

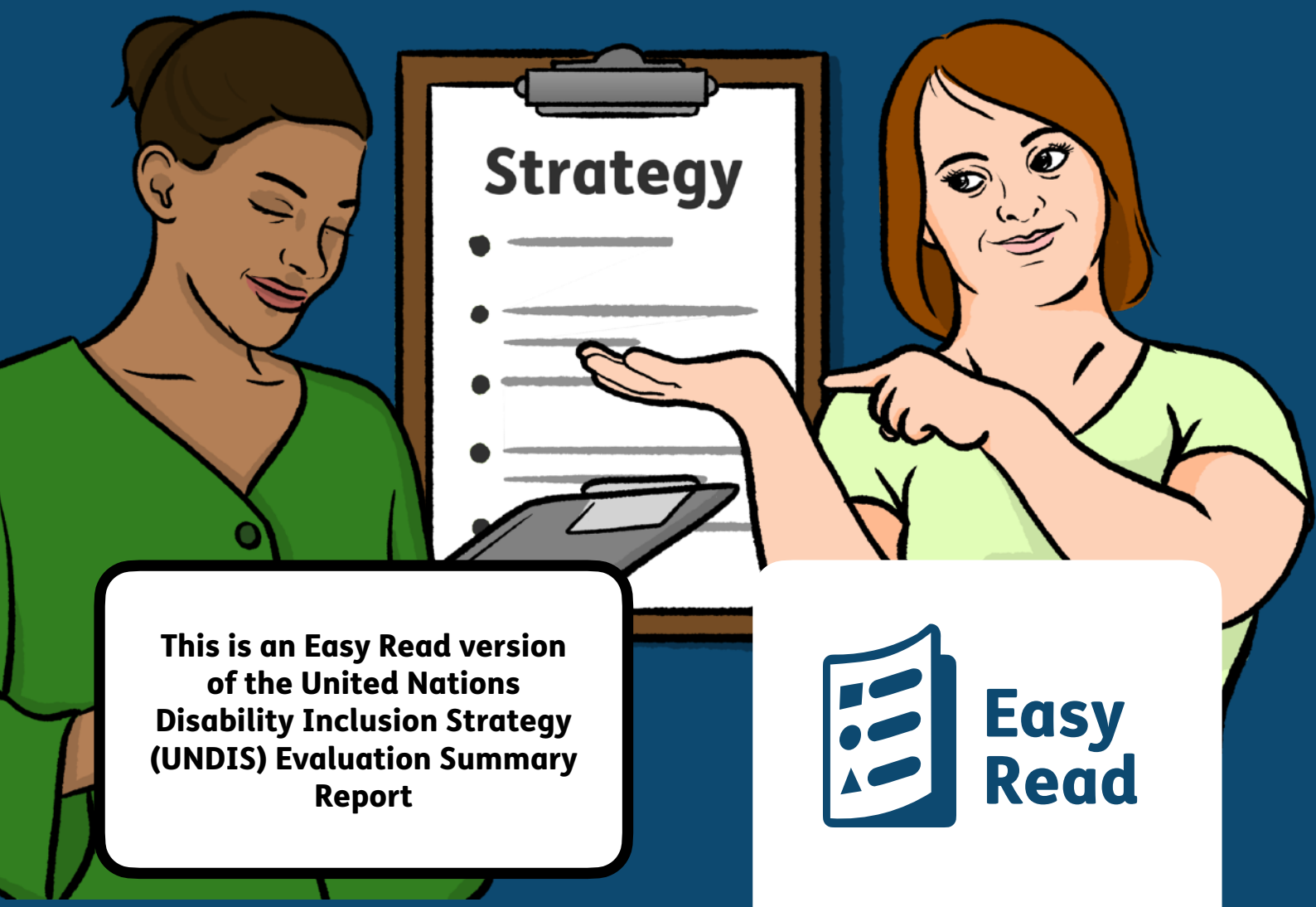


**Easy  
Read**



# Including persons with disabilities

Checking our strategy at the United Nations



**This is an Easy Read version  
of the United Nations  
Disability Inclusion Strategy  
(UNDIS) Evaluation Summary  
Report**



**Easy  
Read**

# Easy Read



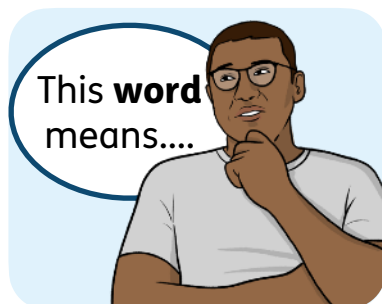
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



This Easy Read report 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 report.



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



This report is from the **System-Wide Evaluation Office** - this is a **United Nations** office that checks the work of entities and country teams.



**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, the UN wrote a plan called the **Disability Inclusion Strategy**. This has helped the UN to include persons with disabilities in its work.

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

We wanted to find out:



- Whether UN organizations are following the Strategy.



- Whether the Strategy needs to change.



This report explains what we found out. It also has some ideas to make the Strategy better in the future.

# The United Nations

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



- **Entities** - these are different organizations that help to run the day-to-day work of the UN .



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

# How we wrote this report



We met with people from 37 entities from across the UN.



We focused on 15 country teams.



We found out what people thought by:

- Talking to people who work at the UN.



- Asking people to fill in surveys to tell us what they think.



- Listening to groups that help and support persons with disabilities.

We asked about 4 main things:



1. Is the Strategy relevant to persons with disabilities?



2. Has the Strategy changed how persons with disabilities are included at the UN?



3. Have entities and country teams been using the Strategy well?



4. Will the Strategy keep making a difference in the future?



# What we found out

## Is the Strategy relevant to persons with disabilities?



We found that the Strategy was relevant to persons with disabilities.



It gives entities and country teams ways to make real change and help people.



Entities and country teams can make changes to the Strategy to make sure that it is right for them.



But it is missing some information, like a **timeline** for change.

A **timeline** explains when changes should happen.

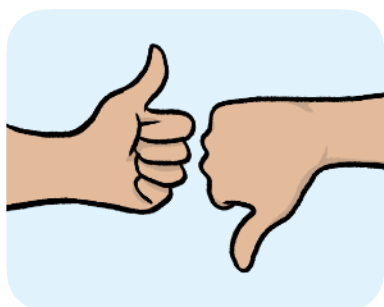


The Strategy could be better if it had more information on different ways to make changes.

## **Has the Strategy changed how persons with disabilities are included at the UN?**



Most entities and country teams are trying to include the Strategy in what they do.



But some are better at this than others.



The Strategy has helped UN staff to understand the difficulties that persons with disabilities face working at the UN.



The best entities and country teams use the Strategy as a part of what they do every day.



But some entities and country teams do not do what they say they are going to do.



The Strategy was written with the help of persons with disabilities.



But it does not say how groups that support persons with disabilities can check on the UN's work.



Many entities and country teams work with persons with disabilities and groups that speak for them.



But not all entities and country teams are good at this.

## **Have entities and country teams been using the Strategy well?**



Different parts of the UN want to learn more from each other about how to include persons with disabilities.



They could do more to work together and share what they know.

## **Will the Strategy keep making a difference in the future?**



The UN headquarters has not done enough to help persons with disabilities. They do not have enough staff or money to follow the Strategy.



Most entities and country teams do not keep track of how much they spend on including persons with disabilities.



Some entities and country teams have leaders and staff who focus on including persons with disabilities.



But most staff who do this also have other things to do.

This means that they do not always spend enough time working on including persons with disabilities.



Good leaders make sure entities and country teams follow the Strategy.

But not all leaders are good at supporting entities and country teams with this.



All leaders can do more to make sure that the Strategy makes a bigger difference in the future.



Some entities and country teams do work well with groups that speak up for persons with disabilities.

In the future, they need to work more closely with these groups.

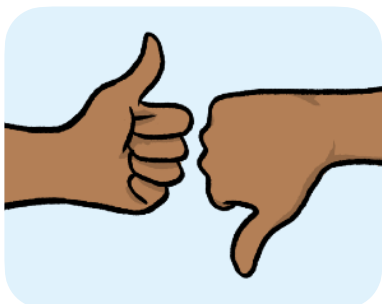
# What we think



The Strategy has helped the UN to include more persons with disabilities.



But it has not done this across the whole UN.



Some entities and country teams have done well at following the Strategy, and some have not.

The entities and country teams that have followed the Strategy well have done this by:



- Having leaders who care about including persons with disabilities.



- Treating persons with disabilities as equally important.



- Welcoming members of staff with disabilities.



- Having rules and goals for including persons with disabilities.



The UN has not been doing enough to include persons with disabilities in its work. It needs to do better.



# What should happen next



The Strategy should change so that it can make more of a difference to people's lives.



This part of the report has ideas for what the new Strategy should include.

These ideas include having:

## New goals



The new Strategy should have clear goals. These will explain what the UN is trying to achieve.



It should also explain how the UN is going to make sure it achieves its goals.



There should be a timeline for change, explaining when changes will happen.



There should be better ways to check that country teams and entities are following the new Strategy.



This should happen by June 2026.

## Clear action plans



The new Strategy should have **action plans**.

These explain exactly what each entity and country team is going to do.



The new Strategy should also have ways to check that country teams and entities are following their action plans.



The UN should also make sure that there is enough money to follow the new Strategy.



This should happen by June to September 2026.

## More money and staff



The new Strategy should have ways for entities and country teams to check how much money they spend on including persons with disabilities.



Entities and country teams should think of better ways to include persons with disabilities.



For example, entities and country teams can work with other groups outside the UN, like groups that speak up and work for persons with disabilities.



This should happen by the end of 2026.

# Better information and training



The UN needs to get better at sharing information and skills to help include persons with disabilities.



Country teams and entities should work with groups that support persons with disabilities.

This will help them to learn more about including persons with disabilities.



Leaders in the UN should make sure that their staff have the right skills to include persons with disabilities.



All staff should get training on including persons with disabilities.



This should happen by the end of 2026.

# A good place to work



We need to make sure that all parts of the UN are a good place to work for persons with disabilities.



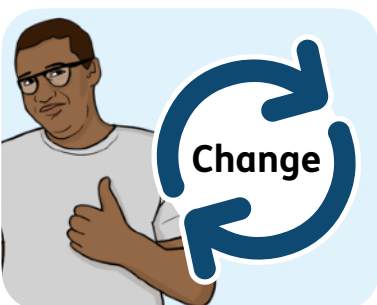
We should make it easier for persons with disabilities to get a job at the UN.



UN buildings should be easy for persons with disabilities to get around.



UN websites should be easy for persons with disabilities to use.



Country teams and entities should make changes to support their staff with disabilities.



This should happen by June 2026.

# Find out more



You can find out more about our office and the evaluation here:

<https://www.un.org/system-wide-evaluation-office/en>



You can find out more about the Strategy here:

[www.un.org/en/content/disabilitystrategy/](http://www.un.org/en/content/disabilitystrategy/)



You can fill in a quick survey to say what you think about this Easy Read report:

<https://www.easy-read-online.co.uk/easy-read-feedback-survey>