

# UNDIS Reporting Form

## General Information

Status

Finished

\* Report Prepared by (Required)

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Entity

OHCHR

Report prepared by Email

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Reporting year

2021

\* Designation (Position/Unit) (Required)

Human Rights and Disability Adviser

United Nations (UN) entities (funds and programmes, specialized agencies, offices and departments of the UN Secretariat, related organizations and peacekeeping and political missions in the field) are requested to report on their implementation of the UN Disability Inclusion Strategy. This reporting form will be used by UN entities to report performance on the Strategy's Entity Accountability Framework.

The Strategy was launched by the Secretary-General in June 2019 to raise the UN's performance on disability inclusion across the UN system. Reporting on its implementation will enable an assessment of the extent to which disability inclusion is mainstreamed within the Organization's work, spotlight good practice and identify key areas which may require development of staff knowledge and capacity, technical resources, and assistance.

Entity reports inform the Secretary-General's report on system-wide implementation of the Strategy, which is prepared by the Disability Inclusion Team in the Executive Office of the Secretary-General. The system-wide report is submitted annually to the General Assembly in its regular session.

The Entity Progress Report on the implementation of the UN Disability Inclusion Strategy must be submitted to the Executive Office of the Secretary-General (EOSG) via the online reporting platform. Entities may wish to use the excel form (available below), which follows the reporting platform structure, to undertake their self-assessment and upload the information to the platform once the information is collated.

Individual entity reports will not be published.

[UNDIS Entity Reporting Template \(Downloadable Excel Document\)](#)

## Indicator 1: Leadership

### Approaches Requirements

**1.a.i.** Senior managers internally and publicly champion disability inclusion

### Meets Requirements

**1.b.i.** Senior managers internally and publicly champion disability inclusion

*and*

**1.b.ii.** Implementation of entity disability policy/strategy is reviewed by senior management annually, with remedial action taken as needed

### Exceeds Requirements

**1.c.i.** Senior managers internally and publicly champion disability inclusion

*and*

**1.c.ii.** Implementation of entity disability policy/strategy is reviewed by senior management annually, with remedial action taken as needed

*and*

**1.c.iii.** A specific senior-level mechanism is in place for ensuring accountability for disability inclusion

### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

### \* Q2 Justification for Rating (Required)

Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.


OHCHR adopted in 2020 its UN Human Rights Disability Rights Strategy (DRS). The action plan in the strategy includes specific actions to enhance leadership on disability rights. The High Commissioner (HC) and Deputy High Commissioner (DHC) engagement on disability rights in public and internal processes continue to be consistent. In 2021, the HC & DHC worked with the International Paralympic Committee, a whole new constituency of persons with disabilities globally, to deliver We The 15 global campaign. The DRS was assessed in a participatory process involving all responsible entities in OHCHR, qualifying DRS







compliance against number of actions, and remedial action was taken based on such review. Senior management was involved in the evaluation. Hence, the OHCHR meets all the required actions under 'exceeding requirements.'

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind1_DRS Action Plan 2022.docx	28/03/2022, 11...	Facundo C
 OHCHR_Ind1_SMT 13 December 21 _minutes signed b...	28/03/2022, 11...	Facundo C
 OHCHR_Ind1_SMT briefing note for 13 December mee...	28/03/2022, 11...	Facundo C
 OHCHR_Ind1_DRS Policy 2022.docx	28/03/2022, 11...	Facundo C
 OHCHR_Ind1_Report and action plan FINAL.docx	28/03/2022, 11...	Facundo C

### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

OHCHR has been very active on disability and senior management has been supportive of this human rights issue. OHCHR will continue to develop its internal systems to increase engagement of senior management.

### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

UN High Commissioner for Human Rights' Executive Office

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

## Reviewer Feedback

### Additional comments on Indicator

Thank you for the information provided. If the DRS was reviewed through a standing mechanism or process through which senior leadership will be ensuring accountability on disability inclusion, we agree with the rating of 'exceeds requirements'. If no standing mechanism or process has yet been established, the recommended rating is 'meets requirements'.

## Indicator 2: Strategic Planning and Management

### Approaches Requirements

**2.a.i.** Entity commitment to disability inclusion is in the overview/preamble of the main strategic planning document

### Meets Requirements

**2.b.i.** Entity commitment to disability inclusion is in the overview/preamble of the main strategic planning document

*and*

**2.b.ii.** Entity commitment to targeted and mainstream disability inclusion is reflected in results statements and/or indicators of the main strategic planning document

*and*

**2.b.iii.** Disaggregation of data by disability and sex in the main strategic planning document, as relevant

## Exceeds Requirements

**2.c.i.** Entity commitment to disability inclusion is in the overview/preamble of the main strategic planning document

*and*

**2.c.ii.** Entity commitment to targeted and mainstream disability inclusion is reflected in results statements and/or indicators of the main strategic planning document

*and*

**2.c.iii.** Disaggregation of data by disability and sex in the main strategic planning document, as relevant

*and*

**2.c.iv.** System implemented to track resource allocation to disability inclusion across the entity

### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

### \* Q2 Justification for Rating (Required)

Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.


OHCHR's Organization Management Plan 2018-2021 (OMP) is the main strategic document of OHCHR and includes persons with disabilities as 'spotlight population,' promoting a specific focus on them at both programmatic and operational levels. The OMP also refers to women and youth as spotlight population, promoting an intersecting view between both populations. In addition, 'spotlight



populations' allow for planning on programmatic action where responsible planning personnel identifies mainly disability-specific action on persons with disabilities. Activities described as spotlight population do not need to be disability-specific, consequently, they can also serve mainstream programmes which have some prevalent component on disability rights. Through Annual Work Plans, planning can specify more than one population focus to better reflect human rights mainstreaming. Human rights mainstreaming is expressly referred to in the OMP, including the human rights of persons with disabilities. The results statements in the OMP reflect disability inclusion, nevertheless, OHCHR is not disaggregating data by disability in its main planning document beyond the 'spotlight population,' which allows for tracking work in that line. The Annual Work Plan allows for tracking work through direct references to this group in activities defined or, indirectly, through references to monitoring of recommendations stemming from the Committee on the Rights of Persons with Disabilities. Consequently, OHCHR while partially meeting the actions under 'meeting requirements,' further action is needed to achieve this rating following the technical notes. Hence, rating is indicated as 'approaches requirements' for this indicator.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind2_Report and action plan FINAL.docx	28/03/2022, 11...	Facundo C

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#### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

OHCHR will work with other UN entities to agree on a joint approach to data disaggregation, looking at the possibility of rating 'meeting requirements' for this indicator in 2022.

#### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Policy, Planning, Monitoring, and Evaluation Service

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

### Reviewer Feedback

### Additional comments on Indicator

## Indicator 3: Disability-Specific Policy/Strategy

### Approaches Requirements

**3.a.i.** Policy/strategy on mainstreaming disability inclusion is in place

### Meets Requirements

**3.b.i.** Policy/strategy on mainstreaming disability inclusion is in place and implemented

### Exceeds Requirements

**3.c.i.** Policy/strategy on mainstreaming disability inclusion is in place and implemented

*and*

**3.c.ii.** Entity provides an update at least every two years to Governing Body or equivalent on implementation of policy/strategy, and implements remedial action as needed

\* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

**\* Q2 Justification for Rating (Required)**


Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.





OHCHR Disability Rights Strategy, was designed to implement the UNDIS and to guide strategic action in programming. Annual Work Plans incorporated the action plan in the DRS to advance action in operations. OHCHR DRS was adopted in December 2020, strategic priorities were not translated in the field activities yet. Nonetheless, activities included in the annual work plan for 2022 targeting both disability-specific and mainstream activities are evidence of the impact of the Spotlight population strategy in the OMP. Activities were identified in approximately 79 countries. The DRS integrates disability rights in a sustainable way in the work of the Senior Management Team. In addition, the Human Rights Council mandate to report (A/HRC/43/23) will provide the opportunity to assess performance at a mid-year interval. Hence, OHCHR rates 'Exceeds requirements' under this indicator.

**Q3 Supporting documentation**

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind3_report and action plan FINAL.DOCX	28/03/2022, 11...	Facundo C
 OHCHR_Ind3_Report on activities.xlxs.xlsx	28/03/2022, 11...	Facundo C
 OHCHR_Ind3_assessment on diversity for OEAP on inc...	28/03/2022, 11...	Facundo C



**\* Q4 Actions planned and timeline to maintain/enhance progress (Required)**

In 2022, OHCHR will better integrate its new policy in the entity's work, including through internal communication and dissemination of the DRS.

**\* Q5 Unit responsible (Required)**



Please note the name of the unit responsible for implementing the actions listed above.

Policy, Planning, Monitoring, and Evaluation Service; HC Executive Office and Human Rights & Disabilit...

## Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

### Reviewer Feedback

### Additional comments on Indicator

## Indicator 4: Institutional Set-Up

### Approaches Requirements

**4.a.i.** Entity has a unit/individual with substantive expertise on a human rights-based approach to disability

### Meets Requirements

**4.b.i.** Entity has a unit/individual with substantive expertise on a human rights-based approach to disability

*and*

**4.b.ii.** Entity coordinates a focal point network on disability including all relevant departments and country offices

### Exceeds Requirements

**4.c.i.** Entity has a unit/individual with substantive expertise on a human rights-based approach to disability

*and*

**4.c.ii.** Entity coordinates a focal point network on disability including all relevant departments and country offices

*and*

**4.c.iii.** Entity holds a focal point network meeting at least once a year

**\* Q1 Provide rating of the entity for the indicator (Required)**

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

**\* Q2 Justification for Rating (Required)**


Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.



OHCHR counts with a Human Rights & Disability Advisor that leads the work on disability inclusion in OHCHR. In 2021, OHCHR appointed a P3 post to support OHCHR's Advisor. In addition, OHCHR launched in 2021 the UN Human Rights Disability Rights Community of Practice. The DRS COP is an electronic platform led by the Human Rights & Disability team, the CRPD Secretariat and the SR on the rights of persons with disabilities Secretariat, in which updates on disability rights are shared, training is provided and coordinated action is encouraged. The mandate of the Advisor is broad, it includes global advocacy in intergovernmental processes, inter-agency work, support to field presences, internal support in operational aspects, including planning and programming, engagement with external partners, fundraising, and supporting the work of senior management. In addition, the Advisor leads engagement with civil society and organizations of persons with disabilities. The Advisor with FOTCD also coordinates the disability focal points network in OHCHR. OHCHR meets all requirements indicated in the technical notes for rating 'meets requirements.'

**Q3 Supporting documentation**

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind4_Report and action plan FINAL.docx	28/03/2022, 12...	Facundo C

**\* Q4 Actions planned and timeline to maintain/enhance progress (Required)**

In 2022, OHCHR will explore further actions to advance its performance under the required actions defined in 'exceeds requirements' rating, according to the planned action in the recently adopted UN Human Rights Disability Rights Strategy. In addition, the DRS COP will be assessed and strengthened. Given the increase in field work, OHCHR will explore ways of increasing the capacity of the Human Rights and Disability team.

**\* Q5 Unit responsible (Required)**

Please note the name of the unit responsible for implementing the actions listed above.

Development, Economic and Social Issues Branch (DESIB) & Field Operations and Technical cooperatio...

**Q6 Additional Information**

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

UNDIS had a positive impact in UN country teams, opening more opportunities to work on disability rights. Human rights advisors and components in country teams and peacekeeping operations had been tasked to support UNDIS implementation in a number of countries. OHCHR will assess in 2022 the impact on the workload of the human rights teams supporting UNCTs and PKOs brought by UNDIS to submit complete information to the Human Rights Council in 2023.

**Reviewer Feedback**

**Additional comments on Indicator**

**INCLUSIVENESS**

**Indicator 5: Consultation with Persons with Disabilities**

### Approaches Requirements

**5.a.i.** Systematic close consultation with, and active involvement of, organizations of persons with disabilities on all disability-specific issues

*and*

**5.a.ii.** Guidelines for consultation are in place

### Meets Requirements

**5.b.i.** Systematic close consultation with, and active involvement of, organizations of persons with disabilities on all disability-specific issues and broader issues

*and*

**5.b.ii.** Guidelines for consultation are in place

### Exceeds Requirements

**5.c.i.** Systematic close consultation with, and active involvement of, organizations of persons with disabilities on all disability-specific issues and broader issues

*and*

**5.c.ii.** Guidelines for consultation are in place

*and*

**5.c.iii.** Entity has a partnership with organizations of persons with disabilities at the headquarters level and guidance on engagement with a diversity of organizations of persons with disabilities at the regional/country level

#### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

#### \* Q2 Justification for Rating (Required)

Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.


OHCHR consults regularly with organizations of persons with disabilities through its main partner, the International Disability Alliance, on disability-specific issues. Special Procedures, the Human Rights Council Task Force on Accessibility and the Treaty Bodies system also engage in consultations for country visits and thematic reports, accessibility issues related to the Human Rights Council, and through country reviews, thematic work and general comments. OHCHR does not have a systematic approach to consultation. An email list with civil society organizations is used to distribute consultation documents, usually counting with several organizations of persons with disabilities included in it. The list does not count with disaggregation mechanisms to grant OHCHR the possibility of tracking engagement by



constituency or thematic aspects. More generally, consultations are posted in OHCHR's website and replies are commonly posted there. A group of staff with disabilities and with dependents with disabilities, created an employee reference group, OHCHR senior management met with this ERG in 2022 to consult on their priorities. The UNDIS guidelines for consultation were integrated in OHCHR policy. Hence, OHCHR rates as 'approaches' in this indicator.



### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind5_report and action plan FINAL.docx	28/03/2022, 12...	Facundo C

### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

OHCHR will explore in 2022 how to develop mechanisms internally to keep record of consultations with OPDs in a systemic way.

### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Human Rights Council and Treaty Mechanisms Division (CTMD), civil society team in the Office of the D...

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

Reviewer Feedback

## Additional comments on Indicator

### Indicator 6: Accessibility

#### Approaches Requirements

**6.a.i.** Baseline assessment on accessibility is complete

#### Meets Requirements

**6.b.i.** Accessibility policy/strategy is in place and has been implemented

#### Exceeds Requirements

**6.c.i.** Accessibility policy/strategy is in place and has been implemented

*and*

**6.c.ii.** Review/assessment of the policy/strategy is undertaken at least every five years

#### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

#### \* Q2 Justification for Rating (Required)

Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.

OHCHR publications

OHCHR does not have a comprehensive baseline assessment on accessibility in two of the five different areas to be considered under this indicator (Information and communication technology (ICT) and facilities. ICT and support to events, given the volume, has been and will continue to be managed under reasonable accommodation. Documentation is dependent on UNOG DCM and DGACM for accessibility in final products, nevertheless, OHCHR/MDPU delivered in 2021 an assessment establishing targets and budget projections for publications and documents. OHCHR has made progress in partially meeting

UNDIS-related accessibility targets, thereby reflecting the rating of “approaches requirements” for this specific area. Electronic publications on the OHCHR website, including over 200 active titles in multiple official UN languages, are largely screen reader-compatible. Ad hoc funding allowed OHCHR to issue five accessible ePUBs in three UN languages in 2021.

SR/IE publications

In 2021, the mandate of the Special Rapporteur on the Rights of Persons with Disabilities produced accessible versions of the Special Rapporteur’s Vision report presented at the 46th session of the Human Rights Council; and the report to the 76th session of the General Assembly on the rights of persons with disabilities in the context of armed conflict.


OHCHR documents




It is envisioned that accessible parliamentary documents targets will be reached through enhancements to the down-stream language and desktop processing performed by UNOG. OHCHR is at the ready to facilitate the anticipated template-based solution, when the enhanced templates are made available. Hence, OHCHR rates 'missing' under this indicator.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind6_assessment on publications and docume...	28/03/2022, 12...	Facundo C
 OHCHR_Ind6_report and action plan FINAL.docx	28/03/2022, 12...	Facundo C

### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

In 2022, OHCHR will evaluate its accessibility needs in field premises under its budgetary control to budget for accessibility in 2023. By the end of 2023, a 10% increase in the overall multilingualism, accessibility and technological diversification of OHCHR publications has been set as a target in the OHCHR Organizational Effectiveness Action Plan 2022-23 on External Communication. In 2022, further three ePUBs awaiting issuance and additional accessible versions expected to be released before year-end.

### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Information Management & Technology Section, Meetings, Documents and Publications Unit (MDPU), ...

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

In terms of the strategic and operational framework governing the OHCHR publications programme, the Office meets both the requirements of having an accessibility strategy/policy for publications in place, and in reviewing and updating this policy periodically for compliance with Secretariat guidance. An updated Policy and Terms of Reference were approved by senior management in April 2021 and operationalized, with additional publishing guidance aligned with UN Secretariat standards for accessibility, formalized and made available to OHCHR staff worldwide. In addition to these achievements, MDPU continued to incorporate diversity and inclusion targets in its annual work plans and actively encouraged originating sections to consider and fund accessible versions when presenting proposals for new OHCHR publications. Despite the limitations of relying on ad hoc funding from originating sections in the absence of dedicated funding within MDPU, OHCHR has increased the number of accessible publications in multiple official UN languages and in the UN Publications Board's preferred ePUB digital format over the past few years.

Notwithstanding the Office's reliance on DCM and UNOG for delivery of accessible parliamentary documents, OHCHR, via MDPU's coordinative role, remains in a position to provide upstream support (template/macro report usage) to facilitate downstream DCM delivery of accessible parliamentary documents.

## Reviewer Feedback

## Additional comments on Indicator

# Indicator 6.1: Accessibility of Conferences and Events

## Approaches Requirements

**6.1.a.i.** Baseline assessment of accessibility and reasonable accommodation for conferences and events has been completed



### Meets Requirements

**6.1.b.i.** Baseline assessment of accessibility and reasonable accommodation for conferences and events has been completed

*and*

**6.1.b.ii.** Policies and guidelines on accessibility of conference services and facilities are in place and accessibility targets are established and met

### Exceeds Requirements

**6.1.c.i.** Baseline assessment of accessibility and reasonable accommodation for conferences and events has been completed

*and*

**6.1.c.ii.** Policies and guidelines on accessibility of conference services and facilities are in place and accessibility targets are established and met

*and*

**6.1.c.iii.** Accessibility action plan for conference services and events is assessed every year and revised, as appropriate

#### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

#### \* Q2 Justification for Rating (Required)

Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.

OHCHR's main activities do not include service provision for large conferences and events. At headquarters level, this is managed by UNOG, in NY, it is the UN Secretariat. For smaller events, such as side events or expert meetings, OHCHR hires ad hoc services. Given the volume, OHCHR manages and will continue to manage this area under indicator 6 on accessibility and through the provision of reasonable accommodation (see indicator 7).

#### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)

 Attach Document or Link

**\* Q4 Actions planned and timeline to maintain/enhance progress (Required)**

N/A

**\* Q5 Unit responsible (Required)**

Please note the name of the unit responsible for implementing the actions listed above.

N/A

**Q6 Additional Information**

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

**Reviewer Feedback**

**Additional comments on Indicator**

**Indicator 7: Reasonable Accommodation**

**Approaches Requirements**

**7.a.i.** Reasonable accommodation policy/strategy is under development

**Meets Requirements**

**7.b.i.** Reasonable accommodation policy/strategy has been implemented, including adequately funded mechanism

**Exceeds Requirements**

**7.c.i.** Reasonable accommodation policy/strategy has been implemented, including adequately funded mechanism

*and*

**7.c.ii.** Entity keeps a record of reasonable accommodations requested and provided and the level of satisfaction with the provision of reasonable accommodation

**\* Q1 Provide rating of the entity for the indicator (Required)**

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

**\* Q2 Justification for Rating (Required)**


Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.




OHCHR has been providing reasonable accommodation for persons with disabilities during a number of years. Being the Secretariat of the Committee on the Rights of Persons with Disabilities, the Human Rights Council and the Special Rapporteur on the Rights of Persons with Disabilities had put OHCHR in the position to provide accommodation on a regular basis. In addition, OHCHR has staff with disabilities that also benefitted from reasonable accommodation. In 2018, OHCHR adopted a reasonable accommodation policy. OHCHR Disability Rights Strategy has included additional requirements on reasonable accommodation, inexistent in the original policy. In 2021, an electronic system and a procedure was established with an accountability mechanism that includes quality assessment. The system triggers centralized funding under this category. Hence, OHCHR 'exceeds requirements.'

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind7_Report and action plan FINAL.docx	28/03/2022, 12...	Facundo C
 OHCHR_Ind7_Reasonable Accomodation Request User ...	28/03/2022, 12...	Facundo C

**\* Q4 Actions planned and timeline to maintain/enhance progress (Required)**

OHCHR Will perform its first assessment on the reasonable accommodation system in 2022 and take remedial action based on it.

**\* Q5 Unit responsible (Required)**

Please note the name of the unit responsible for implementing the actions listed above.

Programme Support Management Services (PSMS)

**Q6 Additional Information**

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

**Reviewer Feedback**

**Additional comments on Indicator**

## Indicator 8: Procurement

### Approaches Requirements

**8.a.i.** Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers

*and*

**8.a.ii.** Procurement policies ensure that the procurement process is accessible

### Meets Requirements

**8.b.i.** Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers

*and*

**8.b.ii.** Procurement policies ensure that the procurement process is accessible

*and*

**8.b.iii.** Target is established and met for number/percentage of relevant procurement documents that have accessibility as a mandatory requirement

### Exceeds Requirements

**8.c.i.** Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers

*and*

**8.c.ii.** Procurement policies ensure that the procurement process is accessible

*and*

**8.c.iii.** Target is established and met for number/percentage of relevant procurement documents that have accessibility as a mandatory requirement

*and*

**8.c.iv.** Procurement policy promotes purchasing from disability-inclusive suppliers, and guidelines have been developed for this purpose

**\* Q1 Provide rating of the entity for the indicator (Required)**

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

**\* Q2 Justification for Rating (Required)**


Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.




OHCHR is reporting on this indicator for the first time after assessing the need for including accessibility requirements in procurement processes as well as making OHCHR's procurement a contributing force to sustainable societies through its Organization Effectiveness Action Plan on Sustainable Environmental Management. As a first step, OHCHR included the HLCM guidelines in its DRS policy. Through this action, OHCHR meets the requirements for 'approaches requirements,' with the exception of capacity building resources. Hence, it rates 'approaches'.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind8_ Organization Effectiveness Action Plan o...	28/03/2022, 12...	Facundo C
 OHCHR_Ind8_Report and action plan final.docx	28/03/2022, 12...	Facundo C

### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

In 2022, OHCHR will identify key actions to be undertaken through the year and will include specific actions in 2023 DRS Action Plan.

### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Procurement, Logistics, Registry and Field Support Unit, Programme Support and Management Service...

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

## Reviewer Feedback

### Additional comments on Indicator

Thank you for the information provided on this indicator. As OHCHR is a Secretariat entity, we would recommend a rating of 'approaches requirements', as per the guidance provided by DOS to all Secretariat entities in preparation for reporting.

## PROGRAMMING

### Indicator 9: Programmes and Projects

#### Approaches Requirements

**9.a.i.** Guidance note or equivalent adopted on mainstreaming disability inclusion at all stages of the programme/project cycle

#### Meets Requirements

**9.b.i.** Guidance note or equivalent adopted on mainstreaming disability inclusion at all stages of the programme/project cycle

*and*

**9.b.ii.** Entity establishes and meets the minimum level of programmes and projects that mainstream disability inclusion

#### Exceeds Requirements

**9.c.i.** Guidance note or equivalent adopted on mainstreaming disability inclusion at all stages of the programme/project cycle

*and*

**9.c.ii.** Entity establishes and exceeds the minimum level of programmes and projects that mainstream disability inclusion

\* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

### \* Q2 Justification for Rating (Required)


Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.



OHCHR has no guidance for mainstreaming disability-inclusion nor developed an internal mechanism to define a minimum level of projects or programmes on disability inclusion, both mainstream or specific. Hence, OHCHR does not meet the required actions to meet 'approaches requirements,' according to the UNDIS technical notes. OHCHR, consequently, rates 'missing' for this indicator.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind9_report and action plan draft - Final.docx	28/03/2022, 12...	Facundo C

### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

OHCHR will develop guidance to mainstreaming disability-inclusion in 2022, working together with other UN entities to have a common approach system-wide, and it will be submitted for approval of the Senior Management Team. Reference to this guidance will be included in the Office's Programming Manual currently being finalized. References to the Disability Rights Policy and Action Plan have been already included.

### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Human Rights and Disability Advisor; Field Operations and Technical Cooperation Division (FOTCD); Pol...

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator



## Reviewer Feedback

## Additional comments on Indicator

## Indicator 10: Evaluation

### Approaches Requirements

**10.a.i.** Evaluation guidelines contain guidance on how to address disability inclusion

### Meets Requirements

**10.b.i.** Evaluation guidelines contain guidance on how to address disability inclusion

*and*

**10.b.ii.** Disability inclusion is mainstreamed effectively throughout the evaluation process and reflected in the terms of reference, inception and evaluation report(s)

### Exceeds Requirements

**10.c.i.** Evaluation guidelines contain guidance on how to address disability inclusion

*and*

**10.c.ii.** Disability inclusion is mainstreamed effectively throughout the evaluation process and reflected in the terms of reference, inception and evaluation report(s)

*and*

**10.c.iii.** Meta-analysis of evaluation findings, conclusions and recommendations relating to disability inclusion is performed at least every five years

\* Q1 Provide rating of the entity for the indicator (Required)

Approaches Requirements

Meets Requirements

Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.



Missing

Not Applicable

### \* Q2 Justification for Rating (Required)

Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.

The Model of Terms of Reference for Evaluations revised on November 2019 to address disability inclusion issues was applied in the undertaking of the evaluations conducted in 2021:


- the UN Free and Equal campaign,
- the Indigenous and Minorities Fellowships programme,
- the Colombia Country Programme,
- the Ethiopia Country Programme, and
- the Iraq Accountability project.






The reports of the aforementioned evaluations have been self-assessed and disability inclusion has been mainstreamed in the evaluation criteria and questions, methodology, findings, conclusions and recommendations.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind10_Report and action plan - final.docx	28/03/2022, 13...	Facundo C
 OHCHR_Ind10_Model of Terms of Reference for Evalua...	28/03/2022, 13...	Facundo C
 OHCHR_Ind_10_Evaluation of the Indigenous and Mino...	28/03/2022, 13...	Facundo C
 OHCHR_Ind10_Evaluation of the UN Free and Equal ca...	28/03/2022, 13...	Facundo C



### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

Disability inclusion components identified in the Model of Terms of Reference to be implemented by evaluation managers and evaluators in the planning and undertaking of evaluations to be conducted in the Office in 2022 (by December 2022).

Revision of the guidance on preparation of evaluation reports in terms of disability inclusion in 2022 (by

December 2022), using the UNEG guidance developed

The mainstreaming of disability inclusion in evaluations conducted in 2022 to be assessed in the next UN DIS reporting cycle in the first quarter of 2023 (by March 2023).

**\* Q5 Unit responsible (Required)**

Please note the name of the unit responsible for implementing the actions listed above.

Policy, Planning, Monitoring and Evaluation Service.

## Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

OHCHR model of Terms of Reference for evaluations was considered among the best practices used for the development of the UNEG Guidance on Integration of Disability Inclusion in Evaluations. OHCHR had an active role in the development of this UNEG guidance to be launched in March 2022 by the UNEG Working Group on Gender, Disability and Human Rights co-convened by OHCHR and UN Women.

### Reviewer Feedback

### Additional comments on Indicator

## Indicator 11: Country Programme Documents

### Approaches Requirements

**11.a.i.** Guidance on country programme documents mainstreams disability inclusion

### Meets Requirements

**11.b.i.** Guidance on country programme documents mainstreams disability inclusion

*and*

**11.b.ii.** All country programme documents include analysis and corresponding programming on disability inclusion

### Exceeds Requirements

**11.c.i.** Guidance on country programme documents mainstreams disability inclusion

*and*

**11.c.ii.** All country programme documents include analysis and corresponding programming on disability inclusion

*and*

**11.c.iii.** Knowledge management practices and processes promote improved mainstreaming of disability inclusion into country programme documents

#### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

#### \* Q2 Justification for Rating (Required)

Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.


OHCHR, with the exception of integrating CCRPD Committee's concluding observations in country programmes, has not issued disability-specific guidelines for mainstreaming disability inclusion in programming. Nevertheless, OHCHR's country programmes build an essential part of OHCHR's Management Plan 2018-2021 (OMP). All Country programmes were formulated on the basis of an assessment of the human rights situation to identify those that are most affected by the issues. Especially the focus was on the questions How do the issues impact women, young people and people living with disabilities? (targeted populations for 2018-2021). What difficulties are they facing to claim their rights? (see guidelines page 6) As the guidance also refers to women as spotlight population, an intersecting view between both populations is promoted. Based on the assessment, the office identified the biggest gaps and in reference to relevant recommendations of the International Human Rights Mechanisms country results defined to achieve by 2023. For these country results relevant target groups were



identified. Consequently, OHCHR while partially meeting the actions under 'approaching requirements,' (2 out of 6) further action is needed to achieve this rating following the technical notes. Hence, rating is indicated as 'missing' for this indicator.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind11_report and action plan draft - FINAL.docx	28/03/2022, 13...	Facundo C

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### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

In light of the implementation of the UN development system reform, in 2023, OHCHR will develop guidance on country programme documents to mainstream disability inclusion together with other UN entities. Reference to this guidance will be included in the Office's Programming Manual currently being finalized. Reference to the Disability Rights Policy and Strategy has been already included.

### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Field Operations and Technical Cooperation Division (FOTCD); Policy, Planning, Monitoring and Evaluat...

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

Reviewer Feedback

## Additional comments on Indicator

### Indicator 12: Joint Initiatives

#### Approaches Requirements

**12.a.i.** Entity participates actively in inter-agency coordination mechanism(s) on disability inclusion

#### Meets Requirements

**12.b.i.** Entity participates actively in inter-agency coordination mechanism(s) on disability inclusion

*and*

**12.b.ii.** One joint programme/initiative is in place

#### Exceeds Requirements

**12.c.i.** Entity participates actively in inter-agency coordination mechanism(s) on disability inclusion

*and*

**12.c.ii.** More than one joint programme/initiative is in place

#### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

#### \* Q2 Justification for Rating (Required)


Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.



OHCHR is one of the permanent co-Secretariat entities, together with UNDESA, of the Inter Agency Support Group for the Convention on the Rights of Persons with Disabilities. OHCHR is part of the UN Partnership on the Rights of Persons with Disabilities and the UNDIS focal point network. In 2021 contributed to a UNPRPD funded initiative on Covid-19. Hence, OHCHR meets all requirements to 'exceed requirements' according to the technical notes.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind12_Report and action plan FINAL.docx	28/03/2022, 13...	Facundo C

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#### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

OHCHR will continue to engage with the UN system, in particular, it will be actively engaging with the UNDIS focal point network to develop system-wide guidelines for its implementation.

#### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Field Offices and Technical Cooperation Division (FOTCD) and Human Rights and Disability Advisor

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

#### Reviewer Feedback

#### Additional comments on Indicator

## ORGANIZATIONAL CULTURE

### Indicator 13: Employment

#### Approaches Requirements

**13.a.i.** Employment policy/strategy and other human resources-related policies/strategies include provisions to attract, recruit, retain, and promote career development of employees with disabilities

#### Meets Requirements

**13.b.i.** Employment policy/strategy and other human resources-related policies/strategies include provisions to attract, recruit, retain, and promote career development of employees with disabilities

*and*

**13.b.ii.** Employees with disabilities report satisfaction and well-being at a level similar to that of the general staff body

#### Exceeds Requirements

**13.c.i.** Employment policy/strategy and other human resources-related policies/strategies include provisions to attract, recruit, retain, and promote career development of employees with disabilities

*and*

**13.c.ii.** Employees with disabilities report satisfaction and well-being at a level similar to that of the general staff body

*and*

**13.c.iii.** Number of persons with disabilities entering the organization through targeted or mainstream recruitment practices has increased

\* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

\* Q2 Justification for Rating (Required)



Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.

OHCHR is an entity of the UN Secretariat and is governed by the Organization's policies, rules and regulations.

OHCHR continues to integrate diversity and inclusion throughout the entire human resources management life-cycle. This includes workforce planning and outreach measures, talent management, training, mentoring, performance management and other measures related to recruitment, retention and promotion of staff.


Employment and other Human Resources related policies, strategies and practices in terms of substantive equality, non-discrimination and diversity are aligned, and compliant with, Secretary-General directives. The recently established UN Human Rights Disability Rights Strategy and Action Plan supports the Office in apportioning roles and responsibilities necessary to deliver UNDIS objectives and associated performance indicators.






Workplace adjustments, to include: equipment, accommodation for travel, household support and mobility are administered on an individual basis, and upon request through a dedicated portal.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind13_Managing our Talent OEAP.pdf	28/03/2022, 13...	Facundo C
 OHCHR_Ind13_Report and action plan final.docx	28/03/2022, 13...	Facundo C
 UNDIS Secretariat Common Language - Indicator 7_In...	28/03/2022, 13...	Facundo C
 OHCHR_Ind13_Diversity and inclusion OEAP.pdf	28/03/2022, 13...	Facundo C



### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

The establishment of a Committee on Diversity and Inclusion (Race, Gender and other forms of Diversity) will allowing OHCHR to further consider a range of inclusiveness requirements as outlined in the OEAP on Diversity and Inclusion

(Required)

## \* Q5 Unit responsible

Please note the name of the unit responsible for implementing the actions listed above.

Programme Support and Management Services/Human Resources Management Section (PSMS/HRMS...

## Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

UN Secretariat staff rules require updating for OHCHR to be able to fully implement actions to 'approach requirements' under the technical notes. In addition, OHCHR encourages the Secretary General to start a dialogue with the International Civil Service Committee, the High Level Committee on Management and Member States on the consideration of disability-specific benefits, particularly on support services.

Enhancing diversity among OHCHR staff and management remains a priority for the High Commissioner and the UN Human Rights Office.

In addition to establishing a new Organizational Effectiveness Action Plan (OEAP on Diversity and Inclusion, OHCHR has consolidated and apportioned UNDIS objectives and associated performance indicators in the following internal documents:

1. UN Human Rights Disability Rights Policy.
2. UN Human Rights Disability Rights Strategic Document.
3. UN Human Rights Disability Rights Action Plan.

OHCHR has recruited a Senior Diversity and Inclusion Adviser, reporting directly to the High Commissioner to advise on how to fulfil the responsibilities for the achievement of equitable geographic representation, gender parity and a diverse workforce.

OHCHR is committed to delivering the recommendations of the internal Diversity Task Force, in addition to ongoing commitments to General Assembly resolutions on staff composition and the Secretary-General's strategies.

### Reviewer Feedback

### Additional comments on Indicator

## Indicator 14: Capacity Development

### Approaches Requirements

**14.a.i.** Entity-wide learning and/or training opportunities are available to increase the capacity of staff at all levels in disability inclusion

### Meets Requirements

**14.b.i.** Entity-wide learning and/or training opportunities are available to increase the capacity of staff at all levels in disability inclusion

*and*

**14.b.ii.** Successful completion of learning activities and use of available learning resources on disability inclusion are mandatory, and completion and use are tracked

### Exceeds Requirements

**14.c.i.** Entity-wide learning and/or training opportunities are available to increase the capacity of staff at all levels in disability inclusion

*and*

**14.c.ii.** Successful completion of learning activities and use of available learning resources on disability inclusion are mandatory, and completion and use are tracked

*and*

**14.c.iii.** Tailored learning activities and learning resources on disability inclusion are available, in particular for senior managers and staff union representatives

#### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

#### \* Q2 Justification for Rating (Required)

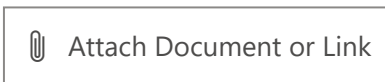
Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.



OHCHR developed a training of trainers' package and an SDG-CRPD resource package that are available on line for public use. In previous years this training of trainers' package has been broadly used to deliver and to build on capacity building strategies across the UN and beyond. In OHCHR, it is used to build staff capacity and to work with external partners. Nevertheless, OHCHR has not adapted these tools to reflect operations' capacity requirements. In 2021, the Human Rights and Disability Unit supported the UNDIS Secretariat and the Development Coordination Office to deliver training on human resources. These were made available on line to UN Secretariat and UNCTs, both including OHCHR staff. Hence, OHCHR meets the required actions for 'approaches requirements' under the technical notes.

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&,?)



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 OHCHR_Ind14_Report and action plan final.docx	28/03/2022, 13...	Facundo C

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### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

OHCHR will engage in 2022 in training staff relevant to the implementation of the UNDIS, addressing the existing capacity gap in operations, particularly on aspects related to reasonable accommodation and specific areas connected to operations work

### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Human Rights and Disability Advisor (HRDA); Human Resources Management Section

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

### Reviewer Feedback

### Additional comments on Indicator

## Indicator 15: Communications

### Approaches Requirements

**15.a.i.** Guideline(s)/procedures are in place to ensure that internal and external communication are respectful of persons with disabilities

### Meets Requirements

**15.b.i.** Guideline(s)/procedures are in place to ensure that internal and external communication are respectful of persons with disabilities

*and*

**15.b.ii.** Persons with disabilities are reflected in mainstream communications

### Exceeds Requirements

**15.c.i.** Guideline(s)/procedures are in place to ensure that internal and external communication are respectful of persons with disabilities

*and*

**15.c.ii.** Persons with disabilities are reflected in mainstream communications

*and*

**15.c.iii.** Communication campaign on disability inclusion is undertaken at least every two years

### \* Q1 Provide rating of the entity for the indicator (Required)

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

If your entity has not approached requirements for an indicator, please select 'missing'. If the indicator is not applicable to your entity, please select 'not applicable'.

- Missing
- Not Applicable

### \* Q2 Justification for Rating (Required)

Provide explanation for each of the components including actions taken and data sources. Please include information and examples from both HQ and the field.



OHCHR incorporated the UNDIS guidelines in its policy. OHCHR entered into an agreement with the International Paralympic Committee to develop a continuous campaign in the coming years, starting in 2021. Our entity has not yet performed an assessment on communication, being this the only barrier to exceed requirements at the moment. Hence, OHCHR does not meet the actions required under 'meets requirements,' according to this indicator and rates 'approaches.'

### Q3 Supporting documentation

Please provide supporting documentation where relevant (e.g. Word, PowerPoint, Excel, images and website links).

Please ensure that file names do not include symbols(e.g. #,!,&?)

 Attach Document or Link

 Name ↑	Date Modified	Modified E
 OHCHR_Ind15_Report and action plan final.docx	28/03/2022, 13...	Facundo C

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### \* Q4 Actions planned and timeline to maintain/enhance progress (Required)

In 2022, OHCHR will review and assess the quality of its communications.

### \* Q5 Unit responsible (Required)

Please note the name of the unit responsible for implementing the actions listed above.

Human Rights & Disability Adviser; External Outreach Service, Communications Section, Media and Pu...

### Q6 Additional Information

Please provide additional information on the following elements:

1. Additional information (i.e. opportunities and challenges in implementing the indicator) not included above.
2. Main reasons why your entity has been able to progress on disability inclusion or the main factors that have stalled progress for this indicator

Reviewer Feedback

Additional comments on Indicator

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## SUMMARY

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### Summary

#### PART A: OVERALL SUMMARY OF ACHIEVEMENTS, OPPORTUNITIES AND CHALLENGES

Please use this space to provide any additional information on overall achievements, as well as any opportunities and/or challenges your entity has faced in relation to the implementation of the UN Disability Inclusion Strategy.

**\* Please share overall achievements here: (Required)**

OHCHR maintained its performance on indicators 1, 2, 3, 4, 6, 9, 11, 12 and 13. It increased its performance under indicators 5 (missing to approaches), 7 (approaches to exceeds), 8 (not applicable to approaches), 14 (missing to approaches) and 15 (missing to approaches). OHCHR performed its first baseline assessment on accessibility to publications and documents in 2021, partially advancing under this indicator. In addition, OHCHR delivered in partnership with the International Paralympic Committee a global campaign under indicator 15, being only the quality assessment of communication pieces the only obstacle for exceeding requirements. OHCHR also completed the structuring of the reasonable accommodation system, currently counting with a monitoring system that goes from registration of requests to satisfaction of services. OHCHR is reporting for the first time on procurement aiming at using its procurement as a contribution to sustainable and just societies.

**\* Please share opportunities/challenges here: (Required)**

OHCHR continues to face challenges under indicators 9 and 11. Support from UNDIS Secretariat would be important to advance with these two indicators in a consistent manner across all entities. OHCHR is reaching its point of maximum results with no or low investment. Budgeting exercises will be required to expect further advancements.

#### PART B: SUMMARY OF DISABILITY-INCLUSIVE ACTIONS UNDERTAKEN AND PLANNED RELATED TO COVID-19 IN 2021

Please use this space to provide information on disability-inclusive actions related to COVID-19, as well as any actions planned.

**\* Please share actions already undertaken here: (Required)**

OHCHR developed a set of tools on ensuring COVID-19 response and recovery measures anchored in the CRPD. It includes, guidelines on response, case studies on the socio-economic impact of COVID-19, and dissemination materials: <https://www.ohchr.org/en/covid-19-and-persons-disabilities>.

OHCHR monitored the impact of COVID-19 on the rights of persons with disabilities in numerous States, including Kosovo, Niger, South Africa and Uganda. For example, in Niger OHCHR undertook a survey identifying negative consequences of COVID19. In Kosovo, OHCHR monitored the access of persons with disabilities to healthcare during the COVID-19 pandemic and met with relevant institutions to promote the inclusion of the CRPD in the legal framework.

OHCHR provided technical support on inclusive COVID-19 response and recovery measures. For example, OHCHR ROSA and the South African Department of Women, Youth and Persons with Disabilities (DWYPD) commissioned a research study on the socio-economic impact of COVID-19 on persons with disabilities. The report provides recommendations to government to promote a disability inclusive COVID-19 response that will better serve everyone and ensure that no one is left behind.

In Uganda, in collaboration with the National Council for Persons with Disabilities and the Ministry of Gender, Labour and Social Development, commenced consultations to assess Uganda's implementation of the 2016 CRPD Concluding Observations and disability inclusion in general. These will inform the Disability Status Report, one of its themes: Disability inclusion in COVID -19 response.

In Kosovo, OHCHR also supported the annual Civil Society Report on Human Rights, of which a chapter is dedicated to analysing the impact of the COVID-19 pandemic on persons with disabilities.

In Moldova, OHCHR continued supporting CSOs and OPDs in monitoring the level of implementation of the international human rights recommendations.

OHCHR undertook awareness raising activities in Azerbaijan Uganda, promoting the rights of persons with disabilities in relation to the COVID-19 pandemic.

In Azerbaijan, OHCHR organized two seminars for national stakeholders on the rights of vulnerable groups, including the persons with disabilities, in the context of the COVID-19 pandemic.

In Uganda, supported sensitization on COVID-19 and vaccination and through this action 24 persons with disabilities were vaccinated.

In Moldova, ensured the mainstreaming of disability inclusion, the progress, but also challenges in the field of disability in the process of development of UN Common Country Analysis.

In Uzbekistan, supported ratification of the CRPD, and is promoting and providing technical support on monitoring implementation of the CRPD.

OHCHR worked closely with OPDs and supported their capacity building. OHCHR, through its implementing partner and in consultation with relevant government institutions, organized capacity-building workshops on the standards and principles enshrined in the CRPD, its implementation in Kosovo in light of the COVID-19 pandemic, and UN human rights mechanisms relevant to people with disabilities for government legal officers and representatives of the Ombudsperson's Institution of Kosovo. In Fiji, OHCHR supported the Pacific Disability Forum in organising and participating in the 2021 IDPD celebrations through an in person and online event and contributed to regional panel discussions, raising awareness of its role and commitments for 2022.

**\* Please share planned actions here: (Required)**

OHCHR will continue to support efforts to ensure vaccination programs are inclusive and respond to the disproportionate impact the COVID-19 pandemic has on persons with disabilities.

In 2022, OHCHR in Moldova will support the central authorities in developing the new framework in the field of human rights, based on international human rights recommendations, including in the field of rights of persons with disabilities.



## Additional comments on Indicator

## Overall Ratings

### STATUS



Completed







Incomplete








Review Requested




### LEADERSHIP, STRATEGIC PLANNING & MANAGEMENT

INDICATOR NO.	TITLE	RATING
 <b>Indicator 1</b>	Leadership	Exceeds Requirements
 <b>Indicator 2</b>	Strategic Planning and Management	Approaches Requirements
 <b>Indicator 3</b>	Disability-Specific Policy/Strategy	Exceeds Requirements
 <b>Indicator 4</b>	Institutional Set-Up	Meets Requirements

### INCLUSIVENESS

INDICATOR NO.	TITLE	RATING
 <b>Indicator 5</b>	Consultation with Persons with Disabilities	Approaches Requirements
 <b>Indicator 6</b>	Accessibility	Missing
 <b>Indicator 6.1</b>	Accessibility of Conferences and Events	Not Applicable
 <b>Indicator 7</b>	Reasonable Accommodation	Exceeds Requirements
 <b>Indicator 8</b>	Procurement	Approaches Requirements

### PROGRAMMING

INDICATOR NO.	TITLE	RATING
 <b>Indicator 9</b>	Programmes and Projects	Missing
 <b>Indicator 10</b>	Evaluation	Meets Requirements
 <b>Indicator 11</b>	Country Programme Documents	Missing

✔ **Indicator 12**

Joint Initiatives

Exceeds Requirements

## ORGANIZATIONAL CULTURE

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INDICATOR NO.	TITLE	RATING
✔ <b>Indicator 13</b>	Employment	Approaches Requirements
✔ <b>Indicator 14</b>	Capacity Development	Approaches Requirements
✔ <b>Indicator 15</b>	Communications	Approaches Requirements

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