



Including persons with disabilities

What the United Nations has done in 2021



**Easy
Read**

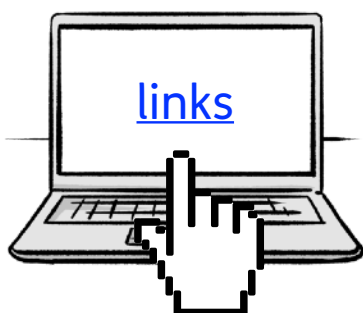


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In this Easy Read document, hard words are in **bold**. We explain what these words mean in the sentence after we have used them.



Some words are [blue and underlined](#). These are links that will go to another website which has more information.

Introduction

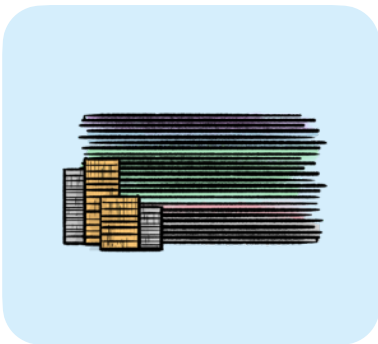


The United Nations (UN) is an organization made up of many countries working together, to make the world a safer and better place.



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.

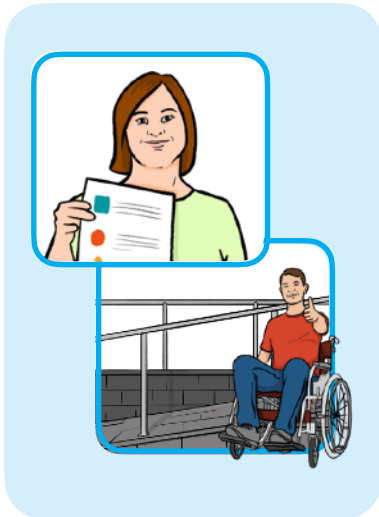
Each of the country teams brings together the work of the different parts of the United Nations in their particular country.

Disability Inclusion Strategy



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.

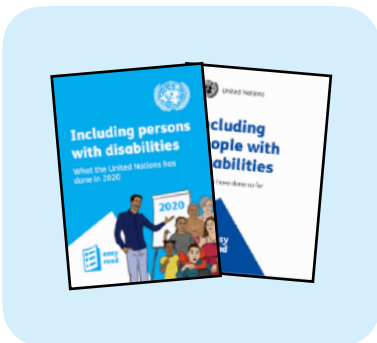
The Disability Inclusion Strategy asks all of our entities and country teams to report:



- What they are doing.



- What they are going to do to include more persons with disabilities.



We have already written 2 reports which explained the work that all the different parts of the United Nations did in 2019 and 2020 to include persons with disabilities.



This is the third report, which explains the work we have done to include persons with disabilities in 2021.

How we wrote this report

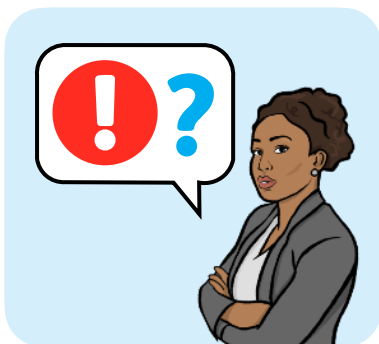


Each year, we ask all the different parts of the United Nations to tell us about how they are including persons with disabilities in their work.

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, 66 entities and 130 country teams of the United Nations told us what they were doing.

This year, it was 73 entities and 130 country teams.

What we have done so far

Entities

We found that:



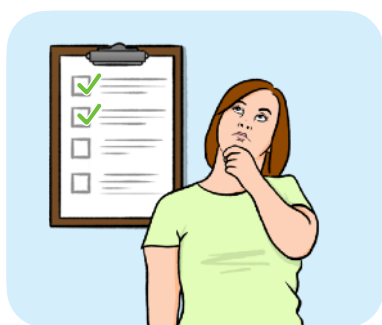
- A small number of entities were doing all the things they needed to do, and even more beyond, to include persons with disabilities.

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



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

This is quite a lot more than last year.



- 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.



- Nearly a quarter of the entities were not doing enough to include persons with disabilities.

This is quite a lot less than last year.

There have been big improvements in some areas that entities needed to get better at, like:



- Communicating with and about persons with disabilities.



- Asking persons with disabilities about what they think.

There have also been improvements in how entities:



- Make sure they have teams of people who work to include persons with disabilities.



- Include persons with disabilities in all areas of their work.



- Work together and carry out their projects to include persons with disabilities.



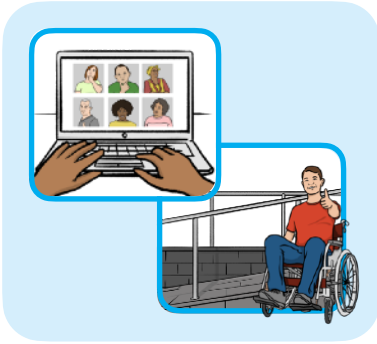
- Give training about disability to their staff.



- Give jobs to persons with disabilities.



But there are still a lot of areas that need to improve so that entities can meet all the targets in the Disability Inclusion Strategy.



These areas include:

- Making conferences more accessible to persons with disabilities.



- Asking organizations of persons with disabilities what they think.



- Making more information accessible to persons with disabilities.



- Finding out how many persons with disabilities already have jobs in the entities.

Country teams

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.

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



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

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



- 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.

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



- About a third of country teams were not doing enough to include persons with disabilities.

This is quite a lot less than last year.



Country teams in all areas of the world have been improving at meeting the targets in the Disability Inclusion Strategy.



There have been improvements in how country teams:

- Include information about the lives of persons with disabilities in their planning documents.



A lot of the planning documents also look at **barriers** face by persons with disabilities.

A **barrier** is something that is put in your way. It makes life harder for you.



- Include persons with disabilities in all areas of their work.



- Work together and carry out their projects to include persons with disabilities.



- Give training about disability to their staff.



- Give jobs to persons with disabilities.

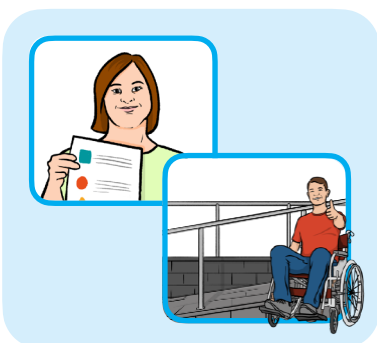


But there are still a lot of areas that need to improve so that country teams can meet all the targets in the Disability Inclusion Strategy.

These areas include:



- Asking organizations of persons with disabilities what they think.



- Making information and buildings accessible to persons with disabilities.



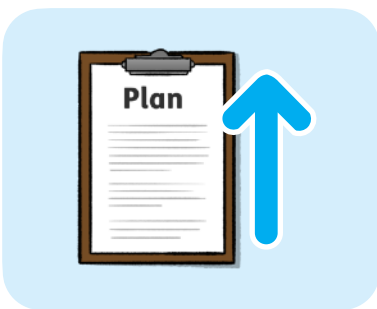
- Collecting information about how well persons with disabilities are being included in their work.



- Using what we learned during COVID-19 to make sure persons with disabilities are looked after during a **crisis**.



A **crisis** is when something bad is happening, like war, floods, earthquakes or a big health emergency.



Plans to improve our work

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

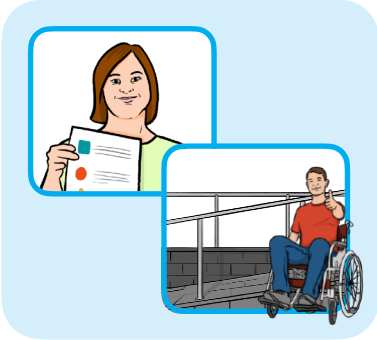
These plans include:



- 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 they do.



- Improving buildings and ways of working to make them more accessible.



- Involving more persons with disabilities and organizations of persons with disabilities in our work.

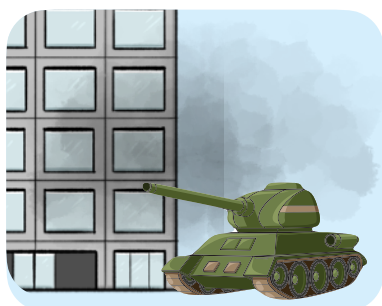


- Making sure there is enough money to make all these important plans happen.

Looking after persons with disabilities in a crisis



Right now, the world is facing some of the most serious problems it has ever faced.



We call a serious problem like this a crisis. They include:

- War.



- Natural disasters, like floods or earthquakes.



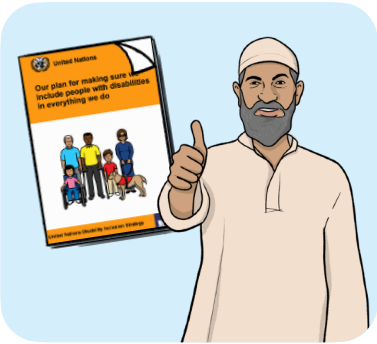
- Climate change - this is big changes in the weather. For example, worse storms, flooding, extreme heat and fires.



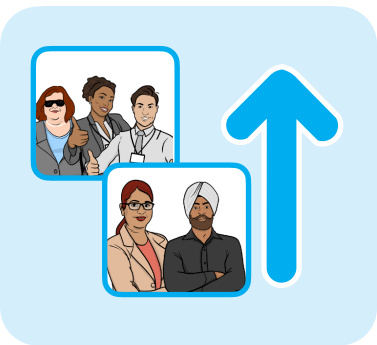
- COVID-19.



When there is a crisis, persons with disabilities can be affected more seriously than other people.

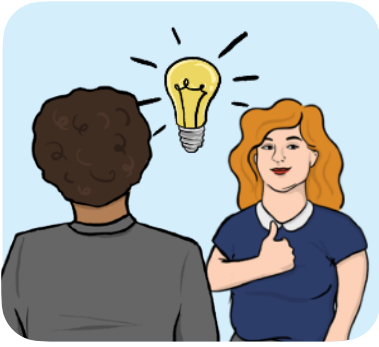


The Disability Inclusion Strategy aims to make sure that persons with disabilities are not left out of plans to help people during a crisis.

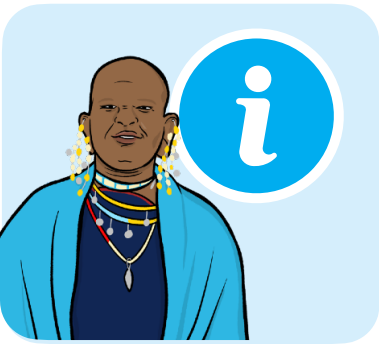


Because of this, both entities and country teams have improved their work on how to include and support persons with disabilities during a crisis.

They have improved their work by:



- Asking persons with disabilities and organizations of persons with disabilities for their ideas and opinions.



- Working with governments to collect more information about persons with disabilities.



- Giving help to organizations that work with persons with disabilities.



But there is still a lot of work to do.

What we need to do next

We will:



- Talk more about how the lives of persons with disabilities can be improved.



- Make sure that all parts of the UN talk to and learn from each other.



- Work hard to make information accessible for persons with disabilities, like in Easy Read, braille or sign language.



- Continue to find new ways to include persons with disabilities in our work in the future.



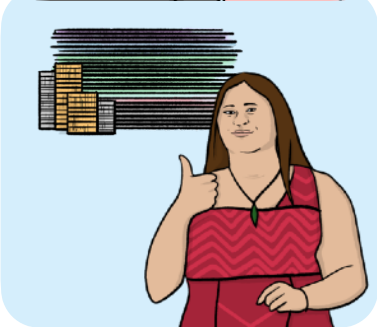
- Continue to make sure persons with disabilities are looked after in a crisis.



- Give training to our staff to help everyone learn more about persons with disabilities.



- 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.



- Spend more money on including persons with disabilities.



- Make our buildings more accessible so we can give jobs to more persons with disabilities.



- Come up with a way of collecting information about how many persons with disabilities work for us.

Working harder



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

We want all 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.



We must make sure that organizations of persons with disabilities are asked about every part of our work 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