

Introduction

As part of its evaluation policy, the Policy, Planning, Monitoring 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).

Background

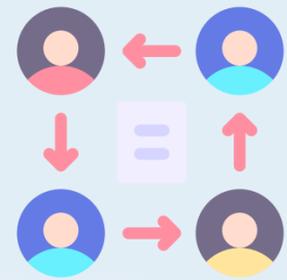
- Overall meta-analysis for OHCHR Evaluations
- Non-discrimination pillar and Diversity and Inclusion OEAP assessed
- Persons with disabilities as a spotlight population
- Operationalization of UNDIS at OHCHR

Objectives

- Assess quality of the integration of disability inclusion in evaluation reports in line with UNDIS guidance.
- Provide input for 2024-2027 OMP, and propose relevant recommendations
- Exceeding requirements of UNDIS Indicator 10

Audience

- OHCHR's colleagues eg. PPMES, Human Rights and Disability Unit, Project leads etc. to mainstream disability into programming monitoring, reporting evaluation processes.



Consultations



44

Documents reviewed



Global, Country,
Regional and thematic
evaluations

Methodology

- A **mixed-method approach** (qualitative and quantitative data)
- **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, UNDIS report 2021,2022 and OIOS 2020-2021 Biennial report and evaluation dashboard.
- **Analysis and database building:** Evaluation findings, uploaded on the Evaluation Module of the PMS and analysed into this report

Limitations

- The Guidance on integrating disability inclusion in evaluations and reporting on the UNDIS Entity Accountability Framework Evaluation Indicator was **introduced 2022**
- Limitations in disability inclusion in evaluations may be attributed to the **lack of clear guidance** previously..



DI in Evaluation Guidelines

01

OHCHR Evaluation Policy which is under revision includes a section on Human Rights, Gender Equality, Disability Inclusion and the Principle of leaving no one Behind (LNOB).

02

The OHCHR RBM Manual highlights that OHCHR mainstreams gender and human rights, including disability, in its evaluations. PPMES is responsible for the quality control of evaluations including disability inclusion

03

OHCHR Model of **Terms of Reference** for Evaluations 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.

04

OHCHR Guidance on preparation of evaluation reports includes disability inclusion (alongside gender equality) as an integral part of the entire evaluation process, in the design, purpose, process, and methodology.

Disability Inclusion in Evaluation Reports

OHCHR met all 6 elements and therefore received a rating of "meets requirements"

Terms of reference

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.

Evaluation teams

Knowledge/experience of disability inclusion is part of the requirements for the evaluator in some of its calls for evaluators, alongside gender equality, and Human rights integration

Evaluation Questions

Among the evaluations assessed 94% 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.

Stakeholder and data collection

Though most of the methodologies of the evaluations were disability inclusive, more attention is needed on the stakeholder mapping, participation and data collection methods.

Findings and analysis

94% of evaluation reports conducted as from 2020 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.

Conclusions and recommendations

DI is an important area of focus in the work of OHCHR, though not adequately mainstreamed in the planning and implementation of programmes/projects. The evaluations included recommendations to address the gaps were provided.

OIOS Biennial review (2020 - 2021)

Key insights

- Out of the five OHCHR sampled reports, four reports **successfully addressed** disability concerns.
- 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,

Best practices

- The Evaluation of the Cambodia Country Programme 2017 – 2020 (2020) received a rating of **"Fully integrated"** (3).
- This evaluation included constructive feedback on how to **improve future evaluation practice**.
- 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

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.

- More **guidance and capacity building** is needed to strengthen the evaluation teams in the understanding of and approaches to DI in evaluations
- Best practices evidenced in evaluations that approached DI as a **crosscutting/intersectional issue** and considered this as an area of focus in all evaluation stages..
- Good practices seen in projects/programmes that **included DI** in their design, planning, implementation strategies, results framework, and targeted specific beneficiary groups of PWDs

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

03

Reasonable accomodation

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

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.

04

Recruitment

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

Meta-analysis summary of recommendations

In order to meet the requirements by UNDIS and ensure disability inclusion is fully integrated in evaluations,

Terms of reference

- Active participation of Disability team in the reference group, and/ consultation during preparation of TORs.
- Incorporate references to guidance materials on integrating DI approaches in evaluations.
- Explicitly mention DI in the 7th evaluation criteria, regardless of whether the programs were originally designed in a disability inclusive manner.

Evaluation teams

- Revise the profiles of the evaluation team to explicitly include DI.
- During screening and interviews, identify evaluators with knowledge of participatory methodologies & experience in facilitating groups that include people of various social status or vulnerabilities

Evaluation Questions

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

Stakeholder mapping and data collection methods

- Inclusion of OPDs &/ PWDs in the stakeholder mapping,
- Disaggregation of data during project implementation, monitoring, reporting and evaluations.
- Provision of accessibility and reasonable accommodation measures to facilitate the participation of PWDs

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.

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

Programme/project design/plan and budgeting

- DI is integrated in the programme/project design, guidance and review processes. Target groups to include PWDs (intersectionality)
- DI is integrated in reporting processes eg. mid-year reviews, end of year reports etc.
- Capacity building/training on mainstreaming DI within the work of the office, including in communication messages, advocacy and outreach activities
- Widely disseminate and ensure the effective use of the available key guidelines, strategies and frameworks on Disability

Reasonable accommodation for PWDs

- Disability inclusive planning and budgeting to ensure reasonable accommodation i.e ensure that facilities, infrastructure, goods and services are accessible for PWDs.

OHCHR opportunities

- DI 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.

See full report : [here](#)
Reach the Evaluation team at:
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Thank You!

