

# UNDIS Reporting Form

## General Information

Status

Finished

Entity

OHCHR

Reporting year

2022

\* Report Prepared by (Required)

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Report prepared by Email

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\* Designation (Position/Unit) (Required)

Human Rights and Disability Unit/Coordinator

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Individual entity reports will not be published.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 2022, the HC engaged with OPDs while on mission to Bosnia and Herzegovina. 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, PBRB is a senior management level body in charge of planning processes while SMT is focused on policy. The HC arrived in September to OHCHR, given competing priorities, SMT review was postponed to 2023. Hence, the OHCHR meets all 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 B |
|--|-------------------|------------|
|  OHCHR_Ind1_DRS-Action-Plan-2023.docx               | 02/05/2023, 23... | Facundo C  |
|  OHCHR_Ind1_Report and action plan FINAL.docx       | 02/05/2023, 21... | Facundo C  |
|  Ind_1_OHCHR UNDIS report 2022 UNDIS rev.docx      | 05/05/2023, 17... | Facundo C  |
|  OHCHR_Ind1_Report and action plan UNDIS rev.docx | 05/05/2023, 17... | 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 on this indicator. We note through the attachment (OHCHR\_Ind1\_Report and Action Plan FINAL) that the implementation of OHCHR's Disability Rights Strategy was discussed by the OHCHR Programme and Budget Review Board in 2022, which would reflect a rating of meets requirements. In relation to exceeds requirements, 1.c.iii requests entities to demonstrate that a specific senior-level mechanism is in place for ensuring accountability on disability inclusion. Based on the information provided in the attached report, the proposed mechanism is an annual review by the SMT, however it is not clear whether this review took place in 2022.

We also note that the report and action plan details two additional attachments as supporting documentation for this indicator which are not attached in the reporting platform. We would be grateful if further clarification in the justification section could be provided on the senior-level mechanism which was in place in 2022, or if the additional attachments provide this detail, grateful if they could be attached to support validation of the selected rating.

## 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, extended until 2023) 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 B |
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|  OHCHR_Ind2_Report and action plan FINAL.docx | 30/03/2023, 18... | Facundo C  |

### \* 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 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

The Office is exploring the possibility of adopting the Integrated Planning, Management and Reporting (IPMR) solution from Umoja, which would facilitate the tracking of activities and resources related to disability inclusion (and other mainstreaming areas) in the future.

### 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. 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/49/12) 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

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|  OHCHR_Ind3_Report and action plan FINAL.docx | 25/04/2023, 23... | Facundo C  |

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

In 2023, 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

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|  OHCHR_Ind4_Report and action plan FINAL.docx | 25/04/2023, 23... | Facundo C  |

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

In 2023, 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 2023 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 2024.

**Reviewer Feedback**

**Additional comments on Indicator**

**INCLUSIVENESS**

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**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

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

OHCHR will explore in 2023 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.

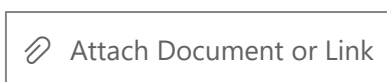
OHCHR does not have a comprehensive baseline assessment on accessibility in two of the five different areas under consideration, namely Information and communication technology (ICT) and facilities. However, OHCHR has made progress in accessibility efforts for electronic publications on its website, with over 200 active titles in multiple official UN languages that are largely screen reader-compatible. In 2020 and 2021, OHCHR set and met targets of 3 and 4 accessible digital ePUBs, respectively. In 2022, OHCHR established a target of 5 ePUBs, which it exceeded by issuing 9 accessible ePUBs in various UN languages. OHCHR also developed and approved a funding proposal in 2022 to augment the development of accessible ePUBs and plans to explore fundraising efforts in 2023 to enable broader accessibility of its publication's portfolio. Subsequently, an initial investment of US\$30,000 was allocated to MDPU for



digital publishing accessibility work in 2023. In 2022, the mandate of the Special Rapporteur on the Rights of Persons with Disabilities produced accessible versions of two reports, to the Human Rights Council, and the General Assembly. For accessible parliamentary documents, OHCHR anticipates that targets will be reached through enhancements to the down-stream language and desktop processing performed by the United Nations Office at Geneva (UNOG). OHCHR is prepared to facilitate the anticipated template-based solution when enhanced templates become available. Hence, it rates 'missing' until all accessibility assessments are completed.

### 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_Ind6_report and action plan FINAL.docx | 30/03/2023, 18... | Facundo C  |

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

In 2022, a funding proposal for the development of accessible publications and documents was endorsed by the Programme and Budget Review Board, with an initial investment recommended to meet 2022 UNDIS targets on accessible publications. OHCHR has exceeded the publications accessibility target set for this year, with an additional 9 ePUBs issued in multiple official UN languages, in 2022.

A further three ePUBs are expected in February-March 2023. The OHCHR Organizational Effectiveness Action Plan 2022-23 on External Communication sets a target of a 10% increase in overall multilingualism, accessibility, and technological diversification of OHCHR publications by the end of 2023.

OHCHR received a funding allocation of US\$30,000 for accessibility work to be carried out in 2023. However, meeting ongoing accessibility targets for new publications, as well as converting the Office's existing publications portfolio to accessible ePUB format, will require a high-value investment from OHCHR. Therefore, a fundraising proposal will be explored to seek voluntary contributions from non-traditional donors interested in accessibility and inclusion.

In 2023, OHCHR will evaluate its accessibility needs in field premises under its budgetary control to budget for accessibility in 2024.

### \* 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

The Office of the High Commissioner for Human Rights (OHCHR) has an accessibility policy for publications that is regularly updated to comply with Secretariat guidance. In April 2021, an updated Policy and Terms of Reference were approved, and additional publishing guidance was made available to OHCHR staff worldwide. The Unit also promoted the use of UN Disability-Inclusive Communications Guidelines in OHCHR publications. Despite the absence of dedicated funding, OHCHR has increased the number of accessible publications in multiple official UN languages and in the UN Publications Board's preferred ePUB digital format in recent years. In 2022, funding within the External Outreach Service was redeployed to develop eight ePUBs, and an additional ePUB was funded by an author section. The Unit has been allocated an initial investment of US\$30,000 for ePUB accessibility work in 2023, with additional funding options to be explored in 2024 and beyond. OHCHR is also in a position to provide upstream support for accessible parliamentary documents. Overall, OHCHR is committed to increasing the accessibility of its publications and promoting disability inclusion in its work.

### 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.

N/A

### 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

N/A

**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. In 2022, a specific budget line was created to support reasonable accommodation. 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

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|  OHCHR_Ind7_Report and action plan FINAL.docx | 30/03/2023, 18... | Facundo C  |

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

OHCHR will continue evaluating the system.

**\* 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 included the HLCM guidelines in its DRS policy. Through this action, OHCHR meets all requirements for 'approaches 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 B |
|--|-------------------|------------|
|  OHCHR_Ind8_Report and action plan FINAL.docx     | 30/03/2023, 18... | Facundo C  |
|  OHCHR_Ind8_Report and action plan UNDIS rev.docx | 05/05/2023, 18... | Facundo C  |

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

In 2023, OHCHR will identify key actions to be undertaken through the year and will include specific actions in 2024 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, we agree with the selected rating of 'approaches requirements'. Noting that 'approaches requirements' was selected for the 2021 programme year and it is therefore the second year that this rating has been selected, OHCHR may wish to review and revise the justification for the 2022 rating.

## 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 developed a guidance note on mainstreaming disability inclusion in programme and project fundraising proposals.


OHCHR has not developed an internal mechanism to define a minimum level of projects or programmes on disability inclusion, both mainstream or specific.






Hence, OHCHR 'approaches requirements,' according to the UNDIS 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 B |
|---|-------------------|------------|
|  OHCHR_Ind9_Proposal Writing Checklist.pdf             | 30/03/2023, 18... | Facundo C  |
|  OHCHR_Ind9_PBRB submission form.docx                  | 30/03/2023, 18... | Facundo C  |
|  OHCHR_Ind9_Mainstreaming Disability_Final_Feb2023.... | 30/03/2023, 18... | Facundo C  |
|  OHCHR_Ind9_Report and action plan FINAL.docx        | 30/03/2023, 18... | Facundo C  |

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

Reference to the developed guidance will be included in the Office's Programming Manual, Fundraising and PBRB guidance. DEXREL's fund raising proposal writing checklist and the PBRB submission form will be revised to make specific reference to the guidance note developed.

### \* 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 was revised in January 2022 to further address the integration of disability inclusion.

The guidance on preparation of evaluation reports was revised to promote the integration of disability inclusion and rights in evaluation reports, building upon the criteria and guidance set out in the model of ToR for evaluations and the UNEG guidance.

Integration of disability inclusion was also applied in the undertaking of the evaluations conducted in 2022:


- the Evaluation of the projects on Civic Space and Conflict-Related Sexual Violence in DRC
- The Colombia Country Programme 2017-2021
- The Interim Evaluation of the OHCHR Youth and Human Rights Project
- The project Strengthening the Capacity of the Independent National Commission on Human Rights in Liberia
- The OHCHR Programme in Ethiopia






The reports of the aforementioned evaluations have been self-assessed using the UNEG guidance 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 B |
|--|-------------------|------------|
|  OHCHR_Ind10_Report and action plan FINAL.docx          | 30/03/2023, 18... | Facundo C  |
|  OHCHR_Ind_10_Guidance for the preparation of evalua... | 30/03/2023, 18... | Facundo C  |
|  OHCHR_Ind_10_Model of ToR for evaluations - Revised... | 30/03/2023, 18... | Facundo C  |
|  OHCHR_Ind_10_Assessment of the integration of disab... | 31/03/2023, 02... | Facundo C  |

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

Disability inclusion components identified in the Model of Terms of Reference and Guidance for the Preparation of Evaluation Reports to be implemented by evaluation managers and evaluators in the

planning and undertaking of evaluations to be conducted in the Office in 2023 (by December 2023).

Disability inclusion to be addressed in the meta-review of evaluation findings, conclusions and recommendations to be conducted in 2023, in preparation for the formulation of the OMP 2024-2027 (by June 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 has been recognized for its good practices in evaluations, e.g. model of Terms of Reference for evaluations, which was used for the development of the UNEG Guidance on Integration of Disability Inclusion in Evaluations. OHCHR was active developing this UNEG guidance, which was launched in March 2022 by the UNEG Working Group on Gender, Disability and Human Rights co-convened by OHCHR and UN Women. Moreover, OHCHR shared examples and good practices for the ongoing revision of the UNEG guidance on the integration of Human Rights and Gender Equality in Evaluation.

The OIOS Biennial Report on “Strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives” for the 2020-2021 biennium highlights OHCHR’s Evaluation of the Cambodia Country Programme 2017–2020 as a good practice in the inclusion of crosscutting dimensions. OIOS commended the evaluation for providing an excellent description of the human rights context and adding gender, human rights, and disability inclusion as specific evaluation criteria. These dimensions were explored as specific questions under all core lines of enquiry with stakeholders. Overall, OHCHR’s evaluation practices serve as a valuable example for promoting gender considerations, human rights, and disability inclusion in evaluations.

**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 lacks disability-specific guidelines for mainstreaming disability inclusion in country programmes, with the exception of integrating CRPD Committee's concluding observations in country programmes. However, OHCHR's country programmes are an essential part of its Management Plan 2018-2023 and are formulated based on an assessment of the human rights situation to identify those most affected, including people with disabilities. The office identifies the biggest gaps and relevant target groups to achieve country results defined by 2023. While partially meeting the requirements, OHCHR needs further action to achieve a rating of 'approaching requirements' for this indicator, according to the technical notes. OHCHR also promotes an intersecting view between people with disabilities and women, who are considered a spotlight population. Hence, it rates 'missing 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. #,!,&,?)

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|  OHCHR_Ind11_Report and action plan FINAL.docx | 31/03/2023, 02... | Facundo C  |

### \* 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 2022, OHCHR was adjudicated with two UNPRPD projects, with ILO and IDA on climate change, led by climate change team; and with UNICEF and IDA on support and care systems. 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. #,!,&?)

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|  OHCHR_Ind12_Report and action plan FINAL.docx | 30/03/2023, 18... | Facundo C  |

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

OHCHR will continue to engage with the UN system.

**\* 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**

## 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 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. #,!,&?)

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|  OHCHR_Ind13_Report and action plan FINAL.docx | 30/03/2023, 18... | Facundo C  |

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

Ongoing implementation of the 2022-2023 OEAPs on Diversity and Inclusion and Managing our Talent.

Development of the 2024-2027 OEAPs on Diversity and Inclusion and Managing our Talent.

Development of a UN Human Rights Inclusive Recruitment Policy.

Development of an Office Learning and Development Strategy.

### \* Q5 Unit responsible (Required)

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

The UN Human Rights Office (OHCHR) is seeking to enhance diversity and inclusion among its staff and management. However, there are challenges to fully implementing this goal due to outdated staff rules that need to be updated. OHCHR is encouraging the Secretary-General to engage in dialogue with relevant committees and member states to consider disability-specific benefits and support services.

OHCHR has taken steps to consolidate and allocate objectives and performance indicators for enhancing diversity and inclusion, including establishing an Organizational Effectiveness Action Plan on Diversity and Inclusion. However, the OHCHR Senior Diversity and Inclusion Adviser position is currently vacant, and recruitment is ongoing to fill the role.

OHCHR is committed to delivering the recommendations of its internal Diversity Task Force and adhering to General Assembly resolutions on staff composition and the Secretary-General's priorities on geographic diversity, gender parity, youth, and disability inclusion. Overall, the organization aims to create a diverse and inclusive workforce to effectively carry out its mission to promote and protect human rights globally.

#### **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 a SDG-CRPD resource package that are available online 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 online to UN Secretariat and UNCTs, both including OHCHR staff. In 2022, UNDIS Secretariat distributed a training on UNDIS and this was distributed in-house. OHCHR has monitored use




of available online trainings, with 13 staff trained by LMS-6835. Hence, OHCHR '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. #,!,&,?)

 Attach Document or Link

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|  OHCHR_Ind14_Report and action plan FINAL.docx     | 30/03/2023, 18... | Facundo C  |
|  OHCHR_Ind14_Report and action plan UNDIS rev.docx | 05/05/2023, 18... | Facundo C  |

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

OHCHR will engage in training staff relevant to the implementation of the UNDIS in 2023, addressing the existing capacity gaps in operations, particularly on aspects related to reasonable accommodation and specific areas connected to operations work. OHCHR will make the All-Staff Online Training Module: United Nations Disability Inclusion Strategy – Putting Words into Action mandatory for its staff and monitor compliance.

### \* Q5 Unit responsible (Required)

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

Human Rights and Disability Unit (HRDU); 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

Thank you for the information provided on this indicator. In order to meet requirements, entities are requested to demonstrate that training on disability inclusion is mandatory for all staff, in addition to tracking completion and use of such trainings and learning resources. Based on the information provided, learning and training opportunities are available to all staff, and OHCHR is monitoring the use of these trainings by staff, however, the mandatory nature of this training is a planned action for 2023. If training on disability inclusion by OHCHR staff was not yet mandatory during the timeframe of reporting (1 January – 31 December 2022), the recommended rating is 'approaches requirements'.

## 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. Indicator 15 requires an evaluation of communications; our entity has not yet done so. This is the only barrier to exceed requirements. Hence, OHCHR 'approaches requirements,' according to the UNDIS 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_Ind15_Report and action plan FINAL.docx | 30/03/2023, 18... | Facundo C  |

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

In 2023, 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

## SUMMARY

### Summary

#### 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, 5, 6, 7, 8, 10, 11, 12, 13 and 15. It increased its performance under indicator 9 (missing to approaches).

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

OHCHR will need to better distribute functions and increase budgeting efforts to advance on UNDIS performance.

## Reviewer Feedback

Additional comments on Indicator

### Overall Ratings

STATUS

✔ Completed

ⓘ Incomplete

⚠ Review Requested

## LEADERSHIP, STRATEGIC PLANNING & MANAGEMENT

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

## INCLUSIVENESS

| INDICATOR NO.   | TITLE                                       | RATING                  |
|-----------------|---|-------------------------|
| ✔ Indicator 5   | Consultation with Persons with Disabilities | Approaches Requirements |
| ✔ Indicator 6   | Accessibility                               | Missing                 |
| ✔ Indicator 6.1 | Accessibility of Conferences and Events     | Not Applicable          |
| ✔ Indicator 7   | Reasonable Accommodation                    | Exceeds Requirements    |
| ⚠ Indicator 8   | Procurement                                 | Approaches Requirements |

## PROGRAMMING

| INDICATOR NO.  | TITLE                       | RATING                  |
|----------------|-----------------------------|-------------------------|
| ✔ Indicator 9  | Programmes and Projects     | Approaches Requirements |
| ✔ Indicator 10 | Evaluation                  | Meets Requirements      |
| ✔ Indicator 11 | Country Programme Documents | Missing                 |
| ✔ Indicator 12 | Joint Initiatives           | Exceeds Requirements    |

## ORGANIZATIONAL CULTURE

| INDICATOR NO.  | TITLE                | RATING                  |
|----------------|----------------------|-------------------------|
| ✔ Indicator 13 | Employment           | Approaches Requirements |
| ⚠ Indicator 14 | Capacity Development | Approaches Requirements |
| ✔ Indicator 15 | Communications       | Approaches Requirements |



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