



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



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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

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

¹ Spratt, 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).

employed and face great barriers in providing for themselves and their families. The rights and needs of 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 society². Poverty mixed with disability in the challenging Kiribati environment make living conditions hard for people with disabilities and their families³. 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 Matoa (TTM) in 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:

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 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;

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

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

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.⁴The 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.

⁴ UNICEF, 2013, *The State of the World’s Children 2013 Children with Disabilities*, p27

- 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.

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 technologies⁵. 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

⁵ WHO (2013) *Draft WHO Action Plan*, <http://www.who.int/disabilities/actionplan/en/index.html>

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 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 bwanin, ngkai boni ngaiia oin te maeu ma kakoroan bukin kantaninga ni kabane nakon kabanean tamaroiaia.* 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.

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.

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.
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- 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.

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In many cases ministries should be able to draw on the information they put into other reporting to assist all review, including

including the *Kiribati Development Plan* as well as other national, regional and international

sectors. It attitudinal, social and frameworks that have been outlined in this document. Reports will be submitted to MWYSSA approaches

annually and MWYSSA will prepare an annual progress report on the KNDP for the KNCPWD report annually timelines, 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

Policy priority 2: Strengthen and support Kiribati National Disability Policy Action Plan 2018 - 2021			
Outcomes	Strategy	Activities	Key Performance Indicators
<p>Priority 1: All Kiribati legislation complies with, and supports, the intent of the Convention on the Rights of Persons with Disabilities (CRPD)</p> <p>Disability is recognised, including by government, as a strong and sustainable organisation that advocates for TTM and its affiliates are skilled and confident in bringing together their members and representing their interests.</p> <p>All Kiribati legislation aligns to the CRPD</p> <p>People with disabilities have increased access to their human rights in line with the CRPD.</p>			
	1. Develop principles and articles of the UN CRPD.	1. Develop a register of prioritized legislative amendments.	• A proposal is submitted to see
	2. Support the TTM board and affiliated members to build their leadership and management capacity.	2. Submit a report explaining recommended legislation amendments (TOR) for the TTM board of management.	<ul style="list-style-type: none"> • TTM and affiliates advocate a represent disability issues and UN ESCAP in partnership with MOJ. • Provide options and/or solution government, civil society and community. • Communication and implementation plans are developed for each piece of legislation undergoing CRPD related reform.
	4. Develop a <i>National Disability Inclusion Act</i> .	4. TTM participates as an active member of governance and advisory bodies across a range of	<ul style="list-style-type: none"> • The Gov. accedes to the Marrakech Treaty to enable adaptation of intellectual property to meet accessibility to requirements of people with disabilities.

Strategies
Performance Indicators

Activities
Main

Key
Indicative

implementing

agencies

Budget

	63. Submit a proposal for risk seeking programs to all development initiatives of the country to include all new public infrastructure meets disability universal design principles.	<ul style="list-style-type: none"> Educational, promotional and advocacy materials are developed in accessible formats and used in 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: Priority 5: Increase community awareness about disability and build individual and systemic awareness		
<ul style="list-style-type: none"> The education system is referring children to, and is supported by, an early identification and intervention program. 	<ul style="list-style-type: none"> All school-aged children are enrolled in, and regularly attending, schools and receiving quality education programs. Their individual learning needs and knowledge about people with disabilities and they are included in the education of their child. Parents and/or caregivers are engaged in the education of their child. 	<ul style="list-style-type: none"> Adults with disabilities are participating and completing secondary, vocational and higher education.
Strategies	Activities	Key Performance Indicators
<ol style="list-style-type: none"> 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. 	<ol style="list-style-type: none"> 1. Conduct awareness and responsibility for plan including KNCPS, WD, benefits and training of KSCCSN teachers and support staff. 2. Roll out pilot sponsored Kiribati to rehabilitate all education facilities and 	<ul style="list-style-type: none"> • Communication and Advocacy Plans established in the Inclusive Education Policy (2015) • KSCCSN registered Advocates with MOE annual progress reports are submitted to the KNCPS.

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| <ol style="list-style-type: none"> 1. Raise awareness about the need for communication and understanding within obligation for service providers and Ministry governments to make reasonable on the Infrastructure outer islands are accessible in line with the individual needs. | <ol style="list-style-type: none"> 1. Conduct awareness community spaces, resources and available in accessible formats. government, NGOs and the community generally. 2. Conduct staff awareness and Sustainable Energy (MISE) activities within line | <ul style="list-style-type: none"> • Information and a cross a to be accessible and the TTM& .00 • All new buildings including |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|

2. Raise public awareness about the MISE accessibility obligations outlined in place for workers responsible for ensuring the Kiribati National Building Code infrastructure meets accessibility (KNBC) 2015. \$20,000 and line .00
3. Establish network with the Kiribati Chamber of Commerce for private enforcement. sector to align business activities submitted to GoK to 6 -7. MISE, MOJ with the needs of people with disabilities. disability related accessibility requirements universal design accessibility audits are
- ministries. • A disability-awareness training program is 2 - 4 .
3. Develop and implement a plan to ensure all new 5.MISE, TTM 3. buildings meet the requirements.
- accessibility standards outlined in the KNBC. ministries • The KNBC is
4. In-kind
4. Include in the review of the • A proposal is contribution amend the KNBC to enable MISE
- KNBC, a review of its to make recommendations to buildings constructed before 2006. 5. In-kind against
- The recommendations from the contrib building principles. tion.
5. Conduct access audits on presented to relevant ministries and prioritised infrastructure agreed audit recommendations are including health and sports being implemented. facilities, churches, maneabas and evacuation centres.

<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 with 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 baseline has been developed by the NSO and is being used to: <ul style="list-style-type: none"> ○ monitor the enrolment and attendance of students with disabilities in all schools; ○ monitor enrolment and educational outcomes of students with disabilities in tertiary and vocational education programs; ○ inform inclusive education policy, planning and implementation. • Number of school-age children with disabilities enrolled in mainstream schools in each year (report completed) • The education system has made 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 specialist education system aligns with the estimated
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<ol style="list-style-type: none"> Understand the needs people with disabilities who are without income. Identify and test sustainable social protection measures. Introduce measures to monitor the outcomes achieved through social protection measures; this includes monitoring for unintended negative consequences. Introduce a Disability Support Allowance for people with high needs unable to gain paid employment. 	<ol style="list-style-type: none"> Collect disability and gender disaggregated data from the Elderly Fund Scheme and apply for relevant MIA island. Collect disability and gender disaggregated data from the Elderly Fund Scheme Provide disability and gender awareness training to relevant MIA island. Develop Guidelines and Implementation Plan for the Disability Support Allowance 	<ul style="list-style-type: none"> Data collection systems are de Bridging of NSOs for KIT er are available for people inclu School fee subsidy and support programs are effective in supp limited formal education, Eng families to maintain the attend and in need of additional assi of children and young people to undertake formal study disabilities through their educa Flexibility is provided to Data collected from the Elderly Fund Scheme Psychosocial disability understanding about the needs of older people with disabilities.
<p>Policy priority 7: Increase access to employment for people with disabilities and generating activities.</p>		
<p>Outcomes:</p> <ul style="list-style-type: none"> Lives of people with disabilities are improved through increased access to employment generating activities. 	<ol style="list-style-type: none"> Revise the Application Form template used by all workers and MWYSSA ministries to reflect the commitment to equal employment Develop Guidelines and Implementation Plan for the Disability Support Allowance 	<ul style="list-style-type: none"> Targets and actions in implementation, communication, risk mitigation plans related to skills training, sustainable decent social protection measures are
<p>Strategies</p>	<p>Activities</p>	<p>Key Performance Indicators</p>
<p>Policy priority 8: Develop social protection and poverty alleviation strategies for eligible people with disabilities.</p>		
<p>Outcomes:</p>		
<ol style="list-style-type: none"> People with disabilities are protected from discrimination and families and employment are supported in their physical and inclusion of people with disabilities. People with disabilities are better placed to contribute to people with their family and communities. All people with disabilities have better health and rehabilitation outcomes and get needed preventative, early services. Disability Inclusive Policy 2015 and children with disabilities are less vulnerable to abuse and neglect. Women and girls with disabilities are using women's health services. 	<ol style="list-style-type: none"> Make the Bahr MEHR Disability Inclusive Policy 2015 better placed to contribute to people with their family and communities. Disability Inclusive Policy 2015 and children with disabilities are less vulnerable to abuse and neglect. Women's health services. 	<ul style="list-style-type: none"> People with disabilities are able to contribute to people with their family and communities. Physically into the MEHR of preventative, early services. A MEHR Disability Inclusive Implementation Plan has been
<p>Strategies</p>	<p>Activities</p>	<p>Key Performance Indicators</p>

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Strategies

**Activ
ities
Key**

agencies (4 Years)

(4)

<p>1. Establish health data base/s that can capture the unmet health and gender. NSO</p>	<p>1. Identify and implement consistent gender and age</p>	<p>• All MHMS service data</p>
<p>disaggregated by disability type, age and gender. NSO</p>	<p>1 MHMS & 1. Nil rehabilitation needs of people with</p>	<p>disaggregated disability and gender. NSO</p>
<p>disabilities including those with data in all MHMS services • Data is being used to inform health</p>	<p>2. MHMS 2. \$150,000.00 psychosocial disabilities. including those for people</p>	<p>2. Build the capacity and capability of screening 3.MHMS 3. \$10,000.00</p>
<p>policies and services.</p>	<p>with psychosocial health and rehabilitation programs disability.</p>	<p>services are established and (Rehabilitation/ to deliver multi-disciplinary 2.</p>
<p>Strengthen the sustainably resourced. • An MOU is in place between</p>	<p>NCD units) responses. rehabilitation unit,</p>	<p>3. Strengthen partnerships to build including with MHMS and MWYSSA to set out the</p>
<p>outreach service responsibilities in 4-6. MHMS 4. \$200,000.00</p>	<p>multidisciplinary the provision of rehabilitation, aids</p>	<p>preventative health responses to people living on outer</p>
<p>islands 7.MHMS & 5. \$20,000.00</p>	<p>expertise, to prescribe aid, and equipment to people</p>	<p>outer islands.</p>
<p>MWYSSA</p>	<p>equipment, and assistive technologies and provide</p>	<p>4. Provide clear public messages, related support, training • An MOU is in place between</p>
<p>6. Nil including on outer islands, about and maintenance services. MHMS and MoE</p>	<p>to set out 8.MHMS, health promotion, how to prevent responsibilities and pathways in</p>	<p>the MEHR, KIT 7. Nil the onset of disability and reduce 3. Establish multi-</p>
<p>identification of developmental further impairment. disciplinary teams to carry delay and</p>	<p>disability in school age 8. \$80,000.00</p>	<p>out screening, early</p>

	<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:		
<ul style="list-style-type: none"> • <i>Ana kaungaaki aine, n ikotaki ma aine aika mwauku, nakon karaoan tibwangaia n te maeu ae bwanin, ng bukin kantaninga ni kabane nakon kabanean tamaroia</i> this means ‘I-Kiribati women, including women 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 in all aspects of community life. 		
Strategies	Activities	Key Performance Indicators
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 citizens rights.

identification and early intervention services. ion of early children

intervention services including for children with • People with psychosocial disabilities are receiving practical in home disabilities and people assistance to live in their

family with non-communicable home and work towards their disease related individual goals.

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

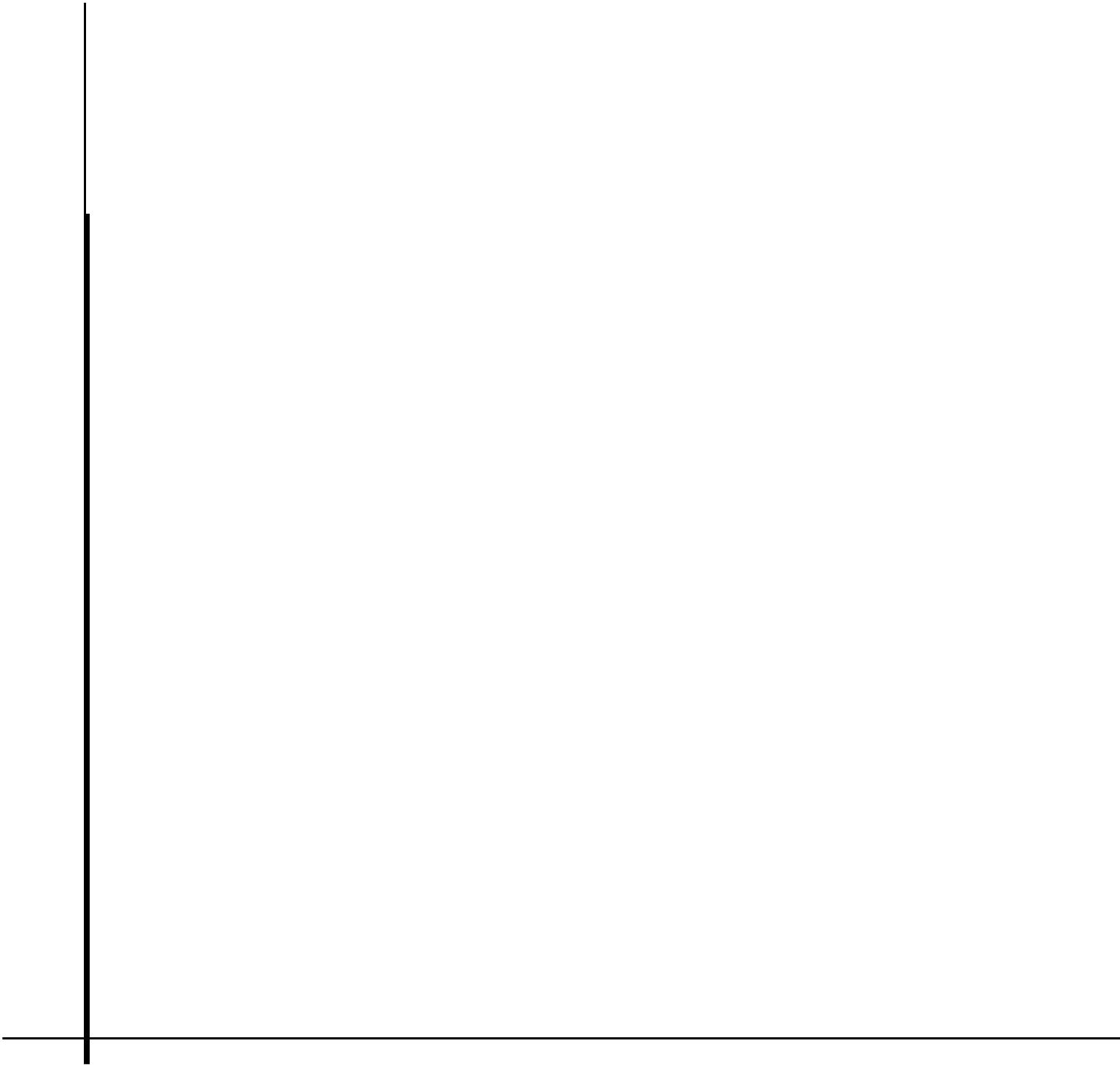
Outcomes:

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
1. Promote the shared responsibility to developed progress and resource the	1. Develop a guide to assist all GoK ministries to include people with	• A Guide for Inclusion is for the GoK.	
1.MWYSSA, 1. \$10,000.00 implementation of the KNDP and TTM	the CRPD to ministries, private disabilities in all services, • TTM and other stakeholders are	2. Nil business, churches and Faith Based programs and plans. consulted about the priority	
2. MWYSSA Organisations. and operational policies to be reviewed against CRPD. 3.KiLGA, \$4,000.00	2. Maintain a register of be reviewed against CRPD. 3.KiLGA, and operational policies to	strategic 3 .	
2. Implement the Kiribati Local Government Association (KiLGA) Plan with Berentitenti Strategic Plan to: timeline is being used to manage and (OB) &National 5. \$10,000.00 a. assist with the establishment of strategic and Disaster of CBID committees; and 3. Review the <i>Kiribati Joint</i> operational policies. Management b. assist in the enforcement of and Faith Based Office (NDMO) disability related legislation Organisations are actively and contributing to the actions outlined 4. NDMO	prioritised GoK strategic Office of Te 4. \$4,000.00 and operational policies to • An Implementation be reviewed against CRPD. monitor the review Management • Churches and		

3. Build partnerships and activities *management* to assess its in the NDP.
 focused on increasing opportunities inclusiveness of people • KiLGA
 Strategic Plan is developed 5. Sports for people with disabilities of all
 with disabilities and people with disabilities are committees and
 ages to be included in the broadest federations range of sporting and
 physical 4. Develop Standard included in all planning processes.
 activities across Kiribati. Operating Procedures to • The needs
 of people with disabilities address the needs of are
 included in island council
 strategic plans and budgets.

	<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 disabilities are included in KJIP implementation plans. • Baseline data is developed by the National Sports Office (NSO) to measure the number of accessible sporting facilities and annual improvements. • Baseline data is established by the NSO reflecting the number of people with disabilities in formal sporting activities and ongoing data collection is identified. • All GoK ministries and local councils are taking into account accessibility needs of people with disabilities and making adjustments to ensure that all members can genuinely participate in community and government resources. • The Kiribati Paralympic team is resourced including: <ul style="list-style-type: none"> ○ work with athletes with disabilities to participate in elite level sports; and ○ provide training to coaches to assist in the identification and support of athletes with disabilities in various forms of sports.
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MCTTD	Ministry of Communication, Transport and Tourism Development
MDG	Millennium Development Goal
MHM	Ministry of Health and Medical Services
S	Ministry of Employment and Human Resources
MEH	Ministry of Internal Affairs
R	Ministry of Internal and Social Affairs
MIA	Ministry of Infrastructure and Sustainable Energy
MISA	Ministry of Education
MISE	Ministry of Finance and Economic Development
MoE	Ministry of Women, Youth, Sport and Social Affairs
MFE	Non Communicable Diseases
D	National Disaster Management Office
MWYSSA	Non-Government Organisation or community based organization
NCDs	National Statistics Office
NDM	Office of Te Berentitenti
O	Pacific Island Forum Secretariat
NGO	Pacific Framework on the Rights of Persons with Disabilities 2016-2025
NSO	Pacific Regional Strategy on Disability
OB	Making needed appropriate changes to a place
PIFS	or activity to enable people with disabilities to
PFRP	be included. The accommodations need to be
D	fair to the provider as well as the person with
PRSD	disability Senior Disability Inclusive Officer
Reasonable	Social Development Indicator Survey
Acco	Sustainable Development Goals
mmod	Secretariat Pacific Community- Regional Rights Resource Team
ation	Tungaru Rehabilitation Service
SDIO	Te Toa Matoa
SDIS	Washington Group Short Survey
SDG	World Health Organisation
SPC- RRRT	United Nations' Economic and Social Commission for Asia Pacific
TRS	Uni
TTM	ted
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