



PNG National Disability Policy
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Papua New Guinea National Policy on Disability

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Department For Community Development and Religion





Front cover: pictured is 12 year old Paula Clement from Pari Village

Paula is a determined participant in the Special Olympics Program.

Persons with Disabilities share a vision for full and meaningful participation in society and the economy, leading to a bright future for Papua New Guinea.

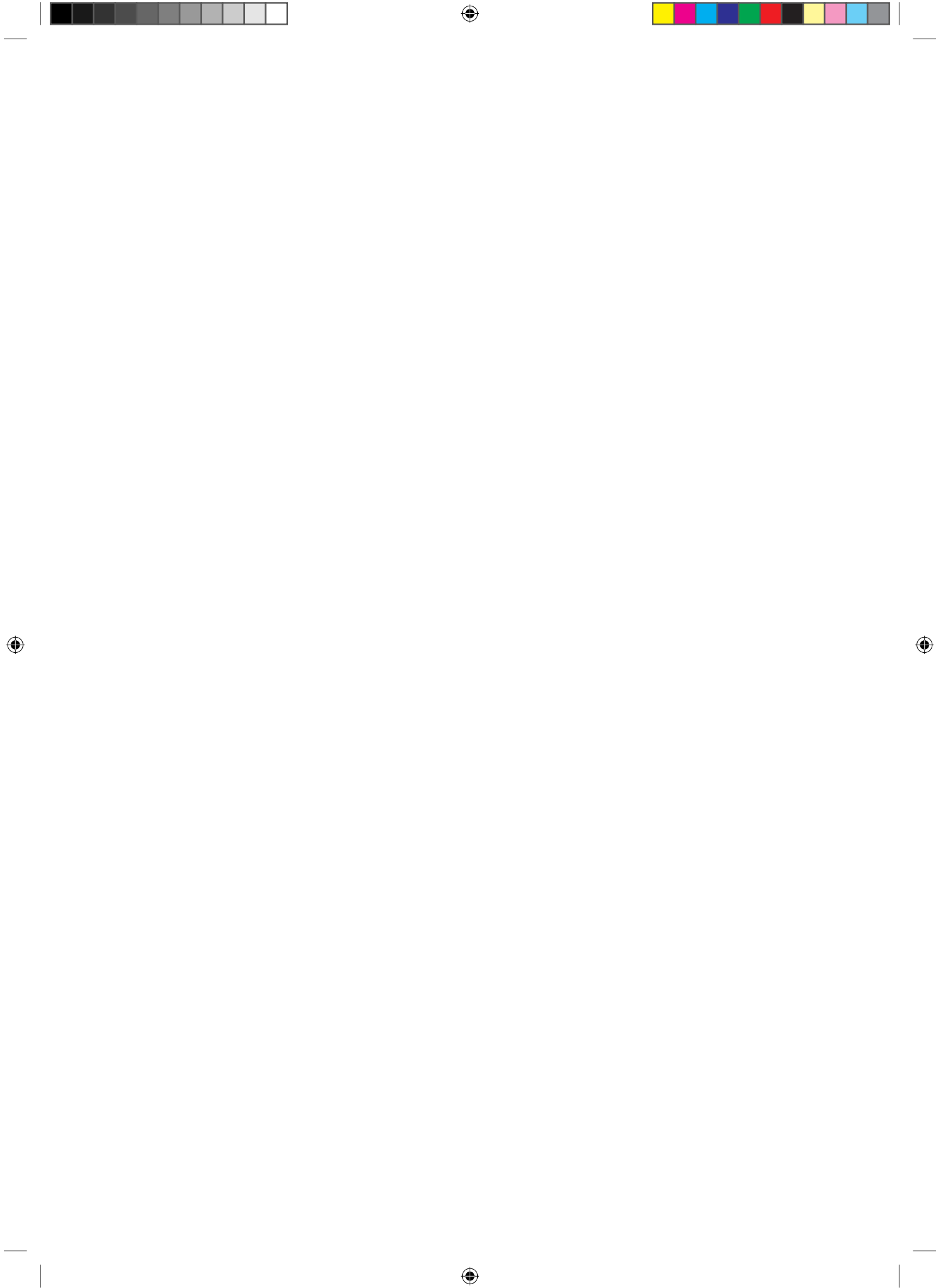




National Policy on Disability 2015 - 2025



Department for Community
Development and Religion





The National Policy on Disability 2015 - 2025



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"Remove Barriers, Make Rights Real"



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Acronyms and Abbreviations

APEC	Asia Pacific Economic Cooperation
AOP	Annual Operating Plan (of the DFCDR)
APTC	Australia Pacific Technical College
BMF	Biwako Millennium Framework
CBR	Community Based Rehabilitation
CRPD	Convention on the Rights of Persons With Disabilities
CSNI	Callan Services National Institute
CSO	Civil Society Organisation
DCDO	District Community Development Officer
DD	Disability Division (of the DFCDR)
DERU	Deafness Education Resource Unit
DFAT	Australian Department of Foreign Affairs and Trade
DFA	Department of Foreign Affairs
DFCDR	Department for Community Development and Religion
DJAG	Department for Justice and Attorney General
DoE	Department of Education
DoH	Department of Health
DoL	Department of Labour and Employment
DoW	Department of Works
DPM	Department of Personnel Management
DPO	Disabled Persons Organisation
DSIP	District Services Improvement Program
DTCI	Department of Trade, Commerce and Industry
GESI	Gender Equity and Social Inclusion
GO	General Orders
GoPNG	Government of Papua New Guinea
HIES	Household Income and Expenditure Survey





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JDPBPC	Joint District Planning and Budget Priorities Committee
JICA	Japan International Cooperation Agency
JOA	Joint Organisational Assessment
LLGSIP	Local-Level Government Services Improvement Program
LPA	Lukautim Pikinini Act
M&E	Monitoring and Evaluation
MP	Member of Parliament
MSG	Melanesian Spearhead Group
NACD	National Advisory Committee on Disability
NBDP	National Board for Disabled Persons
NCW	National Council of Women
NID	National Identification
NPD	National Policy on Disability
NOPS	National Orthotics and Prosthetics Service
NPSP	National Policy on Social Protection
NSO	National Statistical Office
PA	Provincial Administration
PCCD	Provincial Coordinating Committee on Disability
PEC	Provincial Executive Council
PIFS	Pacific Islands Forum Secretariat
PIP	Public Investment Program
PNG	Papua New Guinea
PNGADP	PNG Assembly of Disabled Persons
PNGEC	Papua New Guinea Electoral Commission
PRSD	Pacific Regional Strategy on Disability
PSIP	Provincial Services Improvement Program
SERC	Special Education Resource Centre



SHO	Self Help Organisation
SME	Small and Medium Enterprise
SPSN	Strongim Pipol Strongim Nesen
TWG	Technical Working Group
UNESCAP	United Nations Economic and Social Commission
UNICEF	United Nations Children Fund
UPR	Universal Periodic Report
WHO	World Health Organisation
WNB	West New Britain





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The National Policy on Disability 2015 - 2025



Minister's Foreword



The National Policy on Disability 2015 – 2025 is our national strategy and plan of action for the disability sector.

The policy is focussed on promoting responsible and coordinated action to remove barriers that hinder Persons With Disabilities from enjoying the same rights as all others. The policy was finalised on the basis of an extensive review of the 2009 National Disability Policy.

The timing of this revised policy is significant, on the one hand it supports the government's wider development agenda stipulated in the Alotau Accord and addresses the objectives of Vision 2050 and, on the other hand, it serves as a plan for meeting Papua New Guinea's commitments arising from our government's ratification of the Convention on the Rights for Persons With Disabilities (CRPD) in September 2013. PNG as part of the Asia Pacific is also party to the Pacific Regional Strategy on Disability (PRSD) and the Biwako Millenium Framework Plus 5 (BMF) that both promote the removal of barriers in line with the CRPD. PNG also adopted the Incheon strategy that builds on the CRPD and the BMF in making those rights real through Community Based Rehabilitation (CBR). This sets the pathway for the rights-based agenda in PNG.

I take this opportunity to inform the National Government and all stakeholders that this Policy captures existing and new priorities that will be implemented in the next ten years. These changes are necessary in order for my Department in collaboration with Provincial Community Development Divisions to promote ownership of the agenda, and to ensure we work as a team to deliver our government's development agenda for addressing the needs of Persons With Disabilities in our country.

Many a times resources from economic growth are not transferred to vulnerable communities. Persons With Disabilities as citizens of this nation deserve to be included and benefit from the wealth of the Nation and as a responsible government we are giving the pension for Persons With Disabilities to mitigate and protect our people from falling into poverty and to unlock their potential to contribute to the development of this nation.

It is my duty as Minister responsible to ensure that my Department receives the much needed support and leadership to effectively coordinate the implementation of this National Policy on Disability. My Ministry is committed to the domestication of the CRPD. This means we will support the development of new legislation to provide a clear legal framework for protecting the rights of Persons With Disabilities, and we will enact any improvements to existing government policies, programs and legislation.





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To conclude, I sincerely commend all stakeholders, notably the Papua New Guinea Assembly of Disabled Persons (PNGADP), the Disabled Persons Organisations (DPO) network and the National Board for Disabled Persons (NBDP) and its affiliates, as well as the private sector inputs from groups such as DS International. I also thank our development partners especially Pacific Islands Forum Secretariat (PIFS), the United Nations Economic and Social Commission (UNESCAP), the United Nations Child Fund (UNICEF), the Japanese International Cooperation Agency (JICA) and the Australian Government through their Strongim Pipol Strongim Nesen (SPSN) program. We look forward to our continued partnership in implementing the National Policy on Disability.

Hon. Delilah Gore, MP

Minister for Religion, Youth and Community Development





The National Policy on Disability 2015 - 2025



Introduction by Secretary



The NPD is a policy for all Papua New Guineans to implement. We need to acknowledge that bringing down barriers and enhancing Persons With Disabilities participation in economic and social life is a shared responsibility to making rights real. The NPD is a road map for doing this, it focuses our resources on the common priorities of: strengthening policy, budget and legislative aspects of the disability sector; enhancing advocacy and mainstreaming programs, and; improving service delivery results for Persons With Disabilities.

I am grateful for the guidance provided by Persons With Disabilities, especially in defining the vision and key priorities within this policy. Inputs by Persons With Disabilities, both as individuals and through DPOs such as the PNGADP, have been central to the finalisation of the NPD and will remain core to guiding all aspects of its implementation.

The disability sector service provider organisations, led by the NBDP and our long standing partners like Cheshire Disability Services, St Johns Centre for the Blind, Red Cross and Callan Services, to name a few, have tirelessly served the interests of Persons With Disabilities and shared this experience in also helping to define priority actions for this policy.

My department will collaborate with all other departments at National, Provincial and Local levels to mobilise resources and technical support to coordinate the implementation of this policy. I acknowledge the many good officers from the Department of Education (DoE), Department of Health (DoH), Department For Community Development and Religion (DFCDR), various Provincial Administrations and other agencies who have contributed to this policy in one way or another and urge their continued cooperation. I can see that implementation of this policy in many ways is a test case for sustainable development in PNG. If we are inclusive in our attitude and unlock the potential of persons with and without disabilities alike, PNG can go a long way to having a healthier, wiser and more prosperous community as called for in Vision 2050. This also relates to the Alotau Accord of 2012 which has given rise to developments for a Pension Scheme and a National Policy on Social Protection.

I also take this chance to thank our development partners, operating alongside government at different levels for their work in helping us strengthen our efforts in the disability sector and produce this policy. Australian Aid Program, PIFS, UNESCAP and JICA have been particularly helpful in the policy review and updating process.





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Some important early steps, already being taken through my office to help start the policy in the right direction, include: completing the Review of the National Advisory Committee on Disability (NACD) functions and composition and applying for budgets for their action in this policy, formulating a technical working group to commence action on the legislative review process called for by the CRPD, and internal reorganisation to strengthen the Disability Division (DD) functioning within DFCDR.

I join my Minister in commending the policy to all Papua New Guineans for implementation.

Anna Solomon

Secretary, Department for Community Development and Religion





The National Policy on Disability 2015 - 2025



Executive Summary

Purpose

The National Policy on Disability (NPD) 2015 – 2025 is the national strategic plan for the disability sector. The policy vision: **“Remove Barriers, Make Rights Real”** focuses Papua New Guinea (PNG) on addressing the overarching challenge where many people view Persons With Disabilities as needing to overcome obstacles on their own, without realising the need for society as a whole to also actively break down barriers to improve participation and enable equal rights for Persons With Disabilities. For example, it is the right of a person in a wheel chair to work but if the job they qualify for is upstairs and there is no ramp or elevator, they cannot enjoy that right due to a physical barrier. NPD draws this focus from the Equal rights for all sentiment of our National Constitution.

In addition, in 2013, the Government of Papua New Guinea (GoPNG) ratified the United Nations Convention on the Rights of Persons With Disabilities (CRPD). This commits PNG to pursue the convention’s objectives which focus on protecting the rights of Persons With Disabilities and providing access to services and support to improve the quality of their lives. The NPD is a plan of action to implement the convention and provides guidance for doing this in the unique environment of PNG. We are well placed to embrace the disability rights agenda, our society is founded on kin and community approaches where caring for extended community members is a traditional norm. NPD builds on this, via the Community Based Rehabilitation (CBR) approach which seeks to organise communities and service providers at local levels to deliver services and support to Persons With Disabilities in a collaborative way.

Strategies and Priorities

The NPD goal is to Establish and strengthen Policy implementation, infrastructure and coordinated systems to improve the lives of Persons With Disabilities on an equal basis with all others. The NPD goal is then addressed through its three objectives, being:

1. Promoting and protecting the rights of Persons With Disabilities via organised networking and support for advocates and change agents.
2. Improving delivery of disability services, using inclusive development and Community Based Rehabilitation approaches to positively impact Persons With Disabilities.
3. Improved institutional framework, performance management and financing arrangements focussed around implementing the policy action plan.





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These objectives are delivered through three corresponding strategies:

Strategy 1:

Advocacy, rights and responsibilities is led by the PNG Assembly of Disabled Persons (PNGADP), the national Disabled Persons Organisation (DPO). This goal is central to the NPD because it drives action for change across Governments, Advocates and Service Providers. Specific DPOs and other Persons With Disabilities associations under this strategy are encouraged to identify and advocate on issues relating to their own members whilst collaborating to develop a national advocacy strategy that both raises awareness and guides collective mainstreaming and inclusion programs.

Strategy 2:

Improve access to quality services and support programs for Persons With Disabilities.

This is led by the National Board for Disabled Persons (NBDP) whose focus is developing and implementing the CBR approach in PNG in collaboration with Government and CSO service providers. Priority areas include: building the CBR network to strengthen the reach, quality, as well as the number and appropriateness of services delivered and referrals amongst service providers; enhancing social mobilisation programs such as sports for Persons With Disabilities; introducing employment and livelihoods initiatives and; pursuing service delivery reform for priorities like inclusive education, health and rehabilitation.

Strategy 3:

Develop an effective institutional, legal and financial framework for the Disability sector.

This is led by the Department for Community Development, Youth and Religion (DFCDR) - the Government's focal point agency for disability who will take primary responsibility for linking up GoPNG inputs to NPD. Priority areas include: better stakeholder collaboration via improved institutional coordination mechanisms; guiding the development of Provincial and District disability plans to build ownership and momentum at local levels; implementing a ten year funding strategy for more Government and alternative support; domestic legislation reviews and the creation of new legislation in line with CRPD commitments; linking to relevant policies like the National Policy on Social Protection (NPSP); enhancing Disability administration including data collection and reporting, and; strengthening regional collaboration.





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Policy Coordination and Management Approach

Stakeholder coordination structure: The updated structure rearranges action in the sector against the 3 policy strategies, the strategies are inter-related but each is assigned to a lead coordinating agency with the relevant mandate. The NPD targets improved National Advisory Committee on Disability (NACD) and Provincial Coordinating Committees on Disability (PCCD) functioning to ensure multi-stakeholder action as well as strong links to government planning and budgeting process. NPD also directs PNGADP to establish and develop a specialist Disability Reference Group, comprising experienced individuals from all classes of disability.

Performance Management Framework: NPD establishes an improved annual planning and review system for stakeholders to link their own strategic and action plans to the policy targets as relevant. It also: promotes Monitoring and Evaluation (M&E) across agencies; reviews to improve performance and clear bottlenecks; social accountability systems such as enhanced media and community feedback, and; links policy and CRPD monitoring and reporting.

Provincial and Local level Integration: Most Persons With Disabilities live outside of the main towns. Service delivery and rights based improvements need to cater for them. The decentralisation reforms give Provinces and Local Level governments' considerable control over provincial planning, budgets and personnel. Provincial plans need to link upwards to the policy but yet address unique needs of their districts. PCCDs play an important role in coordinating plans and budgets and linking these to the NPD. The NPD provides guidance for this.

Ten year Finance and Budget Framework: NPD sets forward a ten year plan for funding as well as a plan to improve the financial and budget performance of the sector as a whole, including stronger accountability measures. In addition to plans for GoPNG budgeting for the sector, it also sets a framework for linking donor inputs and exploring private sector funding incentives for extending disability services.

Sector Capacity development: Human Resource planning and strengthening is core to achieving the NPD. Capacity development needs are addressed as program areas under each of the 3 NPD strategies and NACD will monitor Human Resource capacity and technical skill requirements across the disability sector to ensure there is attention to identifying and meeting overall Human Resource needs for the sector.





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Chapter One:

Introduction and Overview

Purpose

This policy is for all Papua New Guineans. In line with its vision: **“Remove Barriers, Make Rights Real”** its goal centres on setting up systems and structures to support a broad based approach to removing barriers that prevent Persons With Disabilities from enjoying equal rights and access to services. NPD provides an action plan and management arrangements to address the vision, its three objectives, being:

1. Promoting and protecting the rights of Persons With Disabilities via organised networking and support for advocates and change agents.
2. Improving delivery of disability services, using inclusive development and Community Based Rehabilitation approaches to positively impact Persons With Disabilities.
3. Improved institutional framework, performance management and financing arrangements focussed around implementing the policy action plan.

The NPD is a call to action for all Papua New Guineans to work collaboratively in removing barriers that prevent Persons With Disabilities from enjoying equal rights and access to services.

PNG Ways

PNG society has operated for centuries on a strong kin system in which family, clan, tribe and then wider community interests are the order of priority. The kin system is our traditional form of social support and remains a feature of our modern society. Persons With Disabilities have relied on these relationships within their own community settings as a safety net where lack of education and employment may have limited their livelihood opportunities, but where these connections have broken down or are in need of additional help, Government, the church and Civil Society Organisations (CSOs) have also been an important source of support.

The NPD recognises the importance of the unique PNG approaches by catering to the decentralised administrative structure and embracing the CBR approach so that communities and organisations can network their services in support of Persons With Disabilities.





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Definition of Disability

The NPD embraces the CRPD definition stating: “Disability is an **evolving** concept... disability results from the **interaction** between persons with impairments and attitudinal and environmental barriers that hinders full and effective participation in society on an equal basis with others”.

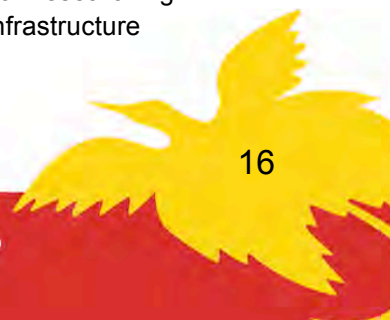
This means all Papua New Guineans share the responsibility of protecting the rights of Persons With Disabilities and removing of barriers physical, institutional and attitudinal, rather than perceiving disability challenges as only being the problem of the individual.

Prevalence of Disability in PNG

The 2011 Census reports PNG's population as 7,275,324 with an annual growth rate of 3.1 percent. Successive Census instruments, already laden with household and population questions were not comprehensively updated to provide a detailed disability population data report. As such, the National Statistical Office (NSO) ensured that its 2009/2010 Household Income and Expenditure Survey (HIES) did collect more disability specific data, using the Washington Group approach. The HIES reports for example that 9.8% of the population have indicated some form of difficulty walking up and down / climbing steps. The HIES data set is largely focussed around mobility related questions and does not provide clear data on intellectual disabilities, hearing and vision impairments or other forms of disability. Once these are factored in, the percentage of Persons With Disabilities in the population is expected to be higher than what the mobility results indicate. Figures collected appear to suggest that at a minimum, PNGs disability population estimates match or exceed the World Health Organisation (WHO) global estimates that around 15% of any population have some form of disability.

Under the previous policy, a number of groups worked hard to improve their data collection efforts. The NBDP and the National Orthotics and Prosthetics Service (NOPS) collaborate on data collection around assistive device needs. At provincial and local level, data collection has been occurring in a small number of district and community settings, examples include the West New Britain Provincial Government who with the support of the Japanese International Cooperation Agency (JICA) and the Australian Aid Program have developed a Persons With Disabilities registration/data collection process aimed at collecting information on disability prevalence so they can plan for services to meet these needs in the province.

Beyond data collection initiatives, there has also been specific disability research conducted around the country by a range of local and international researchers. For example, the PNGADP collaborated on a research study with international partners on researching inclusive road developments in PNG to inform national transport and infrastructure policies. UNICEF has also supported collection of data and analysis specific to Children with Disabilities in PNG.





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During the review of the previous policy, the DFCDR hosted a data and research workshop to examine the availability of existing disability data and research to determine what type of further initiatives and standards might be required to strengthen data and research efforts into the future.

The NPD promotes continued data collection at facility and local levels and welcomes international and local researchers to participate. It seeks to feed data in to national planning, budgeting and policy initiatives. To support this, the NPD also directs stakeholders to focus on developing standards, guidelines and mainstreaming to ensure integration to data collection mechanisms, cost effective data collection and to take account of confidentiality, consent and data management protocols.

Disability Rights - A paradigm shift for Papua New Guinea

The creation of the first National Policy on Disability and its launching in 2009 established a rights-based platform for the disability sector in PNG. Prior to this, the focus on disability and disability issues was often deemed solely as a Welfare issue (Charity Model) stemming from the Missionary era of the past and later absorbed into the Welfare Services offered under the pre and post colonial administration, or, as a health (medical model) issue where persons with congenital or acquired disability could be corrected by curative and/or therapeutic means.

The emergence of the Rights movement in PNG can be attributed to a number of factors and stakeholders, including: the growth of Callan services and the Special Education Resource Centres (SERCs) concept, the increased prevalence of disability sports programs, the emergence of DPOs/PNGADP, the establishment of a Disability Focal point within Government, improvements to coordination within the sector such as NBDP / CBR practitioners network and the growing global movement for rights based approaches as reflected in the CRPD and regional frameworks.

National Framework

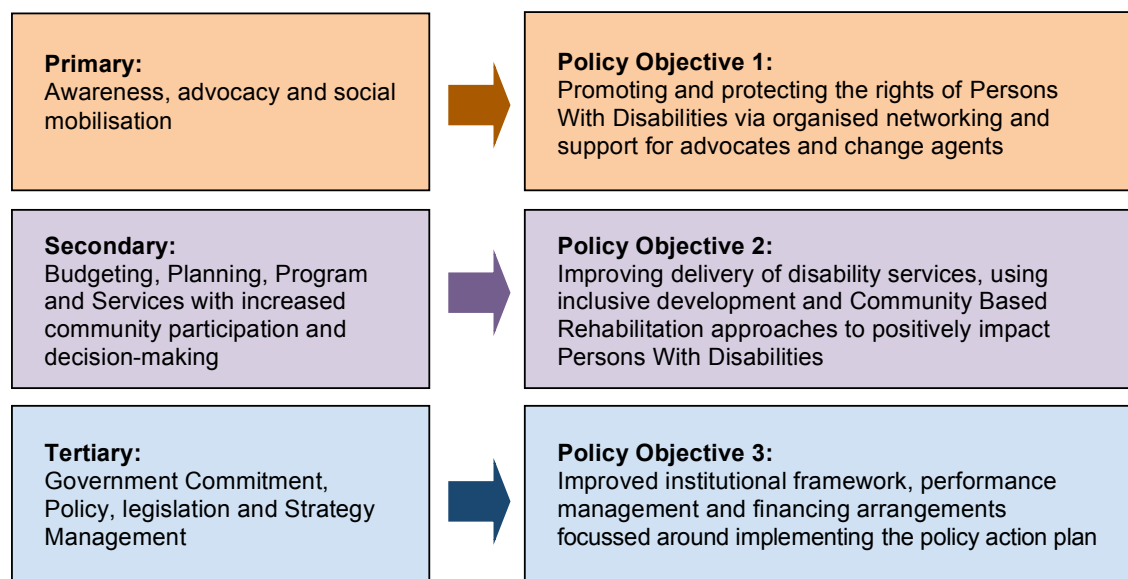
Considering the number of Persons With Disabilities spread around PNG, the country's traditional inclination towards an inclusive society and the global disability rights movement, the NPD can be considered as a National Interest Policy. This requires a coordinated multi-stakeholder and multi-sectoral approach which covers the spectrum of political will, legal and policy responses, mainstreamed institutional inputs, financial commitment, ongoing advocacy and tangible services and program delivery. A key part of this policy response is to organise stakeholders, objectives and activities across this spectrum in a manner that promotes coordinated leadership and commitment at all levels.



The National Framework on disability illustrates the shift in the disability movement from the old world view of health/welfare model to a more inclusive and rights based model. It summarises the process required to integrate and mainstream disability into our national development framework in order to improve disability development indicators. The framework is based on principles of non-discrimination and empowerment.

Policy Intervention Model

Figure 2: Shows the three levels of responses from primary, secondary and tertiary levels



Primary level interventions

Addresses aspects of attitudes, behaviours and misconceptions on disabilities and the lives of Persons With Disabilities. It involves activities like awareness, advocacy, mainstreaming and social mobilisation to promote and protect the rights of Persons With Disabilities. This level of activity is consistent with Policy objective 1.

Secondary level interventions

Addresses aspects of strategic planning and management, administration, services and infrastructure to an extent where action for disability inclusiveness is visible and widely accepted in the community at large. This level of activity is consistent with Policy objective 2.

Tertiary level interventions

This involves high level commitment and decision-making authority in Government and executive levels. It includes Policy, legislation and strategies to promote and enforce rights and development needs of Persons With Disabilities. This level of activity is consistent with Policy objective 3.



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Chapter Two:

Policy Issues and Rationale

The complexity of barriers affecting Persons With Disabilities in Papua New Guinea is the main cause of discrimination and challenges to the livelihood, wellbeing and health of Persons With Disabilities.

Discrimination and Exclusion

The Policy acknowledges the structural barriers affecting Persons With Disabilities in PNG. Those barriers are social, economic, cultural and political in nature. The rights-based disability movement is aimed at addressing those complex discriminations. It is advocating for greater recognition of abilities of Persons With Disabilities and empowerment of Persons With Disabilities to participate in the mainstream (public and professional) life. The main issues of discriminations and exclusions are as follows:

Attitude

Most people view disability as a health issue only rather than development issue. Persons With Disabilities are often viewed more relevant to health and welfare due to their disabilities more than their abilities. This gives rise to negative perceptions and can lead to abuse and marginalization which make Persons With Disabilities more vulnerable and disadvantaged. This Policy directs that affirmative action be taken at all levels of Government and society to include Persons With Disabilities in mainstream life.

Infrastructure

Building, transport and services infrastructure are structurally unconducive and unfriendly to the population of Persons With Disabilities. The infrastructural barriers hinders service provision, ease of movement, opportunities for learning and development and meaningful participation in social, economic, cultural and political life. The Policy directs that all buildings, transport and services infrastructure must be conducive and friendly to the Persons With Disabilities.

Accessibility

The chronic inaccessibility problem experienced by Persons With Disabilities in terms of infrastructure, attitudinal, institutional and participation barriers renders them more '*vulnerable and disadvantaged*'. The impact is visible in critical aspects of life concerning livelihood, well-being and health which are paramount indicators to good quality of life. The NPD seeks to coordinate stakeholders and create broad based action to address accessibility issues.





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Social Equity

The *rights* and *needs* of Persons With Disabilities are two fundamental aspects of social equity. This Policy acknowledges the diverse and complex nature of social equity issues which relate to the rights and needs of Persons With Disabilities. The main issues being:

Equal Rights

Persons With Disabilities have diverse needs which society does not often cater to. They have constitutional rights equal to all citizens but policies and legislations do not always recognise these as the starting point. The NPD directs for both legislative and policy reviews to take account of Persons With Disabilities and goes one step further to create disability specific legislation to strengthen disability services and the protection of their rights.

Equal Access to health

Given the nature and complexities of disabilities, Persons With Disabilities require specialized medical treatment and care. The Policy directs that health services be strengthened and where necessary established to address and manage the complex classes of disabilities ranging from habilitation to rehabilitation services.

Equal Access to education

Requirements for education are different for different classes of impairments. Appropriate services are required for special education programs universal to all classes of Persons With Disabilities. The NPD will serve as a platform for the scheduled Special Education Review and be a reference point for specific education providers to strengthen their services to Students With Disabilities.

Equal Access to information

Information on rights, needs and services are vital for Persons With Disabilities. However Persons With Disabilities have different information access requirements depending on their class of impairments. The NPD itself will be produced in accessible formats and other activities it supports are focussed on enhancing access to information for different classes of disabilities.

Equal Access to employment

Persons With Disabilities make up the active national labour force, capable of contributing to the national economy through employment under any categories of services from primary, secondary to tertiary levels. This Policy directs that labour and employment opportunities are created, including reasonable workplace accommodation, to involve greater participation of Persons With Disabilities fundamentally as social security for themselves and their families whilst contributing to the national economy.





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Equal Access to transportation

Movement of Persons With Disabilities on public transportation is still a serious challenge. It gives no space for integration with public at large and leaves Persons With Disabilities struggling to participate in many cases. Therefore this Policy directs that public transport systems including land, air and sea sectors are developed to become convenient and friendly to Persons With Disabilities.

Equal Access to law and justice

Administration of law and justice is vital for Persons With Disabilities. Services for lawful detention, custody and administration of justice involving Persons With Disabilities must be conducive and friendly.

Equal Access to banking and finance

Persons With Disabilities must have access to banking and financial services with ease. Banking and financial sector must be friendly and inclusive to Persons With Disabilities. The NPD directs action in both the capacity development side of this equation and the development of infrastructure and assistive device programs to enhance access to these services.

Other Services

Persons With Disabilities must fully access all other services which they seek to fulfil their rights and development needs. These include amongst others the basic needs of water, sanitation and housing for example. The NDP organises service providers to take account of all sectoral needs for Persons With Disabilities as part of its mainstreaming approach.





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International Frameworks for protecting the rights of Persons With Disabilities

There are two critical international reference points which the NPD identifies in protecting the rights of Persons With Disabilities and improving access to services.

United Nations Convention on the Rights of Persons With Disabilities (CRPD)

PNG ratified the United Nations Convention on the rights of Persons With Disabilities in September 2013. The CRPD is an agreement by countries around the world to make sure that people with disabilities and people without disabilities are treated equally. By having the convention in place, citizens in PNG can now ask their government whether they are living up to the agreement and how they are doing this. The convention itself is made up of a clear set of principles and objectives and a number of articles which provide clear guidance on what countries should aim to achieve at a human rights and sectoral level.

Community Based Rehabilitation (CBR)

CBR is a strategy to improve access to rehabilitation services for Persons With Disabilities in low-income and middle-income countries, by making optimum use of local resources. CBR stakeholders worked collaboratively to produce CBR guidelines which provide practical suggestions on how to develop or strengthen CBR programs to ensure that Persons With Disabilities and their family members are able to access services and benefits that persons without disabilities have access to. The CBR guidelines are summarised in a matrix which focuses on five key CBR components, which if properly implemented, provide for the rights and services that Persons With Disabilities require to participate in social and economic life. The five CBR component are: Health, Education, Livelihoods, Social Inclusion and Empowerment.

Policy Rationale

The need to promote and protect the rights of Persons With Disabilities as equal citizens of PNG is the basis of formulating a National Policy. The Policy provides the overarching framework to improve services and inclusive development indicators thus consequently improving the lives of Persons With Disabilities.





The National Policy on Disability 2015 - 2025



Chapter Three: The Policy Statement

Vision

The vision of the revised policy is: ***“Remove Barriers, Make Rights Real”***

Goal

Establish and strengthen **policy implementation**, infrastructure and coordinated systems to improve the lives of Persons With Disabilities on an equal basis with all others.

Objectives

The Policy has three objectives:

1. Promoting and protecting the rights of Persons With Disabilities via organised networking and support for advocates and change agents.
2. Improving delivery of disability services, using inclusive development and CBR approaches to positively impact Persons With Disabilities.
3. Improved institutional framework, performance management and financing arrangements focussed around implementing the policy action plan.





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Principles

To address the issues facing Persons with Disabilities in PNG, the National Policy on Disability adopts its guiding principles from the PNG National Constitution and the CRPD:

- **Non-discrimination:**
Persons With Disabilities must never be treated worse than others, excluded from or denied access to services, education, work, tribal or social life on the basis of their disability.
- **PNG ways:**
Ensuring positive aspects of our traditional communal care and support practices are recognised and applied to support Persons With Disabilities.
- **Respect:**
Every person is of equal worth and deserves to be treated with dignity and respect. Persons With Disabilities have the right to choose how to live their own lives and the freedom to make their own choices. These rights must be respected.
- **Participation and inclusion:**
Persons With Disabilities full and effective participation and inclusion in society must be supported at every level, from household to tribal levels, up to formal workplace and business settings.
- **Respect for differences:**
Acceptance of Persons With Disabilities as part of human diversity and humanity.
- **Acknowledging different classes of disabilities:**
Meaning equal support for all classes of disability.
- **Equality of opportunity:**
Taking action to ensure barriers are removed.
- **Accessibility:**
Ensuring Persons With Disabilities can access buildings, housing, services, information, and leisure on an equal basis to others who are not Persons With Disabilities.
- **Equality between men and women.**
- **Respect for Children With Disabilities (CWDs) and their development.**
- **Respect for elderly persons:**
Some of whom are at risk of acquiring disabilities as they age.





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Policy Approach

The approaches this Policy advocates are as follows:

Legal Framework and Policy Alignment

The NPD promotes mainstreaming. It supports the CRPD basic principles that all country legislation and policies can be harmonised to take account of the rights and needs of Persons With Disabilities.





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Table 1 presents the policy alignment guide for the NPD.

POLICY	ALIGNMENT STRATEGY / REFERENCE
National Constitution	All citizens have the same rights, privileges, obligations and duties irrespective of race, tribe, place of origin, political opinion, colour, creed, religion or sex.
National Plans	<i>Vision 2050</i> : "Persons With Disabilities should be empowered, their rights recognised and they should be included in the mainstream of social and economic life." <i>PNG Development Strategic Plan</i> : "Integrated in the community with better access to services."
Organic Law on Provincial Government and Local Level Government	NPD provides a provincial integration strategy providing guidance for how provinces can integrate with the NPD. It also includes a funding map and targets to help agencies draw in financing from all levels of the public budget system as well as the private sector and development partners.
Sectoral Policies	<i>Health</i> – no explicit references, current references to disability are indirect. NPD targets future health policy reviews <i>Education</i> – NPD serves as a reference point for the upcoming "Special Education Review" <i>Transport</i> – NPD supports updating of the national transport plan, building board policies and the like to provide for accessibility to Transport and Infrastructure for Persons With Disabilities <i>Others</i> – the NPD will advocate with other sectoral policies (eg Small and Medium Enterprise policies) for Persons With Disabilities to be specifically included
CRPD	Commits PNG to a rights based approach and implementing all parts of the Convention, including specific attention to supporting vulnerable groups such as Women and Children With Disabilities. The action plan and the stakeholder coordination structure under the NPD reflect CRPD commitments
CBR	Communities and service providers at all localities will work in collaboration to deliver the five components of the CBR matrix
Regional Frameworks	PNG has committed to a number of key regional frameworks relating to disability which all promote the rights based approach and regional cooperation: The Incheon Strategy, the Biwako Millennium Framework, and Pacific Regional Strategy on Disability. In addition, PNG can use forums like the Pacific Disability Ministers Forum and the Melanesian Spearhead Group to further disability rights and programs in the region.





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Life-Cycle-Approach

This involves considering all stages of life of a human person from conception to old age where disability or impairment occurs or is likely to occur that makes that person vulnerable and disadvantaged and that requires early detection and prevention, to treatment, care, assistance and protection.

Rights-Based-Development Approach

This involves universally promoting, protecting and enforcing the rights and needs of Persons With Disabilities without conditions or discriminations. The NPD and the CRPD reflects PNG's commitment to the rights based development approach.

Systems Approach

This involves building infrastructure and institutional systems and arrangements to effectively enable implementation of the Policy to positively improve disability indicators.

Integrated Community Development Approach

This involves individuals, families, households and community groups to take full responsibility on disability and to promote and protect the best interest of Persons With Disabilities. The CBR matrix reflects this approach in detail.





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Chapter Four: Policy Strategy

To achieve its objectives, the Policy has three core strategies, each with clearly identified priorities as follows:

Strategy 1: Advocacy, Rights and Responsibilities

Priority 1.1: PNGADP capacity development

- PNGADP is the national DPO and leading advocacy organisation for Persons With Disabilities. Support here is focussed on strengthening their organisational capacity to better manage their affairs.
- PNGADP will also be supported to develop their advocacy and program plans. The aim is to establish a clear program of work in line with: their organisational capacity; the NPD and; their advocacy targets.
- A Disability Reference Group will be established. This body will be a critical reference point for both the NACD and all reform and review activities under the NPD. Its role is to advocate for the different classes of disability to get their specific needs considered in sector planning and implementation.

Priority 1.2: Development of a National Disability Advocacy Strategy

- The strategy will be built in collaboration with stakeholders and set in place clear targets and tactics for advocacy leading to policy and legislation change, and to draw in broad-based support and participation in the disability sector. NDRAC and media houses will perform complimentary functions to develop and implement the strategy as will government and the service providers working on all objectives of this policy.

Priority 1.3: Mainstreaming disability

- Affirmative action for disability inclusiveness targeting key Governance authorities: legislature (National Parliament, Provincial and Local Level Government Assemblies), policy makers, planners, administrators, City Commissions and Town Authorities, Building Boards, public utility (infrastructure) authorities and landlords.





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- The Private Sector mainstreaming program will be in part based on training and induction programs currently being piloted by PNGADP. The program promotes employment and support policies for engaging more Persons With Disabilities into the private sector workforce and assisting private organisations to develop Persons With Disabilities friendly programs and services.
- The Public Sector mainstreaming program will advocate for change to public sector workplace policies to take account of affirmative Persons With Disabilities employment, reasonable workplace needs and enhancing program planning to take account of Persons With Disabilities. Other activities include: an induction and awareness program with Members of Parliament (MPs) to raise awareness for gaining national level leadership support to enable other improvements sought by this policy. The Gender Equality and Social Inclusion (GESI) program, amongst others, will be targeted as a vehicle to implement mainstreaming of the disability agenda in the public sector.

Priority 1.4: DPOs and Single-line Disability Agencies network strengthened for advocacy

- PNGADP will map out the provincial DPO and single line agencies in existence. The map will enable better coordination of advocacy action.
- PNGADP will then work closely with DPOs from all provinces as well as the single line disability agencies in order to build agency and network capacity for advocacy in line with the National Advocacy Strategy. These agencies are also expected to provide the selection ground for appointment of representatives to the Disability reference group.
- PNGADP will monitor the DPO advocacy program to track outcomes to contribute to CRPD shadow reporting and further development of advocacy initiatives.

Priority 1.5: Advocacy for Women With Disabilities

- Women With Disabilities will have a desk established in the PNGADP office and be supported to link to the National Council of Women (NCW) and other relevant bodies. They will also develop their own advocacy strategy as a key part of the National Advocacy Strategy and GESI program. In informing the sector and advocacy efforts, Women With Disabilities will be supported to complete research, planning and implementation options for key issues such as Violence against Women With Disabilities and Women With Disabilities participation in the workforce and economy.





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Priority 1.6: Strengthening Youth With Disabilities Advocacy Programs

- The main advocacy thrust here is to ensure that the National Youth policy and related programs are updated to take account of Youth With Disabilities. Youth With Disabilities will also be key targets for proposed education, training and job support programs under strategy 2 of this policy.

Priority 1.7: Strengthening Children With Disabilities Advocacy Programs

- Key advocacy targets will be focussed on reviewing the Lukautim Pikinini Act (LPA) to ensure Children With Disabilities are accounted for and working closely with both DoE on the inclusive education review and collaborating with DoH on identifying improvements to relevant parts of the National Health Plan including early detection and intervention.

Priority 1.8: Strengthening Elderly With Disabilities Advocacy Programs

- Working closely with DFCDR to develop an elderly policy and accommodate Elderly Persons With Disabilities to ensure that they are accounted for in policy implementation, including the national elderly pension scheme.





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Strategy 2:

Improve Access to Quality Services and Support Programs for Persons With Disabilities

Priority 2.1: NBDP and PNG CBR Capacity Development

- NBDP capacity development efforts will focus on policy development, reviewing its structure and functions with stakeholders, addressing office management matters and developing staff capacities.
- CBR network strengthening is a core program of NBDP. Work here will include reviewing the PNG CBR network guidelines and programs in tune with the NPD and CRPD, developing CBR M&E approaches, and, drawing in lessons from its assistive devices program and applying this to improve CBR service delivery initiatives.

Priority 2.2: Social Inclusion programs

- Carers and personal assistants capacity development will be focussed through existing training providers under the National Training Framework.
- For Disability Sports the focus activities include consulting with stakeholders and reviewing the inclusive sports policy as well as increasing the quantity and quality of disability sports programs in the community.
- In the areas of relationships, sex, marriage and family, the focus will be on strengthening counselling services and supporting peer education programs for HIV/AIDS awareness and safe sex practices.
- Justice and Participation in Public life is focussed around building the capacity of Courts, Police, Defence and Correctional Services to improve their ability to accommodate Persons With Disabilities in the system. The NPD also promotes continued support to the PNG Electoral Commission (PNGEC) for their Persons With Disabilities access to voting program.
- Culture and Arts programs will be included, as a potential funding area under grant schemes in the sector, with the aim of developing the talents and opportunities of Persons With Disabilities, artists and musicians.





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Priority 2.3: Livelihood programs

- Whilst a number of CSOs have been running one off programs in this area there is need for improved coordination and focus and for the design of a specific project of support in this area. To begin with, the policy directs stakeholders to utilise its mainstreaming and coordination structure to identify and design a project support framework utilising existing GoPNG policies and initiatives such as informal economy initiatives, Department of Trade, Commerce and Industry (DTCI) Small and Medium Enterprise (SME) initiatives, agriculture and food security programs, micro-finance facilities and the District Support Improvement Programs (DSIP).

Priority 2.4: Education and Training Services

- Integrating Persons With Disabilities into Literacy programs will help address a fundamental barrier to participation in social and economic life. Existing literacy service providers will be tasked to demonstrate increases to the number of male and female Persons With Disabilities participating in their programs. Training programs will be aligned with the National Training Qualification Framework established by the Department of Labour and Employment (DoL) through its National Training Council.
- The Disability sector at all levels will provide comprehensive input to the *Review of the National Special Education Policy* under DoE.
- NPD targets increases in the number of Women, Men and Youth With Disabilities entering Tertiary and Technical Vocational education streams. In doing so, institutions will be supported to develop their policies and infrastructure to reasonably accommodate Students With Disabilities. Scholarship providers will also be targeted at two levels: firstly to provide more opportunities for Persons With Disabilities to study, and; secondly to ensure that key sector needs for human resources are met by training interested persons with and without disabilities.
- The Callan Services National Institute (CSNI) provides a range of courses specifically relevant to enhancing the Disability sector and creating opportunities for Persons With Disabilities education and training. The NPD supports the upgrading of CSNI to become a central Disability Higher learning institute.
- A key focus in this area will be to ensure that learning and information materials produced by the sector will be available in accessible means. This means training of more Braille writers, sign language interpreters and ensuring that document production and visual production cater to vision and hearing impairments.





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Priority 2.5: Inclusive Infrastructure Program

- The NPD capitalises on GoPNGs interest in creating accessible infrastructure. Stakeholders will develop a checklist of targets for improving access to infrastructure and work with partners to methodically address specific facilities and projects to become accessible.

Priority 2.6: Health, Habilitation and Rehabilitation Services

- The NPD directs the finalisation of Guidelines for all assistive devices to ensure the appropriate level of quality and relevance for assistive devices provided to Persons With Disabilities in PNG. Similarly the standards will allow for competitive pricing of devices and ensuring that proper assessment, fitting and maintenance requirements are met by those distributing or selling devices.
- NPD also targets an increased number of assistive device distribution and maintenance programs aimed at ensuring the devices are more easily available outside the main centres of PNG. This includes the extension of National Orthotic and Prosthetic Services facilities to be located alongside health facilities in more centres than just Lae and Port Moresby.
- The Monitoring and data collection around assistive device programs will ensure that the level of demand for devices is understood and that distribution, maintenance, assessment, fitting and training programs are improved as relevant.
- NPD seeks the support of DoH and other key stakeholders to improve early childhood detection programs, including building the capacity of Nursing schools, clinics and SERCs to support improved services in this area. This will allow for opportunities to address preventable disabilities before they affect children's development and growth. As the follow up to early childhood detection, the NPD seeks further collaboration with stakeholder to strengthen health and rehabilitation services targeted at Children With Disabilities
- The NPD recognises that Persons with Intellectual Disabilities have particular needs that are only met by a few service providers. The NPD directs stakeholders to develop specific programs of support for this class of disability.
- Following the assets and facilities review under strategy 3 of the NPD, National habilitation and rehabilitation programs and facilities will be reorganised and improved.
- Health worker training will be provided both through mainstreaming programs under strategy 1 but also specifically here to ensure that Nurses and other front line officers are better equipped to address the needs of different classes of disability.





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Strategy 3: Development of an effective institutional, legal and financial framework for the Disability sector

Priority 3.1: Enhance capacity and capability of disability sector

- Review of legislative and policy framework in line with CRPD commitments.
- Enact Disability Authority Act to promote, protect and enforce rights, needs and best interest of Persons With Disabilities. This will involve the drafting of a bill and legislation for tabling in parliament.
- The Act will create an Authority to manage and administer the Policy, regulations and program to promote the best interests of Persons With Disabilities in PNG.
- An assets and facilities review will be undertaken with a view to strengthening government facilities and services for Persons With Disabilities. This will involve a review of all rehabilitation and service centres to ensure that best practice management arrangements are implemented and that existing management problems and poor practices are addressed.
- Developing a disability sector Human Resources plan. This is to ensure that overarching Human Resources needs of the sector are identified and that individuals and organisations are developed to address shortfalls.
- DFCDR Disability Division Capacity Development will ensure that the Division's staff base and capacity are oriented to understand the detailed aspects of the disability sector, and provide their support functions appropriately. In addition, the Disability Division (DD) will also develop its staff guidelines to manage the NACD Secretariat and NPSP support functions.

Priority 3.2: Improve stakeholder coordination

- Improving NACD functioning via a TOR review is aimed at enhancing NACD's ability to strategise, synchronise and advise on plans for the sector and, the introduction of a performance management framework.
- Strengthening provincial and local level ownership and action around disability with particular focus on supporting Provincial Governments to hold a provincial forum to adopt the policy into provincial plans and budgets, establish PCCDs, help to establish DPOs, and the establishment of position(s) within the government structure for disability services coordinators.
- Aligning Development Partner inputs through the DFCDR Annual Operating Plan (AOP) process to ensure coordinated funding and technical assistance.





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Priority 3.3: Improve budget and financing arrangements

- Develop and implement Ten year Funding Strategy for policy implementation. This includes streamlining of annual planning and budgeting system for the sector to ensure that funding inputs can be sourced and then coordinated from all levels. Funding is sought through the policy from National Government Public Investment Program, Provincial and Local-Level governments and external sources such as private sector and development partners.
- Implement NEC directives for implementing and funding the policy.
- Strengthening national agency disability grant allocations and the related management guidelines and coordination processes and making this available for contestable funding for advocacy and service delivery activities of merit.
- Investigating tax and incentive opportunities for enhancing private sector participation in the sector and continued support for aligning development partner inputs with GoPNG efforts.

Priority 3.4: Social Protection for Persons With Disabilities

The Disability Division of DFCDR will implement advisory and support functions for any disability related social protection activities having better equipped itself through the capacity development program:

- In line with the NPSP, support the Social pension strategy for Persons With Disabilities, ensuring it covers all classes of disability as relevant.
- In line with the NPSP, support the Health care strategy for Persons With Disabilities, ensuring it covers all classes of disability as relevant.
- In line with the NPSP, support the Education and Training strategy for Persons With Disabilities, ensuring it covers all classes of disability as relevant.

Priority 3.5: Improve Administration of National Disability Program (Including Data and research standards)

- Formulate strategy and guidelines for data-collection and data-base management.
- Undertake disability surveys at all levels of administration to allow for agency and program planning.
- Build integrated information/data-base management system utilising data fed up the system from agency and program surveys.
- Timely periodic Reports for CRPD and policy and planning purposes.





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Priority 3.6: Strengthen Regional Cooperation

- PNG will continue to be an important regional leader in promoting the rights of Persons With Disabilities. GoPNG and stakeholders will contribute to and capitalise on opportunities presented through PIFS, the Regional Disability Ministers Forum, UNESCAP, MSG, APEC and others.





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Chapter Five: Implementation and Functional Responsibilities Stakeholder Coordination structure

The updated structure consists of disability sector priorities being organised under the three objectives of the policy.

Each objective is in turn assigned to a lead coordinating agency mandated through this policy to coordinate plans and action with stakeholders in these areas, being DFCDR, PNGADP and NBDP. The three agencies are tasked to coordinate with a variety of relevant implementing agencies at national, provincial and local levels and then produce plans and reports in their action areas for presentation at NACD meetings. The reports describe how the NPD outcomes, objectives and activities are progressing.

This represents a more efficient structure with NACD having to focus on three reports rather than trying to oversee many different outcomes from multiple individual stakeholders as per the previous arrangement. In this way, NACD's role is in line with its gazetted mandate to oversee and monitor sector performance whilst coordination is vested downwards in a much more efficient manner to the three lead coordinating agencies. From its level, the NACD is able to also to take structured action on other critical aspects of sector performance such as:

- Analysing plans from various stakeholders and identifying common issues and opportunities to collaborate on.
- Assessing the Human Resources and other management needs of the overall sector and lobbying both funds and organisations to help with these priorities.
- Pursue major reform action, like disability legislation updates
- Proactively engage with media on disability awareness and reform issues...

To be effective, the coordination structure relies on strong NACD leadership supported with budget and a secretariat based within the DFCDR Disability Division. In this regard the policy action for reviewing and revitalising the NACD (including TOR and composition review and budget needs) is a critical early step for ensuring that this policy

can be effectively implemented. At sub-national levels, as described later, the PCCDs will take a similar role by overseeing and helping to coordinate their provincial stakeholders and action in line with policy directions. In addition, the NPD supports the establishment of a Disability reference group linked to the PNGADP: an experienced group comprising of representatives of each class of disability to provide advice and technical inputs on a paid basis to key initiatives in the sector. **Table 3** summarises the sector coordination structure.

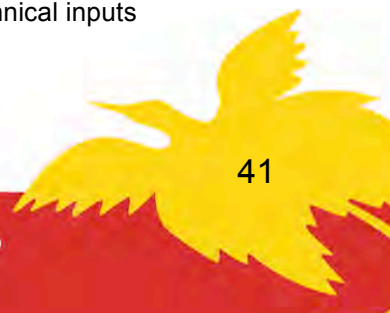
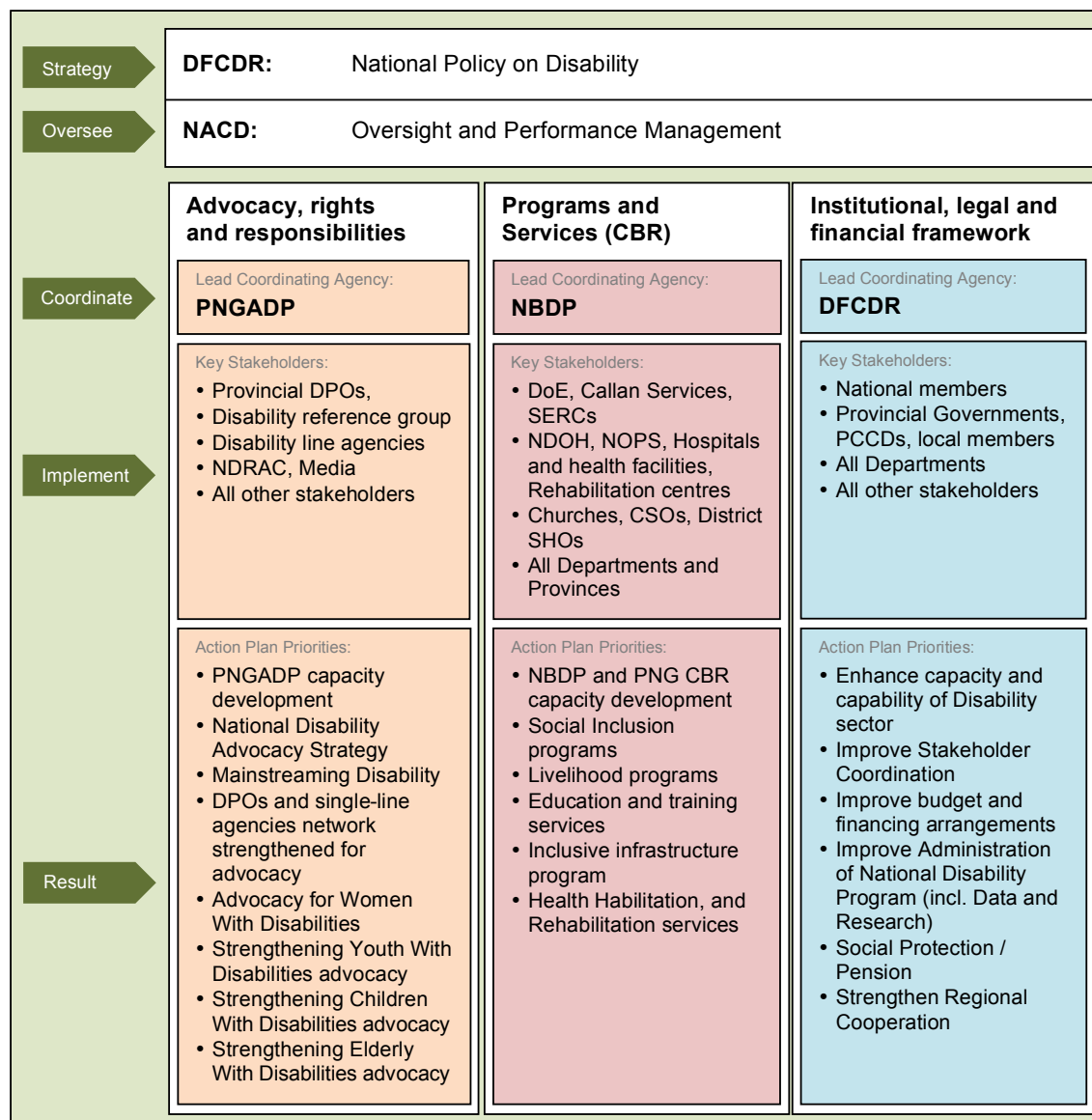


Figure 3: National stakeholder coordination framework





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Performance Management Framework

Stakeholders cited accountability and performance breaches as major challenges of the past. Reporting lines were unclear in some instances and grant acquittals were not furnished in other cases. Planning forums were held on an opportunistic basis rather than as a structured system and the NACD itself, hampered by a number of issues, were unable to meet regularly. The NPD responds by establishing a performance management framework, made up of:

- An Annual Planning and Budgeting system: in line with the established system but updated to include a plan and budget consolidation process.
- A monitoring and evaluation framework: linking in stakeholders to participate in assessing NPD outcomes and creating social accountability opportunities.
- Structured NPD reviews and CRPD reporting system.

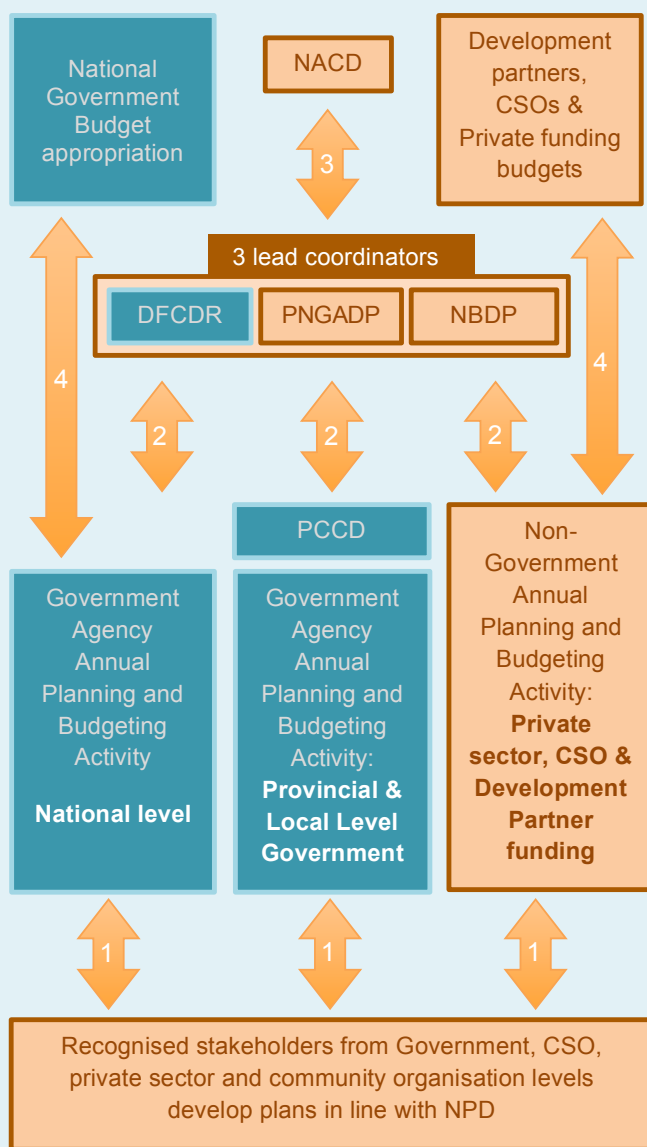
Annual Planning and Budgeting System

The Annual Planning and Budgeting system is intended to address the fragmented nature of planning of the past and overcome the challenges of working with a decentralised system. It seeks to consolidate the many different plans and budget requests from agency level by aligning them to the NPD.

For plans and budgets to be approved by National Government, any request from the disability sector must satisfy the Governments cascading logic, meaning plans must align with higher level National Plans and budget guidance mechanisms as described in the policy alignment approach. The Annual Planning and Budgeting System is described further in the Integration and Alignment framework in **Figure 4**.



Figure 4: Integration and Alignment Framework



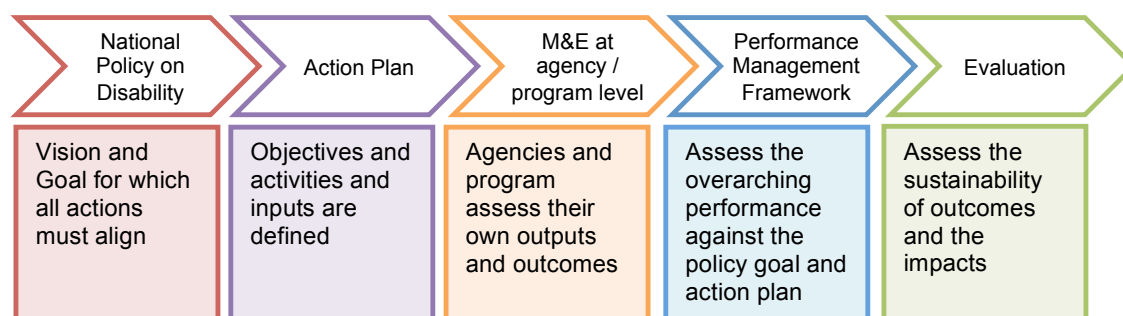
Summary description of process:

1. Stakeholders prepare plans and budgets as they normally do but now in reference to NPD and the Governments cascading budget logic. Plans are then submitted to their relevant receiving organisations for review. In the case of Provincial Plans and budget requests, these are consolidated by the Provincial Government and then given to PCCD for review and endorsement.
2. National Agencies, advocacy groups, service providers and provincial plans are all submitted to their respective lead coordinator, who as a group consolidate it as a single sector plan, seeking feedback and adjustment where necessary.
3. A single annual plan is sent up to NACD for checking against the NPD and they seek feedback and adjustment where necessary.
4. Endorsed plans are sent back to the applying agencies to make formal budget submissions through their respective process (eg: through Provincial administration and PEC for provinces then to National Government).
5. NACD and the lead coordinating agencies lobby for support to get budgets approved

Monitoring and Evaluation System

Any success, failure and opportunities that arise as a result of the NPD can only be realised through a consistent planning, budgeting and M&E process.

Figure 5 represents the Program Logic to guide the flow of M&E processes:



To describe further:

- At the highest level, M&E will be focussed around meeting the policy goal
- The action plan then provides the objectives, priorities and activities that stakeholders might implement
- M&E by agencies and program will tell us whether the action plan is being implemented and what the results are
- NACD can use the performance management framework and reference the monitoring reports to see that objectives and outcomes are occurring and provide feedback as needed.
- Evaluations at set points as discussed below will be conducted with reports fed back to stakeholders.

Structured NPD Evaluations and CRPD reporting

The NPD will be subjected to a mid-term review at the half-way point of its ten (10) year life time. The mid-term review will require inputs from all stakeholders.

At the completion of the ten year term, the policy will be reviewed in detail as an input to updating and launching any subsequent policy.

CRPD reports will be produced bi-annually initially and will move to four year reports once PNG has met initial requirements.



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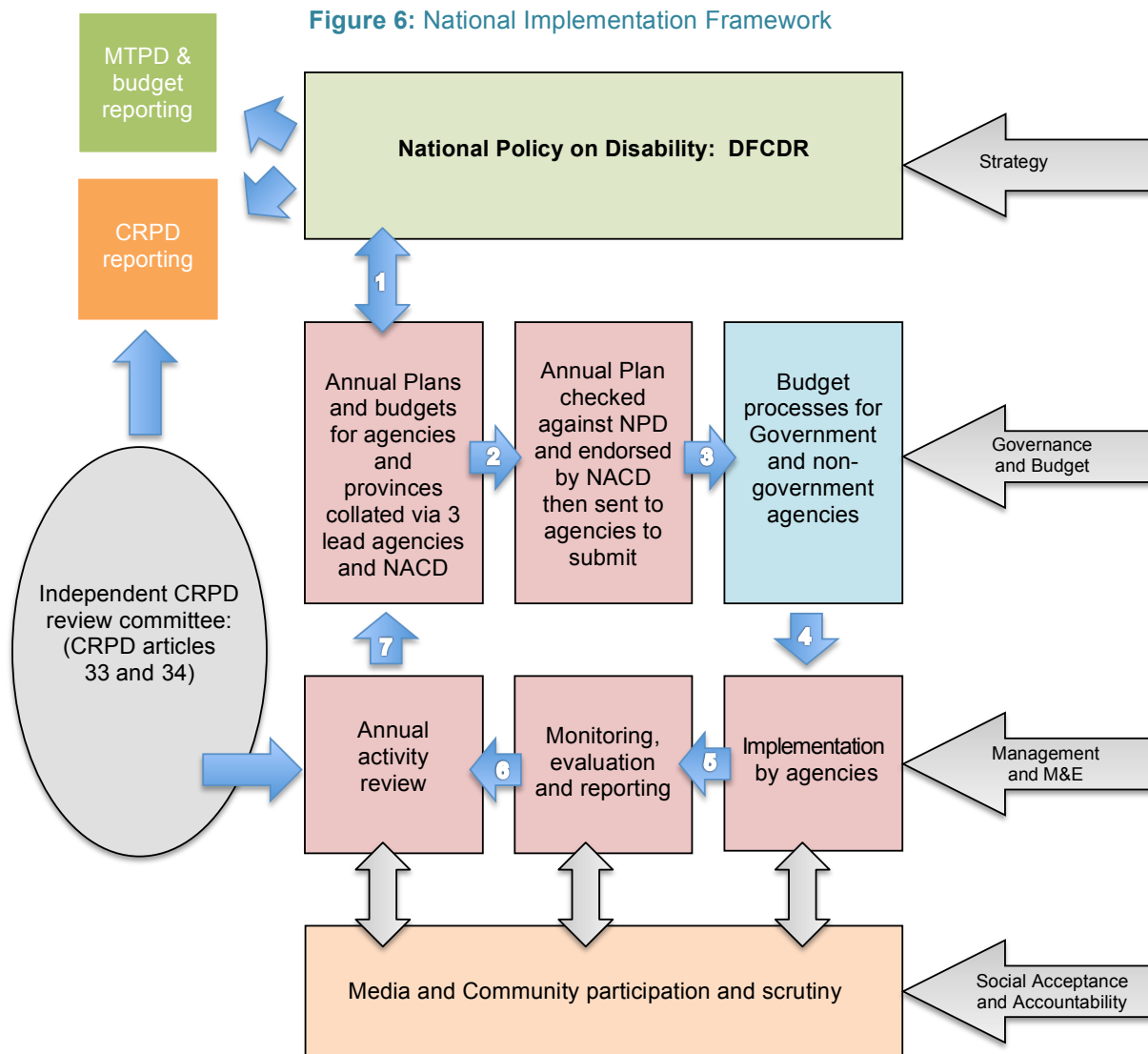
Other M&E features

- Based on the NPD and its action plan, the NACD will develop a full M&E log frame as a checklist to aid itself and stakeholders in undertaking M&E activities. The log frame will help to monitor and assess progress of disability development indicators in the country.
- Communities and media will be involved at forums and be given opportunities to give feedback on plans, progress and issues.
- Successive annual plans are improved on the basis of ongoing M&E results.
- DFCDR coordinates CRPD reporting on a bi-annual basis drawing in M&E reports and stakeholder inputs to finalise this.
- Detailed research studies or M&E conducted by donors and other agencies are referenced in the annual planning and reporting process.
- An independent review mechanism as called for in CRPD article 33 section 2 will be engaged bi-annually to do periodic reviews ahead of CRPD reporting.



Figure 6 below presents the National Implementation Framework, which consolidates Performance Management, annual planning, M&E, reviews and reporting.

Figure 6: National Implementation Framework





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Provincial and local level integration

Under the decentralisation reforms of 1995, significant power was vested to the provinces in terms of managing plans, people, programs and budgets. For NPD to work, it relies in a large part on how the provincial stakeholders align to the policy and make it work in the provincial, district, local and facility settings.

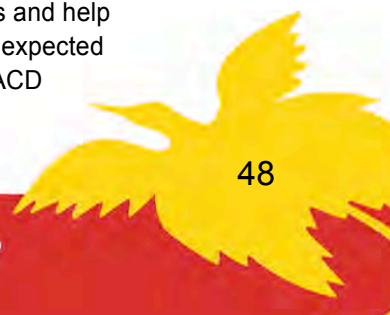
The guidance provided here acknowledges the power of the provinces and gives practical advice for consideration by them for working with NPD. Provinces and by association districts, should therefore consider the following tactics:

- **Provincial Forums to create ownership of the agenda.**
- **Support DPO establishment in the province in consultation with PNGADP.**
- **District Development Authorities and Provincial Executive Committee (PEC) networking and participation to secure provincial budgets and support.**
- **Data and evidence based plans implemented at provincial, district and local levels with good use of CBR and inclusive development approaches.**
- **Local and regional member networking to influence support and gain PSIP, DSIP and LLGSIP funding to the sector.**
- **Disability Support coordinators permanent appointment to serve the policy action plan at provincial and district levels.**
- **PCCD establishment to coordinate stakeholders across all three policy action areas, and feed into annual planning process and report back on policy progress.**
- **Provincial Administration (PA) and PEC finalise budget and plans and submit to National Government.**
- **Capacity development programs to improve skills and networks amongst officers and other stakeholders.**
- **Strengthening links and information flows with the media and all other stakeholders at provincial levels.**

The role of the PCCD is critical. The PCCD will play an oversight role with the goal of ensuring a provincial disability plan and budget is enacted. Specifically, the PCCD is expected to be a multi-stakeholder structure, with representation from key agencies which could include: PEC, PA, Provincial CD, sectoral agencies, Disability CSOs, Provincial DPOs, a Provincial Council of Church representative and the provincial chamber of commerce or private representation.

Once established via PEC endorsement and budget appropriation processes, any disability support coordinator could act as the Secretariat to the PCCD. PCCD could meet quarterly or half yearly with a focus on ensuring that the provincial plans and budgets pick up on the relevant needs of the sector as communicated to them by the stakeholder groups they represent.

Their role is to secure provincial Government financial and technical inputs and help improve coordination and action at provincial and local levels. PCCDs are expected to furnish Provincial plans to the annual sector planning process so the NACD can provide advice and help consolidate plans against the NPD.





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Ten year Finance and Budget Framework

During the previous policy period, stakeholders indicated that there was no clear finance and budget framework and flow of resources to secure the policy vision and outcomes. Funding levels outside of inclusive education, disability health services and recurrent Disability Division of DFCDR operations were limited and ad-hoc.

The NPD now sets forward a ten year plan for funding and a plan to improve the financial and budget performance of the sector as a whole, including aligning to the Governments cascading budget logic, stronger accountability measures and pursuing commitments both from National Budget sources and provincial and district budgets such as DSIP. Provincial funding is critical to ensuring that the disability agenda has ownership and momentum at sub-national levels where the majority of Persons With Disabilities reside. In this regard, the NPD acts as a funding tool for GoPNG budgeting for the sector. It also includes action to explore further funding from the private sector through tax and incentive systems.

In terms of accountability, the policy supports DFCDR to upgrade its grant system to ensure grant review and approval processes as well as implementation, monitoring and acquittal processes are more appropriately managed for better grant results in terms of impact, transparency and accountability. Sector stakeholders will actively seek financial reports relating to projects delivered and money used with social accountability and media scrutiny initiatives supported.

As reflected in more detail in **Figure 7**, the funding strategy seeks to attract increases in existing funding and new commitments from four broadly defined sources of support:

- National Government: recurrent and development funding under the Public Investment Program (PIP) and support for enhanced private sector input funding incentives.
- Provincial Government: recurrent and development funding with PSIP funding contributions.
- Local Level Governments: DSIP funding contributions, DCDO funding and training
- Private sector and development partners: explore funding incentives policy options, use policy to leverage funding inputs.



Figure 7: Ten year funding strategy for the disability sector

	Years 1 - 10: Funding Guide	Years 1-10: Financial Performance Targets
National Gov't Disability Budget:	Recurrent: • DD operations funding: • NACD secretariat & meeting expenses • Inclusive health and education program staff funded Development: • External grants system funding – Major players • Policy objectives funding.	• Increases in recurrent and development funding, included in Public Investment Program • Accountable funding systems in place • Funding partnerships with others incl. donors • Possible tax/incentive schemes operating • Possible social protection financing in place • Sectors fund disability in their sectoral budgets
Provincial Gov't Disability Budget	Recurrent • Provincial DCD operations funding • PCCD establishment and operations • Inclusive health and education program staff funded Development • PSIP external grants to disability stakeholders • Provincial Disability Strategy/Action Plan establishment	• Regular budget lines in place for PCCD and Disability grants • Increases in funding • Funding partnerships with others • Accountable funding systems in place – including money recovery • Sectors fund disability in their sectoral budgets
Local Level Gov't Disability Budget	Recurrent: • DCDOs funded Development • District disability strategy and plans developed & funded • DSIP external grants for district disability stakeholders • LLGSIP external grants for district disability stakeholders	• Regular budget line in place for Disability grants • Increases in funding • Funding partnerships with others • Accountable funding systems in place – including money recovery
External Funding	• DFCDR/Private sector and Agencies: Tax / business incentives investigated for private sector investment in sector • Donor programs negotiated and aligned to add value • Stakeholders directly access external funding and are supported to improve capacity for this	• Incentives schemes and legislation and policies in place if relevant • Funding partnerships with others • Increased levels of Donor program support • stakeholders supported to improve external funding success rates



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Capacity development

Stakeholders cited capacity development as a major impediment to the implementation of the previous policy. The revised NPD provides a framework for addressing this issue. There are two broad aims within this proposition:

1. To gain a clear picture of the sector's Human Resources needs in the medium and long term in order to develop a plan for Human Resources development to suit sector growth and priorities – this is a critical NACD agenda as they have an overseeing role and can “step back and look across the entire sector” to advise stakeholders accordingly.
2. *To develop and deliver specific capacity building initiatives* – these will be managed at a program and organisational level by agencies operating under the three objectives of the policy and as relevant, they will adjust their programming to suit Human Resources sector advice flowing from the NACD.

As NPD supports the use of the CBR approach, it is expected that a lot of early capacity development work will need to take place in the CBR fields as reflected in the action plan for objective 2 of the policy: improved disability services. Key partners such as Callan Services National Unit will be consulted regularly to determine how their existing training in these areas can be supported and made accessible to interested people. Under objective 1 of the policy: advocacy rights and responsibilities, the main capacity development lies around mainstreaming the disability agenda, disability rights training and DPO organisational and network strengthening. Under objective 3: institutional, legal and finance, the main capacity development lies around building DFCDR Disability Division capacities, provincial administration capacities and disability sector reforms to promote ownership, standards and services.

By understanding the Human Resources needs of the sector, scholarship providers as well as international and local higher education institutions can be informed of the types of priorities areas for which professional skills are needed such as counselling, therapy, physiotherapists, inclusive education teachers and the like. The institutional reforms and the research and data collection activities also supported under the NPD will also inform sector Human Resources needs and provide guidance for agency and program level capacity building initiatives.





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Chapter Six:

Action Plan of the National Policy on Disability 2015 – 2025

Guiding Notes:

- The action plan is divided into three parts to suit the coordination structure and objectives of the sector. This information is expected to assist stakeholders finalise annual plans against the priority outcomes that have been established for collective action under this policy.
- The action plan is intended to serve as a general guide. It deliberately avoids being too prescriptive because the annual planning process and agency strategic planning processes will allow stakeholders to define details more realistically in line with the context at the time.
- When organisations prepare their annual plans and budget submissions, they can include greater level of M&E information such as outputs and verifiable indicators.
- The mid-term policy review is an opportunity for stakeholders to collectively discuss improvements to the policy action plan.
- **Table 2** (page 54 – 74) presents the detailed action plan.

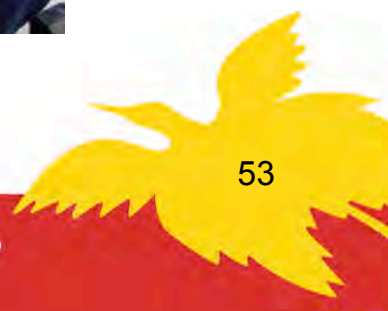


Table 2. Part 1 – Strategy 1
Advocacy, Rights and Responsibilities

Lead Coordinating Agency
PNG Assembly of Disabled Persons

Implementing Agencies
Provincial DPOs, Disability single line organisations, NDRAC, Media, all GoPNG departments, private sector (business houses) and other stakeholders

Priority 1.1 PNGADP Capacity Development

ID	Activities	Outcomes	Linkages
1.1.1	PNGADP Organisational capacity strengthened (Administration, finance and M&E policies reviewed and updated) ❖ Annual plans reflect capacity assessment and development ❖ Volunteer and donor inputs	❖ Stronger national DPO linked to a stronger DPO network	❖ DPO strengthening program
1.1.2	PNGADP Advocacy and Program capacity strengthened (strategy and policies for key programs) ❖ Advocacy, mainstreaming and awareness targets ❖ Job placement programs ❖ DPO and line agency capacity development ❖ Other programs	❖ PNGADP has clear program focus	❖ CRPD article 27 ❖ Labour Act
1.1.3	Establishment of the Disability Reference Group (representing all classes of Disability) ❖ TOR Developed ❖ PNGADP recommend members (from all disability classes) and NACD endorses	❖ Specialist advice to all critical sector planning and decision making processes, to ensure needs of all disability classes are considered	❖ All CRPD articles ❖ All international and regional conventions

Priority 1.2 National Advocacy Strategy Developed			
ID	Activities	Outcomes	Linkages
1.2.1	Development of a National Advocacy Strategy ❖ Consultations on the strategy options across all parts of the sector ❖ Strategy developed launched and implemented ❖ Workshops with key implementing partners such as Media	❖ Better results for advocacy and mainstreaming programs	❖ GESI ❖ CRPD articles ❖ Regional frameworks
Priority 1.3 Mainstreaming Disability			
ID	Activities	Outcomes	Linkages
1.3.1	Target Governance authorities for mainstreaming (eg legislature, building boards, City Commissions etc) ❖ Develop mainstreaming program/approaches ❖ Undertake mainstreaming action with authorities	❖ Governance authorities / leaders understand Disability inclusion principles and act on it ❖ Parliamentary committees and other organizational committees on disability are formed where relevant	❖ All CRPD Articles ❖ CRPD parliamentary guide
1.3.2	Private sector workplace policy programs ❖ Collaborate with DFCDR, DTCI and Chamber of Commerce to attract private sector participation and investment in the disability sector ❖ Develop a private sector Persons With Disabilities workplace policy improvement program similar to HIV/AIDS workplace policy approach ❖ Seek advice from NACD/PCCD for capacity building ❖ Work with the media to improve standards for balanced and accurate reporting	❖ More Persons With Disabilities formally Employed in the private sector ❖ Accessible workplace and an enabling environment for Persons With Disabilities ❖ Better awareness and public reporting practices	❖ Personal Management ❖ Labour Act ❖ Commerce and Industry ❖ CRPD Article 27



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ID	Activities	Outcomes	Linkages
1.3.3	Public sector workplace policy programs, including ❖ Develop disability inclusive workplace policies for Persons With Disabilities (link to legislation review, NPD and GESI) ❖ Measures to promote equal employment ❖ Measures for reasonable accommodation for Persons With Disabilities in the workplace ❖ Set benchmarks for minimum percentage levels for Persons With Disabilities employment ❖ Work with sector agencies to develop disability inclusive programs and plans ❖ Work with disaster risk reduction policy makers to integrate Persons With Disabilities into disaster risk management and climate change policies and plans including evacuation plans. ❖ Work with DoH to make disability inclusion a more prominent and explicit objective and to increase and facilitate access to health services for Persons With Disabilities ❖ General order 20 updated	❖ More Persons With Disabilities formally Employed in the public sector ❖ Accessible workplace and an enabling environment for Persons With Disabilities ❖ Public service programs accessible to Persons With Disabilities	❖ General Orders ❖ GESI program ❖ CRPD Article 27
Priority 1.4 DPOs and single-line agencies network strengthened for advocacy			
ID	Activities	Outcomes	Linkages
1.4.1	DPO / single disability line agencies strengthened for advocacy ❖ Map which groups are out there and what are they working on ❖ Provide training in advocacy and networking skills to identified groups ❖ DPOs and line agencies apply for grants themselves if and as relevant to support their advocacy function	❖ More effective DPOs at provincial level ❖ Better advocacy outcomes and mainstreaming of disability ❖ A stronger and more effective DPO network for advocacy	❖ All CRPD Articles



"Remove Barriers, Make Rights Real"





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ID	Activities	Outcomes	Linkages
1.4.2	DPO Monitoring program ❖ PNGADP creates basic monitoring tool to assist DPO advocacy tracking and outcomes reporting to contribute to CRPD shadow reporting	❖ More effective DPOs at provincial level ❖ Monitoring and tracking of DPO advocacy outcomes	❖ CRPD Article 33
Priority 1.5 Advocacy for Women With Disabilities			
ID	Activities	Outcomes	Linkages
1.5.1	WWD empowerment and advocacy support ❖ WWD advocacy strategy developed and linked to National Advocacy Strategy and GESI program ❖ Support affiliation to NCW ❖ WWD desk established at PNGADP office ❖ Advocate for Violence against WWD research ❖ WWD apply for grants themselves if and as relevant to support their advocacy function	❖ Clear Framework for improved engagement of WWD in the mainstream	❖ CRPD Article 6 ❖ GESI
Priority 1.6 Strengthening Youth With Disabilities Advocacy Programs			
ID	Activities	Outcomes	Linkages
1.6.1	Advocate for Youth With Disabilities ❖ Include Youth With Disabilities in the national youth program ❖ Include Youth With Disabilities on key committees for the sector ❖ Include Youth With Disabilities in training and job support programs (refer to Strategy 2) ❖ Youth With Disabilities apply for grants themselves if and as relevant to support their advocacy function	❖ Improved programs and services for Youth With Disabilities	❖ All CRPD Articles



“Remove Barriers, Make Rights Real”



Priority 1.7 Strengthening Children With Disabilities Advocacy Programs

ID	Activities	Outcomes	Linkages
1.7.1	Advocate for Children With Disabilities ❖ Improve Lukautim Pikinini Act to take account of Children With Disabilities ❖ Health and education policy improvement	❖ Improved programs and services for Children With Disabilities	❖ LPA ❖ CRPD Article 7 ❖ All CRPD Articles

Priority 1.8 Strengthening Elderly With Disabilities Advocacy Programs

ID	Activities	Outcomes	Linkages
1.8.1	Advocate for Elderly Persons With Disabilities ❖ Review elderly policies of DFCDR to ensure elderly Persons With Disabilities needs are considered	❖ Improved programs and services for Elderly Persons With Disabilities	❖ All CRPD Articles





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Table 2. Part 2 - Strategy 2

Improve access to quality services and support programs for Persons With Disabilities (CBR)

Lead Coordinating Agency

National Board for Disabled Persons

Implementing Agencies

Callan Services, SERCs, DoE, DoH, NOPS, health facilities, education facilities, PNG CBR network, Self-Help Organisations (SHO), CSOs, Churches...

Priority 2.1 NBDP and PNG CBR Capacity Development

ID	Activities	Outcomes	Linkages
2.1.1	Organisational capacity development of NBDP ❖ Liaise with relevant agencies to secure office space ❖ Review current structure with inputs from stakeholders and take account of CBR approach ❖ Targeted training for NBDP Secretariat staff	❖ Secure place for operations ❖ Strengthened CBR network ❖ More effective NBDP and CBR network	❖ NDOH
2.1.2	CBR Network strengthening ❖ Revise and implement the PNG CBR Strategy in line with NPD	❖ Updated PNG CBR guideline ❖ A stronger and more effective NBDP/CBR network	❖ CBR Matrix

Priority 2.2 Social Inclusion Programs

ID	Activities	Outcomes	Linkages
2.2.1	Link Carers and Personal assistants to enhanced capacity and support programs ❖ Specialised training programs made available to carers and personal assistants (link to education and training component) ❖ Work with training providers and counseling support groups to enhance their services	❖ Carers and Personal assistants (Pas) supported to assist Persons With Disabilities effectively	❖ Scholarship program ❖ National Training framework





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ID	Activities	Outcomes	Linkages
2.2.2	Competitive and recreational Sport ❖ Conduct forum on Disability Sports ❖ Review current inclusive sports policy ❖ Enhance range and quality of disability sports programs	❖ Improved Disability Sports Programs	❖ Inclusive Sports Policy ❖ CRPD Article 30
2.2.3	Relationships, sex, marriage and family ❖ Counsellors trained to provide services to Persons With Disabilities (link to education and training) ❖ Persons With Disabilities HIV/AIDS peer training programs ❖ Dialogue with DFCDR to create opportunities for occupational therapy program with universities in PNG	❖ Improved information, services and options for Persons With Disabilities pertaining to social and marital life	❖ CRPD Articles 23, 30
2.2.4	Justice and participation in public life ❖ Liaise with key stakeholders for mainstreaming purposes ❖ Courts, police, prisons, defence force and other officials trained and inducted on the different classes of disability for mainstreaming (e.g. trained to address Disability rape and violence cases) ❖ PNGEC and Persons With Disabilities voting enhancement program	❖ Improved Persons With Disabilities access to justice and participation in public life	❖ CRPD Articles 13, 21, 22, 29
2.2.5	Design a Culture and Arts program for Persons With Disabilities, which will include establishing an incentive program for musicians and artists with disabilities (link to grants)	❖ Persons With Disabilities involvement in Arts and Culture enhanced	❖ CRPD Article 30



Priority 2.3 Livelihood Programs (link to mainstreaming disability)			
ID	Activities	Outcomes	Linkages
2.3.1	Design and finance a Persons With Disabilities economic participation, employment and livelihoods program including all key agencies such as DTCL, NDAL, DoL, Micro-finance agencies, Financing institutions. The program could look at the following ❖ Informal policy reviewed and updated for Persons With Disabilities inclusion ❖ Develop formal skills development, job placement and support guidelines, and projects – notably for women and youth ❖ Develop self-employment incubation programs for the Persons With Disabilities business and informal enterprises sector ❖ Liaise with financing institutions to generate pro-Persons With Disabilities lending opportunities – notably women and youth ❖ Sheltered workshop supported to enhance programs and possible expansion to provinces ❖ Options for braille of PNG currency	❖ Improved policy framework for Persons With Disabilities participation in economic activity ❖ More Persons With Disabilities meaningfully engaged in economic activity	❖ Informal sector policy ❖ Integrated Community Development Policy ❖ SME policy ❖ Link to Strategy 1 job-placement programs and government mainstreaming
Priority 2.4 Education and Training Services			
ID	Activities	Outcomes	Linkages
2.4.1	Create and integrate literacy programs for Persons With Disabilities ❖ Work with SERCs and other institutions to develop the literacy program and accessible materials ❖ Integrate literacy program into existing GoPNG and church/NGO programs	❖ Persons With Disabilities able to read and write	❖ CRPD Article 24



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ID	Activities	Outcomes	Linkages
2.4.2	DoE reviews the National Special Education Policy and Guidelines in association with stakeholders, including service providers and DPOs ❖ Pre and post-service inclusive education courses reviewed and standardised. ❖ Schools guidance counsellors trained for improved Student with Disabilities counselling ❖ Students With Disabilities assistants/parents recognised as part of the learning system ❖ Inclusive Education Planning approach promoted	❖ Improved education ❖ services and outcomes for Persons With Disabilities	❖ National Education Plan ❖ NPD ❖ CBR guidelines ❖ CRPD Article 24
2.4.3	Tertiary and technical and vocational education training (TVET) providers encouraged to cater for Persons With Disabilities and carers. ❖ TVET and tertiary providers develop disability inclusive policies. ❖ Liaise with Scholarship programs (eg US/EU/Australian Awards) for more Persons With Disabilities to access – consider linking scholarships and exchange programs as another incentive grant opportunity like arts and culture concept (link with PNG Culture Commission)	❖ Positions at all tertiary and TVET institutions to cater for Persons With Disabilities interests ❖ Increased number of qualified Persons With Disabilities	❖ CRPD Article 24 ❖ National Training Framework ❖ Scholarship provider policies
2.4.4	CSNI supported to enhance as a central Disability higher education institute ❖ Course and curriculum development ❖ Budget support	❖ Course and curriculum in place ❖ Budget plan in place	❖ CRPD Article 24
2.4.5	Facilitate and promote the use of sign language, Braille and all accessible means, modes and formats of communication ❖ DERU program ❖ Sign language recognised as an official language	❖ DERU program in place ❖ Sign language legislated	❖ CRPD Article 24





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Priority 2.5 Inclusive Infrastructure Program			
ID	Activities	Outcomes	Linkages
2.5.1	Clear program of work identified for Accessible infrastructure improvements ❖ Liaise with key agencies such as DoW ❖ Develop a checklist for projects where accessible infrastructure will be included ❖ Monitor programs ❖ Support tax incentive and advocacy for policy changes	❖ Persons With Disabilities can access all public infrastructure	❖ CRPD Articles 9, 20
Priority 2.6 Health, Habilitation and Rehabilitation Services (including early intervention)			
ID	Activities	Outcomes	Linkages
2.6.1	National Guidelines for ALL assistive devices developed ❖ Consultation with single line disability groups, PNGADP and Persons With Disabilities ❖ Link this work to current mobility device guidelines being developed, including symposium in May 2014 ❖ Launch and distribute guidelines and raise awareness to the general public	❖ Improved system, services and assistive devices	❖ Draft Mobility device guidelines ❖ CRPD Articles 9,20





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ID	Activities	Outcomes	Linkages
2.6.2	Regional, Provincial and District based Assistive Device procurement, distribution, maintenance and training programs - Assess needs and develop and deliver programs - Seek additional funding from National, Provincial and District funding sources and external funding sources for programs where possible - Expand NOPS services beyond Port Moresby and Lae by establishing facilities alongside all provincial hospitals	More Persons With Disabilities have access to good quality assistive devices	- NBDP M&E reports from existing programs - CRPD Articles 9,20
2.6.3	Develop Standard Assistive devices monitoring and record keeping system Review current records keeping system and develop, including links to national data framework under strategy 3	More Persons With Disabilities have access to good quality assistive devices	- NBDP M&E reports - CRPD Article 33
2.6.4	Institutional improvements to early identification programs - Work with schools of nursing; community health worker and SERC training institutions to enhance early identification of developmental delays in children - provide appropriate interventions and provide support for families who have Children With Disabilities. - Include parents with disabilities	Institutional and Policy framework in place to support Persons With Disabilities rights and services improvements	- CRPD Articles 7, 25 - National Health Plan - National Education Plan - LPA





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ID	Activities	Outcomes	Linkages
2.6.5	Work with Key service delivery departments to develop improved policies for Children With Disabilities (linked also to assets review under strategy 3) ❖ Work with DoH to develop protocols for data collection and reporting of children with developmental delays. ❖ Work with DoE on appropriate interventions for children from different classes of disability in early childhood education centres. ❖ Link Health and Education policy adjustments to Lukautim Pikinini act	❖ Children with Disabilities receive better care, support and opportunities	❖ CRPD Article 7, 25 ❖ National Health Plan ❖ National Education Plan ❖ LPA
2.6.6	Intellectual disability support (linked also to assets review under strategy 3) ❖ Develop a support strategy with key partners ❖ Training for carers ❖ Training for professionals	❖ Better support services and outcomes for individuals with intellectual disabilities	❖ All CRPD Articles
2.6.7	National habilitation and rehabilitation Services improvement ❖ Implement review recommendations from strategy 3 ❖ Refer to NPSP and CBR Guidelines to input to the integrated social protection health care model	❖ Structure in place and CBR rehabilitation positions established to improve services	❖ CRPD Articles 25, 26 ❖ NPSP ❖ CBR
2.6.8	Health worker training ❖ Training for front line workers to improve their capabilities to service different classes of disability	❖ Improved health services to Persons With Disabilities	❖ CRPD Article 7





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Table 2. Part 3 - Strategy 3

Development of an effective institutional, legal and financial framework for the Disability sector

Lead Coordinating Agency

Department for Community Development and Religion

Implementing Agencies

Provincial Governments, PCCDs, All Departments, National members, and All other stakeholders

Priority 3.1 Enhance Capacity and Capability of the Disability Sector

ID	Activities	Outcomes	Linkages
3.1.1	Review PNG legislation for CRPD alignment - Legislative TWG TOR prepared by DFCDR DD including proposed membership - TWG completes its study and makes recommendations	- Existing laws adjusted to reflect CRPD and NPD requirements - Decision and process on development of disability specific legislation	CRPD Article 4
3.1.2	Enact Disability Authority Act to promote, protect and enforce rights needs and best interest of Persons With Disabilities - Drafting of bill and regulation - Certificate of Necessity obtained from the Office of State Solicitor - Tabling in parliament	Bill for Disability Authority Act passed	- All CRPD Articles - PRDS
3.1.3	The Act to create Authority to manage and administer Policy, regulations and program to promote best interest of Persons With Disabilities in PNG Establishment of the Authority	Authority Office open and operational	All CRPD Articles





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ID	Activities	Outcomes	Linkages
3.1.4	Assets and facilities review ❖ Take stock of all government disability assets and their management status – including Rehabilitation centres, inclusive education outreach facilities.... ❖ Recommend action for strengthening efficient and effective facilities and assets and their management arrangements	❖ Government has best practice and merit based arrangements in place for good asset, facility and service management results	❖ Government facility management guidelines
3.1.5	Sector Human Resource Assessment and Planning ❖ Agencies report key Human Resource needs, NACD considers, plans and seeks support	❖ Improved specialized and general services for the disability sector	❖ Labour Act
3.1.6	Disability Division Capacity Development ❖ Job descriptions for staff reviewed and updated ❖ Staff recruitment ❖ Staff training ❖ NACD secretariat functions established ❖ NPSP support functions established	❖ DFCDR policy implementation capacity and results improved ❖ DD staff integrated to new Authority Office when established	❖ DFCDR Training Plan

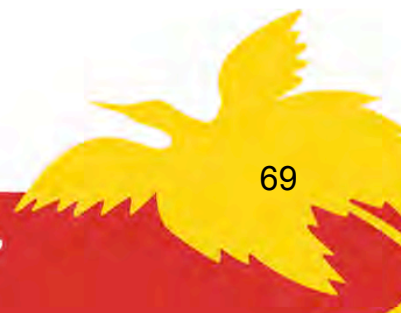




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Priority 3.2 Improve stakeholder coordination			
ID	Activities	Outcomes	Linkages
3.2.1	Improved NACD ❖ Reviewed NACD TOR endorsed by DFCDR ❖ NACD Secretariat reestablished within DD	❖ NACD operational with resourcing ❖ Effective Performance management framework in operation	❖ CRPD Articles 4, 33
3.2.2	Strengthen provincial ownership and action around disability ❖ Provinces take action, utilizing NPD guidance	❖ PCCDs established, including DPO representative ❖ Effective Provincial plans and budgets	❖ CRPD Articles 4, 33 ❖ OLPLLG / PLLSMA
3.2.3	Align Development partner inputs ❖ Disability included as an agenda for DFCDR Annual Development Partners forum ❖ Development Partners link with NACD and stakeholders using NPD as reference	❖ Strategic co-ordination with international expertise ❖ Improved funding to the sector	❖ CRPD Article 32





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Priority 3.3 Improve Budget and Financing arrangements			
ID	Activities	Outcomes	Linkages
3.3.1	Develop and implement Ten year Funding Strategy for policy implementation ❖ Establishment grant to commence policy roll out ❖ Establish permanent budget line for NACD and secretariat within the DFCDR ❖ Agencies / organizations / provinces prepare and present annual plans and budget in the Annual policy process ❖ Budget and plans consolidated, endorsed by NACD and back to DFCDR/ provinces/ agencies for review use in budget application ❖ Budget handed down ❖ External funds sought for value add funding	❖ Establishment grant in place ❖ Ten year funding strategy in operation ❖ Disability funding secured in the public investment program	❖ DFCDR Annual budget ❖ Annual Provincial Budgets
3.3.2	Implement NEC directives for implementing and funding the policy.		
3.3.3	Review and strengthen the DFCDR disability grants guideline ❖ Process and documentation updated and launched	❖ Grants are more accountable with better impacts	❖ DFCDR disability grants policy





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ID	Activities	Outcomes	Linkages
3.3.4	Investigate Private sector incentives and funding opportunities ❖ Create a guideline for promoting disability infrastructure and services investments (progressive realisation eventually leading to legislation) ❖ Review PNGADP accessibility and transport research project results ❖ Investigate option for Tax credit scheme to ensure all building infrastructure is Persons With Disabilities accessible eg ramps and railings... ❖ Investigate options for duty exemption for assistive device importation (link to assistive devices guideline) ❖ Investigate option for Tax incentives / subsidies for disability employment and reasonable accommodation of Persons With Disabilities in the workplace. ❖ Investigate options for a recognition and award system for corporate agencies who undertake positive inclusion programs	❖ Greater private sector participation in disability sector ❖ Increased funding from private sector	❖ Taxation Act ❖ Labour Act ❖ CRPD Articles 9, 27
Priority 3.4 Social Protection for Persons With Disabilities			
ID	Activities	Outcomes	Linkages
3.4.1	DD will implement advisory and support functions for any disability related social protection activities having better equipped itself through the capacity development program.	❖ NPSP policy design and implementation leads to a relevant and empowering outcome	❖ NPSP ❖ CRPD Article 28
3.4.2	In line with the NPSP, support the Social pension strategy for Persons With Disabilities, ensuring it covers all classes of disability as relevant	❖ NPSP policy design and implementation leads to a relevant and empowering outcome	❖ NPSP ❖ CRPD Article 28





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ID	Activities	Outcomes	Linkages
3.4.3	In line with the NPSP, support the Health care strategy for Persons With Disabilities, ensuring it covers all classes of disability as relevant	❖ NPSP policy design and implementation leads to a relevant and empowering outcome	❖ NPSP ❖ CRPD Article 28
3.4.3	In line with the NPSP, support the Education and Training strategy for Persons With Disabilities, ensuring it covers all classes of disability as relevant	❖ NPSP policy design and implementation leads to a relevant and empowering outcome	❖ NPSP ❖ CRPD Article 28
Priority 3.5 Improve Administration of the National Disability Program (including Data and research standards)			
ID	Activities	Outcomes	Linkages
3.5.1	Formulate strategy and guidelines for data-collection and data-base management	❖ Clear directions and priorities for research and data ❖ Guidelines for data collection and data management, including consent and confidentiality protocols in place	❖ CRPD Article 31 ❖ MTPD ❖ NDSP ❖ PIP
3.5.2	Undertake disability surveys at all levels of administration	❖ Improved data set in place for agency and program use	❖ CRPD Article 31





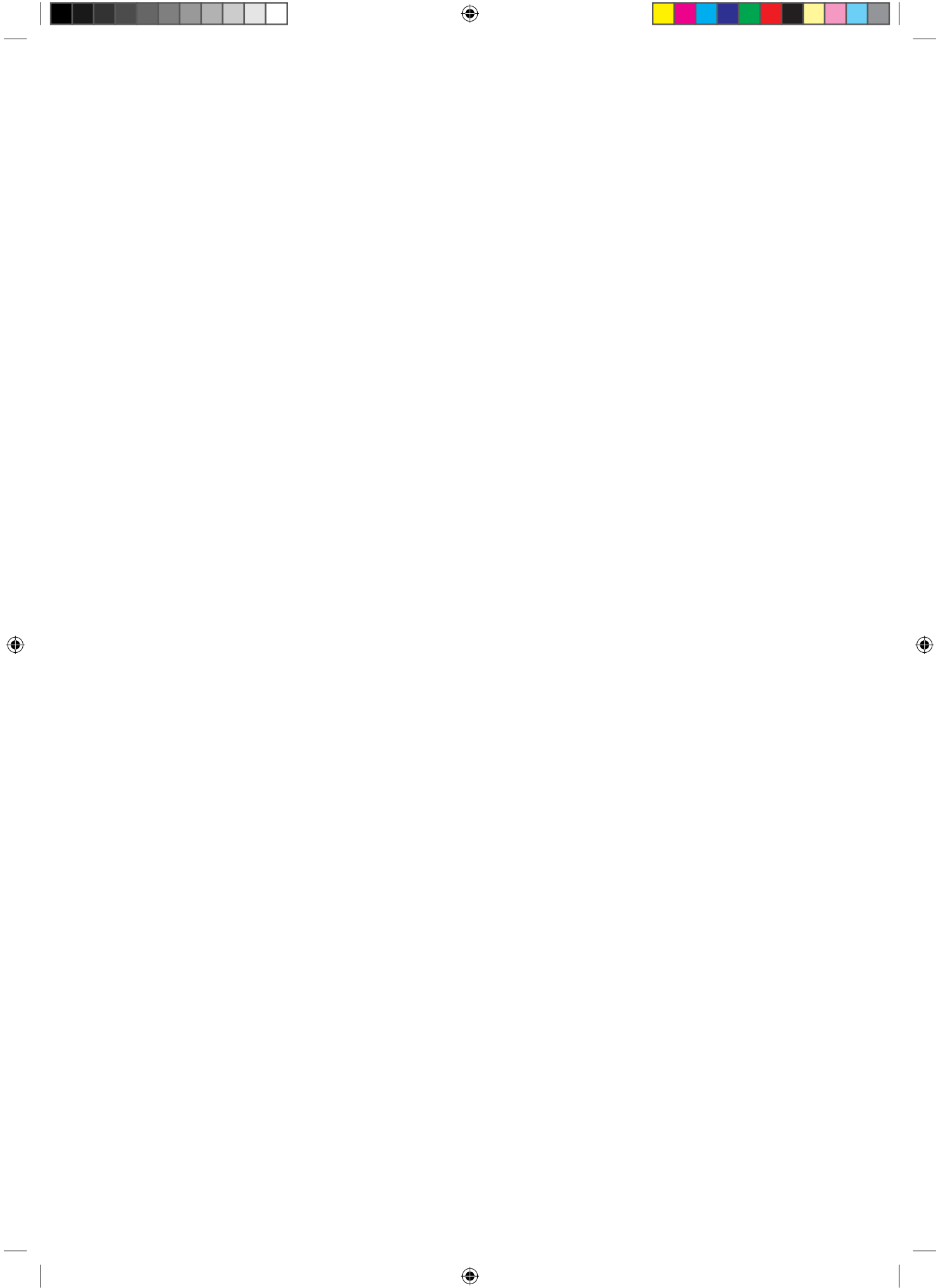
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ID	Activities	Outcomes	Linkages
3.5.3	Build integrated information/data-base management system	❖ Consolidated data for use in National planning	❖ CRPD Article 31 ❖ NID verification
3.5.4	Timely periodic reports for CRPD for policy and planning purposes	❖ PNG meets CRPD commitments for quality reporting ❖ NACD has evidence based M&E reports to use for improving planning, action and follow up	❖ All CRPD Articles
Priority 3.6 Strengthen Regional Cooperation			
ID	Activities	Outcomes	Linkages
3.6.1	High quality inputs and outcomes at regional conferences relating to Disability ❖ PIFS - PRSD ❖ Regional Ministers Disability Forum ❖ MSG	❖ High level leaders in PNG and the region engaged in the sector ❖ Regional support for sector initiatives	❖ CRPD Article 32 ❖ Regional Disability Ministers declarations ❖ PRSD







Papua New Guinea National Policy on Disability



Department For Community
Development and Religion