

META-ANALYSIS REPORT

Analysis of Evaluation Findings, Conclusions and
Recommendations relating to Disability Inclusion

2018-2023



ACKNOWLEDGEMENTS

As part of its evaluation policy, the Policy, Planning, and Evaluation Service (PPMES) conducts a comprehensive meta-analysis of all evaluation findings at the end of each programming cycle, to inform the development of the next OHCHR Management Plan (OMP). This year, the meta-analysis of the 2018–2023 evaluation reports was conducted between January and May 2023.

In the meta-analysis mentioned above, the inclusion of persons with disabilities was identified under the pillar of "Non-discrimination" and the OEAP "Diversity and Inclusion". This meta-analysis will elaborate on all the identified findings on integration of disability inclusion in OHCHR evaluations.

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ACRONYMS AND ABBREVIATIONS

AWP- Annual Work Plan
CP- Country Programme
CPRD- Convention on the Rights of Persons with Disabilities
DAC- Development Assistance Committee
DI- Disability Inclusion
EHRDs - Environmental human rights defenders
ESCAP- Economic and Social Commission for Asia Pacific
GE- Gender Equality
HQ- Headquarters
HR- Human Rights
IEC- Information, Education, and Communication
LNOB- Leaving no one Behind
MENA- Middle East and Northern Africa Office
OEAP- Organizational effectiveness plans
OECD- Organization of Economic Cooperation Development
OHCHR- Office of the High Commissioner for Human Rights
OMP- OHCHR Management Plan
PMS- Performance Monitoring System
PPMES- Policy, Planning, Monitoring and Evaluation Service
PWD- Persons with Disabilities
RBM- Results-based Management
RP- Regional Programme
SDGs- Sustainable Development Goals
TOC- Theory of change
TOR- Terms of Reference
UN- United Nations
UNDIS- Nations Disability Inclusion Strategy
UNV- United Nations Volunteers
WARO- Regional Office of West Africa

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INTRODUCTION

A) BACKGROUND

Since setting out the Office of the United Nations High Commissioner for Human Rights (OHCHR) Management Plan (OMP) 2018 -2021 and the extended OMP 2022-2023,¹ the global context has changed in several ways. These changes brought implications for the organization's operations, resource allocation, and, most significantly, its global impact on human rights. OHCHR is currently working on defining its strategic direction and developing the management plan for the period 2024-2027.

With the Results-based Management (RBM) approach, this strategic planning process, led by the Policy, Planning, Monitoring and Evaluation Service (PPMES), involves several processes. The first is the collection of information and evaluation of past experiences. In addition to a variety of means to gather inputs, a meta-analysis of evaluations is conducted that focuses on the finding of evaluations and reviews of OHCHR's programmes. This will later inform discussions on strategic actions and planning for thematic, geographic, and organisational effectiveness priorities, and provide further information for the preparation of the 2024-2027 OMP.

One of the parameters to be assessed when looking at the findings is the Organizational effectiveness plans (OEAPs). One of the OEAPs is "*Diversity and Inclusion*",² in which the Office reflects on the human rights principles, including non-discrimination and gender equality as well as the intersectional nature of discrimination and exclusion. A number of findings were classified under this OEAP, including findings on gender equality, youth integration, disability inclusion, among others. For the purposes of this meta-analysis, the focus is on disability inclusion, and we will assess the integration of disability inclusion, in evaluations, in line with the requirements of the United Nations Disability Inclusion Strategy (UNDIS).³

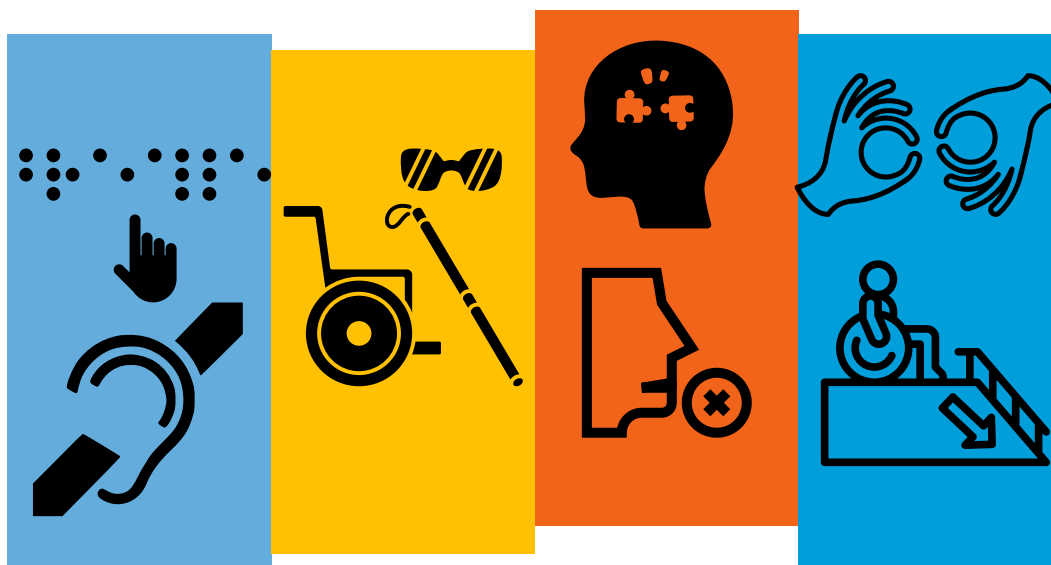
The UNDIS was launched in June 2019 by the Secretary-General, with a view to enhance the work of the United Nations (UN) system to better include persons with disabilities (PWDs), both in the context of the programmatic work undertaken by, and the internal functioning of, UN entities. OHCHR's implementation of the UNDIS is manifested through the UN Human Rights Disability Rights Policy adopted in 2020⁴, and an accompanying Strategy⁵ which seeks to operationalise the commitments made in the Policy and the objectives set out by the UNDIS.

The Office has also identified persons with disabilities as a "*spotlight population*" in the work of the office. The Performance Monitoring System (PMS)⁶ which facilitates accountable and results-based planning, monitoring, reporting and evaluations at all levels in OHCHR, includes a "tagging" option for spotlight populations. This enables the Office to monitor the progress on integration of spotlight populations in our work. The OHCHR RBM Manual⁷ highlights that OHCHR recognizes that human rights, peace and security, and sustainable development for all can be enjoyed only if PWDs in all their diversity are included in society, on an equal basis with others and as both agents of change and beneficiaries of the outcomes of the work of the Office.

The protection of human rights, including the rights of PWDs, is also central to humanitarian action. It is therefore imperative that disability inclusion and rights be mainstreamed systematically into all areas of work. The Office also has also developed the Guidelines on Mainstreaming persons with disabilities in funding proposals⁸ which outlines key tips such as applying disability inclusive language, using disability disaggregated data, conducting disability analysis in the country to inform proposals, creating a budget line that will support the participation of persons with disabilities, among others.

1. OMP-2022-2023.pdf [ohchr.org]
2. O6 - OEAP Diversity and Inclusion 2022-23.pdf [ohchr.org]
3. UN_Disability_Inclusion_Strategy_english.pdf
4. OHCHR_Ind1_DRS Policy.pdf
5. UN Human Rights Disability Rights Strategic Document
6. PMS - OHCHR Performance Monitoring System [msaproxy.net]
7. OHCHR RBM Manual.pdf
8. Mainstreaming Disability_Final_Feb2023.pdf [ohchr.org]

B) PURPOSE OF THE DISABILITY INCLUSION META-ANALYSIS



This exercise comes at a time when OHCHR is conducting an overall meta-analysis of evaluation findings, conclusions and recommendations for all evaluations conducted during the current OMP cycle (2018-2023), which will provide input on defining its strategic direction and establishing the management plan for the 2024-2027 period. In the meta-analysis mentioned above, disability inclusion findings were classified under the Pillar “Non-discrimination” and the OEAP “Diversity and Inclusion”. This meta-analysis will elaborate on all these identified findings on integration of disability inclusion in OHCHR evaluations.

Further, the UNDIS Entity Accountability Framework Evaluation Indicator states that “In order to “exceeds requirements” an entity should complete at least once every five years an analysis/synthesis of the aggregated findings, conclusions and recommendations from a series of evaluations to examine to what extent they have addressed disability inclusion.⁹ The Office recently completed its UNDIS Annual reporting process where it assessed the quality of the integration of disability inclusion in evaluation reports produced in 2022 and before that, in 2021.¹⁰ In order to move from “meets” to “exceeds requirements”, the office is conducting this meta-analysis.

The meta-analysis has three objectives:

1. To analyse the quality of the integration of disability inclusion in evaluation reports in line with the six elements of the Entity Accountability Framework to inform strategic strengthening of programming, organizational effectiveness and the evaluation function.
2. To assess the extent to which OHCHR has achieved disability inclusion in evaluations and propose any remedial action that is required.
3. To provide a summary of findings and recommendations for the colleagues working on the substantive areas on Disability Inclusion.

Audience

The meta-analysis will be useful for all OHCHR’s colleagues including PPMES, Human Rights and Disability Unit, Project leads, among others, to mainstream disability into programming, monitoring, reporting and evaluation processes.

⁹ Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator
¹⁰ The office employs a peerreview approach to conduct self-assessment of the evaluation reports.

METHODOLOGY

A mixed-method approach was used, utilizing both qualitative and quantitative data. The meta-analysis largely relied on a comprehensive desk review of a sample of 31 reports. These include; OHCHR internal evaluations and reviews conducted between 2018 and 2023, the Office of Internal Oversight Services (OIOS) 2020-2021 Biennial report¹¹, OIOS United Nations Evaluation Dashboard, and the OHCHR annual reports on the evaluation indicator of the UNDIS accountability framework (2021 and 2022). As the United Nations Evaluation Group (UNEG) Guidance on Integrating Disability Inclusion in Evaluations, and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator was only launched in 2022, simple approaches are used.

- **Data collection and collation:** All relevant findings from all types of evaluation reports, including project evaluations, thematic evaluations and global/regional/country evaluations, Internal reviews and OIOS 2020-2021 Biennial report and evaluation dashboard.
- **Analysis and database building:** Evaluation findings, including good practices, lessons learned, conclusions and recommendations were uploaded on the Evaluation Module of the PMS¹². Data on disability inclusion was then extracted and analyzed into this report, highlighting examples of good practices, lessons learned, missed opportunities and recommendations for future considerations.

This report also answers a number of questions and divides them into three components aligning with the key objectives of the meta-analysis;

- Questions relating to the analysis of the evaluation reports against the UNDIS Entity Accountability Framework Evaluation Indicator.
- Questions relating to the evaluation reports against the parameters of the OIOS Biennial review (2020-2021).
- Questions relating to the analysis of the evaluation reports as per the findings and recommendations

The desk review of the reports was complemented by consultations with the evaluation team and the Human Rights and Disability Unit. The main frameworks used in the analysis were: the OHCHR Evaluation Policy (under revision), OHCHR Guidance for the preparation of evaluation reports, OHCHR Model of Terms of Reference for Evaluations and the UNEG Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator, with reference to the office wide materials on disability.¹³

LIMITATIONS

Although the meta-analysis is based on evaluation reports produced in 2018-2023, the Guidance on integrating disability inclusion in evaluations and reporting on the UNDIS Entity Accountability Framework Evaluation Indicator was not introduced until 2022, therefore limitations in disability inclusion in evaluations may be attributed to the lack of clear guidance previously. While this concern remains valid, the meta-analysis will also refer to OHCHR guidelines, policies, and or existing frameworks that provided some guidance on the inclusion of persons with disabilities in programming, implementation, monitoring, reporting, and evaluation during this period.

11. OIOS Report: Strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives (2020-2021)

12. PMS - OHCHR Performance Monitoring System (msappproxy.net)

13. Pages - UNHRDRS_UNDIS (ohchr.org)

EVALUATION FINDINGS

A) DISABILITY INCLUSION IN EVALUATIONS GUIDELINES

Integrating disability-inclusive approaches to evaluations is key to fulfilling OHCHR's mandate and to achieving UNDIS standards, particularly Indicator 10 of its accountability framework on Evaluation. One of the strategic approaches identified is "Improving disability-inclusive evaluation of operations and programmatic work". Since the development of the strategic document, OHCHR has deliberately integrated disability inclusion throughout the evaluation processes and reported on its implementation. There was no clear guidance available on mainstreaming disability inclusion into evaluations until January 2022 when UNEG released the Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator.¹⁴ OHCHR had a leading role in the development of this guidance, as co-convener of the UNEG Working Group on Gender, Disability and Human Rights.

To "approach the requirements" of the UNDIS Entity Accountability Framework, an entity's evaluation guidelines must contain guidance on how to address disability inclusion.¹⁵ This section assesses the integration of disability inclusion in OHCHR's evaluation frameworks, guidelines, and tools.

The OHCHR Evaluation Policy (currently under revision), has included a section on Human Rights, Gender Equality, Disability Inclusion and the Principle of leaving no one Behind (LNOB). OHCHR will ensure that all gender equality and disability inclusion is adequately mainstreamed in all evaluations, including in their design, data collection, analysis, and learning and reporting. Further, in line with the UN commitment to LNOB, OHCHR will apply an intersectional lens in evaluation to capture whether its interventions reach the most marginalised and vulnerable and if the interventions contribute to reducing their exclusion.

The OHCHR RBM Manual¹⁶ also highlights that OHCHR mainstreams gender and human rights, including disability, in its evaluations and systematically applies the widely accepted Organization of Economic Cooperation Development (OECD) Development Assistance Committee (DAC) evaluation criteria: relevance, coherence, effectiveness, efficiency, (orientation to) impact and sustainability. It also highlights that PPMES is responsible for the quality control of evaluations in OHCHR, including the aspects of integrating gender, disability inclusion and human rights in evaluations.

The OHCHR Model of Terms of Reference for Evaluations¹⁷ was revised in November 2019 to include addressing disability inclusion as part of the seventh evaluation criteria i.e Gender Equality (GE), Disability Inclusion (DI) and Human Rights (HR) Integration. The 7th criterion is expected to assess the degree to which a gender and human rights perspective has been integrated in the programme, and the degree to which the results obtained have contributed to gender and human rights principles of non-discrimination and equality, with emphasis on women rights and disability inclusion. The model requires that the methodology section of the inception, draft and final reports clearly outline how the evaluation was specifically designed to integrate GE, DI & HR issues, including data collection methods, data sources and processes, sampling frame, participatory tools, evaluation questions and validation processes. The evaluation findings, conclusions and recommendations should also describe the analysis and interpretation of data on GE, DI & HR, specific findings on GE, DI & HR-related criteria and questions, strengths and weaknesses of the intervention in relation to GE, DI & HR, and specific recommendations addressing GE, DI & HR issues.

This model was considered among the best practices used in the development of the UNEG Guidance on Integration of Disability Inclusion in Evaluations. The model was further revised in January 2022 to reference the UNEG Guidance on integrating disability inclusion in evaluations and reporting on the UNDIS accountability framework evaluation.

14. Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator

15. To approach the requirements of the UNDIS Entity Accountability Framework, an entity's evaluation guidelines must contain guidance on how to address disability inclusion through the six elements

16. OHCHR RBM Manual.pdf

17. OHCHR Model ToR 2022.docx

OHCHR in its **Guidance on preparation of evaluation reports**¹⁸ includes disability inclusion (alongside gender equality) as an integral part of the entire evaluation process. As stated by UNEG, "Evaluation is an important tool to capture the extent of disability inclusion across the work of the UN." Strengthening disability inclusion in evaluations, for both mainstreamed and targeted interventions will help the UN system to promote institutional accountability and learning, thereby contributing to the implementation of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and the achievement of the Sustainable Development Goals (SDGs), including the core commitment to leave no one behind"¹⁹

The guidance emphasizes the need for evaluations to comprehensively address disability inclusion issues. This entails capturing meaningful changes resulting from the intervention, evaluating the impact on the enjoyment of rights, empowerment of rights holders, and capacity of duty bearers, with a specific focus on disability inclusion. It is crucial that the evaluation process involves all key stakeholders, ensuring non-discrimination and facilitating meaningful participation, particularly of PWDs. A successful evaluation report should incorporate a thorough analysis of DI principles throughout the evaluation, including in the design, purpose, process, and methodology. To achieve this, the evaluation should adhere to the UNEG Guidance on "Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator," of which, the integration of DI could be assessed.



World Down Syndrome Day Awareness-raising campaign promoting acceptance and diversity © Ludmila Adamciuc
Read the full story on the collaboration with OHCHR on the [UN Human Rights Report 2021](#), page 55

18. Guidance for the preparation of evaluation reports 2022.docx

19. Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator

B) DISABILITY INCLUSION IN EVALUATION REPORTS



To “meet requirements”, in addition to fulfilling the above, entities must comply with the disability inclusion components of these guidelines when drafting the evaluation’s TORs, implement them, and produce evaluation reports.²⁰

This section assesses the quality of the integration of DI, and in particular highlights the good practices, in the evaluation reports produced during the 2018-2023 OMP cycle. The assessment is consistent with the requirements of UNDIS Entity Accountability Framework Evaluation Indicator 10. The Office has not previously conducted disability-specific evaluations but has mainstreamed DI in all evaluations. The meta-analysis also assesses the OIOS Biennial review 2020-2021 report and dashboard, which will contribute to the overall findings of the meta-analysis. Below is the highlights of the reports considered in this meta-analysis.



OHCHR internal evaluations and reviews

OHCHR internal evaluations and reviews conducted between 2018 and 2023,



UNDIS accountability framework

OHCHR annual reports on the evaluation indicator of the UNDIS accountability framework (2021 and 2022).



OIOS Biennial review report

OIOS 2020-2021 Report on the biennial review on strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives



United Nations Evaluation Dashboard 2020-2021

OIOS Dashboard for the 2020-2021 biennium, that accompanies the respective OIOS Biennial Study

20. Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator

Assessment of the UNDIS Entity Accountability Framework Evaluation Indicator 10.

The meta-analysis will also use the binary method provided for the six elements of the indicator i.e., "yes" (if the requirements are met) or "no" (if the requirements are not met). In the 2022 UNDIS report, OHCHR met all 6 elements and therefore received a rating of "meets requirements".²¹

Scoring the quality of integration of disability inclusion in OHCHR evaluation reports

	YES	NO
The TOR of evaluations pay adequate attention to disability inclusion	✓	
Evaluation teams have knowledge and/or experience of disability inclusion, where relevant	✓	
Evaluation questions cover different aspects of disability inclusion	✓	
Evaluation stakeholder mapping and data collection methods involve persons with disabilities and their representative organizations	✓	
Evaluation findings and analysis provide data and evidence on disability inclusion	✓	
The conclusions and/or recommendations of evaluations reflect their findings on disability inclusion	✓	

21. At least four of the six elements should be met to meet the overall requirement

ELEMENT 1: TERMS OF REFERENCE

The UNDIS framework requires that the ToRs of evaluations pay adequate attention to disability inclusion.²² This meta-analysis concludes that the Office **"meets requirements"**

The meta-analysis assessed all TORs and concluded that out of the 23 internal evaluations that have been conducted since the revision of the Model of ToR in 2019, 87 % of the TORs outline disability inclusion as part of the 7th evaluation criteria. However, this could be improved by ensuring that DI is explicitly presented on the criteria, i.e. Gender Equality (GE), Disability Inclusion (DI) and Human Rights (HR) Integration, as per the OHCHR Model of TORs. The TORs integrated disability inclusion in all evaluation processes including in the evaluation's justification, purpose and objectives, methodologies, stakeholder considerations, evaluation questions and evaluations findings, including good practices, lessons learned, conclusions and recommendations.

Below are some examples of how DI has been included as a criteria, as described in some evaluation reports;

Examples

Gender and human rights integration– the degree to which a gender and human rights perspective (Human Rights Based Approach) has been integrated in the Country/Subregional Programmes, and the degree to which the results obtained have contributed to gender and human rights principles of non-discrimination and equality, with emphasis on women rights, disability inclusion and indigenous peoples' rights.

Gender and human rights (disability inclusion) integration – the degree to which a gender and human rights perspective has been integrated in the project, and the degree to which the results obtained have contributed to gender and human rights principles of non-discrimination and equality, with emphasis on women rights and disability inclusion.

Gender and Human Rights Integration: has a gender and human rights perspective been considered in the planning and implementation of the campaign, including the participation of women, peoples with disabilities, LGBTI and other vulnerable groups?

Gender and human rights integration– the degree to which a gender and human rights perspective (Human Rights Based Approach) has been integrated in the Country Programme, and the degree to which the results obtained have contributed to gender and human rights principles of non-discrimination and equality, with emphasis on women rights and disability inclusion.

Gender and human rights integration– the degree to which a gender and human rights perspective has been integrated in the project, and the degree to which the results obtained have contributed to gender and human rights principles of non-discrimination and equality, with emphasis on women rights and how disability inclusion can be incorporated into future interventions in the work of the office. Other vulnerable groups such as Youth or Minorities could be also considered.

22. As evaluations are asked to cover increasingly cross-cutting topics (gender, youth, human rights, climate risk, etc.), it is important not to lose sight of the aggregate. Addressing persons with disabilities in evaluation terms of reference (TORs) is fundamentally about leaving no one behind and reaching the furthest behind first. Evaluation TORs, especially for programmes and entities that do not specifically address persons with disabilities, should always take an intersectional approach to assessing disability inclusion

ELEMENT 2: EVALUATION TEAMS

The second requirement is that evaluation teams should have knowledge and/or experience of disability inclusion, where relevant.²³ This meta-analysis concludes that the Office **"meets requirements"**

The Office has specifically identified "knowledge/experience of disability inclusion" as part of the requirements for the evaluator in some of its calls for evaluators. i.e knowledge and experience of integration of human rights, gender equality, and disability inclusion in evaluations is required. Further, in selecting and hiring of the evaluation team, the Office has consistently assessed and considered the candidates' knowledge of integrating human rights, gender equality and disability inclusion in evaluations, and broadly, the principles of leaving no one behind. In addition, in screening and interviewing candidates, the Office has assessed their knowledge and experience in working with vulnerable groups such as women, youth, and persons with disabilities, developing training manuals, mainstreaming, and providing strategic and technical guidance on inclusion, etc.

In October 2021, PPMES conducted a mapping exercise of its evaluator database and created a separate database of evaluators with knowledge and experience on integrating disability issues into evaluations, programs and/or projects with UN agencies.

One of the candidates was also shortlisted to develop the guidance on disability inclusion in evaluations, which was funded by the UNDIS Secretariat, administered by OHCHR, and substantively supported by the UNEG Working Group on Gender, Disability and Human Rights (co-convened by OHCHR).

We will see later in the other elements how the engagement of evaluators with experience and knowledge of disability inclusion has improved the formulation of disability inclusive and responsive evaluation questions, analyses, and outcomes.

Good Practices

OHCHR Call for the development of the UNEG guidance for the integration of disability in evaluations (2021) included the requirements below:

- Experience with integration of disability issues in evaluations, programs and/or projects with UN agencies, preferred
- Familiarity with UNEG evaluation standards, including the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluations, is an asset
- Knowledge and familiarity on reporting against UNDIS and/or UN-SWAP will also be an asset

ELEMENT 3: EVALUATION QUESTIONS

The third element assesses whether the evaluation questions cover different aspects of disability inclusion.²⁴ This meta-analysis concludes that the Office **"meets requirements"**

The meta-analysis finds that the evaluations conducted from 2020 onward (since the launch of the guidance on disability), have strongly integrated DI into the scope and overall design of the evaluation questions. Among the evaluations assessed in the meta-analysis, 94%²⁵ of the evaluations had DI included as a criterion (in addition to the other 6 OECD criteria), therefore specific questions addressing disability inclusion have been included. In some other evaluations, DI has been mainstreamed across the different evaluation criteria, while in others, both approaches have been used. We also see that the OHCHR model of ToRs has been instrumental in the design of the evaluation questions.

23. For programmes with or without targeted interventions on disability inclusion, the evaluation team should collectively demonstrate knowledge and experience on disability inclusion. It is also advisable to include in the evaluation reference group at least one umbrella organization or association representing diverse groups of persons with disabilities. For programmes with a specific focus on disability inclusion, at least one evaluation team member and one or more reference group member(s) should have experience and expertise in disability inclusion.

24. Evaluation questions, mainstreamed across the different evaluation criteria or under a specific criterion, can throw light on both the extent and the quality of disability inclusion.

25. 14 out of 15 reports

In addition, we see that the evaluations that included specific questions about DI produced more in-depth results compared to the evaluations that mainstreamed DI across the other criteria. The following evaluations incorporated questions addressing disability inclusion;

- The Evaluation of the Sudan Country Programme (2022),
- Evaluation of the Emergency Response Teams (ERTs) Programme (2022),
- Interim Evaluation of the OHCHR Youth and Human Rights Project (2022),
- Evaluation of the Colombia Country Programme 2017-2021 (2022),
- Evaluation of the project Strengthening the Capacity of the Independent National Commission on Human Rights in Liberia (2022),
- Evaluation of the OHCHR Programme in Ethiopia (2022),
- Mid-term evaluation of the project Accountability for abduction, torture and enforced disappearance in Iraq (2022),
- Evaluation of the Indigenous and Minorities Fellowship Programmes (2021),
- Evaluation of the United Nations Free and Equal campaign (2021),
- Evaluation of the Guatemala and Honduras Country Programmes and the Subregional Programme in El Salvador (2020) and the
- Evaluation of the Cambodia Country Programme (2020)

Good Practices

Specific questions on Gender and Human Rights (disability inclusion) from OHCHR's model of evaluation TORs (2022)

- Did the programme plan results contribute to gender equality and disability inclusion?
- Were the choices made as to results and strategies relevant to the integration of a gender and disability inclusion perspective?
- Were women and persons with disabilities consulted during the planning process?
- Has the programme monitoring data been disaggregated by sex, age and disability?
- Do the benefits of the programme accrue equally to women and persons with disabilities?
- Were results in the areas of gender equality, women's rights and disability inclusion achieved?

The questions incorporated in the evaluations listed above have been summarized as below;

- Whether the Human Rights-Based Approach (principles of non-discrimination, participation, transparency, and accountability), principle of leaving no one behind, been *mainstreamed in the CP/programme/project implementation*.
- Whether the project *planned/achieved* results that contribute to disability inclusion/Did the CP plan and achieve results in gender equality, women's rights, PWD and other vulnerable groups/Were women and persons with disabilities consulted during the planning stage?
- To what extent has gender and human rights considerations been integrated into the project *design, budget, and implementation*, with emphasis on women's rights and disability inclusion?
- Whether the *internal organizational structures/norms of stakeholders*, both those directly and indirectly impacted by the project, improved to better address the human rights of women, girls, persons with disabilities, and other marginalized groups in society?
- Has the programming *monitoring data been disaggregated* by sex and other vulnerable groups, including PWDs? Do the benefits of the programme accrue equally to men and women?

In the Evaluation of the projects on Civic Space and Conflict-Related Sexual Violence in DRC (2022) although DI was integrated as a separate criterion, there were no specific questions addressing DI as this was mainstreamed across the other 6 different evaluation criteria. The Interim Evaluation of the OHCHR Youth and Human Rights Project (2022) on the other hand used a mixed approach, whereby specific questions on DI were provided, and DI was also mainstreamed throughout the other 6 criteria. The Evaluation of OHCHR's support to legislation in conformity with international standards (2018) on though it did not have specific questions on disability inclusion, it included "enhancing equality and countering discrimination on legislation, policies and practices increasingly comply with anti-discrimination and equality standards (especially in relation to those groups where OHCHR has an added value e.g. LGBT, cast-discrimination, older persons, disability...)" in the evaluation scope and evaluation questions section.

Good Practices

The Evaluation of the Sexual and Gender-Based Violence Programme (2020), the Mid-term evaluation of the project Accountability for abduction, torture and enforced disappearance in Iraq (2021), the Evaluation of the OHCHR Project: Strengthening the Capacity of Regional Actors to Promote Human Rights, Accountability, Democratic Space and Gender in the Asia-Pacific Region (2022), Interim Evaluation of the OHCHR Youth and Human Rights Project (2022) are **good examples** of evaluations that included **forward-looking evaluation questions** that could particularly be useful for programmes/projects that had not included activities, outputs or outcomes which were explicitly geared towards disability inclusion. The questions include;

- What strategies relevant to the integration of disability inclusion could be/should be adopted by the Office for future interventions in the areas covered by the project?
- What Programme results could be planned to contribute to disability inclusion

ELEMENT 4: EVALUATION STAKEHOLDER MAPPING AND DATA COLLECTION METHODS

The fourth element requires that evaluation stakeholder mapping and data collection methods involve persons with disabilities and their representative organizations.²⁶ This meta-analysis concludes that the Office **"meets requirements."**

The meta-analysis finds that though most of the methodologies of the evaluations conducted were disability inclusive, more attention is needed on the stakeholder mapping, participation and data collection methods to ensure that DI is adequately mainstreamed. PWDs and Organizations of Persons with Disabilities (OPDs) can enrich an evaluation by providing first-hand information on their situation and experience.²⁷ The meta-analysis found that the Office has occasionally involved the Human Rights and Disability Unit as part of the evaluation stakeholders. This needs to be strengthened and done more consistently. Additionally, although provided for in the methodologies, some evaluations were found to have challenges on DI, primarily because they lacked a targeted approach to the planning and implementation processes. The Evaluation of the OHCHR Programme in Ethiopia (2022) for example found that, it was difficult to assess the extent to which data was collected and documented, primarily because data was rarely disaggregated, making it difficult to assess disability inclusion.

There were evaluations that effectively involved PWDs such as the Evaluation of the United Nations Free and Equal campaign (2021), in which the team considered a representative sample of civil society actors and other partners, taking into account intersectional factors such as disability. The Interim Evaluation of the OHCHR Youth and Human Rights Project (2022) also considered the intersectional nature of vulnerability in the interviews conducted. Of the 8-youth interviewed in the Bishkek focus group discussion (FGD), six were persons with disabilities and two were young women.

The Evaluation of the Indigenous and Minorities Fellowship Programmes (2021), found that since the beginning of the programmes, data had only been disaggregated by sex. Only three PWDs were identified, two of whom were reported by Indigenous Peoples and Minorities Section (IPMS) and the third was identified as a PWD in the survey. However, it was observed that this fellow did not disclose their disability at the time of the fellowship, thus the recommendation that there should be a continued focus on targeting individuals with disabilities and ensuring clear communication about the program's commitment to accommodating their needs.

26. A mixed methods approach to data collection is recommended, ensuring that both the methods chosen (e.g., focus groups, interviews, documentary review, etc.) and the ways in which they are applied are gender-sensitive, disability-inclusive and human rights-responsive.

27. Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator

▶ Good Practices

- OHCHR's model of ToR for evaluations stipulates that 'it should be appropriate to involve all the key stakeholders, without discriminating against some groups or individuals, and allow for guaranteeing the meaningful participation of all stakeholders, with particular focus on women and persons with disabilities.
- Interim Evaluation of the OHCHR Youth and Human Rights Project (2022):. Two focus groups interviews were conducted with local stakeholders, including in total 13 participants, of whom six were young women and six were persons with disabilities.

ELEMENT 5: EVALUATION FINDINGS AND ANALYSIS

The fifth criteria requires that evaluation findings and analysis provide data and evidence on disability inclusion.²⁸ This meta-analysis concludes that the Office **"meets requirements."**

94% of evaluation reports conducted as from 2020²⁹ are classified as disability inclusive. In these cases, disability was addressed either in the evaluation scope or questions, and the findings included an analysis of disability inclusion, and the gaps identified were addressed in the recommendations.

The **Interim Evaluation of the OHCHR Youth and Human Rights Project (2022)** had the most comprehensive findings and exemplary practices on disability inclusion. The evaluation found that the project adopted an intersectional approach to youth, including a focus on youth with disabilities, which was deeply embedded in the project design and implementation. The evaluation found that the project engaged with the Human Rights and Disability Unit at OHCHR Headquarters (HQ) in two ways: first by supporting the inclusion of young people within the organization and second, promoting the rights of young people with disabilities within the organization. Although the evaluation did not find a specific focus on integrating DI at the global level, and no PWDs were recruited under the project, this was not viewed as problematic. Instead, it was seen as an opportunity for further integration and enhancement of DI within the project. Nevertheless, in most regional/country offices, disability was mostly predominantly integrated into the project, in compliance with the OHCHR requirement for, and practice of, Human Rights Integration.

Among the Regional Offices involved in the project, the Central Asia office demonstrated the most notable emphasis on disability inclusion. They organized a Human Rights School and conducted a series of trainings in Kyrgyzstan specifically aimed at training and advocating for the rights of young people with disabilities. As a result, numerous advocacy projects were implemented, and the majority of the trained individuals have remained actively engaged in human rights work and civil society organizations. Participants of the Human Rights School have made significant contributions by creating public materials that promote the rights of people with disabilities, developing children's literature that includes representation of PWDs, and producing other Information, Education, and Communication (IEC) materials that promote the human rights of youth with disabilities. Notably, during the interview period, efforts were underway to establish a global Network for Youth with Disabilities through the Global Disability Youth Summit, which was sponsored by the International Disability at the Human Rights School.

In Guatemala, there was a clear focus on youth in vulnerable situations, including youth with disabilities. In the Middle East and Northern Africa (MENA) region, PWDs were actively included in all project activities. Moreover, certain countries within this region made efforts to collect disaggregated data in joint country assessments to generate specific statistics on PWDs. Another significant consideration was given to indigenous peoples, who constitute approximately 43.6% of the population in Guatemala. For instance, during an event promoting 'girls in science,' the project took deliberate steps to ensure that the young female representatives included an indigenous woman and a woman with disabilities, thus promoting the inclusion of these categories of the youth population.

28. Evaluations should collect information and evidence on inclusion of persons with disabilities; disaggregate data by sex, age and disability, as well as other identity markers where relevant; and identify the impact of programmes on persons with disabilities.

29. 14 out of 15 reports

Within the Regional Office for the Pacific, the Youth Officer played a significant role in the substantial revision of the Fiji Youth Policy, and ensured inclusion of vulnerable youth, including young PWDs. Similarly, in the Regional Office of West Africa (WARO), disability integration is an integral part of their approach, with a commitment to practicing inclusion across all activities. The Youth Officer collaborates with the United Nations Volunteers (UNV) subprogram on disabilities and has initiated a desk study examining interventions related to youth, gender, and disability to date.

This evaluation also looked at strategies relevant to the integration of disability inclusion that could be adopted. One significant finding was the necessity of establishing a reasonable accommodation fund to facilitate the meaningful participation of PWDs. This fund would ensure the availability of essential services such as transportation, interpreters, or personal assistants. Although the evaluation discovered that this policy was developed after the initiation of the project, it highlighted the potential inclusion of this policy in future project negotiations.

In some evaluations, such as the **Evaluation of the Colombia Country Programme 2017-2021 (2022)**, although evaluation questions on disability inclusion were provided, and some project activities aimed at inclusion of PWDs, the evaluation did not find evidence that the Programme sufficiently integrated disability inclusion and that the office had not given it sufficient priority due to capacity gaps. However, under the ESCR agenda and the technical assistance to the Social Prosperity Department, the office promoted a review of the Familias en Acción program. There, OHCHR identified serious barriers to the exercise of rights of the families with children with disabilities, who did not have access to money transfer because their children with disabilities were not in school (a requirement for receiving the conditional cash transfers). A change in the policy was achieved, contributing therefore to the income of families with children with disabilities. On occasions, OHCHR Colombia also supported the UN Partnership on the Rights of Persons with Disability through presentations in a series of workshops.

The Evaluation of the Indigenous and Minorities Fellowship Programmes (2021) found that the fellowship programs had successfully integrated a focus on the rights of women, sexual and gender minorities, and people with disabilities, and an overall focus on intersectionality. Valuable feedback from individuals belonging to the LGBTIQ+ community and those with disabilities had been actively considered during the planning process. Two former fellows and one senior fellow self-identified as PWDs during a survey. One fellow who was interviewed reported that the program had been immensely valuable in their efforts to promote the rights of PWDs.

Good Practices

"I would expect that there would be someone with a disability every year – but there was only one person before me. We need to keep more opportunities open for people with disability / there should be a kind of quota, every year. (Female Senior Fellow, Indigenous and Minorities Fellowship Programmes, Interview) Kenya"

This particular case highlighted the importance of actively recruiting and considering fellows from indigenous and minority backgrounds who were also persons with disabilities, emphasizing the need for inclusive representation within the program.

The Evaluation of OHCHR's support to legislation in conformity with international standards (2018) found that OHCHR has great potential to influence legislative change that addresses disability-based discrimination, but focal points' technical capacity was very limited, and HQ did not have the human resources to quickly build that capacity. The evaluation listed some excellent examples of work being undertaken in this area in both HQ and the field. In Kyrgyzstan, Mexico, Tunisia and Uganda, for example, the OHCHR focal points were working very closely with coalitions of PWDs to promote legislative change or the effective implementation of anti-discrimination provisions. In OHCHR Uganda, they worked with the National Council for Disability and the Equal Opportunities Commission (NCDEOC), including with regard the protection of persons with albinism, in the Democratic Republic of Congo (DRC) UN Joint Human Rights Office of the UN Mission (MONUSCO), they worked on the 2015 law on the ratification of the Convention on the Rights of Persons with Disabilities and the Tunisia office worked on the law amending the framework law on the promotion and protection of persons with disabilities and gender discrimination in civil codes (Mexico).

The Mid-term evaluation of the project *Accountability for abduction, torture and enforced disappearance in Iraq (2021)* did not find direct project results that directly contributed to DI. However, it did highlight an indirect positive outcome that emerged as a good practice with the potential to foster DI. Specifically, the project involved the remote working arrangement for UNVs until their deployment to the field became possible. This remote work approach can be viewed as an inclusive practice for PWDs who may face challenges in being deployed to the field. Consequently, this practice could be considered as an option to be incorporated into recruitment and deployment policies, promoting greater accessibility and inclusion for PWDs.

The Evaluation of the OHCHR Project: *Strengthening the Capacity of Regional Actors to Promote Human Rights, Accountability, Democratic Space and Gender in the Asia-Pacific Region (2022)* found that while DI was not explicitly prioritized in the project design, there were some notable efforts made to engage with OPDs during the project implementation in the Pacific Region. However, these efforts were not adequately reflected in the visibility of disability inclusive interventions under the project.

Good Practices

Good practices highlighted in the evaluation reports

- *Evaluation of the Guatemala and Honduras Country Programmes and the Subregional Programme in El Salvador (2020)*: A comprehensive and integrated strategy on Persons with Disabilities rights; In collaboration with HQ (Development and Economic and Social Issues Branch - DESIB), OHCHR Guatemala included in its 2018-2021 OMP a strategy regarding PWDs that focuses on external interventions, as well as on internal practices.
- *Evaluation of the Guatemala and Honduras Country Programmes and the Subregional Programme in El Salvador (2020)*: Concerning internal practices, the Office has integrated PWDs in recruitment processes, activity planning, and public information activities. This is a good practice that should be replicated in other offices.
- *Mid-term evaluation of the project Accountability for abduction, torture and enforced disappearance in Iraq (2020)*: The remote model of working that the project was forced to adopt in its first year of implementation could also have positive benefits when considering the deployment of staff to areas violence, including gender-based violence, is prevalent. Working remotely can also be inclusionary of disabled people who might not be able to go to the field.

ELEMENT 6: CONCLUSIONS AND RECOMMENDATIONS

This part requires that the conclusions and/or recommendations of evaluations reflect their findings on disability inclusion.³⁰ This meta-analysis concludes that the Office **"meets requirements."**

Conclusions

Disability Inclusion is an important area of focus in the work of OHCHR, particularly with respect to implementation of the Convention on the Rights of Persons with Disabilities (CRPD) and the overall UN Disability Strategy. PWDs have been integrated into projects and programs as a "Spotlight population," in accordance with the OMP, the OHCHR Disability strategy and action plan. However, the meta-analysis finds that disability inclusion has not been adequately mainstreamed in the planning and implementation of Country/Regional programmes/projects. This is primarily due to the lack of recognition of the intersectionality of the challenges faced by vulnerable groups.

30. The conclusions and/or recommendations of evaluations should reflect fully the data and evidence they have collected on disability inclusion. The management response should address all recommendations, including those on disability inclusion

Notably, where intersectionality has been recognised, tangible results contributing to disability inclusion have been observed. The evaluation conclusions below provide further insight into this;

The Evaluation of the OHCHR Indigenous Fellowship Programme and Minority Fellowship Programme (2021) concluded that incorporation of sexual and gender minorities and PWDs was in early stages and could be strengthened. While concerns expressed regarding gender issues and disabilities were minimal, they served as indicators of ongoing areas that required attention. The inclusion of sexual and gender minorities and PWDs had only recently begun, reflecting a positive development. These groups have historically received less focus within Indigenous or Minority communities, thus the recent efforts to incorporate them were commendable. In terms of minority representation, the call for applications emphasized diversity based on national, ethnic, religious, or linguistic backgrounds. Additionally, the application process placed importance on achieving gender balance, incorporating sexual and gender minorities, addressing disability issues, and engaging youth.

The Evaluation of the Guatemala and Honduras Country Programmes and the Subregional Programme in El Salvador (2020) in its conclusions found that the three country presences had maintained a strong engagement and on-going dialogue with women, LGBTI, Indigenous and Afro-descendants, and PWDs (to a lesser extent in Honduras and El Salvador). This resulted in a number of activities focusing on gender equality, disability inclusion and indigenous peoples' rights planned for 2017-2020 in Guatemala, Honduras and El Salvador.

The Evaluation of the United Nations Free & Equal Campaign (2020) found that both global and national campaigns had adequately represented women, youth and older persons as LGBTI people or allies. However, the campaign had limited connections to the larger women's rights and gender work and other intersecting issues like race, disability and climate justice. In terms of disability representation, the global and national campaigns fell short in adequately showcasing the diverse groups of persons with disabilities. While the global campaign featured persons with disabilities in three flagship videos, they were not the primary focus. Notably, the UN Free & Equal campaign in Brazil took steps to incorporate the disability aspect by developing a brochure for companies and providing a braille translation, demonstrating efforts towards inclusion.

Evaluation of the project "Strengthening the Capacity of the Independent National Commission on Human Rights in Liberia (2022) found that there was a clear awareness of gender and disability issues. However, there was a need for further refinement and streamlining to address these concerns. Specifically, proactive measures were required to combat discrimination against disabled children and the LGBTQI community.

Evaluation of the OHCHR Colombia Country Programme 2017-2021 (2022) concluded that the country programme and the five annual work plans (AVPs) demonstrated extensive strategies and activities for promoting gender equality. However, in terms of disability inclusion, although some activities targeted this aspect, the evaluation team did not find sufficient evidence of its adequate integration within the Country Programme. Additionally, the evaluation highlighted the positive impact of the Country Office's participation in the Gender Accreditation Programme, which enhanced the focus and momentum of gender mainstreaming efforts. It recommended the need for continuous and systematic monitoring of programmatic and internal capacity progress in both gender and disability inclusion, with the active engagement of all staff members.

The Interim Evaluation of the OHCHR Youth and Human Rights Project (2022) concluded that in all offices, there was a strong emphasis on the inclusion of youth from vulnerable segments of the population including young women, youth with disabilities, and, where applicable and feasible, Indigenous youth, youth of African descent, LGBTI+ youth, and economically disadvantaged and rural youth. The recognition of the intersectional nature of youth as a human rights group enhanced the relevance of the project, particularly at the national and regional levels.

The Evaluation of the OHCHR Project: Strengthening the Capacity of Regional Actors to Promote Human Rights, Accountability, Democratic Space and Gender in the Asia-Pacific Region (2022) found that the Asia Indigenous Peoples Pact (AIPP), the Asia Pacific Network of Environment Defenders (APNED) and the Alliance for Future Generations in the Pacific had demonstrated, for example, a key comparative advantage which regional CSOs brought into their partnership with OHCHR, i.e the opportunity to engage with constituencies at the grassroots level, where often the pressure on Environmental human rights defenders (EHRDs) is greatest. AIPP, for example, provided links to 46 members from 14 countries in Asia, among them was an organization representing indigenous persons with disabilities.

Although the initial project design did not specifically prioritize disability inclusion, it did acknowledge the importance of addressing vulnerable groups, including those who are marginalized, excluded, or invisible within the context of migration. In the early stages of project implementation, some efforts were made to engage with OPDs such as the Pacific Disabilities Forum. The project also ensured the provision of interpretation facilities and support during meetings and workshops to accommodate diverse needs. However, overall engagement remained limited, primarily due to the lack of explicit focus on disability inclusion in the project design. Additionally, gender-specific or mainstreamed markers were not included at the output, indicator, or target level

Lessons learned

Lessons learned highlighted in the evaluation reports

- **Evaluation of OHCHR's support to legislation in conformity with international standards (2018):** There are some relatively easily achievable legislative results in OHCHR priority areas that are currently not being sufficiently pursued because of a capacity gap in both the field (technical capacity) and at headquarters (staff capacity). Notably on disability rights issues, much less legislative change has been achieved as a result of Geneva-field cooperation. The lesson learned from this situation is that in 'specialized areas', where field staff lacks expertise, there is an even greater need to develop sufficient qualified HQ advisory and training capacity, which has not been done in the area of disability rights. This could be seen as a missed opportunity, considering legislative reform on disability rights is lacking in most of the countries where OHCHR is present. At the same time, OHCHR expert staff argue that most governments are receptive to legislative reform on disability rights.
- **Evaluation of the Guatemala and Honduras Country Programmes and the Subregional Programme in El Salvador (2020)** Focus on PWDs rights. Integrating a disability framework in OHCHR's internal practices, including recruitments processes, Office physical accessibility and activity planning leads to a stronger focus on disability rights.
- **Evaluation of the OHCHR Project: Strengthening the Capacity of Regional Actors to Promote Human Rights, Accountability, Democratic Space and Gender in the Asia-Pacific Region (2022):** Although attention is built into the project design to the mainstreaming of gender equality, disability inclusion and LNOB, constant and critical review is important to continue deepening this in all aspects of project implementation.
- **Evaluation of the EU/OHCHR Project: Widening Democratic Space, Strengthening the Rule of Law and Promoting Respect for and Protection of Human Rights in Thailand (2022):** Ensuring that attention is explicitly built into project and activity design to the mainstreaming of gender equality, disability inclusion and LNOB, supported by attention to continuous review and learning through the steering committee and ongoing project planning, review and evaluation.

Recommendations

The meta-analysis found that the 25 evaluation reports produced 269 recommendations altogether. However, only 7 of these reports put forward a recommendation addressing disability inclusion. In total, 9 recommendations made reference to disability inclusion. The recommendations have been grouped into three main issues as per the trends analysis.

01 Enhance disability inclusion in programme/project planning, results framework and implementation

The **Evaluation of the OHCHR Project: Strengthening the Capacity of Regional Actors to Promote Human Rights, Accountability, Democratic Space and Gender in the Asia-Pacific Region (2022)** recommended that the office should ensure gender equality, disability inclusion and other LNOB markers are specified in future results frameworks and other programme and project planning documents related to the project results areas (and beyond). This should be the case at all levels, including at output, indicator and target levels, and linked where possible and appropriate to relevant SDG and national indicators and targets.

The **Evaluation of the EU/OHCHR Project: Widening Democratic Space, Strengthening the Rule of Law and Promoting Respect for and Protection of Human Rights in Thailand (2022)** recommended that OHCHR should draw on the UN Disability Inclusion Strategy as a key reference for new project and activity design, resourcing, planning and implementation, as well as for the proposed Thailand country strategy, to reinforce their disability inclusion and LNOB dimensions, and embed disability indicators and targets in project and activity results frameworks. Gender equality, disability inclusion, ethnicity and other LNOB markers should explicitly be specified in the country context and results framework of the new project, as well as in annual and activity plans and evaluation Terms of Reference. The outputs, indicators, and targets should also be disaggregated by gender, age, disability and other categories as appropriate.

It further recommended that in line with the UNDIS, the Office should strengthen engagement with Thailand OPDs across the diverse groups of persons with disabilities, and proactively link work under the project with other relevant OHCHR national and regional disability rights workstreams, as well as with the disability-related engagements of other UNCT members. The evaluation also highlighted the need to encourage engagement with the Special Rapporteur on the Rights of Person with Disabilities.

The **Evaluation of the Cambodia Country Programme 2017 – 2020 (2020)** recommended that the Office should continue to strengthen its systematic focus on the rights of persons with disabilities across all aspects of its work. Specifically, it called for greater emphasis on data gathering and reporting, as well as the inclusion of disability-related indicators and targets in projects and activities.

The **Evaluation of the UN Free & Equal campaign (2020)** which found that the Office had no significant interaction with other OHCHR population clusters, such as the disability adviser and the anti-racial discrimination section, recommended that internal outreach and intersectional planning was needed. It was further recommended that the campaign's team should work with OHCHR thematic units on racial discrimination and disability, in order for the campaign to respond better to the emerging issues.

The **Evaluation of the OHCHR Indigenous Fellowship Programme and Minority Fellowship Programme (2021)** recommended that there should be continuous and strengthened focus on gender and disability-related matters within the programs. While gender equality is already well addressed, it is important to remain vigilant and responsive to any unexpected issues that may arise. Ongoing attention and commitment to these issues are crucial for ensuring inclusivity and equality.

02 Enhance messaging and advocacy to further address the intersectional nature of discrimination, including discrimination based on disability.

Several recommendations emphasized the need to recognize and address the intersectional nature of discrimination, including disability-based discrimination.

The evaluation of the United Nations Free & Equal Campaign (2020) found that the Global and National campaigns had limited connections to broader women's rights and gender work, as well as other intersecting issues such as race, disability, and climate justice. Furthermore, they failed to adequately represent diverse individuals with different disabilities. While the global campaign did feature people with disabilities in three flagship videos, they were not given prominent focus. The evaluation strongly recommended strengthening the messaging of the campaigns and incorporating more messages that address the intersectional nature of discrimination faced by many LGBTI individuals. It emphasized the importance of highlighting the interplay between homophobia and transphobia with other forms of discrimination, including racism, ethnicity, disability-based discrimination, and socio-economic disparities.

The Interim Evaluation of the OHCHR Youth and Human Rights Project (2022) recommended that given the highly intersectional nature of youth as a human rights category, particular focus should be given to ensuring funding that promotes inclusion, eg. Support for the reasonable accommodation fund would help a lot with disability inclusion.

03 Recruitment of Persons with Disabilities

The Evaluation of the OHCHR Indigenous Fellowship Programme and Minority Fellowship Programme (2021) recommended the continued implementation of an active recruitment strategy that specifically targets individuals from disability and gender minority groups. These marginalized groups frequently experience severe intersectional discrimination and would not only benefit from the program but also serve as advocates for greater equality within their respective communities and countries. The incorporation of specific sections within the programmes is strongly advised, and IPMS should develop simple guidelines on multiculturalism diversity gender and disability for the programme participants.

The Mid-term evaluation of the project Accountability for abduction, torture and enforced disappearance in Iraq (2021) recommended that in the post-COVID environment, it is recommended that the office carefully consider the inclusion of remote working as a viable option within its recruitment and deployment policies. This approach can significantly contribute to the recruitment and retention of PWDs and others who may be hesitant or unable to deploy to the field in hardship postings, such as women and staff with families.

The evaluation of the United Nations Free & Equal Campaign (2020) recommended that the campaign should bring on board a diversity of people, including PWDs to disseminate campaign messages on these intersecting discriminations, the Evaluation of the OHCHR Indigenous Fellowship Programme and Minority Fellowship Programme (2021) recommended that the active recruitment of people with disability and sexual and gender minorities should be strengthened and The Evaluation of the EU/OHCHR Project: Widening Democratic Space, Strengthening the Rule of Law and Promoting Respect for and Protection of Human Rights in Thailand (2022) recommended that the Office should encourage persons with disability to apply for OHCHR employment opportunities.

The Evaluation of the OHCHR Project: Strengthening the Capacity of Regional Actors to Promote Human Rights, Accountability, Democratic Space and Gender in the Asia-Pacific Region (2022) in its findings proposed that the requirements for an enhanced focus on disability inclusion within the ongoing thematic areas of the project be incorporated into the relevant job descriptions and resourcing arrangements for the subsequent expanded phase of the project.

OIOS BIENNIAL REVIEW (2020-2021): ANALYSIS OF FINDINGS

This meta-analysis also assessed the Office of Internal Oversight Services (OIOS) Biennial review 2020-2021 report and assessments.

The Inspection and Evaluation Division of the OIOS conducted the 2020-2021 biennium review/study³¹ of 76 Secretariat entities entitled 'Strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives.'³² The report was completed in March 2023 and will be considered by the Committee for Programme and Coordination of the General Assembly in June 2023. The report breaks down the evaluation into entity-level assessments and an evaluation dashboard report which aims to strengthen the UN evaluation functions through a systematic assessment against objective indicators regarding evaluation capacity.³³

Integration of disability inclusion, along with environmental issues, was first introduced during the OIOS 2020-2021 biennial review. This was assessed under parameter 8 which focused on disability and environmental issues, and specifically under question 24, "Does the evaluation adequately review and address disability issues? Does the evaluation incorporate a disability perspective?". During the review, it was found that these issues were weakly integrated in evaluation reports, particularly for disability inclusion considerations, which were only occasionally mentioned and exceptionally analysed.

Extract: Figure XII Environmental and disability considerations in evaluation reports³⁴



Out of the five OHCHR sampled reports, four reports successfully addressed disability concerns. The report highlighted the key enhancements made, including since the promulgation of the ST/AI, by OHCHR. These include;

- The revision of the OHCHR Model Terms of Reference for Evaluations to incorporate the new OECD DAC criteria and the integration of disability inclusion.
- OHCHR was part of the team that led the development of the UNEG Guidance on integrating disability inclusion in evaluations and reporting on the UNDIS evaluation indicator, which is being applied in the Office.

In its formal comments on the OIOS draft biennial report, OHCHR welcomed the findings of the OIOS biennial review of the status of the 2020-2021 evaluations. Additionally, it was emphasized that the biennial review has played an important role in the building of the incipient evaluation function in OHCHR. The identified areas for improvement in each biennium serve as vital inputs that guide OHCHR's efforts in developing and revising plans, guidance, and tools.

As a co-convenor of the UNEG Working Group on Gender, Disability and Human Rights, OHCHR welcomed the addition of the integration of disability inclusion as one of the areas assessed in the 2020-2021 biennial review. Further, having had a leading role in the development of the UNEG guidance, which was launched last year, OHCHR continues to provide support and promote the sharing of experiences related to the implementation of the Guide through the UNEG.

31. OIOS Report: Strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives

32. A/78/701

33. OIOS Report: Strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives

34. Ditto

Summary of findings

- The Evaluation of the Cambodia Country Programme 2017 – 2020 (2020) received a rating of "Fully integrated" (3). The report also highlighted that the evaluation included constructive feedback on how to improve future evaluation practice. i.e Disability considerations integrated into all aspects of the evaluation and consultations with representatives of disability CSOs (including the CSO national disability umbrella body), as well as with the Disability Action Council (DAC) of the RGC conducted. **The**
- Evaluation of the projects on Civic Space and Conflict-Related Sexual Violence in DRC (2022) received a rating of "fully integrated" (3). The report also highlighted that the evaluation included constructive feedback with thorough consideration of these issues.
- The Evaluation of the OHCHR Indigenous Fellowship Programme and Minority Fellowship Programme (2021) evaluation also received a rating of "fully integrated." (3)

Good Practices

Good practices in the inclusion of gender, human rights, disability and environmental considerations- OIOS (alongside DCO, ECE, OCHA)

- In the evaluation of the Cambodia country programme 2017–2020 by OHCHR, an excellent description of the human rights context was provided, and gender, human rights and disability inclusion were added as specific evaluation criteria and explored as specific questions under all core lines of enquiry with stakeholders



OHCHR PwD event: Lawyers from the Legal Aid Service of Georgia participating in a workshop in Lopota, Georgia, on communications with Persons with Disabilities to ensure protection of their rights.

META-ANALYSIS SUMMARY OF CONCLUSIONS

OHCHR has disability inclusive frameworks, policies and guidelines, and the office has been successful in meeting all the requirements with regards to integrating disability inclusion in evaluations.

However, more guidance and capacity building is needed to strengthen the evaluation teams in the understanding of and approaches to disability inclusiveness in evaluations. As stated in the analysis of the findings, the best practices were evidenced in evaluations that approached disability inclusion as a cross-cutting/intersectional issue and considered this as an area of focus among the evaluation criteria, data collection methodologies and evaluation findings.

The meta-analysis also finds that good practices were mostly seen in projects/programmes that included disability inclusion in their design, planning, implementation strategies, results framework, and targeted specific beneficiary groups of persons with disabilities, at every stage of the programming processes, including in outreach and advocacy activities and materials. The evaluation findings show that the Office has mainly engaged with PWDs as below;

01

Beneficiaries and partners

As programme/project beneficiaries, eg. in ensuring that the rights of persons with disabilities are included in policies and laws, and as active participants, including working with organizations of persons with disabilities working on human rights issues

02

Activities and materials

In training, capacity building and creation of awareness activities, including IEC materials that highlight the challenges and rights of persons with disabilities.

03

Reasonable accommodation

In ensuring that reasonable accommodation is provided to ensure the participation of persons with disabilities.

04

Recruitment

In recruitment opportunities including as staff, fellows, champions, among others.

The analysis further observed that gender equality had been adequately integrated in the evaluations, as all evaluations had specific sections examining the extent to which gender equality was incorporated into the design and processes of the programme. It would be useful to use these gender-inclusive approaches as a reference to designing disability-inclusive evaluations.

META-ANALYSIS SUMMARY OF RECOMMENDATIONS

The following recommendations have been proposed, based on the analysis of the UNDIS elements and consultations with the Evaluation Team and the Human Rights and Disability Unit. The recommendations have been grouped into two; the UNDIS elements and the office wide programming.

a) In order to meet the requirements by UNDIS and ensure disability inclusion is fully integrated in evaluations, below are some recommendations;

Terms of reference

- Include the **active participation** of at least one colleague from the Disability Unit in the reference group, and or consult with them during the preparation of the evaluation TORs
- Incorporate references to **guidance materials** that provide colleagues with insights on integrating disability-inclusive approaches into evaluations, regardless of whether the programs were originally designed in a disability inclusive manner.
- Ensure that disability inclusion is explicitly mentioned in the **7th evaluation criteria** as per the OHCHR Model of ToRs. i.e, Gender Equality, Disability Inclusion and Human Rights Integration.

Evaluation teams

- Revise the **profiles** of the evaluation team in the calls for evaluators to explicitly include disability inclusion. i.e require knowledge and experience of integrating human rights, gender equality and disability inclusion in evaluations.
- During **screening and interviews**, identify evaluators with knowledge of participatory methodologies and experience in facilitating groups that include people of various social status or vulnerabilities. (In line with the “principle of leaving no one behind”), regardless of whether programmes had been or not designed in a disability inclusive manner.

Evaluation Questions

- In cases where there is limited or no evidence of disability inclusion in the implementation, evaluators should incorporate **forward-looking questions**. These questions could focus on identifying potential disability-inclusive strategies that could be adopted in future projects/programs.
- Assess the accessibility and **reasonable accommodation** measures in program implementation. This includes evaluating whether meeting facilities, transportation, and other relevant aspects were accessible for PWDs.

Evaluation stakeholder mapping and data collection methods

- Ensure that OPDs and or/ PWDs are included in the **stakeholder mapping**, regardless of whether the programme/project had been or not designed in a disability inclusive manner.
- Ensure disability in **disaggregated data** during project implementation, monitoring, reporting and evaluations. In cases where disability-disaggregated data may not be available for evaluations, stakeholder’s views on disability inclusion are still useful.
- Ensure the provision of **accessibility and reasonable accommodation** measures to facilitate the participation of PWDs in the data collection processes. This may include providing accessible rooms, sign language interpretation services, text-to-speech apps, and other appropriate measures.

Evaluation Findings and analysis

- In addition to specifically examining how PWDs have been included, other ways to ensure disability inclusion are to assess whether facilities, infrastructure, goods and services have considered **accessibility** for PWDs.

b) In order to achieve evaluability in terms of disability inclusion, below are some office wide programming recommendations

Programme/project design/plan and budgeting

- PPMES to ensure that disability inclusion is **integrated** in the programme/project design, guidance and review processes. This could include, e.g. different project/programme guidance notes, project/programme quality assurance checklists, and/or the PBRB submission form. Additionally, ensure that in the planning process, implementation strategies and the results framework, specific beneficiary groups of persons with disabilities are targeted and that the programmes/projects address the **intersectional nature of discrimination**.
- PPMES to support integration of disability inclusion in programme/project **reporting processes** through including it, as relevant, in the reporting guidance/processes/products for mid-year reviews, end of year reports etc.
- The Human Rights and Disability Unit should collaborate with the Methodology, Education and Training Section (METS), Donor and External Relations Section (DEXREL) and PPMES to organize **capacity building/training** sessions focused on mainstreaming disability inclusion within the work of the office. These sessions should cover all relevant frameworks, guidelines, and tools available. By enhancing the knowledge and capacity of staff, these initiatives will contribute to ensuring disability-inclusive programming.
- The Human Rights and Disability Unit, PPMES and DEXREL to **widely disseminate** and ensure the **effective use** of the available key guidelines, strategies and frameworks such as the OHCHR Disability Policy, OHCHR Disability Strategy and action plan, OHCHR Guidelines on mainstreaming persons with disabilities in funding proposals and the OHCHR evaluation guidelines and tools in our work. Similarly, ensure that all existing guidelines, tools and frameworks that are not disability inclusive, are revised accordingly.
- Human Rights and Disability Unit to work with the Communications Section on developing/disseminating IEC materials and providing /guidance/capacity building/good practices on how to address intersectionality and disability inclusion in **communication messages, advocacy and outreach activities**.
- PPMES to ensure that the Human Rights and Disability Unit is part of all the **evaluation processes**, including as members of the reference group to ensure that disability inclusion is integrated in the TORs and applied consistently through all the phases of the evaluation

Reasonable accommodation for PWDs

- The Human Rights and Disability Unit to continue engaging with the colleagues on disability inclusive planning and budgeting to ensure **reasonable accommodation** i.e ensure that facilities, infrastructure, goods and services are accessible for PWDs.

OHCHR opportunities

- The Human Rights and Disability Unit to continue engaging with human resources to ensure that disability inclusion is adequately mainstreamed in all **OHCHR opportunities** such as fellowships, internships, volunteers and employment opportunities. An internal mapping/identification exercise with staff which will inform the engagement, should be conducted.

RESOURCES

1. [OMP-2022-2023.pdf \(ohchr.org\)](#)
2. [OHCHR RBM Manual.pdf](#)
3. [Pages - UNHRDRS_UNDIS \(ohchr.org\)](#)
4. [Mainstreaming Disability_Final_Feb2023.pdf \(ohchr.org\)](#)
5. [OHCHR Guidance on Preparing an Evaluation report](#)
6. [PMS - OHCHR Performance Monitoring System \(msappproxy.net\)](#)
7. [Model of Terms of Reference for Evaluations](#)
8. [OHCHR Evaluation Policy](#)
9. [06 - OEAP Diversity and Inclusion 2022-23.pdf \(ohchr.org\)](#)
10. [UN_Disability_Inclusion_Strategy_english.pdf](#)
11. [OHCHR_Ind1_DRS Policy.pdf](#)
12. [UN Human Rights Disability Rights Strategic Document](#)
13. [Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator](#)
14. [OIOS Report: Strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives \(2020-2021\)](#)
15. [OIOS: United Nations Evaluation Dashboard \(2020-2021\)](#)

LIST OF REPORTS REVIEWED

Internal Evaluations

1. Independent Evaluation of the Implementation of Results-Based Management at OHCHR (2019)
2. Evaluation of support to legislation in conformity with international human rights standards (2018)
3. Liberia - Support to National Peacebuilding Priorities in Enhancing the Capacity of HR Institutions (2019)
4. OIOS Evaluation of the effectiveness of human rights monitoring, reporting and follow-up in the United Nations multi-dimensional peacekeeping operations (2019)
5. Evaluation of the Uganda Country Programme 2016-2018 (2019)
6. MOPAN Assessment of the Office of the United Nations High Commissioner for Human Rights (2019)
7. Liberia - Support to National Peacebuilding Priorities in Enhancing the Capacity of HR Institutions (2019)
8. Doha Training and Documentation Centre for South-West Asia and the Arab Region (2020)
9. Evaluation of transitions from Human Rights components in peace operations to other types of field presences (2020)
10. The Evaluation of the Cambodia Country Programme 2017 – 2020
11. Evaluation of the Guatemala and Honduras Country Programmes and the Subregional Programme in El Salvador (2020)
12. Evaluation of the Sexual and Gender-Based Violence Programme (2020)
13. Evaluation of the United Nations Free & Equal Campaign (2021)
14. Evaluation of the OHCHR Indigenous Fellowship Programme and Minority Fellowship Programme (2021)
15. Mid-term evaluation of the project Accountability for abduction, torture and enforced disappearance in Iraq (2021)
16. Evaluation of the OHCHR Ethiopia Country Programme (2022)
17. Evaluation of the project “Strengthening the Capacity of the Independent National Commission on Human Rights in Liberia” (2022)
18. Evaluation of the OHCHR Colombia Country Programme 2017-2021 (2022)
19. Interim Evaluation of the OHCHR Youth and Human Rights Project (2022)
20. Evaluation of the projects on Civic Space and Conflict-Related Sexual Violence in DRC (2022)
21. Evaluation of the OHCHR Project: Strengthening the Capacity of Regional Actors to Promote Human Rights, Accountability, Democratic Space and Gender in the Asia-Pacific Region (2022)
22. Evaluation of OHCHR’s Emergency Response Teams Programme 2017 – 2022 (2022)
23. Evaluation of the Sudan Country Programme CO Sudan (2022)

Internal Reviews

24. Review of the Gender Facilitators Network (For internal use only)
25. Review of the staffing of OHCHR senior managers front offices (For internal use only)
26. Review of Internal Communications (For internal use only)
27. Review of the Dignity@Work Contacts Network (For internal use only)

OIOS Reports

28. OIOS Report: Strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives (2020-2021)
29. OIOS: United Nations Evaluation Dashboard (2020-2021)

OHCHR Annual UNDIS reports

30. OHCHR annual reports on the evaluation indicator of the UNDIS accountability framework (2021)
31. OHCHR annual reports on the evaluation indicator of the UNDIS accountability framework (2022)

For support on integrating disability in programmes and projects;

Policy, Planning, Monitoring and Evaluation Service (PPMES)

OHCHR RBM and Project Management Team: ohchr-rbm@un.org

Intranet: [Project Management \(ohchr.org\)](#)

Resources: [Resources and links](#)

Human Rights and Disability Unit

OHCHR Disability Team: ohchr-disability@un.org

Intranet: [Disability \(ohchr.org\)](#)

Resources: [Documents and indicators](#)

Donor and External Relations Section (DEXREL)

DEXREL Team: Ohchr-dl-dexrel.section@un.org

Intranet: [Donor and External Relations Section - DEXREL \(ohchr.org\)](#)

Tool: [Mainstreaming disability in funding proposal](#)

OHCHR Evaluation Team Contacts

Email - ohchr-evaluations@un.org

Website: [OHCHR | Evaluation in UN Human Rights](#)

Intranet: [Evaluation in OHCHR](#)

Resources: [Evaluation guidance, tools and templates \(ohchr.org\)](#)

