



INCEPTION PHASE REPORT

Title of Project- Empower for Change
Name of Country- Timor-Leste
Reporting Period- February-June 2018

1. INTRODUCTION

The Empower for Change project is a joint project of the United Nations in Timor-Leste which works towards enhancing the rights of persons with disabilities to live free from discrimination and violence, and advancing the equal rights of women and girls with disabilities facing multiple forms of discrimination. The project partners with Organizations of Persons with Disabilities (DPOs), State Institutions and civil society working towards reducing harmful attitudes that perpetuate tolerance of gendered discrimination against persons with disabilities. The project focuses on increasing the capacity of persons with disabilities to raise awareness among relevant state actors and society on the rights of persons with disabilities; increasing integration of disability in legal and policy frameworks as well as in budgeting and planning, including through ratification of the UN Convention on the Rights of Persons with Disabilities; and strengthening the capacities of institutions and service providers to refer and deliver coordinated, inclusive and accessible services.



Representatives of UN Agencies involved in the Empower for Change project, brief the Minister of Social Solidarity, who coordinates the work on disability in the Timor-Leste Government, about the project.

Overall Results

Inception Activity	Objective/Goal	Result	Type of Stakeholder Group involved ¹	No of Participants ²	Means of Verification
1 Develop and conduct survey with UN staff and all partner organizations including DPOs, Government and civil society	Gauge knowledge on the human rights based approach to disability and attitudes towards persons with the disabilities for stakeholders to the project (Government, Civil Society, DPOs, UN)	Survey done: - questionnaire filled in by 100 stakeholders to the project and analysed. -KAP study report produced.	UN staff, DPOs, Government and civil society.	- 100 participants (49 women, 51 men) and 3 Focus Group Discussions/In interviews with a total of 21 participants	KAP survey report
2 Joint planning of project implementation involving UN, Government, organization DPOs and other partners, and validate draft M&E framework	Ensuring relevance, timeliness and coordination of planned activities	Participants of joint planning meeting validated outcomes and activities in project document. Validation supported project team to develop M&E framework -M&E framework developed - Agreement on composition of project steering committee	- Representatives from UN Agencies involved in the project, DPOs and partners in Government, the National Human Rights Institutions, the Judiciary, NGOs, development partners	- 44 (23 female, 21male) - + participants in activity 4	Minutes of meeting Participants list
Activity 3: Workshops with UN and partners in collaboration	Raise awareness of and create common understanding among project	3 workshops of 1 1 ½ day conducted by trainers from	Government, DPOs, civil society organizations, UN staff	91 persons (50 female, 41 male)	Participants lists, Agenda, Evaluation forms and

¹ Please mention stakeholders involved- government, DPO, academia, civil society. Please specifically mention the involvement of DPOs and persons with disabilities.

² Please provide sex disaggregation.

Inception Activity	Objective/Goal	Result	Type of Stakeholder Group involved ¹	No of Participants ²	Means of Verification
with DPOs on CRPD and the HR approach to disability	implementing partners of the rights of persons with disabilities	the UN and DPOs (check evaluation form)			training materials
4 Collection of baselines for project indicators	To help with monitoring and evaluation of results	Baseline information for project indicators collected; targets for each outcome indicator initially set reviewed and finalized.	Consultant Involved UN Agencies DPOs and partners in Government and Judiciary, NGOs, development partners	16 key informants interviewed	M&E framework (annex 2)
5 Desk review of rights and the situation of persons with disabilities in Timor-Leste, and globally	Comprehensively analyze available data on persons with disabilities, with a focus on discrimination and violence, and of good practices that can inform the project	Done as part of the baseline survey	-Involved UN Agencies -Consultant	9 (7 female, 2 male)	Information reflected in baseline survey. Existing Strategies, policies, treaties and reports uploaded in common UN Timor-Leste web based platform
Activity 6: Accessibility audit of UN compound by DPOs	Enhancing access for persons with disabilities to UN agencies, most of which are based in the UN compound, and who use the compound for various meetings and events, including	Audit of the compound conducted by NGO that includes persons with physical and sensory disabilities of compound, in particular common areas, as well specific	Persons with physical and sensory disabilities,	4 NGO staff	Audit report

Inception Activity	Objective/Goal	Result	Type of Stakeholder Group involved ¹	No of Participants ²	Means of Verification
	to implement the current project	buildings of UNICEF (with funds added by UNICEF). Report with recommendations provided by the consultants. Report will be submitted to the UN Country Team and Operational Management Team for consideration			

2. EXPECTED IMPACT ON THE PROJECT IMPLEMENTATION

In general, all inception activities played an important role in increasing the understanding among the UN agencies involved in the project and its project partners of the rights of persons with disabilities, of the human rights approach to disability, of the partners working in the area of disability, and of the current progress and gaps in realizing the equal rights of persons with disabilities. The knowledge gained from the activities will be key in ensuring that programme activities will be targeted and relevant. Getting political support from national stakeholders during the inception phase and their commitment to take part in the project, offers positive perspectives that the UN agencies will be able to ensure joint implementation of the foreseen activities.

Specifically, the KAP survey allows for a better understanding among the UN agencies involved in the project of existing conceptions regarding disability and attitudes and practices towards persons with disabilities. The KAP survey will be made available widely to project partners, and will serve as one of the key foundations for a campaign to be led by DPOs to address existing stigma and discrimination. The findings from the KAP survey will also be referred to during capacity building activities with civil society and service providers to raise awareness of discriminatory practices and the need to eliminate these.

The joint planning has allowed to define activities in the project in a coordinated way, being expected a smooth implementation of activities by each responsible Agency; at the same time, the involvement of DPOs and partners in Government and Judiciary, NGOs, development partners, providing comments to the project plan will contribute to facilitate their future involvement and participation in the activities.

With the knowledge participants obtained during the inception workshops, the exposure they got to issues that persons with disabilities face, and as participants were able to directly and meaningfully engage with persons with disabilities, it is expected that the partners will be more disability rights sensitive when implementing project activities (for more on the workshops, please refer to chapter 3).

The base-line survey, which also included a desk review of existing documents and, to the extent possible, the level of implementation of existing commitments to the rights of persons with disabilities, is essential for the UN agencies to have a better understanding of the current progress, gaps and challenges in the areas where the project envisages intervening. It will better enable the project to monitor and evaluate results.

Improving accessibility of the UN compound is expected to increase not only access but also the interest of persons with various disabilities to take part in project meetings and events and, overall, in collaborating with the UN as it takes steps to be increasingly disability rights sensitive. The foreseen active participation due to better accessibility of an increased number of persons with disabilities in the project and their guidance and feedback on project implementation is key to ensuring activities are relevant and adequate, and to eventually to achieving better project results.



Joint Planning meeting, 9 February 2018

3. CAPACITY BUILDING OF KEY STAKEHOLDERS

The three workshops on the rights of persons with disabilities for project partners from Government, DPOs, civil society and the UN were aimed at increasing knowledge and understanding of disability, the situation of persons with disabilities globally and in Timor-Leste, as well as the various approaches to disability, with a key focus on the rights approach. The workshop showed that various project implementation partners had limited awareness in these areas. Many of the participants had had none to very limited direct engagement with persons with disabilities in their work (though over half of the participants have a friend or family member with a disability). Persons with disabilities (sensory and physical disabilities) were key speakers and/or trainers in the workshop and were particularly effective to enhance partners' knowledge and understanding. Discriminatory attitudes, prejudice, beliefs and practices were addressed during the workshop. This included focus on the use of respectful terminology and language, and throughout the workshops, it was observed that several participants started to change the way they address persons with disabilities. From seeing persons with disabilities actively taking part in the programme and sharing their experiences, and by watching a video of woman with in a wheelchair who goes diving, prejudices among some of the participants that persons with disabilities are not able to take part in society were challenged. Regarding change in capacity of workshop participants, some positive changes could thus already be observed. Changes in knowledge, attitudes and behaviour will be

further be tested during the project duration, with pre- and post-testing at capacity building activities. Also, at the end of the project, partners will be asked to take the KAP survey, that they filled out at the start of the inception workshops, once again to compare changes in knowledge, attitudes and practices.

In the workshops, two persons with disabilities were part of the team of key trainers, which also included two UN staff members. While the first workshop was mainly conducted by the UN staff as it was provided in English, in the second workshop, there was a balance in the number of sessions provided by the UN staff and the DPO staff. The third workshop was largely facilitated by DPO staff with UN staff supporting. In order to support all facilitators and to ensure consistent messaging in the workshop, a package of presentations and participatory exercises was prepared by the UN team, drawing heavily on materials prepared by the Office of the High Commissioner for Human Rights on the Convention on the Rights of Persons with Disabilities. The package was adapted to the local context in consultation with DPOs. The training materials were translated into the local language, made available to participants, and will be made available for public use in outreach and other capacity building exercises. Capacity of trainers will further be built throughout the project, throughout a specific programme for the DPO trainers involved in the inception workshops and their peers from DPOs. UN agencies will observe increase in DPO capacity through joint implementation and mentoring of the DPO staff when conducting capacity building activities with service providers.

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Training on Rights of Persons with Disability, 11-12, 16-19 June 2018

4. EQUALITY BETWEEN MEN AND WOMEN

Overall the inception activities have raised increased awareness of inequalities between men and women, have promoted women with disabilities as speakers and trainers, and women have been the main beneficiaries of the inception workshop. The inception phase also helped further clarify the understanding of DPOs and partners on gender equality and women's rights, and how this translates for women with disability.

More specifically, in the inception workshops, particular attention was paid at raising awareness among participants of multiple forms of discrimination against persons with disabilities, including discrimination based on gender. Results of a recent study by the Association of Persons with Disabilities (ADTL) on discrimination and violence against persons with psycho-social disabilities, the large majority of them women, were shared during the inception workshop.

Fifty-five % of the participants were women, with the remaining 45% men. Whereas DPOs have more male than female staff, there was a gender balance as regards the DPO trainers (one male, one female) conducting the inception workshops alongside two female UN staff. Two women with disabilities, and one men with a disability facilitated a specific session to share with participants challenges persons with disabilities face in exercising their rights in Timorese society.

In the baseline survey, specific attention was paid to collecting data as to how many male and female lead DPOs. As already foreseen in the project document, but as also recommended in the baseline survey, the focus of building capacity and skills will be on women with disabilities.

The survey also included specific questions related to partners' attitudes towards gender equality and disability, and their knowledge of the legal framework on gender equality.

5. FULL AND EFFECTIVE PARTICIPATION OF PERSONS WITH DISABILITIES

Persons with disabilities were consulted on the project during the drafting of the project proposal, and provided inputs into the list of the inception activities. Persons with physical and sensory impairments were involved in all inception activities. They did so as participants in the joint planning meeting, as consultants for the accessibility audit and as participants but also as speakers and trainers in the rights workshops. Persons with disabilities provided suggestions on the draft KAP survey questions, and took the final survey at the start of the inception workshops. Trainers with disabilities reviewed the draft workshop agenda as well as the materials for the workshops and conducted training alongside UN staff. Persons with disabilities were consulted when data was collected for the baseline survey.

Training materials used during the inception workshops were sent electronically to persons with visual impairments, and copies were made in Braille. A summary of the project document in Tetum, as well as the agenda of the joint planning meeting, were also made available in Braille. The workshops and joint planning meeting benefitted from sign-language interpretation for participants with a hearing impairment. The venue for the workshops was chosen in consultation with DPOs to ensure full access for persons with physical disabilities. Lastly, two persons with disabilities were identified during inception to serve as members of the Project's Steering Committee.

The fact that the planning of the project involved persons with disabilities and their representative organizations, allowing for inclusion of suggestions from their side, together with their presence in the steering committee should assure a) their full involvement in the management of the project from which they can continuously advise, but also b) effective participation in activities being implemented.

The joint planning meeting and the three inception workshops brought together a diverse group of stakeholders, that included UN colleagues, representatives of the National Human Rights Institution, DPOs, civil society, Government and donors. For several of the participants in the inception activities, this was the first time they directly engaged in a meaningful way with persons with disabilities. This engagement will continue during the project through a continuation of joint consultations, learning and implementation.

UN Agencies have increased their engagement with the Australia-funded Partnership for Human Development (PHD), which implements a large-scale project in support of the rights of persons with disabilities, to ensure coordination and complementing of one another efforts. By working closely together with PHD, the UN will make sure that good practices from the project are shared with PHD for possible replication and thus up-scaling of project impact.



Joint Planning meeting, 9 February 2018

6. DETAILED EXPENDITURE

Activity	Budget Allocated	Expenditure	UNPRPD Spent	Funds	Non UNPRPD Funds Spent
Activity 1 Develop and conduct survey with UN staff and all partner organizations including DPOs, Government and civil society	5,000	4,195	4,195		0
Activity 2 Joint planning of project implementation involving UN, Government, organization DPOs and other partners, validation of draft M&E framework, identification of total number of beneficiaries	600	700	0		400 WHO for lunch and snacks 300 HRAU for sign language interpretation
Activity 3 Workshops with UN and partners in collaboration with DPOs on CRPD and the HR approach to disability (including making available the related online-UNITAR course)	8,400	4,720.60	4,720.60		0
Activity 4 Collection of baselines for project indicators	1000	0 (this was a combined consultancy –	0		0

Activity	Budget Allocated	Expenditure	UNPRPD Funds Spent	Non UNPRPD Funds Spent
		KAP survey and baseline and is, counted under activity 1)		
Activity 5 Desk review of rights and the situation of persons with disabilities in Timor-Leste, and globally	0	0	0	0
Activity 6 Accessibility audit of UN compound by DPOs	0	1,700	1,700	0
Total	15,000 USD	12,035.60 USD	11,335.60 USD	700

7. FOLLOW UP ACTIVITIES

Overall, the inception activities were aimed at preparing a baseline for the project and to ensure knowledge of partners of the project aims and activities. In addition, this phase had the purpose of gaining partner support for the planned actions and also to enhance partners' basic knowledge of the rights-based approach to disability. Considering the overall agreement of partners, as expressed during the joint planning meeting, of the project direction, and the significant number of persons who actively took part in the inception workshops, a good basis appears have to been laid to commence the foreseen project activities as detailed in the results chain of the project document.

Specifically, the KAP survey results will be analysed to serve as a guide for various activities foreseen under the project. It will be a key reference document for a campaign by DPOs and NGOs working in the area of disability to raise awareness of rights. The campaign will address negative attitudes and behaviours towards persons with disabilities that have been revealed by the survey. The KAP survey has provided evidence that will help partners to ensure that adequate messaging is part of the campaign. At the same time, the findings will also inform capacity building programmes that are foreseen under the project with service providers.

The inception workshops have provided all participating partners with a brief introduction to the rights-based approach to disability; this will now be followed up with more in-depth and longer-term capacity building for various partners. In order to ensure that capacity building activities are relevant and adequately address needs, a process of consultation with partners will precede the drafting of comprehensive standardized materials, training of trainers, with a focus on staff from DPOs, will be conducted, before implementation with the partners.

Recommendations from the accessibility audit will be submitted to the UN Compound's Common Premises Management Team and the UN Country Team. An implementation plan will be prepared for the adaptations that will need to be made. It is expected that adjustments will be made gradually. For UNICEF buildings, some modifications will already be undertaken in June-July 2018. The modifications to the

UNICEF buildings can serve as an example as these buildings are similar to the buildings used by other UN agencies in the UN compound. The project team will see to it that incremental steps will be taken throughout the project duration, unless full accessibility is attained before the end of the project. The project team will regularly consult with and invite persons with various types of disabilities to conduct on-site monitoring to guarantee quality of the required construction works.