



## MINISTRY OF WOMEN, COMMUNITY AND SOCIAL DEVELOPMENT



# NATIONAL POLICY FOR PERSONS WITH DISABILITIES

2021 - 2031



## Foreword



It is my pleasure to present this National Policy for Persons with Disabilities for Samoa.

As citizens of our society, persons with disabilities have rights equal to everyone else to fully participate in the social-political and economic development of their communities and our country. Persons with disabilities should be able to harness and utilise their potentials, thereby contributing to the betterment of their lives and those of their families and communities. It is our duty as a government to work in collaboration with persons with disabilities and their families, and with relevant organisations in the civil society, private sector, and development community to address the special needs of our people who are living with disabilities.

This policy denotes our collective commitment and obligation to ensure that everyone participate in our social-political and economic development processes. As the most marginalised citizens in society, persons with disabilities deserve better, and require special attention for public policy responses. In ensuring that they are not left behind in our development journey, their rights must be recognised, respected and promoted. Disability-inclusion is about improving access to quality services such as education, health, transport, employment, information and communication, public facilities, and other services. Addressing negative stereotyping and discrimination against people with disabilities is an ongoing need.

We noted the positive progress made, but acknowledge more work and a long-term approach are needed to progress disability-inclusion. The government is committed to continue to work with all sector partners within the public sector, private sector, civil society sector, and development community in implementing the commitments outlined in this National Policy.

This policy document underwent a comprehensive process of review and validation with consultation workshops with firstly persons with disabilities and then with government agencies, NGO's, CSO, FBO's and with community leaders and community representatives from all over Samoa and was approved by the National Policy Coordination Committee in March 2021. I would like to thank all our partners and stakeholders for engaging in this process, as it has resulted in a stronger and more robust policy document.

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## Preamble

Disability is a human condition, those living with disabilities are members of our community and society. Inclusivity is about equal opportunities for all; everyone participating and contributing to the development process. Yet, persons with disabilities are the most marginalised members of society, often excluded from the decision-making processes that directly affect their lives. They face many obstacles that prevent or limit their capabilities to become part of society and contribute effectively to the development of the communities and nation in which they live.

This National Policy for Persons with Disabilities aims to provide a national disability-inclusive development agenda for Samoa, for the next 10 years Samoa is a signatory to the United Nations Convention on the Rights of the Persons with Disabilities (UN CRPD, 2006), and hence adopted the following definition of disability for the purpose of this National Policy for Persons with Disabilities and Samoa's disability-inclusive development agenda outlined in this Policy:

***Persons with disabilities include those who have long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.***

Existing research confirm increased disability prevalence in Samoa and worldwide. This is an ongoing concern given rapid population ageing, ongoing impact of climate changes on population health and increase in chronic health conditions such as non-communicable diseases. Samoans living with disability amounted to 2.0% (population who 'cannot function at all' and have 'a lot of difficulty' to function), or 7.1% if those with 'some difficulty' is also included.

Public policy instruments have been adopted and promoted at the global and levels to address disability-inclusivity. This National Policy is part of Samoa's strategic policy instrument to advance the disability-inclusive development agenda. Positive progress has been made, however much work remain to progress this agenda. Samoa's ratification of the UNCRPD; establishment of a mobility device service; improving hearing services, access to sexual and reproductive health services and inclusive education; reduction of barriers for persons with disabilities to vote; and improving data and evidence on disability are some of the key achievements made.

The ongoing key concerns for persons with disabilities include negative stereotyping and discrimination, lack of access to quality services (education, health, information and communication, facilities, etc.), limited meaningful participation in public policy and programs, and lack of access to employment. For instance, when compared to those without disabilities, persons with disabilities are five times more likely to have never attended school. Only 1 in 20 persons with disabilities are engaged in paid employment. Females with disabilities tend to start child bearing earlier compared to those without. Evidence pointed to a lack of awareness of existing available services for persons with disabilities, including their rights and needs.

This Policy sets the strategic direction for the government and its partners and stakeholders on key initiatives to move the disability-inclusive agenda. The policy and its implementation plan set out in this document are informed by the desktop review and stakeholder consultations conducted in June-July 2020 as part as of the formulation process of this Policy.

The Policy promotes collaboration and partnerships for the realisation of this agenda, as well as international best practices and strengths of local institutions and values of our *fa'aSamoa* in ensuring a sustainable disability-inclusive development progress for Samoa and its people.

## ✦ Policy Linkages

Global	Regional	National
<p><b>Sustainable Development Goals</b> Goal 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making</p>	<p><b>Pacific Roadmap for Sustainable Development 2018</b> The planning, implementation, monitoring and accountability for sustainable development is a country-led endeavor.</p>	<p><b>Strategy for the Development of Samoa 2016-2020</b> Outcome 8: Social Institutions Strengthened Empowering Communities to lead inclusive development for all</p>
<p><b>SIDS – Accelerated Modality Of Actions (SAMOA) Pathway</b> 27(h) – Promoting and enhancing gender equality and women's equal participation including in policies and programs in the public and private sectors in small island developing states</p>	<p><b>Pacific Leaders Declaration on Gender Equality 2012</b> Promoting women's participation in all levels of decision-making Promoting gender responsive legislation, policies and programs</p>	<p><b>Community Sector Plan 2016-2021</b> <b>Outcome 1 : Improved inclusive governance at all levels and community development</b></p> <p>1.1.Improved governance and inclusiveness at national level</p> <p>1.2.Improved community development and governance</p>
<p>UN Convention on the Elimination of Discrimination Against Women and Girls</p> <p>UN Convention on the Rights of Persons with Disabilities</p> <p>UN Convention on the Rights of the Child</p> <p>Beijing Declaration and Platform for Action Beijing+25</p>	<p><b>Biketawa Declaration</b> - commits Forum members to fundamental values of human rights and good governance, inter alia, a “belief in the liberty of the individual under the law, equal rights for all citizens regardless of gender, race, colour, creed or political belief” and “upholding democratic processes and institutions which reflect national and local circumstances..”</p> <p><b>Pacific Platform for Action for Gender Equality and Women's Human Rights 2018-2030</b></p>	<p><b>National Gender Equality Policy 2016-2020</b> <i>Priority Outcome 4 : Increased participation of women in public leadership and decision-making</i></p> <p><b>National Disability Policy 2011-2016</b> <i>Objective 1.a. Empower people with disabilities to promote and advocate for their human rights</i></p>
	<p><b>Pacific Platform for the Rights of Persons with Disabilities 2016</b> -Mainstreaming : Ensure the rights of PWDs are included in the development strategies, national and local policies and community services -Leadership &amp; Enabling Environment : develop leadership and an enabling environment for rights-based disability inclusive development</p> <p><b>Pacific Youth Development Framework 2014-2023</b> Governance structures empower young people to increase their influence in decision-making processes</p>	

## Introduction

Progressing disability-inclusive development in Samoa is in line with the Strategy for the Development of Samoa (SDS) 2016-2020's vision of *'an improved quality of life for all'* within the theme of *'accelerating sustainable development and broadening opportunities for all'*.

The SDS key outcome 8.1: *"community development enhanced - empowering communities to lead inclusive development for improving quality of life for all"* make explicit reference to Persons with Disabilities that:

Inclusion of vulnerable groups (women, youth, people with disabilities, children, elderly and disadvantaged people) in community planning and governance activities will be enhanced... and ratifying the CRPD will contribute to the inclusion of vulnerable groups in the development of Samoa.

Disability-inclusive development is further aligned to the Community Development Sector Plan's (CDSP) 2016-2021 vision of "communities leading inclusive development for quality of life for all", mission of "empower communities to lead their inclusive development for quality of life for all", and sector outcomes of "improved inclusive governance at all levels and community development"; "improved social outcomes for the most vulnerable in our communities"; "economic empowerment of vulnerable individuals, families and villages"; and "capacity building, communication and strategic development for the community sector stakeholders".

The Education Sector Plan has further made explicit commitments towards improving inclusive education for persons with disabilities. This commitment is further operationalised through Samoa's Inclusive Education Policy for Students living with Disability's (IEPSD) 2014 vision of: A national inclusive education system providing quality education that satisfies basic learning needs, enriches the lives and overall experience of living of all children, youth, and adults of diverse characteristics and backgrounds, within a culture based on respect and acceptance.

The other 12 sectors of Samoa's economy (Agriculture; Trade, Commerce and Manufacturing; Finance; Tourism; Law and Justice; Health; Public Administration; Transport; Communication; Water and Sanitation; Energy; National Environment) will need to mainstream disability-inclusive development in their planning and policy initiatives.

This National Policy for Persons with Disabilities and its implementation plan and support documents form the collective commitments of the Government of Samoa and its partners and stakeholders in facilitating the inclusive development of persons with disability, thereby contributing to the progressive achievements of the above vision and strategic outcomes of the SDS.

It contributes towards progressive fulfilling of Samoa's obligations under the UNCRPD; Sustainable Development Goals (within its commitment of "leaving no one behind"); Small Island Developing States Accelerated Modalities of Action (SAMOA) Pathway; UN Economic and Social Commission for Asia and the Pacific (ESCAP) "Incheon Strategy" to "Make the Right Real" for Persons with Disabilities in Asia and the Pacific (2013-2022); Beijing Declaration and Action Plan to Accelerate the Implementation of the Incheon Strategy 2013-2022; and Pacific Framework for the Rights of Persons with Disabilities (PFRPD) 2016-2025.

## Guiding Principles

Disability-inclusivity are guided by the following principles, which are those stipulated under the UN CRPD (2006) and which are also guided by fa'aSamoa principles and values:

- Basic rights – persons with disabilities are entitled to basic rights to life, survival and development. They shall have respect for inherent dignity, individual autonomy including the freedom to make own's choices, and independence of persons.
- Participation – persons with disabilities are entitled to full and effective participation and inclusion in society including access to services, facilities and information. Reasonable accommodation shall be provided for persons with disabilities to ensure their equal participation.
- Non-discrimination – persons with disabilities shall be free from discrimination of any kind, on the basis of disability and regardless of their impairment, health condition, age, gender, identity, religious, and other social and economic status. Specific measures necessary to accelerate or achieve de factor equality of persons with disabilities shall not be considered discrimination.
- Equality of opportunity – persons with disabilities have the same rights as equal members of society and shall have equality of opportunity as persons without disabilities.
- Accessibility – reasonable accommodation shall be provided for persons with disabilities to ensure equality of participation.
- Equality between men and women – men with disabilities and women with disabilities are equal before the law and shall have equal rights as men and women without disabilities. Reasonable accommodation shall be provided for persons with disabilities to ensure gender equality.
- Evolving capacities – there shall be respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.
- Family care and community support – every person with a disability is entitled to the care and protection of their immediate and extended family who are supported by the broader Samoa community. The family is the best safety net for a person with a disability to live, grow and enjoy the rights to liberty, independence and security.
- Fa'aSamoa - principles and values such as:
 

<ul style="list-style-type: none"> <li>- alofa (love)</li> <li>- fa'aaloalo (respect and dignity)</li> <li>- tautua (service and responsibility)</li> <li>- usita'i (obedience)</li> <li>- va fealoa'i or va tapuia (sacred relationships between people)</li> <li>- fetausia'i (caring for each other)</li> <li>- puipuiga (protection)</li> <li>- malu i fale (if you are not safe at home, then you are safe in other places)</li> <li>- malu i fanua (being protected within your community or land)</li> <li>- tausi fanau (caring responsibility for children)</li> </ul>	<ul style="list-style-type: none"> <li>- tausi aiga (caring responsibility for the family)</li> <li>- tausi matua (caring responsibility for parents)</li> <li>- tausi nuu (caring responsibility for the village community)</li> <li>- soalaupule (consensus requiring consultation and participation)</li> <li>- tofa fetala'i (wisdom is knowledge sharing and shared understanding)</li> <li>- amiotonu (honesty – doing the right thing)</li> <li>- fa'asinomaga (identity – where you belong)</li> </ul>
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## Purpose

This National Policy sets out how the government and its partners, stakeholders and the community will work together on disability-inclusive development. It is the second policy for Samoa, aimed at adopting, promoting and advancing a human rights based approach in facilitating the inclusive development of persons with disabilities in Samoa.

## ✦ Policy Outcome Areas

The Government of Samoa is committed to disability-inclusive development so that persons with disabilities in Samoa are able to participate effectively in the social-political and economic development of our society.

Key policy issues identified from the desktop review and stakeholder consultations held in June – July 2020 are summarised below.

### 1. Advocacy and awareness

Recognising, promoting and enhancing the rights of persons of disabilities, and addressing negative stereotyping and discrimination against them, including the many disparities between persons with disabilities and those without, required a shared understanding about those rights, their significance to persons with disabilities, and how persons with disabilities rights and disability-inclusion should be addressed through policies, systems and practices of service organisations such as ministries, schools, employers, and businesses. Better awareness of services that exist and those not yet exist for persons with disabilities is needed. The Ombudsman/National Human Rights Institutions (NHRI) in its 2016 inquiry identified a lack of awareness of existing services (e.g. free prescription of medication) available for persons with disabilities. Everyone need to understand the rights and specific needs of persons with disabilities, the challenges they face, and what is required to address those needs and challenges. The wider acceptance and adoption of the disability-inclusive development agenda requires its promotion and realisation at all levels of society.

### 2. Responses for early detection and intervention

Disability prevalence, development and severity can be minimised through improved responses for early detection and intervention of disability and its evolving capacities. Injury and non-communicable diseases cause life-long disability such as stroke, diabetes related blindness and cancer related amputations. Reducing injury and tackling NCDs risk factors (high fasting plasma glucose, high body mass, dietary risk, and alcohol and tobacco abuse) is needed. There is also a notable increased number of mental health patients in Samoa and the connection between mental health and disabilities need better recognition and acknowledgement in existing disability responses and services. Those (especially babies and young children) who are at risk of developing disabilities due to medical conditions require proper early diagnoses and treatments. This requires adequate early detection and intervention systems.

However, the Ombudsman/National Human Rights Institutions (NHRI, 2016) further identified in its 2016 inquiry the inadequacy of early detection and interventions systems in Samoa and that many people with disabilities go undiagnosed do or do not get their disabilities properly diagnosed. Strengthening the Ministry of Health's service capacities including its collaborative responses with other service providers (Nuanua ole Alofa, Loto Taumafai, etc.) and through community outreach services

(with Ministry of Women, Community and Social Development (MWCSD) and village institutions) will assist with improving early detection and intervention systems for disabilities.

### **3. Access to quality services, facilities and information**

Disability-inclusion is about persons with disabilities having access to quality services (health, inclusive education, justice, information and communication, and other services) and public facilities (schools, transport, building, roads, etc.) within their living and built environment. Improved access will enhanced their social and economic inclusion making persons with disabilities more integrated with the wider community and decreasing their dependent on others.

However, most facilities and services are not yet accessible by persons with disabilities, hence the limited participation of those with disabilities in social-political and economic activities. This includes limited access to information due to lack of necessary equipment, assistive devices, and appropriate forms of communication (e.g. braille, sign language, and electronic readers). All appropriate forms of communication must be in place and facilities must be universally built (with accessible ramps, toilets, pedestrian safety etc.) for accessibility by persons with disabilities.

There is a need for better and affordable health service for persons with disabilities and their families. Women and children with disabilities are often the most disadvantaged and are at greater risks due to additional factors such as gender bias, gender-based violence, age discrimination, child exploitation or lack of parental care needs special consideration, hence require special attention and accommodation in services such as improved sexual reproductive and health services, care and protection services, and gender-based violence response systems.

To ensure that the service needs and rights for participation and social inclusion of persons with disabilities are addressed, disability-inclusion must be mainstreamed in all sector plans, policies and systems. For instance, Samoa is susceptible to disasters and climate change which have a disproportionate impact on people with disabilities, who have less access to information and warnings, lower mobility and access to safe shelter, water and hygiene. It is crucial that people with disabilities are consulted and their needs are addressed in disaster preparedness and climate resilience as well as in disaster response. The effective implementation of the Samoa National Disaster Management Plan 2017-2020 Samoa Persons with Disability in Disaster Risk Management Policy 2015 is required. All sectors need to identify their specific policy and planning measures in response to the disability-inclusive development agenda.

### **4. Inclusive education for Samoa**

Education contributes to human capital development and is thus a key determinant of personal well-being and wealth and having an educated labour force. While commitment towards inclusive education is being articulated in educational policies and plans, its effective implementation across all schools and within the education system is hindered by many factors such as limited accommodative facilities and equipment for inclusive education in schools, and lack of capacity and resources to accommodate the specific needs of different students with disabilities in the school systems. Education for children with disabilities are still provided mainly by non-governmental organisations (Loto Taumafai, Fiamalamalama, Senese Junior Preparatory School and the Special Education Unit Savaii (SEUS)). Education for per-

sons with disabilities is not yet fully integrated into the normal school system, with about 88% students of some 206 students with disabilities enrolled in special schools. The economic empowerment of persons with disabilities depends on their accessibility services, especially continuous learning – tertiary and technical and vocational educational training (TVET). Accessibility by persons with disabilities of continuous learning and formal education and training opportunities need further consideration and improvement.

## 5. Economic empowerment

Samoa is yet to ratify the International Labour Organisation (ILO) Convention No. 159 on Vocational Rehabilitation and Employment (Disabled Persons), which contributes towards improving the living conditions and status of people with disabilities through the right to decent work and prohibiting discrimination on the basis of disability. The lack of access to employment and economic livelihoods by persons with disabilities directly relates to the barriers within the built environment. Negative stereotyping and discrimination is a common issue which can unconsciously create a barrier for persons with disabilities to gain or be allowed access to employment (or education).

Empowerment of persons with disabilities is about access to employment which will involve changing negative stereotyping and discriminatory attitudes towards persons with disabilities, where persons with disabilities are often viewed and treated as not holders of rights (to employment for instance) and development agents but as people with impairments or recipients of charities. Addressing attitudinal and physical barriers will promote and enhance persons with disabilities accessibility to economic livelihoods (paid employment and business development). Improved access by persons with disabilities to employment information and services, as well as technical and vocation education and training is needed. Employers must adopt disability-inclusive business practices that encourage and accommodate employment of persons with disabilities, including the use of assistive technologies for enhancing accessibility of employment and training by persons with disabilities. Improved economic empowerment for persons with disabilities will enhance their social inclusion and independent living, lessening their dependence on others.

## 6. Enabling environment for disability-inclusive development

An enabling environment is needed for the initiation and implementation of disability-inclusive development efforts in Samoa. Providing that enabling environment requires a strong policy and legislative framework for disability, informed by robust and quality evidence that are based on good data, statistics and analysis. These are further enabled through effective governance and leadership that facilitate, support and drive disability-inclusive development across all sectors of the economy as well as in the community. Not only that, the enabling environment ensures the provisions of resource allocation including budgetary support for the implementation of the disability-inclusive development agenda outline in this national policy and supported by other sector and organisational policies and plans through the mainstreaming process. The enabling environment should facilitate and promote working partnerships and participative efforts for disability-inclusive development efforts. This includes strengthening the participation of people with disabilities via their representative organisations in the governance and implementation arrangements, and in particular, supporting the role of Nuanua o le Alofa as Samoa's peak representative Disabled People's Organisation (DPO) through those partnerships and collaborative efforts.

## Disability Inclusive Development Agenda

This second National Policy for Persons with Disabilities builds on the positive progress made under the previous National Disability Policy 2010-2016, and other complementing initiatives made other the Education Sector Plan, Health Sector Plan and other government policies and programs. As such, this current Policy for 2021-2031 carries and reinforces the same vision and mission of the previous national policy for disability.

### Vision

***Improved equality and quality of life for persons with disabilities.***

### Mission

***To create a human rights based, inclusive and barrier free society in which persons with disabilities are empowered to contribute to the development process of Samoa.***

### Objectives

The key objectives of the National Policy for Persons with Disabilities 2021-2031 are:

1. To raise awareness about the rights of persons with disabilities;
2. To address the specific needs of persons with disabilities;
3. To increase persons with disabilities' levels of inclusion and participation in social-political and economic processes and opportunities; and
4. To provide an enabling environment through a strong legal framework and strengthened partnerships and collaboration for disability-inclusive development.

### Strategic Outcome Areas

The above mission and objectives of the National Policy for Persons with Disabilities 2021-2031 will be achieved through addressing six strategic outcome areas. These six strategic outcomes and corresponding initiatives, programs and activities are outline as follows:

#### **Outcome Area 1: Increased awareness about the rights and needs of persons with disabilities.**

Programs and activities that will be implemented for increased awareness about the rights and needs of persons with disabilities include:

1. Research and awareness on the prevalence and characteristics of disability, as well as existing gaps on disability-inclusion. This includes a research to establish current levels of awareness and understanding about the needs and rights of persons with disabilities in Samoa in accordance with the CRPD.
2. Programs and activities aimed at empowering persons with disabilities to promote and advocate for their rights, issues and needs.
3. Awareness programs on the challenges and issues faced by persons with disabilities including barriers preventing and limiting their participation in society.

4. Awareness programs on disability-inclusive obligations (using the CRPD as a framework) requiring the collective commitments and collaborative efforts of the government (including political leaders, CEOs, public servants), partners and stakeholders including community organisations, groups and families at the village levels.
5. Awareness programs (for persons with disabilities, parents and families, community organisations and service providers) on policies and legislation, facilities and services (e.g. health, assistive devices, language, social protection, trainings and support groups) made available for persons with disabilities, including those that are required and needed but not yet in place, as well as disability-inclusive development programs.
6. Awareness raising and communications materials and resources on the additional challenges faced by women and girls with disabilities and strategies to ensure their participation in decision-making at all levels.

Disabled People's Organisations (Nuanua ole Alofa or NOLA, Loto Taumafai, Senese, Samoa Spinal Network (SAS), Deaf Association of Samoa (DAS), etc.) will take the lead in the implementation of awareness-raising and advocacy programs. Key ministries (MWCSD, Ministry of Education, Sport and Culture (MESC), Ministry of Health (MOH), Ministry of Natural Resources and Environment (MNRE), Ministry of Work, Transport and Infrastructure (MWTI) and others will also contribute to awareness-raising and advocacy programs and activities particularly on building understanding about policies, legislation, services, facilities and development programs for persons with disabilities, and with each organisation provide specific inputs on disability-inclusive development efforts that fall within their mandated roles and responsibilities. This need for increased understanding about disability-inclusion applies not only to persons with disabilities but also to everyone including political leaders, public servants, disabled people's organisations, service providers, and other stakeholders in government, private sector, civil society, communities, and families.

## **Outcome Area 2: Enhanced independent living and economic development of persons with disabilities.**

This strategic outcome 2, which aimed at enhancing independent living and economic development and empowerment of persons with disabilities will be achieved through the implementation of the following initiatives, programs and activities:

1. A stock take and review of persons with disabilities involved and not involved in economic activities such as the number of persons with disabilities participating in employment and businesses, both in the formal and informal sectors.
2. Relevant sector and organisational policies and plans (e.g. Trade, Commerce and Manufacturing Sector Plan and National Employment Policy) to incorporate strategies and actions to address identified barriers and factors inhibiting the employment of persons with disabilities.
3. Incentive mechanisms for employers to employ persons with disabilities. Incentives include providing support (e.g. financial, assistive products and services, guidance, and information devices and formats) to employers so that they are able to accommodate the employment of different persons with disabilities.

4. Technical support for the provisions of assistive technologies that will enhance accessibility of employment and training by persons with disabilities.
5. Employment services and information tailored for persons with disabilities to access and understand employment services and how to access them.
6. Introduction of a social security and protection systems for persons with disabilities, prioritising those who cannot work or unable to work (at high risks of vulnerability).
7. Specific programs to increase the number of persons with disabilities enrolled in technical and vocational education and training (TVET) programs.
8. Provide opportunities for persons with disabilities to participate in life skills trainings and development programs as well as in relevant programs to build and develop the capacities of persons with disabilities in economic empowerment, small business development, financial literacy, savings and loan schemes, and market development programs.
9. Conduct disaster preparedness programs and trainings for persons with disabilities – through the implementation of the ‘Persons with Disability in Disaster Risk Management Policy 2015’.
10. Reasonable accommodation or specific provisions made for persons with disabilities under existing and emerging programs aimed at improving economic livelihoods across different areas – e.g. social protection, youth employment, youth co-lab, business entrepreneurial development, business incubator, women in business development, and others.
11. Review of recruitment and selection systems and other employment policies, regulations and procedures (in public and private sectors) to allow for equal employment opportunities that accommodate persons with disabilities.

### **Outcome Area 3: Strengthened provisions of support, health services and assistive devices.**

The following initiatives, programs and activities will contribute to the progressive achievement of this strategic outcome 3 - strengthened provisions of support, health services and assistive devices:

1. A stock take and review of what is currently made available for, and including levels of access by, persons with disabilities in terms of support and services – including assistive devices, identifying key gaps to address.
2. Relevant sector and organisational policies and plans (e.g. Health Sector Plan, Allied Health Services Plan, Transport Sector Plan, and Communication Sector Plan) to incorporate strategies and actions to address identified different key barriers and factors impacting on the provisions of support, health services and assistive devices for persons with disabilities.
3. Technical support, capacity building, outreach programs and join-up services (between key service providers) for frontline staff and persons with disabilities to improve early detection and intervention measures for disabilities.
4. Strengthen disability prevention programs in partnership with SENESE and other Disabled People’s Organisations.
5. Improve access to information about the causes of disability and early intervention measures.

6. Facilitate better access to rehabilitation services and assistive products and early intervention services for children and adults with impairments. This will enable participation in education, training, employment and other social-political and economic activities.
7. Strengthen the mobility device services, ENT services, eye services, and other disability-related services provided by MOH and other health service providers through improved provisions of expanded scope of services, assistive devices, staffing, capacity building, partnerships and other needed support.
8. Develop and improve access to interpreting information, speech therapy, occupational therapy, sign language and other communication and information devices and formats that are needed by persons with disabilities.
9. Develop a clear policy on accessible, quality and affordable health services for people with disabilities and conduct awareness programs that ensure wider understanding about the policy.
10. Support provisions for mental health and related disabilities in order to improve coverage, scope and quality of services. This includes improving advocacy and awareness for psychosocial disabilities and mental health through collaborative work of the Ministry of Health, MWCSO and Disabled People's Organisation (DPO) including the recruitment of a psychiatric survivor or mental health consumer representative on the implementation and monitoring team for mental health and disabilities.
11. Strengthen sexual and reproductive health (SRH) education also through family life education and other community education and awareness programs.
12. Improve access to SRH and justice services including all other needed public services for persons with disabilities.
13. Support for strengthening the roles of parents and families in the provisions of support and care for persons with disabilities.
14. Provide as part of the social protection system, financial support provisions for parents and care givers of persons with disabilities. An inclusive social protection system for persons with disabilities can be resourced through existing contributory measures (e.g. through the Accident Compensation Company and National Provident Fund) and/or non-contributory (e.g. cash grants from the government budget) measures through ensuring specific budgetary allocation for social protection for persons with disabilities.
15. Support provisions for village and community-based support groups for persons with disabilities and their families.

#### **Outcome Area 4: Improved inclusive education including participation in training, sports and recreation.**

To contribute towards improved inclusive education including participation in training, supports and recreation, the following initiatives, programs and activities are proposed for implementation:

- 4.1. A stock take and review of what is available for persons with disabilities in terms of inclusive education –identifying key gaps to address.
- 4.2. Relevant sector and organisational policies and plans (e.g. Education Sector Plan and Inclusive Education Policy for Students Living with Disability) to incorporate strategies and

actions to address identified barriers and factors inhibiting equal opportunities for education of persons with disabilities across all levels of the school and education system.

- 4.3. Ensure mainstreaming of disability in all education settings and across all levels of the education system in Samoa. Mainstreaming must account for the diverse experiences of persons with different impairments, such as those with learning disabilities facing different barriers to those with vision impairment. Reasonable accommodations such as impairment specific services or assistive products will be needed for different persons with different impairments.
- 4.4. Robust monitoring and evaluation of the implementation of the inclusive education policy across schools in the public and private sectors.
- 4.5. Provisions of further support provided to the MESC, schools and other educational providers targeting an increase in the number of enrolled students with disabilities, including improving school facility access, expansion of inclusive education materials, provisions of trainings and classroom support.
- 4.6. Strengthened inclusive and special education programmes through further support provisions to the mainstreamed (inclusive) schools and special schools. Technical support should be continuously made available to all schools to facilitate the access and availability of the required support needed for schools to be inclusive and accommodative of the educational needs of persons with disabilities.
- 4.7. Provisions for accommodating sign language and braille in all schools, including trainings for persons with disabilities, teachers, and parents/carers in the use of sign language and braille, as well as establishing access to braille machines and education on the use of braille for persons with vision impairments.
- 4.8. Provisions of support to strengthen the capacity and reach of the Samoa Association of Sign Language Interpreters and Samoa Blind Persons Association.
- 4.9. Strengthen evidence on the educational issues/barriers faced by children with disabilities, such as the impact of the exam/test-based 'push-out' system on children with disabilities.
- 4.10. Capacity building for the development of more practical learning mechanisms for persons with disabilities (e.g. available and accessibility of online courses, home schooling, and community study modes of education) where parents/carers, families and communities are more engaged with the needed improvement of educational outcomes for persons with disabilities.
- 4.11. Strengthening the referral system for children/student with disabilities in the education (and health and other services) systems – e.g. identification of children with disabilities at the village levels and referral pathways for a better response system of providing needed health care, education and other services for those children.
- 4.12. Special scholarship awards (for long-term and short-term trainings) allocated for persons with disabilities.
- 4.13. Initiatives targeting an increase in the number of people with disabilities participating in sport activities.
- 4.14. Provide appropriate sport activities, facilities and equipment for both competitive and social/recreational sports.

- 4.15. Programs targeting the promotion of inclusive sport activities and participation in Paralympics and Special Olympics.
- 4.16. Strengthen the collection of disability data among schools and training attendees and produce annual report which provide an analysis of the enrolment, attendance and achievement levels and outcomes of students/trainees with disabilities.

The coordination of different efforts of government ministries and non-governmental organisations including Disabled People's Organisations in the above outcome areas is needed to ensure congruence and to address unnecessary duplications.

### **Outcome Area 5: Strengthened access to built environment, information and communication, transport and other services and facilities.**

The following initiatives and activities will contribute to the achievement of this strategic outcome:

1. A stock take and review of what is available for persons with disabilities in terms of accessibility to built environment – identifying key gaps to address.
2. All sector and organisational policies and plans (i.e. all the 14 sector plans and Ministries corporate plans and business plans) to incorporate strategies and actions to address identified barriers and factors inhibiting the access of persons with disabilities to built environment, information and communication, and all services and facilities.
3. Improve persons with disabilities access to information and communication technology – including addressing access issues such as having improved accessible information formats (braille, visual signals, audio indicators, etc.).
4. Effective implementation and enforcement of the National Construction Code of Samoa 2017 which also provide the minimum standards for the safe access to buildings of persons with disabilities. To ensure compliance with international best practices and standards, technical support (e.g. on how to do accessible design and construction or education materials or training for engineers and construction companies in Samoa and how to design and build for accessibility) should be made available and in confirmation with relevant authorities such as the Ministry of Works and Transport, Airport Authority as well as with construction companies.
5. Effective implementation, monitoring and evaluation of the Persons with Disability in Disaster Risk Management Policy. In addition, strengthening disaster management and climate change adaptation for persons with disabilities requires:
  - Strengthening national and community disaster coordination bodies so that people with disabilities are included in disaster risk management efforts.
  - inclusion or strengthening of PWD in national disaster risk reduction and preparedness committees
  - Providing information/warnings in a range of formats for accessibility.
  - Improving climate change and disaster risk reduction education for children with disability so that they understand how their needs and can be advocates for themselves and others.
  - Ensuring shelters are accessible including water and sanitation facilities for PWD.
  - Training for NOLA and other representatives on disaster risk management and climate change adaptation.

- Development of a fact sheet or info graphic on the needs of persons with disabilities during times of disaster.
6. Improve persons with disabilities access to transportation – land, sea and aviation.
  7. Improve persons with disabilities access to other services and social-political processes such as elections, development planning (i.e. development of the SDS, sector plans, district plans and others), public consultations on policy development, monitoring and evaluation, and others.

### **Outcome Area 6: Enabling environment for disability-inclusive development strengthened.**

To contribute to the achievement of the above strategic outcome 6, the following initiatives and activities are proposed for implementation:

1. Full harmonisation of Samoa laws with the UNCRPD. This includes the possibility of developing a Disability Bill (legislation) for Samoa to address existing gaps with disability-inclusion.
2. Ensure mainstreaming of disability-inclusive development in all sector plans and policies. The Ministry of Finance must ensure that a specific provision is made in the budgets of each sector to allow for mainstreaming and for reasonable accommodation of Disabled People's Organisation (DPO) representatives to provide technical advice.
3. Strengthen the governance and leadership for disability-inclusive development. This includes training and capacity development for political leaders to build their understanding and support for disability-inclusive development efforts.
4. Encourage the inclusive participation of persons with disabilities, with particular attention to women with disabilities (given their gender marginalisation) in leadership and decision-making roles inclusive policy and program consultative processes (e.g. district development committees). This will also include the development of leadership skills of persons with disabilities.
5. Strengthen the participation of people with disabilities via their representative organisations in the governance and implementation arrangements. Provide ongoing support to the Nuanua o le Alofa (NOLA) as Samoa's peak representative Disabled People's Organisation (DPO) and its member organisations in order for them to continue and improve their awareness and advocacy programs as well as the implementation of disability-inclusive services and development efforts.
6. Address disability-inclusive development capacities (financial, human resources, training, etc.) for Samoa. This includes having a specific budget allocation for disability-inclusive development and which should be mainstreamed in sector plans, policies and Ministries budgets.
7. Improve coordination of disability-inclusive development, and foster collaboration and partnerships for disability-inclusive development efforts in Samoa.
8. Build the needed evidence-based understanding about disability prevalence, profiling, characteristics and needs at all levels in Samoa, as well as the required disability-inclusive developments for Samoa.

- Mandate the incorporation of disability data collection within all national population-level data collection efforts, and administrative datasets of priority ministries.
  - Strengthen the collection of administrative data – education, health, employment and business development (e.g. number of persons with disabilities in formal and informal employment), and including those collected by Disabled People’s Organisations.
  - Develop data collection systems re tools and mechanisms (e.g. involvement of Sui o Nuu and Sui Tamaitai o Nuu as well as Komiti Tina ma Tamatai) for the identification of persons with disabilities within the communities, including their profiles and needs.
  - Disaggregated data on persons with disabilities experiencing violence such as the number of persons with disabilities exposing to domestic violence and other criminal activities.
  - Strengthen data collection of persons with disabilities priorities and needs prior to and after disasters.
  - Conduct more in-depth studies on the characteristics of disabilities in Samoa.
  - Conduct studies to show the roles, mind-sets and attitudes of parents/carers, families and community groups, organisations and institutions in the provisions of care and other support services and assistances required by persons with disabilities.
  - Research into contextual models for the provisions of disability services for Samoa – those that are sustainable to the local context.
9. Strengthen monitoring and evaluation of disability-inclusive developments in Samoa. This includes the conducting of an audit of disability indicators as part of strengthening the monitoring and framework for disability-inclusive development in Samoa and building local capacity for the undertaking of effective monitoring and evaluation for disability.

## Policy Implementation

This is a national policy and as such, it will be implemented through a sector-wide and multi-stakeholder approach to ensure achievement of its vision, missions, objectives and outcomes. The arrangements outlined as follows will be adopted to implement, monitor and evaluate this national policy and its implementation plan (see Annex 1).

### **Governance Arrangements**

Disability-inclusion in Samoa cannot be achieved without the commitment and contribution of a number of key authorities and service providers in government and non-governmental sectors. Based on the strategic policy directions outlined in this National Policy for Persons with Disabilities, each of the 14 sectors need to mainstream disability-inclusive development in their planning and policy processes.

The MWCSO is the national focal point for disability in Samoa. It will be responsible for facilitating the implementation of this Policy and its implementation plan, through collaboration with other Ministries, Government Agencies, Non-Governmental Organisations (NGOs), Private Sector Organisations (PSO), and Development Partners.

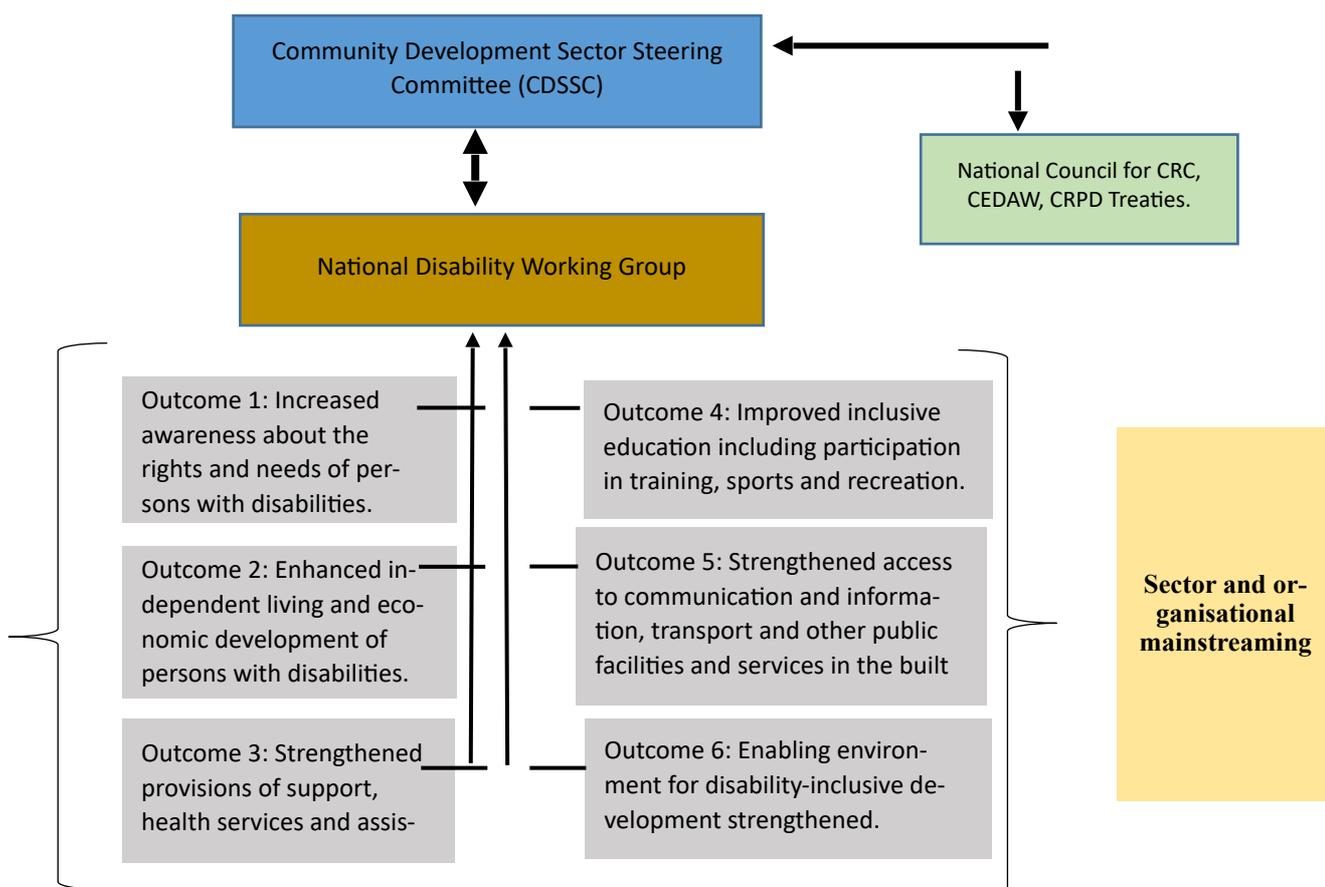
To strengthen the sector-wide and multi-stakeholder approach to disability-inclusive development in Samoa, the Community Development Sector Steering Committee (CDSSC) will provide strategic governance and leadership oversight for the implementation of this National Policy for Persons with Disabilities (see Figure 2). At the same time, the National Council for CRC, CEDAW, CRPD Treaties will provide strategic oversight of how the implementation of this National Policy for Per-

Persons with Disabilities contribute to the progressive fulfilment of Samoa’s obligations under the UN-CRPD.

To provide technical support on disability-inclusive development work through the implementation of this National Policy for Persons with Disabilities, the Disability Taskforce working group will be revived to become a fully functional Disability Working Group. Implementation of this National Policy for Persons with Disabilities rests with the National Disability Working group (with the MWCSO taking a lead and facilitating role). The Disability Working group is chaired by the MWCSO and must have representatives of key ministries, government agencies, disability organisations and development partners that are directly involved in disability work. The National Disability Working Group is also the advisory body to the CDSSC and National Council for CEDAW, CRC & CRPD on all disability-inclusive development matters. To facilitate the participation of Persons with Disabilities in policy, monitoring and evaluation of disability-inclusive development in Samoa, disability representative organisations must be included in the governance and implementation arrangements and monitoring of this policy.

One of the key objectives of this National Policy is to foster collaborative efforts and partnerships for disability-inclusive development work. As such, partnership arrangements will be established with relevant government, civil society and private sector organisations on the delivery of disability services and programs.

**Figure 2: Governance framework – disability-inclusive development**



## Partnerships & Resourcing

The government's leadership support and budget allocation should be sought for the implementation of this National Policy for Persons with Disabilities. Options available to government and its partners for the consideration of financial support and include:

- Consideration of a portion from existing government bodies such as contributory measures made to the Accident Compensation Corporation (ACC) and/or SNFP (Samoa National Provident Fund) deductions;
- Reallocation of existing ministries' funded outputs and activities with more explicit specific allocation for activities for persons with disabilities as outlines in this National Policy;
- Outsourcing of service delivery to the private sector and civil society organisations to carry out through charity and trust provisions;
- Consideration of other newly created funding measures; and
- Seeking technical and financial support from relevant development partners and agencies (DFAT, NZ MFAT, JICA, China Aid, UNICEF, ILO, UNDP, UN Women, etc.) as well as regional organisations (SPC, PIFS, etc.) for the implementation of this national policy.

## Monitoring and Evaluation

The Monitoring and Evaluation (M&E) framework of this National Policy for Persons of Disabilities is provided in this document after the implementation plan. M&E activities are subject to the government of Samoa and contributing development partners' relevant policies and guidelines on M&E.

Improvement in implementation and in the development of subsequent implementation plans (beyond this plan) require the sharing of information on implementation progress and lessons learned with relevant partners, stakeholders and the community.

M&E will be included in the Government of Samoa national mechanism for monitoring and reporting, each sector and ministry will report on their own indicators and outcome statements. MWCSO will play a lead role in regulating and monitoring the services and programs for disability. The CDSSC and Disability Taskforce provide the coordination and technical support to the MWCSO in the performance of this role. Such support is needed for the production of reliable data and information for M&E, such as for the preparation of required reports documenting implementation progress of the national plan.

Annual work plan and budget: the annual work plan and budget will serve as the primary reference documents for the purpose of monitoring the achievement of results. The MWCSO with support of the CDSSC and Disability Taskforce are tasked with the responsibility of ensuring implementation of this National Policy and its implementation plan in accordance with these documents. Alignment of the annual work plan and budget for this National Policy and its implementation plan to the MWCSO and all concerned implementing organisations' policy, planning and budgetary processes is important.

Sixth monthly and annual reporting: Sixth monthly and annual reporting need preparation by the MWCSO with the assistance of the Disability Taskforce and submitted to the CDSSC at its meetings. The reports should include updated information and narrative summary of results achieved against this National Policy and its implementation plan, as well as lessons learnt and way forward.

Annual reviews: Based on the reports mentioned above, annual reviews should be conducted in the fourth quarter of the year or shortly after, to assess progress made against this National Policy for Persons with Disabilities and to review the annual plan for the following year. In the last year of the implementation plan, this review will also be a final assessment. This review is driven by the CDSSC and Disability Taskforce and should involve all key stakeholders for feedback. DPOs and persons with disabilities must be included as members of the review team. The review must focus on the extent to which progress is being made towards the National Policy for Persons with Disabilities outcomes areas. Any changes to the implementation plan based on required and available resources including made based on lessons learnt should also be considered at these annual review meetings.

Mid-term and completion reviews/evaluation: Ongoing improvements and maintaining momentum in the implementation of this National Policy for Persons with Disabilities require regular independent evaluation to assess progress and to map the way forward. DPOs and persons with disabilities must be included as members of the evaluation team. Addressing disability-inclusion is a long-term development agenda. As such, with implementing efforts, we will never get it right in the first place, and therefore ongoing reflections through reviews and evaluations are critical for feedback and ongoing improvements

## ✦ Implementation Plan

**Mission:** To create a human rights based, inclusive and barrier free society in which persons with disabilities are empowered to contribute to the development process of Samoa.

**Objectives:**

1. To raise awareness about the rights of persons with disabilities.
2. To address the specific needs of persons with disabilities.
3. To increase persons with disabilities' levels of inclusion and participation in social-political and economic processes and opportunities.
4. To provide an enabling environment through a strong legal framework and strengthened partnerships and collaboration for disability-inclusive development.

Activity	Responsible	Time-frame
<b>Strategic Outcome 1: Increased awareness about the rights and needs of persons with disabilities.</b>		
1. Research and awareness on the prevalence and characteristics of disability, as well as existing gaps on disability-inclusion. This includes a research to establish current levels of awareness and understanding about the needs and rights of persons with disabilities in Samoa in accordance with the CRPD.	MWCSD, SBS, Disabled People's Organisations.	2021-2031
2. Programs and activities aimed at empowering persons with disabilities to promote and advocate for their rights, issues and needs.	MWCSD, Disabled People's Organisations, Persons with Disabilities.	2021-2031
3. Awareness programs on the challenges and issues faced by persons with disabilities including barriers preventing and limiting their participation in society.	MWCSD, Disabled People's Organisations, Persons with Disabilities.	2021-2031

4. Awareness programs on disability-inclusive obligations (using the CRPD as a framework) requiring the collective commitments and collaborative efforts of the government (including political leaders, CEOs, public servants), partners and stakeholders including community organisations, groups and families at the village levels.	MWCSO, Disabled People's Organisations, Persons with Disabilities.	2021-2031
5. Awareness programs (for persons with disabilities, parents and families, community organisations and service providers) on policies and legislation, facilities and services (e.g. health, assistive devices, language, social protection, trainings and support groups) made available for persons with disabilities, including those that are required and needed but not yet in place, as well as disability-inclusive development programs.	MWCSO, Disabled People's Organisations, AGO, SLRC, MOH, MESC, MWTI, MNRE, Ombudsman/NHRI.	2021-2031
6. Awareness raising and communications materials and resources on the additional challenges faced by women and girls with disabilities and strategies to ensure their participation in decision-making at all levels.		
<b>Strategic Outcome 2: Enhanced independent living and economic development of persons with disabilities.</b>		
1. A stock take and review of persons with disabilities involved and not involved in economic activities such as the number of persons with disabilities participating in employment and businesses, both in the formal and informal sectors.	MWCSO, MCIL, SBS, PSC, Private Sector Employers, SCCI, NTF, SWC, Disabled People's Organisations.	2021-2031
2. Relevant sector and organisational policies and plans (e.g. Trade, Commerce and Manufacturing Sector Plan and National Employment Policy) to incorporate strategies and actions to address identified barriers and factors inhibiting the employment of persons with disabilities.	MCIL, MWCSO, PSC, Private Sector Employers, SCCI, NTF, SWC, Disabled People's Organisations.	2021-2031
3. Incentive mechanisms for employers to employ persons with disabilities. Incentives include providing support (e.g. financial, assistive products and services, guidance, and information devices and formats) to employers so that they are able to accommodate the employment of different persons with disabilities.	MCIL, MWCSO, PSC, Private Sector Employers, SCCI, NTF, SWC, Disabled People's Organisations.	2021-2031
4. Technical support for the provisions of assistive technologies that will enhance accessibility of employment and training by persons with disabilities.		
5. Employment services and information tailored for persons with disabilities to access and understand.		
6. Introduction of a social security and protection systems for persons with disabilities, prioritising those who cannot work or unable to work (at high risk of vulnerability).		
7. Specific programs to increase the number of persons with disabilities enrolled in technical and vocational education and training (TVET) programs.	MWCSO, MCIL, MESC, SQA, PSET, Disabled People's Organisations.	2021-2031

8.	Provide opportunities for persons with disabilities to participate in life skills trainings and development programs as well as in relevant programs to build and develop the capacities of persons with disabilities in economic empowerment, small business development, financial literacy, savings and loan schemes, and market development programs.	tions.	
9.	Conduct disaster preparedness programs and trainings for persons with disabilities – through the implementation of the 'Persons with Disability in Disaster Risk Management Policy 2015'.	MNRE, MWCSO, Disabled People's Organisations.	2021-2031
10.	Reasonable accommodation or specific provisions made for persons with disabilities under existing and emerging programs aimed at improving economic livelihoods across different areas – e.g. social protection, youth employment, youth co-lab, business entrepreneurial development, business incubator, women in business development, and others.	MWCSO, MCIL, Programs Providers (e.g. DBS, SBH, UNDP, SCCI, WIBDI), Disabled People's Organisations.	2021-2031
11.	Review of recruitment and selection systems and other employment policies, regulations and procedures (in public and private sectors) to allow for equal employment opportunities that accommodate persons with disabilities.	PSC, SCCI, Employers, Disabled People's Organisations.	2021-2031
<b>Strategic outcome 3: Strengthened provisions of support, health services and assistive devices.</b>			
1.	A stock take and review of what is currently made available for, and including levels of access by, persons with disabilities in terms of support and services – including assistive devices, identifying key gaps to address.	MOH, MWCSO, MCIT, SNTF, SWC, Disabled People's Organisations, Other service providers.	2021-2031
2.	Relevant sector and organisational policies and plans (e.g. Health Sector Plan, Allied Health Services Plan, Transport Sector Plan, and Communication Sector Plan) to incorporate strategies and actions to address identified different key barriers and factors impacting on the provisions of support, health services and assistive devices for persons with disabilities.		
3.	Technical support, capacity building, outreach programs and join-up services (between key service providers) for frontline staff and persons with disabilities to improve early detection and intervention measures for disabilities		
4.	Strengthen disability prevention programs in partnership with SENESE and other Disabled People's Organisations.		
5.	Improve access to information about the causes of disability and early intervention measures.		

6.	Facilitate better access to rehabilitation services and assistive products and early intervention services for children and adults with impairments. This will enable participation in education, training, employment and other social-political and economic activities.		
7.	Strengthen the mobility device services, ENT services, eye services, and other disability-related services provided by MOH and other health service providers through improved provisions of expanded scope of services, assistive devices, staffing, capacity building, partnerships and other needed support.		
8.	Develop and improve access to interpreting information, speech therapy, occupational therapy, sign language and other communication and information devices and formats that are needed by persons with disabilities.	MOH, MESC, MWCSO, Disabled People's Organisations, CSOs.	2021-2031
9.	Develop a clear policy on accessible, quality and affordable health services for people with disabilities and conduct awareness programs that ensure wider understanding about the policy.	MOH, MWCSO, MOF, Disabled People's Organisations.	2021-2031
10.	Support provisions for mental health and related disabilities in order to improve coverage, scope and quality of services. This includes improving advocacy and awareness for psychosocial disabilities and mental health through collaborative work of the Ministry of Health, MWCSO and Disabled People's Organisation (DPO) including the recruitment of a psychiatric survivor or mental health consumer representative on the implementation and monitoring team for mental health and disabilities.	MOH, MESC, MWCSO, Disabled People's Organisations, CSOs.	2021-2031
11.	Strengthen sexual and reproductive health (SRH) education also through family life education and other community education and awareness programs.		
12.	Improve access to SRH and justice services including all other needed public services for persons with disabilities.		
13.	Support for strengthening the roles of parents and families in the provisions of support and care for persons with disabilities.	MOF, MWCSO, MOH, Disabled People's Organisations.	2021-2031
14.	Provide as part of the social protection system, financial support provisions for parents and care givers of persons with disabilities. An inclusive social protection system for persons with disabilities can be resourced through existing contributory measures (e.g. through the Accident Compensation Company and National Provident Fund) and/or non-contributory (e.g. cash grants from the government budget) measures through ensuring specific budgetary allocation for social protection for persons with disabilities.	MWCSO, Disabled People's Organisations, CSOs.	2021-2031

15.	Support provisions for village and community-based support groups for persons with disabilities and their families		
<b>Strategic outcome 4: Improved inclusive education including participation in training, sports and recreation.</b>			
1.	A stock take and review of what is available for persons with disabilities in terms of inclusive education – identifying key gaps to address.	MESC, MWCSO, Disabled People's Organisations.	2021-2031
2.	Relevant sector and organisational policies and plans (e.g. Education Sector Plan and Inclusive Education Policy for Students Living with Disability) to incorporate strategies and actions to address identified barriers and factors inhibiting equal opportunities for education of persons with disabilities across all levels of the school and education system.	MESC, MWCSO, Disabled People's Organisations.	2021-2031
3.	Ensure mainstreaming of disability in all education settings and across all levels of the education system in Samoa. Mainstreaming must account for the diverse experiences of persons with different impairments, such as those with learning disabilities facing different barriers to those with vision impairment. Reasonable accommodations such as impairment specific services or assistive products will be needed for different persons with different impairments.	MESC, MOF, MWCSO, Disabled People's Organisations, Other education providers, CSOs, Development Partners.	2021-2031
4.	Robust monitoring and evaluation of the implementation of the inclusive education policy across schools in the public and private sectors.		
5.	Provisions of further support provided to the MESC, schools and other educational providers targeting an increase in the number of enrolled students with disabilities, including improving school facility access, expansion of inclusive education materials, provisions of trainings and classroom support.		
6.	Strengthened inclusive and special education programmes through further support provisions to the mainstreamed (inclusive) schools and special schools. Technical support should be continuously made available to all schools to facilitate the access and availability of the required support needed for schools to be inclusive and accommodative of the educational needs of persons with disabilities.		
7.	Provisions for accommodating sign language and braille in all schools, including trainings for persons with disabilities, teachers, and parents/carers in the use of sign language and braille, as well as establishing access to braille machines and education on the use of braille for persons with vision impairments.		

8.	Provisions of support to strengthen the capacity and reach of the Samoa Association of Sign Language Interpreters and Samoa Blind Persons Association.		
9.	Strengthen evidence on the educational issues/barriers faced by children with disabilities, such as the impact of the exam/test-based 'push-out' system on children with disabilities.		
10.	Capacity building for the development of more practical learning mechanisms for persons with disabilities (e.g. available and accessibility of online courses, home schooling, and community study modes of education) where parents/carers, families and communities are more engaged with the needed improvement of educational outcomes for persons with disabilities.	MESC, MWCSO, Disabled People's Organisations, PSC, Other education providers, CSOs, Development Partners.	2021-2031
11.	Strengthening the referral system for children/student with disabilities in the education system (and health and other services) – e.g. identification of children with disabilities at the village levels and referral pathways for a better response system of providing needed health care, education and other services for those children.		
12.	Special scholarship awards (for long-term and short-term trainings) allocated for persons with disabilities.		
13.	Initiatives targeting an increase in the number of people with disabilities participating in sport activities.	MESC, MWCSO, Disabled People's Organisations, PSC, Other education providers, Sport organisations, CSOs, Development Partners.	2021-2031
14.	Provide appropriate sport activities, facilities and equipment for both competitive and social/recreational sports.		
15.	Programs targeting the promotion of inclusive sport activities and participation in Paralympics and Special Olympics.		
16.	Strengthen the collection of disability data among schools and training attendees and produce annual report which provide an analysis of the enrolment, attendance and achievement levels and outcomes of students/trainees with disabilities.	MESC, MWCSO, Disabled People's Organisations, PSC, other education providers.	2021-2031
<b>Strategic Outcome 5: Strengthened access to communication and information, transport and other public facilities and services in the built environment.</b>			
1.	A stock take and review of what is available for persons with disabilities in terms of accessibility to built environment – identifying key gaps to address.	MWCSO, All sector coordinators.	2021-2031

2.	All sector and organisational policies and plans (i.e. all the 14 sector plans and Ministries corporate plans and business plans) to incorporate strategies and actions to address identified barriers and factors inhibiting the access of persons with disabilities to built environment, information and communication, and all services and facilities		
3.	Improve persons with disabilities access to information and communication technology – including addressing access issues such as having improved accessible information formats (braille, visual signals, audio indicators, etc.).	MWCSD, MCIT, MESC, MOH, Disabled People's Organisations.	2021-2031
4.	Effective implementation and enforcement of the National Construction Code of Samoa 2016 which also provide the minimum standards for the safe access to buildings of persons with disabilities. To ensure compliance with international best practices and standards, technical support (e.g. on how to do accessible design and construction or education materials or training for engineers and construction companies in Samoa and how to design and build for accessibility) should be made available and in confirmation with relevant authorities such as the Ministry of Works and Transport, Airport Authority as well as with construction companies.	MWTI, Builders, Construction Companies, MWCSD, Disabled People's Organisations.	2021-2031
5.	<p>Effective implementation, monitoring and evaluation of the Persons with Disability in Disaster Risk Management Policy. In addition, strengthening disaster management and climate change adaptation for persons with disabilities requires:</p> <ul style="list-style-type: none"> <li>• Strengthening national and community disaster coordination bodies so that people with disabilities are included in disaster risk management efforts.</li> <li>• inclusion or strengthening of PWD in national disaster risk reduction and preparedness committees</li> <li>• Providing information/warnings in a range of formats for accessibility.</li> <li>• Improving climate change and disaster risk reduction education for children with disability so that they understand how their needs and can be advocates for themselves and others.</li> <li>• Ensuring shelters are accessible including water and sanitation facilities for PWD.</li> <li>• Training for NOLA and other representatives on disaster risk management and climate change adaptation.</li> <li>• Development of a fact sheet or info graphic on the needs of persons with disabilities during times of disaster.</li> </ul>	MCIT, MWCSD, ICT providers, Disabled People's Organisations.	2021-2031
6.	Improve persons with disabilities access to transportation – land, sea and aviation.	MWTI, LTA, Airport Authority (AA), SSC, SPA, MWCSD, Disabled People's Organisations.	2021-2031

7.	Improve persons with disabilities access to other services and social-political processes such as elections, development planning (i.e. development of the SDS, sector plans, district plans and others), public consultations on policy development, monitoring and evaluation, and others.	MWCSD, Disabled People's Organisations, Persons with Disabilities, relevant service organisations.	2021-2031
<b>Strategic Outcome 6: Enabling environment for disability-inclusive development strengthened.</b>			
1.	Full harmonisation of Samoa laws with the UN CRPD. This includes the possibility of developing a Disability Bill (legislation) for Samoa to address existing gaps with disability-inclusion.	MWCSD, AGO, SLRC, NHRI, Disabled People's Organisations, MOH, MESC, MWTI, MCIT, MNRE, other relevant organisations.	2021-2031
2.	Ensure mainstreaming of disability-inclusive development in all sector plans and policies. The Ministry of Finance must ensure that a specific provision is made in the budgets of each sector to allow for mainstreaming and for reasonable accommodation of Disabled People's Organisation (DPO) representatives to provide technical advice.	All 14 sectors coordinators.	2021-2031
3.	Strengthen the governance and leadership for disability-inclusive development. This includes training and capacity development for political leaders to build their understanding and support for disability-inclusive development efforts.	MWCSD, sector coordinators.	2021-2031
4.	Encourage the inclusive participation of persons with disabilities, with particular attention to women with disabilities (given their gender marginalisation) in leadership and decision-making roles inclusive policy and program consultative processes (e.g. district development committees). This will also include the development of leadership skills of persons with disabilities.	MWCSD, Disabled People's Organisations.	2021-2031
5.	Strengthen the participation of people with disabilities via their representative organisations in the governance and implementation arrangements. Provide ongoing support to the Nuanua o le Alofa (NOLA) as Samoa's peak representative Disabled People's Organisation (DPO) and its member organisations in order for them to continue and improve their awareness and advocacy programs as well as the implementation of disability-inclusive services and development efforts.	MWCSD, Disabled People's Organisations.	2021-2031
6.	Address disability-inclusive development capacities (financial, human resources, training, etc.) for Samoa. This includes having a specific budget allocation for disability-inclusive development and which should be mainstreamed in sector plans, policies and Ministries budgets.	MWCSD, Ministry of Finance, sector coordinators, Disabled People's Organisations.	2021-2031
7.	Improve coordination of disability-inclusive development, and foster collaboration and partnerships for disability-inclusive development efforts in Samoa.	MWCSD, Disabled People's Organisations.	2021-2031

<p>8. Build the needed evidence-based understanding about disability prevalence, profiling, characteristics and needs at all levels in Samoa, as well as the required disability-inclusive developments for Samoa.</p> <ul style="list-style-type: none"> <li>• Mandate the incorporation of disability data collection within all national population-level data collection efforts, and administrative datasets of priority ministries.</li> <li>• Strengthen the collection of administrative data – education, health, employment and business development (e.g. number of persons with disabilities in formal and informal employment), and including those collected by Disabled People’s Organisations.</li> <li>• Develop data collection systems re tools and mechanisms (e.g. involvement of Sui o Nuu and Sui Tamaitai o Nuu as well as Komiti Tumama) for the identification of persons with disabilities within the communities, including their profiles and needs.</li> <li>• Disaggregated data on persons with disabilities experiencing violence such as the number of persons with disabilities exposing to domestic violence and other criminal activities.</li> <li>• Strengthen data collection of persons with disabilities priorities and needs prior to and after disasters.</li> <li>• Conduct more in-depth studies on the characteristics of disabilities in Samoa.</li> <li>• Conduct studies to show the roles, mind-sets and attitudes of parents/carers, families and community groups, organisations and institutions in the provisions of care and other support services and assistances required by persons with disabilities.</li> <li>• Research into contextual models for the provisions of disability services for Samoa – those that are sustainable to the local context.</li> </ul>	<p>MWCSD, SBS, Research and Academic Institutions (e.g. NUS), Disabled People’s Organisations.</p>	<p>2021-2031</p>
<p>9. Strengthen monitoring and evaluation of disability-inclusive developments in Samoa. This includes the conducting of an audit of disability indicators as part of strengthening the monitoring and framework for disability-inclusive development in Samoa and building local capacity for the undertaking of effective monitoring and evaluation for disability.</p>	<p>MWCSD, Disabled People’s Organisations.</p>	<p>2021-2031</p>

## Monitoring and Evaluation Framework

Indicators	Baselines	Targets	Means of verification	Risks	Strategies to manage risks
1. Number of Persons with Disabilities living below the poverty line.	NA	10% decrease	Surveys, census	Activities not implemented	Implementation push through CDSSC and National Disability Taskforce.
2. Disability prevalence rate	2% 7% [Samoa Disability Monograph, 2016]	5% decrease	Surveys, census	Disability reduction difficult to reduce due many factors - aging population, rising NCDs, climate change impact, etc.	Awareness of factors contributing to disability prevalence.
<b>Strategic Outcome 1: Increased awareness about the rights and needs of persons with disabilities.</b>					
3. Evidence on prevalence and characteristics	2018 Samoa Disability Monograph	Need for more in-depth and qualitative data.	Research and administrative reports	Limited resources for more in-depth research/study	Resources made available to improve evidence on disability, especially gaps identified from the 2018 Monograph.
4. Awareness levels of the rights, challenges/issues and needs of Persons with Disabilities, as well as policies, laws, conventions, and services for Persons with Disabilities.	N/A (5% estimate)	5% increase	Surveys	Limited resources and time given to measure awareness levels.	Resources made available to enable implementation of awareness and M&E activities.
5. Awareness of the additional challenges faced by women and girls with disabilities.	N/A (5% estimate)	5% increase	Surveys	Limited resources and time given to measure awareness levels.	Resources made available to enable implementation of awareness and research activities.

Indicators	Baselines	Targets	Means of verification	Risks	Strategies to manage risks
<b>Strategic Outcome 2: Enhanced independent living and economic development of persons with disabilities.</b>					
6. Awareness level about the number of persons with disabilities involved and not involved in economic activities.	NA	5% increase	Surveys	Limited resources and time given to measure awareness levels.	Resources made available to enable implementation of awareness and research activities.
7. Number of Persons with Disabilities in paid employment.	15% (2016) Samoa Disability Monograph	25% (2021)	Census	Limited accommodation of Persons with Disabilities in paid employment.	Awareness of Persons with Disabilities rights and needs.
8. Number of Persons with Disabilities who applied for jobs.	N/A 30% - estimate (2016)	20% increase (2024)	Survey	Lack of Persons with Disabilities access to employment information.	Employment services tailored for Persons with Disabilities.
9. A social security and protection system in place for Persons with Disabilities.	N/A	100% (2024)	Administrative reports	Lack of political will and financial commitments.	Seek government buy-in on a social protection for Persons with Disabilities targeting those at high risks.
10. Number of Persons with Disabilities enrolled and completing TVET and other training programs.	N/A	500 (2024)	Administrative data	TVET lacking commitments for reasonable accommodation for persons with disabilities to be able to attend trainings.	MWCSO, Other Ministries (MESC, SQA, etc.), Disabled People's Organizations and Partners to provide support to PSET providers in order for them to accommodate Persons with Disabilities.

Indicators	Baselines	Targets	Means of verification	Risks	Strategies to manage risks
11.Number of Persons with Disabilities operating businesses.	N/A	200 (2024)	Administrative data	Lack of accommodations of persons with disabilities in business development opportunities	Incentives provided to relevant business development support organizations to make reasonable allowance for Persons with Disabilities.
12.Number of Persons with Disabilities receiving employment and business development support and training.	N/A	500 (2024)	Administrative data	Lack of accommodations for persons with disabilities.	Business developers and trainers to make reasonable allowance for Persons with Disabilities.
<b>Strategic outcome 3: Strengthened provisions of support, health services and assistive devices.</b>					
13.Awareness level about the number of persons with disabilities with different impairment – both physical and mental accessing and not accessing health and other services that are needed.	NA	5% increase	Surveys	Limited resources and time given to measure awareness levels.	Resources made available to enable implementation of research and to strengthen collection of administrative data.
14.Improved scope and coverage of early detection and intervention programs for disabilities.	N/A	All districts and schools covered by early detection and intervention programs (2024)	Administrative data	Lack of resources and staffing to execute programs.	Additional support provided to MoH and partners to enable them to improve scope and coverage of early detection and intervention programs.

Indicators	Baselines	Targets	Means of verification	Risks	Strategies to manage risks
15. Number of Persons with Disabilities accessing information on disability and early intervention measures.	N/A (Estimate - 10%)	10% increase	Administrative data		
16. Number of assistive devices made available for different Persons with Disabilities.	N/A	10% increase	Administrative data	Lack of resources.	Seek development partners' support.
17. Number of persons with disabilities able to access to interpreting information, speech therapy, occupational therapy, sign language.	N/A	10% increase in persons with disabilities with access	Administrative data	Lack of resources.	Seek development partners' support.
18. Number of Persons with Disabilities having access to quality and affordable health services.	N/A	10% increase in persons with disabilities with access	Administrative data	Lack of resources.	Seek development partners' support.
19. Coverage of mental health and related services for disabilities.	N/A	10% increase in coverage	Administrative data		
20. Provide as part of social protection system, financial support provisions for parents and care givers of Persons with Disabilities.	N/A	SP system in place for persons with disabilities parents and care givers	Administrative data	Lack of resources.	Seek political buy-in.
21. Support provisions for community-based support groups for Persons with Disabilities and their families.	N/A	10% increase	Administrative data	Lack of interests.	Push through the role of Disabled People's Organisations and CSOs.

Indicators	Baselines	Targets	Means of verification	Risks	Strategies to manage risks
<b>Strategic outcome 4: Improved inclusive education including participation in training, sports and recreation.</b>					
22. Awareness level about the extent and level of inclusive education achievement in Samoa.	NA	5% increase	Surveys	Limited resources and time given to measure awareness levels.	Resources made available to enable implementation of research and to strengthen collection of administrative data.
23. Number of children with disabilities enrolled in early childhood education and primary schools.	1.6% (2016)	5% (2024)	Administrative data, surveys	Difficulty to change mind-sets of caregivers. Schools and education providers not able to accommodate Persons with Disabilities.	Awareness-raising on the rights of Persons with Disabilities to education. Education providers given support and capacity building in inclusive education.
24. Number of students with disabilities completing secondary school levels.	41.5% (Primary) 6.7% (secondary) (2016)	10% increase (2021)	Administrative data, surveys		
25. Number of students with disability completing tertiary education level.	7.2% (2016)	10% (2021)	Administrative data, surveys		
26. Number of Persons with Disabilities participating in sports.	N/A	5% increase (2024)	Administrative data, surveys	Schools and sport organisations not able to accommodate Persons with Disabilities.	Seek support from government and development partners. Awareness-raising
27. Number of inclusive sport activities and Persons with Disabilities participating in Paralympics and Special Olympics.	N/A	5% increase (2024)	Administrative data, surveys	Sport bodies not able to accommodate more Persons with Disabilities.	

Indicators	Baselines	Targets	Means of verification	Risks	Strategies to manage risks
28. Number of primary and secondary schools accommodating sign language and braille.	N/A	10% increase (2024)	Administrative data, surveys	Schools and other education providers lack resources for introducing sign language and braille.	Awareness raising about the rights of Persons with Disabilities.
29. Number of schools with facilities tailored for accessibility of Persons with Disabilities.	N/A	10% increase (2024)	Administrative data, surveys	Lack of resources.	
<b>Strategic Outcome 5: Strengthened access to built environment, information and communication, transport and other services and facilities.</b>					
30. Awareness level about the number of persons with disabilities with access (and level of access) to built environment, information and communication, transport and other services and facilities.	NA	5% increase	Surveys	Limited resources and time given to measure awareness levels.	Resources made available to enable implementation of research and to strengthen collection of data.
31. Compliance level with the National Construction Code of Samoa 2016.	N/A	30% compliance (2024)	Administrative data, M&E	Lack of commitments and resources to ensure compliance.	Improved regulatory monitoring and enforcement.

Indicators	Baselines	Targets	Means of verification	Risks	Strategies to manage risks
32. Number of persons with disabilities and their parents/carers and families having understanding about disaster risk management and climate change adaptation	N/A	10% increase (2024)	Administrative data, M&E	Lack of resources for the implementation of the Persons with Disability in Disaster Risk Management Policy and other in terms of strengthening disaster management and climate change adaptation for persons with disabilities.	Resources made available through national budget and overseas development assistances for strengthening of disaster management and climate change adaptation for persons with disabilities.
33. Number of Persons with Disabilities able to access to ICT.	N/A	10% increase (2024)	Administrative data, M&E	Lack of resources for accommodation of Persons with Disabilities needs.	Improved regulatory monitoring and enforcement.
34. Number of Persons with Disabilities able to access to public transportation – land, sea and aviation.	N/A	10% increase (2024)	Administrative data, M&E	Lack of resources for accommodation of Persons with Disabilities needs.	Improved regulatory monitoring and enforcement.
35. Number of Persons with Disabilities able to access other services and social-political processes such as elections.	N/A	10% increase (2024)	Administrative data, M&E	Lack of resources for accommodation of Persons with Disabilities needs.	Improved regulatory monitoring and enforcement.
<b>Strategic Outcome 6: Enabling environment for disability-inclusive development strengthened.</b>					
36. Full harmonisation of Samoa laws with the UN CRPD.	50% harmonisation level	100% harmonisation level	Administrative data, M&E		
37. Disability Bill is in place and is being enacted.	0	100%	Administrative data	Lack of prioritisation given to im-	Seek political

Indicators	Baselines	Targets	Means of verification	Risks	Strategies to manage risks
38. Disability mainstreaming in all sectors including specific budget allocation made in the national estimates.	4 sectors with mainstreaming	14 sectors (2024)	Administrative data, M&E	Implementation of activity.	direction.
39. Coordination of disability-inclusive development programs and work.	Coordination through the MWCSO role	Improved coordination	Stakeholder perceptions survey.		
40. Number of organizations forming partnerships and are collaborating on disability-inclusive development programs and work.	N/A	Improved collaboration and partners	Stakeholder perceptions survey.		
41. Monitoring and evaluation of disability-inclusive developments in Samoa.	Through the role of MWCSO	M&E reports to annual stakeholder meetings.	Administrative data. Stakeholder perceptions survey.		

## Appendices

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- ☼ Ministry of Health
- ☼ Ministry of Justice Court and Administration
- ☼ Ministry of Natural Resources & Environment
- ☼ Ministry of Police, Prisons and Correction Services
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- ☼ Office of Attorney General
- ☼ Office of the Electoral Commissioner
- ☼ Office of the Regulator
- ☼ Public Service Commission
- ☼ Samoa Bureau Statistics
- ☼ Samoa Qualifications Authority
- ☼ Aoga Fiamalamalama
- ☼ Deaf Association of Samoa
- ☼ Loto Taumafai
- ☼ Nuanua o le Alofa
- ☼ Samoa Association of Sign Language Interpreters
- ☼ Samoa Olympics
- ☼ Samoa Spinal Network
- ☼ SENESE
- ☼ Adventist Disaster Relief Agency
- ☼ Civil Society Support Program
- ☼ Faataua le Ola
- ☼ Matuaileoo Environment Trust Incorporated
- ☼ National Council of Churches
- ☼ Pasefika Mana
- ☼ Samoa Family Health Association
- ☼ Samoa Social Welfare Fesoasoani Trust
- ☼ Samoa Umbrella for Non-Governmental Organizations
- ☼ Samoa Victim Support Group
- ☼ Teen Challenge
- ☼ Australia Pacific Training Coalition
- ☼ Development Bank of Samoa
- ☼ Samoa Business Hub
- ☼ Samoa Chamber of Commerce Inc
- ☼ South Pacific Business Development
- ☼ The National University of Samoa
- ☼ Women in Business Development Inc
- ☼ Village Representatives
- ☼ Government of Australia – Department of Foreign Affairs & Trade
- ☼ International Labour Organization
- ☼ UN Women
- ☼ United Nation Development Programme
- ☼ United Nations Educational, Scientific and Cultural Organization
- ☼ United Nations Population Fund

Faafetai tele lava

**Abbreviations**

ADB	Asia Development Bank
AG	Attorney General
APTC	Australia Pacific Technical College
CBOs	Community Based Organizations
CEDAW	Convention on the Elimination of Discrimination Against Women
CoC	Chamber of Commerce
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of People with Disabilities
CSDP	Community Development Sector Plan
CSSP	Civil Society Support Program
CV	Curriculum Vitae
DFAT	Government of Australia
DP	Development Partners
DPOs	Disability Persons Organizations
FBOs	Faith-based Organizations
FLO	Faataua le Ola (FLO)
GESI	Gender Equity and Social Inclusion
ICT	Information, Communication and technology
IPPWS	Increasing Political Participation of Women in Samoa
ISP	Internet Service Provider
LED	Local Economic Development
LGBTIQ	Lesbian, gay, bi-sexual, transgender, intersex, queer/questioning
M & E	Monitoring & Evaluation
MAF	Ministry of Agriculture and Fisheries
MCIL	Ministry of Commerce, Industry and Labour
MCIT	Ministry of Communication and Information Technology
MESC	Ministry of Education, Sports and Culture
MFAT	Ministry of Foreign Affairs and Trade
MFRC	Ministry for Revenue and Customs
MJCA	Ministry of Justice & Courts Administration
MNRE	Ministry of Natural Resources and Environment
MOF	Ministry of Finance
MOH	Ministry of Health

MOP	Ministry of Police & Prisons
MPE	Ministry of Public Enterprises
MPMC	Ministry of Prime Minister & Cabinet
MWCSD	Ministry of Women, Community & Social Development
MWTI	Ministry of Works, Transport & Infrastructure
NCC	National Council of Churches
NCED	National Community Economic Development
NCEE	National Council of Earlychildhood Education
NGOs	Non-Government Organizations
NGOs	Non Government Organisations
NHRI	National Human Rights Institute
NOLA	Nuanua o le Alofa (NGO)
NUS	National University of Samoa
OCLA	Office of the Clerk of the Legislative Assembly
OEC	Office of the Electoral Commissioner
OECD	Office of Economic Cooperation and Development
PSC	Public Service Commission
PSET	Post Secondary Education Training
PWD	People with disability
ROS	Rogers of Samoa
SAME	Samoa Association of Manufacturing and Export
SBS	Samoa Bureau of Statistics
SDGs	Sustainable Development Goals
SDS	Strategy for the Development of Samoa
SFA	Samoa Faafafine Association
SFHA	Samoa Family Health Association
SHUB	Samoa Hub (formerly SBEC)
SIDS	Small Island Developing States
SLRC	Samoa Law Reform Commission
SNYC	Samoa National Youth Council
SOGIE	Sexual orientation, gender identity and expression
SQA	Samoa Qualifications Authority
SSAB	Samoa Stationary and Books
SUNGO	Samoa Umbrella for Non Government Organisations

SVSG	Samoa Victim Support Group
SWA	Samoa Water Authority
SWSD	Samoa Women Shaping Development Programme
TOR	Terms of Reference
TSM	Temporary Special Measures
TVET	Technical Vocational Education Training
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNwomen	United Nations Women
WaSH	Water, Sanitation and Hygiene
WIBDI	Women in Business Development Inc (NGO)
WILS	Women in Leadership Samoa
YEP	Youth Employment Programme

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