HIGH-IMPACT COMMON SERVICES FOR THE BOS 2.0

INCLUSIVE HR SERVICES
DISABILITY INCLUSION COMMON SERVICES

April 14th, 6am NY | 2021
INCLUSIVE HR SERVICES

AGENDA

01 INTRO TO HIGH-IMPACT SERVICES

02 UNDIS & ACCOUNTABILITY FRAMEWORK BY EOSG

03 DISABILITY INCLUSION CS FOR THE BOS & Q&A

04 DISABILITY INCLUSION PERSPECTIVE BY UNICEF & OHCHR

05 General Q&A
What are High-Impact Common Services?

- High-Cost Avoidance
  - High-cost avoidances
  - High-Usage among UNCTs

- High-Quality Improvement
  - High-quality improvement
  - SDG linkage

- Good Practices
  - Innovative & good practices from Agencies around the world
Objectives & Benefits of Scaling High-Impact Common Services

- Standardization
  - Simplifies BOS Process

- Maximizes Cost-Avoidances

- Quality-improvement & Strengthen SDG Integration

- Use System-wide Data to scale good practices
Overview UNDIS & Accountability Framework
Overview
UN Disability Inclusion Strategy

• Launched in June 2019 by the Secretary-General

• The Strategy includes a Policy and an Accountability Framework, which has two aligned components:
  • An Entity Accountability Framework
  • A UN Country Team Accountability Scorecard on Disability Inclusion

• Strategy covers both programmes and operations

• Aligned with other UN system priorities on inclusion: gender, youth, indigenous persons
**UNDIS Accountability Framework**  
**UNCT Accountability Scorecard on Disability Inclusion**

- UNCTs report on implementation of the Strategy through the UNSDG Information Management System (IMS) by the end of each calendar year.

- Technical Guidance Notes and Reporting Template can be used to help facilitate UNCT self-assessment and reporting process and are available to download from UNSDG Knowledge Portal.

<table>
<thead>
<tr>
<th>LEADERSHIP, STRATEGIC PLANNING AND MANAGEMENT</th>
<th>INCLUSIVENESS</th>
<th>PROGRAMMING</th>
<th>ORGANIZATIONAL CULTURE</th>
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<tr>
<td>4. UNCT Set-up and Coordination</td>
<td></td>
<td>11. Humanitarian</td>
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INCLUSIVE HUMAN RESOURCES

- The Strategy promotes employment of persons with disabilities in the UN
- Non-discrimination Statement (indicator 12)
- Vacancy announcements and outreach (indicator 12)
- Accessibility (indicator 6)
- Reasonable Accommodation (indicator 6)
- Capacity development for staff (indicator 13)
Disability Inclusion Common Services for BOS

1 Physical Accessibility

2 ICT & Digital Accessibility

3 Inclusive HR Services
1. Identify & Engage with Persons with Disability & Disability Experts

2. Mapping of Disability Inclusive HR Process

3. Orient Staff on Disability Inclusion & Reasonable Accommodation

4. Joint UN Career Fairs & Recruitment Orientation for Persons with Disability

5. Hire Persons with Disability
## Inclusive HR Common Services in detail

<table>
<thead>
<tr>
<th>Common Service</th>
<th>Description</th>
<th>Output</th>
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<tbody>
<tr>
<td><strong>1. Identify &amp; Engage with Persons with Disabilities &amp; Disability Experts</strong></td>
<td>Identify &amp; engage persons with disabilities (staff &amp; from the local committee), Organizations of Persons with Disability (OPDs) &amp; disability experts</td>
<td>Map key experts and local groups; Establish partnership(s)</td>
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<td><strong>2. Mapping of Disability Inclusive HR Process</strong></td>
<td>Map current HR policies &amp; practices on disability inclusion in consultation with disability experts.</td>
<td>Assessment completed by participating entities</td>
</tr>
<tr>
<td><strong>3. Orient Staff on Disability Inclusion &amp; Reasonable Accommodation</strong></td>
<td>Provide orientation to UN staff (can be jointly coordinated with PMTs).</td>
<td>Operations Staff have completed disability inclusion orientation</td>
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### Inclusive HR Common Services in detail (cont.)

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| 4. Joint UN Career Fairs & Recruitment Orientation for Persons with Disability | • Support, encourage, & facilitate application of persons with disabilities to UN positions  
• Hosting career fairs & providing interview skills training to potential candidates & CV writing support.  
• Make events disability-inclusive not disability-specific | Host annual career fair; Support & guidance provided to at least 20 persons with disabilities to apply for UN positions each year |
| 5. Hire Persons with Disabilities                   | Hire & onboard persons with disabilities, providing them with reasonable accommodation in line with the entities’ policies. | Hired at least two work employees (including interns, JPOs & consultants) |
IMPLEMENTATION: BOS STAGES

STOCK TAKE & OPPORTUNITY ANALYSIS

a. Identify & engage with persons with disabilities, representative organisations, & experts
b. Map Current HR practices
c. Find what are the reasonable accommodation policy is for participating entities

PLANNING FRAMEWORK

a. Prioritise activities with the highest impact
b. Establish Key Performance Indicators (KPIs) & targets
c. Determine required funding
d. Identify existing & potential funding opportunities
e. These services are exempt from CBA (Cost-Benefit Analysis) & focus on quality improvement & SDG linkage

STOCK TAKE

OPPORTUNITY ANALYSIS

PLANNING FRAMEWORK

IMPLEMENTATION PLAN

SIGN-OFF & REPORTING
IMPLEMENTATION PLAN

a. Define activities & timelines
b. Finalise the budget
c. Determine risks & propose mitigations
d. Formalise networks & partnerships with experts (e.g., inclusive HR experts & groups working to advance the right of persons with disabilities to employment).

SIGN-OFF & REPORTING

a. Review the plan
b. Ensure there is an owner for each service & activity
c. Determine final recommendations in consultation with disability experts and OPDs
d. Brief the UNCT how these services contribute to the UNDIS, the UNCT’s social impact, & the 2030 agenda
e. Bi-monthly or quarterly internal reviews are recommended
Efficiency Fund & Partner Collaboration
HIGH-IMPACT SERVICES ROLLOUT

- Tagged ‘Recommended’ in online platform
- Practice notes
- Dedicated webinars
- Dedicated expert support
WAY FORWARD

IF YOUR BOS IS IN DEVELOPMENT
INCLUDE IN YOUR BOS NOW
IF YOUR BOS IS COMPLETED
INCLUDE IN BOS REVIEW
UNICEF, a Disability-inclusive workplace
UN Disability Inclusion Strategy (UNDIS) requires:

- a strong reasonable accommodation policy and adequately/centrally funded mechanism
- policies to attract, recruit, retain, and promote career development of employees with disabilities
- employees with disabilities to report workplace satisfaction similar to others
- increasing number of employees with disabilities at UNICEF
UNICEF’s response to UN Disability Inclusion Strategy

- Disability focal point in Diversity and Inclusion team of DHR (Shirin Kiani)
- Disability focal points in every region
- Disability Accommodation Fund (started in 2012), from 50,000 to 300,000 USD (2020), simplified the request pathway, huge rollout with a dozen webinars in 5 languages, support from top leadership
- Disability-inclusive HR Procedure (adopted in July 2020)
- Talent Management System (TMS) optional question on disability and accommodation
- Greening and Accessibility Fund for office accessibility, all offices can apply
- Network of employees with Disabilities and Employees with Children with Disabilities
UNICEF Procedure on Disability-inclusive HR management

1. Self-disclosure of disability, optional
   - UNICEF is pro-disclosure so that we can provide accommodations, normalize disability and learn how to be an inclusive organization

2. Attract/recruit employees with disabilities
   - Target outreach to disability community, state accommodations on all VAs, shortlist candidates with disabilities meeting qualifications, accommodation during testing/interview

3. Consult global networks: Employees with disabilities & employees with children with disabilities
   - Rotation considerations, career progression barriers - track senior leaders with disabilities
   - Employer retention - provide return to work plans
   - Monitor disability trends in UNICEF workforce (via TMS, GSS)
Employees with disabilities at UNICEF

- Chief of Section in Programme Division, HQ Representative
- Senior Comms Advisor
- Chief of Field Office
- Chief of Social Policy
- Senior Nutrition Specialist and Staff Association Rep
- Child Protection Manager
- Chief of Child Protection
- Social Policy Specialist
- M&E Specialist
- Adolescent Development and Engagement Consultant
- Education Officer
- ICTD Associate
- Accounting and Finance Associate
- Senior Budget Associate in Supply Division
- Staff Counsellor and Staff Psychologist
Thank you!

Not every disability is visible.
Experience from OHCHR

Facundo Chavez Penillas

**Human Rights and Disability Adviser**, Thematic Engagement, Special Procedures and Rights to Development Division, OHCHR.
Q&A & FUTURE COLLABORATIONS

Access the Practice Note Guidance Documents for Inclusive HR here

Access the Additional Documents for Inclusive HR here

Provide your Feedback on the Webinar
UPCOMING BOS WEBINARS: APR 2021
HIGH-IMPACT COMMON SERVICES

I. Disability Inclusive HR Services
Attract, engage, and recruit persons with disabilities across operations.
Tue, April 6th, 2021, 10:00 am-11:00 am NY Time (GMT -4)
Wed, April 14th, 2021, 06:00 am-07:00 am NY Time (GMT-4)

II. UN Common Mobility & Carpooling by UNDP:
Common Mobility and Carpooling Services (by UNDP) for UNCT management of individual or global fleets.
Tue, April 20th, 2021, 10:00 am-11:00 am NY Time (GMT-4)
Wed, April 21st, 2021, 07:00 am-08:00 am NY Time (GMT-4)

III. Green Energy Solar Solutions
Implement solar solutions: solar panels, solar street lights, solar water pumps, & solar home kits.
Tue, April 27th, 2021, 10:00 am-11:00 am NY Time (GMT-4)
Wed, April 28th, 2021, 06:00 am-07:00 am NY Time (GMT-4)

IV. Disability Inclusion: Physical Accessibility
Receive guidance and support for making UN premises, facilities, & meeting spaces physically accessible for persons with disabilities.
Tue, May 4th, 2021, 10:00 am-11:00 am NY Time (GMT-4)
Wed, May 5th, 2021, 06:00 am-07:00 am NY Time (GMT-4)
Thank you for your participation
Development Coordination Office
Country Business Strategy
dco.cbs@un.org