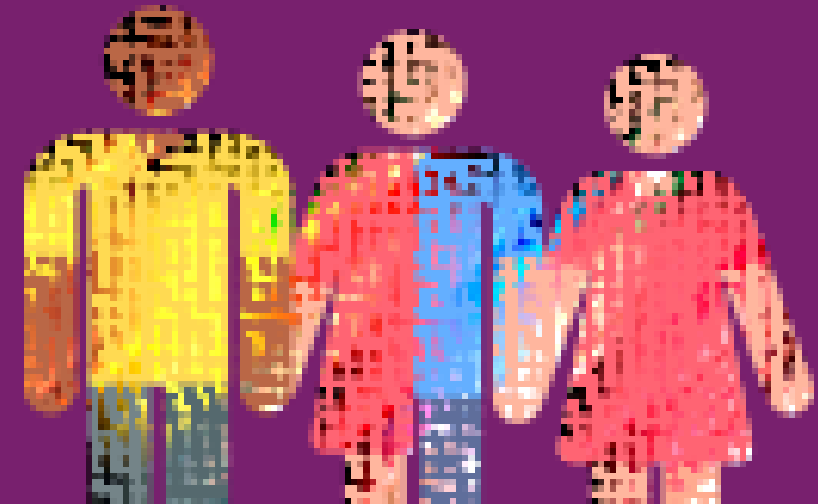


2023-2024

# PCBT Disability Inclusion Survey



Global Report – Disability component.  
March 2024.

# PRESENTATION

With the objective of gathering feedback from unit and task force officers, comprehensively evaluating the level of gender and disability inclusion within the Programme, regional coordinators have conducted the Disability Inclusion Survey between December 2023 and February 2024.

To fulfill the goal of optimizing the utilization of information, a methodical descriptive analysis was proposed based on data collected from a finalized sample of 520 surveys, yielding an effective response rate of 52% (with a margin of error of  $\pm 4.20\%$ ).

The enclosed report delineates the global results, disaggregated by disability. It is designed to be modifiable for subsequent adaptation as a template for regional reports, which will be developed using the associated data sets.



# SUMMARY

1

**Individuals with disabilities are more aware of or affected by their managers' efforts towards inclusion.**

Respondents with disabilities (Yes) have a notably higher percentage (40.91%) strongly agreeing that their manager is actively promoting disability inclusion compared to those without disabilities (No) and those who prefer not to say.

2

**Disability inclusion training and education are recognized as essential, yet implementation remains limited across organizations.**

There's a notable difference in responses between those who have disclosed having a disability and those who haven't or prefer not to say: respondents with a disability are more likely to have received training (45.45%) compared to those without a disability or who prefer not to disclose.

3

**Although most respondents have not witnessed or experienced disability discrimination, a notable awareness gap regarding the prevalence and impact of such discrimination exists.**

Among respondents who identified as having a disability, the percentage who have witnessed or experienced discrimination (45.45%) is significantly higher compared to those who have not disclosed a disability or prefer not to say.

4

**The reported accessibility barriers in the workplace reflect challenges that are encountered regardless of the specific nature or presence of a disability among respondents.**

The reported barriers reflect consistent needs across all areas concerning tools, infrastructure, and space design for people with disabilities. Each category received similar levels of reporting (between 32% and 34%)



# GENERAL INFORMATION

<b>Disability</b>	
<i>-Percentages, n=520-</i>	
Yes	5.38%
Prefer not to say	5.38%
No	90.38%

<b>Disability by Gender</b>			
	<b>Gender</b>		
	<b>Female</b>	<b>Male</b>	<b>Prefer not to say</b>
Yes	18.18%	81.82%	0.00%
Prefer not to say	21.43%	75.00%	3.57%
No	28.51%	71.49%	0.00%

<b>Disability by Visibility</b>			
	<b>Visibility</b>		
	<b>Visible</b>	<b>Non-visible</b>	<b>No response</b>
Yes	72.73%	18.18%	9.09%
Prefer not to say	3.57%	17.86%	78.57%
No	00.00%	00.00%	00.00%

<b>Region</b>	<b>Frequency</b>	<b>Disability by Region</b>		
		<b>Yes</b>	<b>Prefer not to say</b>	<b>No</b>
Latin America and the Caribbean	25.60%	4.20%	4.20%	91.60%
Middle East and North Africa	16.51%	3.37%	4.49%	92.13%
South and Southeast Asia, and the Pacific	12.62%	2.94%	2.94%	94.12%
Eastern and Southern Africa	10.39%	3.57%	7.14%	89.29%
South Eastern Europe	10.02%	3.70%	14.81%	81.48%
Central Asia	9.46%	7.84%	3.92%	88.24%
West and Central Africa	6.68%	8.33%	2.78%	88.89%
Pakistan	4.64%	4.00%	8.00%	88.00%
Black Sea and South Caucasus	4.08%	0.00%	0.00%	100.00%



# “My manager is actively promoting disability inclusion”



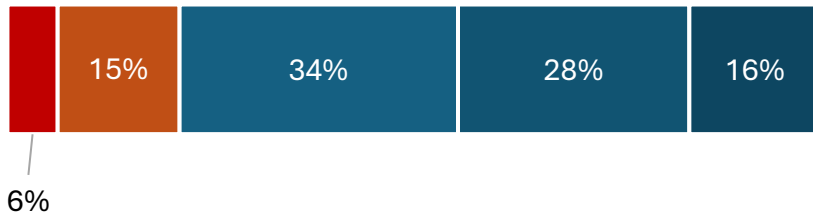
**Individuals with disabilities are more aware of or affected by their managers' efforts towards inclusion.**

Respondents with disabilities (Yes) have a notably higher percentage (40.91%) strongly agreeing that their manager is actively promoting disability inclusion compared to those without disabilities (No) and those who prefer not to say.

## Leadership Promotes Disability Inclusivity

Percentages, n=520-

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree



## Leadership Promotes Disability Inclusivity, by disability condition

Disability condition	Strongly Disagree (%)	Disagree (%)	Neither Agree nor Disagree (%)	Agree (%)	Strongly Agree (%)
No	6.38	15.11	33.83	29.57	15.11
Prefer not to say	7.14	14.29	53.57	10.71	14.29
Yes	0.00	13.64	18.18	27.27	40.91



# Have you received any disability inclusion training or education from your employer?

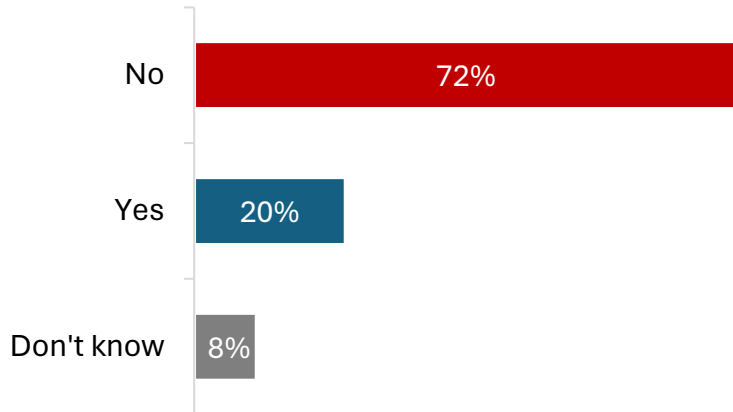


**Disability inclusion training and education are recognized as essential, yet implementation remains limited across organizations.**

There's a notable difference in responses between those who have disclosed having a disability and those who haven't or prefer not to say: respondents with a disability are more likely to have received training (45.45%) compared to those without a disability or who prefer not to disclose.

## Training & Capacity Building in Disability inclusion

-Percentages, n=520-



## Training & Capacity Building in Disability inclusion, by disability condition

Disability condition	No (%)	Yes (%)	Don't know (%)
No	74.04%	19.36%	6.60%
Prefer not to say	50.00%	10.71%	39.29%
Yes	50.00%	45.45%	4.55%

# Have you ever witnessed or experienced any form of discrimination based on disability?

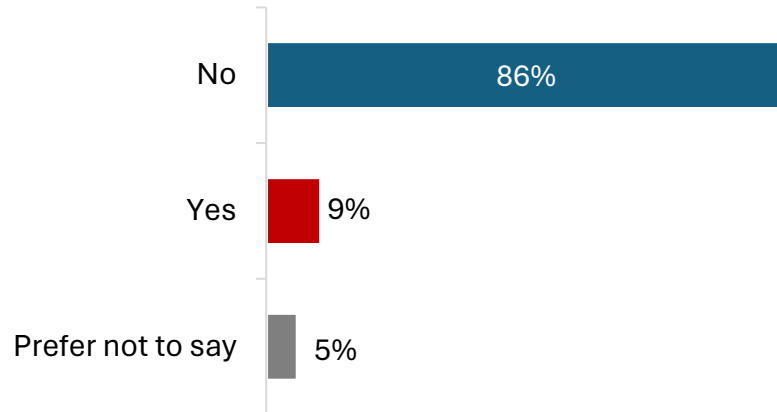


Although most respondents have not witnessed or experienced disability discrimination, a notable awareness gap regarding the prevalence and impact of such discrimination exists.

Among respondents who identified as having a disability, the percentage who have witnessed or experienced discrimination (45.45%) is significantly higher compared to those who have not disclosed a disability or prefer not to say.

## Disability Discrimination

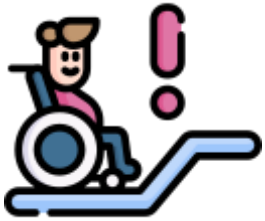
-Percentages, n=520-



## Disability Discrimination, by disability condition

Disability condition	No (%)	Yes (%)	Prefer not to say(%)
No	89.36%	7.02%	3.62%
Prefer not to say	57.14%	14.29%	28.57%
Yes	45.45%	45.45%	9.09%

# Are there any accessibility barriers that you have encountered in the workplace?

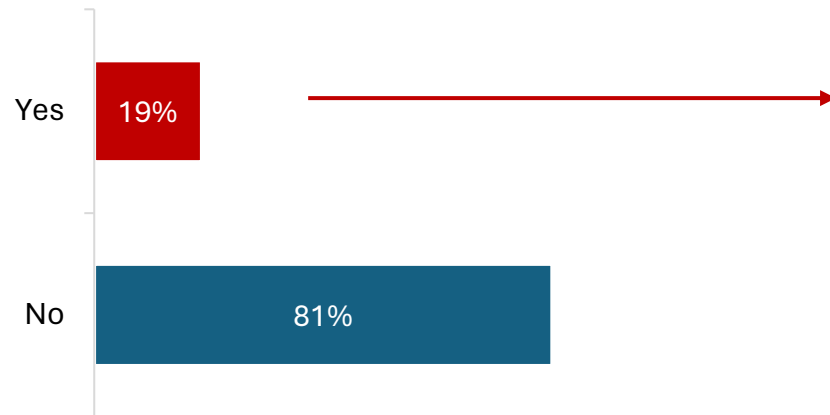


**The reported accessibility barriers in the workplace reflect challenges that are encountered regardless of the specific nature or presence of a disability among respondents.**

The reported barriers reflect consistent needs across all areas concerning tools, infrastructure, and space design for people with disabilities. Each category received similar levels of reporting (between 32% and 34%)

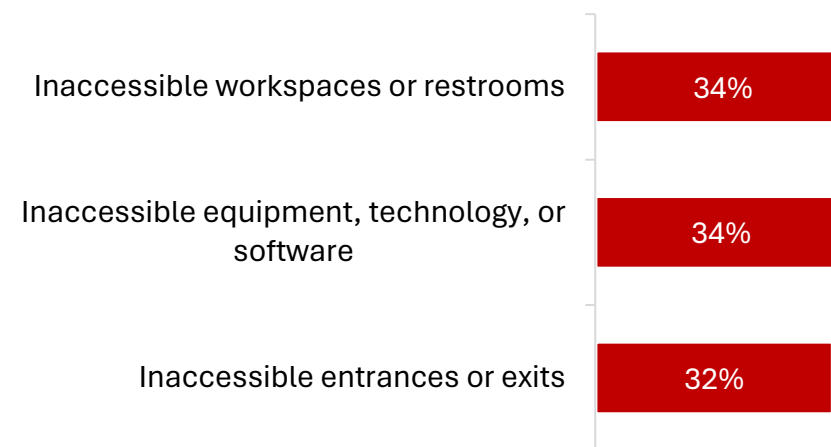
## Accessibility barriers

-Percentages, n=520-



## Detail of accessibility barriers

-Percentages, multiple answer, n=99-





# What improvements would you suggest to better include people with disabilities in our work?



A total of 189 individuals responded to this open-ended question, with a higher frequency of responses (90%) from persons without a disability.

The predominance of suggestions from respondents without disabilities highlights a broader engagement in identifying inclusion improvements, reflecting a collective effort towards a more inclusive workplace. However, it also highlights the potential gap in direct feedback from individuals with disabilities themselves, who are the primary stakeholders in this context.

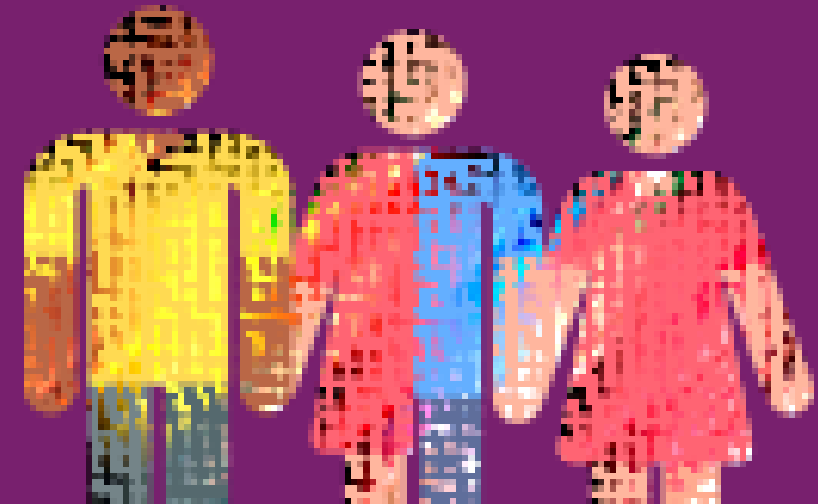
## Improvements for better inclusion of persons with disabilities:

- Specific adjustments to work assignments to match individual disabilities and provision of training courses.
- Increased training, guidance, and counseling.
- Stricter measures for all companies to adhere to gender equality policies, which could also encompass broader inclusivity mandates.
- Consideration of the unique skills and capabilities of individuals with disabilities.



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