

# UNDIS Reporting Form

## General Information

Status

Finished

\* Report Prepared by (Required)

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Entity

OHCHR

Report prepared by Email

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Reporting year

2023

\* Designation (Position/Unit) (Required)

Human Rights and Disability Advisor

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

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

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

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

Individual entity reports will not be published.

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

# Indicator 1: Leadership

## Approaches Requirements

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

## Meets Requirements

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

*and*

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

## Exceeds Requirements

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

*and*

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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


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






All actions required to maintain rating were performed. DHC met with IDA and the Icelandic Disability Association in 2023. Statements are attached as supporting evidence of senior management leadership. Hence, the OHCHR meets all required actions under 'exceeding requirements.'

### Q3 Supporting documentation

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

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

 Attach Document or Link

 Name ↑	Date Modified	Modified B
 OHCHR_Ind1_Report and action plan.docx	02/05/2024, 18...	Facundo CI
 OHCHR_Ind1_DRS-Action-Plan-2024 clean.pdf	01/04/2024, 11...	Facundo CI
 OHCHR_Ind1_SMT 7 November_Minutes_for EOSG.docx	02/05/2024, 18...	Facundo CI
 OHCHR_Ind1_DRS-Action-Plan-2024 clean.docx	01/04/2024, 11...	Facundo CI

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

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

### \* Q5 Unit responsible (Required)

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

UN High Commissioner for Human Rights' Executive Office.

### Q6 Additional Information

Please provide additional information on the following elements:

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

Reviewer Feedback

Additional comments on Indicator

## Indicator 2: Strategic Planning and Management

### Approaches Requirements

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

### Meets Requirements

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

*and*

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

*and*

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

### Exceeds Requirements

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

*and*

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

*and*

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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



OHCHR's Organization Management Plan 2018-2021 (OMP, extended until 2024) is the main strategic document of OHCHR and includes persons with disabilities as 'spotlight population,' promoting a specific focus on them at both programmatic and operational levels. The OMP also refers to women and youth as spotlight population, promoting an intersecting view between both populations. In addition, 'spotlight populations' allow for planning on programmatic action where responsible planning personnel identifies mainly disability-specific action on persons with disabilities. Activities described as spotlight population do not need to be disability-specific, consequently, they can also serve mainstream programmes which have some prevalent component on disability rights. Through Annual Work Plans, planning can specify more than one population focus to better reflect human rights mainstreaming. Human rights mainstreaming is expressly referred to in the OMP, including the human rights of persons with disabilities. The results statements in the OMP reflect disability inclusion, nevertheless, OHCHR is not disaggregating data by disability in its main planning document beyond the 'spotlight population,' which allows for tracking work in that line. The Annual Work Plan allows for tracking work through direct references to this group in activities defined or, indirectly, through references to monitoring of recommendations stemming from the Committee on the Rights of Persons with Disabilities. Consequently, OHCHR while partially meeting the actions under 'meeting requirements,' further action is needed to achieve this rating following the technical notes. Hence, rating is indicated as 'approaches requirements' for this indicator.

### Q3 Supporting documentation

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

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

 Attach Document or Link

 Name ↑	Date Modified	Modified B
 OHCHR_Ind2_Report and action plan.docx	01/04/2024, 11...	Facundo Cl

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

OHCHR will work with other UN entities to agree on a joint approach to data disaggregation, looking at the possibility of rating 'meeting requirements' for this indicator in 2024.

### \* Q5 Unit responsible (Required)

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

Policy, Planning, Monitoring, and Evaluation Service

## Q6 Provide additional information on the following elements:

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

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

### Reviewer Feedback

### Additional comments on Indicator

## Indicator 3: Disability-Specific Policy/Strategy

### Approaches Requirements

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

### Meets Requirements

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

### Exceeds Requirements

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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


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



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

**Q3 Supporting documentation**

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

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

 Attach Document or Link

 Name ↑	Date Modified	Modified B
 OHCHR_Ind3_Report and action plan.docx	02/05/2024, 18...	Facundo CI

**\* 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 & Disabilit...

Please provide additional information on the following elements:

## Q6 Additional Information

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

### Reviewer Feedback

### Additional comments on Indicator

## Indicator 4: Institutional Set-Up

### Approaches Requirements

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

### Meets Requirements

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

*and*

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

### Exceeds Requirements

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

*and*

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

*and*

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

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

Approaches Requirements

Meets Requirements



Exceeds Requirements

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

Missing

Not Applicable

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


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



OHCHR counts with a Human Rights & Disability Advisor that leads the work on disability inclusion in OHCHR. In 2021, OHCHR appointed a P3 post to support OHCHR's Advisor. In 2023, a JPO joined HRDU. In addition, OHCHR launched in 2021 the UN Human Rights Disability Rights Community of Practice. The DRS COP is an electronic platform led by the Human Rights & Disability team, the CRPD Secretariat and the SR on the rights of persons with disabilities Secretariat, in which updates on disability rights are shared, training is provided and coordinated action is encouraged. The mandate of the Advisor is broad, it includes global advocacy in intergovernmental processes, inter-agency work, support to field presences, internal support in operational aspects, including planning and programming, engagement with external partners, fundraising, and supporting the work of senior management. In addition, the Advisor leads engagement with civil society and organizations of persons with disabilities. The Advisor with FOTCD also coordinates the disability focal points network in OHCHR. OHCHR meets all requirements indicated in the technical notes for rating 'meets requirements.'

**Q3 Supporting documentation**

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

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

 Attach Document or Link

 Name ↑	Date Modified	Modified B
 OHCHR_Ind4_Report and action plan.docx	02/05/2024, 18...	Facundo Cl

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

In 2024, 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) & Field Operations and Technical cooperatio...

**Q6 Additional Information**

Please provide additional information on the following elements:

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

UNDIS had a positive impact in UN country teams, opening more opportunities to work on disability rights. Human rights advisors and components in country teams and peacekeeping operations had been tasked to support UNDIS implementation in a number of countries.

**Reviewer Feedback**

**Additional comments on Indicator**

**INCLUSIVENESS**

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

### Approaches Requirements

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

*and*

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

### Meets Requirements

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

*and*

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

### Exceeds Requirements

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

*and*

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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


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



constituency or thematic aspects. More generally, consultations are posted in OHCHR's website and replies are commonly posted there. 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 B
 OHCHR_Ind5_Report and action plan.docx	01/04/2024, 12...	Facundo CI

### \* 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 D...

### Q6 Additional Information

Please provide additional information on the following elements:

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

Reviewer Feedback

Additional comments on Indicator

## Indicator 6: Accessibility

### Approaches Requirements

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

### Meets Requirements

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

### Exceeds Requirements

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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



OHCHR has a comprehensive baseline assessment on accessibility in certain areas, such as publication and documentation. Limited advancements were made on IT, facilities and events. In 2023, two of the five offices requiring accessibility adjustments were evaluated and budgeted. Honduras, Panama and Cambodia are 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 B
 OHCHR_Ind6_report and action plan.docx	02/05/2024, 18...	Facundo CI

**\* 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), ...

**Q6 Additional Information**

Please provide additional information on the following elements:

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

**Reviewer Feedback**

**Additional comments on Indicator**

## Indicator 6.1: Accessibility of Conferences and Events

### Approaches Requirements

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

### Meets Requirements

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

*and*

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

### Exceeds Requirements

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

*and*

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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


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

N/A

### Q3 Supporting documentation

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

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

 Attach Document or Link

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

N/A

### \* Q5 Unit responsible (Required)

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

N/A

### Q6 Additional Information

Please provide additional information on the following elements:

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

Reviewer Feedback

Additional comments on Indicator

## Indicator 7: Reasonable Accommodation



### Approaches Requirements

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

### Meets Requirements

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

### Exceeds Requirements

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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


OHCHR has completed all action to maintain performance. An evaluation of the system was performed in 2023. 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 B
 OHCHR_Ind7_Report and action plan.docx	02/05/2024, 18...	Facundo CI

**\* 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

While 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.

**Reviewer Feedback**

**Additional comments on Indicator**

**Indicator 8: Procurement**

### Approaches Requirements

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

*and*

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

### Meets Requirements

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

*and*

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

*and*

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

### Exceeds Requirements

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

*and*

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

*and*

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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


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



OHCHR maintains performance for 'approaches requirements.'

### Q3 Supporting documentation

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

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

 Attach Document or Link

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 OHCHR_Ind8_Report and action plan.docx	01/04/2024, 14...	Facundo Cl

### \* 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 Service...

### Q6 Additional Information

Please provide additional information on the following elements:

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

**Reviewer Feedback**

**Additional comments on Indicator**

## Indicator 9: Programmes and Projects

### Approaches Requirements

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

### Meets Requirements

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

*and*

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

### Exceeds Requirements

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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

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

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




Hence, OHCHR 'approaches requirements,' according to the UNDIS technical notes.

### Q3 Supporting documentation

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

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

 Attach Document or Link

 Name ↑	Date Modified	Modified B
 OHCHR_Ind9_Mainstreaming Disability_Final_Feb2023....	03/05/2024, 11...	Facundo Cl
 OHCHR_Ind9_Report and action plan.docx	02/05/2024, 18...	Facundo Cl

**\* 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; Field Operations and Technical Cooperation Division (FOTCD); Poli...

**Q6 Additional Information**

Please provide additional information on the following elements:

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

**Reviewer Feedback**

**Additional comments on Indicator**

Thank you for the information provided. It would be helpful if OHCHR could upload the guidance note referenced in the report as supporting documentation.

## Indicator 10: Evaluation

### Approaches Requirements

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

### Meets Requirements

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

*and*

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

### Exceeds Requirements

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

*and*

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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









OHCHR performed all activities to maintain performance and conducted a meta-review for the OMP 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 B
 OHCHR_Ind10_Evaluation-Action-Advancing-Justice-a...	03/05/2024, 15...	Facundo Cl
 OHCHR_Ind10_meta-analysis-ohchr-evaluation-finding...	03/05/2024, 15...	Facundo Cl
 OHCHR_Ind10_Meta-analysis report on Disability Inclu...	01/04/2024, 14...	Facundo Cl
 OHCHR_Ind10_Evaluation-Uganda-Country-Programm...	03/05/2024, 15...	Facundo Cl
 OHCHR_Ind10_Report and action plan.docx	02/05/2024, 18...	Facundo Cl
 OHCHR_Ind10_Final-Evaluation-Report-Project-reinfor...	03/05/2024, 15...	Facundo Cl
 OHCHR_Ind10_evaluation-un-hr-annual-report-annual...	03/05/2024, 15...	Facundo Cl

### \* 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.

Policy, Planning, Monitoring and Evaluation Service.

### Q6 Additional Information

Please provide additional information on the following elements:

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



## Reviewer Feedback

### Additional comments on Indicator

Thank you for the information provided and for sharing the findings from the meta-evaluation. We note that the meta-evaluation and information provided in the supporting documentation refers to evaluations conducted until 2022. In order to meet or exceed requirements, entities are requested to evaluate the quality of evaluation ToRs, inception and reports it produced during 2023. We would be grateful to receive further information on evaluations conducted in 2023, to support the selected rating.

The indicator 10 report and action plan, attached as supporting documentation, refers to an assessment that was conducted. OHCHR may wish to upload this assessment to support the selected rating, if it refers to evaluations conducted in 2023.

## Indicator 11: Country Programme Documents

### Approaches Requirements

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

### Meets Requirements

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

### Exceeds Requirements

**11.c.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

*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. These efforts set the stage for creating guidelines for country programs in 2023. 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 B
 OHCHR_Ind11_Report and action plan.docx	01/04/2024, 14...	Facundo Cl
 OHCHR_Ind11_Guidelines Country Programmes 24 27 ...	01/04/2024, 14...	Facundo Cl

**\* 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.

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

**Q6 Additional Information**

Please provide additional information on the following elements:

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

### Reviewer Feedback

### Additional comments on Indicator

## Indicator 12: Joint Initiatives

### Approaches Requirements

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

### Meets Requirements

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

*and*

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

### Exceeds Requirements

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing

Not Applicable

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


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



OHCHR is one of the permanent co-Secretariat entities, together with UNDESA, of the Inter Agency Support Group for the Convention on the Rights of Persons with Disabilities. OHCHR is part of the UN Partnership on the Rights of Persons with Disabilities and the UNDIS focal point network. In 2023, OHCHR was adjudicated with two UNPRPD projects, on displaced populations from Ukraine and on support and care systems. Hence, OHCHR meets all requirements to 'exceed requirements' according to the technical notes.

**Q3 Supporting documentation**

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

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

 Attach Document or Link

 Name ↑	Date Modified	Modified B
 OHCHR_Ind12_Report and action plan.docx	01/04/2024, 14...	Facundo CI

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

OHCHR will continue to engage with the UN system.

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

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

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

**Q6 Additional Information**

Please provide additional information on the following elements:

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

## Reviewer Feedback

Additional comments on Indicator

## ORGANIZATIONAL CULTURE

### Indicator 13: Employment

#### Approaches Requirements

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

#### Meets Requirements

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

*and*

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

#### Exceeds Requirements

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

*and*

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

*and*

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

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

Approaches Requirements

Meets Requirements

Exceeds Requirements

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

Missing

Not Applicable

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

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

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


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



Employment and other Human Resources related policies, strategies and practices in terms of substantive equality, non-discrimination and diversity are aligned, and compliant with, Secretary-General directives. The 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 B
 OHCHR_Ind13_Report and action plan.docx	02/05/2024, 18...	Facundo Cl

**\* 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)...

## Q6 Additional Information

Please provide additional information on the following elements:

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

**Reviewer Feedback**

**Additional comments on Indicator**

## Indicator 14: Capacity Development

### Approaches Requirements

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

### Meets Requirements

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

*and*

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

### Exceeds Requirements

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

*and*

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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

OHCHR completed all actions to maintain performance. OHCHR has monitored use of available online trainings, with 4 staff trained by LMS-6835. 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 B
 OHCHR_Ind14_LMS-6835.xlsx	02/05/2024, 18...	Facundo Cl
 OHCHR_Ind14_Report and action plan.docx	02/05/2024, 18...	Facundo Cl

**\* 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, yet this was not distributed to staff.

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

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

Human Rights and Disability Unit (HRDU); Human Resources Management Section.

**Q6 Additional Information**

Please provide additional information on the following elements:

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

**Reviewer Feedback**

**Additional comments on Indicator**

Thank you for the information provided, however clarification is needed to understand the selected rating. We note that in 2023, the training United Nations Disability Inclusion Strategy: Putting Words into Action was made mandatory for all staff, which is great to learn. At the same time, the report notes that no other action was taken and the course was not distributed to staff.

To meet the requirements of this indicator, entities are requested to demonstrate that course completion and use are tracked. While the report notes that other mandatory courses are tracked, it appears that a system is not yet in place to monitor uptake and completion of the mandatory course on disability inclusion. If this understanding is correct, the recommended rating for 2023 is “approaches requirements”. We would be grateful if further information could be provided to support the selected rating, or kindly review and revise the rating as appropriate.

## Indicator 15: Communications

### Approaches Requirements

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

### Meets Requirements

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

*and*

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

### Exceeds Requirements

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

*and*

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

*and*

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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


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



OHCHR incorporated the UNDIS guidelines in its policy. OHCHR entered into an agreement with the International Paralympic Committee to develop a continuous campaign in the coming years, starting in 2021. 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. Hence, OHCHR 'approaches requirements,' according to the UNDIS technical notes.

### Q3 Supporting documentation

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

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

 Attach Document or Link

 Name ↑	Date Modified	Modified B
 OHCHR_Ind15_Report and action plan.docx	01/04/2024, 14...	Facundo Cl

### \* 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 Pub...

### Q6 Additional Information

Please provide additional information on the following elements:

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

Reviewer Feedback

## Additional comments on Indicator

## SUMMARY

### Summary

#### OVERALL SUMMARY OF ACHIEVEMENTS, OPPORTUNITIES AND CHALLENGES

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

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

OHCHR made progress under the UNDIS framework by improving its rating under indicator #10 on Evaluation moving from "meets" to "exceeds requirements," indicating a strong evaluation framework. Indicator #11 on Country Programmes Documents improved from "missing" to "approach requirements," marking a development towards inclusive country programs. Achievements include the adoption of mandatory training for all units in March 2023 and the completion of performance maintenance actions under all indicators.

**\* 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:

Strategic Planning (Indicator #2): The postponement of strategic planning and management actions posed a challenge in integrating disability inclusion into organizational strategies due to structural issues.

Institutional Setup (Indicator #4): The postponement of the disability focal points meeting to 2024 reflects the lack human resources allocation for facilitating these essential discussions.

Accessibility Assessments (Indicator #6): The partial completion of assessments for duty stations points to logistical and financial hurdles. Two of the five required offices were evaluated. Additional resources are needed for assessments and adjustments in Honduras, Panama, and Cambodia planned for 2024.

Capacity Development (Indicator #14): The mandatory training on disability inclusion remains incomplete, indicating a need for better resource distribution to ensure widespread staff training.

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.

## Reviewer Feedback





Additional comments on Indicator

## Overall Ratings






### STATUS

 Completed  Incomplete  Review Requested



### LEADERSHIP, STRATEGIC PLANNING & MANAGEMENT

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

### INCLUSIVENESS

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

### PROGRAMMING

INDICATOR NO.	TITLE	RATING
 <b>Indicator 9</b>	Programmes and Projects	Approaches Requirements
 <b>Indicator 10</b>	Evaluation	Exceeds Requirements

✔ **Indicator 11** Country Programme Documents

Approaches  
Requirements

✔ **Indicator 12** Joint Initiatives

Exceeds  
Requirements

## ORGANIZATIONAL CULTURE

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

 Print Report

 Close