UNDIS Reporting Form

General Information

Status

Finished

Entity

OHCHR

Reporting year

2024

* Report Prepared by (Required)

Martyna Balciunaite

Report prepared by Email

martyna.balciunaite@un.org

* Designation (Position/Unit) (Required)

Human Rights Officer

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Individual entity reports will not be published.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)

LEADERSHIP, STRATEGIC PLANNING & MANAGEMENT

Indicator 1: Leadership

Approaches Requirements	Meets Requirements	Exceeds Requirements
1.a.i. Senior managers internally and publicly champion disability inclusion	**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	**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. Implementation of the DRS is reviewed by senior management every year and the DRS establishes an accountability mechanism in its policy (8.3). In 2024, 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. The High Commissioner (HC) and Deputy High Commissioner (DHC) engagement on disability rights in public and internal processes continue to be consistent. In 2024 DHC met with the President of the International Disability Alliance. DESIB Section Chief, Todd Howland attended Wilton Park retreat, co-organized by Mexico and UK, in London which focused on disability rights. In October, DHC attended G7 meeting on Disability and Inclusion during which she met with IDA and EDF. 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 By
	OHCHR_Ind1_SET 18_2024_Minutes_signed HC.pdf.pdf	12/03/2025, 18...	Martyna Balciu
	OHCHR_Ind1_DRS-Action-Plan-2025.docx	08/04/2025, 12...	Martyna Balciu
	OHCHR_Ind1_Report and action plan_FINAL_rev.docx	10/06/2025, 10...	Martyna Balciu

* 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

Response to Feedback

Updated as requested.

Indicator 2: Strategic Planning and Management

Approaches Requirements	Meets Requirements	Exceeds Requirements
2.a.i. Entity commitment to disability inclusion is in the overview/preamble of the main strategic planning document	**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	**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 2024-2027- (OMP) is the main strategic document of OHCHR. In 2024 - 2027, six pillars continue to guide UN Human Rights work: (i) strengthening support to the wider human rights ecosystem; (ii) fostering participation; (iii) addressing discrimination; (iv) enhancing accountability; seeking to embed human rights in (v) development and in (vi) peace and security efforts. Each pillar has from five to seven results.

In implementing these pillars and achieving their results the Office is guided by strategic directions. The strategic direction aim to ensure that the results of all pillars: (i) rebuild trust and reinvigorate a global human rights movement (ii) foster inclusion and equality through a diversity approach; (iii) promote a human rights economy; (iv) ensure that digital technologies and data service humanity; (v) put human rights at the centre of early warning; (vi) advance environmental action.

Strategic direction "Fostering inclusion and equality through a diversity approach" identifies groups particularly affected, that include women and girls; youth; older people; individuals from national or ethnic, religious and linguistic minorities; Indigenous Peoples; LGBTIQ+ persons; persons with disabilities; migrants, refugees and internally displaced persons.

This promotes both mainstreaming the rights of persons with disabilities and the need to place a specific focus on persons with disabilities at both programmatic and operational levels.

Through Annual Work Plans, planning can specify one or more than one population focus to better reflect human rights mainstreaming. They allow 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 'exceeds' 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 By
	OHCHR_Ind2_OMP-2024-2027.pdf	12/03/2025, 17...	Martyna Balciu
	OHCHR_Ind2_Report and action plan_FINAL.docx	10/06/2025, 10...	Martyna Balciu
	OHCHR_Ind2_Report and action plan_FINAL_rev.docx	11/06/2025, 18...	Martyna Balciu

* 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 for this indicator in 2025.

* Q5 Unit responsible (Required)

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

Strategic, Planning, Evaluation and Change Services

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.

Response to Feedback

Updated as requested.

Indicator 3: Disability-Specific Policy/Strategy

Approaches Requirements	Meets Requirements	Exceeds Requirements
3.a.i. Policy/strategy on mainstreaming disability inclusion is in place	**3.b.i.** Policy/strategy on mainstreaming disability inclusion is in place and implemented	**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 targeting both disability-specific and mainstream activities are evidence of the impact of the strategic direction strategy in the OMP. The DRS integrates disability rights in a sustainable way in the work of the Senior Executive Team.

Regarding an update at least every two years to Governing Body or equivalent (SET) on implementation of policy/strategy OHCHR assesses the current strategy and action plan on a yearly basis and implements remedial action as needed. See indicator 1. Furthermore, the Human Rights Council mandate to report (A/HRC/55/8) provides the opportunity to assess performance at a mid-year interval. For 2024, it will be reported during HRC59. Hence, OHCHR rates 'Exceeds requirements' under this indicator.

Q3 Supporting documentation

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

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

Attach Document or Link

Name ↑	Date Modified	Modified By
OHCHR_Ind3_Report and action plan_FINAL.docx	10/06/2025, 10...	Martyna Balciu
OHCHR_Ind3_Report and action plan_FINAL_rev.docx	10/06/2025, 11...	Martyna Balciu

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

OHCHR will better integrate its 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 & Disability te...

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

Response to Feedback

Updated as requested.

Indicator 4: Institutional Set-Up

Approaches Requirements	Meets Requirements	Exceeds Requirements
4.a.i. Entity has a unit/individual with substantive expertise on a human rights-based approach to disability	**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	**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 2023, a JPO joined HRDU, who finished the assignment in 2024. 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 GLO also coordinates the disability focal points network in OHCHR. OHCHR meets all requirements indicated in the technical notes for rating 'meets requirements.'

Q3 Supporting documentation

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

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

Attach Document or Link

	Name ↑	Date Modified	Modified By
	OHCHR_Ind4_Report and action plan_FINAL.docx	10/06/2025, 10...	Martyna Balciu

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

In 2025 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 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) & Global Operations Division (GLO).

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

Response to Feedback

INCLUSIVENESS

Indicator 5: Consultation with Persons with Disabilities

Approaches Requirements	Meets Requirements	Exceeds 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	**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	**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. The UNDIS guidelines for consultation were integrated in OHCHR policy. Hence, OHCHR rates as 'approaches' in this indicator.

Q3 Supporting documentation

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

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

Attach Document or Link

	Name ↑	Date Modified	Modified By
	OHCHR_Ind5_Report and action plan_FINAL.docx	10/06/2025, 10...	Martyna Balciu

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

OHCHR will explore 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 Direc...

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

Response to Feedback

Indicator 6: Accessibility

Approaches Requirements	Meets Requirements	Exceeds Requirements
6.a.i. Baseline assessment on accessibility is complete	**6.b.i.** Accessibility policy/strategy is in place and has been implemented	**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 has a comprehensive baseline assessment on accessibility in certain areas, such as publication and documentation. Advancements were made on IT, facilities and events. In 2024, four of the five offices requiring accessibility adjustments were evaluated and budgeted. Panama is pending evaluation and budgeting.

Hence, it rates '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 By
	OHCHR_Ind6_report and action plan_FINAL.docx	10/06/2025, 10...	Martyna Balciu

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

A fundraising proposal will be explored to seek voluntary contributions from non-traditional donors interested in accessibility and inclusion.

* 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), Glo...

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

Response to Feedback

Indicator 6.1: Accessibility of Conferences and Events

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

Response to Feedback

Indicator 7: Reasonable Accommodation

Approaches Requirements	Meets Requirements	Exceeds Requirements
7.a.i. Reasonable accommodation policy/strategy is under development	**7.b.i.** Reasonable accommodation policy/strategy has been implemented, including adequately funded mechanism	**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 completed all action to maintain performance.
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. An evaluation of the system was performed in 2024. Hence, OHCHR 'exceeds requirements.'

Q3 Supporting documentation

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

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

Attach Document or Link

	Name ↑	Date Modified	Modified By
	OHCHR_Ind7_Report and action plan_FINAL_rev.docx	10/06/2025, 11...	Martyna Balciu
	OHCHR_Ind7_Report and action plan_FINAL.docx	18/03/2025, 14...	Martyna Balciu

* 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

OHCHR meets all requirement to rate 'exceeds.' OHCHR achieved all formal requirements under indicator #7, yet implementation remains challenging. Provision of reasonable accommodation requires implementation of system wide actions to complement them and prevent the over reliance on reasonable accommodation. This

includes, among others, occupational health - preventing the use of reasonable accommodation to cover temporary health conditions -, coverage of posts when extended leave is granted - preventing use of reasonable accommodation to cover posts e.g extended leave because of health issues like burn out -, disability entitlements in housing or support - preventing use of reasonable accommodation to cover disability extra costs -, among others.

Response to Feedback

Updated as requested.

Indicator 8: Procurement

Approaches Requirements	Meets Requirements	Exceeds Requirements
8.a.i. Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers	**8.b.i.** Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers	**8.c.i.** Procurement policies ensure that relevant goods and services acquired are accessible or do not create new barriers
and	*and*	*and*
8.a.ii. Procurement policies ensure that the procurement process is accessible	**8.b.ii.** Procurement policies ensure that the procurement process is accessible	**8.c.ii.** Procurement policies ensure that the procurement process is accessible
	and	*and*
	8.b.iii. Target is established and met for number/percentage of relevant procurement documents that have accessibility as a mandatory requirement	**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 maintains performance for 'approaches requirements.' OHCHR included the HLCM guidelines in its DRS policy. Through this action, OHCHR meets all requirements for maintaining '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 By
OHCHR_Ind8_Report and action plan_FINAL.docx	10/06/2025, 10...	Martyna Balciu
OHCHR_Ind8_Report and action plan_FINAL_rev.docx	10/06/2025, 11...	Martyna Balciu

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

Continue to work on planned activities under 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 Services (P...

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

Response to Feedback

Updated as requested.

PROGRAMMING

Indicator 9: Programmes and Projects

Approaches Requirements	Meets Requirements	Exceeds Requirements
9.a.i. Guidance note or equivalent adopted on mainstreaming disability inclusion at all stages of the programme/project cycle	**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	**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 By
	OHCHR_Ind9_Report and action plan_FINAL.docx	08/04/2025, 12...	Martyna Balciu
	OHCHR_Ind9_Mainstreaming Disability_Final_Feb2023....	14/03/2025, 21...	Martyna Balciu

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

Set a tracking mechanism in the Performance Monitoring System and set a minimum of programmes and projects.

* Q5 Unit responsible (Required)

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

Human Rights and Disability Advisor; Global Operations Division (GLO);Strategic, Planning, Evaluation and ...

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

Response to Feedback

Indicator 10: Evaluation

Approaches Requirements	Meets Requirements	Exceeds Requirements
10.a.i. Evaluation guidelines contain guidance on how to address disability inclusion	**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)	**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.

OHCHR performed all activities to maintain performance and conducted a meta-review for the previous OMP cycle. Consequently, it 'exceeds requirements.' OHCHR performed all activities to maintain performance and conducted a meta-review for the previous OMP cycle. The Model Terms of Reference were revised in 2019 and 2022 to address disability inclusion. Evaluation teams are expected to include members with knowledge or experience of disability inclusion, and this is applied in evaluations since 2022. Stakeholder mapping and data collection methods include persons with disabilities and OPDs, enhancing relevance and inclusion.

Evaluation questions are designed to capture various aspects of disability inclusion, such as participation, barriers, and beneficiary data, and follow Indicator 9 guidance. Evaluation reports must disaggregate data by disability, assess programme impacts, and reflect findings in conclusions and recommendations. Guidance for evaluation reports has been revised accordingly. OHCHR has consistently applied these standards across evaluation stages, ToR preparation, implementation, and reporting and conducted self-assessments using UNEG guidance to confirm effective mainstreaming. OHCHR conducted a meta-analysis (2018–2023) of evaluation findings on disability inclusion. This informed the Office's Management Plan (2024–2027) and supports strategic planning. This meets the 10.c.iii requirement for meta-reviews every five years. OHCHR co-convened the UNEG Working Group on Gender Equality, Disability Inclusion, and Human Rights, contributing to the 2024 updated UNEG guidance that promotes inclusive evaluations and the principle of "Leave No One Behind." A follow-up meta-review is planned for the post-2027 cycle. Consequently, it 'exceeds requirements.'

Q3 Supporting documentation

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

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

Attach Document or Link

	Name ↑	Date Modified	Modified By
	OHCHR_Ind10_Report and action plan_FINAL_rev.docx	10/06/2025, 11...	Martyna Balciu
	OHCHR_Ind10_Report and action plan_FINAL.docx	23/04/2025, 10...	Martyna Balciu

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

Undertake a new evaluation with meta-analysis in 2027.

* Q5 Unit responsible (Required)

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

Strategic, Planning, Evaluation and Change Services.

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

Response to Feedback

Updated as requested.

Indicator 11: Country Programme Documents

Approaches Requirements	Meets Requirements	Exceeds Requirements
11.a.i. Guidance on country programme documents mainstreams disability inclusion	**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	**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.

In 2022, the OHCHR reported on the guidelines for including disability aspects in its work. This followed detailed guidance in 2020 within the SDG-CRPD resource package, identifying important areas under UNDIS11. In 2023 OHCHR, included disability in its country programmes guidelines. These include mainstreaming guidance, reported under UNDIS9 2022 process. Guidance includes substantive information in 'Promoting the Rights of Persons with Disabilities through the Sustainable Development Goals: A Resource Package. In 2024 the guidance on country programmes was updated and shared / applied when formulating the country programmes. Disability was integrated in the country programme guidelines, including reference to the specific guidance on mainstreaming disability, which addresses the need to "conduct a disability analysis in the country". As a result, rates '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 By
	OHCHR_Ind11_Guidelines Country Programmes 24 27 ...	14/03/2025, 22...	Martyna Balciu
	OHCHR_Ind11_Report and action plan_FINAL.docx	08/04/2025, 12...	Martyna Balciu

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

Explore actions on how to increase performance under the components of meeting requirements.

* Q5 Unit responsible (Required)

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

Global Operations Division (GLO); Strategic, Planning, Evaluation and Change Services (SPECS).

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

Response to Feedback

Indicator 12: Joint Initiatives

Approaches Requirements	Meets Requirements	Exceeds Requirements
12.a.i. Entity participates actively in inter-agency coordination mechanism(s) on disability inclusion	**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	**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 Global Disability Fund (former UN Partnership on the Rights of Persons with Disabilities) and the UNDIS focal point network OHCHR engages in joint programmes with other UN entities through UNPRPD projects. In 2024, OHCHR continues working a multi-country project on support and care systems with UNICEF and a second project s on care and support systems, working with ILO, UNDP, UNICEF, UNFPA and UNWOMEN. Hence, OHCHR meets all requirements to 'exceed requirements' according to the technical notes.

Q3 Supporting documentation

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

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

Attach Document or Link

	Name ↑	Date Modified	Modified By
	OHCHR_Ind12_Report and action plan_FINAL_rev.docx	10/06/2025, 12...	Martyna Balciu

* 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.

Global Operations Cooperation Division (GLO) 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

Response to Feedback

ORGANIZATIONAL CULTURE

Indicator 13: Employment

Approaches Requirements	Meets Requirements	Exceeds 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	**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	**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.

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 By
	OHCHR_Ind13_Report and action plan_FINAL.docx	18/03/2025, 14...	Martyna Balciu

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

Undertake data collection as planned.

* 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); H...

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

Response to Feedback

Indicator 14: Capacity Development

Approaches Requirements	Meets Requirements	Exceeds 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	**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	**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 completed all actions to maintain performance. OHCHR meets the requirements as mandatory training has been institutionalized: in 2023, OHCHR required all staff to complete the "United Nations Disability Inclusion Strategy Putting Words into Action" course, with completions tracked via the UNSSC dashboard. As of 2024, 671 of 1,492 staff members had completed the course, with continued follow-up mandated to achieve full compliance. Hence, OHCHR 'meets 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

Name ↑	Date Modified	Modified By
OHCHR_Ind14_UNDIS mandatory course.pdf	14/03/2025, 19...	Martyna Balciu
OHCHR_Ind14_Report and action plan_FINAL_rev.docx	10/06/2025, 12...	Martyna Balciu
OHCHR_Ind14_Report and action plan_FINAL.docx	10/06/2025, 10...	Martyna Balciu

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

OHCHR made the All-Staff Online Training Module: United Nations Disability Inclusion Strategy – Putting Words into Action mandatory. OHCHR will follow up on the compliance with SET recommendation to ensure 100% staff completed the course.

* 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

Response to Feedback

Updated as requested.

Indicator 15: Communications

Approaches Requirements	Meets Requirements	Exceeds Requirements
15.a.i. Guideline(s)/procedures are in place to ensure that internal and external communication are respectful of persons with disabilities	**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	**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. In 2023, OHCHR's 'Human Rights 75' campaign mainstreamed disability rights in the monthly spotlights with dedicated attention in February to the disability team's priority on support and care systems. Indicator 15 requires an evaluation of communications; our entity has not yet done so in 2024 and will do so in 2025. 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 By
	OHCHR_Ind15_Report and action plan_FINAL.docx	10/06/2025, 10...	Martyna Balciu

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

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 Public ...

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

Response to Feedback

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 made progress under the UNDIS framework by improving its rating under Indicator #2 on Strategic Planning, moving from "approaches" to "exceeds requirements," reflecting a strong OHCHR Management Plan. Key achievements include the requirement for all units to complete mandatory training by July 2024 and the successful implementation of performance maintenance actions across all indicators. Actions to advance performance under indicators #4 and #15 are planned to be completed in 2025.

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

The primary challenge facing the OHCHR in enhancing its performance under the UNDIS framework is resource availability. This challenge manifests in several areas:
Institutional Setup (Indicator #4): The postponement of the disability focal points meeting to 2025 reflects the lack of capacity of Human Rights and Disability Unit for facilitating these essential discussions.
Accessibility Assessments (Indicator #6): The partial completion of assessments for duty stations points to

logistical and financial hurdles. Four of the five required offices were evaluated. Additional resources are needed for assessments and adjustments in Panama.
Procurement and Employment (Indicators #8 and #13): The lack of a target for procurement documents to include accessibility requirements and the absence of a satisfaction survey on disability inclusion highlight gaps in operationalizing inclusive practices, partially due to limited resources.
OHCHR achieved all formal requirements under indicator #7, yet UN system wide systemic constraints continue to hamper the full, effective, and timely implementation of reasonable accommodation.

Response to Feedback

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	Exceeds 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	Approaches Requirements
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	Exceeds Requirements
✓ **Indicator 11**	Country Programme Documents	Approaches Requirements
✓ **Indicator 12**	Joint Initiatives	Exceeds Requirements

ORGANIZATIONAL CULTURE

INDICATOR NO.	TITLE	RATING
✓ **Indicator 13**	Employment	Approaches Requirements
✓ **Indicator 14**	Capacity Development	Meets Requirements
✓ **Indicator 15**	Communications	Approaches Requirements

Print Report Close