

**United Nations Country Team in Montenegro Statement  
on the Equality and Non-Discrimination of Persons with Disabilities  
in Access to Work and Employment  
in UN Entities in Montenegro**

**Adopted on 31 October 2024**

In line with the UN Convention on the Rights of Persons with Disabilities (CRPD), and its Article 27 on the right of persons with disabilities to work on an equal basis with others and the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities, and guided by the 2019 United Nations Disability Inclusion Strategy (UNDIS), the agencies, funds, and programmes that form the UN Country Team (UNCT) in Montenegro, are committed to ensuring the inclusion and non-discrimination of persons with disabilities in the UN labour force in Montenegro, including eliminating all forms of discrimination at all stages of the employment process.

To that effect, the UNCT pledges to:

- Ensure that all job profiling, recruitment, selection, employment, training and development, promotion and retention processes of all UN personnel, including staff, consultants, interns and volunteers, and candidates for these positions are inclusive, accessible and free from discrimination against persons with disabilities.
- Explicitly state in vacancy announcements that persons with disabilities are encouraged to apply and that reasonable accommodation is available throughout the recruitment, hiring and employment cycle, in accordance with entity procedures and policies.
- Ensure accessibility of recruitment and hiring processes, including through accessible vacancy announcements and application formats. Additionally, the UNCT commits to provide the possibility for persons with disabilities to submit applications, upon request, in alternative formats.
- Make efforts to ensure that vacancies reach persons with disabilities, including through their representative organizations, and that outreach measures reflect gender and geographical diversity.
- Jointly with organizations of persons with disabilities, identify and work towards eliminating barriers that may hinder inclusion and equal participation in the workplace including through enhancing accessibility of UN Offices, ICT, communications, and emergency procedures.
- Provide reasonable accommodation throughout the employment cycle, including adjustments to equipment, adaptation of working arrangements, and flexible work options.
- Ensure a confidential and accessible process for feedback by personnel with disabilities to their management is in place.

- Continuously raise awareness and strengthen capacities on disability inclusion, with support of organizations of persons with disabilities, among managers and all UN Personnel to promote an enabling environment and inclusive organisational culture. This includes ensuring that managers and human resources personnel have the knowledge and tools to ensure improved accessibility and access to reasonable accommodation.
- Review the workforce diversity, in numbers, and the experiences of inclusion by personnel with disabilities in the fourth (penultimate) year of the implementation of the UN's Sustainable Development Cooperation Framework for Montenegro.
- Establish a dedicated focal point within each agency, fund, and program to oversee efforts in the inclusion of persons with disabilities in the workforce in Montenegro and overall, in the implementation of UNDIS within their agency, fund and program.

The UN Country Team in Montenegro is composed of the following 19 Agencies, Funds and Programmes: FAO, IFAD, ILO, IOM, ITU, OHCHR, UN Women, UNCTAD, UNDP, UNDRR, UNECE, UNEP, UNESCO, UNHCR, UNICEF, UNIDO, UNODC, UNOPS and WHO