UNDIS Reporting Form

General Information

Status

Finished

Entity

UNAIDS

Reporting year

2020

* Report Prepared by (Required)

Juliane Drews [UNAIDS]

Report prepared by Email

drewsj@unaids.org

* Designation (Position/Unit) (Required)

Advisor, HRM

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 Team in the Executive Office of the Secretary-General under the supervision of his Senior Adviser on Policy. 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Individual entity reports will not be published.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	**1.c.i.** Senior managers internally and publicly champion disability inclusion
	and	*and*
	1.b.ii. Implementation of entity disability policy/strategy is reviewed by senior management annually, with remedial action taken as needed	**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.

The UNAIDS secretariat provides political leadership for the global AIDS response. The role of the Executive Director to advocate for inclusion and for ensuring that noone is left behind is critical. At the end of 2019, Winnie Byanyima was appointed as the new Executive Director of UNAIDS. Her vision, as set out to the the 45th meeting of the UNAIDS Programme Coordinating Board in December, focuses on the profound gaps in the HIV response. In her speech to the Board, she explicitly mentioned people with disabilities among those groups whose rights are being violated. During the course of the year,

moreover, other senior officials advocated for inclusion. For example, in July, the Executive Director a.i. launched the Global AIDS update report 2019 which includes a section that highlights how people with disabilities are often left behind by HIV responses along with an example of a regional project in western and central Africa, aimed at making regional and national HIV laws, strategies and policies more inclusive of people with disabilities.

Q3 Supporting documentation

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

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

⫫ Attach Document or Link

🗋	Name ↑	Date Modified	Modified E
⊕	UNAIDS_PI1_Global AIDS Strategy - FOCUS GROUPS R...	23/03/2021, 10...	Juliane Dre

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

A disability audit was conducted to appraise the UNAIDS 2016-21 strategy and UNAIDS' inclusion of disability using the UN Disability Inclusion Strategy Accountability Framework. The audit revealed that although the strategy explicitly addressed disability, nevertheless, many gaps remain in terms of disability inclusion both in national HIV programmes and across the work of UNAIDS, see: https://www.unaids.org/sites/default/files/20200804_Disability.pdf.

* Q5 Unit responsible (Required)

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

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

1. Opportunity: Winnie Byanyima has put forward a transformative agenda for the HIV response and the UNAIDS Secretariat. Dedicated expertise is being deployed aimed at fostering a inclusive feminist culture with the UNAIDS Secretariat.

2. Challenge: Lack of available disaggregated data demonstrating the intersection between HIV and disability across regions is one reason why progress for this indicator is stalled.

Reviewer Feedback

Additional comments on Indicator

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	**2.c.i.** Entity commitment to disability inclusion is in the overview/preamble of the main strategic planning document
	and	*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	**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	*and*
	2.b.iii. Disaggregation of data by disability and sex in the main strategic planning document, as relevant	**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.

The UNAIDS 2016–2021 Strategy - On the Fast-Track to End AIDS is a bold call to reach people being left behind. It explicitly sets out how HIV-related discrimination is interwoven with other forms of discrimination including based on disability. It explicitly addresses the plight of people with disabilities and their higher risk of HIV infection because of their vulnerability to violence, sexual abuse and stigma and discrimination, while often struggling to obtain meaningful service access. It calls for enhanced capacity-building support to significantly increase availability of high-quality, timely and reliable data disaggregated, inter alia, by disability. However, a disability audit of the strategy, last year, revealed that people with disabilities face barriers to services as a result of attitudinal, financial, physical, communication factors and that HIV prevention and treatment services are not adapted to the needs of the diverse persons with disabilities. For more detailed findings: www.unaids.org/sites/default/files/20200804_Disability.pdf

Q3 Supporting documentation

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

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

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🖉  Attach Document or Link
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🗋	Name ↑	Date Modified	Modified E
🌐	UNAIDS_PI2_UNAIDS Strategy 2016-2021 On the Fast-...	23/03/2021, 10...	Juliane Dre
🌐	UNAIDS_PI2_Global AIDS Strategy - FOCUS GROUPS R...	23/03/2021, 10...	Juliane Dre

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

UNAIDS is in the process of reviewing progress in the implementation of its strategy. This provides an opportunity to review progress in relation to disability inclusion in relation to relevant illustrative indicators such as the existence of laws and/or policies that present barriers to delivery of HIV prevention, testing and treatment services or accessibility to these services.

* Q5 Unit responsible (Required)

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

> 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

1. Opportunity: Based on the review of the current UNAIDS 2016-2021 Strategy, strategic priorities beyond 2021 will be considered. This can provide an opportunity to strengthen disability inclusion.

2. Challenge: Lack of available disaggregated data demonstrating the intersection between HIV and disability across regions is one reason why progress for this indicator is stalled.

Reviewer Feedback

Additional comments on Indicator

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.

UNAIDS 2016-2021 Strategy stipulates: In all regions of the world, punitive laws, policies and practices continue to violate human rights and maintain structural conditions that leave populations without access to HIV services. HIV-related discrimination is often deeply interwoven with other forms of discrimination based on gender, sexual orientation and gender identity, race, disability, drug use, immigration status and being a sex worker, prisoner.

In the Resolution adopted by the UN General Assembly on 8 June 2016 - Political Declaration on HIV and AIDS: On the Fast Track to Accelerating the Fight against HIV and to Ending the AIDS Epidemic by 2030, it is said: Accelerate efforts to increase significantly the availability of high-quality, timely and reliable data, including on incidence and prevalence, disaggregated by income, sex, mode of transmission, age, race, ethnicity, migratory status, disability, marital status, geographic location and other characteristics relevant in national contexts.

Report on Disability and HIV: highlights existing key evidence on the relationship between disability and HIV. It discusses the concrete steps needed for a person-centred, disability-inclusive HIV response that allows for increased participation of people with disabilities and integrates rehabilitation within the continuum of HIV care.

All Staff Survey launched in November 2020 included a question on Disability among UNAIDS Staff.

Q3 Supporting documentation

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

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

🔗 Attach Document or Link

📄	Name ↑			Date Modified	Modified E

| ⊕ | UNAIDS_PI3_UNAIDS Strategy 2016-2021 On the Fast-... | 23/03/2021, 11... | Juliane Dre |
| ⊕ | UNAIDS_PI3_Political Declaration on Ending AIDS.url | 23/03/2021, 11... | Juliane Dre |

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

*Implement our General Cooperation Agreement with Humanity and Inclusion

*Maintain a Disability Focal Point in the Programme Branch, HRM and Regional Offices and adequately resource their work

*Develop an action plan to address comments and suggestions

*Ensuring accessibility to persons with disabilities to UNAIDS meetings and HIV/AIDS Conferences

*Enhancing progress reporting, establish monitoring mechanisms to track implementation of the strategy -

*Following up with Human Resources to encourage people living with Disability to apply in each UNAIDS Vacancy notice

* Q5 Unit responsible (Required)

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

Programme Branch and Human Resources Management Department

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

Opportunities
*As part of the UNDIS reporting, a working group of focal points (HQ and Field) was formally established with the mandate to bring suggestions for progress to UNAIDS Cabinet. The involvement of some 30 staff members can serve a new dynamism for mainstreaming disability inclusion across programmatic and operational workstreams.
*Longtime and formal Focal Point on Disability in Community Support Department for programmatic issues and newly appointed Focal Point in Human Resources Department for operational issues.

Challenges
*Mainstreaming disability inclusion is sometimes seen as an add on to staff members work and perceived as a competing priority. Consistently applying inclusive design principles and communicating about intersection of disability and HIV and disability, should help alleviate this perception.

*Still some difficulties in operationalizing disability because it is linked with many areas and has no fully dedicated staff.

Reviewer Feedback

Additional comments on Indicator

Kindly note that UNAIDS reported 'missing' for the 2019 programme year. We would be grateful if further information could be provided on what action has been taken in 2020 which has supported the ratings increase, as it is not clear how the rating has been achieved based on th information provided. Please refer to the technical notes for further information on how to approach the requirements of this indicator.

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	**4.c.i.** Entity has a unit/individual with substantive expertise on a human rights-based approach to disability
	and	*and*
	4.b.ii. Entity coordinates a focal point network on disability including all relevant departments and country offices	**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.

'To coordinate UNAIDS programmatic work on the intersection of disability and HIV, a formal focal point is part of the Community Support Department. This position is at the Senior Adviser level (P5). A senior assistant (G6) coordinates disability inclusion aspects at the Office of the Deputy Executive Director, Programme (ASG). A second focal point is based at the Regional Support Team in Dakar, Senegal (P5). Disability was included in the UNAIDS Geneva's Focal point's Performance Evaluation for 2019-2020. Since 2020, the Gender equality, diversity and inclusion focal point in the Human Resources Management Department is the designated coordinator for the UNDIS SWAP. This position covers disability inclusion in operations and is at the Adviser level (P4).

A network of focal points for the UNDIS SWAP has been established, supported by formal terms of reference. Focal points are nominated by their respective Department Directors. During the reporting, this network has been expanded to included focal points at regional and country offices. While disability inclusion is not part of the Job Description for other focal points, it may be captured as part of their performance appraisals which cannot be shared for confidentiality reasons.

Q3 Supporting documentation

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

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

⎘ Attach Document or Link

📄	Name ↑	Date Modified	Modified E
	UNAIDS_PI4_399348-HR_Adviser_P4_JobDescription.pdf	23/03/2021, 11...	Juliane Dre
	UNAIDS_PI4_2021 TORS for UNDIS SWAP focal points....	23/03/2021, 11...	Juliane Dre

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

2021: update the terms of reference for focal points to reflect responsibilities vis-à-vis performance indicators and include field structure; compile remedial action plan across all performance indicators and share with CABINET for endorsement

* Q5 Unit responsible (Required)

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

Programme Branch and Human Resources Management Department

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

*Opportunities
As part of the UNDIS reporting, a working group of focal points (HQ and Field) was formally established with the mandate to bring suggestions for progress to UNAIDS Cabinet. The involvement of some 30 staff members can serve a new dynamism for mainstreaming disability inclusion across programmatic and operational workstreams.

*Challenges
Maintain engagement of focal point network.
Advocate for sufficient resourcing (financial and human) to implement remedial action plan.

*Need for a dedicated team to move forward the UNAIDS wide disability programming, at least in the first few years

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Reviewer Feedback

Additional comments on Indicator

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.

1) UNAIDS systematically conducts close and meaningful consultations with OPDs.
2) Entity-wide guidelines for consultations are not yet available.
3) Many UNAIDS country offices hold close consultations with OPDs at national level on disability-related issues as well as broader issues.
4) In our consultations with people with disability, we take into account the diversity of the disabilities and put in place strategies to support their effective participation. For example we include translation facilities and even physical accessibility support.

5) At HQ, we have a sensory platform to help people with visual problems to find their way in the organization premises.

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)

'Assess good practices in countries and develop guidelines for consultations.

Some concrete country plans are included in the supporting documentation.

We have to make the new UNAIDS Strategy 2021-2026 accessible to people with disabilities, for example develop audio version and disability accessible text, propose to Senior Management to have Business Cards in braille and other visibility accessible format.

Conduct UNAIDS wide disability inclusion training (to make our recruitment, management processes, programmatic processes disability sensitive)

* Q5 Unit responsible (Required)

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

Programme Branch

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. As no guidelines are yet available, which is a requirement for this indicator, the recommended rating is 'missing'.

Please note that guidelines on consultation with persons with disabilities are currently under development, and will be disseminated to all entities and UNCTs by June 2021.

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.

Noting this response is for UNAIDS HQ office in Geneva only.
Information on UNAIDS accessibility at HQ is collected in an ad hoc manner. UNAIDS HQ building is jointly owned with WHO and located on the WHO HQ campus. UNAIDS HQ premises was constructed in 2006 and adheres to local Swiss accessibility laws and regulations. There has not been a systematic assessment done of the accessibility of UNAIDS offices in Geneva.

Although there are projects to upgrade the HQ premises for sight impaired staff and visitors (braille map, audio guide system, upgrade restaurant service area), there is no tracking of upgrades.

Most larger conferences, meetings and events are rarely held on site therefore UNAIDS is dependent on other entities.

Nor has there been a systematic assessment of UNAIDS country offices (80+), the majority of which are located in UN common premises.

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)

Work with WHO on the development of a tool to assess accessibility of premises at HQ which should be applicable for use in country offices started in late 2020 and it should be completed in in Q4 2021. Subsequently the tool will be used for a complete baseline assessment at HQ and country offices.

* Q5 Unit responsible (Required)

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

Human Resource Management department

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

UNAIDS HQ premises in Geneva is jointly owned with WHO and is located on the WHO campus. Although a relatively new building, we are working with WHO to upgrade HQ conference accessibility, including the installation of a braille site map (Q1 2021), an audio guide system to allow site impaired staff and visitors to find their way independently around the building (Q1 2021), floor guidelines for visually impaired visitors (Q2 2021), and modifications to the restaurant to facilitate wheel chair access to the food service area (completed).

UNAIDS establishes guidelines on the accessibility of its conference and advocates for better accessibility of for conferences it supports e.g., International AIDS Society (Q4 2021)

Reviewer Feedback

Additional comments on Indicator

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

As a smaller entity that do not hold large conferences or events, UNAIDS reports on conferences and events under Indicator 6 on accessibility.

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)

NA

* Q5 Unit responsible (Required)

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

NA

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

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Reviewer Feedback

Additional comments on Indicator

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.

The WHO Policy on the Employment of Persons with Disabilities (issued in August 2010) applies. It includes in paragraphs 14-16 relevant provisions on reasonable accommodation for employees. The policy includes a provision for visitors and meeting participants (para. 26).
The policy indicates that the Health and Medical Service should determine nature and extent of the accommodation required.
Approval or denial rests with the hiring manager or the supervisor respectively.
Confidentiality is respected (para. 31).
A monitoring mechanism is included (para. 28-30) yet still to be followed at UNAIDS.
Paragraph 27 commits to periodic information dissemination, awareness raising and learning activities and complementary communication strategies.
The policy is not systematically implemented and an assessment of it has not been done.
An accountability framework for responding to requests for reasonable accommodation at UNAIDS

should be established.
The policy does not include an (adequate) funding mechanism.

Q3 Supporting documentation

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

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

[🔗 Attach Document or Link]

🗋	Name ↑	Date Modified	Modified E
🗒	UNAIDS_PI7_WHO policy on employment of persons w...	23/03/2021, 11...	Juliane Dre

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

2021: work towards inclusion of availability of reasonable accommodation in each vacancy announcement and communication related to the selection process; establish baseline and start monitoring of systematic implementation of the policy.
2022: set up accountability mechanism in UNAIDS.
2023: establish adequate funding mechanism.

* Q5 Unit responsible (Required)

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

Human Resources Management department

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

UNAIDS has initiated its policy work on greater workforce diversity which provides an enabling context for fully implementing the policy on the employment of persons with disabilities.

Reviewer Feedback

Additional comments on Indicator

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.

Current procurement procedure does not integrate disability inclusion.
Note: The role and mandate of the UNAIDS Secretariat is leadership and coordination. Therefore, relative to its budget, UNAIDS is procuring very few goods and services.

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)

2021: Initiate Procurement toolkit for all staff providing guidance and information on preparation, submission and monitoring of all procurement. Update all procurement templates with PSEA clauses and integrate consideration for disability inclusion into procurement templates (e.g., Request for Proposals) and assessment criteria.

* Q5 Unit responsible (Required)

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

Planning, Finance and Accountability department

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

There are no challenges and UNAIDS will include relevant provisions in it procurement policy.

Reviewer Feedback

Additional comments on Indicator

To support UNAIDS to further progress on this indicator, kindly note that the HLCM Procurement Network has developed guidelines on the implementation of indicator 8, which are available via the following link: https://www.un.org/sites/un2.un.org/files/2020_un_disability_inclusion_strategy_guidelines_indicator_8.pdf

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.

UNAIDS has worked with Humanity Inclusion in West and Central Africa to run an HIV and Disability Programme Funded by the Global Fund in 5 West Africa Countries (Senegal, Burkina Faso, Niger, Guinea

and Cape Verde).

In Rwanda, the National Council of persons with disabilities (NCPD) has developed Disability Mainstreaming Guidelines. (attached)

The national strategic plan on HIV (NSP) of Mali, Burkina, Niger and Senegal have integrated the disability component for an effective response.

Q3 Supporting documentation

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

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

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🔗 Attach Document or Link
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📄	Name ↑	Date Modified	Modified E
	UNAIDS_PI9_Disability_and_HIV_2017.pdf	23/03/2021, 11…	Juliane Dre
	UNAIDS_PI9_WCA_2 pages IBBC disability EN.pdf	23/03/2021, 11…	Juliane Dre
	UNAIDS_PI9_WCA_IBBC Synthesis desability report EN….	23/03/2021, 11…	Juliane Dre
	UNAIDS_PI9_Rwanda Disability Mainstreaming Guideli…	23/03/2021, 11…	Juliane Dre
	UNAIDS_PI9_Global AIDS Strategy - FOCUS GROUPS R…	23/03/2021, 11…	Juliane Dre

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

Assess good practices in countries and develop global guidance note or equivalent on mainstreaming disability inclusion at all stages of the programme/project cycle.

Some concrete country plans are included in the supporting documentation.

Consider establishing staff dedicated to disability programming

* Q5 Unit responsible (Required)

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

Programme Branch

Q6 Additional Information

Please provide additional information on the following elements:

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

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Reviewer Feedback

Additional comments on Indicator

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

UNAIDS follows the UN Evaluation Group's norms and standards.

The UNAIDS Evaluation Policy (para 25) states that "Evaluation is guided by the people-centered approach of UNAIDS, which enhances capabilities, choices and rights for all people, with full respect for diversity. (...) The universally recognized values and principles of human rights and gender equality need to be integrated into all stages of an evaluation. It is the responsibility of evaluators and evaluation managers to ensure that these values are respected, addressed and promoted, underpinning the commitment to the principle of "no-one left behind". UNAIDS follows UNEG guidance on the conduct of human rights and gender-responsive evaluations (see UNEG Human Rights and Gender Equality guidance). Additionally, UNAIDS has customized the UNEG Human Rights Guidance to HIV response needs. The UNAIDS guidance on Human Rights in evaluation reiterates the concept of no one left behind, and provides one example, under the indicators sections, of looking into discrimination due to disability status.

Q3 Supporting documentation

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

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

⌕ Attach Document or Link

🗋	Name ↑	Date Modified	Modified E
🗐	UNAIDS_PI10_Integrating Gender Equality and Human ...	23/03/2021, 11...	Juliane Dre
🗐	UNAIDS_PI10_UNAIDS Evaluation Policy.pdf	23/03/2021, 11...	Juliane Dre

◀ ━━━━━━━━ ▶

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

In 2021 update and include a section on disability in 'Integrating Human Rights and Gender Equality into UNAIDS Evaluations' internal guidance – to make requirements more explicit for future evaluations. More efforts are needed to explicitly consider disability issues in the design and implementation of UNAIDS evaluations. This will be based on UNAIDS goals and ongoing work on disability (a person-centered, disability-inclusive HIV response that allows for increased participation of people with disabilities) and also considering case-by-case evaluation relevance. In the context of human rights and ensuring that no one is left behind, needs related to disability should be given specific attention from the onset of evaluations. As per UNEG Norms and Standards, evaluation data should be disaggregated by different criteria, including disability, where relevant.

* Q5 Unit responsible (Required)

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

Independent Evaluation 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

The Independent Evaluation Office in UNAIDS was established as a structurally and functionally independent unit in 2019. The number of evaluations is growing - as shown in the UNAIDS 2020-2021 Evaluation Plan and report. 2020 and 2021 evaluations - for instance on data use, violence against women and girls (VAWG) and key populations - have some scope for analysis of disability inclusion. The VAWG evaluation, in particular, highlights that women will be considered in all their diversity, including disability status (the challenge is lack of disaggregated data at the country level for the Joint Programme (UNAIDS Secretariat and Cosponsor Agencies).

Reviewer Feedback

Additional comments on Indicator

Thank you for the information provided on this indicator. A rating of 'approaches requirements' may be considered if UNAIDS follows the UN Evaluation Group's norms and standards.

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

2019: The following countries: Rwanda - South Sudan - Zimbabwe - Tanzania - Malawi - and Zambia have some programmes related to engagement with people with disabilities. Tanzania is developing a specific project to reach AGYW with disabilities.

2020: The following countries: Jamaica- Kazakhstan - Malawi - Mozambique- Tajikistan -Tanzania - and Thailand have activities related to people with disability in their 2020-2021 Joint UN Plans on AIDS.

Q3 Supporting documentation

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

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

📎 Attach Document or Link

🗋	Name ↑	Date Modified	Modified E
📄	UNAIDS_PI11_Country examples.docx	23/03/2021, 12...	Juliane Dre

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

Develop guidance on mainstreaming disability inclusion in country programme documents

* Q5 Unit responsible (Required)

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

Planning, Finance and Accountability department

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	**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.

In 2019-20 UNAIDS actively participated and contributed to the development of the United Nations Disability Inclusion Strategy (UNDIS) to address the UN system policy, action plan and accountability framework to strengthen system-wide accessibility and mainstreaming of the rights of persons with disabilities. The interagency principles and guidelines for UN entities highlighted in the UNDIS contains policy, accountability framework and implementation modalities on disability inclusion that will drive capacity building initiatives at UNAIDS.

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)

Consistently engage in inter-agency coordination mechanisms

* Q5 Unit responsible (Required)

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

Programme Branch

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

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Reviewer Feedback

Additional comments on Indicator

Kindly note that the UNDIS working group ended in 2019 with the launch of the Strategy, while reporting should be focused on 1 January - 31 December 2020.

If UNAIDS actively participated in the UNDIS focal point network during the reporting timeframe, we agree with the rating of 'approaches requirements'. Otherwise, the recommended rating is 'missing'.

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	**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	*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.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.

UNAIDS Diversity Policy states "Disability and life conditions: UNAIDS supports the full inclusion of people with disabilities in the workplace. UNAIDS will seek appropriate ways of providing necessary adaptive technologies or reasonable physical adaptation of office space on UNAIDS premises to facilitate access and use."

UNAIDS Recruitment Policy currently does not include explicit reference to people with disabilities.

All Staff Survey launched in November 2020 included a question on Disability among UNAIDS Staff.

Q3 Supporting documentation

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

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

> 🔗 Attach Document or Link

📄	Name ↑	Date Modified	Modified E
	UNAIDS_PI13_UNAIDS Diversity Policy 2009.pdf	23/03/2021, 11...	Juliane Dre
	UNAIDS_PI13_UNAIDS Recruitment Policy and Guidelin...	23/03/2021, 11...	Juliane Dre

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

2021: work towards inclusion of availability of reasonable accommodation in each vacancy announcement and communication related to the selection process.
2022: finalize review of recruitment policy including affirmative action/special measures for greater workforce diversity and introduction of monitoring mechanism.
2023: report on effectiveness of affirmative action/special measures.

* Q5 Unit responsible (Required)

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

Human Resources Management department

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

UNAIDS has initiated its policy work on greater workforce diversity which provides an enabling context for fully implementing the policy on the employment of persons with disabilities.

Reviewer Feedback

Additional comments on Indicator

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	**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	*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.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.

A Global staff survey was launched in November 2020 to identify workplace priorities that require attention.
Staff were asked to respond to the question- Do you consider yourself to have a disability? Yes/No. The purpose was to identify unique areas of concern and challenges that the target group might be currently experiencing at UNAIDS.

Q3 Supporting documentation

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

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

> 🔗 Attach Document or Link

📄	Name ↑	Date Modified	Modified E
	UNAIDS_PI14_MoU ONUSIDA et HI.pdf	23/03/2021, 11...	Juliane Dre

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

An MOU was signed in October 2019 between UNAIDS and Handicap International Federation (HI) to provide high quality services that support strengthening a culture where UNAIDS staff members with disability are treated with respect and sensitivity and to promote inclusive and sensitive behaviours towards the most vulnerable population that UNAIDS is mandated to serve in achieving universal access to HIV prevention, treatment, care and support.
Data/reports from the Global staff survey will be used to define capacity building activities and trainings to strengthen staff competencies and skills to build greater sensitivity. The development of the capacity building framework for staff will commence in 2021/22.

* Q5 Unit responsible (Required)

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

Human Resources Management department

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

Capacity building initiatives are usually resource intensive and would require collaboration, expertise and services by external partners. This raises the risk of funding availability and staff resources to drive UNDIS and in particular developmental interventions at UNAIDS.

Reviewer Feedback

Additional comments on Indicator

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

UNAIDS terminology guidelines ensure that internal and external communication are respectful of persons with disabilities.
Persons with disabilities are reflected in mainstream communications: for example, most flagship publications have a section on persons with disabilities.
Care is taken to reflect the diversity of the population of persons with disabilities in our publications and intersectionality issues are also considered.

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
🌐	TerminologyGuidelines.url	23/03/2021, 11…	Juliane Dre

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

Continued consideration of disability issues in the products that we produce as and when they are published.

* Q5 Unit responsible (Required)

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

Communications Department

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

Since the focus of Comms' work over the past year has been the colliding HIV/COVID-19 pandemics, work on disability issues has unfortunately not been as prominent as hoped. We hope to rectify this in

the coming year

Reviewer Feedback

Additional comments on Indicator

SUMMARY

Summary

PART A: OVERALL SUMMARY OF ACHIEVEMENTS, OPPORTUNITIES AND CHALLENGES

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

* Please share overall achievements here: (Required)

Disability is an important theme for UNAIDS. It cuts across all UNAIDS and Joint Team work. People with disabilities are cross section of UNAIDS staff, people living with HIV and key populations.

- All Staff Survey launched in November 2020 included questions on Disability among UNAIDS Staff for the first time.
- In our consultations with people with disability, we take into account the diversity of the disabilities and put in place strategies to support their effective participation. For example we included translation facilities and physical accessibility support.
At HQ, we have a sensory platform to help people with visual problems to find their way in the organization premises.

* Please share opportunities/challenges here: (Required)

Opportunities
- New UNAIDS Strategy 2021-2026 is accessible to people with disabilities, for example develop audio version and disability accessible text.
- Conduct UNAIDS wide disability inclusion training (to make our recruitment, management processes, programmatic processes disability sensitive. E.g. have human Resources encourage people living with Disability to apply in each UNAIDS Vacancy notice. Propose to Senior Management to have Business Cards in braille and other visibility accessible format)
- Develop a UNAIDS wide disability inclusive workplan.

Now that we have reporting on disability underway with focal points in regions and countries, we need to move to implementation of disability inclusive programming:

- Still some difficulties in operationalizing disability because it is linked with many areas and has no fully dedicated staff.
- Need for a dedicated team to move forward the UNAIDS wide disability programming, at least in the next first few years.

PART B: SUMMARY OF DISABILITY-INCLUSIVE ACTIONS UNDERTAKEN AND PLANNED RELATED TO COVID-19 IN 2020

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

* Please share actions already undertaken here: (Required)

• UNAIDS is actively involved in the Humanitarian Cluster and the Inter Cluster Coordination Group (ICCG) where priorities for vulnerable categories of the population are discussed and PWD have been included on matters of rights and access to health services during the COVID 19 epidemic (Zimbabwe).
• During the mandatory working from home, UNAIDS has facilitated moving special office equipment such as ergonomic chairs and height-adjustable desks to staff members' homes where feasible.
• Programmatically UNAIDS has included Disability in its COVID-19 monitoring tools, shared statements on COVID-19 and Disability from the UN Special Envoy on Disability and the UN Special Rapporteur on Disability. It has further developed an implementation mechanism of its MoU with Humanity Inclusion and showcased data on HIV and Disability on its website and social media platforms

* Please share planned actions here: (Required)

NA

Reviewer Feedback

Additional comments on Indicator

Overall Ratings

STATUS

⊘ Completed	⊙ Incomplete	⚠ Review Requested

LEADERSHIP, STRATEGIC PLANNING & MANAGEMENT

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

INCLUSIVENESS

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

PROGRAMMING

INDICATOR NO.	TITLE	RATING
⊘ Indicator 9	Programmes and Projects	Missing
⚠ Indicator 10	Evaluation	Approaches Requirements
⊘ Indicator 11	Country Programme Documents	Missing
⚠ Indicator 12	Joint Initiatives	Missing

ORGANIZATIONAL CULTURE

INDICATOR NO.	TITLE	RATING
⊘ Indicator 13	Employment	Missing
⊘ Indicator 14	Capacity Development	Missing
⊘ Indicator 15	Communications	Missing

🖶 Print Report   ✕ Close