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UN Human Rights

Disability Rights Strategic Document

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# BACKGROUND

The United Nations Disability Inclusion Strategy (UNDIS) was launched in June 2019 by the Secretary-General, with a view to enhance the work of the United Nations system to better include persons with disabilities, both in the context of the programmatic work undertaken by, and the internal functioning of, United Nations entities.

The human rights-based approach underpins the UNDIS, and in this regard the UNDIS closely aligns with the Convention on the Rights of Persons with Disabilities, and the commitment to leave no one behind of the 2030 Agenda for Sustainable Development.

# PURPOSE

OHCHR’s implementation of the UNDIS is manifested through the UN Human Rights Disability Rights Policy adopted in 2020, and this accompanying Strategy, which seeks to operationalise the commitments made in the Policy and the objectives set out by the UNDIS.

This Strategy covers the period between 2021 and 2025, in line with the UNDIS and the OHCHR strategic planning cycles.

The Strategy is composed by this Strategic Document and the accompanying Action Plan.

# OBJECTIVE

OHCHR aims to become a disability-inclusive employer and organization, both in terms of its internal operations and functions, and its programming work with Member States and beneficiaries. This will comprise efforts at headquarters and in field presences, across peace and security, humanitarian action, and development contexts.

This will take place in **two tracks**: institutional enhancement to mainstream disability rights in the operations of OHCHR; and substantive outcomes for persons with disabilities in OHCHR programming.

# INSTITUTIONAL ENHANCEMENT TRACK

## STRATEGIC OBJECTIVE 1: LEADERSHIP, MANAGEMENT AND INSTITUTIONAL SETUP PROMOTE DISABILITY INCLUSION AND RIGHTS

OHCHR will achieve this objective through the following strategic approaches:

* HC and DHC actively conveying and promoting disability inclusion and rights, and OHCHR’s commitment to these:
  + Externally, through public engagement with other UN principals, including through inter-departmental and inter-agency coordination mechanisms; Member States; Organizations of Persons with Disabilities (OPDs) and other relevant stakeholders, including Civil Society Organizations;
  + Internally, through active engagement with senior management, raising awareness among staff, and by promoting fundraising;
* HC and DHC promoting an active and robust Disability Rights focal point network at headquarters and in field presences, which among other functions will serve as a consultation group for implementation of the Strategy;
* DHC and Diversity and Inclusion Adviser to establish and implement an oversight and resources allocation mechanism.

## STRATEGIC OBJECTIVE 2: DISABILITY-INCLUSIVE PLANNING AND PERFORMANCE

OHCHR will achieve this objective through the following strategic approaches:

* Integrating disability inclusion and rights in the OHCHR Management Plan;
* Ensuring disability inclusion and rights is reflected in Annual Work Plans, particularly enhancing Organizational Effectiveness;
* Improving disability inclusion and rights in OHCHR databases, such as the Performance Monitoring System, including data disaggregation to facilitate data analysis;
* Improving disability-inclusive evaluation of operations and programmatic work;
* Systematically including in country projects recommendations on the rights of persons with disabilities stemming from OHCHR, treaty bodies, universal periodic review and special procedures, particularly addressing economic and social rights.

## STRATEGIC OBJECTIVE 3: INCLUSIVE AND EMPOWERING ORGANIZATIONAL CULTURE

OHCHR will achieve this objective through the following strategic approaches:

* Establishing a robust reasonable accommodation system comprising a reasonable accommodation fund, a sound internal review procedure, and a monitoring tool;
* Attracting, recruiting, retaining and promoting the career development of employees with disabilities, and monitoring their satisfaction and well-being;
* Establishing a system to register engagement with Organizations of Persons with Disabilities (OPDs) and disaggregating by multiple and intersecting identities;
* Engaging in an accessibility assessment of facilities, IT, documentation, publications and low-value procurement in the provision of reasonable accommodation, and developing an action plan;
* Developing an outreach and fellowship programme to increase the participation of persons with disabilities in the OHCHR workforce;
* Advocating for disability inclusion in the UN Secretariat, particularly on accessibility, human resources, procurement and administrative regulations.

## STRATEGIC OBJECTIVE 4: TECHNICAL CAPACITY ON DISABILITY RIGHTS

OHCHR will achieve this objective through the following strategic approaches:

* Providing learning and capacity building opportunities on disability inclusion and rights to all staff, particularly on operations, and in areas covered by Strategic Objectives 5, 6 and 7.
* Developing tools that can be used by OHCHR staff.
* Providing OHCHR staff with access to disability rights-specific expertise.

# PROGRAMMING TRACK

This section is complemented by intersectional planning documents which will be revised and updated annually in line with Annual Work Plans.

## STRATEGIC OBJECTIVE 5: DISABILITY RIGHTS MAINSTREAMED ACROSS PILLARS OF WORK

OHCHR will achieve this objective through the following strategic approaches:

### **Cross-cutting**

* Systematically collecting data on persons with disabilities, disaggregating data by disability, and reporting on disability inclusion against relevant indicators;
* Advocating and actively engaging with the RC/HC, UNCT and HCT to more strongly reflect and integrate the human rights of persons with disabilities in their work, including by supporting the UNDIS UNCT Scorecard.

**Human Rights mechanisms**

* Enhancing capacity of the CRPD Committee Secretariat to support disability rights mainstreaming across treaty bodies, and to deliver technical cooperation through its membership, taking into consideration recommendations stemming from treaty bodies, universal periodic review and special procedures, particularly addressing economic and social rights;

**Preventing violations and strengthening protection**

* Providing leadership and technical assistance at the global level;
* Promoting the creation of peer support organizations in humanitarian contexts, and supporting the voices of persons with disabilities in country-level operations of the international system and emergency management arrangements of governments;
* Identifying innovative monitoring and reporting tools and mechanisms for violations and abuses against or impacting persons with disabilities, especially in conflict affected areas and/or where monitoring of such violations are being done with a limited access to information;

**Sustainable development**

* Engaging in disability-inclusive policy development and implementation through the SDGs and ensuring its pledge to ‘leave no one behind’;

**Non-discrimination**

* Upholding the rights of and promoting the voices of persons with psychosocial disabilities through inclusive mental health policy development and service delivery;
* Promoting autonomy of persons with disabilities, particularly in legal reforms connected to legal capacity and the right to live independently and being included in the community.

## STRATEGIC OBJECTIVE 6: PERSONS WITH DISABILITIES AS A SPOTLIGHT POPULATION

OHCHR will achieve this objective through the following strategic approaches:

* Promoting the voices of persons with disabilities in youth movements; and the voices of youth in disability rights movements;
* Promoting the voices of women and girls with disabilities in feminist movements, and the voices of feminist movements in disability rights movements;
* Promoting the voices of persons with disabilities who come from marginalized groups and communities, reaching the furthest behind first.

## STRATEGIC OBJECTIVE 7: DISABILITY RIGHTS ARE A FOCUS IN THE CONTEXT OF FRONTIER ISSUES

OHCHR will achieve this objective through the following strategic approaches:

**Inequalities**

* Integrating disability rights perspectives in programmatic work addressing inequalities, particularly on assistive technologies and devices;

**Climate change**

* Promoting the voices of persons with disabilities, particularly youth with disabilities, in climate change discussions at the global level;

**People on the move/migration**

* Promoting the voices of persons with disabilities and integrating disability rights perspectives in all programmatic work connected to people on the move.

## STRATEGIC OBJECTIVE 8: SYSTEMATIC DISABILITY RIGHTS FUNDING

OHCHR will achieve this objective through the following strategic approaches:

* Developing a funding strategy on disability rights according to strategic objectives 4, 5, 6 and 7;
* Complementing the funding strategy on disability rights with operational support to progressively deliver on the approaches outlined to achieve strategic objectives 1, 2, 3 and 4.

# MONITORING AND SUPPORT

Monitoring of progress of strategic objectives 1, 2, 3, 4 and 8 are the exclusive responsibility of the Diversity and Inclusion Adviser.

Monitoring of progress of strategic objectives 5, 6 and 7 are the responsibility of the substantive officers according to the OHCHR Performance Monitoring System.

The Diversity and Inclusion Adviser and the Human Rights and Disability Adviser will provide technical support on disability rights through the implementation of the Strategy.