



IN BRIEF

Portfolio's Good Practices: Accessibility, Disability Inclusion and Intersectionality

UN WOMEN

FOR ALL WOMEN AND GIRLS

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Through strategic cooperation with partners, knowledge products and knowledge services, thought leadership and embracing innovation, UN Women's Accessibility, Disability Inclusion and Intersectionality Portfolio (ADIIP) continues to champion the disability inclusion and intersectionality agenda across global policy spaces. This flyer provides a snapshot of key highlights and achievements of efforts under this portfolio in 2024–2025.

Expanding the knowledge base on accessibility, disability inclusion and intersectionality

One of the top ADIIP priorities remains expanding the knowledge base on accessibility, disability inclusion and intersectionality through knowledge products and knowledge services. ADIIP actively contributed to developing the [UN flagship Report on Disability and Development](#) (2024) and the [Global Disability Inclusion Report](#) (2025). UN Women in partnership with the INTOSAI Development Initiative (IDI) jointly developed the Leave No One Behind (LNOB) [Audit Framework](#) – a practical guide designed to help auditors understand the LNOB principle and evaluate its implementation. The publication was launched in 2025 at the High-level Political Forum (HLPF) and presented to supreme audit institutions and partners. In 2024, ADIIP also collaborated with the [UN Integrated Policy Practitioners' Network](#) to organize a UN system-wide training on [intersectional approaches to disability-inclusive and](#)

[gender-responsive budgeting](#) and launch a [policy paper](#) on the subject. ADIIP also provided a number of capacity-strengthening events to UN Women Country Offices (COs), Regional Offices (ROs) and United Nations Country Teams (UNCTs), including participating in an Eastern and Southern Africa RO dialogue session on intersectional programming approaches.

Innovation and Knowledge Forum

UN Women continued running its "Project Knowledge Forum on Innovation and Inclusion" series in 2024 and 2025. The forum was launched in 2022 to share good practices and exchange knowledge between and among UN Women COs implementing joint programmes, and beyond. The forums created a sharing and learning space for a variety of UN Women COs that are at the forefront of disability inclusion and intersectionality work. COs from Bangladesh, Colombia, Nepal, Palestine, Panama, Republic of Moldova, Samoa and United Republic of Tanzania showcased their transformative work and set new pathways by sharing innovative solutions, best local practices and lessons learned with their peers. At the 2025 HLPF, UN Women brought a critical gender and disability lens to two high-level discussions on artificial intelligence (AI) and digital inclusion, co-sponsoring events with Canada and Finland. Furthermore, UN Women is adopting new innovative approaches to its policy work by partnering with [AT-Scale](#) on disability and assistive technology research.

Eliminating violence against women and girls with disabilities

UN Women continues its leadership on eliminating violence against women and girls with disabilities with groundbreaking work on research and policy. The [Women with disabilities stigma inventory \(WDSI\)](#) toolkit was developed as part of the “Addressing stigma and discrimination experienced by women with disabilities” project, which was jointly led by the United Nations Development Programme (UNDP) and UN Women, with funding from the Global Disability Fund. The WDSI is a stand-alone, self-reporting survey tool that can be used to collect data about the experiences of women with disabilities globally in relation to stigma, discrimination and violence. The toolkit includes a [WDSI survey tool](#), [WDSI methodological note](#) and [Ethics Guide](#). UN Women also developed a policy paper on [Addressing stigma and discrimination to eliminate violence against women with disabilities](#). ADIIP also collaborates with the UN Trust Fund to End Violence against Women and provided inputs to its [Disability, Inclusion and Intersectionality Series](#).

Intersectional approach to care systems

1. Joint programme on unpaid care, disability and a gender-transformative approach:

UN Women is spearheading the adoption of intersectional approaches into global work on the care economy and care systems, ensuring that policy linkages are made between gender, disability and unpaid care work. In 2024, UN Women together with UNDP, the United Nations Children’s Fund (UNICEF), the United Nations Population Fund (UNFPA), the International Labour Organization (ILO) and the Office of the High Commissioner for Human Rights (OHCHR), launched the “[Unpaid care, disability and a gender-transformative approach](#)” joint programme, with UN Women COs in Colombia, Kenya, Mozambique, Panama and the United Republic of Tanzania participating. This joint programme adopts an intersectional approach to care system reforms, aiming to understand and dismantle the multiple barriers faced by women and girls, including those with disabilities, in achieving economic justice and accessing necessary services. The joint programme is designed to address the

complex issues surrounding care and support systems, with a focus on making them more disability-inclusive and gender-transformative.

2. The gendered impacts of caring for children with disabilities on the rights of women and girls and of persons with disabilities:

UN Women, the Special Rapporteur on the rights of persons with disabilities and OHCHR are working on a joint brief on the gendered impacts of caring for children with disabilities, exploring how the rights of women and girls, as well as the rights of persons with disabilities, are affected as a result. It will further aim to identify good practices to reduce and redistribute the disproportionate share of care and support undertaken by mothers of children with disabilities and that promote and protect the rights of women and girls, as well as the rights of persons with disabilities, including mothers of and children with disabilities.

Conflict, forced displacement and protection

ADIIP work also encompasses the development-humanitarian-peace nexus to advocate for actionable steps to mainstream intersectionality in global development and humanitarian policies. ADIIP work in 2024–2025 had a focus on crises, conflict and forced displacement. In response to the ongoing conflict in Ukraine and the urgent needs of displaced populations with disabilities, a joint initiative supported by the Global Disability Fund brought together several UN agencies, including UN Women, OHCHR, UNFPA, UNICEF, the World Health Organization and the European Disability Forum to adopt a fully inclusive approach to the refugee crisis. The Joint Programme [Mainstreaming disability inclusive humanitarian response to Ukraine refugee crisis](#) was implemented in the Republic of Moldova and Georgia and concluded in 2024. [Two Needs Assessments](#) conducted by UN agencies in both countries revealed the severe exclusion and discrimination faced by Ukrainian refugees with disabilities, underscoring the pressing requirement for increased targeted interventions. UN Women contributed to the gender lens analysis in these needs assessments. In addition, UN Women developed a policy brief on intersection of gender, disability and forced displacement.

ADIIP also actively participated in [Protection of Civilians Week](#) in 2025, co-organizing an event with Poland on women and girls with disabilities in conflict and emergencies. In 2025, ADIIP also cooperated with collaborated with the [Women's Peace and Humanitarian Fund \(WPHF\) Global Learning Hub](#) to share UN Women's strategies for disability inclusion and explore partnership opportunities with civil society organizations (CSOs). The joint training event – which was part of WPHF's initiative to foster knowledge-sharing and capacity-development among CSOs in humanitarian and conflict settings worldwide – showcased various approaches to enhance the involvement of persons with disabilities in emergency response processes and strengthen the leadership of women with disabilities in political participation and recovery. The successful collaboration resulted in a joint publication – a brief (tipsheet) on [Advancing Disability and Gender Inclusion in Humanitarian Action and Recovery](#).

Also, a similar thematic [Good Practices Brochure](#) was produced by the Asia-Pacific Gender in Humanitarian Action Working Group, co-chaired by UN Women, CARE International and the United Nations Office for the Coordination of Humanitarian Affairs (OCHA).

Organizations of persons with disabilities (OPDs) consultation processes

UN Women has accelerated its consultation processes with CSOs and OPDs to ensure the meaningful participation of women and girls with disabilities and other marginalized groups. ADIIP maintains close partnerships with women-led OPDs, such as [Women Enabled International](#), [Sightsavers](#), [Global Forum on the Leadership of Women with Disabilities](#), and others, co-organizing multiple trainings and consultations throughout 2024 and 2025.

In 2024, UN Women together with [Rising Flame](#) organized a knowledge session on the Beijing +30 Asia Pacific Process. The consultative process, supported by UN Women, resulted in the [Asia-Pacific Declaration of Women and Girls with Disabilities: Beijing +30](#). In 2025, UN Women attended the UN Friends of Vision Member State Meeting, held on the margins of the HLPF and organized by the Co-Chairs of the UN Friends of Vision Group – Antigua and Barbuda, Bangladesh and Ireland. The meeting provided an opportunity for Member States, UN agencies and partners

to reflect on recent progress in global eye health, explore its relevance to the HLPF agenda, and align on key advocacy and implementation milestones for the remainder of 2025 – including the United Nations General Assembly High-Level Meeting on Non-Communicable Diseases and the 2026 Global Summit on Eye Health.

Intersectionality in action and Beijing+30

There are 12 critical areas of the 1995 [Beijing Platform for Action](#). Thirty years on, UN Women has assessed progress, exposed entrenched barriers and identified fresh challenges at the nexus of gender and disability. ADIIP produced two flagship knowledge products: (1) a [policy paper](#) that highlights how the 12 critical areas of concern from the Beijing Platform for Action have progressed or faced continuing entrenched barriers and dealt with new challenges in the 30 years since the United Nations' Fourth World Conference on Women held in Beijing; and (2) a [knowledge compendium](#) with reflections for UN entities, Member States, policymakers and CSOs on gender and disability inclusion in the implementation of the Beijing Platform for Action.

Global Disability Summit

UN Women joined global efforts to champion disability inclusion at the Global Disability Summit (GDS). The [GDS 2025](#), held in Berlin, Germany, brought together over 3,000 participants from governments, OPDs, international institutions, CSOs, the private sector and academia. Co-hosted by the International Disability Alliance (IDA), the Government of Germany, and the Government of Jordan, the summit aimed to advance disability rights and foster stronger global collaboration to ensure that the 1.3 billion persons with disabilities worldwide are not left behind. UN Women actively contributed to the GDS, including by participating in special and bilateral meetings, organizing a high-level side event on stigma, discrimination and violence against women with disabilities, endorsing the [Amman-Berlin Declaration](#) and pledging its [commitments](#).

UN Women also submitted three commitments at the GDS:

- Promote leadership and meaningful engagement of women and girls with disabilities in all their diversity.

- Strengthen the knowledge base, policy and advocacy to address intersectional and inter-agency operational work, including by addressing stigma, discrimination, disempowerment (legal, economic, social, etc.), and gender and disability-inclusive care and support (including for unpaid care), via a gender and disability-inclusive approach.
- Improve how UN Women tracks resource allocation to disability inclusion by introducing a Disability Inclusion Marker (to be launched in 2026).



Above: UN Women hosted a high-level Side Event at the Global Disability Summit 2025.
Photo Global Disability Summit/Anna Spindelndreier

Inter-agency coordination and cooperation

UN Women's ADIIP has been chairing the United Nations Inter-Agency Working Group on Gender and Disability Inclusion (UNWGDDI). In 2025, the UNWGDDI collected case studies for the [Beijing+30 review process](#), looking at lessons learned and good practices on gender, disability inclusion and intersectionality. UN Women received a total 32 case studies from six UN entities – UN Women, UNFPA, UNICEF, the United Nations Environment Programme (UNEP), the United

Nations Educational, Scientific and Cultural Organization (UNESCO), and the United Nations Office for Project Services (UNOPS) – as well as from two UNCTs represented by the UN Resident Coordinator's Offices in Honduras and India. A [knowledge compendium](#) was also published.

Moreover, in 2025, UNWGDDI commissioned a report to assess the [Gender - Responsiveness in the United Nations Disability Inclusion Strategy \(UNDIS\)](#), based on an analysis of UNDIS entity reports from 2023.

As part of the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) Intersectionality Working Group, ADIIP has also shared key perspectives on the topic of intersectionality with Working Group members, which was essential to conceptualizing and developing the [IANWGE intersectionality-informed gender analysis toolkit](#). The toolkit focuses on how to operationalize an intersectionality-informed gender analysis, starting with the necessary building blocks of transformational change, going on to cover principles to guide this work, and detailing key steps and questions to consider throughout policy and programme development, implementation and evaluation.

Towards a more inclusive UN Women

ADIIP also actively contributed to the revision of UN Women's Disability Inclusion Policy. UN Women believes that diverse and inclusive teams are the foundation for driving transformative change. This commitment extends to empowering and supporting personnel with disabilities, ensuring that they have equal opportunities to contribute their unique skills and perspectives. The revised policy demonstrates UN Women's steadfast commitment to non-discrimination, human rights, inclusion and accessibility. This policy update is another key step in UN Women's journey towards becoming a more inclusive organization.

UN Women exists to advance women's rights, gender equality and the empowerment of all women and girls. As the lead UN entity on gender equality, we shift laws, institutions, social behaviours and services to close the gender gap and build an equal world for all women and girls. We keep the rights of women and girls at the centre of global progress – always, everywhere. Because gender equality is not just what we do. It is who we are.