

BOUGAINVILLE DISABILITY POLICY

2021 – 2030

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Acronyms/ Abbreviations

ABG	Autonomous Bougainville Government
ABSF	Autonomous Bougainville Sports Federation
AROB	Autonomous Region of Bougainville
BACD	Bougainville Advisory Committee on Disability
BDPO	Bougainville Disable Persons Organization
BDP	Bougainville Disability Policy
BPA	Bougainville Peace Agreement
BSDP	Bougainville Strategic Development Plan
BWF	Bougainville Women’s Federation
BYF	Bougainville Youth Federation
CBM	CBM Australia
CBR	Community Based Rehabilitation
CRPD	Convention on the Rights of Persons with Disabilities
CSOs	Civil Society Organizations
DFAT	Department of Foreign Affairs and Trade
DFCD	Department for Community Development
DCDOs	District Community Development Officers
DoH	Department of Health
DPOs	Disable Persons Organizations
GEDSI	Gender Equality, Disability and Social Inclusion
GoPNG	Government of Papua New Guinea
INGOs	International Non-Government Organizations
LPA	Lukautim Pikinini Act
M&E	Monitoring and Evaluation
NGOs	Non-Government Organizations
NPD	National Policy on Disability
UN	United Nations
PNG	Papua New Guinea
PNGNDP	Papua New Guinea National Disability Policy
PNGSDP	Papua New Strategic Development Plan
SME	Small to Medium Enterprises
SDGs	Sustainable Development Goals
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UPE	Universal Primary Education
WASH	Water and Sanitation Hygiene
WHO	World Health Organization

Foreword by the ABG Minister for Community Development

My Ministry, through the Department of Community Development has a mandate to promote and protect the rights of Persons with Disabilities. According to the Bougainville Disability Data Survey Population and Housing Census (Vivienne C Riches, 2020: 5), about 35, 000 people in Bougainville are living with a disability, hence making it a development concern.

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Some of the disabilities include difficulty in seeing, hearing, speech, moving and learning. The underlying causes of disability include but not limited to communicable diseases, congenital abnormalities, and injuries. The situation has been intensified by a decade's civil war, poverty, illiteracy, and varying degrees of negative social attitudes.

The Government, through the Ministry and Department of Community Development, is mandated to promote and protect the rights of Persons with Disabilities. The Constitution and the Bougainville Strategic Development Plan (BSDP) stipulate the need to empower and provide equal opportunities to Persons with Disabilities. Government has focused on provision of health services, disability specific services, community-based rehabilitation, vocational and/ or specialized trainings, Universal Primary Education as key measures to empower Persons with Disabilities in Bougainville. This policy will guide us to go deeper and wider in ensuring persons with disabilities have access to the same opportunities as others across all sectors.

This policy on disability will contribute to the improvement of the quality of life of Persons with Disabilities through expanding the scope of interventions. The interventions will necessitate Persons with Disabilities themselves to participate in designing, managing, monitoring and evaluating initiatives to improve their well-being. It will also ensure that the central government, local authorities, CSOs, parents and caregivers involve Persons with Disabilities. Disability issues transcend all sectors. Therefore, the Public sector, Ministries, Local Governments, CSOs, NGOs and other actors should use this policy as a framework to guide planning, resource allocation and implementation of interventions of Persons with Disabilities.

The process of developing this policy has been consultative and participatory involving cross-section of policy makers, implementers, and beneficiaries. I would like to extend my appreciation to all, Government Ministries, Local authorities, Private sector, Civil Society Organizations, Communities, and Persons with Disabilities for their contributions to this process. I wish to acknowledge the logistical support of development partners especially CBM Australia, and Australian High Commission Port Moresby through its Bougainville Partnership program. I am convinced that the zeal exhibited during the development of this policy will continue into the implementation phase.

This policy is written to be simple and can be readable by all. It is aligned with the Papua New Guinea National Policy for Disability (PNGNDP) which provides the foundation for operationalizing the identified priorities of '*making rights real*'. Support and participation by all stakeholders are critical for successful implementation of this policy. I have no doubt therefore, that the policy addresses and redresses the

inequalities, issues and barriers Persons with Disabilities face and experience in Bougainville – as it progresses towards achieving self-determination.

Hon Thompson Joseph Gitovea
ABG Minister for Community Development

Secretary's Statement

As Secretary responsible for all mandated community development functions as stipulated under the ABG structure, I am very grateful for the participation of communities in which Persons with Disabilities live, in providing useful data that have formed the basis of developing and defining the goals and key strategies and priorities of this policy. Inputs by the communities and individuals through the BDPO have been crucial to the finalization of this Policy and will remain core to directing and guiding all processes of its implementation.

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The BDP is a policy for all Bougainvilleans to comply with and implement. We need to acknowledge that identifying and removing barriers and enhancing Persons with Disabilities participation in economic and social life is a shared responsibility to making rights real. The BDP, following the PNG 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.

One core function of the ABG Department for Community Development, per its Strategic Plan (2017 – 2020) is to develop policies and legislations that are translated into programs to advocate and protect the rights of the marginalized and vulnerable people such as Persons with Disabilities, children and women. This Policy is a major achievement under this function and it follows the CRPD's compliance requirements and guiding principles while also setting out the framework the ABG DFCD will follow to ensure preconditions for inclusion of Persons with Disabilities are addressed at all levels and across all sectors in Bougainville.

An important aspect of this Policy is mainstreaming of disability programs at whole of Government level across all levels that encourages collaborative efforts at addressing the needs of Persons with Disabilities and the issues they face in the communities. The BDP will also encourage effective disability-inclusive service delivery through involving Persons with Disabilities at all levels throughout Bougainville with emphasis on the BDP's goal of "improving and protecting the Rights of Persons with Disability in Bougainville that promotes, equity, protection and social wellbeing."

The BDP will also strengthen the functions of the BDPO being the lead organization that will oversee the implementation processes through support from the ABG DFCD and disability sector service providers including Callan Services (Buka) and the few existing CBRs in Bougainville.

As way forward, my department will collaborate with all other ABG Departments to mobilise resources and technical support to coordinate the implementation of this policy per the identified priorities and with respect to the different types of disabilities in Bougainville. I acknowledge the efforts of the officers who have been involved in the development of this Policy and others who have also contributed to this in one way or another and urge their continued cooperation. I can see that the

implementation of this policy will require effective collaboration within the identified timeframe of ten years. If we are inclusive in our attitude and unlock the potential of persons with and without disabilities alike, Bougainville can go a long way to having a healthier, wiser and more prosperous and inclusive community as called for in Vision 2050 and the Bougainville Strategic Development Plan (BSDP).

I also take this opportunity to thank our development partners, operating alongside my department at different levels for their work in helping us strengthen our efforts in the disability sector and produce this policy. The Consultant Organization – CBM Australia, DFAT – Bougainville Partners and the Australian High Commission have been particularly involved in the development of this policy.

With this, I commend this Policy with confidence that it will drive disability-inclusive programs and services in Bougainville

Mrs Mana Kakarouts
Secretary – ABG Department of Community Development

Executive Summary

The Bougainville Disability Policy (BDP) 2020-2025 sets out a strategic plan of action for the disability sector in the Autonomous Region of Bougainville (ARoB). This policy is in line with the PNG National Policy on Disability (NPD) 2015-2025, which seeks to 'Remove Barriers, Make Rights Real.' In particular, the BDP provides a strategic blueprint that is focused on ensuring persons with disabilities in ARoB are actively involved in planning and decision making in relation to access and equal benefits to policies, service delivery programs and participation in Bougainville community life.

The BDP recognizes the Government of Papua New Guinea's (GoPNG) ratification to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and accordingly seeks to implement the CRPD in line with the PNG NPD within the Bougainville context. Therefore, this policy is also guided by the CRPD principles. The strategies and priorities that will inform the implementation processes of this Policy are set out below:

Policy Priorities and Strategies

The goal of the NPD 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 BDP, contributes to this goal with a focus on ensuring "***The rights of persons with disabilities in Bougainville are promoted and protected; all persons with disabilities enjoy equal rights and opportunities, and actively participate in all aspects of Bougainville society.***" In line with NPD priorities, the BDP, priorities are to:

1. Ensure persons with diverse disabilities and their rights are represented in DPOs and in Bougainville
2. Increase the active and meaningful participation of persons with disabilities in Bougainville
3. Promote, protect and fulfill the rights of persons with disabilities through a whole of Government approach
4. Increase access by persons with disabilities to quality mainstream services and programs.

These priorities will be delivered through four (4) corresponding strategies:

Strategy 1: Supporting BDPO and affiliates to include and represent the diversity of persons with Disabilities in Bougainville

Strategy 2: Investing in pre-conditions for disability inclusion so that persons with disabilities can actively and meaningfully participate in society

Strategy 3: Ensuring laws, policies, planning and budgeting processes include and benefit persons with disabilities at all levels (national, constituencies and local levels)

Strategy 4: Integrating disability inclusion within ABG service delivery programs

The implementation of this policy will require a whole of government and stakeholder approach that will ensure the collaboration of both the public and private sectors including; ABG institutions, Development Partners, INGOs/ NGOs, CSOs, and the communities in Bougainville. The BDP will guide and inform disability inclusive service delivery and disability advocacy programs that will promote the rights of Persons with Disabilities in line with the guiding principles of the CRPD and with respect to the different types of disabilities in Bougainville. An important platform upon which the Policy will achieve the expected outcomes of these strategies and priorities will be mainstreaming of disability inclusiveness at all levels throughout Bougainville within a ten-year timeframe. This will enable ongoing collaborative efforts that will eliminate existing barriers, and ensure Persons with Disabilities have access to all available services while also participating equally, fairly and meaningfully in all aspects of life in the communities they live.

In addition, one unique aspect of this Policy is that it encourages and promotes the **Bougainville Way**; which entails the community approaches and/ or support towards persons with disabilities on the basis of their priorities. Hence, the Policy has identified priorities and issues experienced by persons with disabilities in Bougainville and will also serve to provide directions and interventions the government will follow to ensure persons with disabilities are included in all government development priorities, as Bougainville looks forward to a achieve new political and economic future through self-determination.

This Policy therefore, reflects the aspirations of the People of Bougainville and the support they require from the government and stakeholders to ensure a disability inclusive Autonomous region of Bougainville.

Acknowledgements

The ABG Department of community development (DFCD) gratefully acknowledges all those who generously gave their time to provide valuable input to help shape the development of this policy.¹ DFCD is grateful for the contributions made by Persons with Disabilities and their representative organization – the Bougainville Disabled Persons Organisation (BDPO), government representatives, non-government organisations, service providers and others, including Australian High Commission and the Australia - Bougainville Partnership Program, CBM Australia and Australian Volunteers International (AVI).

¹ A disability consultation was conducted with stakeholder across ARoB early to mid-2020.

1. Introduction and Overview

The Bougainville Disability Policy aligns with the Papua New Guinea (PNG) National Policy for Disability (PNGNPD) and the relevant local and international frameworks it ascribes to, namely the Convention on the Rights of Persons with Disabilities (CRPD). However, the Policy content is based entirely on the local Bougainville context with information obtained through regional wide consultations with persons with disabilities, communities, local government and other key stakeholders. The Policy is a home-grown Policy and owned by the people of Bougainville, its overarching goal being to ensure that ***'the rights of persons with disabilities are promoted and protected, all persons with disabilities enjoy equal rights and opportunities, and actively participate in all aspects of Bougainville society.'***

The Policy seeks to ensure that persons with disabilities are included and can meaningfully participate within their family settings, communities, and Bougainville society including access to all policies, programs and services on an equal basis with others. To ensure this, the policy seeks to make sure that barriers to disability inclusion are identified and removed to ensure that persons with disabilities equally access and participate in service delivery including community life in Bougainville. As such, the Policy provides a road map on policy priorities, actions to implement and approach to implementation to achieve disability inclusion within Bougainville.

2. Policy Rationale

The lack of knowledge and understanding on disability and disability inclusion increases the complexity of barriers affecting persons with disabilities in Bougainville and limits their opportunities for improved quality of life.

The policy acknowledges that there are many barriers experienced by persons with disabilities in Bougainville that limit their access to and participation in society. For instance, attitudinal, institutional, communication and physical/infrastructural barriers.

The policy focus is to ensure persons with disabilities are actively involved in advocacy and informing policy implementation and for DFCD to oversee implementation of collaborative approach involving whole of ABG and relevant stakeholders to identifying and remove barriers to enable full and effective participation of persons with disabilities in Bougainville.

The 2020 ARoB disability consultation has identified a number of issues resulting from exclusion of persons with disabilities which this policy seeks to address. The issues identified have informed the policy priorities for disability inclusion in Bougainville.

2.1. Prevalence of Disability in Bougainville

Bougainville is a post-conflict region. There are no accurate statistics on disability prevalence amongst the population. Anecdotal evidence suggests the existence of a large number of people of various ages across Bougainville who are being adversely

impacted on a day-to-day basis by their disabilities and functional limitations.² The Bougainville, disability data survey report, presents findings of three separate surveys³ conducted by different groups, which attempted to gather disability data across Bougainville in 2019. It reports that, up to '40 % of the population have a disability, and based on current WHO disability prevalence rates estimates, up to 35,000 Bougainvilleans as having a disability, however, considers this figure a major underestimation of the situation due to the prolonged civil war, the ongoing after-effects from the war, ongoing trauma and violence, the correlation with poverty, and coexisting mental health challenges that have been documented.⁴

The number of Persons with Disabilities is expected to increase as ageing, conflict, natural disasters, road accidents and other factors continue to affect our population. In the absence of a disability policy, persons with disabilities and their needs are accorded low priority by the ABG, with other social issues having greater political commitment, including those related to youth, children and gender, and general lack of financial resources. Previously, the lack of quality data on disability prevalence including information regarding the needs of persons with disabilities, has also affected planning and implementation of these activities. However, the Bougainville disability survey report (2019) and DFCD consultations (2020) provides relevant information to guide this policy planning and implementation.

2.2 Situation of People Living with Disability in Bougainville.

Approximately 40% of Bougainville's population across main districts and remote areas are estimated to experience disability but many barriers have prevented their full and effective participation in our community on an equal basis with others.⁵DFCD consultations have identified that Persons with Disabilities experience higher rates of poverty, and experience poorer health and educational outcomes. They also lack access to jobs and livelihood opportunities and less opportunities to be part of community life than everyone else on our community. The inequalities experienced by persons with disabilities has also impacted on families and communities and limited our ability to reduce poverty including enabling Bougainville to progress ahead in its development efforts.

2.2.1 Women and Girls with Disabilities

Similar to the rest of PNG, Family and Sexual Violence (FSV) rates in Bougainville are unacceptably high, affecting an estimated two thirds of women. The DFCD consultation, confirmed previous studies that reveal that the situation of women with disabilities is exacerbated by the complexity of barriers they experience, such as community attitudes and discrimination towards Persons with Disabilities, poverty, low education levels, lack of knowledge and understanding on disability rights and approaches in the country, inaccessible services, and higher levels of gender-based

²Ibid.

³ Initial disability mapping, Washington Group Questions survey and Youth survey

⁴ Vivienne C Riches (2020)Addressing the Needs of People with Disability in the Autonomous Region of Bougainville, Papua New Guinea: Disability Data SurveyReport2020.Centre for Disability Studies, Faculty of Medicine and Health, University of Sydney

⁵ ibid

violence and inequality compared to their peers without disabilities. In Bougainville, despite being one of the most marginalized groups, women with disabilities are often overlooked and unable to access either gender equality programs or disability inclusion programs. For instance, despite the existence of the ABG Policy for Gender Equality, Women's Empowerment, Peace and Security policy, the document makes no reference to women with disabilities and to date there are no activities being implemented specifically for women with disabilities under this policy. There is still a need to further explore and address the gender inequalities amongst women with disabilities and their peers without disabilities.

2.2.2 Mental Health and Psychosocial Disability

The UN Convention on the Rights of Persons with Disabilities (CRPD) defines Persons with Disabilities as “those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.” The “term psychosocial disability is used to describe people who have or are perceived to have mental health support needs and who have experienced discrimination (including but not limited to infringements on their liberty, autonomy, and effective participation) based on their needs or presumptions about their needs” Since its inclusion in the Sustainable Development Goals (SDGs), mental health and psychosocial disability is now considered more broadly as a cross-cutting issue in human rights and development rather than global health issue, with experts acknowledging that “health services play an important – but limited – role in addressing the barriers that reduce social participation and impact negatively on quality of life, and that, as well as access to quality health care, ensuring that people with psychosocial disabilities can access social services and other resources on an equal basis to others is a pressing human rights issue.”

In Bougainville, findings of a brief consultation by health experts reveal that there has been ‘no assessment of the Mental Health and Psychosocial (MHPS) impact of the war, despite MHPS having significant impact on different levels in society,’ and lack of available services to address this issue. Anecdotal evidence collected through BDP consultations identified high prevalence of mental and psychosocial disability and its impacts in the communities, with reports of incidences of community, family and intimate partner violence perpetuated by individuals experiencing the MHPS impact of the war. The lack of available health and support services is a barrier that needs to be addressed to support well-being of individuals, their families and their communities.

2.2.3 Children and Youth with disabilities in Bougainville

There is very little information on disability prevalence amongst children and babies with disabilities including their access to services such as basic health care and education. Up to 47% children with disabilities in Bougainville do not attend school, many communities report very poor education and employment rates across all age groups-children, youth and adults with disabilities.⁶ For youths, very limited

⁶ Ibid.

information on situation of youths with disabilities, is available. The disability policy consultations and the Bougainville disability data survey, as well as verbal anecdotes from stakeholders consulted, provide evidence of significant numbers of young people in Bougainville with disabilities who are unemployed, have limited education including little to no economic empowerment opportunities and are generally marginalized.

2.3 Disability Rights – A paradigm shift for Bougainville

The creation of the first PNG 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. This first policy was followed by a reviewed policy in 2015, upon which the BDP is based.

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 Inclusive Education Resource Centres (IERCs) concept, the increased prevalence of disability sports programs, the emergence of DPOs such as the national DPO, the PNG Assembly of Disabled Persons (PNGADP) and affiliates such as BDPO, and improvements to coordination within the sector such as community based rehabilitation (CBR) practitioners and the growing global movement for rights based approaches as reflected in the CRPD and Pacific regional frameworks.

This shift in rights-based thinking has influenced Bougainville's response to the NDP, in particular to apply the NDP framework within the Bougainville specific context, thus ABG through DFCD's partnership with Bougainville Disabled Persons Organization (BDPO) focuses on a rights-based Bougainville-specific Disability Policy.

2.4 Linkages of the BDP to existing legal and planning frameworks:

Bougainville, in recent years, has demonstrated its commitment to the promotion and protection of the rights of Persons with Disabilities through adoption and implementation of national and international policies and legal (wellbeing) instruments that concern Persons with Disabilities.

2.4.1. The Constitution of Bougainville

This Policy is consistent with the Constitution of Bougainville namely Part III, sections 19, 20 and 30, which stipulates that Persons with Disabilities, including women, children and marginalized groups shall be fairly represented, cared, protected and respected in the society.

2.4.2. PNG National Disability Policy (PNGNPD)

This Policy is consistent with the PNGNPD. The PNGNPD promotes mainstreaming. It supports the CRPD basic principles that all country legislation and policies can be harmonized to take account of the rights and needs of Persons with Disabilities.

The PNGNPD is consistent with the Constitution of the Independent State of PNG which recognizes the rights of Persons with Disability and provides the basis for the enactment of laws and development of policies that address their concerns. The Constitution provides for fair representation of marginalized groups on all constitutional and other bodies, recognition of the rights of persons with disability to respect and human dignity, and promotion the development of a sign language for the deaf. Furthermore, it enjoins the country to take affirmative action to redress the discrimination that exist against persons with disability. 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.

2.4.3. International Legal Framework

The Policy aims to guide us towards compliance with the UNCRPD which fully supports and encourages countries to be aware of the recognition of the rights of Persons with Disabilities. 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 persons with and 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, likewise the same for people of Bougainville. The convention itself is made up of a clear set of principles and obligations and a number of articles which provide clear guidance on what countries should aim to achieve at a human rights and sectoral level and individual level.

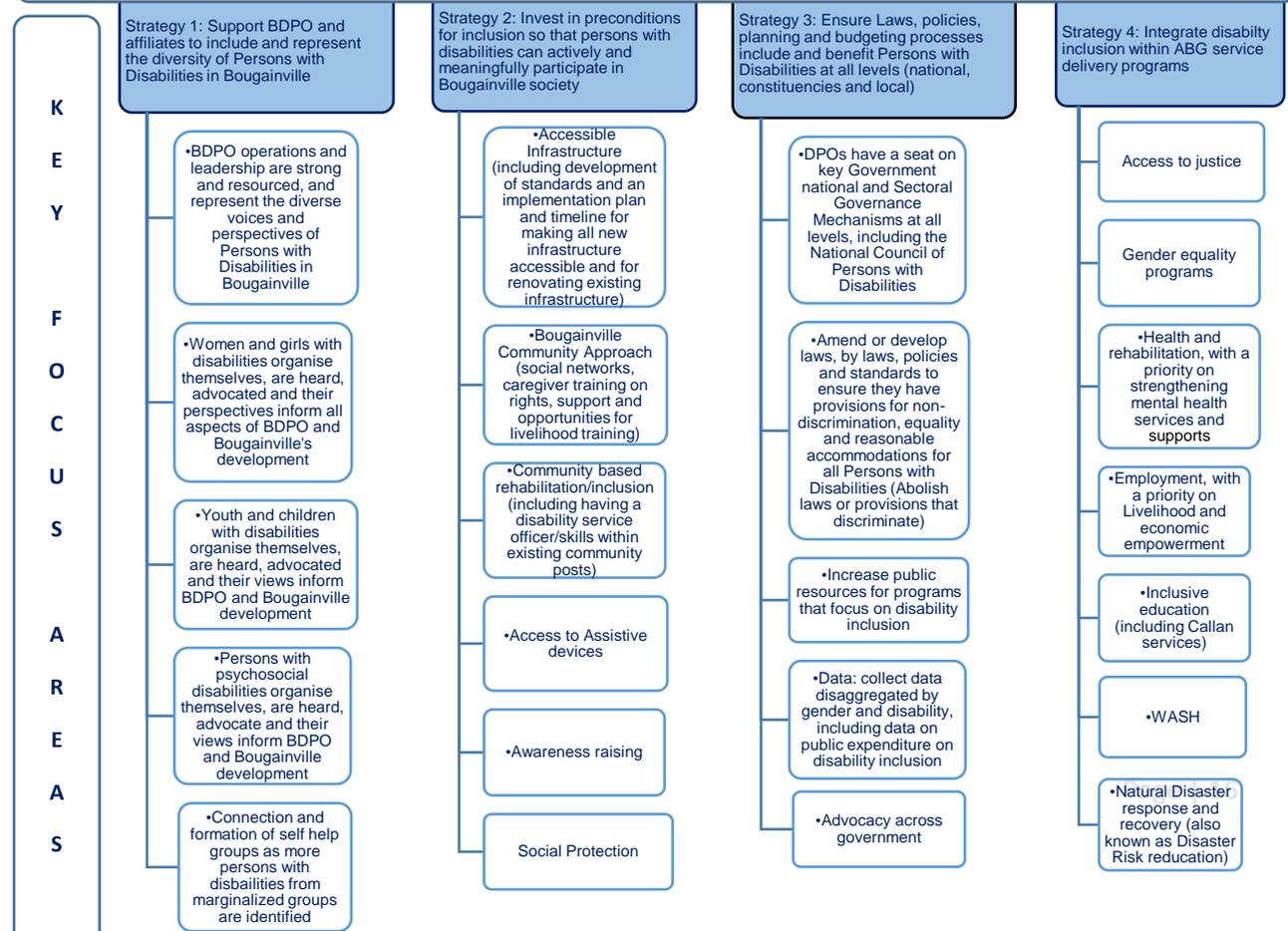
Ultimately, the policy is framed within the UN Convention on Rights of Persons with Disabilities (CRPD), and is aligned to the Bougainville and PNG national Constitution, the PNG National Policy on Disability and the PNG Disability Protection Authority Bill (soon to be passed).

Goal:
The rights of persons with disabilities in Bougainville are promoted and protected; all persons with disabilities enjoy equal rights and opportunities, and actively participate in all aspects of Bougainville society

- Guiding Principles:**
1. Supporting an active and central role for persons with disabilities ‘Nothing about us without us’
 2. Non-discrimination- respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
 3. Equality of opportunity, accessibility and participation in development services and community life.
 4. Reasonable accommodation-provision of support that does not cause disproportionate or undue burden.
 5. Taking into account the interaction between gender and disability.
 6. Promoting rights, protecting and improving lives of children with disabilities.
 7. The Bougainville way-ensuring positive aspects of our traditional communal care and support practices are recognized and applied to support persons with disabilities in Bougainville

- Policy priorities**
1. Ensuring persons with diverse disabilities and their rights are represented in DPOs and in Bougainville
 2. Increasing the active and meaningful participation of persons with disabilities in Bougainville, by addressing barriers to participation and inclusion
 3. Promoting, protecting and fulfilling the rights of persons with disabilities taking a Whole of Government approach
 4. Increase access by persons with disabilities to mainstream service and programs

STRATEGIES



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4. Definitions

Persons with Disabilities

The term 'persons with disabilities' is conceptualised as including those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others (CRPD Article 1).

- ***Disabilities = impairments + barriers***

Disability is created when barriers in society prevent people from participating in the activities they choose and in all aspects of society like everybody else. Individuals may have impairments that may limit their personal or social functioning in comparison with those who do not share the same impairment (characteristic or condition, such as hearing and/or vision impairment, developmental delay or physical impairment). However, their full and equal inclusion in society is often inhibited by attitudinal and/or societal barriers (such as stigma), physical and/or environmental barriers (such as inaccessible roads), and policy and/or systemic barriers (like laws that allow discrimination). These barriers create a disabling effect.

Disability Inclusive Development

Disability-inclusive development promotes effective development by recognising that like all members of a population, persons with disabilities, are both beneficiaries and agents of development. This means that persons with disabilities are given opportunities to participate, contribute to and make decisions about their lives, their families, their communities and their country. An inclusive approach seeks to identify and address barriers that prevent persons with disabilities from participating in and benefiting from development. The explicit inclusion of persons with disabilities as active participants in development processes leads to broader benefits for families and communities, reduces the impacts of poverty, and positively contributes to a country's economic growth. Contributions by persons with disabilities helps to make that development includes those most excluded and does not leave them behind.

5. Principles

To address the issues facing persons with disabilities in Bougainville the BDP applies these guiding principles which are based on the applicable legal frameworks as outlined in section 2.4.

- **Supporting an active and central role for persons with disabilities ‘Nothing about us without us.** Persons with disabilities and disabled persons organization can provide perspectives based on their experiences of living with disabilities, to inform effective disability inclusive development. We will actively work with persons with disabilities through partnerships with BDPO and affiliates across Bougainville to support meaningful engagement, advocacy, decision making and empowerment of persons with disability in Bougainville.
- **Non-discrimination- respect for difference and acceptance of persons with disabilities as part of human diversity and humanity.** We will ensure persons with disabilities have the same opportunities as others and are never treated worse than others, excluded from or denied access to services, education, work, tribal or social life on the basis of their disability.
- **Equality of opportunity, accessibility and participation in development services and community life.** We will ensure the full and effective participation and inclusion in society of persons with disabilities is supported at every level, from household to tribal and clan levels, up to formal workplace and business settings. This includes accessibility to public spaces, transport, information and communication so that persons with disabilities can make decisions about their lives, can access the opportunities available in society and can participate in all aspects of Bougainville life on an equal basis with others.
- **Reasonable accommodation-provision of support that does not cause disproportionate or undue burden.** We will ensure the provision of support, modifications and/or adjustments that meet the individual needs of persons with disabilities to ensure they enjoy and exercise all human rights and fundamental freedoms on an equal basis to others, as outlined in the CRPD.
- **Taking into account the interaction between gender and disability.** We recognize that females with disabilities experience greater levels of inequality in comparison to women and girls without disabilities. Our disability inclusive efforts will also be gender sensitive. We will work with BDPO to devise strategies to include women and girls with disabilities and encourage the collection of data disaggregated by disability and sex including information in regard to the situation and unique needs of women and girls with disabilities to make this under-served group more visible to decision makers engaged in gender specific programs and activities.
- **Promoting rights, protecting and improving lives of children and youth with disabilities.** We recognize that is very little information on disability prevalence amongst children and babies with disabilities including their access to services such as basic health care and education, and that youths with disabilities have limited education and skills training with no economic empowerment opportunities. We will work with relevant departments such as health and education to support early detection and intervention of childhood disability and support disability inclusive education including skills training and job support for youths with disabilities.

- **The Bougainville way**-ensuring positive aspects of our traditional communal care and support practices are recognised and applied to support persons with disabilities and their families in Bougainville

6. Policy Objective

The Policy has four objectives:

1. **Ensuring persons with diverse disabilities and their rights are represented in DPOs and in Bougainville**
2. **Increasing the active and meaningful participation of persons with disabilities in Bougainville by addressing barriers to participation and inclusion**
3. **Promoting, protect and fulfil the rights of Persons with Disabilities taking a Whole of Government approach**
4. **Increasing access by persons with disabilities to mainstream services and programs**

This will require whole of government collaboration with our development partners, communities and persons with disabilities and their representative organisations to ensure effective disability-inclusive development.

7. Policy Priorities outcome areas

Objective 1: To ensure people with diverse disabilities and their rights are represented in DPOs and in Bougainville

Strategy 1: BDPO and affiliates are supported by ABG to include and represent the diversity of Persons with Disabilities in Bougainville, making sure the voices of marginalized Persons with Disabilities are included and heard

Policy priority outcomes

- BDPO operations and leadership is well resourced, have improved capacity and able to effectively advocate and represent the voices and perspectives of diverse groups of Persons with Disabilities in Bougainville
- Women and girls with disabilities organize themselves, are well resourced and have improved capacity to advocate and contribute their perspectives to enable equitable benefits related to women specific services and programs in Bougainville.
- Youth and children with disabilities and their needs and perspectives are identified and addressed through BDPO advocacy and awareness to inform Bougainville development efforts.
- Persons with psychosocial disabilities organize themselves, are heard, advocate and contribute their perspectives to inform appropriate psychosocial and support services to enable effective participation in their communities and across Bougainville .

- Identification and inclusion in BDPO network of diverse groups and support connections and formation of self-help groups as persons with diverse disabilities are identified.
- BDPO and affiliates effectively conduct advocacy and awareness including CRPD training to enable improved understanding on disability and disability inclusion across Bougainville.

Objective 2. To increase the active and meaningful participation of Persons with Disabilities in Bougainville **by addressing barriers to participation and inclusion**

Strategy 2: ABG investment in preconditions for inclusion so that persons with disabilities can actively and meaningfully participate in society

Policy priorities outcomes:

- Ensure accessibility of Infrastructure, information and communication (including development of standards and an implementation plan and timeline for making all new infrastructure accessible and for renovating existing infrastructure). Also, Government information and communication to delivered in accessible formats. For instance, involving sign language interpreter at public forums to provide sign language services for deaf and hard of hearing community members.
- Strengthen the Bougainville Community Approach and social support system through the provision of advocacy and awareness on rights of persons with disabilities, caregiver livelihoods training and opportunities for livelihood activities.
- Work in partnership with Callan Services and community health posts to establish community based rehabilitation services which also includes provision of assistive devices
- Ensure that social protection programs are disability inclusive with appropriate systems in place to enable and support inclusion and participation of Persons with Disabilities. This will require a system that can provide security of income through a disability allowance or financial support scheme that can progressively increase to support other disability related costs. This will rely on appropriate system for legal identification and registration of persons with disabilities in Bougainville. We will reach out to learn from good practices in PNG (e.g. elderly and disability pension support in New Ireland Province and across the Pacific region).

Objective 3. To promote, protect and fulfil the rights of Persons with Disabilities taking a Whole of Government approach

Strategy 3. ABG laws, policies, planning and budgeting processes include and benefit Persons with Disabilities at all levels (national, constituencies and local)

Policy priorities outcomes

- BDPO is invited and has a seat on key ABG regional and sectoral governance mechanisms at all levels, including the Bougainville Advisory Council of Persons with Disabilities (BACD).
- Where applicable, ABG supports the review, amendment or development of laws, by laws, policies and standards to ensure these laws have provisions for non-discrimination, equality and reasonable accommodations for all Persons with Disabilities. This also includes abolishment of laws or provisions that discriminate against persons disabilities.
- ABG increases public resources for programs that focus on disability inclusion, through planning and allocation of disability specific budget to fund disability inclusion activities as part of government service delivery.
- Taking a whole of government approach to encourage and support collection of data disaggregated by gender and disability, including data on public expenditure on disability inclusion in national census and other population surveys, using the Washington Group Questions on Disability to better understand disability prevalence and needs to inform ABG planning and implementation of disability inclusion services.
- Strengthening disability rights advocacy across all ABG government institutions

Objective 4. Increase access by persons with disabilities to mainstream service and programs

Strategy 4: Integrate disability inclusion within ABG service delivery programs

Policy priorities outcomes

- **Access to Justice**

Mainstreaming Disability inclusiveness in the ABG Community Government structures and judicial systems will ensure that Persons with Disabilities are equal before and under the law, and that they can access and benefit from the justice system on an equal basis with others. Mainstream disability rights into to existing laws or amending or abolishing discriminatory laws will ensure protection of Persons with Disabilities and their carers from the prevalence of sexual or physical harassment, violence against children, women and girls with disabilities, and social stigma resulting from discrimination.

- **Gender Equity**

Article 6 of the Convention on the Rights of Persons with Disabilities (CRPD) recognizes that women and girls with disabilities face multiple and intersecting forms of discrimination, they are at higher risk of gender-based violence, are less educated and experience higher levels of inequality in comparison to women and girls without disabilities. This policy seeks to address and eliminate the multiple forms of discrimination experienced as a result of gender identity. It also seeks to support and engage women with disabilities as leaders and contributors across all programs, in particular, gender specific programs.

The priority is to ensure mainstreaming of disability inclusion targeting women and girls with disabilities in all planned and existing gender and social inclusion programs in Bougainville.

- **Health and rehabilitation, with a priority on strengthening rights based mental health and psychosocial services**

A rights based mental health services will be implemented through a combined approach of utilising the Bougainville way of community support as well as to capacitate existing rehabilitation centres in Bougainville through mainstreaming counselling programs into ABG Department of Health's Mental Health Services activity plans that provide support to address mental health issues in Bougainville. A key focus of this approach is to strengthen community support networks in the community so that individuals can continue to live and belong in their communities with the support of the community, as community living is one of the key factors to maintaining health, wellbeing and even recovery of individuals experiencing mental health and psychosocial issues.

- **Access to livelihoods, economic empowerment and employment**

Strengthen provision of inclusive livelihood trainings and capacity building programs (including financial literacy, small-scale farming and SME's) targeting Persons with Disabilities with particular focus on youths and women including care givers to ensure economic empowerment of persons with disabilities in Bougainville. We want to see persons with diverse disabilities and identities accessing jobs in formal and informal sectors so that they can be productive and contributing members of society and support economic development of Bougainville.

- **Inclusive education**

Support planning and implementation of disability inclusive educational programs as a component of the existing education system, (through partnership with Callan National Services Unit) that embrace and accept school-age children with different types of disabilities. This will include provision of teacher inclusive education training and support, in particular special skills training for teachers in schools from primary level to tertiary level throughout Bougainville, as well as provision of appropriate resources and materials to support delivery of inclusive education. This also includes disability inclusive skills training for youth with disabilities.

- **Water, Sanitation and Hygiene (WASH)**

Ensure that delivery of community based WASH programs are disability inclusive with specific focus on Persons with Disabilities and caregivers and their unique needs. A focus on inclusive WASH through the provision of accessible clean and safe water, including accessible toilets and ablution blocks will enable people with disabilities to meet their needs for personal hygiene and wellbeing.

- **Natural Disaster and emergency response and recovery (also known as Disaster Risk reduction)**

Mainstream disability inclusiveness in Disaster and emergency preparedness and response strategies to ensure timely, accessible information and awareness including rapid evacuation and recovery processes are in place to address specific needs of Persons with Disabilities during Natural Disasters in Bougainville.

8. Policy Implementation Approach

The approach this Policy advocates are as follows:

8.1 Ensuring Meaningful Participation – DPO Engagement

Persons with Disabilities have had little or no opportunity to participate in and contribute to design, implementation and evaluation of socio-economic development processes and programs in Bougainville. This has led to their little or no access to services and opportunities. Government with other stakeholders will partner with Persons with Disabilities, through their representative bodies, to promote the full participation of Persons with Disabilities in planning, decision-making, designing and implementing and evaluating actions for improved policy, programs, service delivery and budgets across Bougainville.

In line with CRPD principles, DFCD and stakeholders will support DPOs to establish and expand their membership so that they represent the diversity of the community of Persons with Disabilities. DPOs will also be included in consultations and decision-making bodies to bring the voice and perspectives of Persons with Disabilities to policy implementation discussions and decision-making such as sector steering or advisory groups e.g., mainstream youth, women's committees etc. Their participation will make sure ABG and development partners, including communities in Bougainville have increased knowledge and understanding of their situation, identify and address barriers and together work to implement actions that make our society inclusive, accessible and barrier free.

8.2 Ensuring Mainstreaming of Disability in public and private sectors through partnerships and joint collaboration

Disability mainstreaming is lacking among government agencies and the private sector relating to the design, planning and implementation of inclusive programs in Bougainville. There is eminent concern on weaknesses within government organizations in mainstreaming and/or integrating disability specific programs (specialist trainings, livelihood trainings – education, health care, assistive devices) in their strategic development plans and programs. This Policy provides direction towards strengthening the Public and Private Sectors. In particular, the ABG DFCD will advocate, encourage and support whole of government public and private sector including development partners to work towards our goal of achieving disability inclusive Bougainville society.

The Private Sector mainstreaming program will be in part based on information sharing and stakeholder engagement programs implemented through BDPO advocacy with support of DFCD. The program promotes the inclusion of persons with disabilities and supports policies for engaging more Persons with Disabilities into the private sector workforce and assisting private service organisations to develop disability inclusive programs and services e.g. inclusive banking services.

The Public Sector mainstreaming program will advocate for change to public sector workplace policies in relation to employment, reasonable workplace needs and enhancing program planning to take account of Persons with Disabilities. Other activities include: an induction and awareness program with ABG Departments to raise awareness for gaining national level leadership support to enable other improvements sought by this policy. The ABG Gender Equality and Social Inclusion (GESI) program, through which BDPO, under the Department of Community Development, has been supported, will be targeted as a vehicle to implement mainstreaming of the disability agenda in the public sector.

8.3 Ensuring Whole of Government Approach

Since disability issues are multi-dimensional/ cross-cutting, implementation of the policy will be multi-sectoral at the national, local government and community levels. In addition to the central government and local authorities, other actors will include parents and other caregivers, CSOs, the community, Disabled Persons Organisations (DPOs) and the private sector.

This Policy identifies the following organizations and stakeholders to work collaboratively to ensure a strengthened and effective Whole of Government Approach in achieving its specified goals and priorities:

- Autonomous Bougainville Government Ministry of Community Development
- Other Government Ministries, Agencies and Departments eg Health, Education, Justice etc.
- Local Authorities (Including Chiefs and Elders)
- The Private Sector
- Disabled Persons Organizations (BDPO and affiliates)
- Civil Society Organizations
- Non-government Organizations
 - Local organisations
 - International organisations
- Communities across ARoB
- Parents, families and care givers of persons with disabilities
- Persons with Disabilities in Bougainville
- Papua New Guinea Assembly of Disabled Persons Association (PNGADP)

9. Implementation and Functional Responsibility

9.1. Policy Coordination Structure

The DFCD is the lead agency and will spearhead the co-ordination of this policy. The Policy structure consists of disability sector priorities being organised under the four objectives of the policy.

Each objective is in turn assigned to a lead coordinating agency mandated through this policy and will have a seat on the Bougainville Advisory Committee on Disability (BACD). The BACD, co-chaired by DFCD and BDPO, will coordinate plans and

actions with stakeholders in key policy priority areas. Both DFCD and BDPO are tasked to coordinate with a variety of relevant implementing agencies at national, regional⁷ and community levels and to request from these implementing agencies plans and reports related to the key policy priority action areas for collation and presentation at BACD meetings. The reports describe how the BDP outcomes, objectives and activities are progressing.

This represents a more efficient structure with BACD having to focus on two reports rather than trying to oversee many different outcomes from multiple individuals. In this way, BACD's role will be to oversee and monitor sector performance whilst coordination is vested downwards in a much more efficient manner to the two lead coordinating agencies of DFCD and BDPO. At the strategic level, the BACD is able to also 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.
- Proactively engage across ABG whole of government and development partners including private sector to monitor and support accountability including reporting on Bougainville disability policy implementation.
- 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 and policy implementation updates
- Proactively engage with media on disability awareness and reform issues.

To be effective, the coordination structure relies on strong BACD leadership supported with budget and a secretariat based within the DFCD's Mandatory and Special Services Division. It also requires adequate resourcing, including budget support to BDPO to fulfil its BACD coordination, monitoring and reporting responsibilities.

10. Performance Measurement and Reporting Arrangements

In line with the NPD, the BDP requires implementation of a performance measurement framework that is based on the key BDP policy priorities. This is because performance measurement will be the central element to providing required information on the extent to which the BDP will achieve its objectives and priorities.

10.1. Annual Action Plans

The performance measurement framework is theory based and involves monitoring of an annual action plan based on the four strategies of the BDP and the activities of its action plan. DFCD will consult with BDPO to ensure this annual plan is developed every year with activities derived from the four strategies to facilitate the implementation of the BDP. The annual action plans will provide the basis of monitoring and assessing the implementation of the BDP over its ten-year timeframe. All annual reports that will be based on the annual action plans of the BDP

⁷ Regional in this sense, refers to the Autonomous Region of Bougainville.

Further, in line with the whole of government approach, each ABG department is responsible for including the relevant BDP policy priorities and strategies as outlined in the BDP action plans into their annual department action plans for implementation.

10.2. Monitoring, evaluation and reporting

Monitoring and evaluation functions shall be undertaken at all levels to enhance accountability and effectiveness. This will entail developing and establishing monitoring and evaluation mechanisms.

A monitoring and evaluation framework linking the stakeholders to participate in assessing BDP outcomes and creating social accountability opportunities shall be developed by DFCD.

- At the highest level, M&E will be focused 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.
- DFCD will 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 will be conducted with reports fed back to stakeholders.

10.3. Structured BDP reviews and CRPD reporting system.

The BDP 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 with DFCD as the lead agency, supported by BDPO.

At the completion of the 5-year term, the policy will be reviewed in detail as an input to updating and launching any subsequent policy. The review will be headed by the DFCD with support from the BDPO.

CRPD reports will be produced in line with BDP specified time frames.

11. Bougainville Disability Policy Action Plan

The Bougainville disability policy Action plan is based on the Key Policy Priorities and sets out a framework for the ABG government and relevant stakeholders such as development partners, donors, private sector and civil society to implement the Bougainville Disability Policy

Table 1 (pages 27 – 45) presents the detailed action plan of the BDP and responsible organizations that will be involved in its implementation.

It is acknowledged that these action plan items are provided as a general guide for stakeholders involved in implementing the BDP and these actions may need to be refined and/or adjusted to fit in with sectoral or activity plans developed by stakeholder organizations.

Bougainville Disability Policy Action Plan (2021-2031)

Strategy 1. BDPO and affiliates are supported by ABG to include and represent the diversity of Persons with Disabilities in Bougainville, making sure the voices of marginalized Persons with Disabilities are included and heard.				
Objective 1. To ensure people with diverse disabilities and their rights are represented in DPOs and in Bougainville				
ID	Priority/Focus Areas	Actions	Outcome	Responsible Agencies
1.1	BDPO operations and leadership is well resourced, have improved capacity and able to effectively advocate and represent the voices and perspectives of diverse groups of Persons with Disabilities in Bougainville	<ul style="list-style-type: none"> • Ensure that the government, donors and development partners are disability inclusive in their plans and activities to include DPO capacity assessment and development including organizational strengthening support and funding, and BDPO activity funding. • Facilitate additional capacity development programs through engaging Volunteer and development partners to capacitate BDPO. • Facilitate and establish formal BDPO partnerships and networking with relevant ABG and development partners. • Facilitate develop a Disability Community Engagement Program through partnership with Callan services to ensure communities are involved extensively in advocating and responding to the needs of Persons with Disability • Support membership to PNGADP and the Pacific Disability Forum where BDPO can access further technical disability rights and disability inclusion support and organizational strengthening support • Support training on the CRPD, SDGs, 	BDPO organizational capacity strengthened and effectively representing diverse groups of persons with disabilities.	DFCD and BDPO, PNGADP, Development partners e.g. Donors and NGOs

		<p>advocacy skills so that BDPO and affiliates can train Persons with Disabilities on their rights and raise awareness in the community</p>		
1.2	<p>Women and girls with disabilities organise themselves, are well resourced and have improved capacity to advocate and contribute their perspectives to enable equitable benefits related to women specific services and programs in Bougainville.</p>	<ul style="list-style-type: none"> • Support BDP and women with disabilities to advocate for inclusion of women with disabilities in the Bougainville Women Federation committees and network. • Facilitate dialogue with the office of the three ABG Womens Members to include and advocate the voice of women and girls with disabilities within the Bougainville House of Representatives. • Negotiate with the three ABG Womens Members and identify three representatives of women and girls with disabilities in the three regions for enhancing disability inclusiveness in all community programs and/ or projects. • Negotiate / facilitate development the advocacy strategy for women with disabilities. • Ensure that the advocacy strategy for women with disabilities is implemented. • Facilitate applications for grants to support the women with disabilities advocacy plans and to establish themselves as a registered organisation in their own right. • Ensure government, donors and development partners include women with disabilities to access, participate and equally 	<p>Women and girls with effectively represented through well-established local Womens DPO and equally benefit from women specific services and programs in Bougainville.</p>	<p>DFCD representing ABG and BDPO, Women with disabilities DPO, Development partners e.g. Donors and NGOs</p>

		development partners develop and implement disability-mainstreaming programs involving children with disabilities programs and activities targeting children in Bougainville.		
1.4	Persons with psychosocial disabilities organize themselves, advocate and contribute their perspectives to inform appropriate psychosocial and support services to enable effective participation in their communities across Bougainville	<ul style="list-style-type: none"> • Support BDP and people with psychosocial disabilities to advocate for support for people with psychosocial disabilities. • Facilitate community inclusion programs and supports for social skills trainings for people with psychosocial disabilities to live happily, be included in and be contributing members of their communities • Establish mutual working partnership with the ABG Department of Health Mental Health Association to ensure provision of required services for persons with psychosocial disabilities are effective and strengthened, ensuring they are provided in a rights-based way. • Facilitate and ensure establishment of improved and effective counselling rehabilitation and support services that can cater for persons with psychosocial disabilities in Bougainville 	<p>Persons with psychosocial disabilities advocacy and empowerment support</p> <p>Persons with psychosocial disabilities are equally represented, empowered and cared for in communities throughout Bougainville</p>	BDPO, Dept of Health, DFCD, parents and carers, Development partners e.g. Donors and NGOs
1.5	Identification and inclusion in BDPO network of diverse groups and support connections and formation of self-help groups.	<ul style="list-style-type: none"> • Liaise with ABG DFCD and facilitate community based consultations through its District Management Services to ensure the formation of self-help groups at the community levels • Facilitate community awareness programs through support from the ABG DFCD and ensure self-help groups at community levels 	Self-help groups are supported and empowered for advocating required inclusive programs at community levels	DFCD, BDPO, ARoB self-help groups and diverse DPOs.

		are all inclusive and at least resourced for the provision of required services		
1.6	BDPO and affiliates effectively conduct advocacy and awareness including CRPD training across Bougainville.	<ul style="list-style-type: none"> Facilitate the development a Bougainville Disability Advocacy strategy for BDPO. Advocate on issues relating to persons with disabilities in Bougainville through existing BDPO networks. Ensure BDPO implement the Bougainville Disability Advocacy strategy specifically Advocacy mainstreaming and awareness targets across Bougainville. Ensure to develop creative, expressive and performing arts disability awareness raising programs through the Arts Culture and Music and the Mandatory and special services Divisions of the DFCD with implementation plans and budgets. Ensure development partners, CSOs, INGO/ NGOs and government be involved in supporting BDPO advocacy programs throughout Bougainville. 	BDPO and affiliates capacity to conduct Advocacy and awareness is strengthened	BDPO, PNGADP, DFCD and ABG departments

Strategy 2.
ABG investment in preconditions for inclusion so that persons with disabilities can actively and meaningfully participate in society.

Objective 2. To increase the active and meaningful participation of Persons with Disabilities in Bougainville by addressing barriers to participation and inclusion

ID	Priority/Focus Areas	Actions	Outcomes	Responsible Agencies
2.1.	Accessible Infrastructure, information and communication	<ul style="list-style-type: none"> Negotiate with relevant ABG departments to use universal accessible design guidelines in infrastructure planning and construction of built infrastructure including communication infrastructure that can be accessible by 	Public infrastructure and services eg transport services and information and communication available to the public are	Dept of Technical services, DFCD and BDPO, Deaf DPO, Development partners eg Donors and NGOs

		<p>persons with disability.</p> <ul style="list-style-type: none"> • Develop/revise building standards/codes and develop an accessibility plan and timeline for making all new infrastructure accessible and for renovating existing infrastructure • Implement, budget and monitor the accessibility plan • Support BDPO advocacy on accessible public facilities and built infrastructure • Support BDPO to develop skills and tool in carrying out access audits and providing recommendations for accessible infrastructure • Support spaces for deaf persons to come together to create community and develop sign language and to have sign language training • Develop sign language interpreter services • Together with persons with disabilities, identify barriers and solutions to accessing information and communication, raise awareness about and increase provision of information and communication in accessible formats • Negotiate and ensure stakeholders understand the necessity to provide reasonable accommodation e.g., additions of ramps to buildings and walkways, or sign 	<p>accessible to persons with disabilities</p>	
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		language interpreters to enable access to buildings and/or ease of communication for persons with disability.		
2.2.	Strengthen Bougainville Community Approach and social support system	<ul style="list-style-type: none"> • Support BDP advocacy regarding participation of persons with disability in all community programs including church, sports, and other recreational activities. • Support BDP advocacy or community support to families and caregivers of persons with disabilities. • Ensure community-based organizations are disability inclusive in their programs. • Negotiate for specialized training programs for caregivers • Support BDP advocacy and ensure caregivers are given opportunities for livelihood trainings • Create links with development partners to empower existing community groups and civil societies to support caregivers of Persons with Disabilities. 	<p>People with disabilities are supported to access participate in all community based activities across Bougainville</p> <p>Families and carers of persons with disabilities are supported by community members in their caring roles and able to participate in economic viable activities to adequately cover additional support needs of family members with disabilities.</p>	DFCD, BDPO, self-help groups, carers, Community leaders/Chiefs/Church leaders/Sports organisations, community based organisations, NGOs, donors, private sector.
2.3.	Partner with Callan Services and community health posts to establish community based rehabilitation services which also includes provision of assistive devices	<ul style="list-style-type: none"> • Ensure establishment of disability support services and rehabilitation services are included in planning and resourcing of health programs that are supported by ABG, donors and development partners at existing community health centres. • Ensure establishment of community-based rehabilitation services in main locations of individual districts in Bougainville 	Community based health centres have improved capacity and resourcing to conduct assessments and provide assistive devices and rehabilitation services	

		<ul style="list-style-type: none"> • Support BDP advocacy regarding strengthened inclusive programs and/or establishment of community-based rehabilitation services in main locations of individual districts in Bougainville • Ensure trainings for community health workers to improve their capacities to service different classes of disability. • Negotiate with Department of Health and Bougainville School of Nursing to include disability awareness in their training programs. This disability awareness training can be provided by BDPO with support of DFCD. • Support BDP advocacy and ensure students with disabilities are included in community health skills training programs. • Involve community elders to participate as part of encouraging Bougainville approach to community support 	<p>Community Health Workers trained and able to conduct disability assessments and referrals</p>	
2.4.	<p>Ensure that social protection programs are disability inclusive with appropriate systems in place to enable and support inclusion and participation of Persons with Disabilities</p>	<ul style="list-style-type: none"> • Ensure to assess needs, develop and deliver programs. • Facilitate seeking additional funding from National, ABG and District funding sources and external funding sources for procurement and programs. • Negotiate with Health Department to establish the Orthotics and Prosthetics Service (OPS) facility in Buka. • Liaise with Callan Services to provide 	<p>Assistive device procurement, distribution, maintenance and training programs are developed and implemented</p> <p>Standard Assistive devices monitoring and record keeping systems are developed and implemented</p>	<p>DFCD, BDPO, Community Organizations, Community Government</p>

		<p>optometric and other services.</p> <ul style="list-style-type: none"> • Apply the Assistive devices Guidelines for ALL assistive devices policy <p>(This policy will adopt the guidelines which have already been developed in PNG National Guidelines on Assistive Technology endorsed by PNG Department of Health in 2019 to procure assistive devices and ask providers to use them).</p> <ul style="list-style-type: none"> • Ensure welfare and social services to strengthen required services for the highly vulnerable groups such as the physically or mentally disabled. • Ensure welfare services, child protection, family sexual and violence programs to provide for the needs of Persons with Disabilities. • Liaise with community governments at the local level to ensure government NGOs, CSOs, Businesses to consider providing monthly donations for Persons with Disabilities. • Support BDP advocacy regarding subsidising and provision of required social services in times of crisis – for children in schools, girls and women. <ul style="list-style-type: none"> • Negotiate with ABG to introduce a Disable Persons Assistance Scheme through the BDPO. • Communicate with government 	<p>Social Assistance schemes for persons with disability are developed and functioning</p> <p>Labour market interventions for persons with disability are developed and implemented</p>	
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		<p>organizations, NGOs, INGOs, Private Businesses and relevant stakeholders to consider creating inclusive job opportunities for Persons with Disabilities.</p> <ul style="list-style-type: none"> • Facilitate Job training opportunities for Persons with Disabilities. • Ensure support for facilitation of Community Based Rehabilitation programs that aim to provide capacity building initiatives for Persons with Disabilities and to link persons with disabilities to services and opportunities in the community. • Ensure strict penalties are introduced and supported to protect Persons with Disabilities and condemn perpetrators causing physical and psychological harm to Persons with Disabilities. 		
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Strategy 3.
Laws, policies, planning and budgeting processes include and benefit Persons with Disabilities at all levels (national, constituencies and local).

Objective 3: ABG to promote, protect and fulfil the rights of Persons with Disabilities taking a Whole of Government approach.

ID	Focus/ Priority Area	Actions	Outcomes	Responsible Agencies
3.1.	BDPO is invited and has a seat on key ABG regional and Sectoral Governance Mechanisms at all levels, including the Bougainville Advisory Council of Persons with Disabilities (BACD).	<ul style="list-style-type: none"> • Establish the Bougainville Advisory Committee on Disability (BACD) • Ensure that Persons with Disabilities are represented at all levels. • Facilitate establishment of the BACD within DFCD Mandatory Services. • Ensure TOR for BACD is developed and circulate to relevant agencies. • Ensure BDPO is included or consulted on all policy development. and implementation • 	Bougainville Advisory Committee on Disability (BACD) is established and oversees implementation and reporting of BDP	DCD, BDPO, ABG whole of government Agencies
3.2	ABG support review, amendment or development of laws, by laws, policies and standards to ensure these laws have provisions for non-discrimination, equality and reasonable accommodations for all Persons with Disabilities. This also includes abolishment of laws or provisions that discriminate against persons disabilities.	<ul style="list-style-type: none"> • Amend or develop laws, by laws, policies and standards to ensure they have provisions for non-discrimination, equality and reasonable accommodations for all persons with disabilities (Abolish laws or provisions that discriminate), including: <ul style="list-style-type: none"> ○ Undertake legislative review for CRPD compliance and develop a time bound plan for amending, developing and/or abolishing certain laws ○ Budget for and implement the recommendations • Advocate for the Bougainville Disability Act which regulates advocacy efforts on 	ABG laws, policies and standards accommodate for all persons with disabilities and implemented by relevant stakeholders in Bougainville	Department of Justice, ABG whole of government Agencies, DCD, BDPO

		<p>discrimination against Persons with Disabilities and provide equal opportunities.</p> <ul style="list-style-type: none"> Facilitate inter organizational workshops on the guiding principles of the CRPD to ensure all policies and laws are inclusive of disability rights in Bougainville 		
3.3.	ABG Increase public resources for programs that focus on disability inclusion.	<ul style="list-style-type: none"> Liaise with community governments and ABG Department of Technical Services and conduct assessment to ensure disability support public resources are established and made available Seek training on disability inclusion budgeting All ABG Departments budget for disability inclusion in sectoral/department budget across government, consulting with diverse persons with disabilities, through BDPO, to identify priorities All ABG Departments collect data on annual budget allocations and expenditure on disability inclusion to inform decisions and resourcing All ABG Departments progressively increases resources to disability inclusion activities and monitor expenditure 	<p>All ABG departments report on disability allocations and expenditure on disability inclusion annually</p> <p>Disability inclusion is included in annual budget cycles, including at local district and sectoral levels</p>	DCD, ABG whole of government Agencies
3.4.	Data: ABG taking a whole of government approach to encourage and support collection of data disaggregated by gender and disability, including	<ul style="list-style-type: none"> Negotiate for point of data collection at existing health centres & clinics, and educational institutions in AROB. Liaise with Community Governments at the Ward Level for yearly disability data collection. 	Data increasingly available to inform decision making, policies, programs and services improvements	DCD, ABG whole of government Agencies, donors, development partners eg NGOs

	<p>data on public expenditure on disability inclusion and in national census and other population surveys, using the Washington Group Questions on disability in all ABG data collection processes.</p>	<ul style="list-style-type: none"> • Consult with PNG National Statistical office to source and utilise guidelines on disability measurement disaggregated by gender and age based on Washington Groups Questions on disability (as planned for use in PNG National Census). • Encourage development partners and donors operating in ARoB to utilise the Washington Group Questions to collect and report on this data to DCD and BACD. • Ensure that ABG government officers involved in data collection and M&E activities are involved in training on use of Washington Group questions as and when it is delivered by relevant development partners and donors. 		
3.5.	<p>Ensuring systematic Advocacy across all ABG government institutions</p>	<ul style="list-style-type: none"> • Advocate for mainstreaming of disability in all sectors – as a cross cutting issue through the Bougainville Advisory Committee on Disability. • Facilitate CRPD awareness training and disability mainstreaming workshops with all government departments and institutions to ensure whole of government approach in responding to disability issues in Bougainville 	<p>Disability mainstreamed across all ABG sectors and levels in ARoB</p>	<p>DCD, ABG whole of government Agencies, BDPO</p>

Strategy 4. Integrate disability inclusion within ABG service delivery programs.				
Objective 4: Increase access by persons with disabilities to mainstream service and programs				
ID	Priority/ Focus Area	Actions	Outcomes	Responsible Agencies
4.1.	Disability inclusive Justice services	<ul style="list-style-type: none"> • Support BDPO advocacy regarding rights of Persons with Disabilities to access justice services. • Work with BDPO to facilitate induction or trainings to various stakeholders such as the courts, police, CIS officers, and other officials on the CRPD and approaches to ensuring disability inclusive justice services for people with disabilities to access justice for crimes committed against them e.g. provision of sign language interpreters in court houses, accessible court houses etc. • Ensure Persons with Disabilities are treated equally and fairly under existing laws. • Advocate and support village court systems to ensure equal treatment and legal rights of Persons with Disabilities against social stigma, discrimination, and physical abuse is upheld. 	Persons with disabilities have equal access to justice and participation in public life	Department of Justice servicers, Police, Correctional services, Dept of Technical services, DCD,
4.2.	Gender Equity outcomes for women and girls with disabilities	<ul style="list-style-type: none"> • Identify and address barriers that prevent women and girls with disabilities are able to access all ABG sector programs and services in AROB. • Support BDPO to establish and build capacity of women with disabilities DPO • Invite and support participation of women 	Women and girls with disabilities are able to access and equally benefit from gender mainstreaming programs and services in Bougainville.	DCD, BDPO, Women with disabilities DPO, donors and development partners e.g. NGOs

		<p>with disabilities through women with disabilities DPOs and self- help groups in decision-making forums involving women without disabilities e.g. local womens councils.</p> <ul style="list-style-type: none"> • Ensure inclusion of women and girls with disabilities in development policies and programs. • Ensure that gender-based budgeting at all levels is considerate of women and girls with disabilities and allocates funding to support reasonable accommodation provisions for inclusion of women with disabilities in programs and services. 		
4.3.	Strengthening rights based mental health and psychosocial services.	<ul style="list-style-type: none"> • Support Dept of Health to resource and ensure existing rehabilitation centers and community health centres are able to provide mental health and psychosocial servicers. • Ensure counselling programs are strengthened within the health services including support services e.g. church counselling and care services. • Support BDPO to advocate and deliver community awareness sessions to strengthen the Bougainville way of community support to provide support and care to community members and their families experiencing mental health and psychosocial issues. 	<p>People with mental health and psychosocial issues receive adequate care and support to enable them to effectively participate in Bougainville community life.</p>	<p>Department of Health, Callan Servicers, DCD, BDPO, donors, development partners</p>

		<ul style="list-style-type: none"> • Support Dept of health to facilitate trainings and upskilling of health workers and carers of people with mental health and psychosocial disabilities to provide adequate care and support. • Advocate and support the integration of mental health and psychosocial programs and services in health specific programs implemented by donors and development partners e.g. NGOs in Bougainville 		
4.4.	Access to livelihoods economic empowerment and employment	<ul style="list-style-type: none"> • Ensure Persons with Disabilities and caregivers are able to access and participate in livelihood trainings and programs including financial literacy, small-scale farming and SME initiatives in Bougainville. • Ensure persons with disabilities and caregivers have access to information on financial institutions and that lending institutions provide disability inclusive lending opportunities to support capital investment. E.g. lending institutions removing strict identification requirements such as employee ID cards or drivers' licenses, which persons with disabilities and their caregivers may not possess. • Ensure livelihood trainings or programs delivered by ABG, donors and development partners e.g. NGOs are inclusive of diverse groups of Persons with Disabilities in particular women and youths with disabilities. 	Persons with disabilities and their families are economically empowered, are employed in both formal and informal sectors and able to financially sustain themselves including contributing to the economic growth in Bougainville.	Private sector e.g. Banks, Donors, Development partners e.g. NGOs, DCD, BDPO

		<ul style="list-style-type: none"> Facilitate and enhance collaborative programs that provide opportunities for adolescent and girls and women with disabilities to earn daily incomes to sustain themselves. 		
4.5.	<p>Strengthen Inclusive Education as a component of the existing education system, (through partnership with Callan National Services Unit).</p>	<ul style="list-style-type: none"> Encourage ABG Dept of Educator to Budget and fund Callan Services to deliver inclusive education in Bougainville including provide teacher training on inclusive education in mainstream schools. Advocate, and facilitate expansion of Callan Services to extend services to Central and South Bougainville through existing education system planning and budgeting processes. Ensure disability inclusive education programs in Bougainville are well supported by ABG, donors, development partners e.g. NGOs including families of school age children with disabilities. Support resourcing of schools delivering inclusive education with relevant resources and teaching materials including teacher training. Ensure that children with diverse disabilities are able to access inclusive education services and that girls in particular are able to access and educational services as well. Ensure that educational infrastructure including WASH facilities in schools are fully accessible 	<p>Callan Services well-resourced and provide inclusive education services in Bougainville</p> <p>School age children with disabilities able to access and benefit from inclusive education services</p>	<p>Department of Education, Callan Services, Dept of Technical services, DCD,</p>

		<ul style="list-style-type: none"> • Advocate and support transition pathways from primary school to tertiary levels including vocational and technical skills training for students with disabilities to ensure students with disabilities complete their education e.g. supporting enrollment of students with disabilities to progress to Arawa technical college for skills training 		
4.6.	Inclusive WASH program	<ul style="list-style-type: none"> • Liaise with ABG, donors, development partners e.g. INGOs to ensure provision of community based WASH is disability inclusive. • Liaise with community government ward members and obtain data on the availability of WASH on disability prevalence to direct the provision of disability inclusive WASH programs in Communities • 	Community based WASH programs in Bougainville are disability inclusive	Dept of Technical services, Dept of Health, DCD
4.7.	Disability inclusive natural Disaster and emergency response and recovery services	<ul style="list-style-type: none"> • Establish links with the Bougainville Office of Disaster to develop a disability inclusive Bougainville Disability Disaster Response and Recovery Strategy with budget submitted to ABG to be included in Emergency response budgets. • Ensure physical infrastructure for protection and safety, during natural disasters and emergencies are fully accessible • Ensure all natural disaster and emergency response services implemented by ABG, donors and development partners e.g. NGOs are disability inclusive and considerate of diverse groups of persons 	<p>Disability inclusive Natural Disaster and emergency response and recovery plans developed, resourced and implemented</p> <p>Disability inclusive Natural Disaster and emergency response and recovery plans is considerate of diverse groups of people with disabilities and their needs</p>	DCD, Dept of Technical services, Dept of Health

		<p>with disabilities with various impairments including safety and well-being of women and girls with disabilities who may be displaced and lack usual support services.</p> <ul style="list-style-type: none">• Ensure disability inclusive disaster and emergency preparedness and response strategies are timely, with accessible information and awareness including rapid evacuation and recovery processes are in place to address specific needs of Persons with Disabilities during Natural Disasters in Bougainville.		
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