



**Easy
Read**



Including persons with disabilities

What the United Nations has done



**Easy
Read**

Easy Read



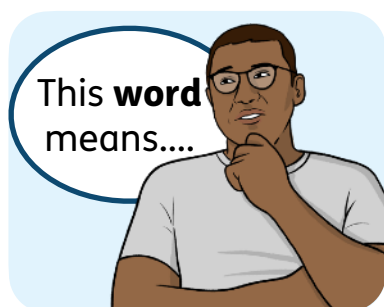
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



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.

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About this report



The United Nations is an organization of many countries that work together to make the world a safer and better place. We are called **the UN** for short.



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 about the Strategy.

It explains the work that all of the different parts of the UN have done to include persons with disabilities.

This report explains:



- What we have achieved since 2019.



- What we have done in 2024.

The 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.

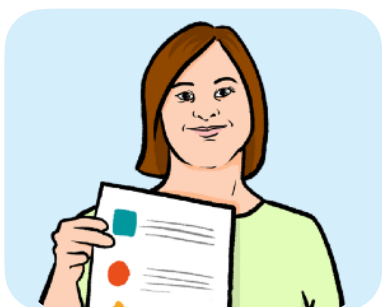


- Our projects support and include persons with disabilities.



The Strategy also explains that we should make everything **accessible**.

This means making changes so that persons with disabilities can take part.



We should give people information in a way that they can understand.



Leaders of UN organizations 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.



The Strategy has made a big difference for persons with disabilities.

But we still need to do more.



There are a lot of serious problems in the world, like wars.



These problems affect persons with disabilities more than other people.



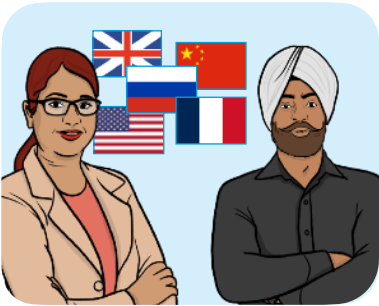
So we need to think about persons with disabilities when these problems happen.

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 keeping us safe.



- **Country teams** - these are teams of UN staff that work in countries around the world.



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



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

What has changed since 2019



In 2019, we heard from 57 entities.



We heard from 85 entities in 2024.



We have heard from all 132 country teams since 2021.



This is because more entities and country teams know about the Strategy than they did in 2019.



They also have leaders who care about including persons with disabilities.

Leaders



Our leaders have been very important.



They have helped to make changes across the whole UN.



In 2019, only 1 in 6 entities had leaders who were doing what the Strategy said.



Now, more than half of entities have leaders who are following the Strategy.



Country teams have got a lot better at including persons with disabilities when they write plans for the future.



More entities are writing plans to include persons with disabilities.



Country teams have worked with organizations of persons with disabilities to make a difference in countries around the world.



But many entities and country teams do not do what their leaders say they are going to do.

Getting involved



We want persons with disabilities to share their ideas with us.



So we need to be accessible.



Our offices and buildings should be easy for persons with disabilities to get around.



People with disabilities should be able to use all of our websites and come to our events.



But some parts of the UN have still not made it easy for persons with disabilities to get involved.



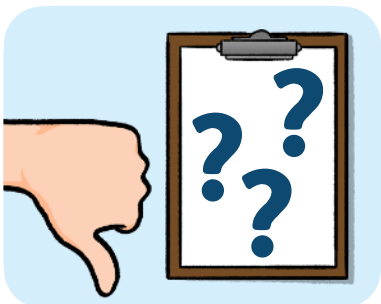
Entities have worked hard to get better at listening to persons with disabilities.



Country teams are asking organizations of persons with disabilities what they think about new projects and ideas.



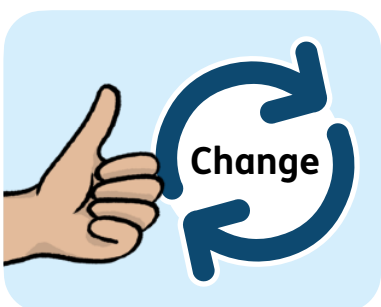
But they do not always ask enough different organizations.



And they do not always ask them enough questions.



It has been difficult to make big changes, because there is not enough money.



But lots of parts of the UN have changed how they work since 2019.

Projects



We have a lot of projects that include persons with disabilities.



This has helped us to learn more about what persons with disabilities need.



We check if our projects are making a difference for persons with disabilities.



Many entities and country teams have worked hard to make sure that their projects include persons with disabilities.



But half of UN organisations still find it hard to include persons with disabilities in all of their projects.



Many projects still only last for a short time.

This means that they do not make a big difference for persons with disabilities.



We still do not have enough information about persons with disabilities.



This means that we do not know enough about what they need.

A good place to work



We have done a lot to be a good place for persons with disabilities to work.



Almost all UN offices now have a plan to:

- Hire staff with disabilities.
- Support their members of staff with disabilities.



More UN staff understand that it is important to include persons with disabilities than they did in 2019.



But it is still hard for persons with disabilities to get jobs with the UN.



Not many more persons with disabilities are working in entities than there were in 2019.



But more country teams have hired members of staff with disabilities.



Most entities and country teams do not have any more members of staff with disabilities than they used to.



We do not have good information about how many staff members with disabilities we have.



This is because not many staff want to tell us that they have a disability.

What we have done in 2024

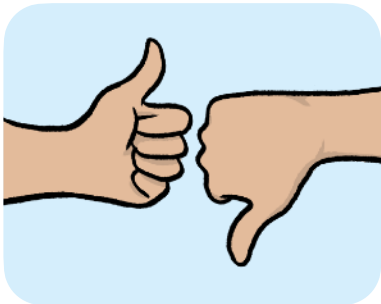
In 2024, we found that:



- Almost a third of entities were doing what the Strategy says.



- More than 1 in 10 entities were doing even more to include persons with disabilities than the Strategy says.



- Less than half of the entities were doing some of what the Strategy says.
But these entities still need to do more.



- A small number of entities were not doing enough to include persons with disabilities.

Country teams

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



- Over a third of country teams were doing what the Strategy says.



- More than 1 in 10 country teams were doing even more to include persons with disabilities than the Strategy says.



- A little more than a third of country teams were doing some of what the Strategy says.

But these country teams still need to do more.



- A small number of country teams were not doing enough to include persons with disabilities.

What we think should happen



We have 7 ideas to help the UN be better at including persons with disabilities:



1. We should always be accessible to persons with disabilities.



This means all of our websites and buildings should be easy for persons with disabilities to use.



2. When we ask people what they think, we should always make sure we ask organizations of persons with disabilities.



We should make sure we hear from persons with disabilities who do not always get a chance to speak up.



For example, women with disabilities and older persons with disabilities.



This will help us to learn what these groups of people need.



3. We should make sure that all parts of the UN support their members of staff with disabilities.



We should make changes so that members of staff with disabilities can take part in work like everyone else.

These changes are called **reasonable accommodations**.



4. Our staff should get training, so that they understand what persons with disabilities need.



5. We should collect information about persons with disabilities.



This information will help us to learn more about what persons with disabilities need.



6. We should have a team in the UN that helps entities and country teams to follow the Strategy.



7. We should help countries around the world to do more to include persons with disabilities.

Find out more



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

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