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Zyra për Qeverisje të Mirë/Kancelarija za Dobro Upravljanje/Office on Good Governance

**ACTION PLAN ON THE RIGHTS OF PERSONS WITH DISABILITIES IN
THE REPUBLIC OF KOSOVO 2021-2023**

OFFICE OF THE PRIME MINISTER /OFFICE FOR GOOD GOVERNANCE

This document represents continuation of actions and policies at the national level for the implementation of the National Strategy on the Rights of Persons with Disabilities in the Republic of Kosovo 2013-2023

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Acknowledgments

As in any process of drafting documents of such nature, without mutual cooperation and without the joint work of institutions, respectively line ministries and organizations of persons with disabilities, it would not be possible to draft this National Plan on the Rights of Persons with disabilities in the Republic of Kosovo 2021-2023.

The contribution and joint work have made possible for this document to include for the third time in a row, the three-year period with all the priorities and actions to improve the quality of life of persons with disabilities and thus conclude the decade of implementation of the Strategy on the Rights of Persons with disabilities in the Republic of Kosovo 2013-2023.

The Office of the Prime Minister/Office for Good Governance, which is now mandated to coordinate these processes, expresses its gratitude to all stakeholders for their contribution in the drafting of this government document and all documents that preceded documents of this nature, including line ministries, associations of persons with disability and international partners.

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ACRONYMS

OPM/OGG	Office of the Prime Minister/Office for Good Governance,
KAS	Kosovo Agency of Statistics
MDE	Municipal Department of Education
DFW	Department of Family Welfare
MEST	Ministry of Education, Science and Technology
MIA	Ministry of Internal Affairs
MLSW	Ministry of Labour and Social Welfare
MFA	Ministry of Foreign Affairs
MCYS	Ministry of Culture, Youth and Sport
MoH	Ministry of Health
MI	Ministry of Infrastructure
MEE	Ministry of Economy and Environment
MFARD	Ministry of Forestry, Agriculture and Rural Development
MLG	Ministry of Local Government
MoJ	Ministry of Justice
MoF	Ministry of Finance
NAPPWD	National Action Plan for Persons with Disabilities 2021-2023
PWD	Persons with Disabilities
IEP	Individual Education Plan
EC	European Commission
NGO	Non-Government Organization
NIPH	National Institute of Public Health
UNCRPWD	United Nations Convention on the Rights of Persons with disabilities
WHO	World Health Organization
OPWD	Organization of Persons with Disabilities

CFMD Centre for Family Medicine Development

UDHR Universal Declaration of Human Rights

RC Resource Centre

PDC Professional Development Centre

INTRODUCTION

The implementation of human rights, particularly of persons with disabilities, is of fundamental importance for the development and well-being of a society. The realization of every right for every individual creates equal opportunities for everyone to have the right access to society, with special emphasis on persons with disabilities.

For drafting documents of such nature, several years ago the Government of the Republic of Kosovo launched the National Strategy on the Rights of Persons with Disabilities 2013-2023. The Office for Good Governance also launched the third National Action Plan deriving from the Strategy in order to allow for a more thorough implementation of activities and objectives set out by the working groups. The approach to drafting these documents aims to include persons with disabilities and improve their living conditions.

The activities and obligations defined in this Document cover five areas of particular relevance for the life of citizens with disabilities such as: health, social welfare and employment, education, legal protection and accessibility. The approval of documents of such nature has significantly increased quality of life for persons with disabilities, and has created the opportunity to address implementation of rights and requests of this community in more detail.

The adoption of a number of laws such as the Law on Blind Persons and the Law on the Status and the Rights of Persons with Paraplegia and Tetraplegia, as well as the implementation of Regulation (GRK) No. 15/2014 on Provision of Services in Sign Languages have been some of the achievements in meeting the standard of living of the beneficiaries of this legal framework.

Although, despite the financial challenges in realizing the rights of persons with disabilities, there is still a lot of work to be done, the most important thing is that there is potential and mutual cooperation between the country's institutions and society organizations, in this case organizations for persons with disabilities.

ANALYSIS OF ACHIEVEMENTS OF THE NATIONAL PLAN ON THE RIGHTS OF PERSONS WITH DISABILITIES 2018-2020

Two action plans have been adopted over a decade of implementation of the National Strategy on the Rights of Persons with Disabilities 2013-2023. Consequently, the monitoring of the implementation of strategic objectives has been more measurable and accessible. The defined activities and objectives have always been in accordance with the respective field, respectively 5 foreseen fields which cover with more priority the basic rights of persons with disabilities.

The Office for Good Governance/Office of the Prime Minister has, in cooperation with the responsible institutions, presented on an annual basis all the achievements and challenges of the implementation of the documents in question. In this context, three progress reports - 2013-2014, 2015, and 2019 - have been published.

The areas of intervention have always included the areas of priority for the quality of life of persons with disabilities.

During June - July 2019, 10 advisory forums were held at municipal level to identify the needs for the Action Plan for Persons with Disabilities 2021-2023. The meetings were organized by the Office of Good Governance/Office of the Prime Minister of Kosovo and HANDIKOS in partnership with the KAB and the KAD under the project "Promotion of inclusiveness and extension of advisory processes for governance and public administration reforms in the disability sector at the local, national and regional level" funded by the European Union.

Over 300 persons with disabilities, local representatives of OPW and representatives of local institutions from the municipalities of Prishtina, Prizren, Gjakova, Peja, Ferizaj, Gjilan, Mitrovica, Vushtrri, Suhareka and Drenas participated in this event whereby they offered their feedback related to the current implementation of the Action Plan and contributed to the identification of needs for the National Action Plan 2021-2023.¹

COVID-19 has created a human crisis of a magnitude that was not experienced so far and which has disproportionately affected persons with disabilities. As such, this situation required a previously unimplemented response - an extraordinary approach to supporting persons with disabilities. Organizations of Persons with Disabilities (OPWs) acted to the best of their ability to support their members, always in line with recommendations, instructions and other relevant documents published by the UN, WHO, NIPHK and the Government of Kosovo.

The main goal was to ensure that persons with disabilities have access to basic services, including emergency health and social protection services, to overcome the crisis.² The documents published by the UN in reference to the COVID-19 pandemic, presented findings, guidelines and recommendations which were implemented by the OPWs in Kosovo, focusing on the needs and specifics of the members they represent. The main UN recommendation was that a COVID-19 recovery response, including disability, would better serve everyone. These specific recommendations focused on key sectors that included four

¹ Summary of needs of citizens with disabilities for the Action Plan 2021-2023, European Union Kosovo; Handikos; December 2019

² ANNUAL REPORT ON DISABILITY, European Union Office; Handikos 2020

key areas of action applicable to all: 1. Ensure integration of disability into all COVID-19 recovery operations; 2. Ensure access to information, equipment, services and programs in response to and recovery from COVID-19; 3. Ensure meaningful consultation with the active participation of persons with disabilities and their representative organizations in all phases of COVID-19 response and recovery; and 4. Establish mechanisms to ensure the inclusion of disability in the response to COVID-19.³

The UN report also presented a wide range of impacts of COVID-19 on persons with disabilities, including short-term and long-term implications. Among other things, it was concluded that: persons with disabilities are at greater risk of COVID-19 infection; have a greater risk of developing more serious health conditions and death; persons with disabilities living in institutions are more likely to be infected with the virus and have higher mortality rates; they are particularly disadvantaged by the socio-economic consequences and measures to control the pandemic; impact on employment and social protection; education; support services; and the effects of violence on persons with disabilities. In this context, the report provided a set of recommendations to ensure an adequate response and recovery for persons with disabilities with an emphasis on orientation in areas such as: accessibility, participation, accountability and data sharing.⁴

Protection measures requested by the UN and other international organizations are as follows: health/ensuring access to public health information; implementation of safeguards against COVID-19; ensuring access to services; ensuring non-discrimination in allocation of scarce medical resources; comprehensive interventions in the mental health of persons with disabilities; protection of persons housed in institutions/reduction of the number of people within institutions; support services/ensuring the continuity of support services; expanding community support to persons with disabilities; social protection and employment; education/addressing impacts that go beyond learning; prevention and response to violence/providing comprehensive and accessible victim support services: raising awareness and knowledge: and humanitarian contexts.⁵

³ United Nation/Policy Brief/ A Disability –Inclusive Response to COVID-19, May 2020 <https://reliefweb.int/report/world/policy-brief-disability-inclusive-response-covid-19-may-2020>;

RAPORTI VJETOR PËR AFTËSINË E KUFIZUAR, Zyra e Bashkimit Evropian; Handikos 2020
⁴ United Nation/Policy Brief/ A Disability –Inclusive Response to COVID-19, May 2020 <https://reliefweb.int/report/world/policy-brief-disability-inclusive-response-covid-19-may-2020>;

RAPORTI VJETOR PËR AFTËSINË E KUFIZUAR, Zyra e Bashkimit Evropian; Handikos 2020
⁵ United Nation/Policy Brief/ A Disability –Inclusive Response to COVID-19, May 2020 <https://reliefweb.int/report/world/policy-brief-disability-inclusive-response-covid-19-may-2020>;

ANNUAL REPORT ON DISABILITY, European Union Office; Handikos 2020

HEALTH CARE

Strategic Objective 1: Improvement of the provision of health services for Persons with Disabilities

Three specific objectives are foreseen under Strategic Objective 1, as follows:

Specific Objective 1: Capacity building of health personnel for the provision of health services - for the implementation of which 4 activities are planned: 1.1 Provision of health services for persons with disabilities in the framework of home visits; 1.2 Vaccination of persons with disabilities with seasonal flu vaccine; 1.3. Compilation of materials for health promotion of persons with disabilities and health education for health workers; 1.4 Satisfaction of PWDs with health services; 1.5. Trainings for nursing staff and support staff on accessibility and treatment of persons with disabilities; and 1.6. Coordination of activities with the MLSW.

Specific Objective 2: Early detection and identification of disability in perinatal, natal and postnatal periods - which includes 4 activities that are related to 2.1 Establishment of a laboratory for perinatal diagnosis; 2.2 Distribution of material for incontinence and decubitus ulcers; 2.3. Conducting research in the field of health conditions related to PWDs; and 2.4 Implementation of a health education program for parents on identification of causes that result in disability.

Specific Objective 3: Increase the provision of health services for persons with disabilities - which includes 4 activities that are related to: 3.1 Establishment of the Spinal Unit within the UCK; 3.2 Identification of needs for completing the list of essential medicines; 3.3. Continuation of providing examinations (Mammography and PAP test) for women with disabilities; 3.4. Oral hygiene care for children with disabilities; 3.5. Conducting regular meetings with institutions and associations/NGOs that protect and promote the services and rights of persons with disabilities; 3.6. Drafting SOPs for specific health treatment for PWDs, 3.7. Compilation of information circular to give health institutions the number of the centre for providing services in sign language; and 3.8. Carrying out community visits for health promotion and education for persons with disabilities.

SOCIAL WELFARE

Strategic Objective 2: Functional and genuine welfare and social security system as well as the provision of equal opportunities for the employment of persons with disabilities.

Specific Objective 1: Extension of services in the community - which includes 13 activities that are: 1.1 Implementation of the Pension Scheme for persons with disabilities aged 18-65 years; 1.1.1. Implementation of the Law No. 03/L-022 on Material Support for Families of Children with Permanent Disability; 1.2 Implementation of the Scheme for Compensation of Blind Persons; 1.3. Implementation of the Scheme for Compensation of Paraplegic and

Tetraplegic Persons; 1.5 Drafting of bylaws for the implementation of the Comprehensive Law on Disability; 1.6 Training of the Bio-Psycho-Social Commission on the use of the IFC instrument; 1.7. Continued provision of social services in community-based homes for children and adults with intellectual disabilities (mental retardation); 1.8. Continued provision of services in residential centres (SII), 1.9 Licensing of individuals and NGOs for the provision of social services for persons with disabilities; 1.10 Provision of services by licensed Organizations for Persons with Disabilities.; 1.10.1 Establishment of a special fund for financial support to licensed NGOs that provide services to persons with disabilities; 1.10.2 Strengthening the monitoring and inspection mechanism for services and funds of beneficiary organizations; and 1.11 Determination of the budget code for social services.

Specific Objective 2 - Creation of equal conditions for the employment of PWDs - which foresees 5 activities as follows: 2.1. Provision of career services to PWDs; 2.2.Strengthening the Labour Inspectorate to monitor the implementation of Law No. 03/01 on Training, Rehabilitation and Employment; 2.3.Mediation of PWDs in employment; 2.4.Involvement of PWDs in employment through Active Labour Market Measures; and 2.5. Awareness-raising campaigns for the employment of PWDs in the public and private sector.

Specific Objective 3 - Vocational training and rehabilitation to prepare Persons with Disabilities for the Labour Market -which is foreseen to have 5 activities: 3.1 Expansion of vocational training and rehabilitation profiles according to the requirements of the labour market; 3.2. Training of PWDs in Vocational Training Centres; 3.3.Adaptation of curricula for persons with disabilities; 3.4.Adaptation of workshops with equipment for the needs of persons with disabilities; and 3.5.Training of VTC trainers for the implementation of the adapted curriculum for PWDs.

EDUCATION

Strategic Objectives 3: Creating conditions for inclusion in education and professional support for people with disabilities.

Specific Objective 1: Establish mechanisms for the identification and early education of children with disabilities

Includes 5 activities which are: 1.1.Drafting of 3 educator guidelines for access and work with children with disabilities, 1.2.Capacity building of educators for the implementation of guidelines, 1.3.Drafting and provision of pedagogical materials in 2 platforms of MES, 1.4.Employment of supportive assistants in preschool institutions, 1.5.Awareness campaign on the importance of early intervention for children with disabilities.

Specific Objective 2: Establish, strengthen and improve the services of cross-sectoral mechanisms and other support mechanisms for inclusive school

Includes 5 activities which are: 2.1.Employment and/or provision of support teachers in schools; 2.2. Employment of support assistants in schools; 2.3. Capacity building of assessment teams for pedagogical assessment of children with needs, 2.3.1 Provision of services in Braille, orientation and mobility for blind children in regular schools, 2.4. Capacity building of teachers for access and work with students with disabilities.

Specific Objective 3: Create an environment conducive to inclusion in school and community
Includes 8 activities which are: 3.1.Drafting a 5 year plan for resource centres, 3.2.Increasing services from resource centres for regular schools, 3.3.Increasing the number of professional staff in resource centres, 3.4. Staff capacity building in resource centres, 3.5. Design and

accreditation of training programs for teachers in regular schools, 3.6.Design and accreditation of programs by NQA for Braille and sign language, 3.7.Provision of courses for teachers, assistants and parents in Braille and sign language, 3.7.1.Program development, Level 5 in sign language.

Specific Objective 4: Includes improving the quality of teaching and learning in inclusive education at all levels of pre-university education.

Includes 6 activities which are: 4.1.Drafting a document for inclusion of students with disabilities in upper secondary education with specific schools of VET, 4.2. Develop guidelines for teachers on access, pedagogical work and specifics of students with disabilities, 4.3. Capacity building of teachers for access and specifics of students with disabilities, 4.4. Providing non-formal education in resource centres, 4.5 Creating a vocal synthesis in Albanian language, 4.6. Use of materials during the teaching process of teachers (materials compiled by NGOs).

LEGAL PROTECTION

Strategic Objectives 4: Equal access to legal protection as well as the provision of services at the local level to fulfil the rights of Persons with Disabilities.

Specific Objective 1: Drafting laws in protection and respect of the rights of Persons with Disabilities

1 activity is included: 1.1. Involvement of OPD in the drafting of legislation

Specific Objective 2: Amend and supplement the current legal framework for PWDs

Increase cooperation with OPDs through their consultation in drafting government policies. 2 activities are included: 1.1. Implementation of Regulation GK 15/2014 on the Provision of Services in Sign Language, 1.2.Coordination on the Functionalization of the National Disability Council.

Specific Objective 3: Capacity building of professional staff in the justice system for the rights of PWDs

A total of 4 activities are included: 3.1. Training of staff in Probation and Correctional Services, 3.2 Drafting an informative guide on the rights of persons with disabilities in the justice system, 3.3.KP capacity building through training of police officers for protection and assistance to victims on the specifics of PWDs, 3.4. Drafting a guide for the treatment of people with disabilities based on the specifics of disability.

ACCESS, INFORMATION, COMMUNICATION, PARTICIPATION AND STATISTICS

Strategic Objectives 5: Creating equal conditions in access, information, communication, participation and in the creation or establishment of a unified data system for Persons with Disabilities.

Specific Objective 1: Necessary research on the situation on the ground regarding access to facilities for people with disabilities

9 activities are included which are: 1.1. Awareness activities with this community, respectively meetings with NGOs that represent the interests of people with disabilities, with special emphasis on the integration and employment of people with disabilities, 1.2.Organized workshops for NGOs for people with disabilities, 1.3 Awareness campaign on agricultural grants for people with disabilities and parents of children with disabilities, MAFRD, 1.4.Promotion of the rights of persons with disabilities in rural areas for the possibility of applying for subsidies and grants, 1.5 Promotion, cooperation and advancement of the rights of Persons with Disabilities in municipalities, 1.6. Promotion of human rights in municipalities/PWDs. Full inclusion of PWDs in social life with equal conditions as all, 1.7 Establishment/strengthening of the Advisory Committee for Persons with Disabilities, 1.8 Information campaign for the provision of Free Legal Aid to organizations of persons with disabilities, 1.9 Drafting of the Municipal Action Plan for Persons with Disabilities in municipalities.

Specific Objective 2: Provide access to facilities for people with disabilities

Includes 1 activity which is: 2.1. Implementation of Administrative Instruction 33/2007 "On the technical conditions of construction facilities for the access of persons with disabilities"

PURPOSE OF THE NATIONAL PLAN FOR THE RIGHTS OF PERSONS WITH DISABILITIES 2021-2023

The process of implementing the rights of citizens with disabilities and fulfilling the priorities of the ten-year Strategy for Persons with Disabilities is a process which requires constant efforts from the Government of the Republic of Kosovo and our entire society.

The Action Plan for the Rights of Persons with Disabilities 2021-2023 is the third plan within the National Strategy for the Rights of Persons with Disabilities in the Republic of Kosovo 2013-2023 at the national level, and in every aspect it aims to further advance the rights of persons with disabilities until a final goal is achieved for the creation of an inclusive society in which persons with disabilities enjoy their full potential and have the right to live a dignified life.⁶

This document is important because it addresses the needs and priorities of all persons with disabilities, regardless of age, gender, which in total make up 93,288 of the population in the Republic of Kosovo.⁷

⁶National Plan for the Rights of Persons with Disabilities in the Republic of Kosovo 2018-2020, Prishtina

⁷Kosovo Agency of Statistics "Census of Population and Housing in Kosovo 2011-Final Results

All actions and activities defined in accordance with the strategic objectives in this document, are defined in such a way as to meet the needs in the five most priority areas in terms of the rights of persons with disabilities, including health, social welfare, education, legal protection and comprehensive communication access.

Each action presented in the framework of the National Plan for the Rights of Persons with Disabilities 2021-2023 has been prepared in cooperation with organizations for the rights of persons with disabilities and in cooperation with the EU-funded Project, managed by the European Union Office in Kosovo, Implemented by: Handikos, in partnership with the ADK, the ABK, DPF Threshold "Comprehensive promotion in consultative processes for governance and public administration reforms in the disability sector at Local, National and Regional level" with full approval by the responsible institutions, respectively the line ministries, which are committed to the implementation and fulfilment of activities in accordance with the deadline and the cost of realization of the activity. In conclusion, the Republic of Kosovo, with the National Plan for the Rights of Persons with Disabilities in the Republic of Kosovo 2021-2023, has the mission to implement all actions taken in this document so that the lives of persons with disabilities improve even further.

MONITORING AND REPORTING

The Office of the Prime Minister/Office for Good Governance is mandated to monitor the implementation of the National Strategy for the Rights of Persons with Disabilities 2013-2023 and consequently of the National Plan for the Rights of Persons with Disabilities 2021 -2023.

Based on the mandate of the Office for Good Governance/Office of the Prime Minister, since the approval of the National Strategy for the Rights of Persons with Disabilities by the Government of the Republic of Kosovo, focus has been put on the monitoring and implementation of important documents drafted with regard to the disability sector.

The monitoring policies of the Office of Good Governance/Office of the Prime Minister include close cooperation and coordination at the central level with line ministries and all municipalities of the Republic of Kosovo, as well as coordination with independent agencies, international institutions and organizations working for the rights of Persons with Disabilities. Indeed, monitoring policies will reach the desired level with the institutional mechanisms coordinated by the Office for Good Governance/Office of the Prime Minister and are extended in two levels: highest hierarchical level led by the Deputy Prime Minister consisting of five Deputy Ministers, as well as organizations of persons with disabilities that deal mainly with the orientation of general policies in the Disability sector, as well as at the operational level - a commission appointed by the Secretary General of the Office of the Prime Minister - consisting of various ministry officials and organizations of persons with disabilities.

Monitoring and reporting on the National Plan for the Rights of Persons with Disabilities 2021-2023 will be done on annual basis to assess all of the achievements and challenges faced in fulfilling objectives and actions set out in this document. The reports submitted will be evaluated based on measuring indicators and time limits for implementation. However, the National Action Plan for the Rights of Persons with Disabilities 2021-2023 sets out the key actions under each specific objective, which also identify the responsible institutions and

the time limits for their implementation. When an institution is responsible for the implementation of an activity, other institutions that will share the responsibility or those that will help in their implementation are also identified, which in this case are mainly donors and permanent partners, organizations for persons with disabilities.

The Office of the Prime Minister/Office of Good Governance has a monitoring framework, based on which it measures progress, while responsible institutions are obliged to draft thorough action plans that provide details for each department within the responsible institutions. The detailed Action Plans will allow monitoring of the progress made by each department. In accordance with all specific objectives detailed throughout the fields of the action plan, all responsible institutions will reflect on the measures undertaken to implement any planned activity. In addition to the responsibility of coordination all specific actions deriving from the specific objectives of this document, the institutions must assess and ensure that all sector programs and plans within the institutions are aligned with the objectives. Consequently, the reports submitted will be assessed based on the measuring indicators and time limits.⁸

⁸National Plan for the Rights of Persons with Disabilities in the Republic of Kosovo 2018-2020, Prishtina

TABULAR PART OF THE ACTION PLAN FOR THE RIGHTS OF PERSONS WITH DISABILITIES 2021-2023

HEALTH

Strategic Objective 1: Improve the provision of health services for people with disabilities

Specific Objective 1	Indicator (s) for measuring the achievement of the objective				Baseline	Target 2021	Target 2022	Target 2023
Capacity building of healthcare personnel for provision of health services	<ul style="list-style-type: none"> Analysis report Medical staff training curricula with specifics of Persons with Disabilities 				0%	30%	60%	70%
					20%	40%	70%	80%
Activity	Deadline for implementation	Total cost	Source of funding		Leading Institution	Supporting institution	Product	
1.1 Providing health services for people with disabilities within home visits	2021-2023	15000 €	MoH		MoH / NIPHK,	MFMC	Number of health cards for the type of disability.	
1.2 Vaccination of people with disabilities with the seasonal flu vaccine.	2021-2023	15000 €	MoH	MSh	MoH / NIPHK, MSLW, MFMC,	QK	Number of vaccinated persons with disabilities	Number of people per vlerësim statusit nutritiv për PAK; Sigurimii paisjeve edukative
1.3. Drafting materials for health promotion for people with disabilities and health education for health workers	2021, 2022, 2023	5,000 €	MoH / NIPHK,		MFMC	NGO, Potential Donors	Number of trainings organized for health education. Number of educational materials distributed.	
1.4 PWDs' satisfaction with health services		There is no cost	MoH / NIPHK,		MFMC	HUCSK	Results published from questionnaires completed by PWDs on health service satisfaction.	
1.5. Trainings for nursing staff and support staff on the topics of access and treatment of people with disabilities	2021 2022 2023	20.000 €	PHC		PHC	NIPHK	Number of completed trainings. Trained nurses.	
1.6. Coordination of activities with MLSW	2021 2022 2023	There is no cost	MoH		MoH MLSW	MoH MLSW	Number of implemented activities.	
Specific Objective 2	Indicator (s) for measuring the achievement of the objective				Baseline	Target 2021	Target 2022	Target 2023
Early detection and identification of prenatal, natal and postnatal disability	Perinatal diagnosis with laboratory functioning				0%	30%	50%	100%

Activity	Deadline for implementation	Total cost	Source of funding	Leading Institution	Supporting institution	Product	
2.1 Establishment of a laboratory for perinatal diagnosis	2023	250,000 euro	MoF MoH	UCCK	HUCSK	Functional laboratory for perinatal diagnosis.	
2.2 Distribution (receipt) of material for incontinence and material for decubitus ulcers.	2021 2022 2023	Within the budget of the MoH	UCCK	UCCK	MoH	List of number of materials distributed	
2.3. Conducting research in the field of health conditions related to PWDs.	2021 2022 2023	50,000 €	MoH NIPHK	MoH NIPHK	MoH NIPHK	Completed lists based on the essential needs of PWDs.	
2.4 Implementation of a health education program for parents in detecting causes that result in disability.	2021, 2022, 2023	Within the Budget of HUCSK, PHC and NIPHK	MoH	MoH/NIPHK	MoH NIPHK PHC	Number of implemented activities.	
Specific Objective 3	Indicator (s) for measuring the achievement of the objective			Baseline	Target 2021	Target 2022	Target 2023
Increase the provision of health services for people with disabilities.	Spinal Unit functional The essential list meets the needs of Persons with Disabilities			0%	25%	55%	90%
Activity	Deadline for implementation	Total cost	Source of funding	Leading Institution	Supporting institution	Product	
3.1 Establishment of the Spinal Unit within the UCCK.	2023	75,000€	UCCK	UCCK	UCCK,MoH. MoF	Spinal unit created, functional	
3.2 Research of needs for completing essential list of medicines.	2021 2022 2023	There is no cost	UCCK	UCCK	UCCK	Essential lists based on essential needs for people with disabilities according to research results.	
3.3. Continuation of screenings (Mammography and PAP test) for women with disabilities	2021 2022 2023	There is no cost	UCCK	UCCK	UCCK	Number of examinations performed for women with disabilities.	

3.4. Oral hygiene care for children with disabilities	2021 2022 2023	There is no cost	UCCK	UCCK	MoH	Number of examinations of persons with disabilities (children) for oral hygiene.	
3.5. Conducting regular meetings with Institutions and associations/NGOs that protect and promote the services and rights of PWDs.	2021 2022 2023	15000€	UCCK	UCCK	OPM/OGG NCPD	Number of meetings and activities carried out	
3.6. Drafting SOPs for specific health treatment for people with disabilities	2021	5000€	UCCK	UCCK	MoH	SOPs drafted and implemented	
3.7. Drafting an informational circular for informing health institutions of the number of the centre for providing services in sign language	2021		MoH	MoH	MoH	MoH	Approved circular and distribution in health institutions
3.8. Conducting Community visits for health promotion and education for PWDs	2021 2022 2023		15,000	PHC	PHC	PHC	Number of visits made, at least once a year to organize community visits

SOCIAL WALEFARE AND EMPLOYMENT

Strategic objective 2: Functional and genuine welfare and social security system, and provision of equal opportunities for employment of Persons with Disabilities

Specific objective 1	Indicator (s) for measuring the achievement of the objective	Baseline	Target 2021	Target 2022	Target 2023	
Extending services to the community	Quality services in residential centres Social services at the municipal level by contracted associations	2	3	4	4	
Activity	Deadline for implementation	Total cost	Source of funding	Leading Institution	Supporting institution	Product

1.1 Implementation of the Pension Scheme for people with disabilities, aged 18-65.	2020 - 2021	17,650,000.00 €	Budget of RK	MLSW –PDs.		Number of beneficiaries of the Pension Scheme for persons with disabilities, aged 18-65.
1.1.1. Implementation of the Law 03/L-022 on Material Support for Families with Permanent Disabilities	2021-2023	3.000.000 €	Budget of RK	MLSW –PDs.		Implemented provisions of Law No. 03 / L-022
1.2 Implementation of the Scheme for; Compensation for the Blind.	2020 -2021	5,700,000.00 €	Budget of RK	MLSW –PDs.		Number of beneficiaries of the Scheme for; Compensation for the Blind.
1.3. Implementation of the Scheme for Compensation of Paraplegic and Tetraplegic Persons.	2020 -2021	12,400,000.00 €	Budget of RK	MLSW –PDs.		Number of beneficiaries of the Scheme for Compensation for Paraplegic and Tetraplegic Persons.
1.5 Drafting bylaws for the implementation of the comprehensive Law on Disability	2021			MLSW		Drafted acts
1.6 Training of the Bio-Psycho-Social Commission for the use of the instrument of the ICF	2021-2022	200.000 € 12.000 € (FKAK)		MoH MES MoF MLSW KDF		Number of trainings

1.7. Continue to provide social services in community-based homes for children and adults with intellectual disabilities (mental retardation).	2021-2023	2,250,000€	Budget of RK	MLSW	Donors	Number of social services provided in community-based homes for children and adults with intellectual disabilities (mental retardation)
1.8. Continuation of service provision in residential centres (SII)	2021-2023	3,360,000€	Budget of RK	Municipalities: Shtime Ferizaj, Vushtrri, Kamenice Deçan, Graçanica Lipjan	MLSW Donors	Number of services in residential centres (SII)
1.9 Licensing of individuals and NGOs for provision of social services for people with disabilities.	2021-2023	No additional budgetary costs	Budget of RK	MLSW	MLSW	Number of associations licensed for social services
1.10. Provision of services by licensed Organizations for Persons with Disabilities.	2021-2023	No cost has been determined	Budget of RK	MLSW OPWD	Donors OPWD	Number of services provided
1.10.1 Creating a special fund for financial support of licensed NGOs providing services for persons with disabilities.	2021-2023	No cost has been determined		MLSW		Number of licensed NGOs
1.10.2 Strengthening of monitoring and inspection mechanism for services and funds of beneficiary organizations.		No budgetary cost			MLSW	Strengthened mechanisms for monitoring and inspection

1.11.Determining the budget code for social services	2021-2022	No cost has been determined	Budget of RK	MLSW	Donors OPWD	Code determined based on needs assessment	
Specific Objective 2	Indicator(s) for measuring target achievement			Baseline	Target 2021	Target 2022	Target 2023
Creating equal conditions for the employment of people with disabilities	Implementation of the Law on Training, Rehabilitation and Employment of people with disabilities			10%	20%	25%	30%
Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output	
2.1.Providing Services for PWDs in Career Services	2021 -2023	No cost has been determined	BRK	MLSW EARK	DONOR	Number of persons with disabilities trained in SHK	
2.2. Strengthening the labour inspectorate to monitor the implementation of Law No. 03/01 on Training, Rehabilitation and Employment	2021-2023	No budget cost			MLSW	Achieving the goal	
2.3.Mediation of PWDs in employment	2021 -2023	No cost has been determined	BRK	MLSW EARK	Donor Municipality DPO	Number of persons with disabilities mediated	
2.4..Involvement of PWDs in employment through Active Labour Market Measures	2021 -2023	No cost has been determined	BRK	MLSW EARK	Donor Municipality DPO	Number of PWDs involved in MATP	
2.5. Awareness campaigns for the employment of PWDs in the public and private sector.	2021 -2023	No cost has been determined	BRK	MLSW EARK	Donor Municipality EO DPO	Number of activities carried out	
Specific Objective 3	Indicator(s) for measuring target achievement			Baseline	Target 2021	Target 2022	Target 2023
Vocational training and retraining for preparation of Persons with Disabilities for the Labour Market	Percentage of PWD trained in the Vocational Training Centres Ready-to-use training cabinets to implement the curriculum, adapted for People with Disabilities			1%	3%	3.5%	4%

Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output
3.1 Expansion of profiles for vocational training and rehabilitation according to the demands of the labour market.	2021-2023	60,000 €	BRK Donors	EARK VTC	Municipalities	Number of profiles offered
3.2. Training of PWDs in Vocational Training Centres	2021-2023	No additional budgetary costs	Budget of the Republic of Kosovo	EARK VTC	DPO MES Lux Development	Number of PWDs trained
3.3. Adapted curriculum for people with disabilities	2021-2022	No additional budgetary costs	BRK	EARK VTC		Implementation of the Adapted Curriculum for people with disabilities
3.4. Adaptation of workshops with equipment for the needs of people with disabilities	2021-2023	50,000€	BRK Donors	EARK VTC	Lux Development	Number of equipment offered
3.5. Training of VTC trainers for the implementation of the curriculum adapted for PWDs	2021	5,000 €	Donors	EARK VTC	Lux Development MES	20 Trainers prepared for implementation of the curriculum and the approach to PWDs

EDUCATION

Strategic Objective 3: Creating conditions for all, inclusion in education and professional support for people with disabilities

Specific Objective 1	Indicator(s) for measuring the achievement of the objective	Baseline	Target 2021	Target 2022	Target 2023
Establishment of mechanisms for identification and early education of children with disabilities	Integrated database of children with disabilities in schools	50%	60%	70%	80%
	Assessment of general needs for support staff for children with disabilities	25%	30%	35%	40%
	Functional formula for financing children with disabilities	0%	10%	20%	40%
	Educated trainers for each age group in IP	50%	55%	60%	70%

Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output
1.1. Development of 3 educator guides for access and work with children with disabilities	2020	4000 €	Donors	MES	Donor	<ul style="list-style-type: none"> Guidelines for early identification and intervention Guidelines for the

						<i>pedagogical approach toward children</i> <ul style="list-style-type: none"> • <i>Guidelines for Rehabilitation</i> 	
1.2.Capacity building of educators to implement the guidelines	2021-2023	7000 €	Donors	MES	Donor	Trained educators	
1.3.Drafting and delivery of pedagogical materials on 2 MES platforms	2020-2023	No cost		MES		Early Childhood Education Platform and Inclusive Education Platform equipped with pedagogical materials for children with disabilities	
1.4.Employment of support assistants in preschool institutions	2021-2023		KCB	Municipalities	MES Municipalities	Number of assistants in schools	
1.5.Awareness campaign on the importance of early intervention for children with disabilities	2022	4000 €	MES Donors	MES	MES Donors	Number of beneficiary children with disabilities	
Specific objective 2	Indicator(s) for measuring the achievement of the objective			Baseline	Target 2021	Target 2022	Target 2023
<i>Establish, strengthen and improve services of cross-sector mechanisms and other support mechanisms for the inclusive school</i>	<i>Number of children with disabilities receiving services from Resource Centres in schools</i>			20%	30%	40%	50%
	<i>Functional teams in each municipality for pedagogical evaluation</i>			70%	80%	85%	90%
Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output	
2.1.Employment and/or ensuring support teachers in schools	2021-2023		KCB	Municipalities	MES Municipalities	Number of support teachers in schools	
2.2.Hiring of support assistants in schools	2021-2023		KCB	Municipalities	MES Municipalities	Number of assistants in schools	
2.3.Capacity building of assessment teams for pedagogical assessment of children with needs	2020-2023	10000 €	Donor	MES	Donor	215 members of trained assessment teams	
2.3.1 Providing of services in Braille language, orientation and mobility for blind children in regular schools	2021-2023			MES	MES	Number of services provided	

2.4.Capacity building of teachers for access and work with students with disabilities	2020-2023		KCB Donors	MES	MES Donors	5000 trained teachers	
Specific objective 3	Indicator(s) for measuring the achievement of the objective			Baseline	Target 2021	Target 2022	Target 2023
Create a conducive environment for inclusion in school and community	Number of resource rooms in schools			70%	80%	90%	
	Training of educational staff in Braille and sign language			0%	20%	40%	60%
	The document defines bilingual schools			0%		100%	
Activity	Deadline for implementation	Total cost	Source of funding	of Leading institution	Supporting institution	Output	
3.1.Drafting a 5-year plan for resource centres	2021-2023	3500 €	KCB Donors	MES	MES Donors	Approved plan	
3.2.Increasing services from resource centres to regular schools	2021-2023		KCB Donors	MES	MES Donors	New functional services	
3.3.Increasing the number of professional staff in resource centres	2021-2023		KCB	MES	MES	Number of new staff employed	
3.4.Capacity building of staff in resource centres	2021-2023	20000 €	KCB Donors	MES	MES Donors	Resource centre staff trained	
3.5.Drafting and accreditation of training programs for teachers in regular schools	2021	3000 €	Donors	MES	MES	Drafted and accredited programs	
3.6.Drafting and accreditation of programs by AKM for Braille and sign language	2021-2023		KCB	MES	MES	2 programs drafted	
3.7.Provision of courses for teachers, assistants and parents in Braille and sign language	2021-2023	10000 €	KCB Donors	MES	MES Donors	Courses provided	

3.7.1. Program development, Level 5 in sign language	2021-2023			MES	MES AAC OGG RC "Nene Tereza"	Functionalized program	
Specific objective 4	Indicator(s) for measuring the achievement of the objective			Baseline	Target 2021	Target 2022	Target 2023
<i>Improving the quality of teaching and learning in inclusive education at all levels of pre-university education</i>	<i>Teachers trained at all levels of pre-university education</i>			30%	35%	40%	45%
Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output	
4.1. Drafting a document for inclusion of students with disabilities in upper secondary education, specifically in VET schools	2020-2021	3000 €	Donors	MES	Donor	Approved document	
4.2. Development of guidelines for teachers on access, pedagogical work and specifics of students with disabilities	2021	5000 €	Donors	MES	MES	Approved guidelines	
4.3. Capacity building of teachers regarding the approach and specifics of students with disabilities	2021-2023	10000 €	Donors	MES	MES	Number of trained teachers	
4.4. Providing non-formal education in resource centres	2022-2023		KCB	Resource centres	MES	Non-formal education is provided in resource centres	
4.5 Creation of vocal synthesis in Albanian language	2021-2023				MES MASR (Albania)	Vocal synthesis created	
4.6. Use of materials during the teacher work process (materials drafted by NGOs)	2021-2023				MES NGO	Materials used by teachers	

LEGAL PROTECTION

Strategic objective 4: Creating the legal infrastructure for respecting and fulfilling the rights of Persons with Disabilities

Specific objective 1	Indicator(s) for measuring target achievement			Baseline	Target 2021	Target 2022	Target 2023
<i>Drafting laws for the protection and adherence of the rights of Persons with Disabilities</i>	<i>Drafting the Law on Inclusion</i>			1	100%		
Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output	
1.1. Involvement of OPD in drafting the legislation	2021-2023	No additional budgetary costs	BRK	Subordinate institutions (initiators) of draft laws	OGG	Number of laws consulted with the DPO	
Specific objective 2	Indicator(s) for measuring target achievement			Baseline	Target 2021	Target 2022	Target 2023
<i>Amending and supplementing the current legal framework for PWDs</i>	<i>Increasing cooperation with OPD through consultation in government policy making</i>			50%	60%	70%	80%
Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output	
1.1. Implementation of Regulation GRK 15/2014 on the Provision of Services in Sign Language	2021-2023	50.000 €	BRK	OPM/OGG	OPM AAC	Services provided	
1.2. Coordination on the Functionalization of the National Council on Disability	2021-2023	No additional budgetary costs	BRK	OGG	OGG DPO Line Ministries	Number of meetings held	
Specific objective 3	Indicator(s) for measuring target achievement			Baseline	Target 2021	Target 2022	Target 2023
<i>Capacity building of professional staff in the justice system for the Rights of Persons with Disabilities</i>	<i>An increase of 30% of trainings on specifics of PWDs inclusion within the justice and security system</i>			20%	30%	45%	40%
Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output	

3.1. Training of staff in the Probation and Correctional Services.	2021-2023	No additional budgetary costs	BRK	SHSK/MJ KCS/MJ	KIPA DPO Donors	Staff trained on the needs of people with disabilities in Probation and Correctional Institutions.
3.2. Drafting an informational guideline on the rights of persons with disabilities in the justice system	2021	No additional budgetary costs	BRK	MD KGJK KPK	DPO Donors	Guidelines drafted
3.3. Capacity building of KP by training police officers in charge of protecting and assisting victims regarding the specifics of PWD	2021-2023	No additional budgetary costs	BRK	POLICE	DPO DONORS	Number of police officers trained.
3.4. Drafting a guideline for the treatment of people with disabilities based on the specifics of disability.	2021-2023	No additional budgetary costs	BRK	POLICE	DPO DONORS	Guidelines drafted

ACCESS, INFORMATION, COMMUNICATION, PARTICIPATION AND STATISTICS

Strategic objective 5: Creating equal conditions in access, information, communication, participation and creating a unified data system for People with Disabilities

Specific objective 1	Indicator(s) for measuring target achievement		Baseline	Target 2021	Target 2022	Target 2023
<i>Researches, as needed, on the situation in the field with regard to PWD's access to facilities</i>	<i>Reflection of real condition of facilities available for People with Disabilities</i>		None	30%	40%	60%
	<i>Providing access to public institutions</i>		20%	25%	30%	35%
Activity	Deadline for implementation	Total cost	Source of funding	Leading institution	Supporting institution	Output
1.1. Awareness activities with this community, respectively meetings with NGOs that represent interests of people with disabilities, with special emphasis on the integration and employment of people with disabilities	2021-2023	No cost has been determined	MAFRD	MAFRD OGG	Line ministries	Number of activities held in municipalities and their reporting.

1.2. Workshops organized for the NGOs for people with disabilities	2021-2023	No determined cost	MAFRD	MAFRD OGG Municipality	Line ministries	Number of activities organized.	
1.3 Awareness campaign on agricultural grants for people with disabilities and parents of children with disabilities, MAFRD:	2021-2023	No determined cost	MAFRD	MAFRD OGG Municipality	Line ministries	Number of awareness activities and campaigns.	
1.4. Promotion of the rights of persons with disabilities in rural areas regarding the possibility of applying for subsidies and grants.	2021-2023	No determined cost	MAFRD	MAFRD OGG	Line ministries	Number of visits made to rural areas and number of families that have benefited from various agricultural grants.	
1.5 Promotion, cooperation and advancement of the rights of People with Disabilities in the Municipality	2021-2022	1000 €	MPL	MPL	MEA	Number of awareness campaigns	
1.6. Promotion of human rights in the Municipality/PWD. Full inclusion of PWDs in social life with equal conditions as all.	2021-2023	1000 €	MEA	MEA	MPL	Distribution of leaflets in municipalities aiming to raise awareness of the Administrative Instruction 33/07.	
1.7 Establishment/strengthening of the Advisory Committee of Persons with Disabilities	2021-2023	To be decided by OGG	MPL	OGG MPL MEA	Municipalities	Number of municipalities which have established ACPWD	
1.8 Information campaign for the provision of Free Legal Aid to organizations of people with disabilities	2021- 2023		OGG/MPL	Agency for Free Legal Aid OGG Line Ministries Municipalities	MPL	Number of meetings organized	
1.9 Drafting a Municipal Action Plan for People with Disabilities in the Municipality	2021-2023	No additional cost	MPL	MPL	MEA Municipality	Drafted plan	
Specific objective 2	Indicator(s) for measuring target achievement			Baseline	Target 2021	Target 2022	Target 2023
<i>Providing access to facilities for PWDs</i>	<i>Access to public institutions</i>			20%	25%	30 %	35 %
	<i>Access to health institutions</i>			24%	30%	40%	45%
	<i>Access to educational institutions</i>			75%	80%	85%	90%
Activity	Deadline for	Total cost	Source of	Leading	Supporting	Output	

	implementation		funding	institution	institution	
2.1.Implementation of Administrative Instruction 33/2007 "on the technical conditions of construction facilities for the access of people with disabilities"	2021-2023	No additional cost	MEA/MPL	MEA	MEA	<i>Two assessments for the implementation of AI 33/2007 per year.</i>