



Kiribati National Disability Policy

And Action Plan

2018 – 2021



Contents

CONTENTS	2
HONORABLE VICE-PRESIDENT'S FOREWORD	3
EXECUTIVE SUMMARY	5
POLICY FRAMEWORK	7
POLICY AREAS AND OUTCOMES	8
POLICY IMPLEMENTATION	19
PERFORMANCE MEASUREMENT AND REPORTING	21
ACTION PLAN 2018 - 2021	22
ABBREVIATIONS AND DEFINITIONS	41

Honorable Vice-President's Foreword

A Statement by the Honorable Vice President



It is with great pleasure that I present the first Kiribati National Disability Policy and Action Plan (KNDP) 2018-2021 to the Government of Kiribati and my fellow I-Kiribati and most importantly, to our citizens with disabilities.

This policy and its action plan reflect the work of many people and organisations over ten years and I acknowledge the government ministries, churches, unimwane, non-government organisations and community members who contributed to its development. I commend the leadership and energy of Te Toa Matoa for raising the voice of people with disability in calling for a formal strategy to address the human rights of our citizens with disabilities. You have spoken and we have listened.

For too long our citizens with disabilities have been denied the opportunity to share in the resources of our beautiful island nation, to participate in its social and cultural richness and to contribute to its challenges and our planning for the future. Many people with disabilities have been denied the basic health and education services. They have been held in a cycle of poverty to the detriment of their wellbeing and the wellbeing of their families. It has also been to the detriment of our nation as a whole. We will become stronger and more prosperous if we open our doors to the skills, knowledge, aspirations and contributions of all I-Kiribati.

That is why the Government of Kiribati committed in 2013 to promote, protect and fulfil the rights of people with disabilities and acceded to the United Nations' Convention on the Rights of Persons with Disabilities (CRPD). We take the obligations of that commitment seriously. The KNDP provides a first four-year framework to guide our work to achieve an inclusive and barrier-free society. It focuses on I-Kiribati citizens with disabilities as rights holders, key resources and contributors to our nation's development. The policy provides a national approach to inclusive development, building on progress we have already made and setting new actions for us to improve the life opportunities with, and for, I-Kiribati with disabilities.

This government committed to strengthen our nation by investing directly in our people. I am proud to see some of the key announcements in our 2016 Motinnano and Kiribati Vision 2020

(KV20) included in and as obligations of this important policy. To progress our commitment to accessible quality education for all, the KNDP includes actions to improve for students with disabilities access to, and attendance in, mainstream schools; and it includes better resourcing the Kiribati School and Centre for Children with Special Needs to meet the education needs of children who require a specialist teaching environment. To progress our commitment to support our most vulnerable citizens to rise above the challenges of poverty and hardship, this policy includes the introduction of a social protection payment. The payment will be made directly to people with the most significant disabilities who are not able to do paid work; and it will be complemented by affirmative action programs like an Employment Quota to provide jobs for people with disabilities who are able to work.

We would not have been able to make the progress we have, without generous support and resources from our regional, national and international partners. I thank the Australian Department of Foreign Affairs and Trade, Pacific Islands Forum Secretariat, the Pacific Disability Forum, the Secretariat for the Pacific Community and its Regional Rights Resource Team, the United Nations' Economic and Social Commission of Asia and the Pacific and the World Health Organisation. Your technical and financial support will continue to be critical to us over the next four years and beyond.

I recognise that we have a great deal to do to make human rights for all a reality. This work will progress beyond the life of this policy into the decades ahead. In partnership with our citizens with disabilities, and with the sustained commitment of all I-Kiribati and our valued partners, I am confident that we will succeed.

Te Mauri, Te Raoi ao Te Tabomoa i aomi ni bane.



The Hon. Mr Kourabi Nenem

Vice President of the Republic of Kiribati

24 September 2018

Executive Summary

People with disabilities have had very limited access to mainstream life in Kiribati, experiencing widespread misunderstanding and discrimination and many barriers to participating and accessing the opportunities their fellow I-Kiribati enjoy^{1,2}. They are less likely to go to church or play sport, less likely to go to school and receive adequate health care. They are less likely to be employed and face great barriers in providing for themselves and their families. The rights and needs of I-Kiribati with disabilities have largely been ignored in the laws, policies, budgets and practices of government and community stakeholders at all levels.

The 2015 Kiribati Population and Housing Survey (national census) estimated the total number of people with disability to be 11,863 or 9% of the population aged five (5) years and above. As in other countries, people with disabilities are over-represented amongst the poorest members of society³. Poverty mixed with disability in the challenging Kiribati environment make living conditions hard for people with disabilities and their families⁴. Women and children with disabilities and those from outer islands experience additional forms of exclusion and discrimination, making their experience of poverty harder still.⁵

The Government of Kiribati (GoK) made an important commitment to its citizens with disabilities by acceding to the United Nations' *Convention on the Rights of Persons with Disabilities* (CRPD) in 2013. In doing this, the government committed to recognize people with disabilities as stakeholders with equal citizenship rights. The *Kiribati National Disability Policy and Action Plan 2018 – 2021* (KNDP) provides the framework to guide the work of all stakeholders in implementing the CRPD. The GoK KNDP 2018 – 2021 is also mandated to promote and achieve the GoK's inclusive development efforts aligned with its 2016 Motinnano and KV20.

This policy has been driven by people with disabilities working with government and partners across many sectors. The KNDP reflects the leadership and advocacy of Te Toa Matoi (TTM) in

¹Spratt, J. (2013). *A Deeper Silence: The Unheard Experiences of Women with Disabilities – Sexual and Reproductive Health and Violence against Women in Kiribati, Solomon Islands and Tonga*. Suva: UNFPA, <http://countryoffice.unfpa.org/pacific/drive/ADEEPERSILENCE.pdf>;

² World Bank/World Health Organization, 2011, *World Report on Disability* http://www.who.int/disabilities/world_report/2011/en/index.html (p.11).

³ World Bank/World Health Organization, 2011, *World Report on Disability* http://www.who.int/disabilities/world_report/2011/en/index.html (p.11).

⁴ UNICEF, 2010, *Pacific children with disabilities*, http://www.unicef.org/pacificislands/Children_with_disabilities_final_report.pdf;

⁵ UNICEF, 2010, *Pacific children with disabilities*, http://www.unicef.org/pacificislands/Children_with_disabilities_final_report.pdf;

bringing on board many stakeholders to understand that disability inclusive development requires deep and genuine attitudinal, societal, structural and institutional change.

The Situational Analysis 2017 highlights important developments in Kiribati. Gradually people with disabilities are being acknowledged as important members of, and contributors to, their families and communities and to the nation. While progress is obvious across many sectors, there is a long way to go. The significant progress we need to make can only occur with effort and collaboration from all. To progress this work the policy outlines 11 priority areas for action:

1. Ensure all Kiribati legislation complies with and supports the intent of the CRPD.
2. Strengthen and support TTM and its affiliated member organisations.
3. Improve collection, collation, analysis and use of data in disability related service, program and policy development.
4. Make all Kiribati resources available to all community members through improved accessibility to the physical spaces and provision of accessible information.
5. Increase community awareness about disability and build individual and systemic advocacy.
6. Improve access to quality education and vocational training programs.
7. Increase access to employment and income generating activities.
8. Develop social protection and poverty alleviation strategies for eligible people with disabilities without income.
9. Improve access to quality health care, rehabilitation services and assistive technologies.
10. Address the particular disadvantage experienced by women and girls with disabilities.
11. Promote disability inclusive development as the shared responsibility of every government and non-government sector.

Each policy area has a set of actions developed by the relevant stakeholders. As these actions are implemented over four years, we will begin to address the rights of, and barriers holding back people with disabilities meaningfully, systematically and sustainably. Monitoring and evaluation must be included into our work plans so we can check our progress and outcomes. Ministries will be responsible for reporting against their progress each year.

The KNDP reflects a national approach and it is expected that ministries will begin to include the needs of citizens with disabilities into their own planning and budgeting. However, as the ministry

responsible for disability, MWYSSA needs to grow its internal capacity to support its partners to meet their obligations and to lead and report on the KNDP and the CRPD.

Policy Framework

Vision

Kiribati is an inclusive, barrier-free and rights-based society where people with disabilities are empowered, recognised and counted, where they have equal opportunities, meaningful participation and full enjoyment of their human rights.

Definition of ‘Disability’

The term *disability* is universally agreed to be an ever-changing concept. In line with the CRPD Article 1, and for the purposes of this policy, *people with disabilities* includes those who have long-term physical, mental, intellectual or sensory impairments which when combined with various barriers may hinder their full and effective participation in society on an equal basis with others. *People with disabilities* includes girls, boys, women and men of all ages, people living in rural, urban and island areas of Kiribati and those with psychosocial disabilities.

Policy Purpose

This policy provides a four-year framework to guide all stakeholders in their work, alongside people with disabilities, to make sure people with disabilities have equal opportunities, meaningful participation and full enjoyment of their human rights.

The policy outlines the priority areas for attention and sets out actions that have been selected to begin our work toward achieving the vision of this policy. The actions are not intended to limit the work that occurs. They provide us with a starting point and a way of joining our efforts for maximum impact.

Ensuring that the human and citizenship rights of people with disabilities are upheld is everyone’s responsibility. This policy names the stakeholders who have an important role to play. For the purpose of this policy ‘*stakeholder*’ means government and non-government/community organisations, traditional leaders, churches and faith based organisations, private sector

enterprises, donors and development partners, people with disabilities and their families; and the I-Kiribati community at the local and national level.

The policy provides a basis from which we will be able to measure and monitor our progress over the years ahead. It is expected that this policy will be reviewed mid-way through its implementation and at the end of 2021 to help us to decide the next priorities and actions.

Guiding Principles

The policy applies the principles of the CRPD and recognises the importance of culture in Kiribati society; the guiding principles therefore are:

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of people
- Non-discrimination
- Full and effective participation and inclusion in society
- Respect for difference and acceptance of people with disabilities as part of human diversity and humanity
- Equality of opportunity
- Accessibility
- Equality between men and women
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities
- Respect for the cultural values of Kiribati

Policy Areas and Outcomes

Policy Area 1: Ensure all Kiribati legislation complies with, and supports the intent of, the CRPD.

As a signatory to the CRPD, the GoK is obliged to make sure that laws, regulations, customs and practices do not cause discrimination. Existing laws may need to be modified and new legislation developed to promote, protect and fulfil the rights of people with disabilities. MWYSSA and TTM, with advice from the Kiribati National Council of People with Disability (KNCPWD), will work with the Ministry of Justice to audit key legislation to consider compliance with the CRPD and provide recommendations for amendments or any new laws required.

People with disabilities are in the best position to know how they can be included in all aspects of Kiribati community, civil and economic life. They are also in the best position to identify the things that limit or prevent their participation. The CRPD requires signatories to ‘*closely consult and actively include persons with disabilities, including children with disabilities, through their representative organisations*’ in the development of legislation and policies to implement the CRPD and in other decision making processes.

Outcomes

- Relevant Laws of Kiribati are aligned with the CRPD.

Key International and Regional Agreements

- CRPD Articles 4 and 5; Incheon Strategy Policy Direction (a), Goal 5; PFRPD Goal 2; SDG 16 and 17.

Reporting Data Sources

- Kiribati Development Plan, Universal Periodic Review Report, CRPD Report

Policy Area 2: Strengthen and support Te Toa Matoa and its affiliated member organisations.

TTM is the national body run by, and representing, people with disabilities in Kiribati. It also operates as a peak organisation for a small but increasing number of disabled people’s organisations. Government support of TTM and its affiliates is needed for it to continue to build its capacity to strongly represent the views of I-Kiribati with disabilities, raise community awareness about disability rights; and empower people with disabilities to understand and voice their own rights.

Outcomes

- TTM is recognised, including by government, as a strong and sustainable organisation that advocates for people with disabilities.
- TTM and its affiliates are skilled and confident in bringing together their members and representing their views in local and national development processes.
- People with disabilities have increased access to their human rights in line with the CRPD.

Key International and Regional Agreements

- CRPD: all specifically Articles 29; Incheon Strategy Policy Direction (m); PFRPD Goal 3; SDG 17.

Reporting Data Sources

- Kiribati Development Plan, Donor reports, Universal Periodic Review Shadow Report; CRPD, CRC and CEDAW Shadow Report

Policy Area 3: Improve collection, collation, analysis and use of data in disability related service, program and policy development.

Data related to people with disabilities and their interaction with social welfare, gender, child protection, age, health, education, disaster and risk management, climate change, human resource development and labour issues and needs, is collected by some civil society stakeholders and a number of government ministries. It is not collated or systematically collected, analysed or reported.

National and local governments as well as civil society stakeholders agree on the need to collect better and more current data to ensure policy, planning, resourcing and service delivery is accessible to, and benefits, all people with disabilities.

By supporting qualitative research and strengthening the existing efforts including through the national census, the Household Income and Expenditure Survey (HIES) and the Demographic Health Survey to capture meaningful and reliable data there is potential to build a body of knowledge about the situation of people with disabilities across Kiribati. Improved and targeted data will also assist us to measure the effectiveness of the actions in this policy and our progress in making disability rights a reality for I-Kiribati.

Outcomes

- Accurate and meaningful data is available about the number of people with disabilities and their standard of living and unmet support needs. This data is disaggregated by gender and age and can be compared against international standards; it is being used to improve services, policy and program development; and to inform the allocation of resources across government.

Key International and Regional Agreements

- CRPD Article 9, Incheon Strategy Goal 3; PFRPD Goals 1,2,3,4 and 5; SDG 17.

Reporting Data Sources

- Kiribati Development Plan, National Census Report; DHS Report; HIES Report; line ministry reports; Disability Survey Report; website and other publications.

Policy Area 4: Make all Kiribati resources available to all community members through improved accessibility to the physical spaces and provision of accessible information.

For all citizens to enjoy their human rights we need a barrier-free accessible environment that meets the needs of people with disabilities living in urban and rural areas. An accessible physical environment where people with disabilities can move around on roads and pathways, use public transport, enter and move around in public buildings, access water and sanitation facilities will increase their opportunities to go to school, to access health services, to work, and participate in all other aspects of community life.

Access to information and communication technology, particularly for people with vision, hearing and intellectual impairment, offers a means to communicate with others, gain knowledge about important life enhancing resources and opportunities like health care needs and services, education, employment, and community events such as sports, church and cultural performances. It is also important that people with disabilities are aware of, and included in, climate change and disaster management information and planning.

Accessible information and communication technology includes the use of plain and simple language, the use of pictures, large print, sign interpreters; as well as assistive technologies such as Braille, screen reader software, hearing loops and tactile paving in public areas.

Awareness raising about accessibility and the obligation of government, community and civil services to make reasonable adjustments to accommodate people with disabilities; ensuring that infrastructure standards have provision for accessibility in line with universal design principles and that standards are enforced for new infrastructure; as well as conducting accessibility audits on existing community facilities such as sporting, church and evacuation and health centres are priority areas for action in this policy.

Outcomes

- More public infrastructure is accessible to all and people with disabilities are using the range of health, education and employment services.

Key International and Regional Agreements

- PFRPD Goal 2; SDG 10,16 and 17

Reporting Data Sources

- Kiribati Development Plan, sector policies; ministry and operational plans; building and other infrastructure design documents; CRPD Reports and Shadow Reports.

Policy Area 5: Increase community awareness about disability and build individual and systemic advocacy.

Stigma, discrimination and prejudice are everyday experiences for I-Kiribati with disabilities and are major barriers to their participation in daily life. Building community familiarity with disability, assisting people to understand the rights of people with disabilities and enabling people with disabilities to lead awareness and advocacy activities is beginning to change the way people with disabilities are treated and included in their homes, in their communities and in Kiribati's development. Changing perceptions have helped people with disabilities to be more involved in education, sports, and cultural activities and in decision-making at the national level.

Changing public perceptions can also help people to see themselves as important and productive citizens and can encourage them and their families to participate more in community life (*World Report on Disability*). This policy therefore prioritises activities that increase awareness and build advocacy capacity.

Outcomes

- There is increased community awareness and knowledge about people with disabilities and people with disabilities are included with respect and equity in all areas of Kiribati life.

Key International and Regional agreements

- CRPD Article 8; Incheon Strategy Goal 3; PFRPD Goal 2; SDG 10, 16 and 17.

Reporting Data Sources

- Kiribati Development Plan, Communication and Advocacy Plan and annual progress reports; materials developed and published, CRPD Reports; UPR Reports.

Policy Area 6: Improve access to quality education and vocational training programs.

Education is the gateway to full participation particularly because it can open the door to the social and economic life of a community. Learning is a lifelong process supported by formal education and training.

Unfortunately, many I-Kiribati with disabilities have never been to school, left school early or attend erratically. Children with disabilities are often excluded from accessing any form of education.⁶The government has committed to *Education for All* and to achieving Sustainable Development Goal (SDG) 4 on universal primary education. CRPD Article 24 states that ‘*children with disabilities should not be excluded from the general education system on the basis of disability and should have access to inclusive, quality and free primary and secondary education on an equal basis with others in the community in which they live.*’ Kiribati has also acceded to the Convention on the Rights of the Child (CRC), which recognizes the right of girls and boys with disabilities to a quality education.

The education system is working to better reach out to all learners and their families to genuinely include people with disabilities in all learning resources and opportunities with their peers. The Ministry of Education (MoE) through the Kiribati Education Fund (KEF) and their partners are implementing the Inclusive Education Policy with an Inclusive Education Working Group monitoring its progress. This policy commits the government to a number of activities to remove some of the barriers to education and training institutions and programs experienced by people with disabilities across Kiribati.

As a primary provider of education services for children and young people with disabilities, strengthening the capacity of the Kiribati School and Centre for Children with Special Needs (KSCCSN) is also an important focus of the inclusive education and of this policy.

Outcomes

- The education system can refer children to, and is supported by, an early identification and intervention service.
- All school-aged children are enrolled in and regularly attending school and receiving quality education programs suited to their age and which are catering to their individual learning needs.
- Parents and/or caregivers are engaged in the education of their child.
- Adults with disabilities are participating and completing tertiary, vocational and other skills development programs.

Key International and Regional Agreements

- CRPD Articles 5, 7,9 and 24; CRC Article 23; Incheon Strategy Goal 5; PFRPD Goals 1 and 2; SDG 4.

⁶ UNICEF, 2013, *The State of the World's Children 2013 Children with Disabilities*, p27

Reporting Data Sources

- Kiribati Development Plan, Sector reports; School committee reports; KTC program and courses data base; School Enrolment Reports submitted to Inclusive Education Coordinator; KTC reports; KIT reports; reports to donors and UN Convention reporting.

Policy Area 7: Build access to employment and income generating activities.

In Kiribati a person without disability is twice as likely to be unemployed compared to a person with a disability. People with disabilities are vulnerable to unemployment because there are generally limited employment options, employer attitudes and prejudices, people with disabilities not being aware of what jobs are available, infrastructure that is not accessible, and people with disabilities not having had opportunities for education or skills training to meet job requirements. To improve this situation and promote inclusive employment the Ministry of Employment and Human Resources (MEHR) completed a *Disability Inclusive Policy* in 2015. The policy was developed in partnership with TTM and the Disability Inclusive Unit, MWYSSA.

Income generating activities including full or part-time employment, self-employment and social enterprises provide economic empowerment and reduce poverty. Some people with disabilities have been involved in initiatives to gain access to income generating activities. However, people with disabilities are not taking part in the vocational and employment programs run by government and community organisations for the whole community. With additional resources and technical capacity these can be enhanced to be accessible to people with disabilities. This effort will help ensure that women, men and young people with disabilities begin to access a variety of employment and income generating activities into the future.

Outcomes

- Lives of people with disabilities are improved through increased access to skills training, sustainable decent employment and other income generating activities.

Key International and Regional Agreements

- CRPD Articles 27; Incheon Strategy Goal 1; PFRPD Goal 1; SDG 1.

Reporting Data Sources

- Kiribati Development Plan, MLHRD Disability Inclusive Policy Progress Reports; ministry sector reports; CRPD Reports; shadow reports.

Policy Area 8: Build access to social protection and poverty alleviation strategies for eligible people with disabilities without income.

Where opportunities to gain any form of income are limited, social protection and access to poverty alleviation activities can protect people with disabilities and their families from extreme deprivation. Social protection schemes may strengthen the role of the person within the family as they are able to contribute to their own costs within the family unit. Social protection may assist people with the additional costs associated with their disability such as transport or aid equipment not provided by government.

The types of supports provided through social protection schemes may include financial assistance; basic living supplies like food and water; concessions for air, sea, land transport; grants and scholarships; and programs to support communities to grow produce or set up a social enterprise.

Outcomes

- People with disabilities are protected from extreme deprivation and the absence of basic human rights.
- Families and communities are supported in their care for, and inclusion of, their family member with a disability.
- People with disabilities are better placed to contribute to the life of their family and community.
- People, particularly women and children, with disabilities are less vulnerable to abuse and neglect.

Key International and Regional agreements

- CRPD Articles 28; Incheon Strategy Goal 1; PFRPD Goal 1; SDG 1, 2, 10 and 17.

Reporting Data Sources

- Kiribati Development Plan, MLHRD Disability Inclusive Policy progress reports; ministry sector reports; CRPD reports; CRPD shadow reports.

Policy Area 9: Improve access to quality health care, rehabilitation services and assistive technologies.

Access to basic health care is a human right. Good health is needed for people to participate in education, employment, cultural and religious activities. Health systems should respond to the general and specialised needs of people with disabilities such as rehabilitation and assistive technologies⁷. Making public health programs and all levels of the health system better able to cater to people with disabilities is an important focus of this policy.

There is limited information about the current health care needs of I-Kiribati with disabilities. Resources will be sought to enable better analysis of met and unmet needs of all people with a disability and provide information about any particular needs of children, women and those living on outer islands. This will help the health system to identify its strengths and gaps, as well as to better plan, budget and provide for all health care needs across a range of programs and services.

The Ministry of Health and Medical Services (MHMS) continues to work with partners including MWYSSA, the World Health Organisation (WHO) and TTM to train health personnel and develop programs like those for non-communicable diseases (NCDs), sexual and reproductive health and eliminating gender-based violence programs which are accessible to people with disabilities.

The Tungaru Rehabilitation Service (TRS) provides specialist care and assistive technologies, such as wheelchairs and prosthetics that enable people with disabilities to participate in daily activities. Resources will be sought to fund the assistive technologies and training of personnel to strengthen and expand the service available across the country.

Early identification and intervention can ensure people with disabilities of all ages are better able to achieve their potential and personal goals. As a priority, MHMS will seek resources to undertake a feasibility study of how early identification and intervention services can be provided and supported in Kiribati. While the primary focus will be on services for children with disabilities, the study will also look at how existing strategies like community based rehabilitation and personnel such as community nurses or health workers, and MWYSSA administrative social

⁷ WHO (2013) Draft WHO Action Plan, <http://www.who.int/disabilities/actionplan/en/index.html>

welfare officers (ASWO) can develop skills to be able to pre-identify developmental and health issues in people of any age.

Outcomes

- All people with disabilities attain better health and rehabilitation outcomes and have access to needed preventative, early intervention, health and rehabilitation services.
- Women and girls with disabilities are accessing women's health services.

Key International and Regional Agreements

- CRPD Articles 20, 25, 26 and 32; WHO Disability Action Plan; Incheon Strategy Goal 5; PFRPD 2; SDG 3,10 and 17.

Report Data Sources

- Kiribati Development Plan, National Health Strategic Plan (NHSP), Kainikatikun Te Marurung (KTM) Wellness Centre, Tungaru Rehabilitation Services (TRS), ; Health Information Unit Reporting System (MHMS); reports to donors.

Policy Area 10: Address the particular disadvantage experienced by women and girls with disabilities.

Women and girls with disabilities experience multiple forms of disadvantage in all areas of their life. They may be subjected to social, cultural and economic disadvantages that will negatively impact their access to health care, education, vocational training and employment. They are vulnerable to high rates of violence and sexual abuse. Women and girls also commonly take the role of carers for family members with disabilities which impacts on their social, educational and financial participation.

Kiribati is committed to fulfilling its obligations under Article 6 of the CRPD by taking action to eliminate multiple-discrimination to ensure full development, advancement and empowerment of women. As a States Party to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), Kiribati is working to achieve gender equality and women's empowerment. Eliminating sexual and gender based violence is a key policy priority for the government.

While there are many government and community policies and strategies that focus on women and girls, stakeholders recognise the need to make sure these proactively include women with

disabilities. They have also committed to build their understanding about, and capacities to address, disability rights and the specific experiences of women and girls with disabilities. This policy also highlights the need to collect gender-disaggregated data across all policy priorities.

Outcomes

- *Ana kaungaaki aine, n ikotaki ma aine aika mwauku, nakon karaoan tibwangaia n te maeu ae bwaniin, ngkai boni ngaiia oin te maeu ma kakoroan bukin kantaninga ni kabane nakon kabanean tamaroaia.* This means ‘I-Kiribati women, including women with disability(ies) will be encouraged to play their role within the family/community particularly to the best of their abilities’.
- Barriers experienced by women and girls with disabilities in society are removed and they are treated equally and with respect as they participate in all aspects of community life.

Key International and Regional Agreements

- CRPD Articles 6 and 31; CEDAW reporting; Incheon Strategy Goal6; PFRPD Goals 1, 2,3 and 4; SDG 4, 5, 8, 10, 11, 16 and 17.

Report Data Sources

- Government policy documents; TTM, AMAK and other women’s association reports; sector data reports, Kiribati Development Plan.

Policy Area 11: Promote disability inclusive development as the shared responsibility of every government and non-government sector.

Disability is everybody’s business. Including people with disabilities in all government and community sector planning and consideration will strengthen work to ensure that they are treated equally and their rights and needs are appropriately addressed.

The leadership and collaboration between TTM and other stakeholders has started the process of inclusion across sectors. This policy area recognises that work and the efforts of others such as the Kiribati Local Governments’ Association (KiLGA) in climate change and disaster risk management. It also identifies key sectors of priority for attention such as the sports sector. MWYSSA will seek resources to develop a guide for including people with disabilities across all government sectors to assist them to meet their obligations over time.

Outcomes

- The quality of life of people with disabilities is improved as they are included in and benefitting from a range of government and community services, programs and opportunities.
- No one is left behind.

Key International and Regional Agreements

- CRPD Articles 4,9,11,30 and 31; Incheon Strategy all Policy Directions and Goal 7; PFRPD Goals 1,2,3,4 and 5; SDG 4, 5, 8, 10,11, 13, 16 and 17.

Reporting Data Sources

- KiLGA Reports, KJIP reports; sports stakeholder reports, *Kiribati Development Plan*.

Policy implementation

The Kiribati National Disability Policy and Action Plan 2018-2021 is an ambitious four-year policy and its implementation needs to be focused, sequenced and timely. This national framework requires the commitment and resources of government and community stakeholders across all sectors and levels of society. It is a shared responsibility that requires the effort of everyone.

Some stakeholders have particular responsibilities in the implementation of this policy.

MWYSSA is the lead ministry responsible for the concerns of people with disabilities. It is therefore MWYSSA's responsibility to lead and coordinate the implementation of this policy; this includes but is not limited to:

- Being an advocate for this policy across government ministries, community organisations including disabled people's organisations, churches, service providers and the private sector.
- Supporting stakeholders to have a clear plan to guide their work over the four-year period.
- Ensuring the rights of people with disabilities are respected and protected in all new programs and policies.
- Raising awareness about the CRPD across government and supporting the capacity development of stakeholders relevant to the CRPD and disability inclusive development.
- Coordinating national activities on human rights and disability matters with ministries, including commitments to community based rehabilitation and inclusive development.
- Monitoring and evaluating the implementation of the CRPD and co-ordinating status reports from ministries to meet UN CRPD obligations.

- Providing secretariat support to a re-established Kiribati National Council of Persons with Disabilities.
- Monitoring, evaluating and reporting to government and the KNCPDW on the implementation of this Policy and Action Plan.

Addressing the rights and concerns of people with disabilities is a new way of working for all stakeholders. It is essential that MWYSSA has the resources, skills and confidence to lead and coordinate national efforts to progress work to meet our obligations to our citizens with disabilities as outlined in the CRPD.

Attention must be given to building the resources within MWYSSA and specifically its Disability Inclusive Division that has one senior officer position going into 2018 which has been funded by the Australian Government. Strong leadership and coordination will strengthen existing efforts across government, identify and address existing gaps in policies, services and data collection; and will help ensure that implementation and reporting on the CRPD is timely, accurate and collaboratively achieved.

It is also important that MWYSSA is supported by an effective Kiribati National Council of People with Disability (KNCPWD) which is able to provide guidance and advice on policy implementation. Re-establishing this council will be an important first activity under this policy. The Terms of Reference and membership for the KNCPWD will reflect its need to take on a national CRPD monitoring function. Membership will include people with disabilities and representatives from stakeholder groups including those responsible for actions to progress this policy.

As the representative umbrella body for people with disabilities, TTM will play an important role in ensuring the policy implementation is working towards achieving our CRPD commitments. TTM will work with community and government to advocate and support development that will enable people with disabilities to experience real change and opportunities. TTM will need to be properly resourced to represent the voice of people with disabilities across a range of sectors, to continue to advocate, advise and monitor disability efforts and to draft CRPD parallel reports.

All ministries and local councils have a role to play in making sure that the actions and policy outcomes outlined in this document reach I-Kiribati with disabilities across all islands. It is their responsibility to work with people with disabilities, MWYSSA, TTM and other stakeholders to

identify their obligations under the CRPD as they do the work needed to meet their commitments in this policy and action plan.

Ministries will be responsible for the development of their own policy and program implementation schedules through to 2021. These should reflect agreed roles, responsibilities, capacity and resources needed as well as how those resources will be sourced. The implementation schedule should also outline the monitoring and reporting requirements for each policy area.

Implementing this policy will need technical, material and financial resources from across the Kiribati government and community as well as from regional and international development and donor partners. We ask regional and international development partners to continue to work with us, in line with CRPD Article 32, over the coming four years.

Performance measurement and reporting

Monitoring and evaluation will make sure this policy and action plan achieve meaningful change in the lives of people with disabilities, their families, communities and our nation. While the policy seeks longer-term outcomes that in some cases need generational change to achieve, the action plan provides a range of performance indicators to let us see what is achieved over the next four years. The indicators were developed and agreed by the policy stakeholders in ministries across GoK and it is their responsibility to report against them annually.

In many cases ministries should be able to draw on the information they put into other reporting including the *Kiribati Development Plan* as well as other national, regional and international frameworks that have been outlined in this document. Reports will be submitted to MWYSSA annually and MWYSSA will prepare an annual progress report on the KNDP for the KNCPWD and government.

A mid-term review of the policy and action plan is recommended after year two (2019). The purpose of that review will be to assess overall progress, determine whether uncompleted actions are still relevant and, if necessary, recommend revised actions for the remaining period of the policy. The scope of, and methodology for, the mid-term review will be agreed by the KNCPWD.

In its final year, 2021, the policy and action plan will be reviewed under the guidance of the KNCPWD to determine progress against the actions and what outcomes have been achieved. At

that time the 11 policy action areas will be tested for their continued relevance. They may need major changes or they may only need minor adjustment to accommodate the emerging or changing community priorities.

MWYSSA will be responsible for seeking technical and financial support to assist all review processes and ensure the views of people with disabilities and other key stakeholders, including those living on outer islands, are included.

Action Plan 2018 - 2021

This *Kiribati National Disability Policy and Action Plan 2018-2021* was developed by people with disabilities in partnership with government and other stakeholders across many sectors. It reflects a national approach to disability inclusive development through attitudinal, social and institutional change.

The 11 policy priorities include a mix of activities that target skills, resource and capacity building to individuals and through TTM and those which focus on introducing mainstreaming approaches to better enable people with disabilities to be included along with all other community members and their needs accommodated as a matter of day to day business.

Ministries are expected to complete the outlined actions within four years and to report annually on their work plan progress during that time. Responsible ministries should include timelines, miles tones and communication strategies in their work plans to achieve their commitments.

Kiribati National Disability Policy Action Plan 2018 - 2021

Policy priority 1: All Kiribati legislation complies with, and supports, the intent of the Convention on the Rights of Persons with Disabilities (CRPD).

Outcomes:

- All Kiribati legislation aligns to the CRPD

Strategy	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget (4 years)
<p>1. Incrementally reform Kiribati legislative structures to comply with the principles and articles of the UN CRPD.</p>	<p>1. Develop a register of prioritized legislation to be audited for CRPD compliance.</p> <p>2. Assess the practical and financial implications of each recommended legislative amendment.</p> <p>3. Submit a report explaining recommended legislation amendments and implications against each prioritised item of legislation, to Cabinet and Parliament.</p> <p>4. Develop a <i>National Disability Inclusion Act</i>.</p>	<ul style="list-style-type: none"> • A proposal is submitted to seek UN ESCAP assistance in the audit of legislation. • Technical assistance to reform legislation to comply with CRPD is engaged from PIFS, SPC-RRRT and UN ESCAP in partnership with MOJ. • Communication and implementation plans are developed for each piece of legislation undergoing CRPD related reform. • The GoK accedes to the Marrakesh Treaty to enable adaptation of intellectual property to meet accessibility to requirements of people with disabilities. 	<p>1-4. Ministry of Justice (MOJ), MWYSSA</p>	<p>Activities 1 – 3 : \$8,000.00</p> <p>Activity 4: \$63,000.00</p>

Policy priority 2: Strengthen and support TTM and its affiliated member organisations.

Outcomes:

- TTM is recognised, including by government, as a strong and sustainable organisation that advocates for people with disabilities.
- TTM and its affiliates are skilled and confident in bringing together their members and representing their views in local and national development processes.
- People with disabilities have increased access to their human rights in line with the CRPD.

Strategy	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget (4 Years)
<ol style="list-style-type: none"> 1. Support TTM and affiliate members to develop skills needed to represent the human rights and needs and interests of people with disabilities. 2. Support the TTM board and affiliated members to build their leadership and management capacity. 	<ol style="list-style-type: none"> 1. TTM to implement activities outlined in its Strategic Policy. 2. TTM to develop an endorsed governance structure including a Terms of Reference (ToR) for the TTM board of management. 3. TTM to submit shadow reports on CRPD, CRC and CEDAW compliance and the Universal Periodic Review (UPR). 4. TTM participates as an active member of governance and advisory bodies across a range of 	<ul style="list-style-type: none"> • TTM and affiliate members are accessing a range of relevant training, peer networking and development opportunities. • TTM and affiliates advocate and represent disability issues and provide options and/or solutions to government, civil society and the community. • TTM is receiving funding from a number of sources and is meeting its contractual obligations related to that funding. 	<p>1-4. MWYSSA, TTM, AMAK and affiliates</p>	<p>1-4 \$20,000.00</p>

	sectors including the Kiribati National Disability Council for Persons with Disabilities.			
--	---	--	--	--

Policy priority 3: Improve collection, collation, analysis and use of data in disability related service, program and policy development.

Outcomes:

- Accurate and meaningful data is available about the number of people with disabilities and their met and unmet needs. This data is disaggregated by gender and age and can be compared with international standards, it is being used to improve services, policy and program development; and to inform the allocation of resources across government.

Strategies	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget (4 Years)
-------------------	-------------------	-----------------------------------	-----------------------------------	------------------------------------

<ol style="list-style-type: none"> 1. Increase capacity of National Statistics Office (NSO) staff to collect, analyse and report on disability data. 2. Strengthen the coordination of gender and age disaggregated disability data across all line ministries. 	<ol style="list-style-type: none"> 1. Establish and maintain partnerships with Council of Regional Organisations in the Pacific agencies and organisations that sponsor data collection activities. 2. Train all data collectors and analysts on disability rights and issues. 3. The relevant sections of the Washington Group Questionnaire are used in the national census, the Social Development Indicator Survey (SDIS), formerly the Demographic Health Survey, for 2018 onwards and other relevant national surveys to draw out disability data 4. Release data analysis publicly and in accessible formats. 	<ul style="list-style-type: none"> • NSO is included in line ministries' data activities ensuring consistent disability data is collected. • National population surveys include relevant questions about disability and/or the needs and/or circumstances of people with disability. • Data collection meets international standards and guidelines. • Gender and age disaggregated data is collected in all surveys related to disability. 	<p>1-4. NSO</p> <p>3 – MHMS (involved in the SDIS)</p>	
---	--	--	--	--

Policy priority 4: Make all Kiribati resources available to all community members through improved accessibility to the physical spaces and the provision of accessible information.

Outcomes:

- More public infrastructure is accessible to all and people with disabilities are using the range of health, education and employment services.

Strategies	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget
<ol style="list-style-type: none"> 1. Raise awareness about the need for community spaces, resources and information to be accessible and the obligation for service providers and governments to make reasonable adjustments to accommodate individual needs. 2. Raise public awareness about the accessibility obligations outlined in the Kiribati National Building Code (KNBC) 2015. 3. Establish network with the Kiribati Chamber of Commerce for private sector to align business activities with the needs of people with disabilities. 	<ol style="list-style-type: none"> 1. Conduct awareness activities to promote understanding within government, NGOs and the community generally. 2. Conduct staff awareness activities within line ministries. 3. Develop and implement a plan to ensure all new buildings meet the accessibility standards outlined in the KNBC. 4. Include in the review of the KNBC, a review of its disability related accessibility requirements against universal design principles. 5. Conduct access audits on prioritised infrastructure including health and sports facilities, churches, maneabas and evacuation centres. 	<ul style="list-style-type: none"> • Information and communication across a range of sectors is available in accessible formats. • All new buildings including on the outer islands are accessible in line with the NBC. • A disability-awareness training program is in place for workers responsible for ensuring infrastructure meets accessibility requirements. • The KNBC is enforced. • A proposal is submitted to GoK to amend the KNBC to enable MISE to make recommendations to buildings constructed before 2006. • The recommendations from the building accessibility audits are presented to relevant ministries and agreed audit recommendations are being implemented. 	<p>1.MWYSSA, TTM& Ministry Infrastructure and Sustainable Energy (MISE)</p> <p>2-4. MISE</p> <p>5.MISE, TTM and line ministries</p> <p>6-7. MISE, MOJ</p>	<ol style="list-style-type: none"> 1. \$16,000.00 2. \$14,000 3. \$20,000.00 4. In-kind contribution 5. In-kind contribution.

	6. Submit a proposal to GoK seeking agreement to develop a legislative tool through which to ensure all new public infrastructure meets disability universal design principles. 7. Develop the legislative tool (contingent GoK approval).			6. Nil 7. 63,000.00
--	---	--	--	------------------------

Policy priority 5: Increase community awareness about disability and build individual and systemic advocacy.

Outcomes:

There is increased community awareness and knowledge about people with disabilities and they are included with respect and equity in all areas of Kiribati life.

Strategies	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget (4 Years)
1. Promote awareness of the human and citizenship rights of people with disabilities.	1. Establish a Communication and Advocacy Work plan under the KNCPWD. 2. Develop educational scripts and materials to raise disability awareness among people in all Kiribati communities.	<ul style="list-style-type: none"> Communication and Advocacy Work Plan is established under the KNCPWD with Terms of Reference and communication and advocacy plans developed. Communication and Advocacy Work Plan annual progress reports are submitted to the KNCPWD. 	1-3.MWYSSA, MoE, MHMS	1. \$1,500.00 2. 20,000.00

	3. Conduct awareness raising outreach programs to all Kiribati communities, including outer islands.	<ul style="list-style-type: none"> Educational, promotional and advocacy materials are developed in accessible formats and using different media. TTM and people with disabilities are included in the development and implementation of advocacy and awareness activities. 		
--	--	---	--	--

Policy priority 6: Improve access to quality education and vocational training programs.

Outcomes:

- The education system is referring children to, and is supported by, an early identification and intervention service.
- All school-aged children are enrolled in, and regularly attending, school and receiving quality education programs suited to their age and catering to their individual learning needs.
- Parents and/or caregivers are engaged in the education of their child.

Adults with disabilities are participating and completing tertiary, vocational and other skills development programs.

Strategies	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget (4 Years)
1. Implement the Ministry of Education (MoE) Inclusive Education Policy (2015). 2. Deliver community awareness programs including through the rehabilitated accessible schools, about the expectation and benefits of inclusive education for all.	1. MoE to take responsibility for including salaries, benefits and training of KSCCSN teachers and support staff. 2. Rollout donor sponsored program to rehabilitate all education facilities and	<ul style="list-style-type: none"> Progress is made and monitored against the indicators for all actions in the Inclusive Education Policy (2015). KSCCSN is registered as a school with MoE. 	1. MoE 2. MoE, MISE 3. MoE, MEHR 4. MoE, SCCSN, KIT 5. MoE, NSO	1. \$102,376.00 2. \$1.5million 3. \$8,000.00 4. \$100,000.00

<p>3. Increase the accessibility of bridging and vocational programs to meet the needs of students with disabilities.</p> <p>4. Ensure the Kiribati School and Centre for Students with Special Needs (KSCCSN) can access all of the teaching, administrative, infrastructure, funding and governance resources that are available to all other primary and junior secondary schools.</p> <p>5. Improve the data coordination, collection and analysis across all educational systems.</p>	<p>buildings to make them accessible to all.</p> <p>3. Introduce work experience programs for students with disabilities from Junior Secondary School.</p> <p>4. Introduce bridging programs to enable people with disabilities to develop the learning and English skills needed to take part in vocational programs.</p> <p>5. Develop a database to capture gender-disaggregated data on the attendance, performance and outcomes for students with disabilities in all educational settings.</p> <p>6. Develop partnerships between MoE, people the disabilities and teachers from the specialist education system, to enable expertise and resources to be shared in</p>	<ul style="list-style-type: none"> • A gender disaggregated data baseline has been developed with the NSO and is being used to: <ul style="list-style-type: none"> ○ monitor the enrolment and attendance of students with disabilities in all mainstream schools; ○ monitor enrolment, attendance and educational outcomes for students with disabilities in tertiary and vocational education programs; and to ○ inform inclusive education policy, planning and resourcing. • Number of school-aged children with disabilities enrolled in mainstream schools is increasing each year (report comparative data). • The education system is making reasonable adjustments to accommodate any additional support needed by children and young people with disabilities in the mainstream system. • The number of children and young people attending the KSCCSN aligns with the estimated number of 	<p>6-7 MoE KSCCSN</p>	<p>5. \$5 0,000.0 0</p> <p>6. Nil</p> <p>7. Nil</p>
--	---	--	---------------------------	---

	<p>the provision of inclusive education opportunities.</p> <p>7. Develop a Memorandum of Understanding between KSCCSN and MoE to ensure students transitioning from the specialist into the mainstream system are supported.</p>	<p>students with high needs most suited to the specialist environment.</p> <ul style="list-style-type: none"> Bridging programs for KIT entry are available for people including people with disabilities, with limited formal education, English and in need of additional assistance to undertake formal study. Flexibility is provided to accommodate the episodic nature of some psychosocial disability. 		
--	--	--	--	--

Policy priority 7: Increase access to employment and income generating activities.

Outcomes:

- Lives of people with disabilities are improved through increased access to skills training, sustainable decent employment and other income generating activities.

Strategies	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget (4 Years)
<p>1. Promote and implement the Ministry of Employment and Human Resource (MEHR) Disability Inclusive Policy 2015-2020.</p> <p>2. Increase the participation of students and other people with</p>	<p>1. Make the Bairiki MEHR office physically accessible to people with disabilities.</p> <p>2. Provide students with disabilities with meaningful work</p>	<ul style="list-style-type: none"> People with disabilities are able to physically enter the MEHR office with other service users. A MEHR Disability Inclusive Policy Implementation Plan has been developed and is being implemented and reported against. 	<p>1-2. MEHR</p> <p>3. MEHR and all other named stakeholders</p> <p>4-6. MEHR</p>	<p>1. \$50,000 .00</p> <p>2. \$48,000 .00</p> <p>3. \$15,000 .00</p>

<p>disabilities in employment programs.</p> <p>3. Promote the inclusion of women with disabilities in income generating and skills development activities.</p> <p>4. Introduce affirmative action initiatives to build employment opportunities.</p> <p>5. Include the National Career Counseling and Employment Centre resources in initiatives to build employment outcomes for people with disabilities.</p> <p>6. Ratify International Labour Organisation (ILO) 159 in support of decent employment for people with disabilities.</p>	<p>experience and support to connect with potential employers after formal schooling.</p> <p>3. Develop an Implementation Plan and Guidelines to introduce an employment quota for people with disabilities in government and civil sectors.</p> <p>4. Review and enhance the accessibility of the National Career Counseling and Employment Centre.</p> <p>5. Develop a gender and age disaggregated data baseline data on workforce participation and skills training.</p> <p>6. Develop an Implementation Plan for the MEHR Disability Inclusive Policy 2015-2020</p> <p>7. Identify and provide small business training and business development</p>	<ul style="list-style-type: none"> • Disability and Equal Employment Awareness raising activities are conducted by MEHR with TTM, to potential employers, including State Owned Enterprises and civil society. • Training opportunities are linked to government seed funding and/or loans opportunities. • Targets and actions in implementation, communication and risk mitigation plans related to the employment quota are met. • An implementation plan is developed to monitor the progress of agreed reforms to improve the accessibility of the National Career Counseling and Employment Centre service. • GoK has ratified ILO 159 to commit to ensure decent employment for people with disabilities. 	<p>7. MCIC</p> <p>8. PSO and all Ministries</p> <p>9. MEHR</p>	<p>5-6. \$50,000.00</p> <p>7. \$100,000.00</p> <p>8-9. Nil</p>
--	--	---	--	--

	<p>opportunities for people with disabilities.</p> <p>8. Revise the Post Description template used by all ministries to include the GoK commitment to provide equal employment opportunities and encourage people with disabilities to apply for GoK positions.</p> <p>9. Revise the Application Form template used by all ministries to reflect the commitment to equal employment opportunities.</p>			
--	--	--	--	--

Policy priority 8: Develop social protection and poverty alleviation strategies for eligible people with disabilities who are without income.

Outcomes:

- People with disabilities are protected from extreme deprivation and the absence of basic human rights.
- Families and communities are supported in their care for, and inclusion of, their family member with a disability.
- People with disabilities are better placed to contribute to the life of their family and community.
- People, particularly women and children with disabilities are less vulnerable to abuse and neglect.

Strategies	Activities	Key Performance Indicator	Main implementing agencies	Indicative Budget (4 Years)
-------------------	-------------------	----------------------------------	-----------------------------------	------------------------------------

<ol style="list-style-type: none"> 1. Understand the needs people with disabilities who are without income. 2. Identify and test sustainable social protection measures. 3. Introduce measures to monitor the outcomes achieved through social protection measures; this includes monitoring for unintended negative consequences. 4. Introduce a Disability Support Allowance for people with high needs unable to gain paid employment. 	<ol style="list-style-type: none"> 1. Collect disability and gender-disaggregated data from the School Subsidy Scheme. 2. Collect disability and gender disaggregated data from the Elderly Fund Scheme 3. Provide disability and data awareness training to relevant MIA island council clerks and workers and MWYSSA Elderly Fund Scheme staff. 4. Develop Guidelines and Implementation Plan for the Disability Support Allowance. 	<ul style="list-style-type: none"> • Data collection systems are designed with input of NSO. • School fee subsidy and support programs are effective in supporting families to maintain the attendance of children and young people with disabilities through their education. • Data collected from the Elderly Fund Scheme contributes to understanding about the needs of older people with disabilities. • Targets and actions in implementation, communication and risk mitigation plans related to the social protection measures are met. 	<p>1-3.MWYSSA with NSO</p> <p>4. MWYSSA</p>	<p>1 – 2 Nil</p> <p>3. \$160,000.00</p> <p>4. \$6 million</p>
---	---	--	---	---

Policy priority 9: Improve access to quality health care, rehabilitation services and assistive technologies.

Outcomes:

- All people with disabilities have better health and rehabilitation outcomes and get needed preventative, early intervention, health and rehabilitation services.
- Women and girls with disabilities are using women’s health services.

Strategies	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget (4 Years)
<ol style="list-style-type: none"> 1. Establish health data base/s that can capture the unmet health and rehabilitation needs of people with disabilities including those with psychosocial disabilities. 2. Build the capacity and capability of health and rehabilitation programs to deliver multi-disciplinary responses. 3. Strengthen partnerships to build disability and preventative health responses to people living on outer islands 4. Provide clear public messages, including on outer islands, about health promotion, how to prevent the onset of disability and reduce further impairment. 	<ol style="list-style-type: none"> 1. Identify and implement consistent gender and age disaggregated disability data in all MHMS services including those for people with psychosocial disability. 2. Strengthen the rehabilitation unit, including with multidisciplinary expertise, to prescribe aid, equipment, and assistive technologies and provide related support, training and maintenance services. 3. Establish multi-disciplinary teams to carry out screening, early identification and early intervention services including for children with disabilities and people with non-communicable disease related 	<ul style="list-style-type: none"> • All MHMS service data can be disaggregated by disability type, age and gender. • Data is being used to inform health policies and services. • Early identification and screening services are established and sustainably resourced. • An MOU is in place between MHMS and MWYSSA to set out the outreach service responsibilities in the provision of rehabilitation, aids and equipment to people on the outer islands. • An MOU is in place between MHMS and MoE to set out responsibilities and pathways in the identification of developmental delay and disability in school age children and the provision of early intervention services. • People with psychosocial disabilities are receiving practical in home assistance to live in their family home and work towards their individual goals. 	<ol style="list-style-type: none"> 1. MHMS & NSO 2. MHMS 3. MHMS (Rehabilitation/ NCD units) 4-6. MHMS 7. MHMS & MWYSSA 8. MHMS, MEHR, KIT 	<ol style="list-style-type: none"> 1. Nil 2. \$150,000.00 3. \$10,000.00 4. \$200,000.00 5. \$20,000.00 6. Nil 7. Nil 8. \$80,000.00

	<p>impairments and mental health needs.</p> <ol style="list-style-type: none"> 4. Provide scholarships and training opportunities for I-Kiribati in specialised fields including occupational therapy, speech therapy, physiotherapy and community based rehabilitation, mental health and psychosocial disability. 5. Extend the Diabetic Foot Care Clinic to the outer islands. 6. Include people with disabilities in health promotion programs including those related to sexual and reproductive health and eliminating gender-based violence. 7. Develop an MOU to formalize the partnership between MHMS and the Assistant Social Welfare Officers (ASWO) in relation to the outer island outreach services on the 	<ul style="list-style-type: none"> • MHMS NCD Program and Health Promotion Unit are working with TTM and other disability organisations to reach community members with disabilities and to check their MHMS health promotion materials are accessible to all. • An MOU is in place between the Health Promotion Team MHMS, ASWO MWYSSA and community (outer island) nurses and medical assistants, in relation to the delivery of health promotion messages to people with disabilities in the communities or outer islands. • Health information is available in accessible formats. • Number of scholarships made available in specialised disability fields each year (report comparative data annually). • Number of training opportunities available in specialised disability fields each year (report comparative data annually). • An MOU is in place between MHMS and MWYSSA to formalise outer-island rehabilitation and medical outreach services. • 		
--	---	---	--	--

	<p>use and take care of aids, equipment and assistive technology.</p> <p>8. Strengthen the capacity of the community mental health outreach program to provide in-home practical supports to people with psychosocial disabilities.</p>			
--	---	--	--	--

Policy priority 10: Address the particular disadvantage experienced by women and girls with disabilities.

Outcomes:

- *Ana kaungaaki aine, n ikotaki ma aine aika mwauku, nakon karaoan tibwangaia n te maeu ae bwanin, ngkai boni ngaiia oin te maeu ma kakoroan bukin kantaninga ni kabane nakon kabanean tamaroaia* this means ‘I-Kiribati women, including women with disability (ies) will be encouraged to play their role within the family/community particularly to the best of their abilities’.
- Barriers experienced by women and girls with disabilities in society are removed and they are treated equally and with respect as they participate in all aspects of community life.

Strategies	Activities	Key Performance Indicators	Main implementing agencies	Indicative Budget (4 Years)
1. Establish a cross-sectorial data strategy to collect information about the unique needs and vulnerabilities of women and girls with disability.	<ol style="list-style-type: none"> 1. Undertake a cross sector analysis of the needs of women and girls. 2. Develop a data set to be used across sectors to build the evidence base about the needs of, and 	<ul style="list-style-type: none"> • Findings and recommendations from the cross-sectorial analysis of the needs of women and girls are used to inform policies, programs and services and to promote and protect their equal human and citizenship rights. 	1-2. NSO, MWYSSA	<ol style="list-style-type: none"> 1. \$10,000.00 2. \$6,000.00 3. Nil

<p>2. Undertake activities to raise awareness about the rights of women and girls with disabilities.</p>	<p>outcomes achieved by, women and girls with disabilities.</p> <p>3. Women’s groups and associations include women and girls with disabilities in activities including, but not only, those focused on gender equality and women’s empowerment and development</p> <p>4. Include women and girls with disabilities in the implementation of gender-focused policies eg. Gender Equality Policy, Elimination of Gender Based Violence.</p> <p>5. Provide, and include women and girls with disabilities in, leadership and advocacy training.</p> <p>6. Identify and provide cultural skills training to support income-generating opportunities for women and girls with disabilities.</p>	<ul style="list-style-type: none"> Challenges for, and needs of, women with disabilities are reflected in mainstream policies including the Gender Policy and Eliminate Gender Based Violence (EGBV) Policy. 	<p>3. MWYSSA, AMAK</p> <p>4. All ministries</p> <p>5. MWYSSA</p> <p>6. MEHR, MWYSSA, AMAK</p>	<p>4. Nil</p> <p>5. \$10,000.00</p> <p>6. \$50,000.00</p>
--	---	---	---	---

Policy priority 11. Promote disability inclusive development as the shared responsibility of every government and non-government sector.

Outcomes:

The quality of life of people with disabilities is improved as they are included in and benefitting from a range of government and non-government services, programs and opportunities.

Strategies	Activities	Key Performance Indicators	Main implementing agencies	
<ol style="list-style-type: none"> 1. Promote the shared responsibility to progress and resource the implementation of the KNDP and the CRPD to ministries, private business, churches and Faith Based Organisations. 2. Implement the Kiribati Local Government Association (KiLGA) Strategic Plan to: <ol style="list-style-type: none"> a. assist with the establishment of CBID committees; and b. assist in the enforcement of disability related legislation and policies. 3. Build partnerships and activities focused on increasing opportunities for people with disabilities of all ages to be included in the broadest range of sporting and physical activities across Kiribati. 	<ol style="list-style-type: none"> 1. Develop a guide to assist all GoK ministries to include people with disabilities in all services, programs and plans. 2. Maintain a register of prioritised GoK strategic and operational policies to be reviewed against CRPD. 3. Review the <i>Kiribati Joint Implementation Plan (KJIP) for climate change and disaster risk management</i> to assess its inclusiveness of people with disabilities 4. Develop Standard Operating Procedures to address the needs of 	<ul style="list-style-type: none"> • A Guide for Inclusion is developed for the GoK. • TTM and other stakeholders are consulted about the priority GoK strategic and operational policies to be reviewed against CRPD. • An Implementation Plan with timeline is being used to manage and monitor the review of strategic and operational policies. • Churches and Faith Based Organisations are actively contributing to the actions outlined in the NDP. • KiLGA Strategic Plan is developed and people with disabilities are included in all planning processes. • The needs of people with disabilities are included in island council strategic plans and budgets. 	<ol style="list-style-type: none"> 1. MWYSSA, TTM 2. MWYSSA 3. KiLGA, Office of Te Berentitenti (OB) & National Disaster Management Office (NDMO) 4. NDMO 5. Sports committees and federations 	<ol style="list-style-type: none"> 1. \$10,000.00 2. Nil 3. \$4,000.00 4. \$4,000.00 5. \$10,000.00

	<p>people with disabilities in emergency situations.</p> <p>5. The sports stakeholders, MWYSSA and Kiribati National Olympic Committee and federations:</p> <p>a) conduct a workshop with people with disabilities and sports stakeholders to identify how to ensure access and inclusion</p> <p>b) include people with disabilities in sport, recreation and leisure activities in the community</p> <p>c) conduct access audits on sporting facilities and seek resources to modify facilities to ensure accessibility</p> <p>d) increase opportunities for people with disabilities to compete at elite levels.</p>	<ul style="list-style-type: none"> • The needs of people with disability are included in KJIP implementation plans. • Baseline data is developed with NSO to measure the number of accessible sporting facilities and annual improvements are reported. • Baseline data is established with NSO reflecting the number of people with disabilities participating in formal sporting activities and ongoing data collection options are identified. • All GoK ministries and island councils are taking into account the accessibility needs of citizens with disabilities and making reasonable adjustments to ensure all community members can genuinely access community and government resources. • The Kiribati Paralympic Committee is resourced including to: <ul style="list-style-type: none"> ○ work with athletes with disabilities to participate in elite level sports; and ○ provide training to KNOC coaches to assist in the identification and training of, athletes with disabilities for all forms of sports. 		
--	--	--	--	--

Abbreviations and Definitions

ASWO	Administrative Social Welfare Officers (employed by MWYSSA)
AMAK	Aia Maea Ainen Kiribati
DFAT	Australian Government - Department of Foreign Affairs and Trade
BMF	Biwako Millennium Framework for Action Towards an Inclusive, Barrier-free and Rights-based Society for All in Asia and the Pacific
CBID	Community Based Inclusive Development
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
Civil Society	Private and for-profit organisations, professional bodies and services
CRC	United Nations' Convention on the Rights of the Child
CRPD	United Nations' Convention on the Rights of Persons with Disabilities
DHS	Demographic Health Survey
EGBV	Elimination of Gender Based Violence
GoK	Government of Kiribati
HIES	Household Income and Expenditure Survey
IIAP	Inclusion International Asia-Pacific
ILO	International Labour Organisation
KANGO	Kiribati Association of Non-Government Organisations
KCCI	Kiribati Chamber of Commerce and Industries
KDP	Kiribati Development Plan
KEF	Kiribati Education Fund
KiLGA	Kiribati Local Government Association
KIT	Kiribati Institute of Technology
KSCCSN	Kiribati School and Centre for Children with Special Needs
KTM	Kainikatikun te Marurung
KNCPWD	Kiribati National Council for Persons with Disabilities
KNDP	Kiribati National Disability Policy
MCIC	Ministry of Commerce, Industry and Cooperatives

MCTTD	Ministry of Communication, Transport and Tourism Development
MDG	Millennium Development Goal
MHMS	Ministry of Health and Medical Services
MEHR	Ministry of Employment and Human Resources
MIA	Ministry of Internal Affairs
MISA	Ministry of Internal and Social Affairs
MISE	Ministry of Infrastructure and Sustainable Energy
MoE	Ministry of Education
MFED	Ministry of Finance and Economic Development
MWYSSA	Ministry of Women, Youth, Sport and Social Affairs
NCDs	Non Communicable Diseases
NDMO	National Disaster Management Office
NGO	Non-Government Organisation or community based organization
NSO	National Statistics Office
OB	Office of Te Berentitenti
PIFS	Pacific Island Forum Secretariat
PFRPD	Pacific Framework on the Rights of Persons with Disabilities 2016-2025
PRSD	Pacific Regional Strategy on Disability
Reasonable Accommodation	Making needed appropriate changes to a place or activity to enable people with disabilities to be included. The accommodations need to be fair to the provider as well as the person with disability
SDIO	Senior Disability Inclusive Officer
SDIS	Social Development Indicator Survey
SDG	Sustainable Development Goals
SPC- RRRT	Secretariat Pacific Community- Regional Rights Resource Team
TRS	Tungaru Rehabilitation Service
TTM	Te Toa Matoa
WGSS	Washington Group Short Survey
WHO	World Health Organisation
UN ESCAP	United Nations' Economic and Social Commission for Asia Pacific
UN FPA	United Nations' Family Population Report
UPR	Universal Periodic Report

