



GOVERNMENT OF THE REPUBLIC OF VANUATU

# NATIONAL DISABILITY INCLUSIVE DEVELOPMENT POLICY 2018-2025



MINISTRY OF JUSTICE &  
COMMUNITY SERVICES



**Australian  
Aid** 

unicef 



GOVERNMENT OF THE REPUBLIC OF VANUATU

# **VANUATU NATIONAL DISABILITY INCLUSIVE DEVELOPMENT POLICY 2018-2025**

**Ministry of Justice and Community Services**

**CONTENTS**

CONTENTS..... 2

ABBREVIATIONS ..... 3

DEFINITIONS OF KEY TERMS ..... 4

FOREWORD ..... 5

INTRODUCTION ..... 7

BACKGROUND ..... 9

POLICY FRAMEWORK ..... 14

    VISION ..... 14

    POLICY GOAL ..... 14

    GUIDING PRINCIPLES ..... 15

STRATEGIC PRIORITY AREAS ..... 16

POLICY IMPLEMENTATION..... 23

Annex 1: NATIONAL DISABILITY INCLUSIVE DEVELOPMENT POLICY IMPLEMENTATION PLAN 2018 – 2025  
..... 24

    Strategic Priority Area 1: Mainstreaming the Rights of Persons with Disabilities ..... 25

    Strategic Priority Area 2: Disability Specific Services ..... 35

    Strategic Priority Area 3: Leadership and Representation ..... 36

    Strategic Priority Area 4: Disability Statistics ..... 38

    Strategic Priority Area 5: Coordination and Resourcing ..... 40

    Strategic Priority Area 6: Accessibility ..... 42

    Strategic Priority Area 7: Awareness ..... 44

    Strategic Priority Area 8: Women and Girls with Disabilities ..... 44

ANNEX 2: POLICY DEVELOPMENT ..... 46

## ABBREVIATIONS

CBR	Community Based Rehabilitation
CRPD	Convention on the Rights of Persons with Disabilities
ICF	International Classification of Functioning, Health and Disability
MJCS	Ministry of Justice and Community Services
MoET	Ministry of Education and Training
MoH	Ministry of Health
MoIA	Ministry of Internal Affairs
MIPU	Ministry of Infrastructure and Public Utilities
NDMO	National Disaster Management Office
NSDP	National Sustainable Development Plan
NGO	Non-Government Organizations
PDF	Pacific Disability Forum
PIFS	Pacific Islands Forum Secretariat
RAD	Rapid Assessment of Disability
SDGs	Sustainable Development Goals
TVET	Technical and Vocational Education and Training
VCSDN	Vanuatu Civil Society Disability Network
VDPA	Vanuatu Disability Promotion & Advocacy Association
VNDC	Vanuatu National Disability Committee
VNSO	Vanuatu National Statistics Office
VQA	Vanuatu Qualifications Authority
VSPD	Vanuatu Society for People with Disabilities
WASH	Water, Sanitation and Hygiene
WHO	World Health Organization

## DEFINITIONS OF KEY TERMS

### **Assistive Products and Technology**

Assistive technology is an umbrella term covering the systems and services related to the delivery of assistive devices, products and services. Assistive products maintain or improve an individual's functioning and independence, thereby promoting their well-being. Hearing aids, wheelchairs, communication aids, spectacles, prostheses, walking sticks and crutches are all examples of assistive products.<sup>1</sup>

### **Disability**

Persons with disabilities include 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.<sup>2</sup>

### **Impairment**

Impairments are problems in body function or structure, such as a significant deviation or loss. Impairments can be measured on a five point scale, the degree of the impairment of function or structure (no impairment, mild, moderate, severe and complete).<sup>3</sup>

### **Reasonable accommodations**

Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.<sup>4</sup>

---

<sup>1</sup> WHO. (2016). [Assistive Technology: Fact Sheet](#).

<sup>2</sup> UN General Assembly, [Convention on the Rights of Persons with Disabilities](#): resolution / adopted by the General Assembly, 24 January 2007, A/RES/61/106.

<sup>3</sup> WHO. (2002). [Towards a Common Language for Functioning, Disability and Health: The International Classification of Functioning, Disability and Health \(ICF\)](#).

<sup>4</sup> UN General Assembly, [Convention on the Rights of Persons with Disabilities](#): resolution / adopted by the General Assembly, 24 January 2007, A/RES/61/106.

## FOREWORD

I am pleased and proud to introduce the *National Disability Inclusive Development Policy 2018 – 2025*. Building on past achievements and lessons, this policy furthers the commitments the Government of Vanuatu has made through ratification of the *United Nations Convention on the Rights of Persons with Disabilities*, endorsement of the *Incheon Strategy to Make the Right Real for Persons with Disabilities in Asia and the Pacific 2013 – 2022*, and the *Vanuatu 2030: The People's Plan*.

In 2008, the Government of Vanuatu ratified the Convention. Since then, the Vanuatu Government, working together with civil society and development partners at the national and provincial levels, including persons with disabilities themselves, have sought to implement the various obligations within the Convention in order to achieve equality for all.

Under the auspices of the *National Disability Policy 2008 – 2015*, the Government of Vanuatu established the Disability Desk. Disability was integrated into the Ministry of Justice and Community Services sector strategy, and opportunities for persons with disabilities began to emerge across several sectors. Thanks to the collaborative efforts of government and civil society partners, awareness of the rights of persons with disabilities grew in communities and at the highest levels of government. Persons with disabilities experience improved access to education, training, work and sports opportunities.

There is still much to be done, and in 2016, the Government of Vanuatu released *Vanuatu 2030: The People's Plan* its National Sustainable Development Plan, which aspires to a peaceful, just and inclusive Vanuatu. As the Plan points out, this cannot be achieved without persons with disabilities.

The *National Disability Inclusive Development Policy 2018 – 2025* builds on past efforts to provide a guideline for action for national and provincial government and non-government stakeholders across Vanuatu, as well as our development partners. Collaboration is central to this policy: working together through the National Disability Committee, key stakeholders will share and coordinate efforts, as we work together towards the goals outlined in *Vanuatu 2030: The People's Plan*.

Understanding our progress in implementation of this policy is essential, and as such the policy has a strong focus on ensuring the reliable collection and disaggregation of disability data. This will build on past efforts to collect disability data within our census and Demographic and Health Surveys; lessons from these experiences will guide our future efforts and enable us to monitor our progress and evaluate our efforts.

The Government of Vanuatu recognises the importance of listening to the voices of persons with disabilities themselves. The lived experience of persons with disabilities must inform decision-making. This policy was developed in close collaboration with persons with disabilities, and a collaborative approach will underpin its implementation.

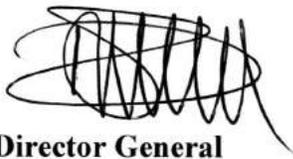
Deepest appreciation is extended to the many individuals, community leaders, government and civil society officers who generously shared their opinions and time to inform the development of this policy.

Particular thanks are extended to persons with disabilities, government and civil society officers in Shefa, Sanma, Tafea, Malampa, Penama and Torba provinces who participated in consultations held in Port Vila, Luganville and Lenakel between 2015 and 2017. These consultations informed the review of the *National Disability Policy 2008 – 2015* and the development of the *Vanuatu National Disability Inclusive Development Policy 2018 – 2025*.

Many thanks to the members of the Vanuatu Civil Society Disability Network, notably the Vanuatu Disability Promotion and Advocacy Association and the Vanuatu Society for People with Disabilities, who made extensive contributions to the policy review and redevelopment process at various stages.

Technical support received from the Pacific Disability Forum and the Pacific Islands Forum Secretariat to lead the review of the previous policy in 2015 is gratefully acknowledged. Financial and technical support received from the Australian Government through its Stretem Rod Blong Jastis mo Sefti program enabled the development and finalisation of the *Vanuatu National Disability Inclusive Development Policy 2018 – 2025* and is greatly appreciated.

The commitment and efforts of the hard-working team at the Ministry of Justice and Community Services (MJCS) are gratefully acknowledged. Particular appreciation is extended to the Policy Advisor and staff of the Disability Desk.



**Director General**

**Ministry of Justice and Community Services**



## INTRODUCTION

Persons with disabilities include 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.<sup>5</sup> Disability may be experienced by people of any age – children, young and older people.

Everyone is entitled to the same rights and freedoms, regardless of their disability status. This is a fundamental principle of the United Nations *Convention on the Rights of Persons with Disabilities* (CRPD), which Vanuatu ratified in 2008. However, persons with disabilities often lack equitable access to the same opportunities enjoyed by their peers without disabilities. Barriers such as negative attitudes and stigma, an inaccessible built environment, and exclusionary policies can restrict persons with disabilities from enjoying their rights to education, health care, employment and other opportunities.

Disability inclusive development is both a process and an outcome. The purpose of disability inclusive development is to realize an inclusive society that values diversity and engages persons with disabilities as participating members of society with equal rights. The disability inclusive development approach brings the disability perspective into all elements of national and community development. It assesses and strengthens institutions, policies and programs so that they better take into account, and positively impact on, the lives of persons with disabilities.

The process of disability inclusive development meaningfully and effectively engages persons with disabilities in development processes to challenge and address inequities. Persons with disabilities are not a homogeneous group. Disability inclusive development initiatives must consider the various perspectives and experiences of older people, men, women, girls, boys, youth and children with a range of different impairments, and diverse experiences of disability.

Disability inclusive development is often implemented according to the twin track approach, which requires action along two vectors: mainstreaming across legislation, policies, programs and activities at all levels, and implementing targeted efforts that improve access to the particular accommodations and services required specifically by persons with disabilities.

In Vanuatu, many gains have been made under the auspices of the *National Disability Policy 2008 – 2015*. These include the establishment of a Disability Desk within the Ministry of Justice and Community Services (MJCS) as the Government of Vanuatu's disability coordination agency, the development of the *Inclusive Education Policy and Strategic Plan 2010 – 2020* and the *National Disability Inclusion Policy for the Technical and Vocational Education and Training (TVET) Sector 2016 – 2020*. Vanuatu's *National Sustainable Development Plan (NSDP)*, known as *Vanuatu 2030: The Peoples Plan*, formalises a national commitment to disability inclusion and rights through multiple disability inclusive objectives and indicators.

---

<sup>5</sup> UN General Assembly, Convention on the Rights of Persons with Disabilities: resolution / adopted by the General Assembly, 24 January 2007, A/RES/61/106.

The *Vanuatu National Disability Inclusive Development Policy 2018 – 2025* was developed following an extensive participatory review of the *Vanuatu National Disability Policy 2008 – 2015*. The policy review and redevelopment process included stakeholder workshops and individual consultations at the national and provincial levels, which occurred between September 2015 and December 2017. The eight strategic priority areas outlined in this policy arose during consultations with national and provincial government, and civil society organisations including persons with disabilities themselves and their representative organisations.

This policy aspires to be a guiding document for disability inclusive development that will build on achievements made under the *Vanuatu National Disability Policy 2008 – 2015*. This policy acknowledges the central role persons with disabilities across all islands and communities have as active participants in determining and achieving their rights. The policy sets ambitious goals, which will guide the efforts of all stakeholders, who will work together to maximise resources and efficiencies to support progress towards these goals in a resource-constrained environment.

The *Vanuatu National Disability Inclusive Development Policy 2018 – 2025* activates the commitments the Government of Vanuatu has made by ratifying the *CRPD*, and throughout *Vanuatu 2030: the Peoples Plan*, to improve the quality of life of persons with disabilities in Vanuatu wherever they are.

## BACKGROUND

### Disability in Vanuatu

Vanuatu has undertaken several efforts to learn more about its population with disability as part of its commitment to improving the lives of persons with disabilities in line with the *CRPD*, and the *National Disability Policy and Action Plan 2008 – 2015*. These efforts include the use of various adapted versions of the short set of census questions on disability endorsed by the Washington Group in the Vanuatu National Population and Housing Census (2009), the Vanuatu Demographic and Health Survey (2013) and the Vanuatu Disability Pilot Survey (2013). Analysis of the 2009 census found that 12 per cent of the population reported having a disability.<sup>6</sup>

Due to the use of different questions and sampling methodologies, these investigations produced different results, which were analysed by UNICEF in 2014. Re-analysis of the 2009 census data found that five per cent of the population reported having a disability. This analysis found the following:

- Disability is strongly correlated with age and to a lesser extent, with living in a rural area;
- Seeing and hearing are most problematic for men whereas for women, it is seeing and walking;
- Children with disabilities are far less likely to attend primary school than those without disabilities, and to a greater extent, secondary school;
- Persons with disabilities are more likely to be in the lowest and next-to-lowest household wealth quintile; and
- While persons with disabilities are equally likely to take part in productive, income-generating activities as persons without disabilities, they are less likely to be employed outside the home.<sup>7</sup>

### Policy Context

Vanuatu has made strong international and national commitments towards disability inclusive development since 1999.

#### International Commitments

In 1999, the Government of Vanuatu signed the *Proclamation on the Full Participation and Equality of Persons with Disabilities in the Asia and Pacific Regions*. This plan of action was developed by the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) during the *1st Asian & Pacific Decade of Persons with Disabilities 1993 – 2002*. In the same year, the *Vanuatu Education Master Plan* included specific reference to children with disabilities. In 2005, Vanuatu's combined initial, second and third periodic report regarding the

---

<sup>6</sup> Vanuatu National Statistics Office. (2009). *National Population and Housing Census Analytical Report Volume 2*.

<sup>7</sup> UNICEF Pacific and Vanuatu National Statistics Office. (2014). [Children, Women and Men with Disabilities in Vanuatu: What do the data say?](#) UNICEF: Suva.

*Convention on the Elimination of All Forms of Discrimination against Women* extensively covered the particular situation of women with disabilities.<sup>8</sup>

Vanuatu is a regional leader in promoting the rights of persons with disabilities. In August 2003, Vanuatu led the Pacific Islands Forum Heads of Government to endorse the *Biwako Millennium Framework for Action toward the Asian and Pacific Decade of Persons with Disability 2003 – 2012*. As a result of that commitment, Vanuatu's Council of Ministers approved a nine-point policy directive for protecting and promoting rights of persons with disabilities in 2004. In February 2006, the Council of Ministers approved the establishment of the National Disability Committee, which became responsible for overseeing the development of the *National Disability Policy 2008 – 2015*.

International movements towards disability rights mirrored efforts in Vanuatu, and in December 2006, the United Nations General Assembly adopted the *CRPD*. Vanuatu signed the *CRPD* on 17 May 2007, becoming the first Pacific Island Country to do so. Ratification soon followed in October 2008. As a ratifying states party, Vanuatu is obliged to adopt legislation and administrative measures to protect and promote the human rights of persons with disabilities through disability inclusive policies and programs.

In 2009, Pacific Ministers responsible for disability met, and endorsed the *Pacific Regional Strategy on Disability*, a framework with six thematic areas for regional activities. This strategy was succeeded by the *Pacific Framework for the Rights of Persons with Disabilities 2016 – 2025*. The Government of Vanuatu supported the development of both of these regional strategies.

In 2012, United Nations member countries of the Asia Pacific region, including Vanuatu, endorsed the *Incheon Strategy to Make the Right Real for Persons with Disabilities in the Asia Pacific Region 2013 – 2022* (Incheon Strategy). The *Incheon Strategy* goals focus attention on the achievement of a set of ten priority goals and targets during the decade 2013 – 2022, as well as facilitating the measurement of progress.

### **National Commitments**

The *National Disability Policy 2008 – 2015*, together with its Plan of Action, incorporates many of the provisions in the *CRPD*. Armed with this policy and the *CRPD*, the Government has had a solid framework from which to work together to build a society that is inclusive, barrier-free and rights-based for all people of Vanuatu. One of the first actions undertaken by the Government of Vanuatu following the finalisation of this policy was the establishment of a national disability coordination point, the Disability Desk within the MJCS.

The *National Disability Policy 2008 – 2015* is accompanied by Vanuatu's *Inclusive Education Policy and Strategic Plan 2010 – 2020*. Informed by the *CRPD*, the purpose of this policy is to set the framework toward an education system that is inclusive of all children, and to create an

---

<sup>8</sup> United Nations. (2005). [Consideration of reports submitted by States parties under Article 18 of the Convention on the Elimination of All Forms of Discrimination against Women: Combined initial, second and third periodic reports of States parties Vanuatu.](#)

environment that recognizes that all children can learn. The *Inclusive Education Policy and Strategic Plan 2010 – 2020* focuses attention on pre-school, primary and secondary education levels.

Vanuatu's *National Community-Based Rehabilitation (CBR) Action Plan (2014 – 24)* was developed with support from the World Health Organisation (WHO) in 2014. Building on two decades of relatively small-scale CBR activities, the plan aimed to strengthen and expand disability services in Vanuatu. A review of this action plan in 2017 found that to improve coordinated leadership, implementation and monitoring, Vanuatu's CBR intentions should be integrated within the *Vanuatu National Disability Inclusive Development Policy 2018 – 2025*.

In 2016, the Vanuatu Skills Partnership (an initiative funded by the governments of Australia and Vanuatu) worked with training providers, the Ministry of Education and Training (MoET), Vanuatu Qualifications Authority (VQA), MJCS and Vanuatu Disability Promotion and Advocacy Association (VDPA) to develop the *National Disability Inclusion Policy for the TVET Sector 2016 – 2020*. This extends the *Inclusive Education Policy and Strategic Plan 2010 – 2020* to promote disability inclusion within post-school education and training options. The *National Disability Inclusion Policy for the TVET Sector 2016 – 2020* supports achievement of the *Post-School Education and Training Policy 2016 – 2020*, which identifies “inclusion” as a core principle.

The *Vanuatu Mental Health Policy and Strategic Plan 2016 – 2020* was developed by the Ministry of Health (MoH) and specifies actions to improve mental health services and progress the rights of people with mental illness across Vanuatu. A key priority is advocacy for the review of national mental health legislation ensuring universal rights realisation for people with mental illnesses.

A legislative review, undertaken in 2016 in order to assess the compliance of Vanuatu's laws with the *CRPD*, found that 101 laws required amendment.<sup>9</sup> The resulting report outlines recommendations to this effect.

The *NSDP* collates, incorporates, and promotes several key priorities, which aim to empower and promote inclusion of, persons with disabilities. Inclusion and equity are broad aspirations of the plan. This is clearly expressed throughout many of the goals and objectives, which are organised around three main pillars: Society, Environment and Economy. Notable examples include the following:

- Society 2.1: Ensure every child, regardless of gender, location, educational needs or circumstances has access to the education system;
- Society 3.1 Ensure that the population of Vanuatu has equitable access to affordable, quality health care through the fair distribution of facilities that are suitably resourced and equipped;

---

<sup>9</sup> UNESCAP & PIFS. (2016). *Vanuatu: A Legislative Review for Compliance with the Convention on the Rights of Persons with Disabilities (CRPD)*.

- Society 4.3: Empower and support persons with disabilities;
- Society 4.5: Ensure all people, including persons with disabilities, have access to government services, buildings, and public spaces;
- Society 5.1 Ensure all people have timely and equitable access to independent, well-resourced justice institutions;
- Economy 1: A stable and prosperous economy, encouraging trade, investment and providing economic opportunities for all members of society throughout Vanuatu;
- Economy 2.2: Ensure all people have reliable access to safe drinking water and sanitation infrastructure;
- Economy 2.3: Ensure that all public infrastructure, including health, education and sports facilities are safe, accessible, secure and maintained in compliance with building codes and standards;
- Economy 2.6: Provide equitable and affordable access to efficient transport in rural and urban areas; and
- Economy 4.5: Increase the number of decent, productive employment opportunities, particularly for young women and men and persons with disabilities.<sup>10</sup>

As Vanuatu’s national guiding development framework, the incorporation of these goals and objectives within the *NSDP* is an indicator of Government of Vanuatu’s serious intentions towards disability inclusion. Further, these provide clear directions to all stakeholders: development efforts in Vanuatu must be disability inclusive.

### **Implementation of Commitments to Date**

Individual champions at the political and community levels, and the leadership of the MJCS, have been instrumental to Vanuatu’s successes in disability inclusion. Another important contributor has been the willingness of development partners including donor partners, regional agencies, disability organizations, non-government organisations (NGOs), the private sector and others to closely “walk with Government” to ensure that the strategies identified in the *National Disability Policy 2008 – 2015* were progressed.

Civil society across Vanuatu is increasingly actively supporting disability inclusive development. International NGO partners frequently work together with local government and non-government partners (including Vanuatu’s national disabled persons organisation, VDPA, as well as NGO’s focusing on disability issues, including the Vanuatu Society for People with Disabilities (VSPD), Rainbow Theatre and Sanma Frangipani Association). This collaboration seeks to implement joint work in a disability inclusive way, notably in the disaster risk reduction sector. The Vanuatu Civil Society Disability Network (VCSDN) regularly convenes disability-focussed and mainstream civil society organisations across Vanuatu to review and progress advocacy and implementation towards strengthened disability inclusion across key priority areas.

There is growing commitment to disability inclusive development from regional development partners. Various United Nations entities have increased their support to disability initiatives in

---

<sup>10</sup> Government of Vanuatu. (2016). *National Sustainable Development Plan 2016 – 2030*.

Pacific Island Countries. The Pacific Islands Forum Secretariat (PIFS) and the Secretariat of the Pacific Community's Regional Rights Resource Team have both provided technical assistance in key areas. The peak body of Pacific Island DPOs, the Pacific Disability Forum (PDF), currently provides technical assistance and funding to VDPA.

The Australian Government has been providing considerable resources for disability inclusion in the Pacific since 2009. This support has been provided both bilaterally and through multilateral bodies, under the auspices of Australia's disability inclusive development strategy, *Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia's aid program*. In Vanuatu, Australia has strongly supported disability inclusion across several of its programs, including the Stretem Rod blong Jastis mo Sefti and Vanuatu Education Support Programs. Through the Vanuatu Skills Partnership, Australia has provided support through a Disability Inclusive Development Fund grant in 2016 to facilitate implementation of the *National Disability Inclusion Policy for the TVET Sector 2016 – 2020*. The Government of Australia has also supported the activities and operations of VDPA and VSPD.

## **POLICY FRAMEWORK**

This policy comprises a vision and goal, a set of guiding principles, nine strategic priority areas, an implementation plan and a monitoring and evaluation framework.

### **VISION**

*Vision blo policy i:*

*Long 2025, ol pipol wetem disabiliti oli pat blo everi level blong developmen (komuniti, provins, nasonal kavman). Bae oli save kat ikwal akses lo ol raet, olsem:*

- *Akses lo ol seves: helt, edukesen, jastis, infrastrakja (ol rod, wof, bilding), wok mo narafala seves,*
- *Promotem ikwaliti: oli kat vois long ol disisen we i tekem ples, lidaship (long eni level), mo*
- *Proteksen: Protektem olketa long ol kraem, rabis fasin, disasta.*

*Oli gat ol skil blo kotribut lo sosaeti, ekonomi mo mekem disisen, bae oli stap sef mo gat wan hapi laef.*

The vision of this policy is:

By 2025, all persons with disabilities will be included in all community, provincial and national development efforts. All persons with disabilities will have equal access to their rights, including:

- Access to services: including health, education, justice, infrastructure, employment and others,
- Promotion of equality: including decision-making and leadership at any level, and
- Protection from crime, abuse and disaster.

All persons with disabilities will have the skills and necessary supports to enable their contribution to society, the economy and all levels of decision-making, and will live a safe and happy life.

### **POLICY GOAL**

To support the achievement of the vision, the policy sets the following goal:

*To set the direction of action in priority areas to ensure persons with disabilities enjoy their right to participate effectively in all areas of development in Vanuatu on an equal basis with others.*

## **GUIDING PRINCIPLES**

The principles underpinning this policy are drawn from those outlined within the *CRPD*, and the values highlighted in the *NSDP*.

### **1. Respect**

Persons with disabilities have the right to be respected by all members of the community, and accepted as part of the diversity of humanity. Persons with disabilities have the right to live with dignity within their communities.

### **2. Shared responsibility**

The promotion and protection of the rights of persons with disabilities is a collective and shared responsibility that is held by all members of society, and especially on those who are most in a position to influence, lead and effect change at national, provincial and community levels. This includes government, civil society, the private sector, churches, the media, communities and men and women with and without disabilities.

### **3. Autonomy**

Persons with disabilities have the right to recognition as individuals with skills, abilities and the capacity to contribute to their family, community and nation. Persons with disabilities have the right to empowerment and autonomy, including the freedom to make their own choices and decisions.

### **4. Equality of opportunity and non-discrimination**

All persons with disabilities including men, women, boys and girls with disabilities have an equal right to full and effective access to the community. Enabling meaningful participation and inclusion in society for all people, regardless of the type of impairment, nature of disability, gender or age, may require access to reasonable accommodations such as assistive products, environmental modifications and other supports.

### **5. Melanesian and religious values**

Melanesian and religious values and practices that promote respect, harmony and unity, and are in line with these policy principles, national laws and international obligations, can have a positive influence on disability inclusive development.

## STRATEGIC PRIORITY AREAS

### 1. Mainstreaming the Rights of Persons with Disabilities

Mainstreaming is integral to achieving disability inclusive development. It refers to the process by which governments, civil society and other stakeholders ensure that development efforts to include and meet the particular needs and priorities of, persons with disabilities. In practice, mainstreaming is a process by which all legislation, policies, programs and activities at all levels specifically provides for the priorities and rights of persons with disabilities.

Significant barriers to mainstreaming exist. Examples include accessibility of infrastructure, attitudes, capacity and confidence of key personnel, legislation and policies that are not inclusive of the rights of persons with disabilities, and access to knowledge resources. Women and girls often experience additional marginalization. Mainstreaming efforts must identify barriers to inclusion, and invest in reasonable accommodations that address and overcome these barriers.

Mainstreaming must account for the diverse experiences of persons with different impairments. For example, people with learning disabilities may face different barriers to those who are deaf or experience vision impairment. Particular reasonable accommodations, such as impairment-specific services or assistive products, may be needed to enable inclusion.

The introduction of new *CRPD*-compliant legislation, and the amendment of existing laws that are not compliant with the *CRPD*, is required in order to protect and promote the rights of persons with disabilities. Priority sectors for mainstreaming include, but are not limited to, the following: education and training; health; disaster risk reduction and climate change; justice; water sanitation and hygiene (WASH); and social or community activities such as church and sport.

**Education and training** is an essential contributor to empowerment and confidence and is of fundamental importance to improved quality of life for all. All girls, boys, women and men with impairments must have equal opportunities to enroll in and attend education and training at all levels. This recognises the particular importance of early childhood education for promoting early literacy, numeracy and social skills, as well as acting as a gateway to further education for children with disabilities. Similarly, young people and adults with impairments require equal access to post-school education and training options in order to improve their prospects for employment and work and to support the economic security of their families.

Children and young adults with particular impairments, including deaf or hard of hearing children, youth with learning difficulties or those with intellectual disabilities, require particular strategies to support their inclusion in school and post-school education and training. Vanuatu's lack of sign language is a major barrier to participation in school for deaf and hard of hearing children, and impacts on their wellbeing and economic prosperity as adults.<sup>11</sup>

---

<sup>11</sup> Vanuatu Skills Partnership. (2018). *Sign Language in Vanuatu: a Situational Analysis*.

Efforts to improve access to quality early childhood, primary and secondary education for all students must be led by the MoET in accordance with its *Inclusive Education Policy and Strategic Plan 2010 – 2020*. Similarly, access to post-school education and training should be progressed in accordance with the *Post School Education and Training Policy 2016 – 2020*, and the *Disability Inclusive TVET Policy 2016 – 2020*. All of these policies require review in 2020, and at that time the opportunity to develop one policy that covers disability inclusion across the full spectrum of education and training should be explored.

A disability inclusive approach to **health** services ensures that persons with and without impairments can access a range of quality health services wherever they live. Persons with disabilities can be at greater risk of complications arising from non-communicable diseases, sexual and reproductive health issues and other health concerns. However, persons with disabilities globally, particularly those in rural and remote areas, often experience significant unmet need for health services, including mental health services, compared to their counterparts without disabilities.<sup>12</sup> At a minimum, health practitioners require sensitisation to enable the appropriate referral and provision of health services to people regardless of their impairment. Health facilities must also be accessible. Early identification and intervention can be particularly important for children with impairments, as these services maximise the child's development, health and wellbeing from an early age, and can support the child towards enrolment in school. Health systems must also offer rehabilitation and mental health services to persons with and without disabilities to enable the recovery of optimal function following an accident or illness.

Planning for **disaster risk reduction and climate change** resilience must include persons with disabilities at the national, provincial and community levels. Emerging evidence indicates that persons with disabilities experience greater risk in a disaster.<sup>13</sup> They are less likely to evacuate safely and without injury due to a lack of accessible information regarding evacuation processes, and limited availability of accessible evacuation shelters. Persons with disabilities are not always included in community or national disaster risk reduction planning and response processes and structures such as Community Disaster and Climate Change Committees, and Clusters.

Access to **economic empowerment** opportunities can harness the productive potential of all people including those with disabilities to improve the economic situation of person with disabilities, their families and their communities. International evidence indicates a link between disability and poverty – persons with disabilities and their families are more likely to experience poverty than others.<sup>14</sup> In order to break the cycle of poverty and disability, persons with disabilities must have equitable access to economic empowerment opportunities.

---

<sup>12</sup> WHO. (2018). [Disability and health: Fact sheet](#).

<sup>13</sup> CBM – Nossal Partnership for Disability Inclusive Development. (2017). [Disability Inclusion in Disaster Risk Reduction: Experiences of people with disabilities in Vanuatu during and after Tropical Cyclone Pam and recommendations for humanitarian agencies](#).

<sup>14</sup> Mitra, S., A. Posarac, and B. Vick. (2013). [Disability and Poverty in Developing Countries: A Multidimensional Analysis](#). World Development, Volume 41 (1).

Access to the **justice** system is very important for persons with disabilities, who may be at greater risk of abuse and/or gender-based violence. International evidence suggests that persons with disabilities are up to three times more likely to experience physical, sexual abuse and rape compared to people without disabilities.<sup>15</sup> All facets of the justice system must be accessible to persons with disabilities – including police stations and courts. Persons with disabilities must know their rights, understand how to report a crime, and be supported to communicate effectively with officers throughout the justice system. This is of particular importance to women and girls with disabilities, and in particular those who face communication barriers such as deaf and hard of hearing people, and persons with vision or intellectual impairments.

Equal access to **WASH** can support persons with disabilities by preventing disease and improving dignity, and ensuring safety and participation in school, work and community activities. Disability inclusive WASH facilities and practices can also improve independence of persons with disabilities.<sup>16</sup> The rights of persons with disabilities must be mainstreamed across WASH efforts to ensure that toilets and water sources are accessible, and that persons with disabilities benefit from behaviour change strategies. Inclusive menstrual hygiene management is of particular importance to women and girls with disabilities.

**Social** opportunities such as those offered through sports and the church are important mechanisms through which healthy, inclusive communities can be built. Church leadership can create inclusive communities by role modelling acceptance and inclusion. Athletes with disabilities at the international and community levels are often positive role models who challenge negative attitudes and assumptions regarding disability through demonstrating their leadership and sporting skills. Sports can be a particularly effective way for women and girls with disabilities to role model and catalyze empowerment.

## 2. Disability Specific Services

Disability specific services are non-mainstream, targeted services, which are provided primarily to persons with disabilities. Disability specific services aim to optimise the function of persons with diverse disabilities and can be offered by government and/or non-government agencies. Examples include sign language training, braille education, caregiver support, life skills training and CBR. Disability specific services differ from rehabilitation, which is a mainstream health service available to people with and without disabilities. Disability specific services do not include assistive products such as mobility devices, which are rehabilitation supports needed by persons with and without disabilities.

Disability specific services in Vanuatu are limited. Specific services for persons with vision impairment or those who are deaf or hard of hearing are extremely limited. There is no official sign language in Vanuatu. The MoET has committed to leading efforts to meet the need for sign language through its *Inclusive Education Policy and Strategic Plan 2010 – 2020*. Priority disability specific service needs must be addressed. Referral networks between disability

---

<sup>15</sup> WHO/UNFPA. (2009). [Promoting sexual and reproductive health for persons with disabilities](#).

<sup>16</sup> UNICEF. (2015) [WASH disability inclusion practices](#). New York: UNICEF.

specific services and mainstream disability inclusion opportunities must be strengthened such that persons with disabilities have access to a full range of supports and opportunities.

CBR offers an approach to coordinating disability inclusive development. The CBR approach can strengthen inclusive development efforts in rural and remote locations across all provinces by providing a framework for service coordination and referral. Under the auspices of this policy, government and non-government partners will work together to strengthen follow-up and referral, to enable persons with disabilities to access mainstream and disability specific services as required.

### **3. Leadership and Representation**

Effective disability inclusive development requires strong leadership from people with and without disabilities. Leadership in disability inclusion development requires investment. Persons with disabilities may require opportunities to enable them to strengthen their confidence in advocacy and representation. Likewise, existing leaders across national and provincial government and civil society may require education regarding the rights of persons with disabilities.

The voices and lived experiences of people with diverse experiences of disability must inform the policies and programs which affect them. Exclusion from policy discourse increases the risk that the interests of persons with disabilities will not be represented. Men, women, children, youth and older people with a range of impairments must meaningfully participate in decision-making at all levels to ensure their perspectives shape decision-making.

### **4. Disability Statistics**

The development of policies and programs that meet the priorities of all Ni-Vanuatu, including those with disabilities, needs to be informed by evidence. Likewise, the Government of Vanuatu requires data in order to report against indicators within the *NSDP* and the Sustainable Development Goals (SDGs), as well as to report against the *CRPD* and *Incheon Strategy*. Reliable disability data is needed to enable the disaggregation of national data, to understand the situation for persons with disabilities, and to compare this to the experiences of persons without disabilities. Disability is a multi-dimensional concept, involving impairment, function and barriers to participation; and as such its reliable measurement can be complex.

Different types of data collection efforts require different disability measurement tools. For example:

- National, population-level surveys undertaken by the Government of Vanuatu must embed a reliable measure to determine disability status and enable the accurate disaggregation of data by disability to enable reporting against the *NSDP* and the SDGs.
- Likewise, sub-national or sector-specific surveys should also include a disability measure to enable disaggregation by disability.
- Information management systems in the education and health sectors require a reliable method of collecting demographic information regarding disability status so that Ministries can report against sectoral policy commitments, and make informed resourcing decisions.

- NGOs that collect individual participant data require a reliable method for disaggregating disability data to enable effective planning, resource allocation, monitoring and evaluation of inclusion efforts.
- Decision-making regarding policy or program priorities is likely to require in-depth information about the experiences of persons with disabilities, including the barriers to and facilitators of participation, which may be obtained through more comprehensive questions or a standalone disability survey.

Internationally, a range of tools have been developed to enable disability data collection. These are based on the International Classification of Functioning, Disability and Health (ICF). The ICF is a framework for describing and organising information on functioning and disability. It provides a standard language and a conceptual basis for the definition and measurement of health and disability.<sup>17</sup> Tools which have been developed to collect disability data according to the ICF include the following:

- The *Washington Group short set of questions* and the *UNICEF/Washington Group module on Child Functioning*, collect information about function, and are often embedded in population-level disability data collection efforts such as censuses. As such, they support disaggregation in reporting against the SDGs. These questions have been widely used across the globe.<sup>18</sup> The Washington Group short set of questions were adapted and used in Vanuatu’s Vanuatu National Population and Housing Census (2009), Demographic and Health Survey (2013), and Vanuatu Disability Pilot Survey (2013). A 2014 analysis by UNICEF provides an analysis of these efforts and guidance regarding the future use of these questions in Vanuatu.<sup>19</sup>
- The *Model Disability Survey* standalone and brief versions measure an expanded view of disability by identifying health conditions and impairment, and the barriers and supports to participation that exist in the context in which persons with disabilities live. The developers, WHO and the World Bank, recommend use of the *Model Disability Survey* to inform evidence-based policy development in the disability area.<sup>20</sup>
- The *Rapid Assessment of Disability (RAD)* determines disability prevalence in a population or community, as well as identifying the barriers to participation that persons with disabilities face across a range of sectors.<sup>21</sup> The RAD collects information from persons with and without disabilities, enabling comparison of their situations. The RAD was used to compare the experiences of persons with and without disabilities during and after Tropical Cyclone Pam.<sup>22</sup>

---

<sup>17</sup> WHO. (2002). [Towards a Common Language for Functioning, Disability and Health: The International Classification of Functioning, Disability and Health \(ICF\)](#).

<sup>18</sup> UNDP et al. (2016). [Disability Data Disaggregation: Joint Statement by the Disability Sector](#). Fourth meeting of the IAEG-SDG’s.

<sup>19</sup> UNICEF Pacific and Vanuatu National Statistics Office. (2014). [Children, Women and Men with Disabilities in Vanuatu: What do the data say?](#) UNICEF: Suva.

<sup>20</sup> WHO/World Bank. [Model Disability Survey: Providing evidence for accountability and decision making](#).

<sup>21</sup> Nossal Institute for Global Health. [The Rapid Assessment of Disability \(RAD\)](#).

<sup>22</sup> CBM – Nossal Partnership for Disability Inclusive Development. (2017). [Disability Inclusion in Disaster Risk Reduction: Experiences of people with disabilities in Vanuatu during and after Tropical Cyclone Pam and recommendations for humanitarian agencies](#).

Disability survey tools selected must be fit-for purpose; that is, they must be able to provide data that meets the survey purpose. Different disability survey tools require different preparatory work, which may include cognitive testing, translation, and training for data collectors. For these reasons, key stakeholders in Vanuatu must convene in order to decide the most appropriate tool to be used to guide data collection according to the survey purpose and contextual realities. Persons with disabilities must be involved at all stages – including decision making, questionnaire development, data collection, analysis and reporting.

Disability data collection relies on well-prepared data collectors. Adequate training for data collectors, including supervised simulation, is essential. Disaggregation of disability data requires in-depth analysis. Data collected, whether it is through disability questions embedded within a national census or a standalone disability survey, must be thoroughly analysed and findings shared publicly.

## **5. Coordination and Resourcing**

Implementation of disability inclusive efforts across a range of sectors, led by various government and NGO stakeholders, requires strong partnerships and coordination. Coordination supports the efficient use of funding and more effective achievement of shared goals through information sharing and reduced duplication of services.

The Disability Desk at the MJCS will serve as the coordinating government focal point. The role of the Disability Desk will be to coordinate disability efforts across the country, share information amongst stakeholders and connect agencies and individuals where appropriate to create effective partnerships. Coordination efforts will focus on the strategic priority areas outlined within this policy. Key priority sectors are outlined in strategic priority area 1: Mainstreaming the Rights of Persons with Disabilities.

The Disability Desk will establish Provincial Disability Officer positions in each of the provinces. The role of Provincial Disability Officers will be to coordinate disability efforts at the provincial level through the provision of continued support to Provincial Disability Committees. These officers will also provide regular updates to the Disability Desk.

The National Disability Committee will be refreshed and reconvened to provide a forum for information sharing and coordination amongst government and non-government stakeholders. The Government of Vanuatu will provide the necessary funding and other means required to support these coordination efforts. Resources will be required to support the implementation of this Policy. The Government of Vanuatu will dedicate resources as far as it is able. Additional support will be sought from development partners, who will be encouraged to align their efforts with the priorities outlined in this policy.

Vanuatu has much to contribute to, and to learn from, disability inclusive development efforts and efforts to implement the *CRPD* in other Pacific countries. Vanuatu will participate in regional discourse regarding disability inclusive development at all levels, through Pacific

Disability Ministers meetings, regional inter-government meetings, and events which bring together civil society organizations (in particular those convened by PDF), to share and learn from experiences across the region. Vanuatu will actively seek opportunities for regional reflection and learning regarding implementation of the *CRPD* through this policy.

## **6. Accessibility**

Accessibility is an essential facilitator of inclusion and is a cross-cutting issue across all policy priority areas. Buildings, transport, road infrastructure and public toilets must be accessible in order for people with mobility impairments to be able to achieve their goals – whether they be attending school, accessing health services, accessing justice services, going to church or going to work. The process of planning, designing or modifying infrastructure must include persons with disabilities.

Persons with disabilities also require information in a variety of accessible formats – for example large print, picture formats and plain – as well as in the official languages of Vanuatu (including Bislama, French and English). Gaining access to both the physical environment as well as to knowledge, information and communication is a key priority for persons with disabilities in Vanuatu to maximize the full enjoyment of their rights.

## **7. Awareness**

Increased awareness of the rights of and opportunities available to persons with disabilities is fundamental to the achievement of this policy. Awareness is the key to unlocking action towards disability inclusive development across government bodies, civil society, and communities. At the family level, awareness assists caregivers of persons with disabilities and their communities to increase their understanding of how to provide more effective support. This is particularly important in rural and remote locations, where there is limited access to support services. Awareness-raising is a cross-cutting activity which challenges stigma and discrimination and applies across all strategic priority areas identified in this policy.

## **8. Women and Girls with Disabilities**

Women and girls with disabilities have been found to experience multiple discrimination on the basis of gender, age and disability. They often experience reduced access to school, health services, training and work opportunities compared to their male peers. Women and girls face diverse and complex barriers, which must be better understood and addressed as standalone issues, and incorporated into national programs and policies.

## **POLICY IMPLEMENTATION**

This policy will be implemented through a multi-stakeholder approach to ensure that its goal and objectives are realized; and to optimize efficiency and use of scarce resources.

## **MECHANISMS**

This policy will be operationalized through an eight-year implementation plan that provides a framework of activities and indicators (the Implementation Plan). The Implementation Plan will be reviewed annually and updated as where appropriate. The MJCS Disability Desk, with the support of the National Disability Committee, shall be responsible for the implementation of this Policy. The National Disability Committee will have responsibility for coordinating policy implementation, participatory monitoring, reporting, evaluation, and reviews.

## **MONITORING**

The National Disability Committee, with support from the MJCS Disability Desk, will monitor the implementation of this policy. Progress against the Implementation Plan will be reviewed and documented by the National Disability Committee every 6 months. Based on progress and changing contextual realities, modifications to the Implementation Plan can be made with the agreement of the National Disability Committee.

## **REPORTING**

The National Disability Committee will compile an ‘Annual Disability Inclusive Development Policy Implementation Progress Report’ and submit this to the MJCS Disability Desk during the first quarter of every year. This annual report will be coordinated by the Policy Unit of the MJCS. It will collate and present efforts to implement the activities listed under each of the key strategic areas, and progress towards indicators. This report will support national *CRPD* reporting mechanisms and will be made public.

## **REVIEW AND EVALUATION**

A mid-term review of this policy will occur four years after its adoption with support from the MJCS Disability Desk and Policy Unit. The review will assess all reports to identify achievements, gaps, lessons and challenges. The review may result in amendments to this policy. The review will ensure the policy remains relevant, and will assist in supporting the achievement of its goal and objectives.

## **RESOURCES**

The Government recognises that without adequate resources, the activities required under this policy will be constrained. The Government therefore commits to ensuring the appropriation of necessary resources, and calls upon the active engagement of its development partners and line Ministries to provide extra-budgetary support and cooperation towards achievement of the policy.

**Annex 1: NATIONAL DISABILITY INCLUSIVE DEVELOPMENT  
POLICY IMPLEMENTATION PLAN 2018 – 2025**

## Strategic Priority Area 1: Mainstreaming the Rights of Persons with Disabilities

**Objective:** To improve the effective participation and inclusion of persons with disabilities across all sectors and at all levels.

Activities	Timeframe								Responsibility
	2018	2019	2020	2021	2022	2023	2024	2025	
1.1 Establish national anti-discrimination legislation, such as a Disability Bill, to support legal promotion and protection of the rights of all persons with disabilities.	X								MJCS
1.2 Establish responsibility and a process for the amendment of laws and policies to improve compliance with the <i>CRPD</i> . Prioritise the 101 legislation identified as being non-compliant during the 2016 legislation review. Ensure persons with disabilities are consulted in the development and amendment of all legislation, policies, strategies and plans to promote <i>CRPD</i> compliance.	X	X	X	X					MJCS
<b>1.3 Support mainstreaming of the rights of persons with disabilities in all policies, plans and programs across the education and training sector:</b>									
1.3.1 Working with persons with disabilities, identify sector-specific barriers to participation in early childhood, primary, secondary, post-secondary education and training and scholarships.	X	X							MoET with VDPA and VSPD
1.3.2 Develop disability inclusion strategies to address identified barriers, and support achievement of the <i>National Disability Inclusion Policy for the TVET Sector 2016 – 2020</i> and the		X	X	X	X	X	X	X	MoET, VQA and Vanuatu Skills Partnership

<i>Inclusive Education Policy and Strategic Plan 2010 – 2020</i> , and incorporate these into relevant sector, corporate and business plans.									
1.3.3 Allocate adequate resources within the MoET budget to enable implementation of disability inclusion strategies.	X	X	X	X	X	X	X	X	MoET
1.3.4 Support the continued appointment of a disability inclusive education officer within the MoET.	X	X	X	X	X	X	X	X	MoET
1.3.5 Provide annual disability awareness training to all relevant sector personnel.	X	X	X	X	X	X	X	X	MoET with VDPA
1.3.6 At the cessation date of existing education and training policies, review progress and develop one disability inclusive education and training policy.			X						MoET
1.3.7 Noting the particular barriers to education and training faced by children and adults with specific learning disabilities and intellectual impairments, provide targeted support to improving literacy and numeracy programs so that they are inclusive of all children.		X	X	X	X	X	X	X	MoET
1.3.8 Noting the particular barriers to education faced by deaf and hard of hearing children and youth, provide targeted support towards the establishment of sign language.		X	X	X	X	X	X	X	MoET
1.3.9 Establish coordination measures, including referral processes, with the MoH, VSPD and the MJCS, to		X	X	X	X	X	X	X	MoET with MoH and VSPD

facilitate access to rehabilitation services, assistive products and early intervention services for children and adults with impairments, enabling their participation in education and training.									
1.3.10 Improve access to scholarships to increase the number of qualified early identification, early intervention and rehabilitation personnel across Vanuatu, including physiotherapists, occupational therapists, speech therapists, podiatrists and audiologists.		X	X	X	X	X	X	X	MoET with MoH
1.3.11 Strengthen the collection of disability data amongst school and training attendees, and produce annual reports which provide an analysis of the enrolment, attendance and achievement of students / trainees with disabilities.		X	X						MoET
<b>1.4 Support mainstreaming of the rights of persons with disabilities in all policies, plans and programs across the health sector:</b>									
1.4.1 Working with persons with disabilities, identify barriers to all health services, including rehabilitation, assistive products and technology, and mental health services.	X	X							MoH with VDPA and VSPD
1.4.2 Develop disability inclusion strategies to address identified barriers and incorporate these into relevant sector, corporate and business plans.		X	X	X	X	X	X	X	MoH
1.4.3 Allocate adequate resources within the MoH budget to enable implementation		X	X	X	X	X	X	X	MoH

	of disability inclusion strategies.								
1.4.4	Appoint a disability inclusive health officer or focal person <sup>23</sup> within the MoH.	X	X	X	X	X	X	X	MoH
1.4.5	Provide annual disability and mental health <sup>24</sup> awareness training to all frontline health staff.	X	X	X	X	X	X	X	MoH with VDPA
1.4.6	In collaboration with persons with disabilities, review existing health policies and ensure these are disability inclusive.	X	X	X					MoH
1.4.7	Establish and implement a disability inclusive health policy to ensure the accessibility of health facilities, affordability of health services, and availability of rehabilitation services, assistive products and mental health services to persons with disabilities	X	X						MoH
1.4.8	Establish early identification and early intervention services to maximise the functional capacity and opportunities available to children with impairments.			X	X	X	X	X	MoH with VSPD
1.4.9	Implement the <i>Vanuatu Mental Health Policy and Strategic Plan 2016 – 2020</i> to improve access to mental health services to enable optimal recovery.	X	X	X					MoH
1.4.10	Strengthen access to rehabilitation services, including appropriate priority	X	X	X	X	X	X	X	MoH with VSPD

<sup>23</sup> NB: a *disability inclusion officer* is a new position dedicated to disability inclusion, while a *disability inclusion focal person* is an existing officer who is designated with additional responsibility to lead disability inclusion efforts.

<sup>24</sup> In accordance with the *Vanuatu Mental Health Policy and Strategic Plan 2016 – 2020*.

assistive products across all provinces, to enable optimal recovery from accidents and illness, and to maximise the participation of people with impairments.										
1.4.11 Develop a national guideline for the procurement and distribution of quality assistive products (excluding second hand equipment).		X								MoH with MJCS and VSPD
1.4.12 Strengthen the collection of disability data amongst health service users, and produce annual reports which provide an analysis of health service use by persons with disabilities.		X	X	X	X	X	X	X	X	MoH
<b>1.5 Support mainstreaming of the rights of persons with disabilities in all policies, plans and programs across the disaster risk reduction and climate change sector:</b>										
1.5.1 Working with persons with disabilities, identify barriers to disaster risk reduction and climate change initiatives.		X	X							NDMO, MJCS, MoIA, Civil Society Organizations
1.5.2 Develop disability inclusion strategies to address identified barriers and incorporate these into relevant sector, corporate and business plans.			X	X	X	X	X	X	X	NDMO, MJCS, MoIA
1.5.3 Allocate adequate resources within the relevant budget(s) to enable implementation of disability inclusion strategies.			X	X	X	X	X	X	X	MoIA, NDMO
1.5.4 Appoint a disability inclusion officer or focal person within the National Disaster Management Office (NDMO).			X	X	X	X	X	X	X	NDMO, MoIA
1.5.5 Provide annual disability awareness training to all National Disaster Management staff.			X	X	X	X	X	X	X	NDMO with VDPA
1.5.6 In collaboration with persons with disabilities, review existing disaster risk reduction and climate change			X	X	X					NDMO

	policies and ensure these are disability inclusive.									
1.5.7	Establish and implement a disability inclusive disaster risk reduction and climate change policy to ensure disability inclusion across all initiatives, including the development of inclusive resilience strategies, accessible early warning systems and evacuation shelters, and development of approaches to enable disability inclusive post-disaster needs assessments and distributions.	X	X							MoIA, NDMO with MJCS
<b>1.6 Support mainstreaming of the rights of persons with disabilities in all policies, plans and programs across the justice sector:</b>										
1.6.1	Working with persons with disabilities, identify barriers to accessing justice including police reporting and protection (including child protection), legal advice and representation, and the courts.	X	X							MJCS with VDPA
1.6.2	Develop disability inclusion strategies to address identified barriers, and incorporate these into relevant sector, corporate and business plans.		X	X	X	X	X	X	X	MJCS
1.6.3	Allocate adequate resources within the relevant budget(s) to enable implementation of disability inclusion strategies.		X	X	X	X	X	X	X	MJCS
1.6.4	Appoint a disability inclusion officer or focal person within the justice sector.		X	X	X	X	X	X	X	MJCS
1.6.5	Provide annual disability awareness training to all justice sector staff.		X	X	X	X	X	X	X	MJCS
1.6.6	In collaboration with persons with disabilities, review existing justice policies and ensure these are disability inclusive.		X	X	X					MJCS
1.6.7	Ensure the rights of persons with disabilities are represented within the <i>Justice and Community Services Strategy 2018 – 2021</i> and other new strategies and policies.	X								MJCS

1.6.8	Review and develop standard operating policies and procedures for police, courts and community services to support inclusion at institutional levels.			X	X	X					MJCS with VDP
<b>1.7 Support mainstreaming of the rights of persons with disabilities in all policies, plans and programs across the economic empowerment sector:</b>											
1.7.1	Working with persons with disabilities, identify barriers to employment, small business establishment and development, financial literacy programs, seasonal worker programs, savings and loan schemes and market development for persons with disabilities.	X	X								Department of Labour with VDP
1.7.2	Develop disability inclusion strategies to address identified barriers and incorporate these into relevant sector, corporate and business plans.		X	X	X	X	X	X	X		Department of Labour
1.7.3	Allocate adequate resources within the relevant budget(s) to enable implementation of disability inclusion strategies.		X	X	X	X	X	X	X		Department of Labour
1.7.4	Appoint a disability inclusion officer or focal person within the Department of Labour.	X	X	X	X	X	X	X	X		Department of Labour
1.7.5	Provide annual disability awareness training to all labour sector personnel.		X	X	X	X	X	X	X		Department of Labour
1.7.6	In collaboration with persons with disabilities, review existing labour policies and ensure these are disability inclusive.		X	X	X	X	X	X	X		Department of Labour with VSPD
1.7.7	Encourage all Government departments to hire persons with disabilities.	X	X	X	X	X	X	X	X		Department of Labour with MJCS
1.7.8	Review the Employment Act and ratify and implement International Labour Organisation Convention 159.				X	X					Department of Labour with MJCS

<b>1.8 Support mainstreaming of the rights of persons with disabilities in all policies, plans and programs across the WASH sector:</b>										
1.8.1	Working with persons with disabilities, identify barriers to WASH facilities and information including community and school toilets, showers, hand-washing facilities, water collection points and menstrual hygiene management facilities.	X	X							Department of Water with VDPA
1.8.2	Develop disability inclusion strategies to address identified barriers and incorporate these into relevant sector, corporate and business plans.		X	X	X	X	X	X	X	Department of Water
1.8.3	Allocate adequate resources within the relevant budget(s) to enable implementation of disability inclusion strategies.		X	X	X	X	X	X	X	Department of Water
1.8.4	Appoint a disability inclusion officer or focal person within the Department of Water.		X	X	X	X	X	X	X	Department of Water
1.8.5	Provide annual disability awareness training to all WASH sector personnel.		X	X	X	X	X	X	X	Department of Water with VDPA
1.8.6	In collaboration with persons with disabilities, review existing WASH policies and ensure these are disability inclusive.			X	X	x				Department of Water with VDPA
<b>1.9 Support mainstreaming of the rights of persons with disabilities in all policies, plans and programs across the social sector:</b>										
1.9.1	Working with persons with disabilities, identify barriers to mainstream sports activities and opportunities.	X	X							Ministry of Youth and Sport
1.9.2	Develop disability inclusion strategies to address identified barriers and incorporate these into relevant sector, corporate and business plans.		X	X	X	X	X	X	X	Ministry of Youth and Sport
1.9.3	Allocate adequate resources within the relevant budget(s) to enable implementation of disability inclusion strategies.		X	X	X	X	X	X	X	Ministry of Youth and Sport
1.9.4	Strengthen and support opportunities for persons with disabilities in sport across all Provinces.		X	X	X	X	X	X	X	Ministry of Youth and Sport, Vanuatu Society of Sports and National Olympic Committee, and Vanuatu Paralympic Association

<b>Indicators</b>	<b>Means of Verification</b>	<b>Linkage to national / international reporting requirements</b>
1. Availability of national anti-discrimination legislation (such as a Disability Bill) to uphold and protect the rights of persons with disabilities.	National Disability Committee determines that relevant legislation has been developed and is compliant with the <i>CRPD</i> .	Incheon Indicator 9.2
2. Number of new and amended laws which are <i>CRPD</i> -compliant, or nullified laws that were not <i>CRPD</i> compliant.	Assessment of new and amended laws led by National Disability Committee, compared to 2016 Legislative review. <sup>25</sup>	Incheon Indicator 9.4
3. Number of disability inclusive policies, sector strategies or plans developed.	National Disability Committee determines number of relevant policies, strategies and plans developed.	
4. Proportion of ministry budgets allocated to disability inclusion.	Each ministry supplies information to the National Disability Committee regarding budget allocation for disability inclusion, and total budget allocation.	
5. Number of disability inclusion officers or focal persons appointed across Government departments and ministries.	Each ministry supplies information to the National Disability Committee regarding officers and focal persons appointed.	Contributes towards NSDP SOC 4.3.3
<b><i>Education and Training</i></b>		
6. Primary education enrolment rate of children with disabilities.	Open VEMIS <sup>26</sup> to be operationalized to capture this data.	Incheon Indicator 5.2
7. Secondary education enrolment rate of children with disabilities.	Open VEMIS to be operationalized to capture this data.	Incheon Indicator 5.3
8. Proportion of persons with disabilities who participate in government-funded vocational training and other employment-support programs as a proportion of all people trained.	VQA database to be operationalized to capture this data. Vanuatu Skills Partnership database.	Incheon Indicator 1.3

<sup>25</sup> UNESCAP & PIFS. (2016). *Vanuatu: A Legislative Review for Compliance with the Convention on the Rights of Persons with Disabilities (CRPD)*.

<sup>26</sup> <http://www.openvemis.gov.vu/>

9. Proportion of deaf and hard of hearing children that receive instruction in sign language.	Open VEMIS to be operationalized to capture this data.	Incheon Indicator 5.5
<b><i>Health</i></b>		
10. Proportion of persons with disabilities who use government-supported health-care programs, as compared to the general population.	Demographic and Health Survey to collect and disaggregate disability data.	Incheon Indicator 4.1
11. Existence of standards and guidelines for the procurement and distribution of quality assistive products.	MoH provides standards / guidelines.	
<b><i>Disaster Risk Reduction and Climate Change</i></b>		
12. Availability of disability-inclusive disaster risk reduction plans.	National / provincial disability inclusive disaster risk reduction plans supplied by NDMO and/or provincial governments.	Incheon Indicator 7.1
<b><i>Justice</i></b>		
13. The rights of persons with disabilities are represented within the Justice and Community Services Strategy 2018 – 2021.	National Disability Committee determines that new strategy represents the rights of persons with disabilities.	
<b><i>Economic Empowerment</i></b>		
14. Ratio of persons with disabilities in employment to the general population in employment.	Census and Household Income and Expenditure Surveys to collect and disaggregate disability data.	Incheon Indicator 1.2.

## Strategic Priority Area 2: Disability Specific Services

**Objective:** To improve access to disability specific services, including equipment and skilled personnel, for persons with disabilities.

Activities	Timeframe									Responsibility
	2018	2019	2020	2021	2022	2023	2024	2025		
2.1 Using the CBR approach as a guide, establish a coordination and referral mechanism to optimise access to disability specific services, mental health services and mainstream disability inclusive programs.	X	X	X	X	X	X	X	X	X	MJCS with MoH, MoET, NDMO, Department of Labour, Department of Water, Provincial Governments and civil society organisations
2.2 Establish access to braille machines and education regarding the use of brailers, for persons with vision impairment.					X	X	X	X		MJCS and MoET
2.3 Increase opportunities for persons with disabilities to participate in life skills development programs.			X	X	X	X	X	X	X	MoET, Department of Labour, MJCS and civil society organisations

Indicators	Means of Verification	Linkage to national / international reporting requirements
15. Availability of government-funded services and programs including sign language training, braille education, caregiver support, life skills training and CBR.	National Disability Committee determines availability of services	Contributes to Incheon Indicator 4.3
16. Availability of a referral mechanism that enables access to disability specific services, mental health services and mainstream disability inclusive programs.	National Disability Committee determines availability of referral mechanism	

### Strategic Priority Area 3: Leadership and Representation

**Objective:** To develop leadership for rights-based disability inclusive development.

Activities	Timeframe									Responsibility
	2018	2019	2020	2021	2022	2023	2024	2025		
3.1 Raise awareness of persons with disabilities in relation to their rights including specific training on the <i>CRPD</i> , domestic legislation and policies which provide a local framework for the implementation of the <i>CRPD</i> , and advocacy strategies to support the realisation of the rights outlined in the <i>CRPD</i> .	X	X	X	X	X	X	X	X	X	VDPA and MJCS
3.2 Support training in the <i>CRPD</i> and domestic legislation and policies which provide a local framework for the implementation of the <i>CRPD</i> for political, national and provincial government, and community leaders.	X	X	X	X	X	X	X	X	X	MJCS and VDPA
3.3 Develop leadership skills amongst men and women with disabilities, including youth with disabilities, through leadership training, internships, mentoring and coaching.	X	X	X	X	X	X	X	X	X	MoET, MJCS, VDPA and VSPD
3.4 Ensure men and women with disabilities are invited to participate meaningfully and effectively in national and provincial level decision-making.	X	X	X	X	X	X	X	X	X	MJCS

<b>Indicators</b>	<b>Means of Verification</b>	<b>Linkage to national / international reporting requirements</b>
17. Proportion of members of the national disability committee who represent diverse disability groups.	Disaggregation of disability status of National Disability Committee members (e.g. by impairment type and/or severity).	Incheon Indicator 2.2
18. Number of men and women with disabilities employed within national and provincial government and civil society organisations.	Sex/disability status of government and civil society employees is collected by Ministries, provincial governments and civil society organisations, and reported to the National Disability Committee.	Contributes to NSDP SOC 4.3.3
19. Number of men and women with disabilities in political, government and civil society leadership positions.	Sex/disability status of persons in leadership roles in government and civil society is collected by Ministries, provincial governments and civil society organisations, and is reported to the National Disability Committee.	Contributes to NSDP SOC 4.3.3

### Strategic Priority Area 4: Disability Statistics

**Objective:** To enable disability data collection that reliably informs disability inclusive development efforts, and enables reporting against national and international indicators.

Activities	Timeframe								Responsibility
	2018	2019	2020	2021	2022	2023	2024	2025	
4.1 Form a working group to identify the types of disability data required in Vanuatu, and explore the tools that are appropriate to source this data.	X	X	X	X	X	X	X	X	VNSO, VDPA and MJCS
4.2 Incorporate disability data collection within all national population-level surveys (e.g. censuses and demographic surveys). Ensure data collectors and analysts are adequately trained to enable reliable use of the data.		X	X	X	X	X	X	X	VNSO and MJCS
4.3 Build consistent and comparable disability data collection methods into MoH Health Information systems and MoET's Vanuatu Education Management Information System. Train officers so that reliable and consistently collected disability data can be disaggregated, linked and/or shared.		X	X	X	X	X	X	X	MoET, MoH and VNSO
4.4 Involve persons with disabilities in disability data collection including employment of persons with disabilities as data collectors.		X	X	X	X	X	X	X	VNSO, VDPA and MJCS
4.5 Develop systems and tools for the identification of persons with disabilities within communities, to enable collection of information regarding their priorities and needs prior to and after disasters.			X	X	X	X	X	X	NDMO, VDPA and VNSO
4.6 Integrate reporting on disability prevalence and other indicators across key sectors in all statistics and sectoral publications.		X	X	X	X	X	X	X	VNSO, all ministries

<b>Indicators</b>	<b>Means of Verification</b>	<b>Linkage to national / international reporting requirements</b>
20. All population-level surveys (e.g. censuses) determine disability prevalence based on the ICF, and disaggregate data by age, sex, race and socioeconomic status.	Reliable tool selected and used in all population surveys (e.g. Washington Group questions and/or the Model Disability Survey).	Incheon Indicator 8.1 Contributes to reporting against NSDP SOC 4.3.1
21. Health and education information systems collect, disaggregate and report on disability data using consistent disability data collection tools.	Reliable tool selected and used in information systems.	Contributes to Incheon Indicator 8.3
22. System and tools for the identification of persons with disabilities within communities prior and subsequent to disasters exist.	Reliable tool selected and used prior to and following disasters.	Contributes to Incheon Indicator 8.3
23. Proportion of statistics publications which report disability data.	National Disability Committee to review statistics publications and determine percentage of those which report disability data.	

### Strategic Priority Area 5: Coordination and Resourcing

**Objective:** Strengthen government capacity at the national and provincial levels to enable a coordinated approach to resourcing and reporting on implementation of disability inclusive development efforts against national, regional and international commitments.

Activities	Timeframe								Responsibility
	2018	2019	2020	2021	2022	2023	2024	2025	
5.1 Refresh the National Disability Committee through redeveloping the Terms of Reference, and establishing a core group of members (made up of representative from MJCS, MoE, MoH, VSPD, VDPA, Vanuatu National Statistics Office (VNSO), Vanuatu Skills Partnership and VCSDN), clarifying the roles of members, and strengthening the committee as a mechanism to coordinate disability mainstreaming efforts across all ministries and civil society.	X								MJCS
5.2 Establish and strengthen Provincial Disability Committees and enable their access to funding to enable implementation of their plans.		X	X	X	X	X	X	X	MJCS with Provincial Governments
5.3 Establish Provincial Disability Officers within each province with clear roles, responsibilities and reporting lines, particularly in relation to reporting against policy strategic priorities.	X	X	X						MJCS with Provincial Governments
5.4 Increase staff at the national Disability Desk, each with clear roles, responsibilities and reporting lines, including appointment of National Human Rights Coordinator.	X	X							MJCS
5.5 Strengthen collaboration between the Disability Desk and the VNSO to enable access to evidence to inform policy implementation.	X	X							MJCS and VNSO

5.6 Establish a Disability Unit within the MJCS.						X	X	X	MJCS
5.7 Facilitate coordination and cooperation at the regional level to enable contributions of successes and learnings from Vanuatu's experiences, as well as learning from other Pacific countries.		X	X	X	X	X	X	X	MJCS

<b>Indicators</b>	<b>Means of Verification</b>	<b>Linkage to national / international reporting requirements</b>
24. National Disability Committee meets every six weeks and submits reports to the MJCS Policy Unit.	Reports and meeting minutes	
25. Annual Policy Implementation Progressive Report is submitted to the MJCS Policy Unit every year by the National Disability Committee and Disability Desk.	Reports	
26. Provincial Disability Committees exist in each province and meet at least every 3 months.	Meeting minutes	
27. Amount and proportion of government disability budget increases every year.	Budget allocations	
28. Disability Unit established within the MJCS.	Department established and additional staff hired.	

### Strategic Priority Area 6: Accessibility

**Objective:** To maximise disability inclusive development through the removal of barriers in the built environment, and the promotion of accessible infrastructure and information.

Activities	Timeframe								Responsibility
	2018	2019	2020	2021	2022	2023	2024	2025	
6.1 In accordance with legislative review recommendations, <sup>27</sup> amend the <i>Building Act 2013</i> , <sup>28</sup> to require the construction of new buildings to meet <i>CRPD</i> accessibility standards.		X							MIPU and MJCS
6.2 In accordance with legislative review recommendations, <sup>29</sup> review the <i>Building Code</i> to incorporate <i>CRPD</i> aligned accessibility standards including removal of obstacles to accessing buildings, roads and transport, and the incorporation of universal design for all new public buildings and facilities.			X						MIPU and MJCS
6.3 Review and enforce the <i>Roads Traffic (Control) Act [CAP 29]</i> , <sup>30</sup> to address major barriers to transportation.				X					MIPU and MJCS
6.4 Advocate for the extension of the <i>Right to Information Act No 13 of 2016</i> <sup>31</sup> to enable the production of key government policies and notices in accessible, large print format, in both printed and online versions.					X				MJCS
6.5 Establish an access audit and training team comprising of government and civil society representatives and persons with diverse impairments,		X	X	X	X	X	X	X	MJCS, MIPU and VDPA

<sup>27</sup> UNESCAP & PIFS, (2016). *Vanuatu: A Legislative review for compliance with the CRPD*.

<sup>28</sup> *Building Act 2013*.

<sup>29</sup> UNESCAP & PIFS. (2016). *Vanuatu: A Legislative review for compliance with the CRPD*.

<sup>30</sup> *Roads Traffic (Control) Act, CAP 29*.

<sup>31</sup> *Right to Information Act, No. 13 OF 2016*.

and implement an access audit and accessibility training program.									
---	--	--	--	--	--	--	--	--	--

<b>Indicators</b>	<b>Means of Verification</b>	<b>Linkage to national / international reporting requirements</b>
29. Availability of mandatory technical standards for barrier-free access that govern the approval of all designs for buildings that could be used by members of the public, taking into consideration internationally recognized standards such as those of the International Organization for Standardization.	National Disability Committee determines availability of technical standards.	Incheon Indicator 3.7
30. Availability of a government access audit programme that requires the participation of persons with disabilities.	Audit reports submitted to National Disability Committee.	Incheon Indicator 3.6
31. Proportion of accessible government buildings in the national capital.	Access audit reports.	Incheon Indicator 3.1 Contributes to NSDP SOC 4.3.2 and 4.5.1

### Strategic Priority Area 7: Awareness

**Objective:** To improve access to mainstream opportunities for persons with disabilities by challenging discriminatory attitudes.

Activities	Timeframe								Responsibility
	2018	2019	2020	2021	2022	2023	2024	2025	
7.1 Undertake awareness-raising activities using a range of mediums to promote the rights of and opportunities available to, persons with disabilities across Vanuatu, including in rural and remote locations.	X	X	X	X	X	X	X	X	VDPA, Rainbow Theatre, MJCS
7.2 Promote successes and lessons learned through implementation of this policy.		X	X	X	X	X	X	X	MJCS

### Strategic Priority Area 8: Women and Girls with Disabilities

**Objective:** To enable equitable participation in disability inclusive development processes and outcomes for women and girls with disabilities of all ages.

Activities	Timeframe								Responsibility
	2018	2019	2020	2021	2022	2023	2024	2025	
8.1 Engage women with disabilities in leadership and decision-making roles (e.g. steering committees, employed positions within Ministries).	X	X	X	X	X	X	X	X	MJCS with all ministries
8.2 Provide targeted training in <i>CRPD</i> , awareness, advocacy and leadership to women with disabilities.	X	X	X	X	X	X	X	X	MJCS with VDPA
8.3 Improve access to strengthened sexual and reproductive health and justice services for women and girls with disabilities. <sup>32</sup>			X	X	X	X	X	X	MoH with MJCS

<sup>32</sup> In line with the *Vanuatu Reproductive, Maternal, Newborn, Child & Adolescent Health Policy and Implementation Strategy 2017 – 2020*.

<b>Indicators</b>	<b>Means of Verification</b>	<b>Linkage to national / international reporting requirements</b>
32. Proportion of girls and women with disabilities who access sexual and reproductive health services of government and civil society compared to women and girls without disabilities.	Demographic and Health Survey to collect and disaggregate disability data.	Incheon Indicator 6.3
33. Number of programs initiated by government and relevant agencies aimed at eliminating violence, including sexual abuse and exploitation, perpetrated against girls and women with disabilities.	National Disability Committee compiles information regarding relevant programs.	Incheon Indicator 6.4
34. Number of programs initiated by government and relevant agencies that provide care and support, including rehabilitation, for women and girls with disabilities who are victims of any form of violence and abuse.	National Disability Committee compiles information regarding relevant programs.	Incheon Indicator 6.5

## **ANNEX 2: POLICY DEVELOPMENT**

This policy was developed through a series of consultation meetings and workshops, which began in September 2015 with a review of the *National Disability Policy 2008 – 2015*, conducted by representatives of the PIFS and PDF.

Following a period of internal consultation, the MJCS (Knox Lanny and Setariki Waqanitoga) led the development of the *Vanuatu National Disability Inclusive Development Policy 2018 – 2025*. Support was provided from a consultant (Sally Baker) engaged by Strem Rod Blong Jastis mo Sefti, a program funded by the Australian Government. Finalisation of the policy involved consultation with key representatives from all sectors across the nation, with notable inputs from members of the VCSDN.

This policy was informed by input from persons with disabilities, parents and caregivers of persons with disabilities and individuals representing the following agencies:

CARE Vanuatu

CBM Australia

Erakor Disabled People's Organisation

Fresh Wota Disabled People's Organisation

Government of Australia, Department of Foreign Affairs and Trade

Government of Vanuatu, Department of Cooperatives

Government of Vanuatu, Department of Labour

Government of Vanuatu, Department of Women's Affairs

Government of Vanuatu, Ministry of Education and Training

Government of Vanuatu, Ministry of Health

Government of Vanuatu, Ministry of Infrastructure and Public Utilities

Government of Vanuatu, Ministry of Justice and Community Services

Government of Vanuatu, National Disaster Management Office

Government of Vanuatu, National Statistics Office

Lenakel Hospital

Malampa Provincial Disability Committee

Malo Disability Association

Mele Maat Disabled People's Organisation

Motivation Australia

Narango Disability Committee

Nossal Institute for Global Health, University of Melbourne  
Osnalmock Diasbled People’s Organisation  
Oxfam in Vanuatu  
Pacific Disability Forum  
Pacific Islands Forum Secretariat  
Penama Provincial Disability Committee  
Regional Rights Resource Team  
Sanma Counselling Centre  
Sanma Frangipani Association  
Shefa Provincial Government  
Solwe Disability Committee  
Stretem Rod blong Jastis mo Sefti  
Tafea Provincial Government  
United Nations Economic and Social Commission for Asia and the Pacific  
United Nations Children’s Fund  
Vanuatu Association of Sports and National Olympic Committee  
Vanuatu Chamber of Commerce and Industry  
Vanuatu Civil Registry Department  
Vanuatu Civil Society Disability Network  
Vanuatu Christian Council  
Vanuatu Disability Promotion and Advocacy Association  
Vanuatu Health Resource Mechanism  
Vanuatu Paralympic Committee  
Vanuatu Police Force, Family Protection Unit  
Vanuatu Red Cross Society  
Vanuatu Skills Partnership  
Vanuatu Society for People with Disabilities  
Vanuatu Women’s Centre  
World Health Organisation, Country Office - Vanuatu  
World Health Organisation, Regional Office for the Western Pacific  
World Vision Vanuatu

