

UNDIS Reporting Form

General Information

Status

Finished

* Report Prepared by (Required)

Juliane Drews [UNAIDS]

Entity

UNAIDS

Report prepared by Email

drewsj@unaids.org

Reporting year

2021

* Designation (Position/Unit) (Required)

Change Management/Culture Transformation

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

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

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

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

Individual entity reports will not be published.

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

LEADERSHIP, STRATEGIC PLANNING & MANAGEMENT

Indicator 1: Leadership

Approaches Requirements

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.

The UNAIDS secretariat provides political leadership for the global AIDS response. Importantly, in 2021, the UNAIDS secretariat facilitated an inclusive and participatory process which included consultations by, with and for persons with disabilities which led to the development and adoption of a new bold Global AIDS Strategy 2021-2026 - End Inequalities. End AIDS. The new Strategy sets out how to reduce inequalities that drive the AIDS epidemic and prioritize people who are not yet accessing life-saving HIV services. Moreover, it sets out evidence-based priority actions and bold targets to get every country and



every community on-track to end AIDS as a public health threat by 2030. Persons with disabilities are highlighted in the Strategy as a population group often left behind by HIV responses and the Strategy calls for HIV strategies and policies that are inclusive of people with disabilities. The Strategy lays the foundation for the advocacy of the UNAIDS secretariat. Senior managers are championing inclusion and the end of inequalities, calling for the full inclusion of persons with disabilities in national HIV programmes.

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...	31/03/2022, 16...	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.

Going forward, these gaps should be addressed.

* 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

We note that the justification for the rating refers to actions taken in 2019 and 2020. In order to assess the rating of "approaches requirements", please provide information on actions taken during the reporting period (1 January – 31 December 2021), or revise the rating as appropriate.

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.



The new bold Global AIDS Strategy 2021-2026 - End Inequalities. End AIDS. adopted by the Board of UNAIDS sets out how to reduce inequalities that drive the AIDS epidemic and prioritizes people who are not yet accessing life-saving HIV services. Moreover, it sets out evidence-based priority actions and bold targets to get every country and every community on-track to end AIDS as a public health threat by 2030. Persons with disabilities are highlighted in the Strategy as a population group often left behind by HIV responses and the Strategy calls for HIV strategies and policies that are 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
 Global AIDS Strategy 2021-2026 - End Inequalities. End...	31/03/2022, 16...	Juliane Dre

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

The operationalization of the new Global AIDS Strategy 2021-2026 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

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

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.

UNAIDS does not have a standalone Policy/strategy on mainstreaming disability inclusion.


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

*** 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

*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.

Culture Transformation with programmatic counterparts

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

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.

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. This position covers disability inclusion in operations and is at the Adviser level (P4).

A network of focal points for the UNDIS 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 include 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	31/03/2022, 16...	Juliane Dre
 UNAIDS_PI4_2021 TORS for UNDIS SWAP focal points...	31/03/2022, 18...	Juliane Dre

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

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.

Culture Transformation

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

Reviewer Feedback

Additional comments on Indicator

INCLUSIVENESS

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.

- 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 physical accessibility support.
- 5) At HQ, we have a sensory platform to help people with visual disabilities 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)**

Develop guidelines on consulting people with disabilities

*** Q5 Unit responsible (Required)**

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

Culture Transformation with programmatic counterparts

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 detailed information provided on this indicator. For future reference, kindly note that system-wide guidelines on consulting persons with disabilities have been developed and disseminated by the EOSG Disability Inclusion Team in 2021, and are available at: <https://www.un.org/en/disabilitystrategy/resources>

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.

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. Completion of a Braille map and audio access for the UNAIDS building was completed in Q2 2021.

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

UNAIDS is working with WHO to develop a survey to conduct a global assessment of building accessibility of its 80+ country offices.

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.

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.

People Management and Influencing, Communications and Partnerships

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 are jointly owned with WHO and are located on the WHO campus. Although a relatively new building, we have been working with WHO to upgrade HQ conference accessibility and the next project is the installation of floor guidelines for visually impaired visitors. In 2022, this project was unfortunately delayed for technical reasons. UNAIDS has included the installation of a hearing-loop system in the upgrade of the audio visual equipment of its main conference room (Q4 2022).

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 2022)

Reviewer Feedback

Additional comments on Indicator

Thank you for the information provided on this indicator. It is noted that UNAIDS has clearly undertaken some assessments and made improvements on accessibility in the reporting period. As steps have been taken towards the indicator's criteria, UNAIDS may wish to consider a rating of "approaches requirements".

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

Exceeds Requirements

6.1.c.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

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.

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

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.

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...	31/03/2022, 16...	Juliane Dre

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

An updated WHO Policy on the Employment of Persons with Disabilities was issued in early 2022. It applies to UNAIDS.

UNAIDS has initiated its policy work on greater workforce diversity and will develop a comprehensive, intersectional Gender equality, Diversity, Equity, Inclusion and Accessibility framework

* Q5 Unit responsible **(Required)**

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

People Management

Q6 Additional Information

Please provide additional information on the following elements:

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

Reviewer Feedback

Additional comments on Indicator

Indicator 8: Procurement

Approaches Requirements

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

and

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

Meets Requirements

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

and

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

and

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

Exceeds Requirements

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

and

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

and

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

and

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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

UNAIDS has integrated the disability clause in solicitation templates and overall framework.






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

 Name ↑	Date Modified	Modified E
 UNAIDS - PI 8 - Request for quotations template.pdf	31/03/2022, 16...	Juliane Dre
 UNAIDS - PI 8 - Invitation to bid template.pdf	31/03/2022, 16...	Juliane Dre
 UNAIDS - PI 8 - Procurement manual - Responsibilities...	31/03/2022, 16...	Juliane Dre
 UNAIDS - PI 8 - RfP Template.pdf	31/03/2022, 16...	Juliane Dre

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

2022: Ensure all staff are using the new templates and are aware of the policy

*** Q5 Unit responsible (Required)**

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

Finance and Accountability

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 its procurement policy.

Reviewer Feedback

Additional comments on Indicator

PROGRAMMING

Indicator 9: Programmes and Projects

Approaches Requirements

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

Meets Requirements

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

and

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

Exceeds Requirements

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

and

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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

In terms of programmatic guidance to countries, UNAIDS has long advocated for the inclusion of people living with disabilities in the HIV response. Specifically, it is advocating for five actions:

1. More research and better disaggregated data
2. Adequate funding to mainstream disability across systems for health and disability-sensitive HIV services.
3. Commitment of international community to meaningful inclusion of people living with disabilities at all levels of policies and programmes and investment in strengthening the capacities of community-based organizations led by people living with disabilities and delivering services to people living with disabilities.
4. Policymakers and health providers must guarantee rights-based, people-centred, non-discriminatory health services.
5. Global leaders must address the intersecting structural determinants, that further aggravate the vulnerability of people living with disabilities.

A global specific guidance on disabilities for UNAIDS workplanning does not exist but efforts have been made in various countries across different regions in 2021:

In Bangladesh, UNAIDS's advocacy efforts resulted in the government providing social security benefits for elderly female sex workers with decreasing incomes, including i.e., disability allowances.

In Indonesia, UNAIDS trained 115 transgender business owners, including persons living with disability, and also provided them with financial assistance.

In Liberia, UNAIDS invested in strategies that transform social norms and harmful traditional and traditional practices to address i.e., the acceptance of marginalized groups such as persons living with disability.

In Namibia, UNAIDS mainstreamed the UNSG Agenda on disability, engaging Government and civil society to empower people living with disabilities and to ensure their integration into the achievement of the SDGs. People with disabilities are represented in the Global Fund Country Coordination Mechanism and participated in country dialogues for prioritization and resources allocation. UNAIDS actively mobilized communities at local level to increase the inclusion of children with disabilities in school as well as access to adapted and affordable and friendly HIV, SRHR and COVID-19 services.

In Sierra Leone, UNAIDS played a critical role in the joint UN response to addressing inequalities and legal, social and health needs of populations left behind in the national development, i.e., persons with disability. Additionally, it supported national institutions to generate strategic information on these populations for effective planning and targeting.

In Ukraine, UNAIDS mobilised resources to ensure continuity of OST provision during and after Covid-19 quarantine restrictions for clients with disability.





Data from 2021 country reporting to be published later in 2022 as part of the UNAIDS Performance Monitoring Report 2021 due for submission to the UNAIDS Programme Coordinating Board in June 2022 (extract from UNAIDS internal JPMS 21/03/2022)

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 Unified Results, Budget and Accountability fra...	31/03/2022, 16...	Juliane Dre
 Report - Disability and HIV.url	31/03/2022, 16...	Juliane Dre
 Feature story - Towards a life of dignity for people livin...	31/03/2022, 16...	Juliane Dre

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

'Identify and share good practices in countries on mainstreaming disability inclusion in the context of HIV

* Q5 Unit responsible (Required)

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

Programme Planning and Field Support

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

People with disabilities are included among the people living with, at risk or and affected by HIV as listed in the new Global AIDS Strategy 2022-2025 and new UBRAF 2022-2026. UNAIDS has not developed any specific global guidance on disability inclusion for its programmatic work at various stages of the programme cycle as activities very much depend on the country context, HIV epidemic and response situation, nature of disabilities and needs. In the last two years, priority was given to addressing COVID-19 related concerns and related new challenges that greatly affected the HIV response.

Also, given UNAIDS' structure as a Joint Programme, developing a global guidance would require agreement across 11 UN entities as well as intensive investment and noting that some of the Cosponsors would already have their own guidance. Due to insufficient resources, no dedicated staff is available at country or HQ level. However, some UNAIDS Cosponsors (e.g., UNICEF) have complementary expertise on disabilities which UNAIDS can refer to in countries as needed.

Reviewer Feedback

Additional comments on Indicator

Thank you for the information provided on this indicator, we agree with the rating proposed. For future reference, kindly note that while UNAIDS may not develop specific guidance on mainstreaming disability inclusion throughout the programme/project cycle, incorporating disability inclusion into existing mainstream guidance would be considered sufficient to "approach requirements" for this indicator.

Indicator 10: Evaluation

Approaches Requirements

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

Meets Requirements

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

and

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

Exceeds Requirements

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

and

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

and

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

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

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

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

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 examples, 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_UNAIDS Evaluation Policy.pdf	31/03/2022, 16...	Juliane Dre
 UNAIDS_PI10_Integrating Gender Equality and Human ...	31/03/2022, 16...	Juliane Dre

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

In 2022, a section on disability is planned to be included in the guidance document 'Integrating Human Rights and Gender Equality into UNAIDS Evaluations' to make requirements more explicit for future evaluations.

More explicit consideration of disability is needed in the design and implementation of UNAIDS evaluations. This will be based on UNAIDS programmatic goals and ongoing work on disability (a person-centered, disability-inclusive HIV response that allows for increased participation of people with disabilities) and also considered on a case-by-case evaluation relevance. In the context of human rights and ensuring that no one is left behind, HIV needs related to disability should be given specific attention from the very beginning of and throughout an evaluation. As per UNEG Norms and Standards, evaluation data should be disaggregated by different criteria, including disability, where relevant and feasible. UNAIDS is also actively engaging in discussions with agencies in the context of the UN Evaluation Group to identify inclusive and efficient ways to incorporate disability in evaluations.

* 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 and quality of evaluations is growing - as shown in the UNAIDS 2020-2021 evaluation report and 2022-2023 evaluation plan (available at: <https://www.unaids.org/en/whoweare/evaluation>). Evaluations in 2020 and 2021 - for instance on data use, violence against women and girls and key populations - included disability in their scope. The VAWG evaluation, in particular, considered women in all their diversity, including disability status. A challenge faced is the lack of monitoring and disaggregated data at the country level for the Joint Programme (UNAIDS Secretariat and Cosponsor agencies) that limits the type of analysis that is possible.

Reviewer Feedback

Additional comments on Indicator

Indicator 11: Country Programme Documents

Approaches Requirements

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

Meets Requirements

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

and

11.b.ii. All country programme documents include analysis and corresponding programming on disability inclusion

Exceeds Requirements

11.c.i. Guidance on country programme documents mainstreams disability inclusion

and

11.c.ii. All country programme documents include analysis and corresponding programming on disability inclusion

and

11.c.iii. Knowledge management practices and processes promote improved mainstreaming of disability inclusion into country programme documents

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

- Approaches Requirements
- Meets Requirements
- Exceeds Requirements

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

- Missing
- Not Applicable

* Q2 Justification for Rating (Required)

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





Only the following countries with UN Joint Plans on HIV have included explicit activities related to people with disability in their 2021 Joint Programme reporting: Bangladesh, Indonesia, Liberia, Namibia, Sierra Leone and Ukraine.

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 Unified Results, Budget and Accountability fra...	31/03/2022, 17...	Juliane Dre
 Report Disability and HIV.url	31/03/2022, 17...	Juliane Dre
 Feature story Towards a life of dignity for people living ...	31/03/2022, 17...	Juliane Dre

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

Identify and share good practices in countries on mainstreaming disability inclusion in the context of HIV

* Q5 Unit responsible (Required)

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

Programme Planning and Field Support

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

People with disabilities are included among the people living with, at risk or and affected by HIV as listed in the new Global AIDS Strategy 2022-2025 and new UBRAF 2022-2026. UNAIDS has not developed any specific global guidance on disability inclusion for its programmatic work at various stages of the programme cycle as activities very much depend on the country context, HIV epidemic and response situation, nature of disabilities and needs. In the last two years, priority was given to addressing COVID-19 related concerns and related new challenges that greatly affected the HIV response.

Also, given UNAIDS' structure as a Joint Programme, developing a global guidance would require agreement across 11 UN entities as well as intensive investment and noting that some of the Cosponsors would already have their own guidance. Due to insufficient resources, no dedicated staff is available at country or HQ level. However, some UNAIDS Cosponsors (e.g., UNICEF) have complementary expertise on disabilities which UNAIDS can refer to in countries as needed.

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.

UNAIDS representatives participated in the meetings of the UNDIS Focal Point Network and other related capacity building exchanges.

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.

Culture Transformation

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.

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.




Please refer to the reporting against Indicator 7 for further information on the Policy on the Employment of Persons 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_PI13_UNAIDS Diversity Policy 2009.pdf	31/03/2022, 17...	Juliane Dre
 UNAIDS_PI13_UNAIDS Recruitment Policy and Guidelin...	31/03/2022, 17...	Juliane Dre

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

* work towards inclusion of availability of reasonable accommodation in each vacancy announcement and communication related to the selection process.

* finalize review of recruitment policy including affirmative action/special measures for greater workforce diversity and introduction of monitoring mechanism.

* 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.

People Management

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

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.

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.

A self-paced online module on Disability Inclusion: Building an Inclusive and Accessible United Nations developed by UNDP is planned for release in the first week April, 2022. The self-paced online course will be made available in English, French and Spanish on barriers faced by persons with disabilities and



sensitize staff on how to navigate situations and strengthen fluency in language and social norms that support respectful, collaborative communication in the modern workplace.

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	31/03/2022, 17...	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 is underway.

* Q5 Unit responsible (Required)

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

People Management

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

Thank you for the information provided on this indicator. To support progress in this area in the coming year, UNAIDS may wish to make the following resources available to staff:

- Disability Inclusion 101 Webinar: Basic Concepts and Approaches, available at: <https://www.un.org/en/disabilitystrategy/webinar>
- Online 90-minute all staff training module on disability inclusion and UNDIS (Blue Line Platform, forthcoming in 2022).

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.

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. The new UN Disability-Inclusive Communications Guidelines have been incorporated into the package of informatio that is used by our consultant editors

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
 Terminology Guidelines.url	31/03/2022, 17...	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.

Influencing, Communications and Partnerships

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

Thank you for the information provided on this indicator. If UNAIDS has taken into account, adopted or endorsed the Disability-Inclusive Communication Guidelines during the 2021 programme year, a rating of "approaches requirements" may wish to be considered.

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 2021

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	Approaches Requirements
 Indicator 6.1	Accessibility of Conferences and Events	Not Applicable
 Indicator 7	Reasonable Accommodation	Approaches Requirements
 Indicator 8	Procurement	Approaches Requirements


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	Approaches Requirements

ORGANIZATIONAL CULTURE

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

 **Print Report**

 **Close**