



Governing Body

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Institutional Section

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Biennial report on the implementation of the ILO Disability Inclusion Policy and Strategy (2024–27)

Purpose of the document

This document constitutes the third report on the Office's implementation of the United Nations Disability Inclusion Strategy (UNDIS) and implementation of the related ILO Disability Inclusion Policy and Strategy (2024–27), as instructed by the Governing Body at its 340th Session (October–November 2020). The document refers to progress and areas for improvement in terms of disability inclusion, related to: the ILO's implementation of the UNDIS to date; the launch of the new UNDIS 2.0; the first two years of implementation of the ILO Disability Inclusion Strategy (2024–27); and the challenges facing the ILO in maintaining its commitments to disability inclusion, given the critical financial situation.

The Governing Body is invited to request the Director-General to continue implementation of the ILO Disability Inclusion Strategy (2024–27), taking into account its guidance. Also, it is invited to support measures to ensure that ILO's gains made in disability inclusion are not reversed by the critical financial situation. Furthermore, the Governing Body is invited to instruct the Office to conduct monitoring and to periodically report to the Governing Body on progress and areas for improvement; and to request the Director-General to take into consideration its guidance in pursuing the ILO's mandate to promote disability inclusion in the implementation of ILO strategic plans and corresponding programmes and budgets, and in facilitating extrabudgetary resources (see the draft decision in paragraph 34).

Relevant strategic objective: All.

Main relevant outcome: Outcome 5: Gender equality and equality of treatment and opportunities for all.

Policy implications: Strengthen ILO capacity to maintain gains made in disability inclusion and to accelerate greater and more meaningful inclusion of persons with disabilities.

Legal implications: None.

Financial implications: To be determined.

Follow-up action required: See the draft decision.

Author unit: Labour and Social Protection Department (PROTECTION).

Related documents: [GB.340/INS/9](#); [GB.346/INS/INF/5](#); [GB.352/INS/6](#).

► Background

1. The Governing Body, at its 340th Session (October–November 2020), considered document GB.340/INS/9 on the ILO Disability Inclusion Policy and Strategy.¹ This document outlined potential elements of future ILO multi-annual disability inclusion strategies, based on the [United Nations Disability Inclusion Strategy \(UNDIS\) accountability framework](#), and set out a proposed ILO policy on disability inclusion for the Governing Body's approval.
2. In its decision, the Governing Body requested the Director-General to finalize and implement the proposed policy, taking into account its guidance. It further instructed the Office to put in place multi-annual strategies to implement the policy, starting with the 2020–23 period, in the light of the UNDIS. In addition, the Governing Body instructed the Office to monitor its implementation of the UNDIS and to produce a report for information on a biennial basis on progress and areas for improvement.²
3. In consequence, the Office issued the [ILO Disability Inclusion Policy and Strategy \(2020–23\)](#), which served as the Office's principal framework for disability inclusion.³ Furthermore, the Office submitted the "Report on the implementation of the ILO Disability Inclusion Policy and Strategy (2020–23)" for information to the Governing Body at its 346th Session (October–November 2022).⁴
4. The Office later submitted the "Biennial report on the implementation of the ILO Disability Inclusion Policy and Strategy (2020–23)" for discussion at the Governing Body at its 352nd Session (October–November 2024).⁵ In this same report, the ILO informed the Governing Body about the successful finalization of the Disability Inclusion Strategy (2020–23) and the development of the [Disability Inclusion Strategy \(2024–27\)](#).
5. The current document constitutes the third such report to the Governing Body. The document notes progress and areas for improvement in terms of disability inclusion, including the ILO's implementation of the UNDIS. The document highlights significant issues and milestones achieved during the 2024–25 period: the ILO's implementation of the UNDIS to date; the creation of the recently launched UNDIS 2.0; the first two years of implementation of the ILO Disability Inclusion Strategy (2024–27); and the challenges facing the ILO to maintain its commitments to disability inclusion given the critical financial situation.

► ILO UNDIS reporting and self-rating (2019–25)

6. Under the annual UNDIS reporting process for the 2019–25 period, United Nations (UN) entities rated themselves based on an entity accountability framework covering 15 indicators

¹ GB.340/INS/9.

² [Decision concerning the ILO disability inclusion policy and strategy](#).

³ The ILO Disability Inclusion Policy was issued on 16 September 2021 in a Director-General's Announcement, designated as Internal Governance Document System (IGDS) No. 590.

⁴ GB.346/INS/INF/5.

⁵ GB.352/INS/6.

in 4 core areas, namely: leadership, strategic planning and management; inclusiveness; programming; and organizational culture.⁶

7. Entities rated their implementation of the indicators using the ratings “not applicable”, “missing”, “approaches requirements”, “meets requirements” and “exceeds requirements”. The UNDIS self-reporting ethos promotes realistic and frank appraisal, viewing disability inclusion as a continual process of improvement. Self-ratings of “missing” and “approaches requirements” were expected during the first years of UNDIS implementation.
8. The ILO subscribes to this strict self-reporting ethos, closely following the requirements of the UNDIS indicators and their accompanying [Technical Notes](#)⁷ and guidelines. The UNDIS secretariat continues to recognize the ILO for the frankness of its reporting in its annual UNDIS reports. The ILO’s self-ratings for the 2019–25 period are compared in the table below.

Indicator	2019	2020	2021	2022	2023	2024	2025
1. Leadership	Approaches	Approaches	Meets	Exceeds	Exceeds	Exceeds	Exceeds
2. Strategic planning	Missing	Missing	Missing	Missing	Missing	Meets	Meets
3. Disability-specific policy/strategy	Missing	Approaches	Meets	Exceeds	Exceeds	Exceeds	Exceeds
4. Institutional set-up	Approaches	Approaches	Meets	Exceeds	Exceeds	Exceeds	Exceeds
5. Consultation with persons with disabilities	Missing	Missing	Missing	Approaches	Approaches	Meets	Meets
6. Accessibility	Missing	Missing	Approaches	Approaches	Approaches	Approaches	Approaches
6.1. Accessibility of conferences and events	Missing	Missing	Missing	Missing	Approaches	Approaches	Meets
7. Reasonable accommodation	Approaches	Approaches	Approaches	Approaches	Approaches	Approaches	Meets
8. Procurement	Missing	Missing	Missing	Approaches	Approaches	Meets	Meets
9. Programmes and projects	Approaches	Approaches	Approaches	Approaches	Approaches	Approaches	Approaches
10. Evaluation	Approaches	Approaches	Approaches	Approaches	Approaches	Exceeds	Exceeds
11. Country programme documents	Missing	Approaches	Approaches	Approaches	Approaches	Approaches	Approaches
12. Joint initiatives	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
13. Employment	Approaches	Approaches	Approaches	Approaches	Approaches	Approaches	Approaches

⁶ As mentioned below, the number of indicators and core areas have been modified in UNDIS 2.0.

⁷ As of the date of this publication, new Technical Notes are being drafted to guide UNDIS 2.0 implementation.

Indicator	2019	2020	2021	2022	2023	2024	2025
14. Capacity development for staff	Approaches	Approaches	Approaches	Meets	Exceeds	Exceeds	Exceeds
15. Communication	Missing	Missing	Approaches	Approaches	Approaches	Approaches	Approaches

9. The table above reflects the ILO's steady progress in disability inclusion under the UNDIS framework. This includes incrementally reducing the number of "missing" self-ratings for UNDIS indicators from eight in 2019 to zero in 2024. The ILO has also increased the number of "exceeds requirements" ratings, currently for six indicators. In 2025, the ILO improved from a rating of "approaches" to "meets" for two indicators but remained at the "approaches" rating for five UNDIS indicators. As mentioned below, requirements for several indicators have been changed under UNDIS 2.0, which may affect the ILO's self-ratings going forward.

► UNDIS 2.0

10. After seven years of UNDIS implementation, the United Nations created an improved version of UNDIS (UNDIS 2.0), building on good practices and lessons learned. ILO technical specialists and senior managers were closely involved in the consultations to develop UNDIS 2.0 and are currently collaborating in drafting the revised Technical Notes. The ILO supported plans for the new UNDIS at the UN Deputies Committee and Executive Committee meetings on 12 and 13 January 2026. The UN Chief Executives Board for Coordination endorsed the finalized [UNDIS 2.0](#) in May 2026, and it was launched on 11 June 2026. During 2026, the UNDIS 2.0 is being applied as a baseline, and the ILO has begun implementing it.
11. The UNDIS 2.0 accountability framework remains largely the same, and it retains the same self-rating system. However, there are now a total of five strategic priorities: leadership; inclusive programming and results; accessible organization; enabling work environment and inclusive workforce; and partnerships.
12. Moreover, the UNDIS 2.0 drafting process modified existing indicators and added two new topics: Resource tracking (indicator 5); and Disability data and evidence (indicator 6). Also, Physical accessibility, Digital accessibility, and Accessibility in conferences and events are now stand-alone indicators 10, 11 and 12. ILO senior management is designating ILO departments covering these new areas as members of the ILO/UNDIS Custodian Network, which now oversees implementation of a total of 19 UNDIS indicators.
13. In applying this new framework, the ILO recognizes that it may face temporary setbacks on indicators with previously higher self-ratings and may also face challenges in implementing new indicators. However, the ILO welcomes these new requirements as a challenge to deepen its commitment to disability inclusion, and it will align future ILO multi-annual disability inclusion strategies to the UNDIS 2.0.

► Summary of the UNDIS/ILO Disability Inclusion Policy and Strategy (2024–27) implementation to date

14. This section briefly summarizes the ILO's achievements, challenges and steps ahead regarding disability inclusion, drawing from its UNDIS reporting for 2025; it also signals key areas of change to be expected under UNDIS 2.0. The information is organized by the original UNDIS indicator and refers to the corresponding strategy areas under the ILO Disability Inclusion Strategy (2024–27).

Leadership: UNDIS indicator 1 (ILO Strategy area “A”)

15. Strong leadership from senior management, including the Director-General, has been key to the ILO's progress on disability inclusion. In 2025, the Director-General promoted the ILO's vision for inclusion at the International Day of Care and Support (29 October), the G20 Labour Ministers' Meeting (George, South Africa, 30–31 July) and the World Summit for Social Development (Doha, Qatar, 4–6 November). Also in 2025, the ILO's then Deputy Director-General represented the ILO at the Global Disability Summit (Berlin, Germany, 2–3 April), where the ILO endorsed the [Amman-Berlin Declaration](#) – committing to ensure that at least 15 per cent of international development programmes pursue disability inclusion as a quantifiable goal. Moreover, in mid-2026, the Assistant Director-General for the Regions and the Director of the Office of the Director-General became the executive sponsor of the ILO's Employee Resource Group (ERG) on Disability Inclusion;⁸ this will strengthen dialogue between management and staff with disabilities, and staff with dependants with disabilities. Strong senior leadership has enabled the ILO to maintain the rating “exceeds requirements” for this UNDIS indicator since 2022. **Under the new UNDIS 2.0 indicator 1, to continue at the “exceeds requirements” rating, tailored training must be available for senior leadership, and performance evaluation of senior leadership must include accountability on disability inclusion. Looking ahead, continued leadership by ILO's senior management remains essential to retain disability inclusion gains in the current context.**

Strategic planning: UNDIS indicator 2 (ILO Strategy area “B”)

16. Over the last two years, the ILO has made significant progress in promoting disability inclusion in its strategic planning and management. The ILO's Programme and Budget for the 2024–25 biennium included disability issues under policy outcomes 5, 6 and 7. Also in the Programme and Budget, an outcome indicator on beneficiaries of skills and lifelong learning services (3.2.4) incorporated data disaggregated by disability status. Following this, the Programme and Budget for the 2026–27 biennium, adopted by the International Labour Conference in June 2025 and updated in March 2026, with respect to its results and measurement framework, includes disability issues across all eight policy outcomes. Moreover, the ILO's Strategic Plan for 2026–29, endorsed by the Governing Body at its 352nd Session in October–November 2024, makes two specific references to disability inclusion, both as part of the priorities for ILO action in support of its constituents and in terms of the ILO human resources among the levers for change in delivering the Strategic Plan. With these improvements, the ILO overcame its last “missing” UNDIS rating, fulfilling requirements for both the “approaches requirements” and “meets requirements” ratings for UNDIS indicator 2 in 2024. **To reach the “exceeds**

⁸ The ERG is an independent group composed of ILO staff with disabilities and staff with dependants with disabilities.

requirements” rating under the new indicator 2, UNDIS 2.0 requires the ILO to include resource allocation for disability inclusion in its budget.

Disability-specific policy/strategy: UNDIS indicator 3 ⁹

17. The ILO Disability Inclusion Policy (Internal Governance Documents System (IGDS) No. 590) issued in 2021 provides an overarching framework for disability inclusion in the ILO, centred around 15 guiding principles. To implement IGDS No. 590, the ILO developed two successive multi-annual disability inclusion strategies endorsed by the ILO’s Governing Body, for the periods 2020–23 and 2024–27. As required by the Governing Body, the ILO submitted two biannual reports on the 2020–23 strategy implementation.¹⁰ This is the third biannual report and the first on the implementation of the 2024–27 Disability Inclusion Strategy. Furthermore, in 2026, the ILO published two new guiding documents that build on IGDS No. 590: *Office policy on disability-inclusive employment and reasonable accommodation* (Office Directive, IGDS No. 715); and *Guidelines on minimum accessibility requirements for ILO meetings, conferences and events* (Office Guideline, IGDS No. 716). The ILO Senior Management Team plays a key role in approving the ILO’s multi-annual strategies and overseeing progress. With this strong regulatory framework and the review of disability inclusion progress by the Governing Body, the ILO has maintained the rating at “exceeds requirements” for the UNDIS indicator 3 since 2022. **Under the new UNDIS 2.0 indicator 3, to remain at the “exceeds requirements” rating, the ILO will need to continue to update the Governing Body on implementation of the ILO Disability Inclusion Policy and Strategy, and implement remedial action as needed.**

Institutional set-up: UNDIS indicator 4 (ILO Strategy area “C”)

18. As required by UNDIS, the ILO has a specialized Disability Team within the Gender, Equality, Diversity and Inclusion Branch (GEDI) of the Labour and Social Protection Department (PROTECTION). The Disability Team provides technical assistance on disability inclusion to ILO departments, projects, country offices and the International Training Centre of the ILO (ITCILO). The Team also coordinates the ILO Global Business and Disability Network (GBDN) and the ILO Disability Champions Network (DCN).¹¹ The DCN continued to grow in 2025, promoting the ILO’s policies on reasonable accommodation and accessible meetings. The GBDN is increasingly informing the ILO’s disability work, in such areas as consultation of staff with disabilities, accessible meetings and accessible digital innovation. The ILO Disability Team also has an impact within the wider UN system, providing disability training for UN Agency Focal Points and UN Country Teams (such as from Argentina and the Lao People’s Democratic Republic in 2026). Given the ILO’s strong institutionalized work on disability inclusion, the ILO has continued to fulfil the “exceeds requirements” rating for this UNDIS indicator since 2022. **However, maintaining the ILO’s capacity in disability inclusion will be key to continued success under the new UNDIS 2.0 indicator 4.**

⁹ There is no corresponding area for UNDIS indicator 3 under the ILO Disability Inclusion Strategy, since having such a strategy itself fulfils requirements for the indicator.

¹⁰ GB.346/INS/INF/5 at the 346th Session of the Governing Body (October–November 2022); and GB.352/INS/6 at the 352nd Session of the Governing Body (October–November 2024).

¹¹ The DCN has grown to approximately 100 ILO staff members who serve as catalysts for disability inclusion throughout the Organization.

Consultation with persons with disabilities: UNDIS indicator 5 (ILO Strategy area “D”)

19. Consultation with persons with disabilities is key to the UNDIS and to the ILO Disability Inclusion Strategy (2024–27). The ILO supports its social partners’ work with organizations of persons with disabilities (OPDs), and there are increasing alliances between trade unions and OPDs. The International Disability Alliance, a leading OPD, is represented on the steering committee of the ILO GBDN. Also, ILO projects are increasingly engaging with OPDs; for example, the ILO’s project, “Partnership for improving prospects for forcibly displaced persons and host communities” (PROSPECTS), engages with OPDs in forced displacement settings. ILO senior managers champion consultation, including the Director of CABINET who serves as the ILO’s executive sponsor of the ILO’s ERG on Disability Inclusion (see UNDIS indicator 1). The ERG was consulted in drafting the ILO’s recent policies on disability-inclusive employment/reasonable accommodation and accessible meetings. The ILO has fulfilled the “meets requirements” rating for the UNDIS indicator 5 since 2024. **To reach the “exceeds” rating under the new UNDIS 2.0 indicator 18 (Consultation with persons with disabilities), ILO senior leadership would need to consult with OPDs and the ERG, share consultation outcomes and demonstrate how this informs their decisions.**

Accessibility/Accessibility of conferences and events: UNDIS indicators 6 and 6.1 (ILO Strategy area “E”)

20. In 2025, the ILO developed guidelines and an assessment tool to improve accessibility for ILO offices; it also updated its Office Procedure on leasing of premises (Office Procedure, IGDS No. 185), to include an accessibility assessment of premises before signing lease agreements. Also in terms of physical accessibility, the ITCILO multi-year renovation plan includes improvements to remove barriers for persons with disabilities. In terms of digital accessibility, the ILO’s new SharePoint Online intranet and the Meet and Share application were built with accessibility in mind, and accessibility considerations are increasingly embedded in ITCILO digital platforms and learning activities, and ILO publications. The ILO continued to provide a high degree of accessibility at the 2025 and 2026 International Labour Conference; moreover, in 2026, it published IGDS No. 716 on minimum accessibility requirements for ILO meetings, conferences and events, raising the ILO’s self-rating to “meets requirements” for the first time for UNDIS indicator 6.1. The ILO continued to fulfil the “approaches requirements” rating under the current UNDIS indicator 6. **To reach the “meets requirements” rating under the new UNDIS 2.0 indicator 10 (Physical accessibility) and the new indicator 11 (Digital accessibility), the ILO will need to integrate action plans/findings from assessments on accessibility into planning and budget documents.**

Reasonable accommodation/Employment: UNDIS indicators 7 and 13 (ILO Strategy area “F”)

21. In 2026, publication of the *Office policy on disability-inclusive employment and reasonable accommodation* (Office Directive, IGDS No. 715) took the ILO a step closer to becoming an employer of choice for persons with disabilities.¹² The policy presents “the ILO’s interest to

¹² In paragraph 9, IGDS No. 715 notes that the ILO strives to become an employer of choice by ensuring: (a) equal opportunities of recruitment, employment, retention, career development and advancement in the Office for persons with

recruit, maintain and retain a diverse and skilled workforce”.¹³ It also provides a clear process for persons with disabilities working for the ILO (including interns and external consultants), and also for persons with disabilities not working for the ILO (applicants to positions) to request reasonable accommodation. The ILO Human Resources Development Department, the Staff Union and the Disability Team are developing training materials to promote the new policy. As such, the ILO fulfilled the “meets requirements” rating for UNDIS indicator 7 for the first time in 2025. **Under the new UNDIS 2.0 indicator 15 (Reasonable accommodation), the ILO would reach the rating “exceeds requirements” once training on reasonable accommodation is made available to managers and supervisors.** Turning to UNDIS indicator 13 (Employment), the ILO has remained at the “approaches requirements” rating since 2019, as satisfaction levels among ILO staff with disabilities were not recorded at a level similar to that of the general staff body.¹⁴ **Going forward, the new UNDIS 2.0 indicator on employment (indicator 14) shifts obligations regarding satisfaction to the “exceeds requirements” rating; the ILO would now reach the “meets requirements” rating once it demonstrated concrete actions to implement Office Directive, IGDS No. 715.**

Procurement: UNDIS indicator 8 (ILO Strategy area “G”)

22. The ILO continues to improve access to its goods, facilities, equipment, technology and services for all users (staff and beneficiaries), including persons with disabilities. This process is guided by the ILO’s accessible Procurement Manual and its Sustainable Procurement Guidance on Disability Inclusive Procurement. The ILO e-Sourcing platform, which provides visibility on the implementation of the UN Sustainable Procurement Indicators, includes specific indicators on disability-inclusive procurement. In 2024, the ILO identified facilitation and coaching services as a purchase area at high risk of excluding persons with disabilities; to address this situation, the ILO incorporated specific evaluation criteria at the desk review and interview stages of the technical evaluation. As a result of these efforts, the ILO reached the “meets requirements” rating for the first time in 2024. Going forward, within the framework of the High-level Committee on Management Supply Chain Network’s Sustainable Supply Chain Working Group, the ILO intends to better define the inclusion of disability-inclusive suppliers in the ILO procurement context. **To reach the “exceeds requirements” rating under the new UNDIS 2.0 indicator 13 (Procurement), the ILO would need to document the inclusion of disability-inclusive suppliers through procurement cases or supplier engagement.**

Programmes and projects: UNDIS indicator 9 (ILO Strategy area “H”)

23. The ILO uses a marker to categorize the expected contribution to disability inclusion of its development cooperation programmes and projects. The marker ranges from characterizing programmes and projects as not aiming to promote disability inclusion at all, to designing to promote disability inclusion. The marker allows the Office to raise awareness on the importance of disability inclusion, and it helps raise the ambition level of disability inclusion during the design and appraisal phases of programmes and projects. For UNDIS indicator 9, the Office measures the status and progress against the following: 5 per cent increase in programmes and projects approved of US\$1 million or more that mainstream disability. Recent

disabilities; (b) inclusion of persons with disabilities in all areas of employment in the Office; (c) inclusion of the disability dimension in all aspects of employment in the Office.

¹³ Paragraph 9.

¹⁴ Results of the ILO Staff Survey on Disability Inclusion in 2023 indicated that staff with disabilities were less satisfied at the ILO than staff without disabilities.

data indicate that the share of such approved appraisals mainstreaming disability inclusion rose from 45 per cent in 2024 to 63 per cent in 2025. The ILO is currently at the rating “approaches requirements”. **To reach the “meets requirements” rating under the new UNDIS 2.0 indicator 8 (Programmes and projects), the ILO would need to make available training opportunities on inclusive programming, and use information from consultations with OPDs to develop disability-specific and mainstream programmes and projects.**

Evaluation: UNDIS indicator 10 (ILO Strategy area “I”)

24. The ILO’s Evaluation Office (EVAL) continues to improve all aspects of its evaluation processes. EVAL conducts an annual meta-analysis of evaluation reports to assess how development cooperation interventions address disability inclusion and to synthesize evaluation findings, conclusions and recommendations. The most recent analysis indicates encouraging progress. In 2025, the proportion of evaluations rated as unsuccessful in addressing disability inclusion decreased from 59 per cent in 2024 to 45 per cent, while evaluations rated partly successful increased from 22 per cent to 38 per cent. The share of evaluations rated successful or highly successful remained relatively stable at 17 per cent in 2025, compared to 19 per cent in 2024. Because of these advances, the ILO made the jump from a rating of “approaches requirements” to “exceeds requirements” in 2024. **The new UNDIS 2.0 indicator 7 (Evaluation) is slightly modified from the previous indicator; going forward, the ILO will endeavour to continue at the “exceeds requirements” rating.**

Country programme documents: UNDIS indicator 11 (ILO Strategy area “J”)

25. The ILO uses guidance and tools on the Decent Work Country Programmes (DWCPs) to develop and appraise new DWCPs. The percentage share of disability-inclusive DWCPs has increased from 75 per cent in the 2022–23 biennium to 85 per cent in the 2024–25 biennium, making an important step towards the 2026–27 target of 90 per cent. This is in line with the commitments set out in the ILO Disability Inclusion Strategy (2024–27) under area “J. Decent Work Country Programme Outcomes are disability inclusive”. The ILO has been at the “approaches requirements” rating for this UNDIS indicator since 2020; a challenge to achieving the “meets requirements” rating was that the original indicator required all DWCPs to include analysis and programming on disability inclusion. **Under the new UNDIS 2.0 indicator on country programme documents (indicator 9), to continue at the “approaches requirements” rating, the ILO would need to assess the minimum requirements for mainstreaming disability inclusion and apply them in its guidance on country programme documents or its equivalent country programming tool.**

Joint initiatives: UNDIS indicator 12 (ILO Strategy area “K”)

26. The ILO collaborates on disability inclusion across the UN system. The ILO co-chairs a working group with the United Nations Children’s Fund (UNICEF) on employment of persons with disabilities in the UN which reports to the High-level Committee on Management and the inter-agency HR Network. The ILO also partners on three multi-country programmes funded by the UN Partnership on the Rights of Persons with Disabilities: (1) community care with the World Health Organization; (2) disability-inclusive climate action with the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the United Nations Development Programme (UNDP); (3) unpaid care for persons with disabilities with UNICEF, UN Women,

OHCHR, the United Nations Population Fund (UNFPA) and UNDP. The ILO actively participates in working groups on the intersectionality of gender and disability. The ILO contributes to capacity development at the UN level – in 2025, an ILO Disability Team member served as co-facilitator for the UNDIS regional training for Latin America and the Caribbean with the Disability Inclusion Team from the Executive Office of the UN Secretary-General. The ITCILO continues to advance accessible digital environments through the Digital Accessibility Working Group of the UN Chief Executives Board for Coordination Digital and Technology Network. **The ILO has maintained the “exceeds requirements” rating for this indicator since 2019 and is projected to retain it under the new UNDIS 2.0 indicator 19 (Joint initiatives).**

Capacity development for staff: UNDIS indicator 14 (ILO Strategy area “L”)

27. The ILO continues to break new ground on capacity development for staff. The ILO e-learning course on disability inclusion has been mandatory for ILO staff for several years, and compliance was 96 per cent by end August 2026. The ITCILO made the e-learning course mandatory for its staff in December 2025. The ILO continues to facilitate its tailor-made courses (such as Disability Equality Training and Building Disability Inclusion Together) for ILO and UN system staff. In 2025, the ILO contributed to capacity development at the UN level, developing new exercises and teaching methodologies for the UNDIS regional training for Latin America and the Caribbean. The Human Resources Development Department, the Staff Union and the ILO’s Disability Champions Network are developing training courses to promote the *Office policy on disability-inclusive employment and reasonable accommodation* (Office Directive, IGDS No. 715). Moreover, in 2025, the ITCILO developed inclusive communication guidelines and organized an information session to support staff in implementing them. **The ILO reached the “exceeds requirements” rating for this indicator in 2023 and is projected to maintain it under the new UNDIS 2.0 indicator 16 (Capacity development).**

Communication: UNDIS indicator 15 (ILO Strategy area “M”)

28. The ILO publishes multiple web stories, news articles and social media posts promoting disability inclusion across its corporate platforms. Accessibility standards are applied to global campaigns, web stories, videos, social media posts and major institutional events. Corporate guidance on inclusive language, positive representation of persons with disabilities and accessible formats are disseminated to communications officers at ILO headquarters and in field offices. In 2025, disability inclusion was reflected not only in dedicated stories but also embedded across broader narratives on decent work, social protection, skills and social justice. Disability-tagged content on social media increased impressions across platforms in English, French and Spanish.¹⁵ Despite these successes, the ILO has not yet developed a methodology to systematically assess the inclusiveness of its communication products. Resource constraints have so far limited the development and implementation of such a methodology, and the ILO has consequently remained at the “approaches requirements” rating for this indicator. **Key to reaching the “meets requirements” rating for the new UNDIS 2.0 indicator 17 (Communication), the ILO would need to prepare a communications plan integrating disability inclusion in mainstream communications.**

¹⁵ The ILO disability inclusion landing page is ilo.org/disability.

► The impact of the ILO's critical financial situation on disability inclusion

29. In mid-2026, the ILO carried out an internal review of its implementation of the Disability Inclusion Strategy (2024–27). Interviews with the ILO/UNDIS custodian departments suggest that implementation to date has been quite successful. However, they also indicated that several expected activities would not be completed by end of 2027, mainly due to the current financial situation.
30. Since April 2025, the ILO has suspended its internship programme, including its dedicated track for interns with disabilities. Also, a number of technical support missions for ILO field offices on disability inclusion have been cancelled. In terms of training, the ILO's popular UNDIS course, "Promoting Disability Inclusion: Make the Change Happen", offered by the ITCILO, was postponed in 2025 because the ILO (and greater UN system) staff lacked financial support to attend.
31. In spite of this, the ILO is receiving more requests for assistance on disability inclusion than in previous years – from ILO departments, field offices and tripartite constituents. Resident Coordinators and UN Country Teams are also seeking ILO's expertise in such areas as training, employment and reasonable accommodation. However, in the current context, it may be more difficult for the Office to meet these requests.

► Key issues moving forward

32. With relatively little funding, a small Disability Team, a Disability Champions Network and an Employee Resource Group that take on disability inclusion responsibilities beyond their regular functions, the ILO has established a strong foundation for further progress on disability inclusion. Disability inclusion is more institutionalized in the organization than ever, there is an important policy framework in place, and senior leaders and staff have built a strong foundation for further achievements. The ILO is poised to mainstream disability inclusion throughout its technical work, including projects and programmes, and to work more closely with ILO constituents and UN partners, particularly in the field.
33. However, the ILO's ability to increase, or even to maintain, its leading role in disability inclusion is being impacted by the current financial situation. Continued attention to implementation, prioritization and accountability will be important to sustain the progress achieved to date.

► Draft decision

34. **The Governing Body:**
 - (a) **requested the Director-General to continue to implement the ILO Disability Inclusion Strategy (2024–27), taking into account the guidance provided during the discussion;**
 - (b) **welcomed moves to safeguard the ILO's ability to continue leading on disability inclusion within the Organization and throughout the United Nations system;**

- (c) instructed the Office to conduct monitoring that coincides with the reporting period for the implementation of the accountability framework established by the United Nations Disability Inclusion Strategy (UNDIS), and to provide to the Governing Body, on a biennial basis, a report on progress and areas for improvement, including a summary of the annual reporting to the United Nations on its implementation of UNDIS 2.0; and
- (d) requested the Director-General to pursue the ILO's mandate to promote disability inclusion in the implementation of current and future ILO strategic plans and corresponding programmes and budgets, and to facilitate extrabudgetary resources, taking into consideration the guidance provided during the discussion.