United Nations
Disability Inclusion Strategy

Summary

In April 2018 the Secretary-General initiated a process to develop a UN system policy, action plan and accountability framework to strengthen system-wide accessibility and mainstreaming of the rights of persons with disabilities.

To inform the development of these tools, an extensive assessment of the current approach was undertaken, led by the Special Rapporteur on the Rights of Persons with Disabilities. The key findings and recommendations emerging from this assessment were discussed by the Secretary-General's Senior Management Group on 6 December 2018, which gave mandate to HLCM to engage in the development of the UN policy, action plan and accountability framework, review the final drafts of these documents, and transmit them for approval to CEB at its May 2019 session.

This document, to be presented to the HLCM and HLCP, for feedback and input, in April 2019, sets out the United Nations Disability Inclusion Strategy (UNDIS), responding to the decision by the Secretary-General's Executive Committee in April 2018.

The UNDIS represents a comprehensive strategy for ensuring that the United Nations system is fit for purpose in relation to disability inclusion. It provides a foundation for sustainable and transformative progress on disability inclusion through all pillars of the United Nations' work.

It includes a system-wide policy, and an accountability framework with two components, along with other implementation modalities. The policy establishes the highest levels of commitment and a vision for the United Nations system on disability inclusion for the next decade, and aims at establishing an institutional framework for the implementation of the Convention on the Rights of Persons with Disabilities and the 2030 Agenda for Sustainable Development, among other international human rights instruments and development and humanitarian commitments. The accountability framework establishes clear and achievable objectives against which the United Nations will be accountable at individual entity and country team levels.

HLCM and HLCP members are invited to review the draft UNDIS, and provide their respective feedback on the draft, from the operational and global policy perspectives, respectively, towards the strategy's finalization and submission to CEB.

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1. Introduction

1.1. Background

In April 2018, the Executive Committee of the Secretary-General highlighted the urgent need for the United Nations system to improve its performance on disability inclusion[1], in the context of supporting Member States to achieve the 2030 Agenda for Sustainable Development, leave no one behind, and reach the furthest behind first in all United Nations pillars.

In this regard, through Decision 2018/20, the Executive Committee outlined the following tasks:

• The Executive Office of the Secretary-General (EOSG) should coordinate an institutional review of the United Nations system's current approach to disability mainstreaming across the Organization's operations; and

• Building on existing work and the above-mentioned review, the sub-working group of the Inter-Agency Support Group for the Convention on the Rights of Persons with Disabilities (IASG-CRPD), and the Department of General Assembly and Conference Management (DGACM), should develop a 'policy, action plan and accountability framework to strengthen systemwide accessibility and mainstreaming of the rights of persons with disabilities across the Organization's operations' (hereinafter United Nations Disability Inclusion Strategy).

Under the leadership of EOSG, the institutional review was conducted in July 2018 with the support of the Special Rapporteur on the Rights of Persons with Disabilities. Key findings, fully considered when developing the United Nations Disability Inclusion Strategy (UNDIS), are:

• The UN system evidences good practice on mainstreaming disability inclusion, which demonstrates that the system has the capacity to improve performance, however this good practice is not systematic;

• Clear gaps in mainstreaming disability inclusion exist across all pillars of the UN system at all levels, demonstrating a lack of coherent and comprehensive approaches;

• While several UN entities have relevant and specific responsibilities for mainstreaming disability inclusion, no single entity has the dedicated capacity and authority to actively coordinate, support and track progress.

The Secretary General's Senior Management Group meeting of 6 December 2018 considered the outcomes of this institutional review and concluded by noting that there was wide consensus on i) the UN pillars needing to mainstream disability inclusion in everything that they do; and ii) the need to thoroughly address the review's findings through the system-wide approach to the policy, action plan and accountability framework.

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[1] The term 'disability inclusion' refers to meaningful participation of persons with disabilities in all their diversity, promotion and mainstreaming of their rights across the work of the Organization, development of disability-specific programmes, and consideration of disability-related perspectives in compliance with the Convention on the Rights of Persons with Disabilities (CRPD). This requires the development and implementation of a consistent and systematic approach to disability inclusion in all areas of operations and programming, both internally and externally. See Annex I for definitions of key terms.

Moving forward, the Secretary-General requested the UN Department of Management Strategy, Policy and Compliance, jointly with the High-Level Committee on Management, to look into the internal tools needed to mainstream the review recommendations.

This UNDIS will play a key role in enabling the UN system to support Member States in their achievement of the Sustainable Development Goals and the implementation of the Convention on the Rights of Persons with Disabilities (CRPD), the Agenda for Humanity, the Sendai Framework for Disaster Risk Reduction, among other international human rights instruments and development and humanitarian commitments.

1.2. *Objectives of the UN Disability Inclusion Strategy on disability inclusion*

The UNDIS, through its policy and accountability framework, represents a comprehensive strategy for ensuring that the UN system is fit for purpose in relation to disability inclusion. It provides a foundation for sustainable and transformative change on disability inclusion through all pillars of the UN's work. The current Strategy will be implemented for five years after which it will be reviewed and updated as necessary.

1.3. *Policy and Accountability Framework*

The Policy embodies the United Nations vision on disability inclusion and reaffirms a common commitment at the highest levels of the organization. It identifies the areas and functions on which the UN will focus to realize the objective of achieving disability inclusion.

The Accountability Framework, which will track implementation of the policy, will contain two aligned components, as set out in the figure below:

(i)   An Entity Accountability Framework, with 15 common-system indicators which are included in this document, against which all UN entities will report annually. It focuses on the following four areas: leadership, strategic planning and management; inclusiveness; programming; and organizational culture; and

(ii)   A UNCT Accountability Scorecard[2] on disability inclusion, with a focus on delivery at country level, and on joint programmes and processes, is currently under development and will undergo a validation process with a representative sample of UNCTs in the second semester of 2019.

This document also includes **implementation modalities** for the policy at the system-wide, inter-agency, and individual entity levels. Annual system-wide reporting against the indicators in the framework will detail progress and facilitate reflection and remedial Action Plans at the system-wide and individual entity levels, as needed.

1.4. Process of development

Development of the UNDIS was led by the sub-working group on system-wide action of the IASG-CRPD between October 2018 and March 2019.

The UNIDS was developed through intensive participation of close to 60 UN entities, inter-agency networks, civil society organizations, as well as in consultation with Member States. The Strategy was validated through piloting/validation with 21 entities. Please see Annex II for details.

The UNDIS was modelled on the UN System-wide Action Plan for the implementation of the CEB Policy on Gender Equality and the Empowerment of Women (CEB/2006/2), which has been recognised as a pioneering accountability framework by Member States.

2. Policy

United Nations system-wide policy on disability inclusion

Preamble

Organizations of the UN system commit, through this policy, to accelerating efforts to support achievement of inclusion of persons with disabilities and their human rights, through practical implementation of the globally agreed commitments contained in the United Nations treaties, conferences and summits and their follow-up, in particular: the 2030 Agenda for Sustainable Development; the Sendai Framework for Disaster Risk Reduction; the Addis Ababa Action Agenda; the third United Nations Conference on Housing and Sustainable Urban Development; the multiple resolutions adopted by the General Assembly and the Human Rights Council; and the World Humanitarian Summit; as well as other agreements that may be adopted in the future.

Organizations of the UN system reaffirm that the full and complete realization of the human rights of all persons with disabilities is an inalienable, integral and indivisible part of all human rights and fundamental freedoms. This is consistent with principles enshrined in the Charter of the United Nations, the Universal Declaration of Human Rights and other international human rights instruments, in particular the Convention on the Rights of Persons with Disabilities, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women, and the International Convention on the Elimination of All Forms of Racial Discrimination, and applicable ILO conventions, and is essential for the advancement of development, human rights, peace and security.

Organizations recognize that human rights, peace and security, and sustainable development for all can only be enjoyed if persons with disabilities in all their diversity are included in society on an equal basis with others, and as both agents of change and beneficiaries of the outcomes of the work of the United Nations system. It is therefore imperative that disability inclusion is systematically mainstreamed in the work of all United Nations entities.

Policy statement

Organizations, both individually and collectively within the United Nations system state their intention and commitment to continue to pursue the goals of inclusion and empowerment of persons with disabilities and their human rights, well-being and perspectives. Organizations will systematically embed the rights of persons with disabilities across the work of the United Nations both externally in programming and internally, and will build trust and confidence with persons with disabilities to ensure that they are valued and respected in their dignity and rights and that they find in the workplace an enabling environment to fully and effectively participate, on an equal basis with others.

Following the United Nations system leadership framework[3], Organizations commit to providing strong leadership to ensure that the human rights-based approach to disability is reflected in all organizational policies, programmes, practices and results.

Organizations are committed to use the complementary and comparative advantages of each United Nations entity, including through appropriate coordination mechanisms and joint programmes to create an enabling environment, empower persons with disabilities and address exclusion and discrimination on the basis of disability in any form, including multiple and intersecting discrimination, and discrimination by association, including for staff with dependents with disabilities.

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[3] CEB/2017/1.

Organizations will accelerate efforts to achieve the goal of empowered, progressive and substantively increased representation of persons with disabilities in all their diversity among all categories of United Nations employees, in particular at decision-making levels.

Organizations will employ, share and learn from the diversity of our experiences, expertise and cultures within the United Nations system as a source of inspiration and creativity, to achieve a strong partnership among organizations in a collective endeavour to advance the common objective of promoting and ensuring the inclusion and empowerment of persons with disabilities and their human rights in their work.

Strategy

Mainstreaming in combination with targeted measures is the key strategy for achieving inclusion and empowerment of persons with disabilities and their human rights. Mainstreaming the human rights-based approach to disability is the process of ensuring the rights of persons with disabilities are embedded in our work, ensuring their meaningful participation and assessing the implications for persons with disabilities of any policies or programs. It is a way to make the concerns and experiences of persons with disabilities an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that persons with disabilities benefit equally and inequality is not perpetuated. The ultimate goal is to achieve equality of outcomes and foster an inclusive culture within the United Nations system.

Organizations will take an intersectional approach to address the structural and dynamic consequences of the interaction between multiple and intersecting forms of discrimination, including by taking into consideration all conditions that create a substantively distinct life experience for persons with disabilities, based on factors such as sex, age, gender identity, religion, race, ethnicity, class and other grounds.

A United Nations system-wide accountability framework for implementation of this policy, on which the entire system will report, is essential to make the strategy of inclusion of persons with disabilities and their human rights operational. The system-wide accountability framework will include indicators, timetables, technical guidance, and allocation of responsibilities required for full implementation of this policy. This will facilitate: system-wide planning to determine the comparative advantages of the United Nations and individual entities, and reduce duplication; assessment of progress and gaps at all levels of the Organization's work on inclusion and empowerment of persons with disabilities and their human rights, well-being and perspectives, both in policy areas and at the international, regional and country levels; and tracking of individual entity and system-wide results. Through this accountability framework all United Nations staff will have a full understanding of their role in promoting and facilitating inclusion of persons with disabilities and their human rights, well-being and perspectives, across the organisation, and be empowered to fulfil these roles. Individual United Nations entities will retain their ability to add or enhance their internal approaches to accountability and to take into account their specific mandates and roles.

United Nations inter-agency networks, and internal networks of the different entities such as disability and accessibility focal point networks, inter-departmental task forces, and staff unions and federations, will proactively support implementation of this policy.

The main elements of the strategy include:

<u>Strategic planning and management</u>

(a) *Strategic planning on inclusion and empowerment of persons with disabilities and their human rights.* Strategic planning on inclusion and empowerment of persons with disabilities and their human rights and inclusive programming will be further strengthened throughout the United Nations system, in close consultation with and actively involving representative organizations of persons with

disabilities. The United Nations system will plan, implement and report at the system-wide level on its contributions to the inclusion of persons with disabilities and their human rights in relation to the full implementation of the SDGs, including at the country level. United Nations entities will include reflection on inclusion of persons with disabilities and their human rights, related to the Sustainable Development Goals (SDGs) and other international commitments, in their main strategic planning documents, in relation to their mandates. The results-based focus will be on organizational processes, how these processes lead to desired results, and once the mainstreaming elements of the accountability framework have been institutionalized, accountability for normative and development results.

(b) *Coherence, coordination and knowledge and information management.* Coherence and coordination of efforts in the implementation of the strategy for inclusion of persons with disabilities and their human rights are essential if there are to be meaningful results towards the achievement of the agreed goals reflected in the accountability framework. Humanitarian coordination mechanisms at the global and country levels are of significant relevance for persons with disabilities in crisis and emergency contexts. Notwithstanding the specific mandates of United Nations entities, the overall system must reinforce common goals and consistent working methods in promoting inclusion of persons with disabilities and their human rights. This is especially important at the country level in order to allow Member States to interact with a coherent United Nations team. Given the multi-sectoral nature of disability-inclusive policies, effective platforms for joint programming will be critical for coordination and to leverage the comparative advantages of individual United Nations entities.

Knowledge management will be improved to include experiences, expertise and practices of various United Nations entities on mainstreaming disability inclusion will be established for use by United Nations entities themselves, country teams, Member States, and other partners.

(c) *Oversight through monitoring, evaluation, and audit.* Enhancing oversight through improved monitoring, evaluation, and audit procedures is critical to ensuring accountability of United Nations entities for their performance on inclusion of persons with disabilities and their human rights.
Inclusiveness

Elements in this section of the policy are cross-cutting and should be considered as facilitators for the implementation of the policy.

(d) *Participation.* The United Nations, in the development and implementation of normative frameworks and policies, and in other decision-making processes concerning issues relating to persons with disabilities and beyond, will closely consult with and actively involve all persons with disabilities, including women and children with disabilities and those most marginalized, through their representative organizations. Staff members with disabilities and staff with dependents with disabilities themselves and through staff unions and federations, will also be consulted and involved, particularly on matters involving their career development, well-being, social benefits, and health coverage.

(e) *Data.* The lack of disability-related data, including qualitative and disaggregated data, is one of the major barriers to the accurate assessment of disability inclusion across both development and humanitarian contexts. This policy and accompanying accountability framework will address this gap. Entities commit to abide by the CEB Personal Data Protection and Privacy Principles or by other instruments that meet equal or higher standards, and will ensure the confidentiality of personal data.[4]

(f) *Universal design, accessibility and reasonable accommodation.* The United Nations will implement and apply the principles of universal design in all its policies and programmes. Barriers to accessibility should be properly identified, addressed and removed. Persons with disabilities engaging with the United Nations in any capacity and staff with dependents with disabilities have the right to reasonable accommodation.

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[4] https://www.unsystem.org/personal-data-protection-and-privacy-principles

<u>Organizational culture</u>

(g) *Capacity development*. Developing and/or strengthening staff capacity and competency on disability inclusion, is essential for the successful mainstreaming of a disability perspective into policies and programmes. Staff members who are responsible for programme design and implementation, as well as those responsible for technical advisory services, require capacity development to ensure that a human rights-based approach to disability is reflected in their work at all times. Capacity gaps will be addressed comprehensively and systematically, including through awareness-raising campaigns and training, at the individual, entity and system-wide levels

(h) *Awareness raising and trust building*. The United Nations system will ensure that both internal and external communication, is inclusive and respectful of persons with disabilities and their rights with the purpose, inter alia, of reducing and ultimately eliminating stigma and discrimination. Furthermore, the United Nations system will ensure an organizational culture that recognizes and values persons with disabilities.

(i) *Human and financial resources*. Adequate human and financial resources will be allocated for disability inclusion. This will entail better utilization and alignment of current resources with expected outcomes, and the assignment of additional resources as required.

Policy review

The policy will be subject to an external review after five years.

3. Entity Accountability Framework

3.1. Overview of the Entity Accountability Framework

The Entity Accountability Framework covers the main organizational functions at the corporate level including, *inter alia*: strategic planning; programming; capacity development; hiring practices and human resource management; accessibility; and reasonable accommodation.

The Entity Accountability Framework includes indicators that specify core areas of responsibility for the UN as a whole, and individual departments and units, in relation to mainstreaming disability inclusion. The 15 Performance Indicators will be rated against a gradated scale and will support progressive improvement in the UN system's institutional mainstreaming. Aggregation of reporting at the UN system level will facilitate:

(i) system-wide planning to determine the UN's and individual entities' comparative advantage, and promote synergies and reduce duplication; and

(ii) assessment of progress and gaps of the Organization's work on mainstreaming disability inclusion.

While the entire UN system is expected to report against the accountability framework, not every indicator in the framework is applicable to every UN entity, given the variety of entity functions. The entity accountability framework has been designed to ensure that progress can be promoted and tracked across Organizations in a clear and impactful manner, to ensure all entities are monitoring progress and are embedding disability inclusion.

The accountability framework is based on a decentralized model where accountability for meeting and exceeding requirements for specific indicators lies with individual staff, units and departments. The reason for this is that disability inclusion is the responsibility of all UN staff. Disability units and focal points will play a catalytic and coordinating role in relation to meeting and exceeding requirements, but cannot be expected to make the UN fit for purpose without the full support of the entire Organization.

Synergies with other UN accountability mechanisms, in particular the System-wide Action Plan for implementation of the CEB Policy on Gender Equality and the Empowerment of Women (CEB/2006/2), and the UNCT Performance Indicators on Gender Equality and the Empowerment of Women, have been built into the UNDIS during development, and will be further strengthened during the roll out of the UNDIS, taking into account feedback and inputs, as appropriate, from the HLCM, HLCP, and UN Sustainable Development Group.

Common with other UN accountability frameworks, this framework uses a gradated aspirational five-point rating system:

- Exceeds requirements
- Meets requirements
- Approaches requirements
- Missing

- Not applicable

The indicator framework will be accompanied by guidance and examples of good practice to support implementation. This guidance will be updated as required. The guidance will set out clearly how to rate entity performance. "Meets requirements" is the minimum to which all UN entities should aspire, and UN entities should also commit to exceed requirements over time. A "Missing" rating should be given where entities are not carrying out any work in relation to the indicator, and "Not applicable" when the requirements of the indicator are not relevant.

3.2. *Implementation*

3.2.1. Overall coordination

The Secretary-General's Senior Adviser on Policy has been designated to provide initial high-level leadership, guidance and coordination support to the implementation of the UNDIS. Broader institutional arrangements will be reviewed in light of this decision.

3.2.2. Entity actions

Entities are encouraged to report against the Entity Accountability Framework annually. Entities are further encouraged to provide an update on their performance to their respective Governing Body, and to make their reports public.

Entities should appoint custodians who take primary responsibility for meeting/exceeding requirements for specific indicators in their area of expertise (e.g. strategic planning, evaluation, human resources), and establish internal mechanisms to ensure rigorous and accurate reporting.

3.2.3. Remedial plans of action

Where entities do not meet or exceed requirements, they will develop a **remedial plan of action** setting out their plans for improving performance. The remedial plans of action will include:

- **List areas for improvement.** Outline all the areas where requirements are not met.

- **Timeline for improvement**. Timelines should be realistic and clearly set out when the entity will meet/exceed requirements.

- **Responsibility for follow up**. This will primarily rest with the indicator custodian and their department/unit.

- **Resources required**. Where resources are required for improvement this should be clearly noted. Indicating resource requirements does not commit UN entities to the allocation of the funds, rather this provides a notional guide to estimated resource requirement. Entities should provide details of funds required that are additional to staffing costs, e.g. costs for training, reasonable accommodation, and programming.

- **Action points for improvement**. Entities should include planned activities to improve performance, for example the process for developing a disability mainstreaming policy, or conducting training.

3.2.4. Inter-agency actions

Inter-agency networks and mechanisms will play an important role in the implementation of the UNDIS:

- **Inter-Agency Support Group for the Convention on the Rights of Persons with Disabilities (IASG-CRPD)** – The IASG-CRPD will strengthen its communication and coordination capacities and will pay particular attention to supporting the adequate implementation of the entity accountability framework. All UN entities will be encouraged to become members of the IASG-CRPD.

- **The UN Partnership on the Rights of Persons with Disabilities (UNPRPD)** – Collaboration with the UNPRPD is envisaged, particularly in the context of joint UN programming and capacity development of UN staff.

- **UN Development Cooperation Office (UNDCO) -** UNDCO will, in collaboration with UN Regional Offices, support effective disability inclusion at the Regional and UNCT levels through, inter alia, the UNDAF guidance and accompanying documents, and the Management and Accountability Framework (MAF).

- **UNSDG Results Groups -** UNSDG Results Groups will include disability inclusion as a standing agenda item, for example for the Task Team on Leaving No One Behind, Human Rights and the Normative Agenda.

- **IASC -** The Inter-agency Standing Committee (IASC) will finalize the IASC guidelines on the inclusion of persons with disabilities and will support efforts to implement the guidelines at the country level. In addition, the IASC will ensure that the Humanitarian Programme Cycle tools, including the Humanitarian Needs Overview and the Humanitarian Response Plans, are inclusive of people with disabilities.

The High Level Committee on Management (HLCM) and the High Level Committee on Programmes (HLCP) and the UN Sustainable Development Group (UNSDG) will review, in the context of their respective mandates, progress of the implementation of the policy, including follow-up actions, as required, at least every second year, on the basis of a progress report prepared by the Senior Adviser.

3.3. *Indicators*

Leadership, strategic planning and management	Inclusiveness	Programming	Organizational culture
1. Leadership	5. Consultation with persons with disabilities	9. Programmes and projects	13. Employment
2. Strategic planning	6. Accessibility	10. Evaluation	14. Capacity development for staff
3. Disability-specific policy/strategy	6.1. Conferences and events	11. Country programme documents	15. Communication
4. Institutional setup	7. Reasonable Accommodation	12. Joint initiatives	
	8. Procurement		

Indicator 1 Leadership		
Approaches requirements	Meets requirements	Exceeds requirement
Senior managers internally and publicly champion disability inclusion	Senior managers internally and publicly champion disability inclusion and Implementation of entity disability policy/strategy is reviewed by senior management annually, with remedial action taken as needed	Senior managers internally and publicly champion disability inclusion and Implementation of entity disability policy/strategy is reviewed by senior management annually, with remedial action taken as needed and Specific senior-level mechanism in place for ensuring accountability for disability inclusion

Indicator 2 Strategic planning		
Approaches requirements	Meets requirements	Exceeds requirement
Entity commitment to disability inclusion in overview/preamble of the main strategic planning document	Entity commitment to disability inclusion in overview/preamble of the main strategic planning document and Entity commitment to targeted and mainstream disability inclusion reflected in results statements and/or indicators of the main strategic planning document and Disaggregation of data by disability and sex in the main strategic planning document, as relevant	Entity commitment to disability inclusion in overview/preamble of the main strategic planning document and Entity commitment to targeted and mainstream disability inclusion reflected in results statements and/or indicators of the main strategic planning document and Disaggregation of data by disability and sex in the main strategic planning document, as relevant and System implemented to track resource allocation to disability inclusion across the entity

Indicator 3 Disability-specific policy/strategy		
Approaches requirements	Meets requirements	Exceeds requirement
Policy/strategy on mainstreaming disability inclusion in place	Policy/strategy on mainstreaming disability inclusion in place and implemented	Policy/strategy on mainstreaming disability inclusion in place and implemented

and

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 |

Indicator 4 Institutional setup		
Approaches requirements	Meets requirements	Exceeds requirement
Entity has unit/individual with substantive expertise on a human rights-based approach to disability	Entity has unit/individual with substantive expertise on human rights based approach to disability

and

Entity coordinates a focal point network on disability including all relevant departments and country offices | Entity has unit/individual with substantive expertise on human rights-based approach to disability

and

Entity coordinates a focal point network on disability including all relevant departments and country offices

and

Entity holds a focal point network meeting at least once a year |

Indicator 5 Consultation with persons with disabilities		
Approaches requirements	Meets requirements	Exceeds requirement
Systematic close consultation with, and active involvement of, Organizations of Persons with Disabilities (OPDs) on all disability-specific issues and Guidelines for consultation in place	Systematic close consultation with, and active involvement of, OPDs on all disability-specific issues, and broader issues and Guidelines for consultation in place	Systematic close consultation with, and active involvement of, OPDs on all disability-specific issues, and broader issues and Guidelines for consultation in place and Entity has a partnership with OPDs at headquarter level and guidance on engagement with a diversity of OPDs at regional/country levels

Indicator 6 Accessibility		
Approaches requirements	Meets requirements	Exceeds requirement
A base-line assessment on accessibility completed	Accessibility policy/strategy in place and implemented	Accessibility policy/strategy in place and implemented and Review/assessment of the accessibility policy/strategy is undertaken at least every five years

Indicator 6.1 Conferences and Events		
Approaches requirements	Meets requirements	Exceeds requirement
A base-line assessment of accessibility and reasonable accommodation for conferences and events completed	A base-line assessment of accessibility and reasonable accommodation for conferences and events completed and Policies and guidelines on accessibility of conference services and facilities in place and accessibility targets are established and met	A base-line assessment of accessibility and reasonable accommodation for conferences and events completed and Policies and guidelines on accessibility of conference services and facilities in place and accessibility targets are established and met and Accessibility action plan for conference services and events is assessed every year and revised, as appropriate

Indicator 7 Reasonable accommodation		
Approaches requirements	Meets requirements	Exceeds requirement
Reasonable accommodation policy/strategy under development	Reasonable accommodation policy/strategy implemented, including adequately funded mechanism	Reasonable accommodation policy/strategy implemented, including adequately funded mechanism and Entity keeps record of reasonable accommodations requested and provided, and the level of satisfaction on the provision of reasonable accommodation

Indicator 8 Procurement		
Approaches requirements	Meets requirements	Exceeds requirement
Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers

and

Procurement policies ensure that procurement process is accessible | Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers

and

Procurement policies ensure that procurement process is accessible

and

A target is established and met for number/percentage of relevant procurement documents that have accessibility as a mandatory requirement | Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers

and

Procurement policies ensure that procurement process is accessible

and

A target is established and met for number/percentage of relevant procurement documents that have accessibility as a mandatory requirement

and

Procurement policy promotes purchasing from disability-inclusive suppliers and guidelines are developed for this purpose |

Indicator 9 Programmes and projects		
Approaches requirements	Meets requirements	Exceeds requirement
Guidance note or equivalent adopted on mainstreaming disability inclusion through all stages of the programme/project cycle	Guidance note or equivalent adopted on mainstreaming disability inclusion through all stages of the programme/project cycle and Entity establishes and meets minimum level of programmes and projects that mainstream disability inclusion	Guidance note or equivalent adopted on mainstreaming disability inclusion through all stages of the programme/project cycle and Entity establishes and exceeds minimum level of programmes and projects that mainstream disability inclusion

Indicator 10 Evaluation		
Approaches requirements	Meets requirements	Exceeds requirements
Evaluation guidelines contain guidance on how to address disability inclusion	Evaluation guidelines contain guidance on how to address disability inclusion and Disability inclusion is effectively mainstreamed through the evaluation process and reflected in the Terms of Reference, inception and evaluation report/s	Evaluation guidelines contain guidance on how to address disability inclusion and Disability inclusion is effectively mainstreamed through the evaluation process and reflected in the Terms of Reference, inception and evaluation report/s and Meta-analysis of evaluation findings, conclusions and recommendations related to disability inclusion at least every five years

Indicator 11 Country programme documents		
Approaches requirements	Meets requirements	Exceeds requirement
Guidance on country programme documents mainstreams disability inclusion	Guidance on country programme documents mainstreams disability inclusion

and

All country programme documents include analysis and corresponding programming on disability inclusion | Guidance on country programme documents mainstreams disability inclusion

and

All country programme documents include analysis and corresponding programming on disability inclusion

and

Knowledge management practices and processes promote improved mainstreaming of disability inclusion in country programme documents |

Indicator 12 Joint initiatives		
Approaches requirements	Meets requirements	Exceeds requirement
Participates actively in inter-agency coordination mechanism(s) on disability inclusion	Participates actively in inter-agency coordination mechanism(s) on disability inclusion

and

One joint programme/initiative in place | Participates actively in inter-agency coordination mechanism(s) on disability inclusion

and

More than one joint programme/initiative in place |

Indicator 13 Employment		
Approaches requirements	Meets requirements	Exceeds requirement
Employment policy/strategy and other human resources-related policies/strategies include provisions to attract, recruit, retain, and promote career development of, employees with disabilities	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 Employees with disabilities report satisfaction and well-being at a level similar to the general staff body	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 Employees with disabilities report satisfaction and well-being at a level similar to the general staff body and Number of persons with disabilities entering the organization through targeted or mainstream recruitment practices increases

Indicator 14 Capacity development for staff		
Approaches requirements	Meets requirements	Exceeds requirement
Entity-wide learning and/or training opportunities are available to increase capacity of staff at all levels in disability inclusion	Entity-wide learning and/or training opportunities are available to increase capacity of staff at all levels in disability inclusion and Successful completion of learning activities and use of available learning resources on disability inclusion is mandatory, and completion and use are tracked	Entity-wide learning and/or training opportunities are available to increase capacity of staff at all levels in disability inclusion and Successful completion of learning activities and use of available learning resources on disability inclusion is mandatory, and completion and use are tracked and Tailored learning activities and learning resources on disability inclusion, in particular for senior managers and staff union representatives

Indicator 15 Communication		
Approaches requirements	Meets requirements	Exceeds requirement
Guideline(s)/procedures in place to ensure that internal and external communication is respectful of persons with disabilities	Guideline(s)/procedures in place to ensure that internal and external communication is respectful of persons with disabilities and Persons with disabilities are reflected in mainstream communications	Guideline(s)/procedures in place to ensure that internal and external communication is respectful of persons with disabilities and Persons with disabilities are reflected in mainstream communications and Communication campaign on disability inclusion undertaken at least every two years

Annex I. Key concepts and definitions

Persons with disabilities	Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others (CRPD, Article 1)
Disability inclusion	The meaningful participation of persons with disabilities in all their diversity, the promotion of their rights, and the consideration of disability-related perspectives in compliance with the Convention on the Rights of Persons with Disabilities (CRPD)
Mainstreaming disability inclusion	The consistent and systematic approach to disability inclusion in all areas of operations and programming
Twin-track approach	Integrating disability-sensitive measures into the design, implementation, monitoring and evaluation of all policies and programmes and providing disability-specific initiatives to support the empowerment of persons with disabilities. The balance between mainstreaming strategies and targeted-support should be tailored to address the needs of specific communities; but the overall goal should always be integrating and including persons with disabilities in all aspects of society and development5
CRPD compliant	Policies and practices that follow the general principles and obligations underlined in the Convention on the Rights of Persons with Disabilities (CRPD) as well as standards of the Committee on the Rights of Persons with Disabilities in their interpretation of the CRPD

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[5] 'Mainstreaming disability in the development agenda' E/CN.5/2012/6, para 12

Accessibility	Ensuring that persons with disabilities have access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas (CRPD, Article 9)
Universal design	The design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. "Universal design" shall not exclude assistive devices for particular groups of persons with disabilities where this is needed (CRPD, Article 2)
Discrimination on the basis of disability	Any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation (CRPD, Article 2)
Reasonable accommodation	Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms (CRPD, Article 2)
Organization of persons with disabilities (OPD)	Organizations comprising a majority of persons with disabilities − at least half their membership − and governed, led and directed by persons with disabilities (CRPD/C/11/2, Annex II, para 3). Organizations of persons with disabilities should be rooted, committed to and fully respect the principles and rights recognized in the Convention (CRPD General comment No. 7, para 11)

Annex II. Participation in consultation process

Initial consultations took place between October and December 2018 through virtual meetings of the IASG-CRPD sub-working group.[6]

A zero draft of the documents was circulated in early January, and bilateral consultations to collect feedback were undertaken with 11 UN entities, and written comments were received from 16 UN entities on the zero drafts of the documents. Furthermore, a workshop on 24 January 2019 brought together 56 participants representing 22 UN entities and 2 civil society organizations to conduct discussions on the documents and provide comments.

As a result, a revised draft of the documents was prepared and circulated in early February. This draft formed the basis for briefings and consultations and in-depth piloting/validation sessions with 22 UN entities that took place in Geneva, New York and Bangkok, as well as via phone with UN entities in Rome and Amman between 19 February and 1 March 2019. Written comments on the revised drafts were received from 12 UN entities.

In February 2019, the HLCM Secretariat circulated to its members a survey of current initiatives on disability inclusion in support of the development process. Furthermore, six inter-agency networks were engaged, with a dedicated briefing provided to the Human Resources Network and several submissions of written inputs.

Based on the outcomes of the consultations/briefings and piloting/validation sessions, a final draft of the documents was prepared and circulated in early March 2019. Comments on this version were received from eight entities, and the documents were formally endorsed by the IASG-CRPD on 14 March for submission for consideration by HLCM and HLCP.

From the onset, persons with disabilities and their representative organizations have played an active role, including through participation in briefings and meetings, and contributing to the drafting process. International Disability Alliance (IDA), an umbrella organization of organizations of persons with disabilities, has been an active participant. International Disability and Development Consortium (IDDC), a civil society organization working on disability issues, has contributed to the drafting
Furthermore, staff with disabilities have been engaged through the briefings, consultations and piloting/validation workshops.

In total, close to 300 individuals from around 60 UN entities, staff unions and civil society organizations, were directly engaged by the facilitation team in the development of these tools, and an even greater number of individuals that were briefed by colleagues directly engaged, and who provided comments.

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[6] The IASG comprises disability focal points from 28 UN entities and 2 civil society organizations.

January 2019 (Zero draft)

Consultations/ meetings	Global Workshop in New York		Written comments	
1. CEB Secretariat 2. ILO 3. IOM 4. OCHA 5. OHCHR 6. UN-DMSPC 7. UN-DOS 8. UNHCR 9. UNICEF 10. UNOG 11. WHO 12. WIPO	1. CEB Secretariat 2. EOSG 3. ESCAP 4. ESCWA 5. IDA* 6. IDDC* 7. ILO 8. IOM 9. OHCHR 10. Staff Union 11. UN Women 12. UN-DCO 13. UN-DESA	14. UN-DGACM 15. UN-DMSPC 16. UN-DOS 17. UN-RCONY 18. UNDP 19. UNFPA 20. UNHCR 21. UNICEF 22. UNOG 23. UNOPS 24. UNPRPD 25. WFP 26. World Bank	1. CEB Secretariat 2. CRPD Secretariat 3. ESCAP 4. ESCWA 5. IDDC* 6. IOM 7. Special Envoy on Disability and Accessibility 8. Staff Union 9. UN Habitat	10. UN Women 11. UN-DESA 12. UN-DMSPC 13. UN-DOS 14. UNFPA 15. UNOG 16. UNPRPD 17. UNRWA

* Civil society organization

February 2019 (First draft)

Consultations/ meetings	Piloting/validation		Written comments
1. IOM	1. ESCAP 2. FAO 3. IFAD 4. ILO 5. ITU 6. OHCHR 7. UN Women 8. UN-DCO** 9. UN-DESA 10. UN-DGACM** 11. UN-DGC **	12. UN-DMSPC** 13. UN-DOS** 14. UN-DPO** 15. UN-DPPA** 16. UN-DSS** 17. UNDP 18. UNICEF 19. UNOG 20. UNRWA 21. WHO	1. ESCAP 2. FAO 3. IDDC* 4. ILO 5. UN Women 6. UN-DESA 7. UN-DMSPC 8. UNDP 9. UNFPA 10. UNHCR 11. UNPRPD 12. WIPO

* Civil society organization
**participated in UN Secretariat-wide piloting/validation session

March 2019 (Final draft)

Written comments		
1. Staff Federations 2. UN Women 3. UN-DOS	4. UNFPA 5. UNHCR 6. UNICEF	7. WFP 8. WHO

Responses to HLCM survey and/or provided comments through HLCM Secretariat

Inter-agency networks	Entities	
1. Human Resources Network 2. Procurement Network 3. Digital & Technology Network 4. Finance and Budget Network 5. Inter Agency Security Management Network (IASMN) 6. International Annual Meeting on Language Arrangements, Documentation and Publications (IAMLADP)	1. ICAO 2. ICGEB 3. IFAD 4. IMO 5. IOM 6. OPCW 7. UN Women 8. UN-OICT 9. UNAIDS 10. UNDP 11. UNEP	12. UNFPA 13. UNHCR 14. UNICEF 15. UNOPS 16. UNWTO 17. WFP 18. WHO 19. WIPO 20. WMO 21. World Bank 22. WTO