

UN COUNTRY TEAM

**ACCOUNTABILITY
SCORECARD ON
DISABILITY INCLUSION**

CORE AREAS

LEADERSHIP, STRATEGIC PLANNING AND MANAGEMENT	INCLUSIVENESS	PROGRAMMING	ORGANIZATIONAL CULTURE
1. Leadership	5. Consultation with Organizations of Persons with Disabilities	8. Joint Programmes	12. Employment
2. Strategic Planning	6. Accessibility of UN Premises and Accommodation	9. Data	13. Capacity Development for UN Staff
3. Cooperation Framework	7. Inclusive Procurement of Goods and Services	10. Monitoring and Evaluation	14. Communication
4. UNCT Setup and Coordination		11. Humanitarian	



CORE AREA

1

**LEADERSHIP,
STRATEGIC
PLANNING AND
MANAGEMENT**

INDICATOR**1****LEADERSHIP**

UNCT leadership champions disability inclusion

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>1.a.i. The UNCT leadership champions disability inclusion internally and publicly</p>	<p>1.b.i. The UNCT leadership champions disability inclusion internally and publicly</p> <p>and</p> <p>1.b.ii. Disability inclusion is a recurring or standing item in the regular UNCT Heads of Agency meetings</p>	<p>1.c.i. The UNCT leadership champions disability inclusion internally and publicly</p> <p>and</p> <p>1.c.ii. Disability inclusion is a recurring or standing item in the regular UNCT Heads of Agency meetings</p> <p>and</p> <p>1.c.iii. Disability inclusion in both programming and operations is reflected in the RC/UNCT work plan and performance appraisal system</p>

INDICATOR

2

STRATEGIC PLANNING

The Common Country Analysis is disability-inclusive

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>2.a.i. The Common Country Analysis (CCA) includes analysis of the situation of persons with disabilities</p>	<p>2.b.i. The CCA includes analysis of the situation of persons with disabilities</p> <p>and</p> <p>2.b.ii. The CCA includes analysis of the situation of persons with disabilities in at least one of its thematic areas</p>	<p>2.c.i. The CCA includes analysis of the situation of persons with disabilities</p> <p>and</p> <p>2.c.ii. The CCA includes analysis of the situation of persons with disabilities in the majority of its thematic areas</p> <p>and</p> <p>2.c.iii. Any periodic update of the CCA includes data and analysis of the situation of persons with disabilities</p>

INDICATOR

3

COOPERATION FRAMEWORK

Disability inclusion is mainstreamed in Cooperation Framework outcomes/results areas

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>3.a.i. The UNCT explicitly commits to the rights of persons with disabilities in the Cooperation Framework</p>	<p>3.b.i. The UNCT explicitly commits to the rights of persons with disabilities in the Cooperation Framework</p> <p>and</p> <p>3.b.ii. Disability inclusion is visibly mainstreamed in at least one of the Cooperation Framework outcome areas and its joint workplans</p> <p>and</p> <p>3.b.iii. Cooperation Framework outcome indicators are disaggregated by disability, sex and age to the extent possible</p>	<p>3.c.i. The UNCT explicitly commits to the rights of persons with disabilities in the Cooperation Framework</p> <p>and</p> <p>3.c.ii. Disability inclusion is visibly mainstreamed in a majority of the Cooperation Framework outcome areas and its joint workplans</p> <p>and</p> <p>3.c.iii. Cooperation Framework outcome indicators are disaggregated by disability, sex and age to the extent possible</p> <p>and</p> <p>3.c.iv. At least one Cooperation Framework outcome specifically targets persons with disabilities</p>

INDICATOR

4

SETUP AND COORDINATION

Disability inclusion is promoted through the UNCT coordination mechanisms

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>4.a.i. A disability inclusion mechanism is established within the wider UNCT coordination mechanism</p>	<p>4.b.i. A disability inclusion mechanism is established within the wider UNCT coordination mechanism</p> <p>and</p> <p>4.b.ii. The disability inclusion mechanism has made substantive input into the CCA, Cooperation Framework and joint workplans or evaluations according to the Cooperation Framework cycle, in consultation with OPDs</p>	<p>4.c.i. A disability inclusion mechanism is established within the wider UNCT coordination mechanism</p> <p>and</p> <p>4.c.ii. The disability inclusion mechanism has made substantive input into the CCA, Cooperation Framework and joint workplans or evaluations according to the Cooperation Framework cycle, in consultation with OPDs</p> <p>and</p> <p>4.c.iii. Organizations of persons with disabilities are part of an existing UN coordination mechanism (such as the Joint National/UN Steering Committee)</p>



CORE AREA

2

INCLUSIVENESS

INDICATOR**5****CONSULTATION WITH ORGANIZATIONS OF PERSONS WITH DISABILITIES**

UNCT consults organizations of persons with disabilities

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>5.a.i. The UNCT convenes at least an annual consultation with OPDs on UNDIS implementation</p>	<p>5.b.i. The UNCT convenes at least an annual consultation with OPDs on UNDIS implementation</p> <p>and</p> <p>5.b.ii. OPDs participate in key consultations throughout the Cooperation Framework cycle, including on the CCA, Cooperation Framework and evaluations</p> <p>and</p> <p>5.b.iii. OPDs are consulted in the emergency risk and needs assessments, preparedness and response planning processes</p>	<p>5.c.i. The UNCT convenes at least an annual consultation with OPDs on UNDIS implementation</p> <p>and</p> <p>5.c.ii. OPDs participate in key consultations throughout the Cooperation Framework cycle, including on the CCA, Cooperation Framework and evaluations</p> <p>and</p> <p>5.c.iii. OPDs are consulted in the emergency risk and needs assessments, preparedness and response planning processes</p> <p>and</p> <p>5.c.iv. UNCT has a partnership with OPDs</p>

INDICATOR**6****ACCESSIBILITY**

UN premises and services are accessible to all UN staff and constituents with disabilities

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>6.a.i. The UNCT conducts a baseline assessment of the accessibility of its common premises and services (ICT, communication, transportation, emergency procedures)</p> <p>and</p> <p>6.a.ii. The UNCT keeps record of reasonable accommodation requests</p>	<p>6.b.i. The UNCT conducts a baseline accessibility assessment of its common premises and services (ICT, communication, transportation, emergency procedures)</p> <p>and</p> <p>6.b.ii. The UNCT keeps record of reasonable accommodation requests and their provision</p> <p>and</p> <p>6.b.iii. An accessibility plan for common premises and services is adopted within the Cooperation Framework cycle</p>	<p>6.c.i. The UNCT conducts a baseline accessibility assessment of its common premises and services (ICT, communication, transportation, emergency procedures)</p> <p>and</p> <p>6.c.ii. The UNCT keeps record of reasonable accommodation requests and the level of satisfaction in their provision</p> <p>and</p> <p>6.c.iii. An accessibility plan for common premises and services is adopted within the Cooperation Framework cycle</p> <p>and</p> <p>6.c.iv. The accessibility plan for common premises and services is implemented and monitored</p>

INCLUSIVE PROCUREMENT OF GOODS AND SERVICES

Accessibility of external venues and in procurement

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENT
<p>7.a.i. UNCT procurement guidelines and practices consider accessibility in the procurement of external venues, goods and services</p>	<p>7.b.i. UNCT procurement guidelines and practices consider accessibility in the procurement of external venues, goods and services</p> <p>and</p> <p>7.b.ii. Accessibility is included as a criteria in the periodic review of UN authorized external venues, including accommodations</p>	<p>7.c.i. UNCT procurement guidelines and practices consider accessibility in the procurement of external venues, goods and services</p> <p>and</p> <p>7.c.ii. Accessibility is included as a criteria in the periodic review of UN authorized external venues, including accommodations</p> <p>and</p> <p>7.c.iii. The UNCT Operations Management Team establishes and meets a target for accessibility as a mandatory criteria in the procurement of venues, goods and services</p>



CORE AREA

3

PROGRAMMING

INDICATOR

8

JOINT PROGRAMMES

Joint programmes contribute to disability inclusion

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>8.a.i. Disability inclusion is mainstreamed in a majority of new joint programmes/projects</p>	<p>8.b.i. Disability inclusion is mainstreamed in a majority of new joint programmes/projects</p> <p>and</p> <p>8.b.ii. Practical measures on disability inclusion are integrated into some existing joint programmes/projects</p> <p>and</p> <p>8.b.iii. The UNCT implements a joint programme on disability inclusion within the current Cooperation Framework cycle</p>	<p>8.c.i. Disability inclusion is mainstreamed in all new joint programmes/projects</p> <p>and</p> <p>8.c.ii. Practical measures on disability inclusion are integrated into at least half of existing joint programmes/projects</p> <p>and</p> <p>8.c.iii. The UNCT implements a joint programme on disability inclusion within the current Cooperation Framework cycle</p> <p>and</p> <p>8.c.iv. Monitoring and reporting of disability-inclusive joint programmes/projects include results and/or impact for persons with disabilities</p>

INDICATOR

9

DATA

Strengthening data on persons with disabilities

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>9.a.i. The UNCT maps available data and data gaps on persons with disabilities in national statistical sources</p>	<p>9.b.i. The UNCT maps available data and data gaps on persons with disabilities in national statistical sources</p> <p>and</p> <p>9.b.ii. The UNCT works with at least one Government partner on data on persons with disabilities</p>	<p>9.c.i. The UNCT maps available data and data gaps on persons with disabilities in national statistical sources</p> <p>and</p> <p>9.c.ii. The UNCT works with at least one Government partner on data on persons with disabilities</p> <p>and</p> <p>9.c.iii. A majority of capacity building initiatives for national statistical offices take into account disability</p>

INDICATOR

10

MONITORING AND EVALUATION

Cooperation Framework monitoring and evaluation processes address disability inclusion

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>10.a.i. The Cooperation Framework annual report assesses progress against specific disability-inclusion results</p>	<p>10.b.i. The Cooperation Framework annual report assesses progress against specific disability-inclusion results</p> <p>and</p> <p>10.b.ii. The M&E group or equivalent receives technical training on data/indicators to measure disability inclusion at least once in the Cooperation Framework cycle</p>	<p>10.c.i. The Cooperation Framework annual report assesses progress against specific disability-inclusion results</p> <p>and</p> <p>10.c.ii. The M&E group or equivalent receives technical training on data/indicators to measure disability inclusion at least once in the Cooperation Framework cycle</p> <p>and</p> <p>10.c.iii. The Cooperation Framework evaluation and management response address progress related to disability inclusion</p>

INDICATOR

11

HUMANITARIAN

Disability inclusion is mainstreamed in humanitarian planning and response

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>11.a.i. The Humanitarian Country Team (HCT)/UNCT assess how persons with disabilities have been included in humanitarian needs assessments, preparedness and response plans</p>	<p>11.b.i. The Humanitarian Country Team (HCT)/UNCT assess how persons with disabilities have been included in humanitarian needs assessments, preparedness and response plans</p> <p>and</p> <p>11.b.ii. The emergency preparedness and response plan or Humanitarian Response Plan (HRP) spells out how the response will address the specific risks faced by persons with disabilities and disaggregate data by disability to the extent possible</p>	<p>11.c.i. The Humanitarian Country Team (HCT)/UNCT assess how persons with disabilities have been included in humanitarian needs assessments, preparedness and response plans</p> <p>and</p> <p>11.c.ii. The emergency preparedness and response plan or Humanitarian Response Plan (HRP) spells out how the response will address the specific risks faced by persons with disabilities and disaggregate data by disability to the extent possible</p> <p>and</p> <p>11.c.iii. Persons with disabilities and their representative organizations participate in humanitarian coordination mechanisms</p>



CORE AREA

4

**ORGANIZATIONAL
CULTURE**

INDICATOR

12

EMPLOYMENT

UNCT human resources practices are disability-inclusive

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTW
<p>12.a.i. The UNCT adopts a non-discrimination employment statement which explicitly refers to persons with disabilities</p>	<p>12.b.i. The UNCT adopts a non-discrimination employment statement which explicitly refers to persons with disabilities</p> <p>and</p> <p>12.b.ii. The UNCT stipulates that UN vacancy announcements explicitly encourage persons with disabilities to apply</p> <p>and</p> <p>12.b.iii. The UNCT undertakes targeted measures to ensure vacancy announcements reach persons with disabilities</p>	<p>12.c.i. The UNCT adopts a non-discrimination employment statement which explicitly refers to persons with disabilities</p> <p>and</p> <p>12.c.ii. The UNCT stipulates that UN vacancy announcements explicitly encourage persons with disabilities to apply</p> <p>and</p> <p>12.c.iii. The UNCT undertakes targeted measures to ensure vacancy announcements reach persons with disabilities</p> <p>and</p> <p>12.c.iv. The UNCT carries out a review of the disability status of UN employees and consultants at least once in the Cooperation Framework cycle</p>

INDICATOR

13

CAPACITY DEVELOPMENT FOR UN STAFF

UNCT invests in capacity development on disability inclusion

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>14.a.i. Training and learning resources on disability inclusion are available to UNCT staff (self-learning online, or workshop)</p>	<p>14.b.i. Training and learning resources on disability inclusion are available to UNCT staff (self-learning online, or workshop)</p> <p>and</p> <p>14.b.ii. One inter-agency training on disability inclusion is conducted annually in collaboration with OPDs</p>	<p>14.c.i. Training and learning resources on disability inclusion are available to UNCT staff (self-learning online, or workshop)</p> <p>and</p> <p>14.c.ii. One inter-agency training on disability inclusion is conducted annually in collaboration with OPDs</p> <p>and</p> <p>14.c.iii. A majority of UNCT staff, including a majority of senior staff, participates in training on disability inclusion within the Cooperation Framework cycle</p>

INDICATOR**14****COMMUNICATION**

UNCT communication and advocacy address disability inclusion

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>14.a.i. Mainstream UN communications reflect persons with disabilities</p>	<p>14.b.i. Mainstream UN communications reflect persons with disabilities</p> <p>and</p> <p>14.b.ii. The inter-agency Communication Group’s annual workplan or equivalent integrates human rights of persons with disabilities into UNCT advocacy and communications</p>	<p>14.c.i. Mainstream UN communications reflect persons with disabilities</p> <p>and</p> <p>14.c.ii. The inter-agency Communication Group’s annual workplan or equivalent integrates human rights of persons with disabilities into UNCT advocacy and communications</p> <p>and</p> <p>14.c.iii. A communications campaign on disability inclusion is undertaken at least once in the Cooperation Framework cycle</p>