Including persons with disabilities

What the United Nations has done in 2020
# Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>3</td>
</tr>
<tr>
<td>Disability Inclusion Strategy</td>
<td>5</td>
</tr>
<tr>
<td>How we wrote this report</td>
<td>7</td>
</tr>
<tr>
<td>What we have done so far</td>
<td>8</td>
</tr>
<tr>
<td>COVID-19</td>
<td>15</td>
</tr>
<tr>
<td>What we need to do next</td>
<td>17</td>
</tr>
<tr>
<td>For more information</td>
<td>19</td>
</tr>
</tbody>
</table>

In this easy read document, difficult words are in **bold**. We explain what these words mean in the sentence after they have been used.

Some words are **blue and underlined**. These are links which will go to another website which has more information.
Introduction

The United Nations (UN) is an organization made up of many countries working together, to make the world a safer and better place.

We want to include persons with disabilities in all of the work we do.

There are many different parts to the United Nations including:

- entities - these run certain areas of our work like:
  - tackling poverty.
  - human rights.
  - peacekeeping.
  - specific issues about women and children.
Entities also help to run the day-to-day work of the United Nations, like organising meetings and providing security.

- United Nations country teams - these are based in more than 130 countries around the world.

Each of the country teams brings together the work of the different parts of the United Nations in their particular country.
In 2019 we wrote a plan called the ‘Disability Inclusion Strategy’.

The plan explains how we want the whole of the United Nations to include more persons with disabilities in all of the work we do by:

- making everything accessible - this means making changes so that persons with disabilities can take part.

  For example, making our buildings accessible and providing information in a way that people can understand.

- involving persons with disabilities in planning our work.

- giving more jobs to persons with disabilities.

- training our staff about ways to include persons with disabilities.
The Disability Inclusion Strategy asks all of our entities and country teams to report what they are doing, and what they are going to do to include more persons with disabilities.

In 2020 we wrote a report which explained the work that all the different parts of the United Nations did in 2019 to include persons with disabilities.

This is the second report which explains the work we have done to include persons with disabilities in 2020.
How we wrote this report

Each year, we ask all the different parts of the United Nations to tell us about how they are including persons with disabilities in their work.

For this report, we asked each of our entities and country teams to tell us:

- what changes they are making and what work they are doing to make sure persons with disabilities are included in their work.

- about the difficulties they are facing to make their work more inclusive and accessible to persons with disabilities.

Last year, 57 entities of the United Nations told us what they were doing. This year, it was 66 entities.

For the first time, this year 130 country teams also told us how they were doing.
What we have done so far

Entities

We found that:

- a small number of entities were doing all the things they needed to do, and even more beyond, to include persons with disabilities.

  This is a little more than last year, but not much.

- a few entities were doing all the things they needed to do to include persons with disabilities.

  This is also a little more than last year, but not much.

- nearly half of the entities were doing some of the things they needed to do to include persons with disabilities, but still need to do more.

  This is more than last year.
• a large number of organizations were not doing enough to include persons with disabilities, but this number is less than last year.

We also found that:

• there was a big change in how entities are improving the way they buy new things like equipment and services, to make sure they are not stopping persons with disabilities from taking part.

• there were improvements in:
  • measuring how persons with disabilities are included in the work of different parts of the United Nations.
  • having people and teams who are responsible for making sure persons with disabilities are included in everything we do.
• taking steps to make sure more persons with disabilities are working in the different parts of the United Nations.

There is still more work to be done for our entities to get better at:

• communicating with and about persons with disabilities.

• asking persons with disabilities about what they think.

Because of this information, we are making sure that all our entities get the information they need, so they can do better in the future.
Country teams

This is the first time country teams have told us how they are working to include persons with disabilities.

We learned that for many of the country teams, this is the first time that they have started to include persons with disabilities in their work.

We found that:

- only a very small number of country teams were doing all the things they needed to do, and even more beyond, to include persons with disabilities.

- a few country teams were doing all the things they needed to do to include persons with disabilities.

- about a third of the country teams were doing some of the things they needed to do to include persons with disabilities, but they could still do more.
• a large number of country teams were not doing enough to include persons with disabilities.

We also found that:

• when country teams are planning their work, more than half of them are also planning to include persons with disabilities in that work.

• over a third of country teams are collecting information about persons with disabilities, to help with their work.

• over a third of country teams make sure persons with disabilities are included in agreements they make with their country’s government, so they can be included in the work.
There is still more work to be done within our country teams, for example:

- it is still difficult for persons with disabilities to access many of our buildings and our information in different countries.

- much more needs to be done to improve the way country teams buy new things like equipment and services, to make sure they are not stopping persons with disabilities from taking part.

**Plans to improve**

All of the United Nations entities and country teams have plans to improve.

These plans include:

- making sure that all main plans include steps to do more to include persons with disabilities.
• training staff to know more about how to include persons with disabilities in all the work we do.

• making buildings and ways of working more accessible.

• involving more persons with disabilities and organizations of persons with disabilities in our work.

• making sure there is enough money to make all these important plans happen.
COVID-19 is an illness that has spread all around the world. It can affect your lungs and breathing.

COVID-19 has affected persons with disabilities more than other people because:

- persons with disabilities are more likely to be seriously ill with COVID-19.

- many of the services and businesses that support them have not been working.

COVID-19 also affected:

- the work of the United Nations.

- how different parts of the United Nations were working to improve the way they include persons with disabilities.
Recovery

As we recover from COVID-19 we need to make sure persons with disabilities are included.

The Disability Inclusion Strategy has been an important part of making sure this happens.

Many parts of the United Nations told us they have been including persons with disabilities in their work to recover from COVID-19, including:

- working with organizations of persons with disabilities.
- providing information that is accessible to people with different needs.
What we need to do next

By asking all parts of the United Nations to say how they are doing, we can be clearer about what needs to be done next.

We need to work more closely with organizations of persons with disabilities.

We need to make sure persons with disabilities are being asked about all the different work we do, not just the work we do about persons with disabilities.

It has been difficult to deal with the problems caused by COVID-19, but it can help us find new ways to include persons with disabilities in the future.
Increasing our efforts

It is important to now work harder than ever to include persons with disabilities.

We want all of the parts of the United Nations to work towards the plans set out in the Disability Inclusion Strategy.

The whole of the United Nations must work together and carry on sharing ideas about how best to follow the Strategy.

By following the Strategy, we can help to make the world a better place for all persons with disabilities.
For more information

For more information please go to the United Nations website:
www.un.org/en/content/disabilitystrategy/

To see an Easy Read version of the Disability Inclusion Strategy go to:
www.un.org/en/content/disabilitystrategy/assets/documentation/Easy_to_Read.pdf