



NATIONAL ACTION PLAN FOR PEOPLE WITH DISABILITIES

2014 - 2018



Foreword from the Minister of Social Solidarity

The National Action Plan for people with disabilities is a practical tool to improve the lives of people with disabilities in Timor Leste.

The National Policy for the Inclusion and Promotion of the Rights of People with Disabilities was approved by the Council of Ministers through the Government Resolution No. 14/2012 of May 9 2012.

The financing section of this policy clearly states:

“In order to ensure the implementation of the strategies provided in this policy, each governmental department and State agency must include in its annual action plan, activities to promote the rights of people with disabilities and an annual budget for this purpose”.

Disability focal points and technical staff nominated by their ministers and secretaries of state, through the coordination of the Ministry of Social Solidarity, have prioritised the strategies within the policy and identified the priority actions to implement the policy for their sector. The National Action Plan for People with Disabilities is therefore a compilation of sector plans from the Ministry of Health; Ministry of Education; Secretary of State for Employment and Vocational Training; Ministry of Social Solidarity; Ministry of Justice; Secretary of State for Youth and Sport; Ministry of Transport and Communication; Ministry of Public Works; Secretary of State for Social Communication; Secretary of State for the Promotion of Gender Equality. These disability actions guide and inform each sector on what to do; can be transferred into individual ministry and sectoral action plans; and subsequently internal budgeting mechanisms used to put these actions into practice.

The Constitution of Timor Leste states the duty of promotion and protection of the rights of people with disabilities. These rights are the same as for any citizen – the right to go to school, to access health care; to earn a living. People with disabilities require services specifically related to their impairment as well as actions to reduce the physical, attitudinal, institutional, communication or other socially created barriers to enable a maximum participation in society, free of discrimination and exclusion. It is therefore our responsibility to ensure, that within our development programmes; plans; and actions we break down the barriers preventing the participation of people with disabilities and actively promote inclusion. Every sector has a role to play and with the efforts of each, together it is possible to improve living conditions of people with disabilities; quality of life and enjoy an inclusive society for all.

Minister of Social Solidarity

How to use the National Action plan for People with Disabilities

What can you find in the plan?

- ✓ A definition of disability and the positive terminology to use in Tetum
- ✓ How the plan was developed and with whom
- ✓ Overall statistics of people with disabilities in Timor Leste
- ✓ Disability action plans per sector
- ✓ Implementation and Monitoring mechanisms
- ✓ Technical support available

Who is this guide for?

Government:

- ✓ Ministers and Secretaries of State
- ✓ General Directors
- ✓ National Directors
- ✓ Chiefs of Department
- ✓ Planning and Finance teams

⇒ **Select from the national action plan for people with disabilities and insert into individual ministerial annual action plans**

Civil Society:

- ✓ Disabled People's Organisations
- ✓ NGOs working for people with disabilities
- ✓ Civil society organisations

⇒ **The national action plan can be used to guide advocacy messages and to monitor what is being implemented.**

International supporters:

The national action plan can be used to promote the inclusion of disability when supporting government programmes and as a guideline for disability inclusion in development programmes.

Organisations and institutions who want to include disability in their programmes but do not know what to do or where to start.

How to use the plan (for Government representatives)

- Refer to the relevant sector plan
- Look at what the issues are for people with disabilities in this sector, and what is already being implemented
- Select the priority objective and activities which you wish to implement
- Insert into the ministry / secretary of state annual plan
- Decide which division / department has responsibility to implement
- Insert directly in the division / department annual action plan
- Include in internal budgeting mechanisms (department? Finance? Planning?)
- Refer to the technical support section and consult a relevant institution or organisation for technical support where necessary

EXAMPLE:

- X within the Ministry of Health decides that disability issues should be included in the annual action plan
- Refer to the national action plan – HEALTH SECTION

Some specific disability related activities are already being done.

However, there are still problems of limited trained professionals and people with disabilities can not access the Sisca mobile clinics.

The first objective has a human resources development programme

- Decide which activities are feasible this year, for example:
 - Training and capacity building for health professionals related to disability (in the Sisca programme)
 - Recruitment of health professionals – social workers (5)
- Insert into the ministry / secretary of state annual plan
- Decide which division / department has responsibility to implement
- Insert in the division / department annual action plan
- Include in internal budgeting mechanisms (department? Finance? Planning?)
- Refer to the technical support section and consult a relevant institution or organisation for technical support where necessary – in this example AUSAID have inclusive development programmes; organisations such as the National Rehabilitation Centre, the Leprosy Mission and Klibur Domin work with health professionals who have experience in working with people with disabilities

Table of Contents

Foreword from the Minister of Social Solidarity.....	2
How to use the action plan	3
Table of contents	5
Acronyms and Acknowledgements	7
Definitions	8
Development of the policy and action plan	9
Overview of Disability in Timor Leste	10
Guiding Principles	11

SECTOR ACTION PLANS:

EDUCATION:

Key problems identified in the sector	12
Current disability inclusive actions	12
Technical Resources	13
EDUCATION DISABILITY ACTION PLAN	14

EMPLOYMENT AND VOCATIONAL TRAINING:

Key problems identified in the sector	18
Current disability inclusive actions	18
Technical Resources	19
EMPLOYMENT AND VOCATIONAL TRAINING DISABILITY ACTION PLAN	20

GENDER EQUALITY:

Key problems identified in the sector	23
Current disability inclusive actions	23
Technical Resources	24
GENDER EQUALITY DISABILITY ACTION PLAN	24

JUSTICE:

Key problems identified in the sector	26
Current disability inclusive actions	26
Technical Resources	27
JUSTICE DISABILITY ACTION PLAN	28

HEALTH:

Key problems identified in the sector	31
Current disability inclusive actions	31
Technical Resources	32

HEALTH DISABILITY ACTION PLAN	33
INFORMATION AND COMMUNICATION:	
Key problems identified in the sector	38
Current disability inclusive actions	38
SOCIAL COMMUNICATION DISABILITY ACTION PLAN	39
ACCESSIBILITY AND MOBILITY:	
PUBLIC WORKS: Key problems identified in the sector	42
Current disability inclusive actions	42
Technical Resources	43
PUBLIC WORKS DISABILITY ACTION PLAN	44
TRANSPORT AND COMMUNICATION: Key problems identified in the sector	46
Technical Resources	47
TRANSPORT AND COMMUNICATION DISABILITY ACTION PLAN	48
SPORT AND CULTURE:	
Key problems identified in the sector	51
Current disability inclusive actions	51
Technical Resources	51
SPORT AND CULTURE DISABILITY ACTION PLAN	52
SOCIAL ASSISTANCE:	
Key problems identified in the sector	55
Current disability inclusive actions	55
SOCIAL ASSISTANCE DISABILITY ACTION PLAN	57
IMPLEMENTATION AND MONITORING MECHANISMS	59
Costing and Financial Requirements	60
Checklist for using the National Disability Action Plan	61
TECHNICAL SUPPORT AVAILABLE:	
Organisations providing services for people with a disability	62
Disability Focal Points	66

Acronyms

CBR	Community Based Rehabilitation
DNACS	National Division of Social Assistance and Cohesion
DPO	Disabled People's Organisation
DWG	Disability Working Group
ICF	International Classification and Functioning for Health and Disability
MSS	Ministry of Social Solidarity
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
WHO	World Health Organisation

Acknowledgements

This action planning process has been developed, coordinated and supported by the Ministry of Social Solidarity specifically the Vice Minister; and the department of people with disabilities and elderly people within the National Division of Social Assistance and Cohesion (DNACS).

Technical support has been provided by HANDICAP INTERNATIONAL through the Advocacy for Change programme, funded by BMZ, Germany.

The secretariat of the Disability Working Group have coordinated and facilitated the active and effective participation of the DWG, their members and people with disabilities.

The information and ideas within the National Disability Action Plan have come from the participants in the task force meetings and workshops. The following institutions and organisations have contributed:-

10 ministries and institutions participated: Ministry of Health; Ministry of Education; Secretary of State for the Promotion of Equality; Ministry of Justice; Secretary of State for Employment and Vocational Training; Secretary of State for Social Communication; Ministry of Transport and Communication; Ministry of Public Works; Ministry of Social Solidarity; Secretary of State for Youth and Sport.

Other government institutions included: CNEFP, Tibar; Human Rights Commission; National Rehabilitation Centre/ASSERT; Ombudsman (Provedor for Human Rights and Justice)

Civil Society DPOs and NGOs: AGAPE; AHISAUN; Athletics Federation; Centro SVP; DWG; ETBU; Fundasaun Alola; HDMTL; Klibur Domin; P-Hak; PRADET; RHTO; Taibesi Special School; Yayasan Hak

International NGOs and Funders: AUSAID; GiZ Germany; Handicap International; PLAN; WHO; World Vision

Thanks to the energy, initiative, time and belief in the rights of people with disabilities of the above which has brought the action plan to life.

Definitions

Disability:

Persons with disabilities include those who have long term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others (UNCRPD; Article 1)

Example: Maria is affected by polio (an *impairment*), and she faces barriers because people treat her differently, it is difficult to find a job and she can't get inside some buildings. These things mean that she has a *disability*. Addressing disability is about reducing the barriers that people like Maria face.

Accessibility: To enable persons with disabilities to live independently and participate in all aspects of life.....appropriate measures to ensure all persons with disabilities access, on an equal basis with others, the physical environment, transportation, information and communications, including information and communications technologies and systems and to other facilities and services open or provided to the public, both in urban and rural areas (UNCRPD; Article 9)

Reasonable Accommodation: Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burdento ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms (UNCRPD; Article 2)

Inclusive Development : "Inclusive development occurs when the entire community, including people with a disability, benefit equally from development processes. Inclusive development encourages awareness of and participation by all marginalised groups. Disability-inclusive development respects the diversity that disability brings and appreciates that it is an everyday part of the human experience. Disability-inclusive development sets out to achieve equality of human rights for people with a disability as well as full participation in, and access to, all aspects"

CBM; *Inclusion Made Easy*; 2012; p.18

"Medical and charitable models are not appropriate. People with disability do not face discrimination and exclusion because of their impairment alone but also because of environmental, physical, attitudinal, institutional, communication or other socially created barriers. People with disabilities are citizens with equal rights with others in society". (Disability Working Group)

Terminology:

It is negative to a person with a disability to refer to people as normal or not normal. The terms to use are:

- Person with a disability
- Person with a visual impairment
- Person with a hearing impairment
- Person with an intellectual impairment
- Person with a mental health impairment
- Person with a physical impairment

If you know the name, it is best to use someone's name rather than their disability

Steps taken to develop the national action plan

Step 1: *Raise awareness of the policy and proposed action plan*

Step 2: *Understand the policy and the action planning process*

Step 3: *Action Planning*

Four task force meetings to prioritise and identify actions -
WHERE TO START?

- ✓ Overview workshop on the International Framework of Disability (UNCRPD in Tetun; World Report on Disability); the National Policy; understanding disability)
- ✓ Disability and Health; Education; Gender
- ✓ Disability and Employment and Vocational Training; Justice; Information and Communication
- ✓ Disability and Social Assistance; Sports and Culture; Accessibility and Mobility (Transport and Public Works)

The task force meetings enabled:

- 1) 10 ministries and secretaries of state to present their priority programmes and how and where people with disabilities are being included
 - 2) People with disabilities to explain their needs and recommendations
 - 3) Representatives of ministries and secretaries of state to plan which disability actions can be included in ministry action plans and budgets
- ✓ Together the sector action plans make up the **NATIONAL DISABILITY ACTION PLAN**

Step 4: *Monitoring* (what has been included in the ministry action plans and budgets)

Step 5: *Finalising and Validation* – by those who developed the plans, ministers and secretaries of state.

Development of the national disability policy and action plan:

- The National Policy for the Inclusion and Promotion of the Rights of People with Disabilities was approved through Government Resolution No. 14/2012 on May 9th 2012.
- The policy outlines the legal framework on the inclusion of people with disabilities; areas of intervention and strategies per sector
- Within the National Disability Policy, there are roles and responsibilities for different Ministries
- The Ministry of Social Solidarity has coordinated the development of this national action plan to implement the national disability policy

The issues facing people with disabilities are interlinked. If each ministry makes a coordinated contribution, together, the situation of people with disabilities can improve.

Overview: Disability in Timor Leste

Statistics: According to the 2010 Census published by the National Statistics Directorate of the Ministry of Finance, 48,243 people living in Timor have some type of disability. This is from a total of 1,066,409 people or approximately 4.6% of the population.

- Physical impairment: 20 593
 - Visual impairment: 29 488
 - Hearing impairment: 17 692
 - Intellectual and mental impairment: 13 308.
-
- 53% are male and 47% are female
 - 10.52 % are aged between 0-19 years
 - Disability is more common in rural areas.

The World Report on Disability, 2011, produced by the World Health Organisation and World Bank, states that approximately 15% of the world's population lives with some kind of disability. From this figure it can be estimated that 176 400 people in Timor are living with a disability.

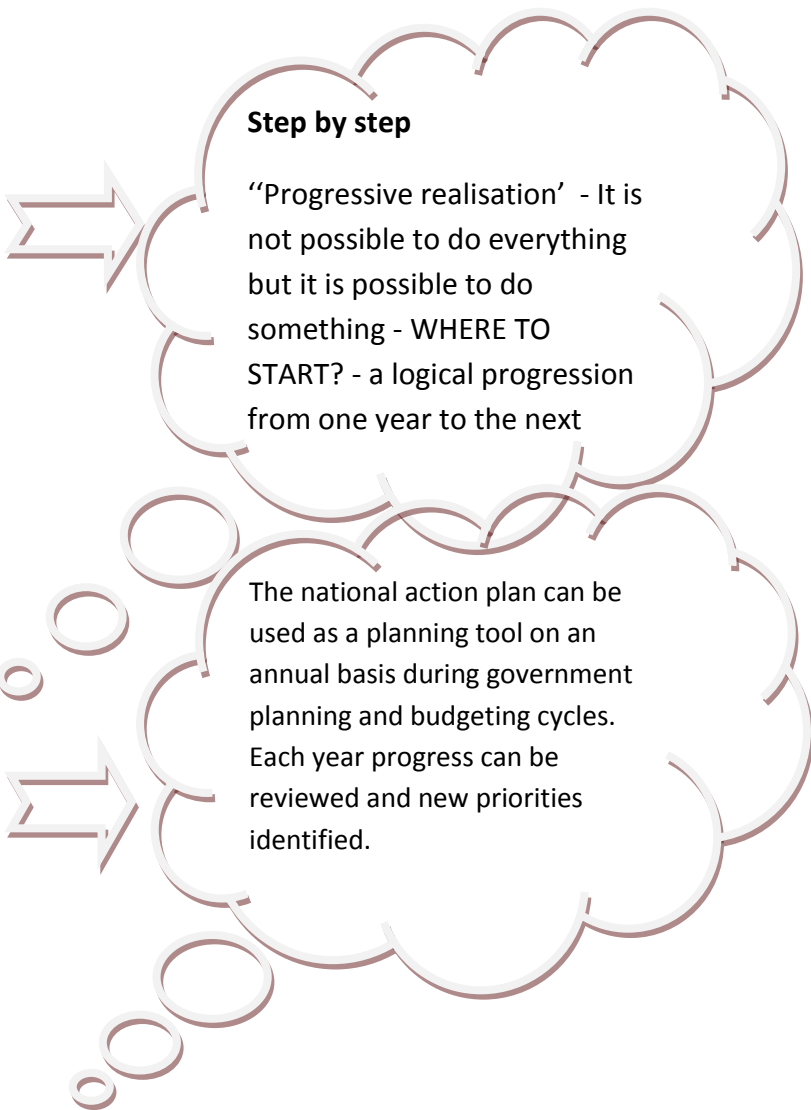
Causes of impairments:

Cause	Percentage of people
Age	37.2
Others	24.3
Congenital	12.3
Long term illness	11.0
Short term illness	9.2
Conflicts	1.9
Vehicular accidents	1.1
Work place accidents	3.0
Total	100

Step by step

“Progressive realisation’ - It is not possible to do everything but it is possible to do something - WHERE TO START? - a logical progression from one year to the next

The national action plan can be used as a planning tool on an annual basis during government planning and budgeting cycles. Each year progress can be reviewed and new priorities identified.



Legal framework in Timor Leste:

Supporting the promotion and protection of the rights of people with disabilities.

In the **Constitution of the Democratic Republic of Timor Leste**, citizens with disabilities have the same rights and are subject to the duties of other citizens, and no citizen can be discriminated against on the grounds of physical or mental condition, as provided in paragraph 1 of article 21 and paragraph 2 of article 16.

The **national disability policy** states for each sector the various **laws** which stipulate either universal provision, adapted provision or specific provision of services so that people with disabilities access their rights as other citizens.

SECTOR DISABILITY ACTION PLANS

Guiding Principles of the National Disability Policy

Non discrimination: a person can not be discriminated against because of their disability

Equality of opportunities: people with disabilities are on equal terms with other citizens in exercising their basic rights

Non institutionalisation: a person with a disability should live, whenever possible, with his family and his own social and professional environment.

Coordination: the implementation of programs and action plans should be defined, promoted, organised, supported and assessed in consultation between the various sectors involved, to ensure the achievement of specific rights.

Responsibilities and Complementarity: the Government takes the implementation of measures and programs.....through an appropriate multi-sectoral and multidisciplinary coordination involving public and private entities, non government organisations, governmental organisations and representatives of associations of people with disabilities

Participation: People with disabilities, individually or through their representative organisations, have an active role in the definition, monitoring and evaluation of policies, in order to safeguard their rights.

Information: the dissemination of information through various communication channels, allows greater awareness from the community to the issues of disability and promotion of the rights of people with disabilities.

EDUCATION

Education:

Data and Statistics:

- A 2008 national survey on disability in Timor Leste's primary schools found that 1% of enrolled primary school students have a disability¹
- 71.1% of males and 85.9% of females who have a disability and are above 15 years old can not read or write in Timor Leste
- The 2010 Census reports that 72 % of people with disability in Timor have never attended school

Priority Problems:

There will be increased illiteracy if children can not access school.

The majority of people with disabilities can not have access to schools and learning centres because:

- There is no physical accessibility (ramps, handrails, doors and toilets which a wheelchair can enter)
- Educational materials are not accessible, for example, Braille for people with a visual impairment
- Teachers do not know how to include students with a disability - teachers need to be trained in methodology, how to teach and how to teach in an inclusive classroom; and resource centres are needed.
- School directors think it is hard to include students with a disability
- There are no government provisions or schools for children with a visual or hearing impairment
- There is limited experience in recognising children with a disability, particularly intellectual disability
- There is no decree law for a sign language in Timor Leste.

Current disability inclusive actions

How and where people with disabilities are being included in universal / mainstream programmes	Current disability related activities:
None identified	<ul style="list-style-type: none"> • Data collection on students with disabilities who are accessing mainstream school in basic education (in Dili, Ailieu and Lautem) • Barrier assessment • PLAN; Handicap International and the Ministry of Education are implementing a project from 2013 to 2015 which includes teacher training; training of trainers including for Braille and Sign Language; developing a resource centre in Dili only

¹ Grove, Natalie, 2008, Report on the First National Survey of Disability in Timor-Leste's Primary Schools, Plan International.

The MINISTRY OF EDUCATION Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plan is based on the implementation of the National Policy for people with disabilities.
- The action plan has been developed by the Ministry of Education disability focal point; Ministry of Education technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. It is based on the priorities identified within the National Policy for people with disabilities.

Technical Resources

- Embracing Diversity: **Toolkit** for Creating Inclusive Learning-Friendly Environments
Available at: <http://www.unescobkk.org/education/inclusive-education/resources/ilfe-toolkit/>
- The adapted Indonesian version is available at:
http://www.idp-europe.org/ilfe_toolkit/ilfe_toolkit_id/
- What is inclusive education?
Available at: http://www.eenet.org.uk/what_is_ie.php
- EENET (Enabling Education Network) for practical information about inclusive education in the Asia region
Available at: <http://www.idp-europe.org/eenet-asia/>



Action Plan

Inclusive Education

Developed by Ministry of Education disability focal points; interministerial technical staff and civil society including people with disabilities – June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
1. Ensure the existence of specialized professionals, including teachers and kindergarten teachers in the area of special education and disability	1.1 General training in types of disability	1.1.1 Intensive courses – identify internal resources within Timor Leste and good practice in other countries 1.1.2 Training for teachers of primary and secondary schools	1.1. Internal and external resources identified 1.2. Teachers have had general training on the types of disabilities		✓				
	1.2 Training in Braille and Sign Language	1.2.1 Identify Sign Language and methodology according to standards and in coordination with the Ministry of Education, local NGOs and the Disability Working Group 1.2.2. Identify necessary resources and	1.2.1 Guidelines for Sign Language are developed 1.2.2 Experts and technical support is						

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
	1.3 Training of Trainers to provide teacher training	<p>methodologies for Braille teaching for people with a visual impairment in coordination with the Ministry of Education, local NGOs and the Disability Working Group</p> <p>1.3.1 Identify teachers and trainers</p> <p>1.3.2 Identify and develop teaching materials - MGT (Multi Grade Techniques)</p>	<p>identified to support the development of the guidelines</p> <p>1.3.1 Teachers, including trainers have been identified</p> <p>1.3.2 Resources and methodologies for people with visual impairment are identified</p> <p>1.3.3 Teaching materials are developed</p>						
2- Ensure that equipment, and school learning materials are tailored to the type of disability and the process of learning	2.1 Update didactic materials	2.1.1 The Ministry of Education purchases new and updated teaching materials: Software Jaws; laptops; SARA; PERKINS Braille machines; texts; Ricklet	2.1.1 Children in school have access to appropriate didactic materials		√	√			

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
	2.2 Resource Centres in 10 Districts	/Stylus; special paper 2.1.2 Access to assistive technology: Wheelchairs, prosthetics, orthotics, white canes, etc	2.2 Resource Centres established in 10 districts						
3 Adopt or create a sign language and create a mechanism for recognition as an official language	3.1 Develop or adopt a Sign Language for Timor Leste	3.1.1 Create a decree law or government resolution to adopt and develop a Sign Language in Timor Leste 3.1.2 Develop guidelines on what language to use and how to use Sign Language in Timor Leste 3.1.3 Coordination between the Ministry of Education, NGOs, and people with disabilities, and relevant ministries	3.1.1 Decree Law or government Resolution developed and adopted for a Sign Language in Timor Leste. 3.1.2 Timor Leste has a Sign Language guideline						

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
		3.1.4 Identify experts / technical support to help in the development of guidelines to implement Sign Language	3.1.3 A good coordination exists amongst relevant ministries and an active participation with the Deaf community 3.1.4 Technical experts to develop guidelines for Sign Language development have been identified						

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

EMPLOYMENT AND VOCATIONAL TRAINING

"DON'T GIVE US FISH,
LET US GO FISHING"

Employment:

Data and Statistics:

- The census of 2010 determined that the majority of people with disabilities can not find jobs

Priority Problems:

- Employers do not understand the advantages of employing people with disabilities and how to do so; and the Government has not given business incentives to employ people with disabilities
- People with disabilities are not involved in self employment programmes; vocational training programmes; youth training programmes. There is no **REASONABLE ACCOMMODATION** so that people with disabilities have access to the workplace; are able to do their jobs; are able to study
- People with disabilities do not have the courage to apply for jobs

LINK TO EDUCATION

As there is limited access to education and vocational training, people with disabilities may not have the qualifications and skills required for the job market. For example, there is no equivalency exam for entry to university as there is in Indonesia.

How and where people with disabilities are being included in universal / mainstream programmes	Current disability related activities:
-Vulnerable groups are prioritised in SEPFOPE programmes, including people with disabilities, particularly people with a physical impairment -The Labour Code states the rights of people with disabilities to access employment, the right to get a salary	None identified

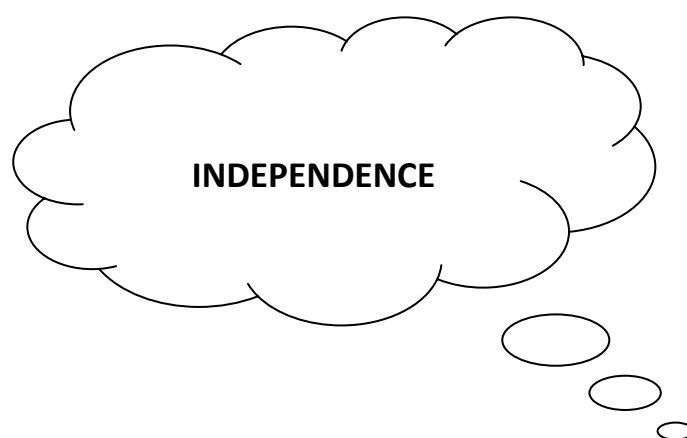
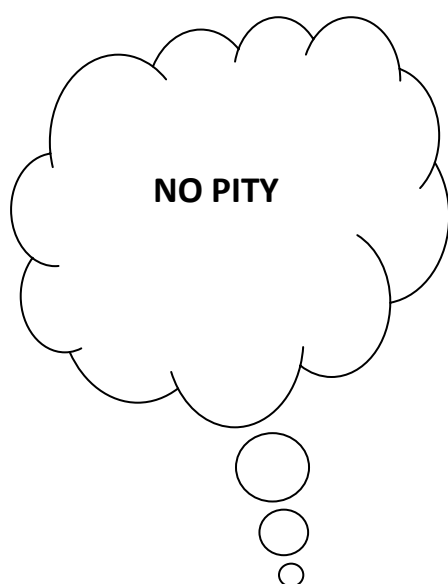
The SECRETARY OF STATE FOR EMPLOYMENT AND VOCATIONAL TRAINING Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plans have been developed by the Secretary of State for Employment and Vocational Training disability focal point; SEPFOPE technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. They are based on the priorities identified within the National Disability Policy.

Technical Resources

CBM Inclusion Made Easy: Livelihood

Available at: http://www.cbm.org/article/downloads/78851/CBM_Disability_Inclusion_-_Livelihood.pdf





Action Plan

Vocational Training and Employment

Developed by Secretary of State disability focal points; interministerial technical staff; and civil society including people with disabilities - June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
1. Create a procedure for evaluating personal, social, educational and professional skills of people with disabilities in order to assess their interests, motivations and skills to attend a vocational training course and / or integration into the labor market	1.1 Develop procedures for professional training for people with disabilities 1.2. Develop procedures for people with disabilities to access the labor market	1.1. Collect data related to the diversity of people with disabilities 1.2. Organise a workshop to discuss procedures and regulations 1.2.1 Socialisation and information dissemination on the procedures.	1.1. Professional procedures for the diversity of people with disabilities are defined 1.2. Procedures for people with disabilities are established and there is access to employment 1.2.1 People with disabilities are qualified and have access to the labor market	Dili Districts where there are training centres registered with SEPFOPE	✓	✓			

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
<p>2- A) Provide access for people with disabilities on an equal basis to courses of vocational training Main focus – access to vocational training</p> <p>2 B) Promote professional training in pedagogical, human and technical conditions adequate to the person with a disability</p>	<p>2.1 Identify existing training centres in Timor Leste</p> <p>2.2 Training delivery</p>	<p>2.1.1 Collect data</p> <p>2.1.2-Identify existing resources (human resources and funding)</p> <p>2.2.1 Prepare training facilitators</p> <p>2.2.2 Identify trainers who can provide training in: Carpentry, Electronics, Tailoring, Cooking, Bakery , Hostelry, Handicrafts, Hospitality, Massage, IT (Josh Talk+ NFDA), Art and music</p>	<p>2.1.1 Complete data exists</p> <p>2.1.2-Human and financial resources have been identified</p> <p>2.2.1-Training facilitators have been prepared</p> <p>2.2.2- Type of training identified according to the type of disability</p>	Dili and existing training centres	✓	✓			

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
3- Promote the creation of alternative forms of employment for people with disabilities	3.1- Self Employment: Livelihoods; cooperatives and small grants	3.1.1 Collect data 3.1.2 Register on a database 3.1.3 Training	People with disabilities have a sustainable income	13 Districts	✓	✓			

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

GENDER

Gender:
<p>Data and Statistics: No specific data collected or known</p> <p>Priority Problems:</p> <ul style="list-style-type: none"> • Women with disabilities are doubly marginalised because they are women and they have a disability. • Many women and girls with a disability are vulnerable and discriminated against • There is less participation of women with a disability in the community and their ideas and decisions are not considered • Participation of women with a disability in development programs is not the same as other women

How and where people with disabilities are being included in universal / mainstream programmes	Current disability related activities
There is a legal framework for protection, though in reality discrimination still exists. Article 16 of the constitution prohibits discrimination generally; Article 21 deals with disability discrimination and rights of people with a disability. Article 17 promotes equal social, economic, and cultural rights amongst men and women.	None identified

The SECRETARY OF STATE FOR THE PROMOTION OF GENDER EQUALITY Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plans have been developed by the Secretary of State for Gender Equality (SEPI) disability focal point; SEPI technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. They are based on the priorities identified within the National Disability Policy.

Technical Resources

- Matadalan – Orsamentu Sensivel Jeneru iha Orsamentu Jeral Estadu 2014
Available at: SEPI – www.sepi.gov.tl

THE NATIONAL POLICY FOR INCLUSION AND PROMOTION OF THE RIGHTS OF PEOPLE WITH DISABILITIES

GENDER EQUALITY

“People with disabilities are at greater risk of violence than those without disabilities. In the United States violence against people with disabilities has been reported to be 4–10 times greater than that against people without disabilities (39). The prevalence of sexual abuse against people with disabilities has been shown to be higher (40, 41), especially for institutionalized men and women with intellectual disabilities (42–44), intimate partners (40, 45), and adolescents (46)” (World Report on Disability; 2011; p.59).

Strategies within the disability policy:

- To promote awareness and training on equal rights and duties between men and women.
- Ensure and promote the participation of women in the associations they are for the protection and support for people with disabilities.

Recommendations from the interministerial coordination workshop:

Inclusion and Participation of women with disabilities

- 1) Inclusion and participation of women with disabilities
Inclusion of women with disabilities in all SEPI programmes from 2014
Especially within the National Action Plan on Gender Based Violence
 - Because women with disability have the right to be included and violence is an important issue
 - Coordinate with MSS, Health and Justice to include women with disability for example through meetings or awareness raising
- 2) Gender Working Group at Ministerial and District levels
 - Awareness raising within the working groups
 - Consider including one representative in each group to focus on women with disability
- 3) Raise women with disability as a specific group in all advocacy with other ministries and civil society
- 4) Include women with disability in existing monitoring and evaluation programs

Consultation – from 2014

- 1) Include at least one woman with a disability in every SEPI consultation and aim to include the same proportion of women with disability as in society (10 – 20% of women in Timor Leste)
- 2) Awareness Raising and Participation – to women with disability and about the rights of women with disability
- 3) Include Rights of Women with Disability in existing sensitisation campaigns in the districts, especially the large 16 day campaign on violence against women (for example rights in article 18 of CEDAW)
- 4) Include rights of women with disability in existing coordination work with members of parliament; civil society and media
- 5) Include women with disability as an item on the agenda of regular meetings with Media; Civil Society; GMPTL
- 6) Consider guest speakers such as Disability Working Group representatives

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

JUSTICE

<p>Justice:</p> <p>Data and Statistics: No specific data collected or known</p> <p>Priority Problems:</p> <ul style="list-style-type: none"> • Many women with a disability are sexually abused and do not have access to justice or information on how to report abuse or crime • There are no facilities or other accommodations made, for example, for a person with a hearing impairment. AGAPE has the only sign language interpreters, otherwise family members have to help interpret for a person who can not hear. • People with disabilities do not feel the affect of article 21 in the Constitution. There are no facilities and no access to justice • The UNCRPD has not been signed or ratified
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<p>How and where people with disabilities are being included in universal / mainstream programmes</p>	<p>Current disability related activities:</p>
<p>According to a decree law, a person can be supported by an interpreter if they go to court; and a public prosecutor will defend the rights of people with disabilities in court -The penal code prevents putting a person with a mental health impairment in prison</p>	<p>There is a mechanism to ratify the United Nations Convention on the Rights of Persons with Disabilities (the Convention on the Rights of the Child has been ratified)</p>

The MINISTRY OF JUSTICE Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plan has been developed by the Ministry of Justice disability focal point; Ministry of Justice technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. It is based on the priorities identified within the National Disability Policy.

Technical Resources

- Convention on the Rights of Persons with Disabilities
Available at: United Nations ENABLE
<http://www.un.org/disabilities/default.asp?navid=14&pid=150>

- It's About Ability - An explanation of the Convention on the Rights of Persons with Disabilities
Available at: http://www.unicef.org/publications/index_43893.html

- Handbook for Parliamentarians on the Convention on the Rights of Persons with Disabilities
Available at: <http://www.un.org/disabilities/default.asp?id=212>



Action Plan

Justice

Developed by Ministry of Justice disability focal points; interministerial technical staff and civil society including people with disabilities – June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
1- Quickly adapt the Convention of the Rights of People with Disabilities (Ref: Policy Strategy 3 – Create mechanisms for the ratification of the Convention on the Rights of People with Disabilities)	1.1 Ratification of the Convention on the Rights of People with Disabilities	<p>1.1 Raise awareness so that people have a good understanding of the rights of people with disabilities through relevant ministries, including families</p> <p>1.2 Find ways of implementing the proposal for the ratification of the CRPD by the Ministry of Justice; the Council of</p>	<p>1.1 All people have a good understanding of the rights of people with disabilities through relevant ministries, including families</p> <p>1.2 The proposal for the ratification of the CRPD is prepared and approved by the relevant bodies</p>	Implemented in 13 districts, sub districts and 442 Sucos in Timor Leste	✓	✓			

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
		Ministers; National Parliament; and the President of the Republic 1.3 Based within the strategic plan of the Ministry of Justice a plan to implement the UNCRPD when the government of Timor Leste has made it into law therefore automatically including people with disabilities in the annual action plan and budget	1.3 Promote the inclusion in the annual action plan making it possible to implement within the fiscal year.						
2- Disseminate information and raise awareness among the community about the rights of people with disabilities and the legal means available to defend themselves	2. Protect and guarantee the rights of people with disabilities in Timor Leste	2.1. Prepare lawyers and public defenders to protect the rights of people with disabilities	2.1.Lawyers and public defenders prepared to protect the rights of people with disabilities	Implemented in 13 districts, sub districts and 442 Sucos in Timor Leste	√				

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
		2.2 Sensitisation of the public and the community on general disability rights	2.2 The communities are sensitised on the rights of people with disabilities						

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

HEALTH

Health:

Data and Statistics:

“There is no information collected on people with disability either in the Demographic Health Survey (DHS, the latest of which was in 2010), nor within regular administrative data collected through the Health Management Information System (HMIS)”

(Access to Mainstream Health and Rehabilitation Services for People with Disability in Timor-Leste, Situational Analysis; AUSAID; July 2013)

Priority Problems:

- There are limited trained professionals, for example, only 1 specialist eye doctor in the country
- The Sisca mobile clinics are not yet inclusive and people with disabilities can not access them
- WHO standards should be applied (International Classification and Functioning – ICF) in assessing disability
- The referral system and coordination between rehabilitation services and the Ministry of Health needs to be improved.

How and where people with disabilities are being included in universal / mainstream programmes	Current disability related activities:
<ul style="list-style-type: none"> • ACCESSIBILITY FOR ALL, which means everyone not specifically people with disabilities • Comprehensive treatment which includes people with disabilities • “Access for All” in rural sanitation (DNSP - Guiding principle in Sanitation Policy) <p>Directorate responsible: DNSP (MoH) – Diresaun Nasional Saude Publiku Saniamentu no Ijiene</p>	<ul style="list-style-type: none"> • Provision of wheelchairs at the national hospital • Examination of people with disabilities to decide on the degree of disability based on the WHO standards and referral to MSS to access the subsidy • Referral system to hospital and specialists • Training of health workers on how to identify a type of disability, whether it is long term, permanent, temporary and the treatment required. • Rehabilitation • Mental health • Strategies to support people with disabilities from rural communities in sanitation and hygiene programs (DNSP – Manual PAKSI – “Planu Asaun Komunitade Saniamentu no Ijiene”)

The MINISTRY OF HEALTH Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plans have been developed by the Ministry of Health disability focal point; Ministry of Health technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. They are based on the priorities identified within the National Disability Policy.

Technical Resources

- Community Based Rehabilitation Guidelines (World Health Organisation)
Available at: <http://www.who.int/disabilities/cbr/guidelines/en/index.html>
- International Classification of Functioning, Disability and Health (ICF)
Available at: <http://www.who.int/classifications/icf/en/>
- Inclusion Made Easy: A quick program guide to disability in development
Available at: <http://www.cbm.org/Inclusion-Made-Easy-329091.php> - Part B Disability Inclusion: Health, p.148

Matadalan: Servisu Integradu da Saude Comunitaria (SISCa)
Integrated Community Health Services
Available at:

Livrinho Saude Amigavel ba Idosus (LISAI)
Registration book for children, the elderly and pregnant women
Ministry of Health



Action Plan

Health

Developed by Ministry of Health disability focal points; interministerial technical staff; and civil society including people with disabilities - June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of implementation				
					2014	2015	2016	2017	2018
1- Ensure the existence of health professionals with specialized training, including physiotherapists, orthopedists, occupational and speech therapists, psychiatrists, nurses, physiatrists, psychologists and social workers	1.1.Human Resources Development	1.1. Training and capacity building for health professionals related to disability	1.1. Increased capacity of health professionals related to disability	-Cuba -Indonesia -Australia -Cambodia	✓				
		1.1.2. Recruitment of health professionals:	1.1.2 The following health professionals have been recruited:	Allocation of technical health professionals for people with disabilities in the districts depends on the decision of the Ministry of Health					
		-Prosthetic technicians	- Prosthetic technicians (24)						
		Occupational therapists	Occupational Therapists (5)						
		Specialist eye doctor	Specialist eye doctor (8)						
		Psychiatric nurses	Psychiatric nurses (30)						

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of implementation				
					2014	2015	2016	2017	2018
		Specialist Orthopaedic doctors Social Workers Ear, Nose and Throat specialists 1.1.3. Create coordination and referral systems between existing district health centres including rehabilitation centres which respond to the needs of people with disabilities in Timor Leste	Specialist Orthopaedic doctors (5) Social Workers (11) Ear, Nose and Throat specialists (5) 1.1.3. A coordination and referral system / mechanism amongst health centres exists and is in use						

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of implementation				
					2014	2015	2016	2017	2018
2- Increase the ability and diversify the response of physical and mental rehabilitation centres in order to meet the needs of people with disabilities	2.1 Capacity building for physical and mental health rehabilitation centres	2.1.1 Building capacity of human resources in physical rehabilitation centres, for example: prosthetic technicians, occupational therapists, physiotherapists 2.1.2. Building capacity of human resources in mental health rehabilitation, for example, psychiatric nurses, occupational therapists	2.1.1 Increased capacity in human resources in physical rehabilitation centres and increased quality in services 2.1.2. Increased capacity in human resources in mental health rehabilitation centres and increased quality in services		✓				
3- Ensure that people with disabilities may obtain the services provided by health professionals, technical support, medication and specialised treatment in an equitable manner, regardless of	3.1 Management of professional and medical services for people with disabilities	3.1.1 Promote and disseminate information to people with disabilities about existing health services	3.1.1 People with disabilities have an increased understanding of the health services available to them	Existing health centres in Timor-Leste -Hospitals -Health	✓				

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of implementation				
					2014	2015	2016	2017	2018
place of residence (rural or urban)		<p>3.1.2. Create coordination and referral systems between existing district health centres including rehabilitation centres which respond to the needs of people with disabilities in Timor Leste</p> <p>3.1.3. Prepare medicines or materials based on the needs of people with disabilities</p> <p>3.1.4 Disseminate information through existing media communication</p> <p>3.1.5. Develop guidelines for technical health professionals about</p>	<p>3.1.2. A coordination and referral system / mechanism amongst health centres and rehabilitation centres exists and is in use</p> <p>3.1.5. Guidelines for technical health professionals have been developed;</p>	<p>Centres</p> <ul style="list-style-type: none"> -Sisca -Health Posts - Community Centres -Schools 					

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of implementation				
					2014	2015	2016	2017	2018
		people with disabilities	people with disabilities are accessing health services; health professionals have an increased awareness and understanding about people with disabilities -Increase understanding about disability issues						
4- Develop technical and scientific studies in the areas of prevention, treatment and rehabilitation of people with disabilities.	4.1 Integrated data within the Ministry of Health	4.1 Develop a data base about disability to measure the quality of assistance 4.1.2 Carry out research 4.1.3 Scientific seminar about disability	4.1 The type of disability is known in Timor Leste	-Cabinet SIS -Cabinet of research - Partners	✓				

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

INFORMATION AND COMMUNICATION

Information and Communication:
<p>Data and Statistics: No specific data collected or known</p> <p>Priority Problems:</p> <ul style="list-style-type: none"> • In terms of media and communication, people with disabilities still face discrimination. • Media should be in a neutral position and need training on how to portray people with disabilities and the terminology to use • Media is not accessible, for example, there are no sign language interpreters or captioning

How and where people with disabilities are being included in universal / mainstream programmes	Current disability related activities:
No actions identified	None identified

The SECRETARY OF STATE FOR SOCIAL COMMUNICATION Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plans have been developed by the Secretary of State of Social Communication disability focal point; Secretary of State technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. They are based on the priorities identified within the National Disability Policy.



Action Plan

Media and Telecommunication

Developed by Secretary of State disability focal points; interministerial technical staff and civil society including people with disabilities – June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
1- Provide information given by the media to allow the understanding of the content transmitted by people with disabilities, for example, by transmitting TV programs with sign language	1.1. Accessibility for people with disabilities to information and communication	1.1. Training of Sign Language interpreters for TVTL in cooperation with NGO (AGAPE) to train in Sign Language	1.1 At least 2 sign language interpreters trained	-Timor Leste Television (TVTL) and other national media -Secretary of State of Communication including local and international partners -RTTL EP					
	1.2 Accessibility for people with disabilities to communication	1.2.1 Establish or create conditions in public facilities to enable people with disabilities to access information through telephone, newspapers, radio, internet	1.2 People with disabilities have access to public information 1.2.2 Social media staff have						

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
		1.2.2 General training for social media staff in delivering information in accessible formats to people with disabilities (Braille; big letter signs; audio; Sign Language)	the capacity to deliver and transfer information in appropriate formats which are accessible to people with disabilities						
2. Disseminate information in an accessible format and tailored to the needs of people with disabilities, including Braille, big letter signs, audio, sign language or computer records as appropriate	2-Equipment for access to information	2.1 Reinforce the resource centres in 10 districts in collaboration with the Ministry of Education to support equipment for accessible communication: Perkins Braille machines; Software Jaws +laptops	2.1 10 resource centres are equipped The rights of people with disabilities have been addressed according to the Constitution of DRTL, articles 16 and 21 as well as the UNCRPD		✓				

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
3. Raising public awareness of the importance of eliminating discriminatory practices	3. Eliminating discriminatory practices against people with disabilities	3.1 Socialisation of information through the media 3.2 Advocacy towards relevant institutions concerning the rights of people with disabilities	3.1 13 Districts access information through the media on the rights of people with disabilities 3.2 Relevant institutions are promoting the rights of people with disabilities and eliminating discrimination		✓				

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

ACCESSIBILITY AND MOBILITY

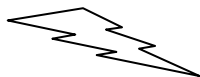
Public Works:

Data and Statistics:

No specific data collected or known

Priority Problems:

- There is no awareness amongst drivers (road safety and consideration of pedestrians) nor sanctions for traffic offenses
- There are many holes and obstacles in pavements which are dangerous for people with a visual impairment
- People with disabilities are not included in the planning
- Public facilities are not accessible (buildings; public toilets)
- The Ministries of Public Works and infrastructure should adopt inclusive design standards and formalise a code for construction of public facilities



- ❖ **It is less expensive to make buildings and infrastructure accessible at the beginning, than adapting later**
- ❖ **AUSAID and other international disability organizations such as Handicap International and CBM have developed accessibility guides**

How and where people with disabilities are being included in universal / mainstream programmes

1. Improving accessibility through design of tapstands in rural communities (DNSA).
 2. Increasing access to waterpoints in rural communities.
 3. Supporting participation of people with disabilities in community management of water systems (DNSA)
 4. Promoting accessible toilets for all (DNSB)
 Directorates responsible:
 (DNSA (MoPW) - Diresaun Nasional Servicao Agua
 DNSB (MoPW) - Diresaun Nasional Saneamentu Basiku

Current disability related activities:

- Ramps to waterpoints are included in Government BoQ (DNSA Water Supply Guidelines)
- Community Action Planning (CAP) in rural communities (CAP manual)
- Upcoming Sanitation marketing activities to support rural households.

The MINISTRY OF PUBLIC WORKS Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plans have been developed by the Ministry of Public Works disability focal point; Ministry of Public Works technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. They are based on the priorities identified within the National Disability Policy.

Technical Resources

- National Basic Sanitation Policy (DNSP & DNSB)
- Rural Water Supply Guidelines (DNSA)
- Community Action Planning (CAP) manual (DNSA)
- Community Action Planning in Sanitation and Hygiene (PAKSI) manual (DNSP)

Available at: **BESIK** Bee, Saneamentu no Ijiene iha Komunidade
East Timor Rural Water Supply and Sanitation Program

- **How to build an accessible environment in developing countries : Manual #2 - Access to water and sanitation facilities, Part 1 – Toilets and closed showers**
Available at: http://www.handicap-international.org.uk/Resources/Handicap%20International/PDF%20Documents/HI%20Associations/AccessibleEnvironmentDev2_Part1_2008.pdf
- **How to build an accessible environment in developing countries : Manual #2 – Access to water and sanitation facilities, Part 2 – Open washing areas and water points**
Available at: http://www.handicap-international.org.uk/Resources/Handicap%20International/PDF%20Documents/HI%20Associations/AccessibleEnvironmentDev2_Part2_2008.pdf



Action Plan – Accessibility and Mobility

Public Works

Developed by Ministry of Public Works disability focal points; interministerial technical staff and civil society including people with disabilities – June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
1. Create legal rules governing the conditions of access for people with disabilities to public places, buildings and utilities, such as health care, and education and other relevant, including through measures that permit and preliminary architectural barriers, by making expansion or renovation works, construction of access ramps at the entrances of buildings, construction of toilets adapted for people with physical disabilities or reduced mobility, different for men and women	1. 1 Develop guidelines for accessible public works	<p>1.1. Study, analyse, research accessibility guidelines, eg. from other countries</p> <p>1.2. Employ an advisor to explain / assist with accessibility standards and to advise on the legal status of guidelines and accessibility</p> <p>1.3. Draft guidelines</p> <p>1.4. Send the draft guidelines to the Minister for study and analysis and decision making</p> <p>1.5. If approved, refer the guidelines to the Council of Ministers for approval</p> <p>1.6. If approved by the Council of Ministers,</p>	1. More accessible public works through rehabilitation of existing public works guaranteed and established for people with disabilities, and people with disabilities access newly constructed public works services	Roads; Schools; Hospitals; Water and Sanitation; Public Offices; Bridges; Sporting and recreational facilities; Public buildings and facilities in 12 districts and Dili	✓	✓			

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
		<p>guidelines go to the National Parliament</p> <p>1.7 If approved by the National Parliament, the guidelines are sent to the President of the Republic for approval and becomes law</p>	<p>1.7 Legal regulations for accessibility established</p>						
2- Develop a national plan to promote accessibility for people with disabilities	2. Socialisation and promotion	<p>2.1 Training for employers particularly in construction</p> <p>2.2 Share information (banners, books, brochures, etc) to private and public sector</p> <p>2.3 Campaigns (through electronic media and newspapers)</p> <p>2.4 Coordination between relevant ministries</p>	<p>2.1 The understanding amongst employers and the public has increased</p> <p>2.2 Quality, planning systems in urban areas are promoted</p> <p>2.4 A good coordination amongst relevant ministries</p>	13 Districts	√	√			

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

Transport and Communication

Data and Statistics:

No specific data collected or known

Priority Problems:

- People with disabilities can not access public transportation such as mini buses (microlet); taxis; airplanes; and ferries
- There are no traffic lights, which leads to accidents
- Officials do not understand disability and what is required for people with disabilities to be able to use transport

How and where people with disabilities are being included in universal / mainstream programmes	Current disability related activities:
None identified	None identified

The MINISTRY OF TRANSPORT AND COMMUNICATION Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plans have been developed by the Secretary of State of Transport and Communication disability focal point; Secretary of State technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. They are based on the priorities identified within the National Disability Policy.

Technical Resources

- Accessibility Design Guide: Universal design principles
Available at: <http://www.usaid.gov.au/publications/Pages/accessibility-design-guide.aspx>

- How to Build an Accessible Environment in Developing Countries; Manual #1; Introduction and Accessibility Standards
Available at: http://www.handicap-international.org.uk/Resources/Handicap%20International/PDF%20Documents/HI%20Associations/AccessibleEnvironmentDev1_2008.pdf

- **How to build an accessible environment in developing countries: Manual #3 – Free movement**
Available at: http://www.handicap-international.org.uk/Resources/Handicap%20International/PDF%20Documents/HI%20Associations/AccessibleEnvironmentDev3_2008.pdf

- Accessibility Manual
Available at:
http://www.cbm.org/article/downloads/54741/CBM_Accessibility_Manual.pdf



Action Plan – Accessibility and Mobility

Transport

Developed by Ministry of Transport and Communication disability focal points; interministerial technical staff and civil society including people with disabilities – June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
2. Develop a policy to promote the safe movement in the street by people with disabilities, such as through the placement of traffic signs with audible warnings for blind people	1.1 Physical development of infrastructure	1.1.1 Set up zebra crossings and street markings	1.1.1 People with disabilities safely access public streets	13 Districts	✓	✓	√	√	√
	1.2 Land Transportation	1.2.1 Install traffic lights	1.2 Safe travel for people with disabilities	Dili, Districts			√	√	√
		1.2.2 Install traffic signs and road signals		Dili, Districts			√		√
		1.2.3 Bridge crossings		Dili			√		√
	1.3 Maritime transportation	1.3 Create facilities to enable access for people with disabilities	1.3 People with disabilities can access maritime transport	Suai	√		√	√	
	1.4 Air transportation	1.4 Prepare special wheelchairs for	1.4 People with disabilities can safely	Timor –Leste	√	√	√	√	√

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
	1.5 Non physical infrastructure development (DNTT,E – MTC – National Directorate of Transport; Ministry of Transport and Communication)	<p>access to flights</p> <p>1.5.1 Use Universal Design in the design process of the new airport</p> <p>1.5.2 Create a legal base to guarantee the development of accessible infrastructure</p> <p>1.5.3 Socialisation of the activities within the program of physical infrastructure development</p> <p>1.5.4 Maintain infrastructure activities – training and capacity building on service delivery for people with</p>	<p>access flights</p> <p>1.5.1 Universal Design adopted in the design of the new airport to guarantee access for people with disabilities to the new airport</p> <p>1.5.2 Infrastructure activities are guaranteed</p> <p>1.5.3 Everyone has an understanding about accessibility for people with disabilities</p> <p>1.5.4 Maintenance of infrastructure, and quality of service delivery is guaranteed</p>	<p>Timor –Leste</p> <p>Dili/Districts</p> <p>Dili</p>			√		

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
		disabilities							
2. Building legal rules governing the conditions of public transport to allow its use by people with physical disabilities or reduced mobility, particularly through the creation of an appropriate space, ramps or elevators to facilitate movement of persons in wheelchairs	2. Create a legal base to enforce a decree law focused on people with disabilities	2. Create a coordination group between relevant directorates including groups working with people with disabilities and groups of people with disabilities themselves	2. A law is established regulating public transport for access by people with disabilities	Timor –Leste	V	V			

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

SPORT AND CULTURE

<p>Sport and Culture</p> <p>Data and Statistics: No specific data collected or known</p> <p>Priority Problems:</p> <ul style="list-style-type: none"> • Sport should be accessible to everyone to avoid discrimination • So far the Athletics Federation has not collected any data on people with disabilities who play sport in Timor Leste. • Every year the government gives a fund for sports in the districts but no proposals have been received yet for disability sports in the districts • People with disabilities are not actively included in the paralympics, special olympics, abilimpiku (other skills)
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How and where people with disabilities are being included in universal / mainstream programmes	Current disability related activities:
None identified	None identified

The SECRETARY OF STATE OF YOUTH AND SPORT Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plans have been developed by the Secretary of State of Youth and Sport disability focal point; Secretary of State technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. They are based on the priorities identified within the National Disability Policy.

Technical Resources
<p>WEBSITES:</p> <ul style="list-style-type: none"> ➤ Special Olympics Available at: http://resources.specialolympics.org/Regions/asia-pacific/Locations/Special-Olympics-AP-Timor-Leste.aspx#.Umd53XKunIU ➤ Paralympics: http://www.paralympic.org/



Action Plan

Sport and Culture

Developed by Secretary of State disability focal points; interministerial technical staff; and civil society including people with disabilities - June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of implementation				
					2014	2015	2016	2017	2018
1. Support institutions that promote institutional sports and / or cultural activities for people with disabilities	1 Education and Training	1.Training on individual management for each federation	1. The management of federations have a good understanding about sports management	Dili District	V				
	2 Establish infrastructure	2.Training for referees; trainers; and sports judges to design the buildings	2 Referees; trainers; and sports judges have a good understanding of different games		V				
	3 Support equipment	3.Establish a permanent office for the national paralympic committee in Timor Leste	3 Office established			V	V	V	-
	4.Establish funding	4. Create a commission to establish a sports committee for people	4 A sports committee for people with a hearing / visual		V				

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of implementation				
					2014	2015	2016	2017	2018
		with a visual impairment; and hearing impairment 5 Improve the statutes of the Paralympic committee	impairment is established 5 The management of the Paralympic Committee is transparent and accountable						
2. Support and encourage the participation of people with disabilities in Paralympic Games, habilimpics, Special Olympics and other sports of high competition, and promote the development of amateur sports	1 Create sporting events at district and national level 2. Organise each sports association at district level	1 Establish regulations for each federation for disability sports 2 Establish an organising commission at district and national level 3 Create selection criteria for athletes from each federation 4. Implement competitions from district to national to international level	1 Regulations established 2. Organising commission established 3 Selection criteria prepared 4 Competitions are implemented	Dili district	√				
					√				
					√				
						√			

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of implementation				
					2014	2015	2016	2017	2018
3. Encourage participation of people with disabilities in activities that contribute to the development of artistic and cultural expression	1 Encourage and provide grants to art and culture organisations to include the activities of people with disabilities	1 Training for people with disabilities	1 Many people with disabilities are trained in art and culture	Dili district			√		

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

“Sport is important as it gives happiness to people and brings people together so that they are familiar with each other”

SOCIAL ASSISTANCE

Social Assistance

Data and Statistics:

Social Housing: Between 2009 and 2011, 1365 men and 684 women accessed social housing of whom 128 men and 35 women with disabilities and their families

Social Assistance: Food support (rice) for people with disabilities and their families (one time only); Identification / needs assessment, referral, and processing requests – 9580 beneficiaries between 2006 - 2011

Bolsa de Mae: Students with disabilities in mainstream education in 2012:-
Primary - 98; Pre secondary - 22; Secondary - 25; University – 22; Total – 167
2013 – 102 so far

Social Security subsidy: In 2011, 89 230 beneficiaries received a subsidy, this includes people with disabilities but also veterans; people who are chronically sick; vulnerable women and poor families. Between 2006 – 2011, 5565 people received the invalidity subsidy

Mobility Devices: 2006 – 2011: 160 people received crutches; 193 people received wheelchairs

Priority Problems:

- Not all people with disabilities access Bolsa de Mae as it is difficult to get and needs to be socialised in the districts
- Child Protection should also be for orphans and children with disabilities
- Subsidies should be done in the same way for people with disabilities and more often than every 6 months in the rural areas

How and where people with disabilities are being included in universal / mainstream programmes	Current disability related activities:
Social Housing Social Assistance and Humanitarian Assistance Bolsa de Mae (family grant to support vulnerable children to go to school)	<p>Social Security: A person with a disability or with chronic sickness can claim a monthly invalidity subsidy of \$30 (dependent on medical assessment grade 3 and 4, leading to registration; not means tested; adults only, not children or their families), distributed twice a year.</p> <p>Mobility Devices</p> <p>National action plan: supporting the coordination amongst relevant ministries and development of the plan to implement the national disability policy</p> <p>Interministerial coordination: coordination of the task force and disability focal points</p> <p>Social Assistance: requests; assessment and referral systems for vulnerable individuals and families</p>

	<p>Referral to the National Rehabilitation Centre for mobility devices</p> <p>Institutional Support Fund: Support to 9 civil society organisations providing services in 2013</p> <p>Department for people with disabilities and elderly people: 5 staff</p> <p>Advocacy: public information films on accessibility and mental health</p>
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The MINISTRY OF SOCIAL SOLIDARITY Disability Action Plan

- This plan uses the Ministry of Finance planning template
- Actions can be transferred directly to ministry plans
- The relevant divisions and departments will then need to use their internal budgeting systems
- The plans are based on the implementation of the National Disability Policy.
- The action plans have been developed by the Ministry of Social Solidarity disability focal point; MSS technical staff; representatives of the disability working group and people with disabilities with technical input from international and national NGOs, coordinated by DNACS within the Ministry of Social Solidarity. They are based on the priorities identified within the National Disability Policy.



Action Plan

Social Assistance

Developed by Ministry of Social Solidarity disability focal points; interministerial technical staff and civil society including people with disabilities – June 2013

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
3. Ensure the existence of social services to support people with disabilities and their families	1. Subsidies for people with disabilities: Family grant (Bolsa de mae), Social housing, Subsidy for the elderly and people with disabilities	1.1 Referral to relevant institutions: - Assessment of clients - Accompany clients - Emergency assistance for people with disabilities affected by disasters	1. 1 Clients receive adequate support and assistance	13 Districts	√	√	√	√	√
2. Disseminate information on the existing social protection programme to the community, to people with disabilities and families, in particular on	2.1 Social Protection for people with disabilities	2.1 Socialisation of social protection programmes - Increase awareness of the community to respect the dignity of people with disabilities - Capacity building for	2.1-The community is informed -the community understands to treat people with disabilities with dignity - Communities work	13 districts	√	√	√	√	√

Objective (Strategies from the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities)	Program	Activities	Expected Results	Location	Year of Implementation				
					2014	2015	2016	2017	2018
support and social responses		people with disabilities - Cooperation and coordination between relevant ministries; stakeholders; communities and families	together well and sufficiently for people with disabilities						
3. Financially and technically support the institutions of civil society to provide assistance to people with disabilities and their families	3.1 Institutional support (12 institutions in total)	3.1 Identify institutions which meet the criteria to access the institutional support program (proposals and activities) 3.2 Create conditions for monitoring and verification 3.3 Budget support for approved proposals 3.4 Revision of the management system of institutional support	3.1 Institutions working in the area of disability are identified 3.2 The funding execution has transparency and accountability 3.3 Funding allocated for each institution 3.4 The system of institutional support responds to deadlines	Dependent on the relevant institutions	√	√	√	√	√

Implementation of the National Policy for the Inclusion and Promotion of the Rights of People with Disabilities

IMPLEMENTATION AND MONITORING MECHANISMS

The National Disability Council

“The Government assumes the responsibility of creating a National Council of the Rights of People with Disabilities (CNDPD), as an independent body, to monitor and evaluate the development of this policy development and the strategies defined for each area of intervention towards harmonization and coordination of measures adopted.

The CNDPD should be composed of representatives of government departments and state agencies with responsibilities in the areas of health; education and culture, justice, social work, vocational training and employment, infrastructure, youth and sport and promoting equality, as well as representatives of public and private, non governmental organisations, associations representing the interests of people with disabilities, people with expertise in the area of disability and others considered to be relevant.”

(The National Policy for Inclusion and Promotion of the Rights of People with Disabilities; Chapter 6)

Task Force

A task force was established including:

- A disability focal point and 3 representative technical staff nominated by each Minister / Secretary of State to plan for their Ministry
- MSS representatives
- Representatives of civil society (technical expertise from NGOs and INGOs)
- Representatives of the Disability Working Group; and people with disabilities.

The task force is a technical group mandated to support each Ministry to develop and implement their own action plan of disability inclusive actions to be included in the overall Ministry action plans and budgets.

Disability Focal Points.....

- Have been nominated by their Minister / Secretary of State
- Contribute to action planning for disability
- Monitor if disability actions are included in their ministry plans and budgets
- Coordinate within their Ministry to include disability actions
- Coordinate with MSS

Costing and financial requirements

“Although there are costs associated with including people with a disability, these are far outweighed by the long-term financial benefits to individuals, families and society. Furthermore, these costs are often minimal when disability-inclusive practices are present from the planning and design phase. For example, it has been estimated that using universal design principles to make a community centre and a school accessible only added 0.47% and 0.78% to the overall respective costs”

(CBM; Inclusion Made Easy, A quick program guide to disability in development; p.10)

The National Policy for Inclusion and Promotion of the Rights of People with Disabilities states:



“In order to ensure the implementation of the strategies provided in this policy, each governmental department and state agency must include in its annual action plan, activities to promote the rights of people with disabilities and an annual budget for this purpose”



"The cost of integrating accessibility into new buildings and infrastructure into new buildings can be negligible, amounting to less than 1 per cent of the capital development cost. By contrast, adaptations to completed buildings can reach as much as 20 per cent of the original cost. It therefore makes sense to integrate accessibility considerations into projects at the early stages of the design process. Accessibility should also be a consideration when funding development projects."

(UNICEF, State of the World's Children 2013: Children with Disabilities - Executive Summary, page 5)

Checklist for using the National Disability Action Plan

- ✓ The National Disability Action Plan can be used within the planning and budgeting cycle.
- ✓ It is a brief guide on what is disability, what the problems are, and what to do in each sector.
- ✓ Each Ministry and Secretary of State can refer to the national action plan and transfer actions from it to their ministerial action plans and budgets

Checklist for MSS / DNACS (coordination):

?	Have you given responsibility to staff to implement the interministerial coordination meetings?
?	Have you put a task force meeting into quarterly action plans and budgets?
?	Have you kept the Minister and Vice Minister of MSS up to date so that they can coordinate other Ministers and Secretaries of State to include the disability action plan in the ministry action plans and budgets?
?	

Checklist for Disability Focal Points (Monitoring and action planning):

?	Have you checked your ministry action plans and budgets?
?	Do you know what actions are included from the disability action plan?
?	Is there a budget?
?	Do you know what actions have been completed?
?	Have you checked the quarterly and annual reports of each ministry?
?	Do you know how to get information?
?	Have you attended the task force meetings organised by MSS to share the information?
?	

Checklist for Task Force (Monitoring and action planning):

?	Has the task force reviewed the action plan – What is the progress? What has been achieved?
?	Has the task force identified the priority actions for the following year?
?	

TECHNICAL SUPPORT AVAILABLE

ORGANISATIONS PROVIDING SERVICES FOR PEOPLE WITH DISABILITIES

Organisation	Contact details	Geographical range
AGAPE	Wennie Fernandes 77242039 nelson2et@yahoo.com	Dili
<p>Learning institution for people with a hearing impairment Main activities:</p> <ul style="list-style-type: none"> ➤ Awareness raising (in the community, national level, using the media) ➤ Income generating activities and livelihoods ➤ Sign Language development; use and interpretation ➤ Sports for people with a hearing impairment ➤ Teaching students with a hearing impairment ➤ Training in music and the arts 		
AHISAUN	Nikson Mendes 772342534 Nikmen_88@ymail.com	Dili and Ermera
<p>Training Centre for people with a disability (physical impairment) Main activities</p> <ul style="list-style-type: none"> ➤ Income generating activities and livelihoods ➤ School support ➤ Skills training:- IT; business ➤ Training in music and the arts 		
Alma Sisters	Madre 331 3024 almadili@yahoo.com	Dili
<p>Centre for orphans and children with a disability (physical and learning impairment) Main activities:</p> <ul style="list-style-type: none"> ➤ Physical Therapy ➤ Home visits 		
National Rehabilitation Centre (former ASSERT)	Rui Manuel Exposto General Director 3310373 ruiexposto@yahoo.com	Dili + districts
<p>National Rehabilitation Centre (physical impairment) Main activities:</p> <ul style="list-style-type: none"> ➤ Rehabilitation Services (Physical Therapy, Occupational Therapy) ➤ Orthopedic Services : Prosthetics, Orthotics, Assistive Devices (uses ISPO standards) ➤ Wheelchair assessment and provision (uses WHO standards) ➤ Community Program using Community Based Rehabilitation strategy: identification and home visits, outreach activities, training to parents, access to education, advocacy, sports, networking ➤ Referral 		

Clinika Uma Ita Nian		Aileu
<p>Clinic (physical impairment) Main Activities:</p> <ul style="list-style-type: none"> ➤ Health Services: consultation, nutrition support ➤ Physical Rehabilitation ➤ CBR program : home visits and treatment, education, ➤ Tricycle production – St. Francis of Assisi workshop 		
DWG (Disability Working Group)	Jonio Soares, secretariat coordinator 78256886 dwgcoordinator@gmail.com	Dili and all districts
<p>The umbrella body for organisations working in the disability sector (all types of disability) Main Activities:</p> <ul style="list-style-type: none"> ➤ Advocacy ➤ Awareness raising (in the community, national level, using the media) ➤ Capacity building and training ➤ Coordination and information sharing 		
ETBU (East Timor Blind Union)	Domingos Gusmao 77509890 (Mafalda) etbuorganization@yahoo.com	Dili
<p>Disabled People’s Organisation (visual impairment) Main Activities:</p> <ul style="list-style-type: none"> ➤ Advocacy ➤ Awareness raising (in the community, national level, using the media) ➤ Braille Training ➤ Mobility training ➤ Training in IT ➤ Training in music and the arts 		
HDMTL	Tomas Aparicio 77836597 hdmtl2011@gmail.com	Dili
<p>Disabled People’s Organisation (visual impairment) Main Activities:</p> <ul style="list-style-type: none"> ➤ Advocacy ➤ Awareness raising (in the community, national level, using the media) ➤ Braille Training ➤ Mobility training ➤ Training in music and the arts 		
Katilosa	Laurentino Gutteres 7723 3857 glaurentino@yahoo.com	Baucau
<p>Centre for people with disabilities (physical impairment) Main activities:</p> <ul style="list-style-type: none"> ➤ Advocacy ➤ Awareness raising (in the community, national level, using the media) ➤ Community Based Rehabilitation 		

<ul style="list-style-type: none"> ➤ Identification of people with disabilities ➤ Inclusive education ➤ Income generating activities and livelihoods ➤ Physiotherapy ➤ Rehabilitation (Physical) ➤ Training in handicrafts 		
Klibur Domin	Joaquim Soares 77232016 kliburdomin@gmail.com	Tibar: Dili, Ermera, Liquica
<p>Centre for people with disabilities (physical impairment)</p> <p>Main activities:</p> <ul style="list-style-type: none"> ➤ Advocacy ➤ Assessment and referral systems and tools ➤ Awareness raising (in the community, national level, using the media) ➤ Community Based Rehabilitation ➤ Identification of people with disabilities ➤ Medical Rehabilitation ➤ Social Assistance 		
Pradet	Manuel do Santos 332 1562 pradet.timorlorosae@yahoo.com	Hospital Nacional Guido Valadades, Dili
<p>Rehabilitation Centre (psychosocial disabilities)</p> <p>Main activities:</p> <ul style="list-style-type: none"> ➤ Advocacy ➤ Assessment and referral systems and tools ➤ Awareness raising (in the community, national level, using the media) ➤ Community education on mental illness ➤ Rehabilitation (psychosocial) - (counselling) <p>Also: Safe Room (for victims of domestic violence; sexual assault and child abuse); Prison Programme (psychosocial services for young people); Counter trafficking programme</p>		
RHTO (Ra'es Hadomi Timor Oan)	Joaozito dos Santos 7732 9907 jeryhuro@yahoo.com	Dili and 13 districts
<p>Disabled People's Organisation (all impairments)</p> <p>Main Activities:</p> <ul style="list-style-type: none"> ➤ Advocacy ➤ Awareness raising (in the community, national level, using the media) ➤ Community Based Rehabilitation ➤ Community education on mental illness ➤ Identification of people with disabilities ➤ Inclusive education ➤ Income generating activities and livelihoods 		
Special Olympics	Maria Domingas Fernando Alves	Dili, Becora
<p>Organisation for sports for people with an intellectual disability</p> <p>Main activities:</p> <ul style="list-style-type: none"> ➤ Sports for people with disabilities ➤ Training and awareness raising with families of people with disabilities 		

<ul style="list-style-type: none"> ➤ 'Healthy athletes' ➤ Regional, national and world games 		
National Paralympic Committee of Timor-Leste	Julian Soares de Silva 726 8642/738 6398 cpntls_08@yahoo.com	Dili, Comoro
<p>Organisation for sports for people with a physical disability</p> <p>Main activities:</p> <ul style="list-style-type: none"> ➤ Sports for people with disabilities ➤ National, regional and Asian games 		
Sao Joao de Deus		Laclubar, Manatuto District
<p>Rehabilitation Centre (Mental health)</p> <p>Main Activities:</p> <ul style="list-style-type: none"> ➤ Acute care for people with mental illness (3 months in-patient care) referred by Ministry of Health 		

Further organisations working for people with disabilities include:

- East Timor Epilepsy Awareness
- Fred Hollows Foundation – people with a visual impairment
- Fuan Nabilan Same - Organisation for people with a visual impairment

Current international supporters and donors:

- **Ausaid:** Inclusive Development Programmes; Accessibility Guide
- **CBM:** Physical and psychosocial rehabilitation
- **European Commission**
- **Handicap International:** Promoting Rights of people with disabilities; Inclusive Education and Inclusive Disaster Risk Reduction
- **JICA:** Volunteer programme
- **PLAN International Timor Leste:** Inclusive Education
- **The Leprosy Mission Timor Leste:** CBR and medical assistance; drug treatments; livelihoods and watsan interventions

Disability Focal Points and technical staff nominated by their Ministers and Secretaries of State

Institution	Name	Position	Role	Contacts
Ministry of Health	Francisco B.C. Soares	Chefe Unid NCDC	Disability Focal Point	77339503
	Dr Herculano Seixas dos Santos	Chefe Dep NCDC	Technical staff	77339147
	Maria Elena Braz	Staff	Technical staff	77268860
	Basilio Pinto	Gabinete Politika	Technical staff	
Ministry of Education	Jose Monteiro	Chefe Unidade	Disability Focal Point	
	Natercia da Conceicao Araujo	Staff	Technical staff	77322982
	Georgina de Jesus	Staff	Technical staff	77104695
Secretary of State of Vocational Training and Employment	Catarina do Santos		Disability Focal Point	77742950
	Augustu Assis Gomes	Resp. SACNT	Technical staff	77132865
	Francisco Borromeu	Staff	Technical staff	77979955
Ministry of Justice	Maximiano Fernandes		Disability Focal Point	78025045
	Assis dos Santos		Technical staff	77041854
	Rita C. S. Fernandes		Technical staff	77633486
	Mateus da Conceicao Rocha		Technical staff	
Secretary of State for Promotion of Equality	Herminoio Xavier	Chefe Dept.	Technical staff	77326621
	Seleste Gonsalves	Chefe Dept.	Technical staff	
Ministry of Public Works	Dominigos L. Belo	DNPOF	Disability Focal Point	78011070
	Lino Pereira	DNE	Technical staff	77813843
	Mauricio Fraga	DNE	Technical staff	77254488
	Jose Freitas	DNEPCC	Technical staff	77327999
Secretary of State for Youth and Sport	Marcos da Costa	Chefe Dept.	Technical staff	77908552
	Afonso Malakias	Staff	Technical staff	77240047
	Joao Lemos	Chefe Dep. Juven.	Technical staff	77930351
Secretary of State for Social Communication	Juvinal da Costa Ximenes Pires	Staff	Disability Focal Point	

	Orlando da Conceicao	Direc. DNDI	Technical staff	77326627
	Luis Evaresto	Direc. CRC	Technical staff	
Ministry of Transport and Telecommunication	Marcal Pinto		Disability Focal Point	77009932
	Ana Paula		Technical staff	
	Julio Soares		Technical staff	
	Adelina de Andrade		Technical staff	
	Natalino do Rosario		Technical staff	

MSS, MdS, MdJ, MdE, MTC, MOP, SEPI, SEPFOPE, SEJD, SEKOMS

