

Fiji Islands

**A National Policy on Persons Living With
Disabilities**

2008 – 2018

Fiji National Council for Disabled Persons with the Ministry of Health, Women and
Social Welfare

Preface

This policy is the result of wide stakeholder consultation throughout Fiji. On 5 July 2006 the first national consultation workshop took place to draft the initial policy document which was then discussed in a series of subsequent consultation workshops held in Korovou, Nausori, Navua, Sigatoka, Lautoka, Rakiraki, Taveuni, Labasa, Kadavu and Ovalau over August and September 2006. Each District workshop considered the policy in detail and developed proposals to amend and refine the policy based on their experience and expertise. The consultations were coordinated and managed by the Fiji National Council for Disabled Persons (FNCDP) and its various District Committees. This document represents the conclusions reached through the District consultation processes.

People with disabilities in recent times have been largely invisible in all areas and at all levels of the development processes in Fiji. They are the most discriminated against population group. It is time we changed some of our values and understandings with respect to those who have a disability. Whether the disability is psychological, physiological or whether it is a function of accident or genetics, people with disabilities are people first and they deserve the same set of rights as every citizen of this country.

The alliance between government and non-governmental sectors, including churches and the private sector, will be crucial if we are to make good progress in creating a rights-based, fully inclusive and barrier-free society in Fiji.

This policy, together with the action plan, provides a framework and guide for all government and non-governmental agencies, DPOs, individuals, families and communities throughout the Fiji Islands, so that we all work toward creating a society that reflects the deepest respect for human life. It is hoped that this policy contributes to building a society in Fiji that demonstrates respect for all people by dismantling barriers and building institutions and structures that are inclusive and allow people to participate fully and equally.

**Suva, Fiji
October 2008**

Acknowledgements

Many people from communities throughout Fiji have contributed to this policy through participating in workshops and commenting on policy drafts. The policy reflects the many inputs received. FNCDP District Committees, and members of the various FNCDP Advisory Committees along with many people with disabilities, parents, families, Disabled Persons Organisations, and NGOs, Government Department officers, District Officers and community leaders have contributed a considerable amount of time and resources to assisting with the policy drafting process.

The policy development and consultation process was managed by the Fiji National Council for Disabled Persons with assistance from the United Nations Economic and Social Commission for Asia and the Pacific, Pacific Operations Centre (UN-EPOC).

This policy would not have been possible without the support and inspiration provided by the many people who live with disabilities, their families, care givers, supporters and advocates and the Government of Fiji.

**Executive Director
Fiji National Council for Disabled Persons
Suva**

Glossary of Acronyms

BMF	Biwako Millennium Framework for Action Towards an Inclusive, Barrier-free and Rights-based Society for All in Asia and the Pacific
CBR	Community Based Rehabilitation
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRC	Convention on the Rights of the Child
DPO	Disabled Persons Organisation
FSAD	Fiji Sports Association for the Disabled
FASANOC	Fiji Association of Sports and National Olympic Committee
FNCDP	Fiji National Council for Disabled Persons
FWRM	Fiji Women's Rights Movement
HIV/AIDS	Human Immune Virus/Acquired Immune Deficiency Syndrome
ILO	International Labour Organisation
MDGs	Millennium Development Goals
MOE	Ministry of Education
MOH	Ministry of Health
MOL	Ministry of Labour
NCCC	National Coordinating Committee for Children
NGO	Non-governmental Organisation
OHCHR	Office of the High Commissioner for Human Rights (United Nations)
PIFS	Pacific Islands Forum Secretariat
PSC	Public Service Commission
PWD	People with disabilities
RRRT	Regional Rights Resource Team (UNDP)
STI	Sexually Transmitted Infection
UNDP	United Nations Development Programme
UN-EPOC	United Nations Economic and Social Commission for Asia and the Pacific, Pacific Operations Centre
VTTC	Vocational and Technical Training Centre

Note:

The Ministry refers to the Government Ministry that hosts the Department of Social Welfare

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Policy Summary

Purpose

The purpose of this policy is to provide a framework for addressing disability in Fiji and to develop a more 'inclusive' society, create greater awareness of the needs of people with disabilities and identify priority areas for action to dismantle barriers hindering the full participation of people with disabilities in the social and economic life of the Fiji Islands. The policy reflects the priorities and views of the people of Fiji from many communities throughout the islands of Fiji.

Implementation

The policy will be implemented by FNCDP and the Ministry that hosts the Department of Social Welfare in collaboration with key stakeholders, particularly organisations of people with disabilities (DPOs) and key Government Ministries, the private sector, and churches.

Definition

People with disabilities are persons with long term physical, mental, learning, intellectual and sensory impairments and whose participation in everyday life as well as enjoyment of human rights are limited, due to socio-economic, environmental and attitudinal barriers.

Vision

A nation which advocates for and empowers persons with disabilities through the recognition of human rights, and the creation of a peaceful, barrier free, and inclusive society for all people of Fiji.

The Policy development process grouped the objectives of the policy into 12 Strategic Policy areas. The strategic policy areas are outlined in order of priority as discussed at the District Consultation meetings.

1. Advocacy, awareness, empowerment and statistics;	7. Provision of Housing and community care;
2. Prevention, Early Detection, Identification, Intervention, rehabilitation and Health;	8. Access to information and communications technology;
3. Effective Education services and programmes;	9. Poverty alleviation, social security and livelihood programmes;
4. Training and employment including self employment;	10. Disability Sports and recreation;
5. Promoting the Rights of Women and children with disabilities;	11. National Institutional coordination, networking as well as regional and international cooperation and participation.
6. Access to built environment and transport systems;	12. Policy monitoring, review and implementation;

Each strategic policy area has one or more objectives and the objectives have a number of actions outlined to ensure achievement of the targets.

Strategic priorities and objectives

1. Advocacy, awareness, empowerment and statistics

- 1.1. Strengthen and empower organisations of people with disabilities (DPOs) to advocate for and create greater awareness of disability issues at the national, district and community levels.
- 1.2. Compile national data of all persons with disabilities.

2. Prevention, Early Detection, Identification, Intervention, Rehabilitation, and Health

- 2.1. Develop and strengthen an integrated approach between the FNCDP, Government, NGOs and other stakeholders, in the area of early detection, identification and intervention;
- 2.2. Develop and provide skills teaching and training in the areas of early detection and intervention for selected resource personnel.
- 2.3. Strengthen the capacity of CBR officers, and other professionals (e.g. speech therapists, sign language interpreters, occupational therapists etc).

3. Effective Education services and programmes

- 3.1. Provide, strengthen, implement and review special and inclusive education services and programmes for all children with special needs in schools, homes, communities, and hospitals in accordance with the Constitution.

4. Training, employment and social needs

- 4.1. Develop and strengthen skills in people with disabilities to enable higher levels of participation in the workforce and other livelihood opportunities.

5. Promoting the Rights of Women and children with disabilities

- 5.1. Empower Women and children with disabilities to understand and exercise their human rights.
- 5.2. Ensure human rights and development concerns, relating to women and children with disabilities are included in existing programmes of government Ministries, NGOs and community organisations.

6. Access to the built environment and transport systems

- 6.1. Improve and strengthen the provision of access for persons with disabilities.
- 6.2. Develop processes and implementation strategies to improve transportation and mobility for people with disabilities in urban and rural areas.

7. Provision of Housing and Community Care

- 7.1. Strengthen assistance for people with disabilities and their families.
- 7.2. Develop strategies to address residential and community care for people with disabilities.

8. Access to information and communications technology

- 8.1. Increasing opportunities for people with disabilities to gain access and have accessibility to information and communications technology.

9. Poverty alleviation, and social security

- 9.1. Social security programmes for people with disabilities strengthened and strategies developed for effective service delivery.
- 9.2. Disability concerns mainstreamed in government policies, and programmes.

10. Adapted Physical Education, Sports and recreation

- 10.1. Develop in collaboration with relevant stakeholders, physical education and health curriculum for special schools.
- 10.2. Ensure the provision of appropriate sporting activities, facilities, equipment, sponsorship and participation of people with disabilities at the elite competition, social and recreational levels.

11. National Institutional coordination, networking as well as regional and international cooperation and participation

- 11.1. Establish a network of national, regional and international agencies in support of implementation of the policy.

12. Policy monitoring, review and implementation

- 12.1. Develop a strategy and process for the regular monitoring of progress and implementation of the national disability policy.

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Conclusion

The National Disability Policy:

- provides a framework to address the needs and rights of people with disabilities.
- gives a voice to people with disability, is based on their needs as outlined in a wide ranging series of consultation workshop.
- and its implementation is reliant upon an effective working partnership between government, NGOs, DPOs and the wider community, particularly churches and the private sector.

In line with the Government of Fiji's support of the *Biwako Millennium Framework for Action Towards an Inclusive, Barrier-free and Rights-based Society for People with Disabilities in Asia and the Pacific* and the Constitution, the policy provides a clear framework and direction for addressing disability in Fiji. A detailed action plan matrix is attached.

Purpose

The purpose of this policy is to provide a framework for addressing disability in Fiji, so as to develop a more 'inclusive' society, create greater awareness of the needs of people with disabilities and identify priority areas for action to dismantle barriers hindering the full participation of people with disabilities in the social and economic life of the Fiji Islands.

National Context

Early services for people with disabilities in Fiji started with the development of mental health services which were first established in 1884 with the construction of a single ward to house psychiatric patients. Since this time St Giles Hospital has evolved and grown to accommodate larger numbers of patients to meet a growing demand for mental health and psycho-social services and has become an integral element of Health Services in Fiji. A wider range of services for people with disabilities in Fiji began in the mid 1960's in the form of a Suva-based special education school for a growing population of children who had suffered from poliomyelitis. The Fiji Crippled Children Society, the Society for the Blind and the Fiji Red Cross were the early pioneers of disability services in Fiji. Over the following decades other special schools were established in the main urban centres of Fiji and various organisation of persons with disabilities (DPOs) established themselves as advocacy and 'rights' groups.

In December 1994, the Parliament of Fiji passed the Fiji National Council for Disabled Persons (FNCDP) Act. The primary functions of FNCDP are to serve as a coordinating mechanism on disability matters, formulate national disability policies, develop plans, procure funds to support disability services, conduct relevant seminars/workshops, raise better community awareness on disability issues, mainstream disability concerns into government activities, and promote disability prevention measures. FNCDP has developed a corporate and strategic plan reflecting these priorities and articulating a mission which includes the need to "facilitate the process of creating a barrier free society through a collective collaboration and partnership with all stakeholders."¹

The number of disability NGOs and agencies affiliated to FNCDP have mushroomed in the past few years to the present level of over 33. The National Council with associated NGOs, DPOs, the six Advisory and eighteen District Committees have progressed a programme of awareness and advocacy to create a higher level of awareness of the rights and aspirations of people with disability in Fiji.

Agencies of government have continuously developed policies that address disability, including the *20 year Strategic Plan for Youth Development, 2006-2025*, which discusses "human rights for all, including all races, both genders, and those with physical

¹ **Fiji National Council for Disabled Persons, 2006 Corporate Plan**, "the total empowerment, equal opportunities and full participation in a barrier free environment for all persons with disabilities in Fiji."

disabilities.” The Youth policy goes on to discuss the need to respond to youths at risk including “those with disabilities, displaced youth ... “² The policy calls for strategies to support the empowerment of young people at risk including other vulnerable youths.

Social Context

The Population of Fiji is 772,655 according to the 1996 population census. However, more recent estimates place the national population at over 850,000 people. The 1996 Census included questions on disability and identified 3,117 people with disabilities who were ‘economically active and over the age of 15 years.’

The prevalence of disability is closely linked to the definition and the way disabilities are perceived and reported in society. Some countries typically use disability screens or definitions that assess activity limitations (e.g., limited ability to work), whereas other countries tend to use impairment screens (e.g., inability to hear, see).³ Activity definitions of disability typically lead to higher incidences of disability being reported than impairment definitions. The general understanding of disability in Fiji is consistent with the impairment definition of disability, and recent surveys and the census have taken this approach.

The global prevalence of disability is estimated by the United Nations to be approximately 10%.⁴ Based on this, Fiji will have a national population of people with disabilities of 85,000 people. However, when this is considered alongside increasing incidences of heart disease, diabetes, Vitamin A deficiency, and an increasing number of road accidents, then we can assume that the incidence of disability in Fiji’s population is likely to be higher than the UN’s 10% figure.

A pilot survey of people with disabilities in the Macuata District found that of a total population of 76,598 in 2005, approximately 154 people or 3.17% had a disability. This was based on a sample of 4,852 persons interviewed from 1,179 households (approximately 6.3% of the total population in Macuata). A Fiji-wide survey of people living with disabilities will begin in 2009.

There is a relationship between poverty and disability which is commonly accepted as a ‘vicious cycle.’⁵ Disability adds to the risk of poverty and conditions of poverty increase the risk of disability. The result of the cycle of poverty and disability is that people with disabilities are usually amongst the poorest of the poor.⁶

² **20 Year Strategic Plan for Youth Development, 2006-2025**, Ministry of Youth, Employment, Opportunities and Sports, page 11.

³ World Bank, Social Protection Discussion Paper Series, *Disability and Social Safety Nets in Developing Countries*, by Sophie Mitra, Social Protection Unit, Human Development Network, May 2005, page 9.

⁴ United Nations (1990), *Disability Statistics Compendium*.

⁵ World Bank, Social Protection Discussion Paper Series, *Disability and Social Safety Nets in Developing Countries*, by Sophie Mitra, Social Protection Unit, Human Development Network, May 2005.

⁶ DFID, *Disability, Poverty and Development*, Department for International Development, 2000.

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Of course, not all persons with disabilities are poor, but this vicious circle[sic] points out that a person with a disability is more likely to be poor than a non-disabled counterpart.⁷

This policy emphasises the need for people with disabilities to be protected from poverty through developing income generation or livelihood programmes, promoting inclusive education, improving access to vocational training and other related measures.

The *Fiji Poverty Report 1997*, states that

Most disabled adults in Fiji have had a restricted formal education, face very limited employment prospects, have very few services or facilities to meet their special needs, and only qualify for financial assistance if they are otherwise destitute. Ten percent of the recipients of Family Assistance are disabled and another 22 percent are chronically ill. ... the proportion of disabled person in poor households is higher, over 10 per cent, confirming that having a disabled member puts considerable strain on household's resources. This connection between disability and poverty has been noted by many welfare workers in Fiji.⁸

People with disabilities are often uncounted, their concerns are unheard and their rights to development, full participation and equality are not upheld. In general, people with disabilities in Pacific island countries, including within Fiji, have lacked education, employment and livelihood opportunities, and have no or limited access to support services. This has led to economic and social exclusion. In addition, lack of awareness and understanding in the wider community has meant that people with disabilities and their families face prejudice, discrimination and rejection in their daily lives.⁹ The policy therefore reflects these concerns and attempts to address these needs.

⁷ World Bank, Social Protection Discussion Paper Series, *Disability and Social Safety Nets in Developing Countries*, by Sophie Mitra, Social Protection Unit, Human Development Network, May 2005.

⁸ *Fiji Poverty Report*, 1997, Government of Fiji and UNDP, pages 54-55.

⁹ See Participation Of Persons With Disabilities In Pacific Island Countries In The Context Of The Asian And Pacific Decade Of Disabled Persons, 1993-2002, And Beyond, UNESCAP, Special Body on Pacific island Developing Countries, Bangkok, May 2002.

Legal Context

The Constitution of Fiji protects fundamental human rights, guarantees equality before the law, and prohibits unfair discrimination on a number of grounds, including disability. The Constitution further recognizes (Section 39) that every person has the right to basic education and equal access to educational institutions, including people with disabilities who cannot be discriminated against on the basis of their disability and refused access or admission to a place of education.

The FNCDP Act (1994) which establishes the Fiji National Council for Disabled Persons outlines various functions of the Council including to:

- *Formulate a national policy that would ensure that services are provided to all disabled persons in Fiji; ...*
- *Periodically review the national policy and national plan of action for the purpose of determining their continuing relevance to local, regional and international realities.*

Furthermore, in 2002 the Fiji Human Rights Commission held an inquiry into the rights of people with disabilities and developed a *Plan of Action for People with Disabilities in Fiji*,¹⁰ (Adopted on UN World Human Rights Day, at the Fiji Human Rights Commission Inquiry into the Rights of People with Disability, 10 December 2002, Holiday Inn, Suva).

The Plan of Action adopted eleven goals:

1. Inclusive, barrier free and rights based society;	6. Access to information and communications technologies;
2. Access to education;	7. Social security;
3. Accessible built environment;	8. Health care;
4. Housing;	9. Employment and vocational training;
5. Accessible places of worship;	10. Opportunities for sport and recreation;
	11. Support services.

The Plan of Action also outlined principles which stressed the right to participation, having people with disabilities voice their concerns directly, identifying women with disabilities as being particularly vulnerable and emphasizing the importance of partnership. Many strategies for each of the 11 goals were outlined. The Plan of Action provided a good resource and foundation upon which this national policy on disability is based.

The International and Regional Context

Fiji became a member of the United Nations in 1970. It signed the *Convention on the Rights of the Child* in 1993; ratified the *Convention on the Elimination of All Forms of Discrimination Against Women* (CEDAW) in 1995; and in 2004 ratified ILO's

¹⁰ Fiji Human Rights Commission, *Rights Quarterly*, Volume 1, Issue 4, December 2002, Pages 8-11.

Convention 159 on *Vocational Rehabilitation and Employment (Disabled Persons)*[1983]. Fiji also actively participated in the Asian and Pacific Decade for the Disabled Person 1993-2002 and 2003-2012 and the subsequent meeting held in Japan in 2002 which gave rise to the *Biwako Millennium Framework for Action Towards an Inclusive, Barrier-free and Rights-based Society for all Persons with Disability in Asia and the Pacific* (BMF). In 2008 the *UN Resolution 62/170 on the Convention of the Rights for People with Disabilities* and *UN Resolution 62/127 on the Millennium Development Goals [MDG]* was adopted and came into force.

The National Disability Policy reinforces the regional and international initiatives Fiji has taken in recent years as guiding principles to the development of programmes of action in key areas such as vocational training and employment as well as to ensure existing services in health and education are adequately coordinated and take account of the needs of children, women and men (young and old) with disabilities.

The Biwako Millennium Framework for Action

The BMF is designed as a tool for Governments to guide their policies, planning and implementation of programmes concerning persons with disabilities. The BMF has explicitly incorporated the Millennium Development Goals (MDGs) and their relevant targets to ensure that the concerns of people with disabilities will be an integral part of national strategies.

The goal of the BMF is to promote inclusive, rights-based societies free of barriers for people with disabilities in the region. To achieve this goal, the BMF has as its mission to strengthen the following priority areas:

- Self-help organizations and related family and parent associations;
- Women with disabilities;
- Early detection, early intervention and education;
- Training and employment, including self-employment;
- Access to built environments and public transport;
- Access to information and communications, including assistive technologies;
- Poverty alleviation.

In the context of the BMF, an “inclusive” society means a society for all people. A “barrier-free” society means a society free from physical and attitudinal barriers, as well as social, economic and cultural barriers that exclude people from being full participants in society. A “rights-based” society means a society based on the concept of human rights, including the right to development and a legislative framework that protects the most vulnerable. The protection of the fundamental rights of people outlined in the Constitution and the international conventions will ensure that society is inclusive and that barriers are dismantled.

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The BMF has become the guiding framework for addressing issues of human rights and inclusion of people with disability in the Pacific through its endorsement by the 2003 Pacific Islands Forum leaders meeting:

“Leaders endorsed the Biwako Millennium Framework for Action as providing a set of goals and targets that Pacific island countries could work toward over the next ten years. They acknowledged that immediate priorities for Pacific governments should be to address policy that would dismantle barriers and improve access and coordination for the disabled.”¹¹

The BMF is also mentioned in the Pacific Islands Forum *Pacific Plan* (2005) as one of a number of relevant international instruments that are priorities for Pacific island countries.

Policy

Policy Approach

This policy will be administered through the Fiji National Council for Disabled Persons (FNCDP), and the Ministry that hosts the Department of Social Welfare. In addressing the rights and needs of all people with disabilities, the commitment of all government agencies and a strong partnership with communities must be developed to ensure “inclusive” programmes in Fiji.

The Draft *Sustainable Economic Empowerment and Development Strategies [SEEDS]* prepared by Government states that

Government is committed to addressing issues relating to the disabled in society
...

The national policy on disability incorporates the international and regional commitments and undertakings made by the Government of Fiji, recognises initiatives and activities already taken over recent years and develops a single coherent and integrated national policy framework and implementation plan.

Definition

Definitions determine the way we address issues. In using the term ‘disability,’ the policy emphasises that any progress on disability must put ‘people’ first rather than the aspects of capability.

¹¹ Pacific Islands Forum Communique, 2003.

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People with disabilities are persons with long term physical, mental, learning, intellectual and sensory impairments and whose participation in everyday life as well as enjoyment of human rights are limited, due to socio-economic, environmental and attitudinal barriers.

Vision

A nation which advocates for and empowers persons with disabilities through the recognition of human rights, and the creation of a peaceful, barrier free, and inclusive society for all people of Fiji.

Strategic Policy Areas:

Objectives

The Policy development process grouped the objectives of the policy into 12 Strategic Policy areas:

1. Advocacy, awareness, empowerment and statistics;	7. Provision of Housing and community care;
2. Prevention, Early Detection, Identification, Intervention, rehabilitation and Health;	8. Access to information and communications technology;
3. Effective Education services and programmes;	9. Poverty alleviation, social security and livelihood programmes;
4. Training and employment including self employment;	10. Disability Sports and recreation;
5. Promoting the Rights of Women and children with disabilities;	11. National Institutional coordination, networking as well as regional and international cooperation and participation.
6. Access to built environment and transport systems;	12. Policy monitoring, review and implementation;

The strategic policy areas are outlined in order of priority as discussed at the Consultation meetings.

1. Advocacy, awareness, empowerment and statistics

Information empowers people and a better informed society will also lead to greater understanding, reduce discrimination and enhance tolerance and support for the full participation of people with disabilities within all aspects of community life.

The 1996 Census included some limited questions on disability and a pilot of survey in Macuata Province provided some insights into the extent and prevalence of disabilities in Fiji.

Survey and other data should be utilised to inform the wider community, create more awareness of disability prevalence and related issues and inform policy debate within government. More and accurate information needs to be available to FNCDP and its various subcommittees. Access to accurate and regularly updated information is vital for advocacy and for the purposes of planning and implementation of services for people with disabilities.

It is recognised that there are a number of welfare, health and education professionals at the local and provincial levels who are already gathering information on health against defined social indicators. Where possible, this information and data gathering should include disability. This may require additional support and capacity building to ensure that accurate and relevant information is gathered, that it is coordinated and consolidated, and able to be used for awareness programmes, policy and programme development.

Communities need information on disability in order to increase public awareness and understanding of disability concerns and issues. There needs to be collaboration between public libraries, information centres and organisations of people with disabilities to increase the availability of information in different forms, and mechanisms need to be explored to make new technology more available to people with disabilities so that they can access information and communicate locally and globally.

Objectives:

1.1. Strengthen and empower organisations of people with disabilities (DPOs) to advocate for and create greater awareness of disability issues at the national, district and community levels.

Actions

- 1.1.1. FNCDP establish and map a network of DPO groups to empower organisations to share information on their strengths, weaknesses opportunities, and threats;
- 1.1.2. FNCDP to assist in the production of resources (e.g. information pamphlets, and awareness programmes) to assist DPO groups in the production of information, advocacy and awareness and outreach programmes;
- 1.1.3. FNCDP to promote inclusion of disability issues with relevant community, national, regional and international organisations;
- 1.1.4. FNCDP to assist in the formation of parents associations (People First Groups, care giver groups and other support groups);
- 1.1.5. FNCDP and the Ministry to develop a budget strategy to support awareness and advocacy;
- 1.1.6. FNCDP to expand representation in its board by DPOs;
- 1.1.7. FNCDP with the Ministry promote disability inclusive policies in existing government programmes;
- 1.1.8. FNCDP in collaboration with stakeholders Develop greater awareness of disability issues through the use of TV and radio programmes;

1.2. Compile national data of all persons with disabilities.

Actions

- 1.2.1. FNCDP in consultation with the Ministry, the Bureau of Statistics and other relevant Government Ministries collect available data on disability;
- 1.2.2. Establish a central data base on disability and publish and disseminate all relevant information to government agencies and community stakeholders;
- 1.2.3. FNCDP consult with the Bureau of Statistics to include relevant disability questions in the 2007 National Population Census (Bureau of Statistics, by

- 2007 –a breakdown on types of disabilities is required; there is a need to build capacity of enumerators on disability related questions);
- 1.2.4. FNCDP to share information with all stakeholders.

2. Prevention, Early Detection, Identification, Intervention, Rehabilitation, and Health

Infants and young children with disabilities require access to early intervention services, including early detection and identification (birth to four years old), with support and training to parents and families to facilitate the maximum development of the full potential of children with disabilities. Failure to provide early detection, identification and intervention to infants and young children with disabilities and support to their parents and caretakers results in secondary disabling conditions which further limit their capacity to benefit from educational opportunities and increases health and welfare costs to the state in the long term. Provision of early intervention should be a combined effort of the Ministry of Education (MOE), Ministry of Health (MOH), particularly Community Based Rehabilitation (CBR) workers, teachers, Public Health nurses, and the Ministry. Many people commented on the need for enhanced coordination between MOH and MOE.

Many of the causes of disability are preventable through developing safe work place practices, improving safety measures in the community, including road safety, all of which can lead to disabling injuries. Similarly, improving immunisation and eliminating malnutrition and iodine deficiencies as well as filariasis and increasing awareness of diet and other daily practices to improve health can also decrease the incidence of certain types of disabilities.

Greater awareness needs to be created, particularly in rural and remote areas of how disabilities can be prevented through improved community health practices, and improved work place safety as the costs of delivering rehabilitation and other services are high.

Objectives:

- 2.1. Develop and strengthen an integrated approach between the FNCDP, Government, NGOs and other stakeholders, in the area of early detection, identification and intervention**

Actions

- 2.1.1. FNCDP to consult with MOH and MOE and review the current Early Detection, assessment and Early Intervention practices and programmes in Fiji;
- 2.1.2. FNCDP in consultation with MOE and MOH develop a strategy for strengthening early detection, intervention, assessment, and related policies and action plans;

- 2.1.3. FNCDP in consultation with MOE and MOH review resource utilization (including an audit of information and skills);
 - 2.1.4. FNCDP in consultation with MOE and MOH establish a memorandum of understanding (eg develop a register of children at risk for the purpose of early intervention and rehabilitation) concerning early intervention and early prevention measures;
 - 2.1.5. FNCDP in consultation with MOH and MOE formulate multi disciplinary assessment teams (MDATs) and referral procedures for children at risk;
 - 2.1.6. FNCDP identify areas where MOH and MOE can strongly facilitate the needs for development in early intervention and rehabilitation.
- 2.2. Develop and provide skills teaching and training in the areas of early detection and intervention for selected resource personnel.**

Actions

- 2.2.1. FNCDP in consultation with MOH, MOE, line Ministry and donor agencies develop specialised degree and training options for relevant staff in the MOH, MOE, the line Ministry and NGOs;
 - 2.2.2. FNCDP in consultation with relevant stakeholder develop training programmes for parents and care givers.
- 2.3. Strengthen the capacity of CBR officers, and other professionals (e.g. speech therapists, sign language interpreters, occupational therapists, etc).**

Actions

- 2.3.1. MOH and relevant NGOs and community organisations to increase the number of CBR officers and field workers at the District level;
- 2.3.2. MOH to ensure that CBR have clear job descriptions and responsibilities and well defined minimum qualification requirements for these positions;
- 2.3.3. FNCDP in consultation with MOH and relevant stakeholders to review training for CBR and other field workers in counselling, sign language and patient needs assessment and make provision for ongoing training and skills development of CBR workers and field workers;
- 2.3.4. PSC to review salary scale (and/or allowances) for CBR workers and field workers offered by MOH and/or MOE.

3. Effective Education services and programmes

The Fiji Human Rights Commission *Plan of Action for People with Disabilities in Fiji*, states that “exclusion from education and training prevents the achievement of economic and social independence for people with disabilities and increases their vulnerability to poverty. The Constitution of Fiji upholds the right of every child to basic education. The

blueprint for *Special Education*, states that, the State will promote equality of access to relevant quality education for all children. The overall vision for *Special Education* is:

*A quality and responsive Special Education System for all students with specific special needs that enhances and promotes Quality of Life.*¹²

This national policy on Disability endorses the blueprint for *Special Education* and its ten policy objectives and calls for its full implementation:

1. Strengthening Special Education Section for improved coordination and effective service delivery;	6. Strengthening the existing curriculum to show flexibility and adaptability;
2. Assessment to identify learning disabilities for remedial action to maximise learning outcomes;	7. Strengthening of Special Education schools and the establishment of provision required for essential and appropriate staffing;
3. Strengthening early intervention programmes at the special education schools and community centres;	8. Improving and strengthening access to education at preschool, primary, secondary and tertiary education of students with disabilities;
4. Upgrading the quality of the pre-service Special Education Schools and Community Centres;	9. Developing, implementing and promoting Special Education awareness programmes;
5. Upgrading the quality of the pre-service and in-service Special Education Teacher Education Curriculum and improving the number of Special Education Trainees;	10. Establishing legislation and regulations that are responsive to the needs of children with special needs.

The *National Special Education Blue Print* emphasises *inclusiveness* and *mainstreaming* which is at the heart of the National Policy on Disability.

Objectives:

3.1. Provide, strengthen, implement and review special and inclusive education services and programmes for all children with special needs in schools, homes, communities, and hospitals in accordance with the Constitution.

Actions

- 3.1.1. MOE continue to monitor and fast track the implementation of the *Action Plan on Special Education (social Justice Act)* and make recommendations on improvements to Special Education and regularly review progress;
- 3.1.2. MOE to encourage and promote the inclusion of children with disabilities in primary, secondary and tertiary institutions and other training institutions;
- 3.1.3. MOE provide interpreters, assistants and assistive devices for children with disabilities in schools;
- 3.1.4. MOE in consultation with other stakeholders support the implementation of the special education policy;

¹² *Blueprint for Affirmative Action on Special Education*, Government of Fiji

- 3.1.5. MOE assess links between education, training and employment;
- 3.1.6. FNCDP to consult with MOE to review the curriculum framework for special education.

4. Training, employment and social needs

Persons with disabilities have a right to decent work. As a signatory to ILO's Convention 159 on the employment of persons with disabilities, Fiji has taken steps to ensure more people with disabilities are able to have access to decent work. This policy aims to reinforce and support the steps already taken by government, the private sector and civil society generally. The *Employment Relations Promulgation of April, 2008* calls for equal employment opportunities and prohibiting discrimination on the grounds of personal characteristics or circumstances.

People with disabilities require the same educational, vocational training, employment and business development opportunities available to all. Some may require specialized support services, assistive devices or job modifications, but these are small investments compared to lifetimes of productivity and contribution. Vocational training and employment issues must be considered within the context of the full participation of people with disabilities in community life. People with disabilities must also be regularly and actively involved in initiatives related to employment and training, not just as consumers but also as advocates, designers and providers of services.

Objectives:

- 4.1. Develop and strengthen skills in people with disabilities to enable higher levels of participation in the workforce and other livelihood opportunities.**

Actions

- 4.1.1. FNCDP in collaboration with training institutions and other relevant stakeholders to develop a programme to promote quality and inclusive participation of students in partnership with parents (where necessary) in vocational technical and employment training programmes as well as micro finance schemes;
- 4.1.2. Vocational training institutions ensure that specialised training is available to staff;
- 4.1.3. FNCDP to consult with MOE and Special Schools to facilitate the transition of students from special schools to vocational and technical training centres (FVTTCs);
- 4.1.4. FNCDP conduct regular consultations with employers, training institutions and civil society organisations, Fijian administration system (including advisory councils) and encourage research to identify employment needs and markets for people with disabilities;

- 4.1.5. Provide educational and training institutions at the secondary or tertiary levels and including distance learning programmes (i.e. sign language interpreters, support teachers, assistive devices etc) that are user friendly to people with disabilities;
- 4.1.6. FNCDP in consultation with MOE to provide support staff for follow-up people with disabilities in employment;
- 4.1.7. Sheltered workshops be provided for severe cases of people with disability;
- 4.1.8. Provincial councils, religious organisations, district advisory councils and business community provide on the job work and training opportunities;
- 4.1.9. Ministry of Labour in collaboration with the FNCDP ensure the provisions contained in ILO Convention 159 and relevant Employment Relations legislation are effectively implemented and monitored.

5. Promoting the Rights of Women and children with disabilities

Women and children with disabilities are often exposed to poverty more than men with disabilities and face discrimination within the family. Women and girls need to have equal access to health care, education, vocational training, employment and income generation opportunities, and to be included in social and community activities.

Women and children with disabilities encounter discrimination as they are exposed to greater risk of physical and sexual abuse and women with disabilities are often not given adequate sexual health and reproductive rights advice. These issues need to be addressed not only through this policy, but also through the broader context of *Gender and Development* policies, through the National Council of Women and the National Children's Coordinating Committee which should actively involve and include women, girls and children with disabilities and empower women, girls and children, at the grassroots level. Fiji's Youth Policy specifically refers to "youth at risk," including youth with disability. The Ministry of Youth, Employment Opportunities and Sports, should be proactive in ensuring that children and youth with disabilities, particularly young women with disabilities are included in their programmes.

Objectives:

- 5.1. Empower Women and children with disabilities to understand and exercise their human rights.**

Actions

- 5.1.1. FNCDP in collaboration with key stakeholders (e.g. DPOs, Women's organisations, National Coordinating Committee on Children (NCCC), as well as regional organisations such as UNDP provide legal literacy training to women and children with disabilities to know their rights and implement where necessary with legal aids;

- 5.1.2. FNCDP with relevant stakeholders develop an awareness campaign on (sexual physical, emotional, economic and domestic violence) abuse against women and children with disabilities;
- 5.1.3. FNCDP to consult with special school to educate women and children concerning HIV/AIDS and STIs;
- 5.1.4. FNCDP in consultation with relevant stakeholders, international donors and multilateral organisations develop a “disability rights awareness campaign” (rights to work, housing, health, education etc) drawing on the key international conventions ratified by the Government of Fiji.

5.2 Ensure human rights and development concerns, relating to women and children with disabilities are included in existing programmes of government Ministries, NGOs and community organisations.

Actions

- 5.1.5. FNCDP in consultation with the Ministry of Women, Social Welfare and Housing, and relevant Ministries to ensure that where possible policies, legislation, programmes and projects incorporate and address human rights and related issues faced by women and children with disabilities;
- 5.1.6. DPOs in consultation with FNCDP and relevant stakeholders promote the inclusion of issues faced by women and children with disabilities in plans;
- 5.1.7. FNCDP promote equal representation of women with disabilities on governing boards and related NGOs, DPOs and other relevant organisations.

6. Access to the built environment and transport systems

Inaccessibility to the built environment is still a major barrier which prevents persons with disabilities from actively participating in social and economic activities. Design approaches which provide for greater accessibility have proven to benefit not only persons with disabilities but also many other sectors within the society, such as older persons, pregnant women and parents with young children. Physical barriers are known to prevent full participation and reduce the economic and social output of persons with disabilities. Investments in the removal and prevention of architectural and design barriers are increasingly being justified on economic grounds, particularly in areas most critical to social and economic participation (e.g. transport, housing, education, employment, health care, government, cultural and religious activities, leisure and recreation). It is important to note that not only facilities but also services, especially transport services, should be accessible.

The Constitution of Fiji recognises that people with disabilities have a basic right to access public places such as shops, hotels, lodging-houses, public restaurants, entertainment venues, public transport services, taxis and public spaces. The Constitution requires that the proprietors of these places or services must facilitate reasonable access for people with disabilities. Fiji has a *Building Code* which makes some provision for

accessibility. The *Building Code* should be reviewed to ensure that it meets international standards and is enforced.

Objectives:

6.1. Improve and strengthen the provision of access for persons with disabilities.

Actions

- 6.1.1. FNCDP in consultation with the Public Works Department and Ministry of Local Government, DPOs and relevant stakeholders to review the Fiji Building Code, Town and Country Planning Act and Public Health Act in respect of access provisions for people with disabilities (by City Councils, Town Councils and Provincial Development Ministry and Provincial Council) and monitor enforcement and penalties for non-compliance;
- 6.1.2. Strengthen networking between stakeholders who are responsible for the built environment to follow similar access guidelines;
- 6.1.3. FNCDP in consultation with the Public Works Department, DPOs, Town Councils and relevant professional associations provide training and awareness raising for designers and builders and other relevant stakeholders on accessibility requirements to ensure implementation of the building code.

6.2. Develop processes and implementation strategies to improve transportation and mobility for people with disabilities in urban and rural areas.

Actions

- 6.2.1. FNCDP and the Ministry in consultation with the LTA review and monitor relevant regulations including:
 - Public transport accessibility;
 - Requirements placed on drivers with disabilities and related vehicle modification inspection requirements;
 - Options for improving public transport;
 - Bus subsidy system for people with disabilities and explore options for the extension of the system to include taxis and minibuses.
- 6.2.2. City, and Town Councils and rural local authorities make provision for carparks for people with disabilities as well as wheelchair access on public pathways (particularly near public buildings including places of worship, banks, libraries, shopping malls, sporting facilities and entertainment centres etc).
- 6.2.3. LTA in consultation with FNCDP and the Ministry to investigate options for improving access to sea and air transportation.

7. Provision of Housing and Community Care

The Fiji Human Rights Commission has stated that, “housing is a basic requirement for every member of the community including people with disabilities. The provision of adequate housing is integral to the economic and social inclusion of people with disabilities in the community. Therefore housing needs to be available and housing design needs to take into account the capacity for homes to be adapted and to meet the needs of people with disabilities.”¹³

Objectives:

7.1. Strengthen assistance for people with disabilities and their families.

Actions

7.1.1. FNCDP and MWSWH in consultation with relevant stakeholders to research and review existing government policies on housing and land provision, including:

- Housing Authority, HART and Public Rental Board to ensure that two percent of properties with appropriate access are reserved for people with disabilities;
- FNCDP to liaise with PSC, Public Works Department and relevant government agencies to ensure that housing schemes within government departments, statutory bodies, include provisions for people with disabilities;
- Provision of financial assistance to upgrade existing housing with special reference to villages and settlements;
- FNCDP in consultation with social welfare and other stakeholders to review use of the Poverty Alleviation fund for people with disabilities requiring housing assistance.

7.1.2. FNCDP in collaboration with the Housing Authority and national and international donors encouraged to identify housing assistance needs of people with disabilities and develop a programme of assistance.

7.2. Strategies developed to address residential and community care for people with disabilities.

Actions

7.2.1. FNCDP and the Ministry in consultation with relevant stakeholders develop policy on community and residential care;

¹³ Fiji Human Rights Commission, *Rights Quarterly*, Volume 1, Issue 4, December 2002, Page 10.

- 7.2.2. FNCDP develop a strategy to strengthen existing partnerships with civil society organisations on the provision of community and residential care for persons with disabilities.

8. Access to information and communications technology

There needs to be collaboration between public libraries, information centres and organisations of people with disabilities to address the information barriers for people with disability and increase the availability of information in different forms. Measures need to be explored to make new technology more available to people with disabilities, especially to children with disabilities at school so that they can access information and communicate locally and globally.

Objectives:

8.1. Increasing opportunities for people with disabilities to gain access and have accessibility to information and communications technology.

Actions

- 8.1.1. FNCDP in collaboration with MOE and relevant stakeholders provide training with adaptive technology, (e.g. Braille, and computer based technology for the sight impaired, students with learning disabilities and intellectual impairment) in all schools and institutions that provide services for people with disabilities;
- 8.1.2. FNCDP in collaboration with stakeholders introduce sign language training to key service providers including police, courts, medical personnel, welfare officers;
- 8.1.3. Government to recognise and promote the use of Fiji sign language as a language used by deaf and hearing impaired people;
- 8.1.4. FNCDP in collaboration with secondary and tertiary training institutions provide training courses for people with disabilities on accessing technologies and information;
- 8.1.5. FNCDP to consult with media personnel on access needs for different disabilities and provide training workshops on disability awareness issues in the media (e.g. using sign language and greater use of narration in programming, closed captioning in all three major language groups).

9. Poverty alleviation, and social security

People with disabilities have a right to participate in family and community decision making and community affairs at all levels including within the village, island councils and administrations and national government. People with disabilities also have a right to participate in the private sector and wider civil society, including churches and other non-

governmental organisations and members of these organisations, agencies and societies need to address how they can include people with disabilities. Research has shown that including people with disabilities in development strategies has both economic and social benefits whether at the village, island or national levels. However, people with disabilities tend not to be included in planning and decision-making. In order to achieve full participation and equality, people with disabilities must play a key role in the formulation of local, provincial and national policy on all issues that affect their lives directly.

To strengthen awareness of disability and the delivery of programmes for people with disability, there was considerable debate regarding needing recognition within government and mainstreaming responses throughout government. The overall view was that although a Ministry for Disability would achieve some things, it was more important for the purposes of this policy to emphasise the need to mainstream disability activities within existing programmes and policies of all government departments and agencies, NGOs and the private sector and wider civil society where possible.

Objectives:

9.1. Social security programmes for people with disabilities strengthened and strategies developed for effective service delivery.

Actions

- 9.1.1. FNCDP in collaboration with DPOs, consult with the Micro-finance Unit, Fiji Development Bank, Commercial banks and other relevant stakeholders on developing financial assistance and income generating programmes for people with disabilities;
- 9.1.2. FNCDP in consultation with the Ministry allow for greater provision of assistance in accessing income generating projects and programmes for people with disabilities and their families;
- 9.1.3. FNCDP shall liaise with and monitor agencies (agriculture, fisheries, women, tourism, youth and sports etc) regarding the provision of resources, skilled training, technology, equipment and financial grants to its affiliates.
- 9.1.4. FNCDP through its line ministry consult with Government to integrate the social security needs of people with disabilities;
- 9.1.5. The Ministry in collaboration with FNCDP report to government on development of disability benefit;
- 9.1.6. The Ministry in consultation with FNCDP and relevant stakeholders to review the regulations relating to the allocation and monitoring of poverty alleviation funds and the Family Assistance and Child Protection Programmes in respect of people with disabilities, this shall include
 - Allocation of a percentage of the poverty alleviation funds for people with disabilities;
 - Establishment of a disability pension.

9.2. Disability concerns mainstreamed in government policies, and programmes.

Actions

- 9.2.1. FNCDP to consult with relevant stakeholders to develop strategies to mainstream disability in selected government departments, provincial administrations and town and municipal councils;
- 9.2.2. FNCDP in consultation with relevant stakeholders to raise awareness for the need for government Ministries and agencies, town and municipal councils to make budgetary allocations to take account of the needs of people with disabilities within their programmes;

10. Adapted Physical Education, Sports and recreation

Sports and recreation are an important part of everyday life throughout Fiji. People with disabilities have a right to participate without discrimination in sport and recreation. Such participation is an important part of being fully included in society, for social integration and for the psychological and physical well being of people with disabilities.¹⁴ It is also important to ensure that children with disabilities are able to participate in sport and recreational activities in schools, and that their participation is not limited.

Objectives:

10.1. Develop in collaboration with relevant stakeholders, physical education and health curriculum for special schools.

Actions

- 10.1.1. FNCDP consult with MOE and relevant stakeholders on a curriculum framework;
- 10.1.2. FNCDP in consultation with relevant stakeholders commission the development of a model curriculum document.

10.2. Ensure the provision of appropriate sporting activities, facilities, equipment, sponsorship and participation of people with disabilities at the elite competition, social and recreational levels.

Actions

- 10.2.1. FNCDP and DPOs to advocate for equal opportunities for people with disabilities to participate in sports (pamphlets, brochures where relevant etc);
- 10.2.2. FASANOC in collaboration with the Fiji Sports Association for the Disabled (FSAD) identify and train persons including coaches, managers

¹⁴ See Fiji Human Rights Commission, *Rights Quarterly*, Volume 1, Issue 4, December 2002, Page 11.

- and other sporting personnel to work with people with disabilities on relevant sports skills and techniques;
- 10.2.3. FSAD in consultation with the FSC organise annual sports competitions and recreational activities at all levels;
 - 10.2.4. Fiji Sports Council and FSAD provide specialised equipment for competitive sporting events;
 - 10.2.5. City and Town Councils and Sports Council upgrade relevant sporting facilities to ensure accessibility for all sports people with disabilities;
 - 10.2.6. Rural Local Authorities and Town Councils encouraged to plan for and develop sporting facilities that are accessible to people with disabilities;
 - 10.2.7. Improve the awareness of disability sport needs in the Sports Council and FASANOC;
 - 10.2.8. FNCDP to encourage corporate sponsors to include in their sporting sponsorship packages the inclusion of people with disabilities with sporting bodies; (Ministry of Youth and Sports, line Ministry, MOH, MOE etc).

11. National Institutional coordination, networking as well as regional and international cooperation and participation

The coordination of services minimises the likelihood of duplication and is more likely to ensure that services and programmes are more effectively delivered and strategic alliances between agencies are more likely to be developed and synergies achieved. This requires the sharing of information and the establishment of communication channels between government departments and divisions as well as the establishment of alliances and working partnerships with provincial administrations, town and provincial councils, churches, non-governmental organisations and the private sector.

FNCDP will be a central agency in the gathering and dissemination of information and ensuring that Fiji takes a leadership role in the region and actively supports initiatives in the wider Pacific region while ensuring that it is kept up-to-date with international good practice.

Objectives:

- 11.1. Establish a network of national, regional and international agencies in support of implementation of the policy.**

Actions

- 11.1.1. FNCDP establish a data base of all agencies working in the disability field in Fiji;
- 11.1.2. FNCDP and DPOs establish alliances with relevant disability related agencies for information sharing and networking;

- 11.1.3. Government and DPOs participate in disability related initiatives at the national, regional and international levels;
- 11.1.4. MWSWH, FNCDP and DPOs ensure effective and full implementation and reporting of disability conventions, declarations and related instruments endorsed or ratified by the Government of Fiji.

12. Policy monitoring, review and implementation

This policy is a 'living' document that should respond to the changing social and physical environment of Fiji and meet the changing needs of people with disability and the wider society. Effective and regular monitoring and review will ensure that the policy is kept up-to-date and remains relevant to all stakeholders.

The FNCDP will be responsible for monitoring and reporting on the implementation of the National Disability Policy. The FNCDP will report annually to the line Minister on policy achievements and implementation constraints.

Objectives:

12.1. Develop a strategy and process for the regular monitoring of progress and implementation of the national disability policy.

Actions

- 12.1.1. FNCDP provide annual reports on the implementation of the policy and achievement of the policy Action Plan to the Ministry and other stakeholders;
- 12.1.2. FNCDP and the Ministry responsible undertake a review of the policy and implementation action plan every two years;
- 12.1.3. FNCDP disseminate review results to all relevant stakeholders within three months of each review completion;
- 12.1.4. FNCDP to seek assistance from donors and other relevant international organisations to implement aspects of the policy.

Conclusion

The National Disability Policy in its totality aims to:

- provide a framework to address the needs and rights of people with disabilities.
- give a voice to people with disability, and is based on their needs as outlined.
- rely upon an effective working partnership between government, NGOs, DPOs and the wider community.

The implementation of this policy will bring about the full inclusion of people with disabilities in the day-to-day activities and decision making of communities throughout Fiji.

National Policy Implementation matrix, 2008-2018

The policy strategic areas, prioritised objectives, actions and Key Result Indicators, the means of measuring these indicators and the various risks associated with each element of the policy is outlined in the *policy matrix* below.

Vision	Strategies		
<p>A nation which advocates for and empowers persons with disabilities through the recognition of human rights, and the creation of a peaceful, barrier free, and inclusive society for all people of Fiji.</p>	<ul style="list-style-type: none"> • Advocacy, awareness, empowerment and statistics; • Prevention, Early Detection, Identification, Intervention, rehabilitation and Health; • Effective Education services and programmes; • Training and employment including self employment; • Promoting the Rights of Women and children with disabilities; • Access to built environment and transport systems; • Provision of Housing and community care; • Access to information and communications technology; • Poverty alleviation, social security and livelihood programmes; • Disability Sports and recreation; • National Institutional coordination, networking as well as regional and international cooperation and participation; • Policy monitoring, review and implementation. 		
Objectives	Key Result Indicators	Means of verification	Risks and Assumptions
<p>1.1 Strengthen and empower organisations of people with disabilities (DPOs) to advocate for and create greater awareness of disability issues at the national, district and community levels.</p>	<p>Network of DPOs and NGOs established nationally who commit to policy priorities.</p>	<p>FNCDP Reports; DPO and NGO report to FNCDP on awareness programmes.</p>	<ul style="list-style-type: none"> • Lack of information of DPOs and NGOs; • Lack of resources; • Lack of awareness in wider community; • Lack of resources to develop resources and information network; • Lack of inclusion of DPO in decision making;

Objectives	Key Result Indicators	Means of verification	Risks and Assumptions
1.2 Compile national data of all persons with disabilities.	Detailed data base established and disseminated to stakeholders.	FNCDP reports on discussions with stakeholders.	<ul style="list-style-type: none"> • Lack of availability of relevant data; • Lack of central data base or agency tasked with establishing data base; • Lack of consultation with key stakeholders on establishing data base; • Information/data not shared to key stakeholders.
2.1 Develop and strengthen an integrated approach between the FNCDP, Government, NGOs and other stakeholders, in the area of early detection, identification and intervention.	MOH and MOE agree on a common approach for early detection, intervention and rehabilitation.	MOH and MOE publish joint strategy; FNCDP reports.	<ul style="list-style-type: none"> • Lack of effective consultation with key stakeholders; • Lack of a lead agency to facilitate consultation; • Lack of effective sharing of information on resources and resource requirements; • Areas for key interventions not clearly identified.
2.2 Develop and provide skills teaching and training in the areas of early detection and intervention for selected resource personnel.	Skills training package developed for practitioners in early detection and intervention measures.	FNCDP training strategy published and training packages.	<ul style="list-style-type: none"> • No specialised training or degree course offered; • Lack of consultation with key stakeholders.
2.3 Strengthen the capacity of CBR officers, and other professionals (e.g. speech therapists, sign language interpreters, occupational therapists, etc).	Additional CBR officers employed with clear job descriptions and agreed training programme.	MOH reports on CBR training.	<ul style="list-style-type: none"> • Insufficient CBR officers with clearly defined roles and responsibilities; • Lack of understanding of training needs and involvement of key stakeholders; • PSC unwilling to reconsider CBR role and job description.

Objectives	Key Result Indicators	Means of verification	Risks and Assumptions
3.1 Provide, strengthen, implement and review special and inclusive education services and programmes for all children with special needs in schools, homes, communities, and hospitals in accordance with the Constitution.	MOE implements priority objectives of the Special Education policy.	MOE, Special Education Officer reports on progress.	<ul style="list-style-type: none"> • Lack of monitoring of Special Education; • Lack of awareness in wider community regarding the needs of children with disabilities; • School resources do not allow for specialised equipment and learning materials; • Children with disabilities not given follow-up assistance upon leaving school; • Lack of stakeholder consultation to ensure curriculum meets needs of children with disabilities.
4.1 Develop and strengthen skills in people with disabilities to enable higher levels of participation in the workforce and other livelihood opportunities.	Number of students in technical and vocational education increased.	FNCDP monitors in collaboration with MOE and reports. DOL reports.	<ul style="list-style-type: none"> • Training, employment and income opportunities not clearly identified; • Training institutions not consulted or assisted with developing 'inclusive' strategies and programmes; • Lack of ongoing support to training institutions; • Employment provision not effectively reviewed and monitored by relevant government and private sector agencies.
5.1 Empower Women and children with disabilities to understand and exercise their human rights.	Greater awareness of human rights of women and children with disability through established awareness programmes.	FNCDP and DPO reports	<ul style="list-style-type: none"> • Lack of awareness of 'rights' issues by women and children; • Lack of awareness of key issues affecting women and children with disabilities.

Objectives	Key Result Indicators	Means of verification	Risks and Assumptions
5.2 Ensure human rights and development concerns, relating to women and children with disabilities are included in existing programmes of government Ministries, NGOs and community organisations.	Key government ministries and NGOs include people with disability in their programmes.	FNCDP and DPO reports; Ministry reports.	<ul style="list-style-type: none"> • Women and children’s issues not effectively ‘mainstreamed’ in existing programmes of relevant agencies and NGOs; • Lack of effective consultation on awareness and related issues with key stakeholders; • Women not effectively represented in key NGO and community decision making bodies.
6.1 Improve and strengthen the provision of access for persons with disabilities.	Building code reflects access provisions and awareness of provisions with implementing and enforcement agencies.	FNCDP and Public Works Dept. reports.	<ul style="list-style-type: none"> • Lack of understanding and information on current state of relevant policies and regulations; • Lack of awareness and understanding of key stakeholders; • Training needs not clearly identified; • Lead or coordinating agency not clearly identified.
6.2 Develop processes and implementation strategies to improve transportation and mobility for people with disabilities in urban and rural areas.	Strategy developed and published for public consultation.	LTA and FNCDP reports.	<ul style="list-style-type: none"> • Ineffective monitoring and review of relevant legislation and regulations; • Lack of awareness of possible strategies to address access issues; • Monitoring of access issues does not provide timely or accurate information.
7.1 Strengthen assistance for people with disabilities and their families.	Review completed of Poverty Alleviation fund taking into account usage by people with disabilities; Improved information on and provision of housing assistance for people with disabilities.	Ministry reports.	<ul style="list-style-type: none"> • Lack of information and awareness of existing programmes and policies; • Lack of stakeholder commitment and coordination on housing needs; • Lack of financial and technical resources to develop and implement additional measures.

Objectives	Key Result Indicators	Means of verification	Risks and Assumptions
7.2 Strategies developed to address residential and community care for people with disabilities.	Published strategy developed for stakeholder consultation.	Ministry reports.	<ul style="list-style-type: none"> • Lack of a strategic framework and stakeholder awareness of issues; • Existing programmes are not administered in an 'inclusive' way.
8.1 Increasing opportunities for people with disabilities to gain access and have accessibility to information and communications technology.	Greater use of Fiji sign language; Course outlines developed for using adaptive technology and trainers trained.	FNCDP reports.	<ul style="list-style-type: none"> • Lack of available equipment and training opportunities to learn how to use equipment; • Insufficient trained trainers on specialised equipment; • inadequate recognition given to Fiji sign language
9.1 Social security programmes for people with disabilities strengthened and strategies developed for effective service delivery.	More people with disability able to access MWSWH benefits and assistance programmes; Livelihood opportunities improved for people with disabilities.	Ministry and FNCDP reports.	<ul style="list-style-type: none"> • Lack of awareness of needs for micro-finance and related schemes; • Lack of commitment on the part of key institutions to provide advice and assistance; • Poor information on existing micro-finance and financial advice schemes. • Ministry does not have adequate data on needs of people with disabilities;
9.2 Disability concerns mainstreamed in government policies, and programmes.	Government Ministries and programmes explicitly include people with disabilities.	FNCDP reports with Public Service Commission.	<ul style="list-style-type: none"> • Lack of awareness of disability issues in government ministries, local government and the private sector; • Insufficient coordination of national, provincial and district priorities for disability.
10.1 Develop in collaboration with relevant stakeholders, physical education and health curriculum for special schools.	Physical education in schools and the community includes more people with disabilities.	MOE and FNCDP reports.	<ul style="list-style-type: none"> • Lack of stakeholder consultation to identify needs; • Insufficient awareness amongst key sporting bodies of needs of people with disabilities; • Lack of expertise to develop relevant curriculum guidelines and materials.

Objectives	Key Result Indicators	Means of verification	Risks and Assumptions
10.2 Ensure the provision of appropriate sporting activities, facilities, equipment, sponsorship and participation of people with disabilities at the elite competition, social and recreational levels.	Resources made available to allow more participation of people with disability in competitive sporting activities.	FSAD and FNCDP reports.	<ul style="list-style-type: none"> • Lack of training expertise on specialised sports equipment; • Few opportunities provided for people with disabilities to participate in sporting and recreational activities; • Too many sporting facilities are not accessible; • Funding for public sporting events is insufficient to include people with disabilities.
11.1 Establish a network of national, regional and international agencies in support of implementation of the policy.	Strong network established and Government regularly contributes to international meetings considering disability.	FNCDP reports.	<ul style="list-style-type: none"> • Inadequate data-base of relevant organisations; • Government not committed to collaboration with NGOs and DPOs; • Uncoordinated response and participation in regional and international disability meetings.
12.1 Develop a strategy and process for the regular monitoring of progress and implementation of the national disability policy.	Policy effectively monitored through regular and accurate reporting on objectives and actions.	FNCDP reports	<ul style="list-style-type: none"> • FNCDP lacks resources to effectively report; • Inconsistent reporting on policy objectives and actions; • Lack of a Ministry and Ministerial focal point to receive reporting and act on recommendations.

Objective 1.1 Strengthen and empower organisations of people with disabilities (DPOs) to advocate for and create greater awareness of disability issues at the national, district and community levels.	Outputs
Actions	
1.1.1 FNCDP establish and map a network of DPO groups to empower organisations to share information on their strengths, weaknesses opportunities, and threats;	FNCDP report on DPOs and NGOs identifying key purpose and programmes and resource requirements.
1.1.2 FNCDP to assist in the production of resources (e.g. information pamphlets, and awareness programmes) to assist DPO groups in the production of information, advocacy and awareness and outreach programmes;	Resources developed and made available through FNCDP.
1.1.3 FNCDP to promote inclusion of disability issues with relevant community, national, regional and international organisations;	Awareness information and strategies developed for national agencies, regional organisations and international donors and related organisations.
1.1.4 FNCDP to assist in the formation of parents associations (People First Groups, care giver groups and other support groups);	FNCDP identifies new Parents Associations.
1.1.5 FNCDP and the Ministry to develop a budget strategy to support awareness and advocacy.	Budget allocation to the Department of Social Welfare.
1.1.6 FNCDP to expand representation in its board by DPOs;	Additional representation on FNCDP Board from DPOs.
1.1.7 FNCDP with the Ministry promote disability inclusive policies in existing government programmes;	Government Ministries explicitly incorporate disability in policies and programmes.
1.1.8 FNCDP in collaboration with stakeholders develop greater awareness of disability issues through the use of TV and radio programmes.	TV and radio make more use of sign language and annotation of programming.
Objective 1.2 Compile national data of all persons with disabilities	Outputs
Actions	
1.2.1 FNCDP in consultation with the Ministry, the Bureau of Statistics and other relevant Government Ministries collect available data on disability; establish a central data base on disability and publish and disseminate all relevant information to government agencies and community stakeholders;	FNCDP data base developed and available.
1.2.2 FNCDP consult with the Bureau of Statistics to include relevant disability questions in the 2007 National Population Census (Bureau of Statistics, by 2007 – need a breakdown on types of disabilities; strengthen training of enumerators on disability related questions);	2007 Census has questions on disability and results published in Census publications.
1.2.3 FNCDP to share information with all stakeholders.	FNCDP records of information dissemination.

Objective 2.1 Develop and strengthen an integrated approach between the FNCDP, line Ministries, NGOs and other stakeholders, in the area of early detection, identification and intervention	Outputs
Actions	
2.1.1 FNCDP to consult with MOH and MOE and review the current Early Detection, assessment and Early Intervention practices and programmes in Fiji;	Published review by MOH and MOE in collaboration with FNCDP.
2.1.2 FNCDP in consultation with MOE and MOH develop a strategy for strengthening early detection, intervention, assessment, and related policies and action plans;	Strategy published for consultation.
2.1.3 FNCDP in consultation with MOE and MOH review resource utilization (including an audit of information and skills);	Review completed in consultation with stakeholders.
2.1.4 FNCDP in consultation with MOE and MOH establish a memorandum of understanding (eg develop a register of children at risk for the purpose of early intervention and rehabilitation) concerning early intervention and early prevention measures;	MOU agreed
2.1.5 FNCDP in consultation with MOH and MOE formulate multi disciplinary assessment teams (MDATs) and referral procedures for children at risk;	MDATs formed
2.1.6 FNCDP identify areas where MOH and MOE can strongly facilitate the needs for development in early intervention and rehabilitation.	FNCDP in collaboration with MOE and MOH identify priority needs in early intervention and rehabilitation.
Objective 2.2 Develop and provide skills teaching and training in the areas of early detection and intervention for selected resource personnel	Outputs
Actions	
2.2.1 FNCDP in consultation with MOH, MOE line Ministry and donor agencies develop specialised degree and training options for relevant staff in the MOH, MOE, line Ministry and NGOs;	Training programmes outlined to stakeholders.
2.2.2 FNCDP in consultation with relevant stakeholder develop training programmes for parents and care givers;	Training programmes developed targeting parents and care givers.

Objective 2.3 Strengthen the capacity of CBR officers, and other professionals (e.g. speech therapists, sign language interpreters, occupational therapists, etc).	Outputs
Actions	
2.3.1 MOH and relevant NGOs and community organisations to increase the number of CBR officers and field workers at the District level;	CBR monitoring developed MOH report confirms changes.
2.3.2 MOH to ensure that CBR have clear job descriptions and responsibilities and well defined minimum qualification requirements for these positions;	CBR job description review and published for comment by stakeholders.
2.3.3 FNCDP in consultation with MOH and relevant stakeholders to review training for CBR and other field workers in counselling, sign language and patient needs assessment and make provision for ongoing training and skills development of CBR workers and field workers;	Review of CBR training completed.
2.3.4 PSC to review salary scale (and/or allowances) for CBR workers and field workers offered by MOH and/or MOE.	PSC review of CBR salary scales.
Objective 3.1 Provide, strengthen, implement and review special and inclusive education services and programmes for all children with special needs in schools, homes, communities, and hospitals in accordance with the Constitution.	Outputs
Actions	
3.1.1 MOE continue to monitor and fast track the implementation of the <i>Education Blue Print</i> and make recommendations on improvements to Special Education and regularly review progress;	MOE reports to FNCDP on implementation of Special Education Blueprint.
3.1.2 MOE to encourage and promote the inclusion of children with disabilities in primary, secondary and tertiary institutions and other training institutions;	MOE developed communication strategy for schools on promoting children with disability in classrooms.
3.1.3 MOE provide interpreters, assistants and assistive devices for children with disabilities in schools;	More interpreters made available to schools and schools employ more interpreters.. FNCDP reports on progress.
3.1.4 MOE in consultation with other stakeholders support the implementation of the special education policy;	MOE increases resources for Special Education Policy implementation.
3.1.5 MOE assess links between education, training and employment;	MOE publishes assessment and distributes to stakeholders.
3.1.7 FNCDP to consult with MOE to review the curriculum framework for special education.	Curriculum review completed.

Objective 4.1 Develop and strengthen skills in people with disabilities to enable higher levels of participation in the workforce and other livelihood opportunities.	Outputs
Actions	
4.1.1 FNCDP in collaboration with training institutions and other relevant stakeholders to develop a programme to promote quality and inclusive participation of students in partnership with parents (where necessary) in vocational technical and employment training programmes as well as micro finance schemes;	Programme developed promoting inclusive education. .
4.1.2 Vocational training institutions ensure that specialised training is available to staff;	FVTTC staff receive training on inclusive education.
4.1.3 FNCDP to consult with MOE and Special Schools to facilitate the transition of students from special schools to vocational and technical training centres (VTTCs);	Transition strategy developed by FNCDP and MOE with other stakeholders.
4.1.4 FNCDP conduct regular consultations with employers, training institutions and civil society organisations, Fijian administration system (including advisory councils) and encourage research to identify employment needs and markets for people with disabilities;	Series of research projects completed on employment needs.
4.1.5 Provide educational and training institutions at the secondary or tertiary levels and including distance learning programmes (i.e. sign language interpreters, support teachers, assistive devices etc) that are user friendly to people with disabilities;	Measures introduced that are user friendly to people with disabilities.
4.1.6 FNCDP in consultation with MOE to provide support staff for follow-up people with disabilities in employment;	FNCDP follow-up programme established.
4.1.7 Sheltered workshops be provided for severe cases of people with disability.	Sheltered workshop programme maintained.
4.1.8 Provincial councils, religious organisations, district advisory councils and business community provide on the job work and training opportunities;	Increased number of work opportunities.
4.1.9 Ministry of Labour (MOL) in collaboration with the FNCDP ensure the provisions contained in ILO Convention 159 and relevant Employment Relations legislation are effectively implemented and monitored.	MOL reports on Convention 159 implementation.

Objective 5.1 Empower Women and children with disabilities to understand and exercise their human rights	Outputs
Actions	
5.1.1 FNCDP in collaboration with key stakeholders (e.g. DPOs, Women's organisations, National Coordinating Committee on Children (NCCC), with relevant organisations and stakeholders, provide legal literacy training to women and children with disabilities to know their rights and implement where necessary with legal aids;	Legal literacy programme established
5.1.2 FNCDP with relevant stakeholders develop an awareness campaign on (sexual physical, emotional, economic and domestic violence) abuse against women and children with disabilities;	FNCDP developed awareness programme on abuse of women, girls and children with disabilities.
5.1.3 FNCDP to consult with special school to educate women and children concerning HIV/AIDS and STIs;	FNCDP developed programme on HIV/AIDS.
5.1.4 FNCDP in consultation with relevant stakeholders, international donors and multilateral organisations develop a "disability rights awareness campaign" (rights to work, housing, health, education etc) drawing on the key international conventions ratified by the Government of Fiji.	FNCDP disability rights awareness campaign published.
Objective 5.2 Ensure human rights development concerns, relating to women and children with disabilities are included in existing programmes of government Ministries, NGOs and community organisations.	Outputs
Actions	
5.2.1 FNCDP in consultation with the Ministry and relevant Ministries to ensure that where possible policies, legislation, programmes and projects incorporate and address human rights and related issues faced by women and children with disabilities;	Review of key policies, legislation and programmes to address where disability can be included.
5.2.2 DPOs in consultation with FNCDP and relevant stakeholders promote the inclusion of issues faced by women and children with disabilities in plans;	DPOs programmes report give breakdown of activities by gender.
5.2.3 FNCDP promote equal representation of women with disabilities on governing boards and related NGOs, DPOs and other appropriate organisations.	More women with disabilities elected to Boards.

Objective 6.1 Improve and strengthen the provision of access for persons with disabilities.	Outputs
Actions	
6.1.1 FNCDP in consultation with the Public Works Department and Ministry of Local Government, DPOs and relevant stakeholders to review the Fiji Building Code, Town and Country Planning Act and Public Health Act in respect of access provisions for people with disabilities (by City Councils, Town Councils and Provincial Development Ministry and Provincial Council) and monitor enforcement and penalties for non-compliance;	Review building code.
6.1.2 Strengthen networking between stakeholders who are responsible for the built environment to follow similar access guidelines;	Greater awareness of needs of people with disabilities amongst stakeholders.
6.1.3 FNCDP in consultation with the Public Works Department, DPOs, Town Councils and relevant professional associations provide training and awareness raising for designers and builders and other relevant stakeholders on accessibility requirements to ensure implementation of the building code.	Training package developed by FNCDP, DPOs and other stakeholders.
Objective 6.2 Develop processes and implementation strategies to improve transportation and mobility for people with disabilities in urban and rural areas.	Outputs
Actions	
6.2.1 FNCDP and the Ministry in consultation with the LTA review and monitor relevant regulations including: <ul style="list-style-type: none"> • Public transport accessibility; • Requirements placed on drivers with disabilities and related vehicle modification inspection requirements; • Options for improving public transport; • Bus subsidy system for people with disabilities and explore options for the extension of the system to include taxis and minibuses. 	LTA regulations and policies reviewed.
6.2.2 City, and Town Councils and rural local authorities make provision for carparks for people with disabilities as well as wheelchair access on public pathways (particularly near public buildings including places of worship, banks, libraries, shopping malls, sporting facilities and entertainment centres etc).	Greater awareness of needs of people with disabilities amongst City municipalities, town councils and rural local authorities.

6.2.3 LTA in consultation with FNCDP and the Ministry to investigate options for improving access to sea and air transportation.	LTA reviews options for improving access to sea and air transportation and seeks input from stakeholders.
Objective 7.1 Strengthen assistance for people with disabilities and their families.	Outputs
Actions	
<p>7.1.1 FNCDP and the Ministry in consultation with relevant stakeholders to research and review existing government policies on housing and land provision, including:</p> <ul style="list-style-type: none"> • Housing Authority, HART and Public Rental Board to ensure that two percent of properties with appropriate access are reserved for people with disabilities; • FNCDP to liaise with PSC, Public Works Department and relevant government agencies to ensure that housing schemes within government departments, statutory bodies, include provisions for people with disabilities; • Provision of financial assistance to upgrade existing housing with special reference to villages and settlements; • FNCDP in consultation with social welfare and other stakeholders to review use of the Poverty Alleviation fund for people with disabilities requiring housing assistance; 	Review of relevant government policies completed.
7.1.2 FNCDP in collaboration with the Housing Authority and national and international donors encouraged to identify housing assistance needs of people with disabilities and develop a programme of assistance.	Housing needs identified and addressed.
Objective 7.2 Strategies developed to address residential and community care for people with disabilities	Outputs
Actions	
7.2.1 FNCDP and the Ministry in consultation with relevant stakeholders develop policy on community and residential care;	
7.2.2 FNCDP develop a strategy to strengthen existing partnerships with civil society organisations on the provision of community and residential care for persons with disabilities.	Strategy developed in consultation with stakeholders

Objective 8.1 Increasing opportunities for people with disabilities to gain access and have accessibility to information and communications technology.	Outputs
Actions	
8.1.1 FNCDP in collaboration with MOE and relevant stakeholders provide training with adaptive technology, (e.g. Braille, and computer based technology for the sight impaired, students with learning disabilities and intellectual impairment) in all schools and institutions that provide services for people with disabilities;	Training provided for teachers on key adaptive technologies.
8.1.2 FNCDP in collaboration with stakeholders introduce sign language training to key service providers including police, courts, medical personnel, welfare officers;	Training made available and delivered.
8.1.3 Government to recognise and promote the use of Fiji sign language as a language used by deaf and hearing impaired people;	Sign language used in public meetings and seen more on television.
8.1.4 FNCDP in collaboration with secondary and tertiary training institutions provide training courses for people with disabilities on accessing technologies and information;	Course developed by FNCDP and relevant stakeholders.
8.1.5 FNCDP to consult with media personnel on access needs for different disabilities and provide training workshops on disability awareness issues in the media (e.g. using sign language and greater use of narration in programming, closed captioning in all three major language groups).	Awareness programme developed for the media.

Objective 9.1 Social security programmes for people with disabilities strengthened and strategies developed for effective service delivery.	Outputs
Actions	
9.1.1 FNCDP in collaboration with DPOs, consult with the Micro-finance Unit, Fiji Development Bank, Commercial banks and other relevant stakeholders on developing financial assistance and income generating programmes for people with disabilities;	Banks and other financial institutions made aware off needs of people with disabilities.
9.1.2 FNCDP in consultation with the Ministry allow for greater provision of assistance in accessing income generating projects and programmes for people with disabilities and their families;	More people with disabilities able to access finance and livelihood programmes.
9.1.3 FNCDP shall liaise with and monitor agencies (agriculture, fisheries, women, tourism, youth and sports etc) regarding the provision of resources, skilled training, technology, equipment and financial grants to its affiliates.	FNCDP reports on extent to which people with disability access livelihood programes.
9.1.4 FNCDP through its line ministry consult with Government to integrate the social security needs of people with disabilities.	FNCDP and the Ministry report on social security needs of people with disabilities.
9.1.5 The Ministry in collaboration with FNCDP report to government on development of disability benefit.	By 2018 60% of People with disabilities below the national poverty line shall be entitled to a disability benefit;
9.1.6 The Ministry in consultation with FNCDP and relevant stakeholders to review the regulations relating to the allocation and monitoring of poverty alleviation funds and the Family Assistance and Child Protection Programmes in respect of people with disabilities, this shall include <ul style="list-style-type: none"> • Allocation of a percentage of the poverty alleviation funds for people with disabilities; • Establishment of a disability pension. 	Regualtions reviewed.
Objective 9.2 Disability concerns mainstreamed in government policies, and programmes.	Outputs
Actions	
9.2.1 FNCDP to consult with relevant stakeholders to develop strategies to mainstream disability in selected government departments, provincial administrations and town and municipal councils;	More programmes include people with disabilities.
9.2.2 FNCDP in consultation with relevant stakeholders to raise awareness for the need for government Ministries and agencies, town and municipal councils to make budgetary allocations to take account of the needs of people with disabilities within their programmes;	Greater level of assistance provided for mainstreaming activities.

Objective 10.1 Develop in collaboration with relevant stakeholders, physical education and health curriculum for special schools.	Outputs
Actions	
10.1.1 FNCDP consult with MOE and relevant stakeholders on curriculum framework;	Increased understanding of curriculum needs of people with disabilities in sports.
10.1.2 FNCDP in consultation with relevant stakeholders commission the development of a model curriculum document.	Model curriculum developed for comment by stakeholders.
Objective 10.2 Ensure the provision of appropriate sporting activities, facilities, equipment, sponsorship and participation of people with disabilities at the elite competition, social and recreational levels	Outputs
Actions	
10.2.1 FNCDP and DPOs to advocate for equal opportunities for people with disabilities to participate in sports (pamphlets, brochures where relevant etc);	Advocacy programme in sports developed by FNCDP.
10.2.2 FASANOC in collaboration with the Fiji Sports Association for the Disabled (FSAD) identify and train persons including coaches, managers and other sporting personnel to work with people with disabilities on relevant sports skills and techniques;	More coaches and related staff aware of needs of sporting people with disabilities.
10.2.3 FSAD in consultation with the FSC organise annual sports competitions and recreational activities at all levels;	FSAD sporting activities held regularly.
10.2.4 Fiji Sports Council and FSAD provide specialised equipment for competitive sporting events;	Specialised equipment made more available.
10.2.5 City and Town Councils and Sports Council upgrade relevant sporting facilities to ensure accessibility for all sports people with disabilities;	Sports facilities upgraded as appropriate.
10.2.6 Rural Local Authorities and Town Councils encouraged to plan for and develop sporting facilities that are accessible to people with disabilities;	Town Councils and rural local authorities aware of access needs of sporting people with disabilities.
10.2.7 Improve the awareness of disability sport needs in the Sports Council and FASANOC;	Consultations with FASANOC and Sports Council increases awareness of the needs of people with disabilities.
10.2.8 FNCDP to encourage corporate sponsors to include in their sporting sponsorship packages the inclusion of people with disabilities with sporting bodies; (Ministry of Youth and Sports, line Ministry, MOH, MOE etc).	Corporate sponsors willing to sponsor sports for people with disabilities.

Objective 11.1 Establish a network of national, regional and international agencies in support of implementation of the policy.	Outputs
Actions	
11.1.1 FNCDP establish a data base of all agencies working in the disability field in Fiji;	Data base established
11.1.2 FNCDP and DPOs establish alliances with relevant disability related agencies for information sharing and networking;	Increased information sharing amongst DPOs, NGOs and FNCDP.
11.1.3 Government and DPOs participate in disability related initiatives at the national, regional and international levels;	Fiji seen as lead country on disability in the Pacific.
11.1.4 The Ministry, FNCDP and DPOs ensure effective and full implementation and reporting of disability conventions, declarations and related instruments endorsed or ratified by the Government of Fiji.	Effective monitoring of obligations put in place.
Objective 12.1 Develop a strategy and process for the regular monitoring of progress and implementation of the national disability policy.	Outputs
Actions	
12.1.1 FNCDP provide annual reports on the implementation of the policy and achievement of the policy Action Plan to the Ministry and other stakeholders;	Annual report on implementation of the policy provokes community debate and increases awareness of the policy and disability issues.
12.1.2 FNCDP and the Ministry to undertake a review of the policy and implementation action plan every two years;	Review report.
12.1.3 FNCDP disseminate review results to all relevant stakeholders within three months of each review completion;	Results disseminated on time.
12.1.4 FNCDP to seek assistance from donors and other relevant international organisations to implement aspects of the policy.	Donors consulted on policy implementation. Roundtable discussion held on policy priorities with key donors.