



# Including persons with disabilities

What the United Nations has  
done in 2023



**Easy  
Read**

# Easy Read



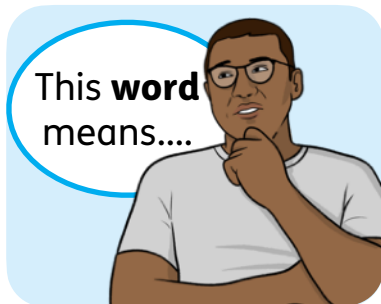
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



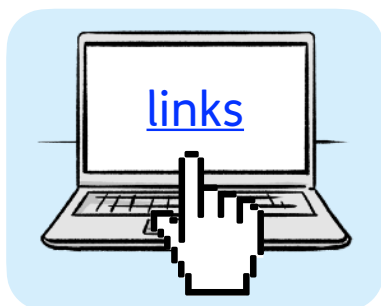
This Easy Read booklet uses easier words and pictures. Some people may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

# What is in this booklet

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# About this report



**The United Nations (UN)** is an organization of many countries that work together to make the world a safer and better place.



In 2019, we wrote a plan called our **Disability Inclusion Strategy**. This has helped us to include persons with disabilities in our work.

It has also made the UN easier for persons with disabilities to take part in.

In this report, we will call it the **Strategy**.



Every year, we write a report to explain the work that all the different parts of the United Nations have done to include persons with disabilities.



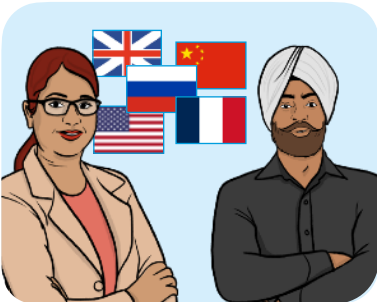
This report explains what we have done in 2023.

# The United Nations

There are many different parts to the United Nations, including:

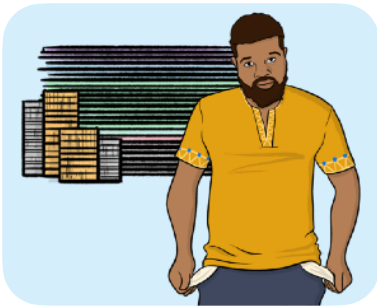


- **Entities** - these help to run the day-to-day work of the UN, like organizing meetings and providing security.



- **Country teams** - these bring together the work of the different parts of the United Nations in their country.

Entities also run other areas of our work like:



- Helping people who do not have enough money to earn more. It is important to do this in ways that do not harm the environment.



- Human rights - these are things that every person should have by law. Like the right to be safe and the right to be respected.

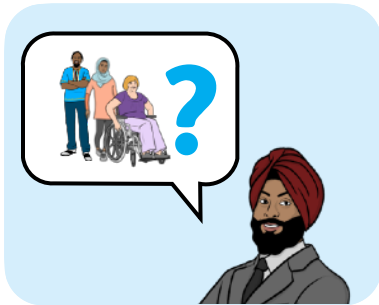


- Peacekeeping - this means trying to stop war from happening.



- Dealing with problems faced by certain groups, like women and children.

# How we wrote this report



Each year, we ask all the entities and country teams to tell us what they are doing to include persons with disabilities in their work.



This helps us to see whether they are doing what the Disability Inclusion Strategy says that they need to do.



In 2022, 77 entities and 131 country teams told us what they were doing.



This year, it was 81 entities and 132 country teams.

# Disability Inclusion Strategy

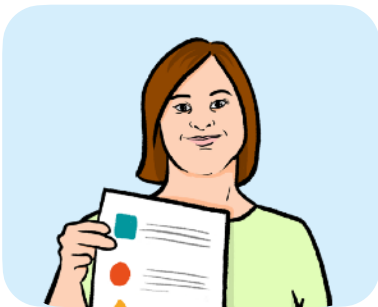
The Strategy explains how we want to change the UN so that:



- Persons with disabilities can get a job at the United Nations and keep it, just like everyone else.



- Our projects support and include persons with disabilities.



The Strategy also explains that we should make 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.





Leaders of entities and country teams are important in making sure our work helps persons with disabilities.

They can also show that the UN is ready to have persons with disabilities working for us.



We need to work with **organizations of persons with disabilities**.

These are organizations that are run and led by persons with disabilities.



We should keep working with countries to make sure that they support persons with disabilities.



Including persons with disabilities will make the UN a better place for everyone to work.

# What we have done this year

## Entities

Entities are getting better at following the Strategy. We found that:



- More than a quarter of the entities were doing all the things they needed to do to include persons with disabilities.



- More than 1 in 10 entities were doing even more than they needed to do to include persons with disabilities.



- Half of the entities were doing some of the things they needed to do to include disabilities. But these entities still need to do more.



Only a small number of entities were not doing enough to include persons with disabilities.

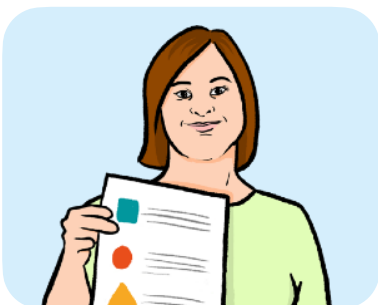


Entities are doing well at:

- Including persons with disabilities in their plans.



- Having groups of staff who know a lot about ways to include persons with disabilities.

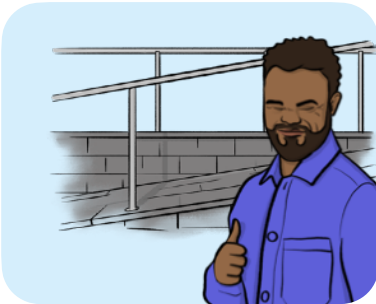


- Sharing information in ways that persons with disabilities can understand.

But they are not doing as well with:



- Listening to what persons with disabilities think about all kinds of issues - not just about disability.



- Making sure that they are accessible to persons with disabilities.



- Including persons with disabilities in their projects.



- Making it accessible for persons with disabilities who want to apply, or work for them.



- Training staff about including persons with disabilities.



We still do not know how many persons with disabilities work for the United Nations.

Entities should:



- Learn more about how to support their staff who have disabilities.



- Make their projects more accessible to persons with disabilities who want to take part.



- Do more to make sure that all staff know that it is important to include persons with disabilities at work and in their projects.



- Hire more persons with disabilities to work for them.

# Country teams

Country teams are getting better at following the Strategy. We found that:



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



- 1 in 10 country teams were doing even more than they needed to do to include persons with disabilities.



- More than a third of the country teams were doing some of the things they needed to do, but could still do more.



- The rest of the country teams were not doing enough.



Country teams from all parts of the world have done more to include persons with disabilities since 2022.



Country teams are working with other groups, like governments and organizations of persons with disabilities.



For example, the Lebanon country team worked with an organization to plan how to include persons with disabilities in their work.



The leaders of country teams have been good at showing that they want to include persons with disabilities.





They have made sure that plans for the future include persons with disabilities.



Country teams need to do more to include persons with disabilities in all parts of their work.



They should do more to find out what persons with disabilities think about many different issues.



Some countries have done well in including persons with disabilities in the projects they work on.



But others have not done so well.



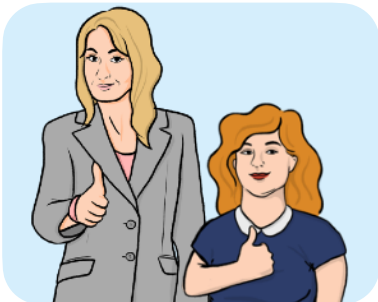


Country teams have done a lot to find out more about persons with disabilities in their countries.

Country teams need to:



- Hire more persons with disabilities to work for them.



- Do more to support the persons with disabilities who work for them.



- Train all staff in how to include persons with disabilities in their work.

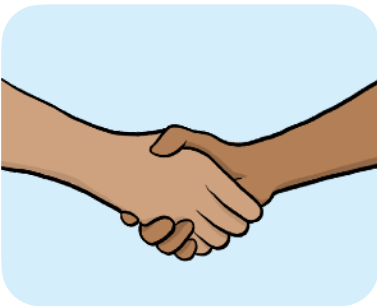
# Working together



The Strategy has helped different groups to work together to include persons with disabilities.



This has been a big help for smaller groups and teams, who might not be able to do everything themselves.



By working together, they can create groups called **networks**.



Networks can share advice on how to follow the Strategy.



Networks also help organizations of persons with disabilities to be included in important projects, like supporting women and young people.

# The Disability Inclusion Team



The **Disability Inclusion Team** helps to make sure the Strategy is working well.



They give advice, help and training to UN staff.



They helped 13 country teams to follow the Strategy in 2023.



The Disability Inclusion Team helped to run a training course in 2023.



This training course was in Africa and was in person.



This course helped people to learn more about including persons with disabilities.



Many people in the UN have learned from the online training course, called: 'United Nations Disability Inclusion Strategy: Putting words into action'.



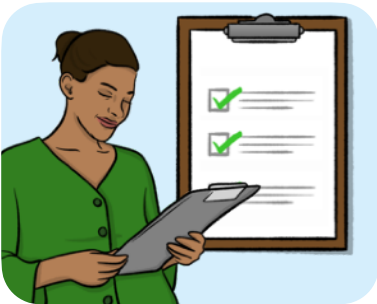
This has helped people to understand and use the Strategy better.

# What should happen next

The United Nations can do more to include persons with disabilities. We will:



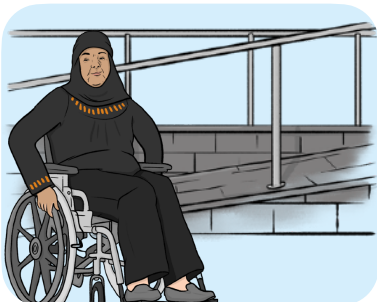
- Make sure that leaders in the UN are thinking about including persons with disabilities.



- Check how well we are doing at including persons with disabilities.



- Include persons with disabilities when we write plans for the future.



- Make sure that new projects are accessible for persons with disabilities.

We will also:



- Make sure that we include persons with disabilities in all parts of our work.



- Listen to organizations of persons with disabilities.



- Help all parts of the UN to follow the Strategy.



The governments of countries around the world need to help us in doing this work.

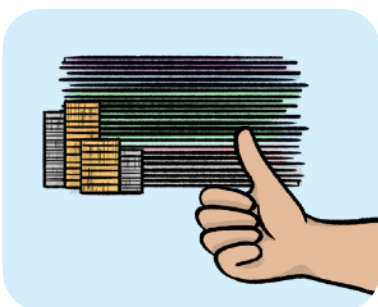
These countries should:



- Agree to help us include persons with disabilities.



- Check how well we are doing at including persons with disabilities.



- Make sure we have enough money to do this work.

# Find out more



For more information please go to the United Nations website:

[www.un.org/en/content/disabilitystrategy/](http://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](http://www.un.org/en/content/disabilitystrategy/assets/documentation/Easy_to_Read.pdf)

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