, Council for Determining Disability and Working Capacity, Office of the Public Defender, Equality Council, Human Rights Office, informal groups of persons with disabilities, including the representatives of the 3 Regional Advocacy Groups created and empowered by the project, academia, as well as representatives of UNDP, UNICEF, OHCHR). The agenda and training materials were carefully planned.

In the first year of project implementation (2022), 14% (68 persons) of employees from 14 UN Agencies participated in a training needs assessment (**Output 1.1.B)**, identifying key barriers and needs to improve inclusion opportunities for persons with disabilities. A thorough training needs assessment was carried out, and the training curriculum was designed based on the findings. The capacity-building program was well planned and included five modules in 40 hours: two (16-hour) modules have been offered in 2022 and three 24-hour modules completed in 2023. The first cycle included 20 UNCT Moldova staff members from 5 departments: programming, operations, procurement, and communications, while the second cycle included 25. Additionally, individual coaching sessions on disability inclusion have been provided to UN Agencies, based on their requirements. Also, a training on empowerment and working with youth with different types of disabilities was conducted in September 2024 for the staff of 6 UN Agencies who have interns from marginalized groups.

As part of the Output 1.1.C, starting with December 2022, OHCHR created and empowered 3 Regional Advocacy Groups of persons with disabilities and their representative organizations. Throughout the project implementation, the members of the RAGs have been involved in serries of capacity building programs on human rights based approach to disability, including disability determination, efficient public communication and advocacy, HRBA to policy, that were conducted by OHCHR jointly with Alliance of Organizations of Persons with Disabilities as part of the agreement with UNDP. On March 17, 2023, the United Nations Development Programme and the NGO Alliance of Organizations for Persons with Disabilities of the Republic of Moldova (AOPD) signed a Standard Responsible Party Agreement (SRPA) (**Output 1.1.C.**). Under the leadership of OHCHR for this component, the Agreement of UNDP and AOPD aimed at empowering and mobilising OPDs and informal groups, including rural residents, women with disabilities, and parents of children with disabilities, to participate in the development and piloting of guidelines for moving from a medical to a human rights-based approach to defining disability in three pilot regions. OHCHR and AOPD/UNDP capacitated the members of the RAGs on On advocacy for a HRBA to disability determination, as well as design and piloting of guidelines for the transition from the medical to the human rights-based approach to disability determination in three pilot regions the OPDs and informal groups were capacitated through a series of workshops (on 19, 20 and 22in December 2022 on the creation of RAGs and establishing the priorities of work, on 16 - 17 February training on HRBA to disability and CRPD, on March 23 – 24, 2023 on drafting the Action Plans for Advocacy for disability determination and assistive technologies and in June 19 - 23, 2023, 3 workshops for the finalization of the Advocacy Plans, 13 - 14 June 2024 training on HRBA to policy and September 2024 training on public communication). As part of the empowerment process, the members of 3 RAGs have been supported by OHCHR and AOPD in the development and implementation of advocacy plans for promoting HRBA to disability determination and access to quality assistive technologies. The advocacy plans have been implemented with the financial support from OHCHR, as well as continuous coaching from both entities.

In the project a Training Guide (**Output 1.2)** has been developed outlining the conclusions and next steps for presentation to the NCDDWA and other stakeholders regarding the determination model disability based on human rights for adults. The Guide is based on the content of the Report on the implementation of a comprehensive assessment of training needs and the continuous learning environment of CNDDCM staff on a human rights-based approach in the adult disability assessment process (CDPD, 2023). The main objective of this guide is to identify and describe the professional skills that need to be developed in the training of CNDDCM staff initiated in the adult disability assessment process. The guide consists of four clearly structured chapters, in line with the results of the assessment of staff at different levels trained in the process of identifying disabilities in adults: (I). The international and national legal framework relevant to the rights of persons with disabilities; (II). Essential aspects of the human rights-based approach to the determination of disability in adults; (III). Integrating the methodological aspects of CIF and the human rights-based model (HRBMO) in the process of determining the degree of disability in adults; (IV). The practical aspects regarding the reflection of the adult's individual support needs in PIRIS. The guide also contains practical exercises such as group discussions, case studies, debates, and g group work.

Besides the guide for identifying disabilities in adults, the project supported the development of the guide to disability determination for children (**Output 1.2)** as reference guide and toolkit for access to assistive technologies for children with special educational needs and/or disabilities. In addition, the analysis of gaps and priorities in providing children with special educational needs and/or disabilities with assistive technologies for inclusive education in Moldova has been successfully conducted. The study aligns with the UNICEF Country Programme in the Republic of Moldova for 2023-2027. The study aims to identify and analyse gaps and future priorities for improving the insurance system using assistive technologies for children with special educational needs and/or disabilities, particularly in the education sector. The research methodology was based on the “Framework for Assistive Technology and Alternative Augmentative Communication for Children” and “Toolkit for Assessing the Potential of Assistive Technology and Alternative Augmentative Communication for Children in Educational Contexts” developed by UNICEF. Thus, the research had a clear focus on 5 areas: population, policy, products, insurance with products and personnel involved in providing and training in the use of assistive technologies.

At the time of evaluation, the guide was in the piloting process. At the time of evaluation, the guide was in the piloting process **(Output 1.3.)** at the level of territorial structures (CNDDCM) in accordance with this Methodology developed. The piloting is ensured by well-created multidisciplinary and inclusive teams. The piloting is accompanied by 2 instruments, namely: 1) In-depth interviews with CNDDCM staff, from the territorial structures and 2) the monitoring sheet of the Guide piloting process. The piloting process initially planned in three region was extended to ten regions as follows: Bălți, Fălești Soroca; Ungheni, Călărași Șoldănești, Rezina, Cimișlia, Cahul, Taraclia.

Furthermore, as an amendment **(Output 2.1.A),** the National Program for Social Inclusion of Persons with Disabilities 2023-2027 was developed following an inclusive and participatory approach. The program is pending approval by the Government. The Program is a well-structured and multidimensional document that contains 5 overall objectives: OG1. Good governance and intersectoral cooperation in ensuring social inclusion of persons with disabilities; OG2. Ensuring equal access of persons with disabilities to the physical environment, transport, information, communications, and other public services; OG3. Empowering persons with disabilities and expanding equal opportunities for participation in social, political, and cultural life; OG4. Strengthening social protection systems to meet the needs of adults and children with different types of disabilities; OG5. Ensuring the right of persons with disabilities to health and protection from all forms of violence.

An appropriate disability data disaggregation in line with CRPD standards and ICF, including ICF-CY, requirements was well-performed **(Output 2.1.B)**. This exercise targeted indicators divided into 9 separate areas: (1) Demographics; (2) Occupation; (3) Education; (4) Health; (5) Social protection; (6) Justice, human rights; (7) Access to transport and infrastructure; (8) Participation in public, political and cultural life; (9) Independent living and functional limitations. A total of 96 indicators were collected.

More than, as part of this measure **(Output 2.1.B)**, a proposal was developed to amend Law No. 60/2012 on the social inclusion of persons with disabilities in order to ensure regulation of the collection, analysis and processing of disability data by the CNDDCM. The proposal was made in the context of the “Restart” reform. At the same time, a draft government resolution was well-developed to approve a list of indicators for persons with disabilities, with the aim of institutionalizing the mechanism for collecting and presenting statistical data on disability in accordance with the UN Convention on the Rights of Persons with Disabilities.

During the interviews, it was noted that despite the fact that govern the insurance of persons with disabilities using assistive visual devices, in practice the corresponding category is still not insured using such devices regulations **(Output 2.1.C)**. As a result, there is a need for a study on the prevalence of needs and access to different types of essential assistive products recommended by the World Health Organisation.

At the same time, some strong and effective recommendations were made by the contracted experts. During the interviews, It was noted that assistive technology seems to be unknown among the population, and an awareness campaign on assistive technology needs to be conducted.

In support of the activities of the National Council on the Rights of Persons with Disabilities, the project hs supported the development of the new draft regulation of activity of the Council and existing working groups. The project also facilitated the participation of the members of three regional groups established under the project **(Output 2.2.)**. These groups have a strong connection with the 8 working groups created under the Council.

Disability inclusion is well-mainstreamed in the UNSDCF 2023–2027 thanks to the PUNOs' efforts **(Output 3.1)**. As well, an online discussion was held on how to mainstream disability inclusion, disability inclusive indicators, and potential sources of information for the UNSDCF matrix with the participation of OPDs, experts on disability inclusion and CSOs service providers for persons with disabilities. Besides that, disability was mainstreamed as part of the Common country analysis update in 2024, including by conducting inclusive consultations with persons with disabilities, their representative organizations and state institutions in June and September 2024 as part of the consultations with the state institutions, a training on disability inclusion and HRBA to disability was conducted by OHCHR in September 2024.

A comprehensive report (**Output 3.2.**) on the mainstreaming of the disability issues in the national legal framework of SDG indicators was developed. The report identifies the legal provisions regarding disability in the Sustainable Development Agenda 2030.

The project also succeeded in addressing inequality and gender issues. For instance, to ensure accountability in the governance system, the project contributed to the government aligning the internal framework of SDG indicators with the CRPD standards, which also consider gender aspects and are gender responsive. In this way, the project recognises the importance of having a robust national framework for achieving the Sustainable Development Goals (SDGs) in line with the CRPD standards. The rights-based approach also considers gender inequality and recognises the right to full participation for all people. Gender equality is a human rights-based that is recognised in numerous declarations and conventions, such as the legally binding Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

All planned outputs have the potential to impact gender equality. Results are likely to be defined and measured on a gender-disaggregated basis. Specifically targeted activities target women and men equally and are more likely reported on a project basis.

## **Effectiveness**

The project has not been as effective as expected to the degree its outputs were planned, but it developed successfully unique products and has achieved several tangible results, including support for the development and implementation of policies and strategies through knowledge of a human rights-based approach to disability.

The legal basis for disability determination was evaluated, and the competence of responsible institutions to deliver technology and assistive devices per the CPPD criteria was extensively investigated. The view of persons with disabilities and their family members with regards to disability determination and access to quality assistive technologies was evaluated and presented during a workshop conducted by OHCHR jointly with the members of the 3 Regional Advocacy Groups, during which they have presented the assessments that were conducted as part of the advocacy plans. Simultaneously, the capacity of local institutions authorised to deliver specialized services was examined using the collaborative dynamics of mobile teams.

It was unexpected that there would be a conflict of interest between present regulatory requirements and the actual demands of the target group in terms of changing the paradigm and the provision of the most recent models of assistive devices and technologies by the appropriate agencies. For instance, the Article 34 of the Labour Code requires employers with at least twenty employees to create or reserve workplaces and hire persons with disabilities at a rate of 5% of the total number of employees. The employers must also take specific measures to ensure the inclusion of persons with disabilities into the work environment, such as adapting workplaces to make them more accessible and providing new technologies, assistive devices, tools, and equipment that will enable persons with disabilities to obtain and maintain a friendly work environment. The legislation provides that the responsibility falls on the shoulders of employers, including the private sector to ensure the necessary reasonable accommodation, who can access certain facilities provided by the state. At the same time, the procurement of cutting-edge mobility, auditory, and visual assistive technologies and devices is unregulated, and the standardization of these devices and unclear regulations become a challenge for small-sized companies/employers with at least 20 employees, which cannot assume properly the high cost of such equipment. During interviews with implementing parties, it was noted that there are serious gaps in the legislation in this regard, and decision makers such as the Ministry of Health and the Ministry of Labour and Social Protection would have more opportunities to act on this issue.

Consecutively, it is necessary to understand that Moldovan law requires that reasonable accommodations be made for persons with disabilities exclusively in public places, workplaces, and transportation. Certain restrictions do not apply to other areas, such as social protection, health, education, or access to justice.

In a similar vein, even if decision-makers create a list (state order) for the procurement of cutting-edge devices, there are no guarantees under the law that these will exactly meet the needs of the target group and may represent an interest on the part of employers to be adapted to the workplace. This would be more obvious in the private sector, where employers are exclusively responsible for providing working conditions for persons with disabilities, as opposed to the public sector, which would be more receptive. In essence, the need for a qualified workforce may drive both the private and public sectors to implicitly create adequate working conditions that meet the needs of persons with disabilities.

Based on the above, during the interviews with the project implementers, it was not clear why the business sector was not participating in the project and whether the current legislation envisages it as a potential subject of action. At the same time, the passive participation of the Ministry of Health in the project made it challenging for those in charge of the project to perceive the situation at hand, leading to gaps in the accomplishment of the tasks.

Aside from these unexpected circumstances, the initiative concentrated efforts to improve coordination with the National Council for Determination of Disability and Work Ability (NCDDWA). The project facilitated the increase the agency's staff's knowledge of the staff of the NCDDWA disability determination on by taking applying a human rights-based approach to disability determination in a series of capacity-building activities.

The interviews with OPDs identified critical factors influencing capacity-building activities with the NCDA's staff. First, adaptability and responsiveness, which require a paradigm shift, emphasize adaptation to the external needs of the target group, which are not only medical but also social, judicial, and economic. The interviews with OPDs showed that the health professionals who work for the NCDA will need a comprehensive short program or oriented short-term training sessions. As a result, simply outlining the regulations and corresponding policies is insufficient; it is also necessary to have specialized human rights personnel in the responsible institutions or to supplement the agencies with units that deal specifically with the human rights approach. The interviews suggested that disability assessments must be based not only on a socioeconomic and health-contextual understanding of a disability but also on judicial and human rights frameworks. Second, stakeholder involvement in the paradigm change may emphasize a hierarchical model of decision-making processes. It would involve not only capacity-building initiatives and awareness campaigns with the target institutions, organizations, and the entire population, but also will require modelling the tools of change with decision-makers, civil society, and other interested parties to have positive effects. Third, human rights-based disability assessments should not be converted into unduly complex procedures and instruments. It is conditioned not only by international best practices but also by the current functional and resource constraints of the responsible institutions.

The capacity of UNCT Moldova staff was improved on mainstreaming disability in the of programs and interventions, including joint working plans. The main contributing and challenging factors towards the program’s success in attaining its targets can be considered capacity-building activities designed to pair experienced individuals with less experienced ones to provide guidance, support and knowledge transfer. As a mitigation measure, the project provided individual coaching sessions for staff of UN Agencies. Additionally, acknowledges the significance of diverse perspectives and experiences that encourage the target audience (medical workers, social workers, OPDs, etc.) to actively seek a collaborative environment for implementing disability assessment practice.

In this context, good examples include the project's consultation with the UNCT on knowledge and tools to promote disability mainstreaming throughout programs, as well as regular capacity development of OPDs in pilot regions to advocacy for a HRBA to disability determination and access to quality assistive devices and participate in the designing better create and testing the new guidelines on disability determination. . As a result, the project, by strengthening the capacity of national-level stakeholders, especially key decision makers and rights holders, to implement the CPPD and SDGs, contributed to a better understanding of the situation in specialized agencies and the identification of possible opportunities for further collaboration and potential new areas for intervention.

The project also attempted to create a legislative framework that would optimize the rationalization, collecting, and cross-sectoral use of disability-disaggregated data based on CPPD standards. It is likely that some data are not available as indicators in the country due to limited data collection and/or disaggregation. There are also limited data sources where information can be found to meet the indicators. In this respect, the collaboration with the National Bureau of Statistics was undertaken to improve the current landscape of collecting data on how to fill the disaggregated data gaps. It was noted that appropriate legislative and administrative measures are needed to improve current data collection procedures and facilitate access to and interpretation of data in a disaggregated form.

In addition, the project addressed cross-cutting concerns such as gender equality, human rights, and disability in the design and delivery of the intended outputs. According to interviews, implementation partners collaborated on the program's design throughout its development. As discussed in interviews with the management board, gender equality aspects of the project were considered and implemented both in the project documentation and in the requirements for implementing partners. It was also observed that they attempted to incorporate gender equality, human rights, and disability from the beginning of implementation. The project effectively addresses the needs for women's empowerment and gender mainstreaming. Thus, by successfully contributing to the inclusive process of development of the National Programme for the Social Inclusion of Persons with Disabilities, commonly known as the Theory of Change, measures targeted at empowering women with disabilities were integrated: 3.1.1. Create a programme that empowers persons with disabilities, particularly women and girls.

## **Impact and theory of change**

The project defines the process of change needed to ensure access to services and assistive devices for persons with disabilities and vulnerable groups. Mainstreaming the human rights-based approach as part of the disability determination using the social model, the project is focused on interventions at the level of basic needs and social change rather than the individual’s impairment and/or health condition that used to contribute further to discrimination or restrictions of rights of persons with disabilities.

Interviews with project leadership revealed that the project was designed to bring about changes at the policy and regulatory levels as these changes were expected by the community. Thanks to a common vision among partners, the National Programme for Social Inclusion of Persons with Disabilities, developed together with technical recommendations for a paradigm shift incorporated into the policies and strategies of key stakeholders, is an important results, still advocacy needs to be conducted for the program to be adopted by the Government. So far, UN agencies have started integrating the protection and promotion of the rights of people with disabilities into their overall plans and strategies.

The partnership among OPDs, the UN Agencies and the key Agencies and the informal groups strengthens mutual support in combating discrimination against persons with disabilities and has achieved quite prospective results. For example, the training of social relations specialists in the territorial structures of the National Council for the Determination of Disability and Working Capacity (CNDDCM) in conducting disability assessments using a human rights-based paradigm can be noted.  Moreover, the training that was conducted as part of the CCA consultations for the representatives of state institutions on HRBA to disability contributed to increased understanding of the needs and rights of persons with disabilities.

The project is an example of good practice in mainstreaming the assessment based on the principles of the CRPD. It successfully involved both medical and social workers. However, it is a resource-heavy and time-consuming assessment process that needs more time and preparation of target specialised institutions. As long as qualified specialists in disability assessment are limited in the country, it may also be necessary to involve non-specialists who will need to be trained. To have a greater social impact on the final beneficiaries, it may be necessary to establish mobile assessment camps where medical professionals and social workers learn to work together using a human-rights approach to disability assessment.

## **Sustainability**

The project has important social aspects, but these aspects are not exclusively social. It has a good reputation for embracing the human rights approach in public policy towards persons with disabilities and a good prospect for its replication. Potential sustainability opportunities exist in some project outcomes that could have a big long-term effect. For instance, by piloting guidelines in regions with multidisciplinary and inclusive teams has potential to increase the awareness of public institutions in charge with the social services to be more responsive on disability determination from human rights perspective **(Output 1.3)**.

Another important element of sustainability refers to strengthened capacity of UN Staff to mainstream disability inclusion in their programs and interventions, following the 4 trainings and minimum 9 coaching sessions organized, following the training needs assessment that was conducted in 2024. The comprehensive capacity building programme (5 modules) can be further replicated to the newcomers in the UN System **(Output 1.1.B)**.

The members of the 3 Regional Advocacy Groups empowered by the project  and their joint efforts of conducting advocacy initiatives will be further used in their activities for promoting the HRBA to disability **(Output 1.1.C)**. The mapping of the organizations of persons with disabilities, activists among persons with disabilities and CSOs providing services to persons with disabilities is being used by different stakeholders (state institutions, UN Agencies) in ensuring inclusive decision making.

However, further efforts will be necessary to consolidate and scale the results achieved so far, as well as to replicate them. Also, developing a national framework of indicators for SDGs progress monitoring and aligned with CRPD standards will ensure accountability within the governance system on regard the "Programme Paradigm Shift to Disability Inclusive Services, Accountability, and Governance in Moldova" **(Output 3.2)**.

Support for persons with disabilities through assistive technology and social services covers a variety of formal interventions, including assistants and intermediaries, mobility aids, and assistive devices and technologies. In this regard, the developed training guide on the human rights-based approach to disability determination for adults and children can serve as a start **(Output 1.2.).**

The sustainability of the project is ensured by a joint programme of development support/strengthening partnerships between UN agencies, OPD and government agencies. This kind of support is seen in developed National Programme for the Social Inclusion of Persons with Disabilities for the period 2024 - 2027 designed to implement the CRPD and the Committee's Concluding Observations, alongside with other specific recommendations, including the outcomes of two inclusive consultations with the participation of persons with disabilities and their representative organizations.

The data of the scoping study and the approval of the draft regulation of activity of the National Council on the Rights of Persons with Disabilities and the 8 working groups developed as part of the project, can further ensure sustainability of coordination and inclusive decision making with regards to the rights of persons with disabilities **(Output 2.2)**.

Mainstreaming disability inclusion as part of the UNSDCF for the period 2023 - 2027 and the CCA update, ensures that the UN programs and interventions mainstream the needs and rights of persons with disabilities **(Output 3.1)**.

Political risks have not changed compared to when the project was implemented. The continuing sensitivity of the human rights-based model and approach, and to a greater extent the needs of persons with disabilities in terms of assistive technologies, require careful attention.

There are also advanced results achieved by key stakeholders in the areas of women’s empowerment and human development. To date, the project has addressed key gaps that impede (i) meaningful access of persons with disabilities, including women and girls from rural areas and other underrepresented groups to individual support services and benefits; and (ii) government accountability, including the collection and use of disaggregated data, cross-sectoral coordination and consultation in line with CRPD standards.

There are also advanced results achieved by key stakeholders. Representatives of 3 Regional Advocacy Groups, OPDs, informal groups of persons with disabilities, including women and persons from rural areas, and groups of parents of children with disabilities in the pilot regions participated in training sessions on HRBA to disability, including to disability determination and policy advocacy and benefited from coaching in developing and implementing advocacy plans.

In addition, it is important to understand how to ensure the sustainability of the project in the absence of donors or in the absence of the possibility of its extension. A major step in ensuring the project's sustainability (in the absence of donors) is the involvement and participation of key stakeholders responsible for disability determination from a human rights perspective. These stakeholders may be both public and private institutions. Another important step in ensuring the project's sustainability (in the absence of donors) is to develop a strong communication strategy so that key implementing parts and partners with a large audience can share the main results.

The necessary network for discussing the established social model of disability and the rapidly evolving human rights model can be created by facilitating dialogue between businesses, rights holders, and civil society advocates. It's crucial to identify the relevant stakeholders in a given context, including how much they impact a human rights-based approach to disability assessment, and how to affect them.

# ANNEXES

## **ANNEX 1: list of interviewed stakeholders**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| #  | Name | Institution | Position /Role in the Project | Contact Info | Interview timeframe  |
|  | Galina Climov  | Alliance of Organizations of Persons with Disabilities (AOPD) | Focal Point | galina.climov@aopd.md | 16 sept. 2024, 14:30 – 15:30 (EEST) |
|  | Vitalie Mester  | Center for the Rights of Persons with Disabilities (CDPD) | Focal Point | vitalie.mester@cdpd.md | 17 sept. 202414:30 – 15:30 (EEST) |
|  | Anastasia Oceretnii | Consultant on Social Policies | Contracted consultant for deliverables of Output 2 | a\_oceretnii@yahoo.com | 20 sept. 2024, 11.00-12.00 (EEST) |
|  | Tatiana Cernomorit | National Human Rights Officer at UN Human Rights Moldova | Partner | tatiana.cernomorit@un.org | 11 Oct,2024,11.00-12.00 (EEST) |
|  | Jana Midoni | Education Officer, UNICEF  | Partner | jmidoni@unicef.org | 15 Oct,2024, 17.00-18.00 (EEST |
|  | Xenia Siminciuc  | National Human Rights Officer at UN Human Rights Moldova | Partner | xenia.siminciuc@un.org | 11 Oct,2024, 11.00-12.00 (EEST) |
|  | Valentin Rosca  | Project Manager | Main implementer | valentin.rosca@undp.org | 12 sept. 2024, 15.00-16.00 (EEST |

## **ANNEX 2: Evaluation criteria**

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| --- | --- | --- | --- |
| Evaluation Criteria/Questions | Indicators | Sources | Methodology |
| Relevance |
| How did the project contribute to addressing three major barriers to inclusion of persons with disabilities in Moldova: (i) predominant medical approach to disability assessment and determination and (ii) limited accountability and governance mechanisms for CRPD implementation and (iii) limited mainstreaming of rights of persons with disabilities in the national programmes, development programmes, budgets and monitoring processes?To what extent did the Joint Programme align with the Republic of Moldova national policies, and the specific needs of persons with disabilities?How did the Joint Programme priorities align with the CRPD, SDGs, and UNSDCF in the Republic of Moldova? | Consistency and contribution of project objectives to national development strategies.Changes in project circumstances that may have affected the project relevance and effectiveness.Reasonableness of the costs relative to scale of outputs generated.Eventual resources misallocation, budgets underspending/ overspending. | Project documents, reportsInterview with stakeholders at different level | Interviews with relevant stakeholdersDocuments analysis, data analysis. |
| Efficiency |
| Was the project implemented efficiently in-line with international and national norms and standards?Did all partners engage equally in the implementation of the Joint Programme?Was the Joint Programme’s intervention more efficient when compared to what could have been achieved through a single-agency intervention?Was the Joint Programme implemented in the most efficient way (time, personnel resources)? Have any issues emerged, if so which ones and why?To what extent were resources used to address inequalities and gender issues?To what extent were quality country programme outputs delivered on time?To what extent were partnership modalities conducive to the delivery of country programme outputs? | Efficiencies in project delivery modalities.Planned vs. utilized financial expenditures.Additional resources mobilization.Schedule of implementation.Delays in activities: efforts made to overcome obstacles and mitigate delays. | Financial statements.Project structure and function.Project document and annual reports.Experience of project staffs and other relevant stakeholders.Board meetings minutes. | Analysis of financial statements.Analysis of project structure and functionalitiesAnalysis of project circumstances in project documents.Interaction with relevant stakeholders. |
| Effectiveness |
| To what extent has the Joint Programme already achieved the expected outcome, outputs, and respective targets?What changes did the Joint Programme lead to in terms of policy and systems to advance CRPD implementation? And what worked to achieve these changes?To what extent did the Joint Programme contribute to the process of increasing the knowledge of NCDDWA disability determination staff on the human rights-based approach to disability determination?To what extent did the capacity building interventions enable all key stakeholders to be informed and contribute to national policy making, review and implementation?To what extent did the Joint Programme achieve the capacitation and mobilization of OPDs and informal groups in the transition from medical to human rights-based approach on disability determination?To what extent did the capacity of UNCT Moldova staff improve on mainstreaming disability in development cooperation frameworks and programs? What have been the main contributing and challenging factors towards program’s success in attaining its targets? (Also consider any which were possibly beyond the control of the project)To what extent were the cross-cutting issues such as gender equality, human rights and disability addressed in the design and implementation of the Joint Programme?To what extent have the results at the outcome and output levels generated results for gender equality and the empowerment of women? | Level of achievement of expected outcomes or objectives to dateManagement processes, practices and awareness that can be attributable to the projectEnhanced capacity of relevant institutionsParticipation of women in every activities of the project.Degree to which outputs and outcomes are embedded within the institutional framework (policy, laws, organizations, procedures).Key Performance Indicators (KPIs).Long-term benefits. | Change in the ground situation observed.Policies/strategies/ programs effectively implementedInstitutions strengthened | Report with information on effective implementation of project.Interaction with the policy level people to ground level communities, grass roots and field staffs.Policy documents; review reports.Field verification of activities.Analyse project data to compare planned vs. actual performance.Assess the broader impact of the project on the organization or community. |
| Sustainability |
| What were the major factors which influenced the achievement or non-achievement of sustainability of the Joint Programme?To what extent has the Joint Programme foster leadership and ownership among national authorities and other stakeholders, increasing the likelihood that the Joint Programme’s outcomes will be sustained beyond its duration?How did the Joint Programme support to develop/strengthen partnerships between UN entities, OPDs and Government actors?What needs to be done and/or improved to ensure sustainability?To what extent do national partners have the institutional capacities, including sustainability, strategies, in place to sustain the outcome-level results?To what extent do mechanisms, procedures and polices exist to carry forward the results attained on gender equality, empowerment of women, human rights, and human development by primary stakeholders? | Implementation of measures to assist financial sustainability of project results.Observable changes in attitudes, beliefs and behaviours as a result of the project.Measurable improvements from baseline levels in knowledge and skills of targeted staffs. | Project reportObservation in the fieldInterview with stakeholders | Review of project reports.Observation in the field to see impact on the groundInteraction with stakeholders |

## **ANNEX 3: project Work Plan**

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| --- | --- |
| Outcomes/Outputs | Activities |
| Output 1.1.A. Disability determination staff have increased knowledge of the human rights-based approach to disability determination, in full alignment with the criteria and methodological guidelines of the International Classification of Functioning (ICF), including for children and youth (ICF-CY) | 1. Conduct the assessment of training needs and of continuous learning environment within the National Council for Determination of Disability and Work Ability (NCDDWA) and its territorial structures from the perspective of the human rights-based approach to disability determination and present findings and recommendations to NCDDWA, Ministry of Education and Research, academia, OPDs and other stakeholders;2. Design training curriculums and materials, based on the findings and recommendations of the Training Needs Assessment.3. Conduct a training-of-trainers for the selected staffers of NCDDWA based on the developed training curricula. |
| Output 1.1.B. Capacity of UNCT Moldova staff improved on mainstreaming disability in development cooperation frameworks and programs  | 1. Conduct training needs assessment.2. Design training programs, based on identified needs.3. Deliver the training programs.4. Provide individual coaching sessions to UN project teams on disability mainstreaming |
| Output 1.1.C. OPDs and informal groups, including persons from rural areas, women with disabilities, parents of children with disabilities, are capacitated and mobilized to participate in the design and piloting of guidelines for the transition from the medical to the human rights-based approach to disability determination in three pilot regions (inter-related with Outputs 1.2, 1,3). | 1. Map the civic infrastructure of OPDs and informal groups of persons of disabilities in the selected pilot regions;2. Conduct training for identified OPDs and informal groups on human rights-based approach to disability determination and advocacy skills (based on a capacity assessment);3. Facilitate rapid situational assessment on disability determination in the selected regions; 4. Facilitate the development of joint advocacy plans (AOPD, OPDs, informal groups) to influence transition from medical to human rights-based approach. |
| Output 1.2. Guidelines and tools developed to support transition from medical to human rights-based approach to disability determination for adults and children[[4]](#footnote-4)  | 1. Assess the existing guidelines and practices against the existing CRPD standards and ICF, including ICF-CY, requirements and present the findings to NCDDWA and other stakeholders.2. Facilitate and support the inclusive working groups set-up for the development of guidelines and tools;3. Provide support to meaningfully involve OPDs and informal groups in co-design and appraisal of the guidelines and tools developed.4. Produce and disseminate guidelines and tools. |
| Output 1.3. Guidelines piloted in three regions with multi-disciplinary and inclusive teams to facilitate models of good practice, learning and exchange mechanisms on disability determination from a human rights perspective | 1. Select three pilot regions.2. Conduct needs assessment of territorial offices of the NCDDWA in the piloted regions.3. Develop individual pilot implementation plans.  |
| Output 2.1.A. The legislative framework, regulations and systems on disability determination are reviewed to ensure compliance with CRPD standards and ICF, including ICF-CY, requirements | 1. Review the current legal framework, regulations and systems on Disability Determination against the CRPD standards and ICF, including ICF-CY, requirements;2. Develop policy proposals to improve compliance with CRPD standards.3. Support meaningful involvement of OPDs and informal groups in the review and policy proposals drafting;4. Conduct cross-sectoral and multi-stakeholder consultations at national and local level.  |
| Output 2.1.B. Regulations on data collection, collation and dissemination developed to ensure appropriate disability data disaggregation in line with the CRPD standards and ICF, including ICF-CY, requirements (National Bureau of Statistics, NCDDWA and other relevant actors[[5]](#footnote-5))  | 1. Conduct gap analysis of data collection and disaggregation regulations and procedures used by National Bureau of Statistics, NCDDWA and other administrative data producers and develop policy options to enhance the regulatory framework. |
| Output 2.1.C. Regulations developed for the Ministry of Health and specialized bodies responsible for the provision of assistive devices to improve the mechanism of needs assessment, costing, planning and ensuring access to assistive devices and technologies for children and adults with disabilities | 1. Review the current mechanism of needs assessment, planning and ensuring access to assistive devices and technologies for adults and children with disabilities;2. Develop policy options to improve planning and access to assistive devices and technologies related to habilitation, rehabilitation and inclusion; |
| Output 2.2. Established formal multi-stakeholder and cross-sectoral consultative mechanism to support legislative, policy and systems changes and engage persons with disabilities, including women with disabilities, parents of children with disabilities and their representative organizations, in harmonization of implementation framework on disability determination, data collection and access to assistive devices and technologies with CRPD standards | 1. Scoping study to identify best options for setting up the multi-stakeholder cross-sectoral consultative mechanism.2. Review the existing framework on transparency in the decision-making process from the perspective of inclusion.3. Policy recommendations formulated with active engagement of OPDs and decision makers and other relevant stakeholders.4. Support to ensure functionality of the consultative mechanism (secretariat and logistics). |
| Output 3.1. Disability is mainstreamed in the UNSDCF 2023-2027 design and implementation. | 1. Review the UNPFSD 2018-2022 from the perspective of disability inclusion;2. Organize consultations with OPDs in the process of UNSDCF 2023-2027 design;3. Provide support to the UNCT to mainstream disability in the UNSDCF 2023-2027 (e.g., results framework, inclusive budgeting, consultations with OPDs, etc.);4. Provide support in annual update of the Common Country Analysis from the disability inclusion perspective. |

## **ANNEX 4: List of documents consulted**

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| Name of documents  |
| 1. Terms of References for the final project evaluation of the “Paradigm Shift to Disability Inclusive Services””.
 |
| 1. Project Document *Paradigm Shift to Disability Inclusive Services” (application)*
 |
| 1. Work Plan within the UNPRPD proposal, 4th round (initial)
 |
| 1. Work Plan for 2023-2024 with amendments
 |
| 1. Project Budget
 |
| 1. Joint Annual Programme Report 2022
 |
| 1. Joint Annual Programme Report 2023
 |
| 1. Joint Annual Programme Report 2024
 |
| 1. Minutes of the Steering Committee Meeting for the UNDP “Paradigm Shift to Disability Inclusive Services 12, Dec.2022.
 |
| 1. Minutes of the Steering Committee Meeting for the UNDP “Paradigm Shift to Disability Inclusive Services 8, Dec.2023.
 |
| 1. Submission Form for Programme/Budget Revision 23 July 2023
 |
| 1. Submission Form for Programme/Budget Revision 4 July 2024
 |
| 1. Disability Data Collection Gap Analysis Report (developed by IC - Anastasia Oceretnii)
 |
| 1. Roadmap on Mainstreaming a Human Rights Approach in Disability Data Collection (developed by IC - Anastasia Oceretnii)
 |
| 1. Report UNDP on assistive devices (developed by IC - Natalia Pantilii)
 |
| 1. ToR for National Consultant to develop regulations on the provision of assistive devices for persons with disabilities
 |
| 1. ToR for Social protection/social assistance policy advisor to the Ministry of Labour and Social Protection of the Republic of Moldova
 |
| 1. ToR for National Consultant to review the legislative framework, regulations and systems on disability determination in line with the Convention on the Rights of Persons with Disabilities (CRPD) standards and International Classification of Functioning (ICF), including International Classification of Functioning for Youth and Children (ICF-Y), requirements.
 |
| 1. Report on the analysis of gaps in the collection of data on disability 05/23/2023 (developed by IC - Anastasia Oceretnîi)
 |
| 1. Analysis of gaps and priorities in providing children with special educational needs and/or disabilities with assistive technologies for inclusive education in the Republic of Moldova (developed by Keystone Moldova)
 |
| 1. The Human Rights-Based Approach in the Process of Determining Disability in Adults Guidelines (developed by implementing partner - NGO CDPD)
 |
| 1. The Human Rights-Based Approach in the Process of Determining Disability in Children Guidelines (developed by NGO CDPD)
 |
| 1. Report on Integration of Aspects concerning Disability into the National Framework for Monitoring the Implementation of the Sustainable Development Agenda 2030 (developed by Aliona Chisari)
 |
| 1. Roadmap for integrating a human rights-based approach into disability data collection 23.05.2023 (Matrix)
 |
| 1. Yearly Statistical Report on Disability in Moldova (2022)
 |

1. *DAC Criteria for Evaluating Development Assistance*. For additional information: <https://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm> [↑](#footnote-ref-1)
2. https://www.social.gov.md/comunicare/comunicate/obiectivele-si-actiunile-programului-national-de-incluziune-sociala-a-persoanelor-cu-dizabilitati-pentru-anii-2024-2028-consultate-cu-autoritatile-si-institutiile-publice-si-cu-societatea-civila/ [↑](#footnote-ref-2)
3. https://www.avocatnet.ro/articol\_66419/Care-sunt-ajutoarele-%C8%99i-facilit%C4%83%C8%9Bile-de-care-pot-beneficia-persoanele-cu-dizabilit%C4%83%C8%9Bi-in-2024.html [↑](#footnote-ref-3)
4. Topics for entry points: referral, outreach, human rights-based assessment, development of social inclusion and empowerment plans, data collection and analysis for effective implementation, transparency and cooperation with civil society. [↑](#footnote-ref-4)
5. National House of Social Insurance, Ministry of Labour and Social Protection, Ministry of Education and Research, the Ministry of Health, National Employment Agency, Republican Center for Psycho-pedagogical Assistance [↑](#footnote-ref-5)