# Interview questions for evaluation of experiences UN Volunteers with disabilities

## End of assignment questionnaire

### **About you and your assignment**

* What is your name, country of origin and (professional) background?
* Which UN/UNDP office were you assigned with as a UN Volunteer?
* What were your role and responsibilities during your UNV assignment?
* What is your country of origin?
* What is the type of disability you have and what needs do you have?

### **Your general learnings and contribution**

* How satisfied have you been with your assignment? (scale from 1 (not satisfied), 2 (satisfied), 3 (highly satisfied)
* How satisfied have you been with your learning and development during the assignment? (scale from 1 (not satisfied), 2 (satisfied), 3 (highly satisfied)
* How satisfied are you/have you been with the supervision?
* What were the main achievements of your assignment?
* What were your key learnings from this assignment?
* How has the assignment contributed to your professional growth?
* What are your career plans for the future? And how has the assignment contributed to these plans?

### **Diversity and Inclusion vs. Barriers and Challenges**

* What does the office, you were assigned to as a UN Volunteer, do in order to support diversity and inclusion of persons with disabilities? What has been your contribution to this work?
* What have been the biggest challenges and barriers in the different phases of your assignment, as follows:
  + before deployment,
  + during onboarding,
  + during assignment (so far): Please also differentiate for the phase during assignment between different aspects of this assignment (office infrastructure, living environment infrastructure, office/team culture, outside office environment etc.)
  + towards end of assignment (in case you are already at this stage of your assignment)
  + after your assignment (so far)
* What has worked well during your assignment in terms of reasonable accommodation for your needs?
  + before deployment,
  + during onboarding,
  + during assignment (so far): Please also differentiate for the phase during assignment between different aspects of this assignment (office infrastructure, living environment infrastructure, office/team culture, outside office environment etc.)
  + towards end of assignment (in case you are already at this stage of your assignment)
  + after your assignment (so far)
* How satisfied are you/ have you been with the office support regarding reasonable accommodation? (scale from 1 (not satisfied), 2 (satisfied), 3 (highly satisfied)
* How satisfied are you with the reasonable accommodation support from UNV? (scale from 1 (not satisfied), 2 (satisfied), 3 (highly satisfied)

### **Recommendations**

Based on your experience, do you have any recommendations to how the below processes could be improved:

* Recruitment (vacancy announcement, the application system, interview etc)
* On-boarding (communication regarding your assignment, introduction to the office and assignment etc)
* Working environment
* Supervision
* Other recommendations