UN Women Regional Office of Arab States

Disability Inclusion Assessment

**Overview**

UN Women has come to recognize that the consequences of multiple and intersecting discrimination based on both gender and disability must be addressed and prioritized within their internal and external strategies. In April 2018, the International Disability Alliance (IDA) and UN Women signed a Memorandum of Understanding (MoU) to strengthen UN Women’s capacity to mainstream the inclusion and support the rights of persons with disabilities within their work, particularly within the Flagship Programme Initiatives. This partnership aims to further support the roll out and implementation of UN Women’s Strategy for the Empowerment of Women and Girls with Disabilities 2018-2021: Towards Full and Effective Participation and Gender Equality. In addition, the agreement aims to increase the capacity of IDA and its members to be gender responsive within their programmes and policies.

The partnership activities have three main components; headquarters level workshops, webinars and in country capacity building trainings with UN Women offices.

In 2018, IDA facilitated a disability inclusion training for UN Women headquarters staff addressing the fundamental tools needed for the effective inclusion of persons with disabilities, the ways that disability can be viewed through a feminist lens and began to link these concepts to their own sector specific strategic plans. In addition, the UN Women Regional Office of Arab States (ROAS) hosted IDA’s delegation of women with disabilities and their allies at their office in Cairo, Egypt to discuss an upcoming training with the ROAS.

**Objective**

The following disability inclusion assessment will be used to develop an effective capacity building training that is as responsive as possible to the priorities of the ROAS to fully include persons with disabilities in their work.

**Questions:** Questions regarding the needs assessment can be directed to Simone EllisOluoch-Olunya (simone.oluoch-olunya@unwomen.org) and Megan Smith at msmith@ida-secretariat.org

**Arab States Regional-Level Assessment**

1. Name, Title, and Contact Information for person(s) completing this assessment.
2. **Leadership**
   1. Has your leadership demonstrated championing the advancement of the rights of persons with disabilities in any of the examples below?
      * Have there been any public statements made supporting the rights of persons with disabilities?
      * Is disability a regular topic of discussion in leadership meetings?
      * **Other methods? (please specify)**
   2. How does your ROAS leadership and the UNCT build disability awareness for ensuring equality and combating attitudinal barriers for persons with disabilities? (i.e. stigma and discrimination) for example, has there been a disability advocacy campaign within the last year?
3. **Infrastructure/Support**
   1. Does the UNCT have a disability focal point, and/or disability working group to support disability inclusion across the UN in the country of operation? Yes / No

If yes, please describe the role and function of this person and / or mechanism.

* Where do this focal point and / or mechanism fit into the overall work of the UNCT (i.e. to whom do they report? Does the mechanism have a TOR and an annual work plan?)
* Is disability a component of other human rights or thematic working groups such as an eliminating violence against women task force or on other issues?
* What institutional supports are in place to ensure the success of this mechanism? (examples include human and financial resources, trainings, policies, alignment of their work in strategic planning, etc.)
  1. Has the UNCT coordinated / support disability awareness training or training on the rights of persons with disabilities?
     + If so, does your training engage DPOs and other disability leaders as trainers and participants to ensure the first-hand perspective of a person with a disability?
     + What topics does your training cover?
       - awareness
       - accessibility
       - universal design
       - accommodations
       - inclusion measures
       - other (please specify)

1. **Policy and Planning**
   1. Have you received and read the *UN Women’s Strategy for the Empowerment of Women and Girls with Disabilities 2018-2021: Towards Full and Effective Participation and Gender Equality*adopted on December 3rd?
      * Has there been country or regional level discussions or planning meetings on implementing the *UN Women’s Strategy for the Empowerment of Women and Girls with Disabilities 2018-2021: Towards Full and Effective Participation and Gender Equality?*
   2. Do you have a country-level disability policy or other tools such as guidance notes, a strategy or action plan? If yes, please attach.
   3. Has disability-inclusive development been integrated in the Common Country Assessment and/or the UNDAF? If so, how? Do any UNDAF outcomes specifically target disability?
   4. Is disability incorporated in monitoring and evaluation efforts? Does this include the monitoring and tracking of the impact of engagement of persons with disabilities and SADDs?
   5. Do you engage with stakeholders with disabilities? Do you partner with Disabled Peoples Organizations[[1]](#footnote-1) (DPOs) or disability-related NGOs?
2. **Programmes**
   1. Briefly describe your disability-specific programmes if any. Please highlight projects/programmes that are indicative of good practice.
   2. Do you include persons with disabilities in your broader activities and programmes? How so?
   3. Are there any joint programmes that foster disability inclusion?

Do you use any tools for effective programming that includes persons with disability? If so, please name

* 1. What programmes would you prioritise as needing further inclusion of persons with disabilities?

1. **International Commitments**
   1. What procedures, guidelines or tools for implementation of the Convention on the Rights of Persons with Disabilities (CRPD) have been developed by the UN system in your country of operation? Please attach copies / links, if possible. Please highlight any good practices.
      * Do you provide technical guidance to Member States as they seek to implement the Convention on the Rights of Persons with Disabilities (CRPD)?
   2. How are persons with disabilities addressed within your SDG efforts? Do you focus on specific Goals or Targets for disability? Please explain.
   3. How are persons with disabilities addressed in your commitments to Leave No One Behind (LNoB)? Please explain. Do you include persons with disabilities within vulnerable groups or are their targeted efforts to support persons with disabilities?
2. **Capacity**
   1. Do you feel that you have the capacity to support disability inclusion? Yes / No
      * **If no, please explain.**
   2. Has the UN RC / UNCT taken any of the below actions:

* produced any practical guides related to the inclusion of persons with disabilities (PWDs)?
* provided trainings to Member States/NGOs/DPOs/NHRIs/Faith-based Groups as they seek to meet their obligations under CRPD?
* encouraged the rights of PWDs to be addressed in resources or tools developed with UN support?
* encouraged Member States/NGOs/DPOs/NHRIs/Faith-based Groups that you work with to have a disability policy?

1. **Trainings**
   1. Do you provide staff development in disability inclusion?
   2. Is disability inclusion part of the induction training for new staff, volunteers and/or interns? Yes/No
   3. If you were to participate in a disability training what topics would be the most useful to you? Please list.
2. **Partnership and Funding Support**
   1. Do you have a disability-specific fund?
      * Are you aware of the UN Partnership on the Rights of Persons with Disabilities (UNPRPD)? Have you applied for funding? How are disability programmes and inclusion efforts funded within the country?
      * Have you worked with organisations funded though the special disability envelope of the UN Trust Fund to end violence against women?
   2. Do you have a disability marker system tracking the resources allocated to disability related programming?
   3. If you have a disability-related expense within a programme (such as requests for reasonable accommodation[[2]](#footnote-2), assistive technology, travel assistance and/or the production of accessible materials), how do you find the financial resources to address it?
   4. Given ongoing resource limitations across the UN, how could implementation procedures related to advancing the rights of persons with disabilities be further tailored for the mission, the UNCT or individual agencies, funds and programmes?
   5. Do partners at the country level support activities to advance the rights of persons with disabilities?
3. **Employees with Disabilities**
   1. Do you know how many employees, interns and/or volunteers (please specify) have disabilities ( identified either through self-identification, a human resource system, or through request for accommodation) ?
   2. What challenges do you face in hiring people with disabilities? Check all that apply:

* Nature of the work
* Not knowing how much accommodation will cost
* Cannot find qualified people with disabilities
* Actual cost of accommodating disability
* Fear of litigation
* Lack of knowledge or accessible information

1. **Accessibility**
   1. How do you ensure **accessibility** both for staff and for stakeholders?
   2. Physical Accessibility: Are UN premises physically accessible to a person with a disability? Yes/No

If not, what improvements need to be made:

* Accessible parking
* Level entrances, ramps, stairs, door widths
* Signage (braille)
* Emergency exit plan
* Landscape elements
* Washroom
* Elevators
* Other (please specify)

Do you have a timeline for these improvements?

* 1. How do you ensure physical accessibility of your premises (or premises you use) for conferences and meetings? Do you cover the costs of *personal assistants*) to allow persons with disabilities to participate in such events?
  2. Accessible Information: How does your entity disseminate information in an accessiblemanner? (i**.**e. provide Braille copies or large print upon request or easy to read materials).
     + Is your webpage accessible?
     + Do you use a sign language interpreter, closed captioning, or easy to read materials at your conferences and meetings?
     + Do you distribute information and materials to beneficiaries in accessible formats? Braille (Accessible Electronic Versions), Easy to Read, Radio advertisements, etc.
     + How do you ensure access to information? (Do you provide sign language interpretation, closed captioning services, hearing loops, braille, or large print as a regular part of your programmes?)

**About the International Disability Alliance (IDA)**

**http://www.internationaldisabilityalliance.org**

The International Disability Alliance (IDA) is a unique network of the foremost international disability rights organisations estimated to represent over 1,200 DPOs. This has made IDA the most authoritative representative voice of persons with disabilities within the United Nations system both in New York and Geneva. IDA was instrumental in the negotiation of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) in 2006, and currently aims to promote the effective and full implementation of the UN CRPD worldwide, as well as compliance with the UN CRPD within the UN system. IDA is working to ensure the 2030 Agenda and its Sustainable Development Goals are realized in line with the UN CRPD. IDA supports DPOs in engaging with UN agencies and in human rights processes in Geneva and New York, including the Treaty Bodies, Universal Periodic Review, Human Rights Council and within the General Assembly.

1. See A/HRC/31/62. “Representative organizations of persons with disabilities are non-governmental membership-based organizations created with the aim of collectively acting, expressing, promoting, pursuing and/or defending a field of common interest. Led and controlled by persons with disabilities, these organizations…may use different strategies to promote their goals, including advocacy, awareness-raising, service delivery and peer support. They can operate as individual organizations, coalitions, or umbrella organizations of persons with disabilities that seek to provide a coordinated voice of the disability movement in its interaction with public authorities” (36). [↑](#footnote-ref-1)
2. Reasonable accommodation is defined in Article 2 of the CRPD as the “necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms”. [↑](#footnote-ref-2)