



Kingdom of Cambodia
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ROYAL GOVERNMENT OF CAMBODIA
National Disability Strategic Plan
2024-2028



Disability Action Council
2024



Publication of the Disability Action Council

In cooperation with the Ministry of Social Affairs, Veterans and Youth Rehabilitation

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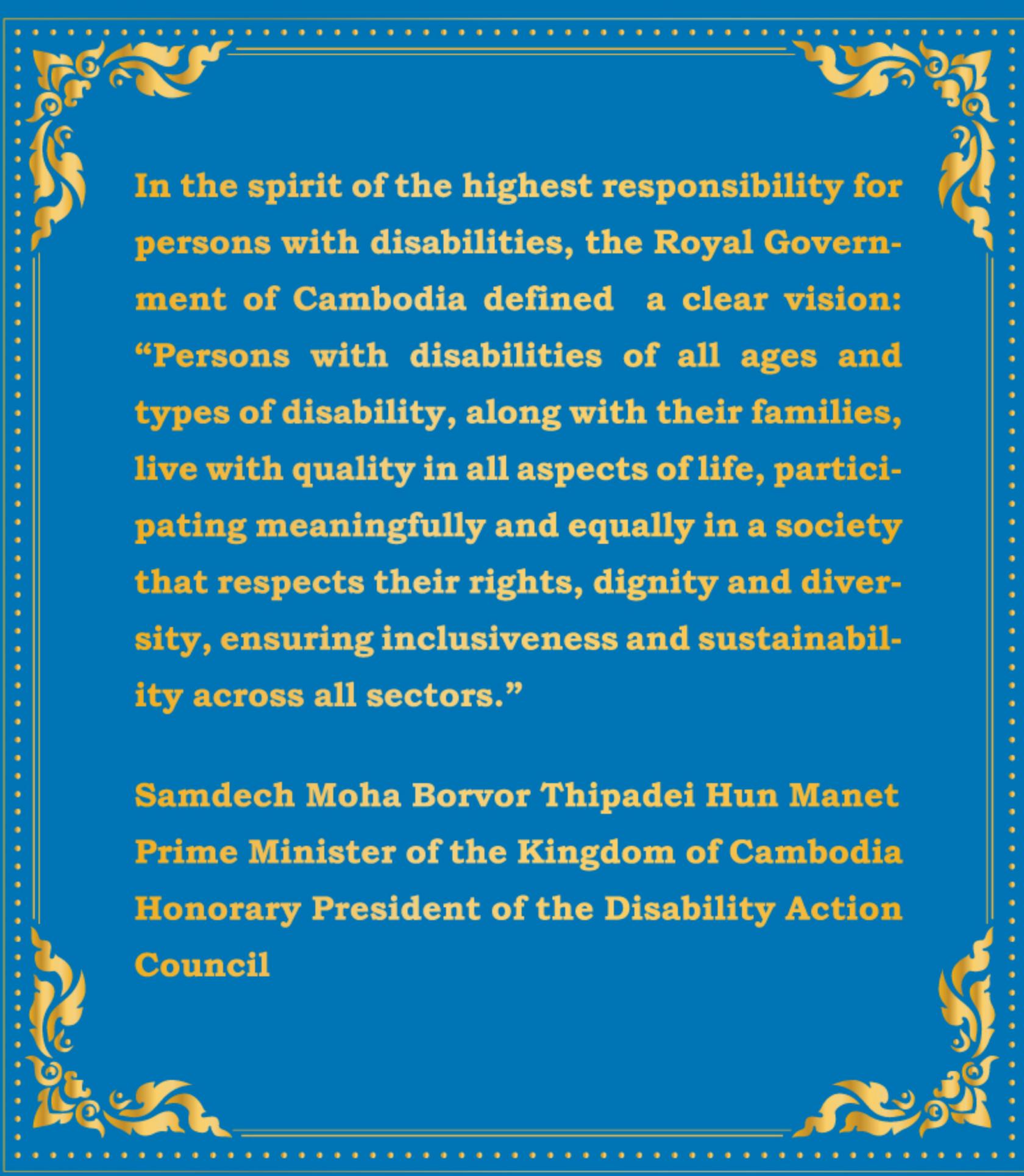


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**According to the 2019 General
Population Census of Cambodia,
there are 689,532 persons
with disabilities in Cambodia;
equal to 4.9% of the total
population**





In the spirit of the highest responsibility for persons with disabilities, the Royal Government of Cambodia defined a clear vision: “Persons with disabilities of all ages and types of disability, along with their families, live with quality in all aspects of life, participating meaningfully and equally in a society that respects their rights, dignity and diversity, ensuring inclusiveness and sustainability across all sectors.”

**Samdech Moha Borvor Thipadei Hun Manet
Prime Minister of the Kingdom of Cambodia
Honorary President of the Disability Action
Council**



His Excellency Chea Somethy, Minister of Social Affairs, Veterans and Youth Rehabilitation and President of the Disability Action Council





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Disability Action Council

Remarks by

His Excellency Chea Somethy, Minister of Social Affairs, Veterans and Youth Rehabilitation and President of the Disability Action Council

Over the past two decades, Cambodia has made significant strides forward, with progress in all areas, particularly in improving the quality of life of the people. At the same time, Cambodia has been steadily developing the economic, social, and cultural sectors and has recognized the need to address the challenges faced by persons with disabilities, which are changing at an unprecedented pace. By focusing on and considering the impact on the lives of all Cambodians, particularly persons with disabilities, vulnerable people, and the elderly, it is crucial to incorporate accelerating factors into national development planning, including visions and strategies related to the disability sector, which is essential to prepare Cambodia to be ready better seize opportunities especially through the inclusion of persons with disabilities, in the process of economic growth.

In this context, participation in the implementation of laws, policies, national legal frameworks, and international instruments is a primary duty for all of us. The Royal Government of Cambodia (RGC) has undertaken profound reforms, including through the National Disability Strategic Plan, in alignment with development context, principles of good governance, a professional code of conduct on leadership and management, and inclusion. As of 2024, the RGC has put into force two phases of the National Disability Strategic Plan, concurrent with the National Assembly: Phase one from 2014 to 2018, and Phase two from 2019 to 2023. The two phases of the National Disability Strategic Plan have served as a roadmap for ministries, public institutions, the private sector, civil society organizations, and other relevant stakeholders that contribute to promoting the rights, freedoms, and full participation of persons with disabilities in society, as well as addressing their specific needs and challenges to improve the quality of life of persons with disabilities in society. The National Disability Strategic Plans for 2014-2018 and 2019-2023 were developed in line with the third and fourth phases of the Royal Government's Rectangular Strategy, and align with international instruments, particularly the Convention on the Rights of Persons with Disabilities, which Cambodia ratified on 20 December 2012. As a result, ministries, institutions, provincial administrations, and development partners have achieved fruitful results, as highlighted in the report on the implementation of the National Disability Strategic Plan 2019-2023.

The development and implementation of the third phase of the National Disability Strategic Plan 2024-2028 (NDSP3) is a continuation of the reform program

in line with the first phase of the Pentagonal political and strategic program. This initiative was carried out during the 7th legislature of the National Assembly under the capable, strong, talented, wise, ethical, moral leadership of **Samdech Moha Borvor Thipadei Hun Manet**, Prime Minister of the Kingdom of Cambodia and Honorary President of the Disability Action Council.

The NDSP3 aims to achieve the goals and objectives set forth in the Law on the Protection and Promotion of the Rights of Persons with Disabilities, the Convention on the Rights of Persons with Disabilities, the Jakarta Declaration on the Decade of Persons with Disabilities in the Asia-Pacific Region 2023-2032, and other relevant national and international instruments. The NDSP3 outlines priority areas, strategic objectives, and key strategies to address the needs and challenges faced by persons with disabilities, aiming to enhance the capacity of ministries and institutions, strengthen social and economic infrastructure, and create opportunities for poverty reduction and to promote decent living conditions for persons with disabilities and support their effective and equitable participation in society.

To make the rights of persons with disabilities real during the 7th legislature of the Royal Government, this NDSP3 outlines the objectives and implementation strategies, focusing on seven key priority areas:

1. Work, employment and economic security
2. Health, rehabilitation and well-being
3. Education and lifelong learning
4. Social protection and adequate standard of living
5. Inclusive and accessible communities
6. Gender equality, safety, rights and justice
7. Situations of risk, disaster and climate change

The NDSP3 serves as a medium-term roadmap aimed at enhancing the well-being of persons with disabilities in Cambodia, outlining a strategic model, expected results, implementing institutions, timelines, and resources, while establishing clear monitoring mechanisms to ensure successful implementation. Importantly, the NDSP3 is designed to be flexible, enabling the RGC to update and refine its goals or strategic objectives in response to economic and social developments, and it also provides a framework for ongoing step by step monitoring and evaluation.

The NDSP3 was developed with input from ministries, government institutions, development partners, organizations of persons with disabilities, civil society organizations, disability experts, and, most importantly, persons with disabilities themselves, aiming to serve the best interests of persons with disabilities at both the national and subnational levels.

On this special occasion, I would like to express my heartfelt gratitude on behalf of the Disability Action Council and the Ministry of Social Affairs, Veterans , and Youth Rehabilitation and extend my deepest appreciation to the leaders and officials of the

Disability Action Council-Secretariat General, the Council of Ministers, the Council of Jurists, the National Council of Khmer Language, and the Economic, Social, and Cultural Council, line ministries, institutions, development partners, organizations of persons with disabilities, civil society organizations, disability experts and especially persons with disabilities, for their tireless efforts, collaborative thinking, working and responsibility to ensure a comprehensive and responsive NDSP3.

I sincerely hope that ministries, institutions, national and sub-national authorities, development partners, organizations of persons with disabilities, national and international organizations, civil society organizations, the private sector, and all stakeholders will actively engage in promoting and implementing the NDSP3 to be more effective than previous NDSP, to ensure that persons of all ages and types of disability can live quality lives and participate meaningfully and equally in a society that respects their rights, dignity, and diversity.

02 December 2024

Signature

His Excellency Chea Somethy

Minister of Social Affairs, Veterans and Youth
Rehabilitation and President of the Disability
Action Council



KINGDOM OF CAMBODIA

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Royal Government of Cambodia

National Disability Strategic Plan

2024-2028

Disability Action Council

2024

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Samdech Moha Borvor Thipadei Hun Manet
Prime Minister of the Kingdom of Cambodia
Honorary President of the Disability Action
Council



In this regard, the RGC ratified the Convention on the Rights of Persons with Disabilities on 20 December 2012, and adopted the Law on the Protection and Promotion of the Rights of Persons with Disabilities through Royal Decree No. NS/RKM/0709/010 dated 3 July 2009. Importantly, the RGC has launched the NDSP3, which marks the third phase of an initiative aimed at creating a vision and roadmap for a society that eliminates barriers for persons with disabilities, aligns with the global principle to “leave no one behind”, and seeks to ensure that persons with disabilities of all ages and types of disability can lead fulfilling lives in all aspects and participate equally in an inclusive society that respects their rights, dignity, and diversity.

The RGC established the Disability Action Council as a national coordination and advisory mechanism for disability issues. The Council has fulfilled its role with great responsibility through campaigns to increase awareness and disability inclusion across all sectors, including social affairs, the economy, health, education, tourism, gender, agriculture, employment, sports, the arts, culture, religion, information, and justice etc.

Over the past five years, the RGC has issued and implemented numerous legal frameworks and guidelines, particularly the Law on the Protection and Promotion of the Rights of Persons with Disabilities, the National Disability Strategy Plan 2019-2023, and the National Social Assistance Program’s Family Package, which includes a cash transfer program for persons with disabilities, aiming to ensure that persons with disabilities and their families enjoy a good quality of life and can participate actively and equally in a society that respects their rights and dignity.

On behalf of the RGC, I would like to express my deep gratitude to His Excellency **Chea Somethy**, Minister of Social Affairs, Veterans and Youth Rehabilitation, and President of the Disability Action Council, the ministries, institutions, development partners, the private sector, civil society organizations, communities, Organizations of Persons with Disabilities and Women and Children with Disabilities Forums and persons with disabilities for their active participation and the technical and financial support they have provided, which has significantly contributed to improving the situation of persons with disabilities in Cambodia.

Once again, I urge the Disability Action Council to continue coordinating and consulting with all ministries, institutions, and relevant partners to implement the strategy more effectively and achieve fruitful results that serve the best interests of persons with disabilities and their families, ensuring a positive and progressive change in the living standards and quality of life for all persons with disabilities in Cambodia.

Phnom Penh, Friday 29 November 2024

Prime Minister

Signature

Samdach Moha Bovor Thipadei Hun Manet

List of Abbreviations and Acronyms

No.	Khmer/English abbreviation	Full Words in Khmer	Full Words in English
1	ក.ស.ជ./DAC	ក្រុមប្រឹក្សាសកម្មភាពជនពិការ	Disability Action Council
2	ក.ស.ជ.រ.ខ./ DAC-MP	ក្រុមប្រឹក្សាសកម្មភាពជនពិការរាជធានី ខេត្ត	Disability Action Council Municipality/Province
3	គ.ជ.គ.ម./ NCDM	គណៈកម្មាធិការជាតិគ្រប់គ្រងគ្រោះមហន្ត រាយ	National Committee for Disaster Management
4	គ.ជ.អ.ប./ NCDD	គណៈកម្មាធិការជាតិសម្រាប់ការអភិវឌ្ឍ តាមបែបប្រជាធិបតេយ្យនៅថ្នាក់ក្រោម ជាតិ	National Committee for Sub-National Democratic Development
5	ផ.យ.ជ.ព.១./ NDSP1	ផែនការយុទ្ធសាស្ត្រជាតិស្តីពីពិការភាព ២០១៤-២០១៨	National Disability Strategic Plan 2014- 2018
6	ផ.យ.ជ.ព.២./ NDSP2	ផែនការយុទ្ធសាស្ត្រជាតិស្តីពីពិការភាព ២០១៩-២០២៣	National Disability Strategic Plan 2019- 2023
7	ផ.យ.ជ.ព.៣./ NDSP3	ផែនការយុទ្ធសាស្ត្រជាតិស្តីពីពិការភាពឆ្នាំ ២០២៤-២០២៨	National Disability Strategic Plan 2024- 2028
8	ម.ជ.ជ./NSAF	មូលនិធិជាតិជំនួយសង្គម	National Social Assistance Fund
9	ម.ជ.ព./PWDF	មូលនិធិជនពិការ	Persons With Disabilities Foundation
10	ស.អ.យ./ MoSVY	ក្រសួងសង្គមកិច្ច អតីតយុទ្ធជន និងយុវ នីតិ សម្បទា	Ministry of Social Affairs, Veterans and Youth Rehabilitation
11	អ.ក.ស.ជ./ DAC- SG	អគ្គលេខាធិការដ្ឋានក្រុមប្រឹក្សាសកម្មភាព ជនពិការ	Disability Action Council Secretariat General
12	អ.ប.វ./TVET	អប់រំបណ្តុះបណ្តាលបច្ចេកទេសនិងវិជ្ជាជីវៈ	Technical and Vocational Education and Training

13	អាជ្ញាធរមីន /CMAA	អាជ្ញាធរកម្ពុជាគ្រប់គ្រងសកម្មភាពកំចាត់មីន និងសង្គ្រោះជនពិការដោយសារមីន	Cambodian Mine Action and Victim Assistance Authority
14	APMBC	អនុសញ្ញាស្តីពីការហាមប្រាម ការប្រើប្រាស់ ការស្តុក ការផលិត និងផ្ទេរគ្រាប់មីនប្រឆាំងមនុស្ស និងការបំផ្លាញគ្រាប់មីន	Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction
15	AT	ឧបករណ៍ជំនួយឬបច្ចេកវិទ្យានៃគ្រឿងជំនួយ	Assistive Technology
16	CDHS	ការអង្កេតប្រជាសាស្ត្រនិងសុខភាពកម្ពុជា	Cambodia Demographic and Health Survey
17	CIP	កម្មវិធីវិនិយោគឃុំ សង្កាត់	Commune Investment Program
18	CBID	ការអភិវឌ្ឍសហគមន៍តាមបែបបរិយាបន្ន	Community Based Inclusive Development
19	CDPO	អង្គការជនពិការកម្ពុជា	Cambodian Disabled People's Organization
20	CRPD	អនុសញ្ញាស្តីពីសិទ្ធិជនពិការ	Convention on the Rights of Persons with Disabilities
21	CSDGs	ក្របខ័ណ្ឌគោលដៅអភិវឌ្ឍប្រកបដោយចីរភាពកម្ពុជា	Cambodian Sustainable Development Goals Framework
22	DAWG	ក្រុមការងារសកម្មភាពជនពិការ	Disability Action Working Group
23	DMIS	ប្រព័ន្ធបច្ចេកវិទ្យាព័ត៌មានសម្រាប់គ្រប់គ្រងពិការភាព	Disability Management Information System
24	DRA	រដ្ឋបាលសិទ្ធិជនពិការ	Disability Rights Administration
25	DRR	ការកាត់បន្ថយហានិភ័យគ្រោះមហន្តរាយ	Disaster Risk Reduction
26	DWPD	នាយកដ្ឋានសុខុមាលភាពជនពិការ	Department of Welfare for Persons with Disabilities
27	ERW	សំណល់ជាតិផ្ទុះពីសង្គ្រាម	Explosive Remnants of War
28	GBV	អំពើហិង្សាពាក់ព័ន្ធនឹងយេនឌ័រ	Gender-based violence

29	HEF	មូលនិធិសមធម៌សុខាភិបាល	Health Equity Fund
30	IDPoor	កម្មវិធីអត្តសញ្ញាណកម្មគ្រួសារក្រីក្រ	Identification of Poor Households Program
31	M&E	ការតាមដានត្រួតពិនិត្យនិងវាយតម្លៃ	Monitoring and Evaluation
32	NAPVAW3	ផែនការសកម្មភាពជាតិ ដើម្បីទប់ស្កាត់អំពើហិង្សាលើស្ត្រី២០១៩-២០២៣	National Action Plan to Prevent Violence Against Women 2019-2023
33	NEA	ទីភ្នាក់ងារជាតិមុខរបរនិងការងារ	National Employment Agency
34	NIS	វិទ្យាស្ថានជាតិស្ថិតិ	National Institute of Statistics
35	NISE	វិទ្យាស្ថានជាតិអប់រំពិសេស	National Institute of Special Education
36	NGO	អង្គការមិនមែនរដ្ឋាភិបាល	Non-governmental organization
37	NPCC	គណៈកម្មាធិការជាតិប៉ារ៉ាឡាំពិកកម្ពុជា	National Paralympic Committee of Cambodia
38	NSPC	ក្រុមប្រឹក្សាជាតិគាំពារសង្គម	National Social Protection Council
39	OPD	អង្គការតំណាងជនមានពិការភាព	Organization of Persons with Disabilities
40	SDGs	គោលដៅអភិវឌ្ឍន៍ប្រកបដោយចីរភាព	Sustainable Development Goals
41	SHG	ក្រុមជួយខ្លួនឯង	Self Help Group
42	UHC	ការគ្របដណ្តប់សុខភាពជាសកល	Universal Health Coverage
43	UN	អង្គការសហប្រជាជាតិ	United Nations
44	UNDP	កម្មវិធីអភិវឌ្ឍន៍សហប្រជាជាតិ	United Nations Development Programme
45	VTC	មជ្ឈមណ្ឌលបណ្តុះបណ្តាលវិជ្ជាជីវៈ	Vocational Training Centre
46	WHO	អង្គការសុខភាពពិភពលោក	World Health Organization
47	WWDF	អង្គការវេទិកាស្ត្រីនិងកុមារមានពិការភាព	Women With Disabilities Forum

1. Introduction

The National Disability Strategic Plan 2024-2028 (NDSP3) has been developed as a continuation of the previous National Action Plans for persons with disabilities, including victims of unexploded ordnances 2009-2011 extended to 2013, the NDSP 2014-2018 and the NDSP 2019-2023. The NDSP3 reflects, accelerates, and contributes to the implementation of the Convention on the Rights of Persons with Disabilities, the Law on the Promotion and the Protection of the Rights of Persons with Disabilities, the Jakarta Declaration on the Asian and Pacific Decade of Persons with Disabilities 2023–2032, the Incheon Strategy “Make the Right Real,” the National Strategic Development Plan, the Sustainable Development Goals, and particularly the Pentagonal Strategy, Phase 1 of the Royal Government of Cambodia in the 7th legislature of the National Assembly.

In the current global context and trends, the RGC has been addressing political changes and new challenges related to serious public health crises, escalating global geopolitical conflicts, climate change, and global economic uncertainties, while also responding to the needs of people from all walks of life.

The RGC, through the Disability Action Council, has addressed these challenges by developing the NDSP3 through extensive consultations at both national and sub-national levels, with a strong sense of responsibility and the active participation of representatives from ministries, institutions, development partners, the private sector, CSOs, OPDs, non-governmental organizations, and persons with disabilities themselves, and collectively approached the issues in a comprehensive manner to ensure that the views and needs of persons with disabilities are adequately reflected in this strategic plan.

The Disability Action Council-Secretariat General led and coordinated the preparation of the NDSP3 with the support of the United Nations Development Programme (UNDP) and development partners which involved a thorough analysis of the vision, mission, goals, objectives, strategic framework, activities, financial resources, and monitoring and evaluation components within this national strategic plan.

The NDSP3 is based on and aligned with four main legal frameworks: 1) the Pentagonal Strategy Phase 1 and the Political Platform of the Royal Government of Cambodia, 7th Legislature of the National Assembly; 2) the Law on the Protection and the Promotion of the Rights of Persons with Disabilities; 3) the Convention on the Rights of Persons with Disabilities; and 4) various national and international instruments, including the Sustainable Development Goals (SDGs), the Jakarta Declaration on the Decade of Persons with Disabilities in Asia and the Pacific 2023-2032, and the ASEAN Master Plan on Disability 2025.

The NDSP3 recognizes the diversity among Cambodians with disabilities, including factors such as indigenous peoples, socioeconomic status, cultural background, identity, gender, sexual orientation, political affiliation, religious beliefs, race, and types of disability.

The NDSP3 aims to promote actions that respond to the rights and diversity of children, youth, adults, and older persons with various types of disability, regardless of their causes, including physical, visual, hearing, sensory, intellectual, and psychosocial impairments.

Persons with disabilities require a wide range of services and reasonable support throughout their lives. A comprehensive and effective approach to improving their quality of life necessitates special attention to identified gaps, such as access to services and opportunities for all persons with disabilities, proper identification of disabilities, provision of appropriate rehabilitation services, access to jobs and employment opportunities, and inclusive vocational training and education, particularly for indigenous peoples and children with disabilities.

The NDSP3 identifies gender equality and diversity as cross-cutting issues. Each objective outlines clear strategies to promote gender equality and ensure equal opportunities for women and girls with disabilities, persons of all ages with various types of disability, and persons from diverse backgrounds.

The NDSP3 outlines strategic objectives and a multi-sectoral roadmap for implementation across the entire Royal Government, coordinated by the Disability Action Council, aiming to ensure the rights of persons with disabilities and respond to their needs while also fulfilling the obligations of States Parties to implement the Convention on the Rights of Persons with Disabilities and other relevant international laws and legal frameworks. Therefore, all ministries and institutions revising or developing policies, strategic plans, or sectoral action plans must do so in a manner that reflects and aligns with this NDSP3.

2. Vision

Persons with disabilities of all ages and types of disability, along with their families, live with quality in all aspects of life, participating meaningfully and equally in a society that respects their rights, dignity and diversity, ensuring inclusiveness and sustainability across all sectors.

3. Mission

Achieve disability inclusion in the work plans and budgets of ministries and institutions, development partners, private sectors, international organizations, non-governmental organizations, and other relevant stakeholders at the national and subnational levels.

4. Goals and Objectives

4.1. Goals

- Ensure the effective implementation of laws and legal instruments related to disability, including the NDSP3, by ministries, national and sub-national institutions, development partners, civil society organizations, the private sector, and other relevant stakeholders.
- Promote the full and meaningful participation of persons with disabilities and their representative organizations in decision-making, implementation, and monitoring of

all action plans and budgets developed by ministries, institutions, and relevant stakeholders.

- Enhance and expand the provision of services, support, opportunities, and resources for persons with disabilities, their families, and communities in an equitable, non-discriminatory, and inclusive manner.

4.2. Objectives

- Strengthen the effective implementation of laws and legal frameworks related to persons with disabilities.
- Create opportunities for persons with disabilities and their representative organizations to participate in all spheres of life.
- Improve the quality of daily life of persons with disabilities and their families.

5. Strategic Framework

5.1 Strategic analysis

5.1.1 Guiding principles

The National Disability Strategic Plan 2024-2028 is based on the principles outlined in the Convention on the Rights of Persons with Disabilities:

1. Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
2. Non-discrimination
3. Full and effective participation and inclusion in society
4. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
5. Equality of opportunity
6. Accessibility
7. Equality between men and women
8. Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

5.1.2 Legislative and policy framework

Cambodia has extensive national, regional and international legal and policy frameworks to guide efforts to guarantee the rights and address the needs of persons with disabilities of all ages and types of disability.

In particular, the implementation of the NDSP3 will be guided by laws and legal frameworks related to disability which are based on human rights principles and the CRPD. To ensure alignment with other national, regional and international policies and frameworks, several key documents were considered in the development of the NDSP3, including, but not limited to:

- The Constitution of Cambodia
- The 2009 Law on the Protection and Promotion of the Rights of Persons with Disabilities
- Strategic plans and policies of ministries and institutions
 - Strategic Plan on Sectorial Development of Social Affairs, Veterans and Youth Rehabilitation 2024-2028, MoSVY
 - Health Strategic Plan 2023-2030, Ministry of Health (MoH)
 - Education Strategic Plan 2024-2028, Ministry of Education, Youth and Sport (MoEYS)
 - Neary Rattanak VI Strategic Plan 2024-2028, Ministry of Women’s Affairs (MoWA)
 - National Action Plan to Prevent Violence Against Women 2024-2028, MoWA
- Pentagonal Strategy – Phase 1 for Growth, Employment, Equity, Efficiency and Sustainability: Building the Foundation Towards Realizing the Cambodia Vision 2050
- Political Platform of the Royal Government of Cambodia of the 7th Legislature of the National Assembly for Nation Building and Defense 2023-2028
- National Social Protection Policy Framework 2016-2025
- National Policy on Early Childhood Care and Development 2010
- National Programme for Sub-National Democratic Development 2021-2030
- National Technical Vocational Education and Training Policy 2017-2025
- National Employment Policy 2015-2025
- Policy on Inclusive Education 2018
- National Policy on Development of Indigenous Peoples 2009
- Cambodian Sustainable Development Goals Framework 2016-2030
- Convention on the Rights of Persons with Disabilities
- Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction (APMBC)
- Jakarta Declaration on the Asian and Pacific Decade of Persons with Disabilities, 2023-2032
- Sendai Framework for Disaster Risk Reduction 2015-2030.

5.2 Strategic Objectives and Objectives

The National Disability Strategic Plan 2024-2028 sets out a comprehensive framework for implementing appropriate protections, services, supports, and opportunities for persons with disabilities. Each strategic objective and sub-objective reflects the strategies emphasized in the main strategies of the Royal Government and the strategic plans of relevant ministries and institutions. Following consultations with stakeholders, the NDSP3 focuses on seven strategic objectives:

1. Work, employment and economic security
2. Health, rehabilitation and well-being
3. Education and lifelong learning
4. Social protection and adequate standard of living
5. Inclusive and accessible communities
6. Gender equality, safety, rights and justice
7. Situations of risk, disaster and climate change

For each strategic objective, a desired outcome is defined, followed by a description of the objectives and strategies to achieve the desired outcome.

5.2.1 Strategic Objective 1: Work, employment and economic security

Outcome: Persons with disabilities enjoy economic security through improved access to employment, jobs and livelihood opportunities to enhance their independent living.

Objective 1.1: Increase the number of persons with disabilities engaged in paid employment

Strategies:

- 1.1.1. Raise awareness with the government and private sectors, including factories, enterprises, private companies, and micro-finance institutions, of obligations under the legal framework for employment of persons with disabilities, such as the quota, recruitment criteria, accessibility and reasonable accommodation in the workplace for persons with disabilities.
- 1.1.2. Improve recruitment procedures and report on the implementation of the sub-decree on determining the quota and procedures for recruiting persons with disabilities for employment.
- 1.1.3. Enhance collaboration with the National Employment Agency (NEA) to promote disability inclusion in all employment forums and activities.
- 1.1.4. Establish job coaching and job matching mechanisms, including referrals to vocational training, with clear roles and responsibilities and structures, including through MoSVY's OAKAS-App, the NEA and other job search systems.
- 1.1.5. Conduct research with the private sector, with the participation of persons with disabilities, to collect data and information on the needs of persons with disabilities for employment, including types of jobs, qualifications, capacities, work experience, success factors and effectiveness of support mechanisms and reasonable accommodations.
- 1.1.6. Enhance awareness campaigns through social media and other digital mechanisms to increase the recruitment of persons with disabilities within government and the private sector.
- 1.1.7. Raise awareness among families of persons with disabilities on capacities and job opportunities.
- 1.1.8. Support and encourage employers who have hired persons with disability to extend more job opportunities for persons with disabilities, through incentives from the RGC.
- 1.1.9. Develop and implement comprehensive mechanisms to support employers to increase job opportunities for persons with disabilities through the creation and utilisation of relevant resources and tools.
- 1.1.10. Strengthen collaboration among ministries, institutions, private sector, OPDs, and other relevant stakeholders to share lessons learned in policy development to promote disability inclusion through meaningful and equal participation.
- 1.1.11. Develop and implement policies using a twin-track approach to encourage the implementation of disability-related initiatives with policies and interventions,

and promote disability inclusion in all aspects of employment, removing barriers to equitable employment opportunities.

Objective 1.2: Improve the livelihoods of persons with disabilities and their families through entrepreneurship and self-employment

Strategies:

- 1.2.1. Enhance access to skills training for persons with disabilities, including financial literacy, entrepreneurship, management, and running a business.
- 1.2.2. Promote disability inclusion in the financial sector, through establishing or facilitating mechanisms and eliminating barriers for persons with disabilities to access start-up capital for a small business, in collaboration with financial institutions and micro finance institutions. Increase special loan programs with low interest rates for persons with disabilities to create and expand businesses; establish mechanisms and training programs to support entrepreneurs with disabilities who are running small businesses by linking them with successful entrepreneurs for exchanging experiences and lessons.
- 1.2.3. Strengthen and expand self-help groups aiming to improve income generation for persons with disabilities in their community.
- 1.2.4. Promote disability inclusion as a fundamental right of persons with disabilities by demonstrating the economic benefits of providing employment and livelihood opportunities for persons with disabilities in the public and private sectors.
- 1.2.5. Promote policy and regulation supports for entrepreneurs with disabilities through the development of enabling environment for the private sector, including simplifying business registration and offering tax incentives.

Objective 1.3: Increase the number of persons with disabilities participating in technical vocational training programs

Strategies:

- 1.3.1. Strengthen collaboration between government, employer networks, organizations and relevant institutions to ensure vocational training offered are appropriate to the job market and to promote and facilitate learning, internships, and job search.
- 1.3.2. Develop and disseminate disability-inclusive information about Technical and Vocational Education and Training (TVET) programs.
- 1.3.3. Encourage and facilitate persons with disabilities to enrol in training through existing TVET support programs.
- 1.3.4. Promote disability inclusion in the TVET system, including through: the training to teachers, service providers, and policymakers; training program development; methodologies and training materials to address the needs and competency of persons with disabilities; and providing reasonable accommodation.
- 1.3.5. Assist persons with disabilities to access TVET programs, through outreach and mobile job centres in communities.
- 1.3.6. Promote and enhance learning opportunities for persons with disabilities to study through technology.

- 1.3.7. Strengthen collaboration with financial institutions to develop digital finance applications appropriate for persons with all types of disability and to increase their access to financial services.
- 1.3.8. Develop and implement awareness campaigns to all institutions, stakeholders and communities on the importance of disability inclusion in the financial sector and the rights of persons with disabilities to equitable access to financial services.

Objective 1.4: Promote accessibility standards and provide reasonable accommodation for persons with disabilities at Vocational Training Centres (VTC)

Strategies:

- 1.4.1. Identify gaps in the provision of accessibility and reasonable accommodation at VTCs and implement a program to improve access for persons with disabilities.

Objective 1.5: Increase the number of persons with disabilities accessing all types of disability-inclusive financial services

Strategies:

- 1.5.1. Integrate a specific strategy or targets focused on financial inclusion for persons with disabilities into national financial strategies or plans.
- 1.5.2. Encourage associations in the financial sector to develop technical standards related to accessibility (physical infrastructure, digital and information) related to financial services.
- 1.5.3. Establish role model financial institutions to promote financial inclusion for persons with disabilities.
- 1.5.4. Increase government-supported mechanisms to enable persons with disabilities and/or families of persons with disabilities to access safe loans, including low or no interest rates.
- 1.5.5. Strengthen the coordination mechanism between service providers and beneficiaries through a digital disability approach.
- 1.5.6. Encourage banks, microfinance institutions and foundations to provide disability-inclusive loan services.

5.2.2 Strategic Objective 2: Health, rehabilitation and well-being

Outcome: Persons with disabilities receive health, rehabilitation, and other support services, without discrimination, to improve their well-being

Objective 2.1: Improve access to equitable and quality health services across health care facilities for persons with disabilities

Strategies:

- 2.1.1. Improve effectiveness in health services for persons with disabilities to achieve Universal Health Coverage (UHC).
- 2.1.2. Build the capacity of MoH officials and service providers to understand the disability-inclusive health sector.
- 2.1.3. Prioritize persons with disabilities while providing health care services and during interventions in emergencies, pandemics, and other critical incidents.

- 2.1.4. Develop national standards, including professional codes of conduct, for disability-inclusive health care services.
- 2.1.5. Strengthen and expand strategies and mechanisms for implementing various social protection programs and schemes, including: the Health Equity Fund, the Social Security Scheme for Occupational Risks, Health Care and Pensions, the mechanism for Household IDPoor, At-Risk Households, private health insurance services, and the Disability Identification Mechanism, to ensure equitable access to health services for persons with all types of disability by developing the necessary logistics, materials, and equipment to support service provision for persons with disabilities.
- 2.1.6. Strengthen the role and responsibilities of Primary Health Care to be more disability-inclusive.
- 2.1.7. Include training on disability-inclusive health care in Pre-Service Training and In-Service Training.
- 2.1.8. Facilitate persons with intellectual and psychosocial impairment to access health services
- 2.1.9. Promote awareness raising among organizations of persons with disabilities, service providers, and other users on the rights of persons with disabilities to access quality and equitable health services.
- 2.1.10. Ensure disability-inclusion in policies, monitoring, evaluation and research related to health.

Objective 2.2: Increase equitable access to quality rehabilitation services at health care facilities and Physical Rehabilitation Centers (PRCs) for persons with disabilities, including women and children

Strategies:

- 2.2.1. Expand and move social model physical rehabilitation services (PRCs) closer to persons with disabilities.
- 2.2.2. Transform social model physical rehabilitation centers into centers of excellence for persons with disabilities.
- 2.2.3. Increase the number of technical experts in social model physical rehabilitation for PRCs and register them as professional social service workers.
- 2.2.4. Increase investment in developing the capacity of rehabilitation professionals to provide social model physical rehabilitation services through technical skills training focused on modern technology in physical rehabilitation.
- 2.2.5. Expand medical rehabilitation services closer to persons with disabilities within the health system and facilities.
- 2.2.6. Employ health professionals to provide medical rehabilitation services at health facilities.
- 2.2.7. Increase investment in capacity development of medical rehabilitation service professionals, focused on modern technology in medical rehabilitation.
- 2.2.8. Strengthen early detection of disability through an inclusive and comprehensive approach.
- 2.2.9. Organize and operate a financing support mechanism for rehabilitation services to ensure the provision of quality and sustainable medical rehabilitation services and social model physical rehabilitation services.
- 2.2.10. Establish and strengthen a referral system between health facilities providing medical rehabilitation services and PRCs providing social model rehabilitation services.

Objective 2.3: Increase the quality and availability of assistive devices and other rehabilitation technologies for persons with disabilities

Strategies:

- 2.3.1. Include essential assistive devices in the list of assistive devices of social model physical rehabilitation and the Essential Medical Devices list.
- 2.3.2. Facilitate tax exemption for assistive devices in the list of assistive devices of social model physical rehabilitation and the Essential Medical Devices list.
- 2.3.3. Increase competencies of service providers in the field of assistive technology for social model physical rehabilitation and medical rehabilitative services.
- 2.3.4. Expand digital services for assistive devices at social model physical rehabilitation and medical rehabilitative services.
- 2.3.5. Promote research and innovation to develop new and improved assistive devices and technologies, fostering collaboration and coordination among stakeholders.

- 2.3.6. Increase awareness of assistive devices through public education campaigns and programs to provide information for determining the types, benefits, and ease of use of assistive devices.
- 2.3.7. Strengthen and expand collaboration with potential stakeholders to maintain timely procurement and logistics in line with the needs of persons with disabilities.

Objective 2.4: Enhance the quality and availability of services and programs, including mental health care, psychosocial support, personal assistance, and peer counselling, particularly for persons with multiple disabilities, for independent living in the community

Strategies:

- 2.4.1. Promote and strengthen interventions in all community-based care services, including home-based care, while respecting the rights of all clients, including those with mental health needs, to make informed decisions before receiving services.
- 2.4.2. Define policies and guidelines for mental health, psychosocial support, and other support services such as assistance, peer-to-peer support, counselling, and home-based care.
- 2.4.3. Strengthen referral mechanisms between the community, health facilities and PRCs.
- 2.4.4. Promote the organization and functioning of a mechanism for providing health cards to persons with disabilities at national hospitals, provincial referral hospitals and operational districts.
- 2.4.5. Ensure that the health examination, consultation, and treatment registration systems at public and private health facilities record type of disability.
- 2.4.6. Strengthen tele-counselling for mental health care, and using other technologies including an App program.
- 2.4.7. Raise awareness campaigns on mental health, psychosocial support, and other support services.
- 2.4.8. Develop policies and legal frameworks for the design and construction of centers providing accommodation, care, and rehabilitation for persons with disabilities without family support.
- 2.4.9. Organize surveys to assess needs for mental health, psychosocial support, and other support services.

Objective 2.5: Persons with disabilities, especially women with disabilities, understand and have equitable access to health care services related to reproductive and sexual health, and mental health services, that respect their dignity and are appropriate for their needs and disability

Strategies:

- 2.5.1. Enhance understanding on reproductive health and access to information about reproductive health appropriate to age, to ensure freely informed decisions and responsible family planning.

2.5.2. Promote, develop and progress multi sectoral services to address the needs and priorities of women, girls and older persons with disabilities on an equal basis with others.

5.2.3 Strategic Objective 3: Education and lifelong learning

Outcome: Adults, youth and children with disabilities have access to quality and inclusive education at all levels, as well as equitable access to opportunities for lifelong learning

Objective 3.1: Increase the number of children, youth and adults with disabilities accessing quality education at all levels

Strategies:

- 3.1.1. Collaborate and mobilize resources to provide scholarships and educational materials for children and youths with disabilities to ensure their full access to education.
- 3.1.2. Collaborate, support and encourage identification of children and youth with disabilities at educational facilities to ensure referral and monitor the access to appropriate services.
- 3.1.3. Develop data collection systems for children and youth with disability at educational facilities.
- 3.1.4. Promote the implementation of health education topics to contribute to the prevention and reduction of the risk of disability during pregnancy and through road accidents.
- 3.1.5. Collaborate and promote the effective implementation of the strategic plan of the MoEYS.
- 3.1.6. Improve access to inclusive education in public schools, at all levels, through capacity development and awareness raising.
- 3.1.7. Raise awareness among local authorities, parents, and guardians of children with disabilities of the benefits of education and improve acceptance of students with disabilities by private educational institutions.
- 3.1.8. Establish and operate mechanisms to prevent and respond to cases of discrimination in various institutions.
- 3.1.9. Promote and encourage non-formal (community) education for persons with all types of disability who are unable to attend public and private educational institutions.
- 3.1.10. Collaborate and mobilize resources to provide nutrition for children with disabilities studying in various educational institutions.

Objective 3.2: Increase the number of teachers trained to work with students with disabilities at all levels

Strategies:

- 3.2.1. Increase the number of trainings for teachers on disability-inclusive education and special education, sufficient for them to teach students with disabilities at all levels.

- 3.2.2. Employ teachers who are competent to teach students with disabilities, as civil servants.
- 3.2.3. Provide incentives to suitably qualified teachers to teach children with disabilities in rural areas
- 3.2.4. Develop youth-led projects in communities and schools to promote the rights of persons with disabilities, the provision of appropriate services, and other projects by school children and youth councils
- 3.2.5. Increase the number of special education teachers and schools for children with autism, down syndrome and intellectual impairments.

Objective 3.3: Increase access to training in life skills and social development skills to facilitate full and equal participation in education and as members of the community

Strategies:

- 3.3.1. Provide youth with disabilities access to quality lifelong learning opportunities based on their areas of interest.
- 3.3.2. Provide persons with disabilities of all ages and types of disability with continuous learning opportunities to prevent their social exclusion and marginalization.
- 3.3.3. Provide training on sign language to deaf people and hard of hearing people to facilitate communication.
- 3.3.4. Provide training on sign language to deaf people, hearing people, their families, and authorities to facilitate communication.
- 3.3.5. Increase dissemination and knowledge about the impact of child marriage and teenage pregnancy to reduce risks of pre-term births, disabling conditions, and unhealthy babies.
- 3.3.6. Develop appropriate legal frameworks and environment to promote inclusive education.

Objective 3.4: Ensure accessibility and reasonable accommodations for children and youth with all types of disability to access both public and private educational institutions, including inclusive education program and special education at all levels

Strategies:

- 3.4.1. Design and renovate school infrastructures to ensure accessibility and reasonable accommodations for students with disabilities, enabling their full participation in the education sector without barriers.
- 3.4.2. Promote improvements to school infrastructure by incorporating budget plans into school development and annual operational plans for renovation or construction of the infrastructure.
- 3.4.3. Develop and implement a detailed, flexible curriculum using a universal design model for learning principles, approved assessment tools, and provide inclusive learning materials and assistive technologies that support the diverse needs of students with disabilities.

5.2.4 Strategic Objective 4: Social protection system and adequate standard of living

Outcome: Persons with disabilities and their families benefit from an equitable social protection system without discrimination

Objective 4.1: Increase the number of eligible persons with disabilities and their families receiving the benefit from the social assistance programs

Strategies:

- 4.1.1. Strengthen mechanisms for social model and rights-based disability identification and IDPoor to ensure that persons with disabilities, particularly from households who have IDPoor cards or at-risk households, can access social assistance programs.
- 4.1.2. Ensure that eligible persons with disabilities receive benefits from social assistance programs and social security schemes in accordance with the requirements of the Royal Government.
- 4.1.3. Strengthen the capacities of OPDs and WWDFs through the provision of appropriate training, mentoring/coaching, and financial resources to raise awareness among persons with disabilities and their families on available social security schemes and social assistance programs and to advocate with local authorities on the rights of persons with disabilities to access assistance.

Objective 4.2: Improve mechanisms to address the needs of persons with disabilities through social protection systems

Strategies:

- 4.2.1. Promote awareness among persons with disabilities about benefits from national social assistance programs and social security schemes launched by the Royal Government.
- 4.2.2. Ensure that policies, programs, and schemes related to social protection are inclusive of persons with disabilities, particularly women, girls, and older persons with disabilities.
- 4.2.3. Develop guidelines on Disability-Inclusive in Social Protection System.

5.2.5 Strategic Objective 5: Inclusive and accessible communities

Outcome: Persons with disabilities of all ages and types of disability participate fully in inclusive and accessible communities, without discrimination, on an equal basis with other members of the community

Objective 5.1: Increase number of persons with disabilities participating in political and public life

Strategies:

- 5.1.1. Strengthen networks of persons with disabilities to advocate with authorities at all levels to respect their rights and respond to their needs.
- 5.1.2. Encourage participation of persons with disabilities in political parties and local administration.

- 5.1.3. Ensure equal access to participation in election processes and voting in elections at all levels.
- 5.1.4. Ensure that discrimination against persons with disabilities in the community is reduced so that they can fully and equally participate in the community.
- 5.1.5. Promote and facilitate the participation of persons with disabilities without discrimination in artistic, cultural, tourism, sports, religious, recreational and other activities of their choice.
- 5.1.6. Enhance the capacities of Provincial Disability Action Council (PDAC) members to fulfil their roles and responsibilities.
- 5.1.7. Establish and increase numbers of Disability Action Working Groups in line ministries, institutions, and working groups for the protection and promotion of the rights of persons with disabilities at the Town/District/Khan levels.

Objective 5.2: Eliminate all forms of discrimination and negative attitudes and behaviours against persons with all types of disability

Strategies:

- 5.2.1. Conduct widespread awareness raising activities on disability and the rights of persons with disabilities to participate in all social, cultural, economic, and political spheres, through community activities, social media, advertising, press media, employment activities, business activities, entrepreneurship, and public relations.
- 5.2.2. Promote the implementation of disability-related laws and legal frameworks at all levels.
- 5.2.3. Conduct a regular survey on discrimination against persons with disabilities through interviews with individuals, families and communities to monitor and evaluate changes in their living conditions in society.

Objective 5.3: Increase understanding of meaningful disability inclusion in plans and programs

Strategies:

- 5.3.1. Promote Commune Investment Programs (CIP) and Subnational Development Plans (SDP) at all levels to be disability inclusive.
- 5.3.2. Develop and disseminate a guidance document on how to include persons with disabilities in CIPs and SDPs and allocate budgets to implement relevant activities.
- 5.3.3. Strengthen the capacities of OPDs and WWDFs through appropriate training, mentoring/coaching, and the provision of financial resources, to advocate for greater disability inclusion in CIPs and SDPs.

Objective 5.4: Facilitate reasonable accommodation for persons with disabilities of all ages and types of disability (particularly those with physical, intellectual, visual, and hearing impairments) to enable their access to and use of physical environment including physical infrastructure, transportation, communication, and other facilities.

Strategies:

- 5.4.1. Educate the general public about accessibility for persons with disabilities.
- 5.4.2. Disseminate the Technical Standards on Physical Accessibility Infrastructure for Persons with Disabilities to relevant stakeholders, including public and private sectors.
- 5.4.3. Monitor and evaluate the implementation of the Technical Standards on Physical Accessibility Infrastructure for Persons with Disabilities.
- 5.4.4. Integrate the Technical Standards on Physical Accessibility Infrastructure for Persons with Disabilities into the curriculum of the Faculty of Engineering and Architecture.
- 5.4.5. Develop Technical Standards for Accessibility of Transportation, Technology and Communication.
- 5.4.6. Ensure the implementation of the Inter-Ministerial Prakas on the Requirements for Driving Licenses for Persons with Disabilities.
- 5.4.7. Disseminate and update a comprehensive information directory of existing disability-related services and supports on regular basis.
- 5.4.8. Build capacity of social service agents/social assistant to be able to educate and provide awareness raising training to persons with disabilities, including persons with mental and intellectual disabilities.
- 5.4.9. Improve the capacity of officials at One-Window Service units of local administration on disability inclusion and providing support to persons with disabilities in receiving services.
- 5.4.10. Increase widespread use of sign language, subtitles on video screens, Braille in Khmer, and audio resources to provide opportunities for communication and knowledge in order to promote the use of technology and digital transformation, thereby increasing the independence of persons with disabilities.
- 5.4.11. Encourage business persons and entrepreneurs to provide accessibility and reasonable accommodation for personnel with disabilities.
- 5.4.12. Encourage the modification of websites and social media of ministries and institutions to enhance accessibility for persons with disabilities, such as providing information in audio format for persons with visual impairments.
- 5.4.13. Facilitate the ratification of the Marrakesh Treaty to enhance access to written documents for persons with visual impairments.

5.2.6 Strategic Objective 6: Gender equality, safety, rights and justice

Outcome: Persons with disabilities, particularly women and girls, are economically empowered, participate in decision-making roles, are safe, and are free from all forms of harassment, violence, abuse, and discrimination in the family, community, and workplace, with their rights respected, promoted, and implemented equitably, leading to the achievement of equality between men and women.

Objective 6.1: Reduce the impact of violence against women and girls with disabilities through increased interventions, preventative actions, responsive measures, and increased access to quality and appropriate services

Strategies:

- 6.1.1. Ensure that women and girls with disabilities are benefiting from the implementation of the Ministry of Women's Affairs' National Action Plan to Prevent Violence Against Women (NAPVAW).
- 6.1.2. Ensure that women and girls with disabilities who experience gender-based violence receive relevant support services and appropriate and quality justice services.
- 6.1.3. Strengthen the dissemination of information and raise awareness among women and girls with disabilities on available violence-response services and supports.
- 6.1.4. Strengthen understanding on how to respond to violence against women and girls with disabilities among service providers and other stakeholders.

Objective 6.2: Enhance equitable access to appropriate and affordable legal services for all persons with disabilities.**Strategies:**

- 6.2.1. Train judges, prosecutors, lawyers, court clerks, court administrators, government officials, local authorities, relevant service providers and data collectors on the rights of persons with disabilities, on accessibility and the provision of reasonable accommodation, including sign language and Khmer braille, and coordination at all stages of the process to enhance equitable access to legal services.
- 6.2.2. Strengthen the capacities of OPDs and WWDFs through the provision of appropriate training, mentoring/coaching, and financial resources, to independently monitor and document cases of violence, and refer these cases to appropriate services.
- 6.2.3. Collaborate with relevant stakeholders and institutions to develop a specific mechanism to provide legal assistance for persons with disabilities.

Objective 6.3: Persons with disabilities, especially women with disabilities, are empowered economically and have equitable access to financial services with dignity.**Strategies:**

- 6.3.1. Build capacities of women and girls with disabilities on gender-based violence and economic exploitation to build confidence and reduce negative self-thoughts about disability, and build capacity among service providers working with women and girls with disabilities.
- 6.3.2. Strengthen mechanisms and service providers for prevention of and response to gender-based violence and all forms of economic exploitation of women and girls with disabilities.
- 6.3.3. Increase access to financial literacy training, vocational skills, employment and financial loan services among women and girls with disabilities through changing negative behaviours of the credit officers.

Objective 6.4: Strengthen the implementation of the legal frameworks and the understanding on the rights of persons with disabilities at the national and sub-national levels.

Strategies:

- 6.4.1. Disseminate the Law on the Protection and the Promotion of the Rights of Persons with Disabilities to all institutions and law enforcement agencies, including sectors that provide services for improving the well-being of persons with disabilities.
- 6.4.2. Implement activities to enhance understanding of the Law on the Protection and the Promotion of the Rights of Persons with Disabilities, the Convention on the Rights of Persons with Disabilities, and other relevant legal frameworks, including how to implement these legal frameworks, policies and plans.
- 6.4.3. Increase training programs on leadership in each sector in order to provide opportunities for women and girls with disabilities to fully participate in leadership, and get positions at all levels.
- 6.4.4. Eliminate barriers of discrimination in terms of attitudes, communication and participation to ensure mainstreaming the representative of women with disabilities in decision-making bodies.
- 6.4.5. Support network building to empower women with disabilities to fully develop, progress, and exercise their rights.

5.2.7 Strategic Objective 7: Situations of risk, disaster and climate change

Outcome: Persons with disabilities of all ages, diversity, and types of disability are protected, to the greatest extent possible, from the impact of natural disasters, emergencies and climate change on an equitable basis, without discrimination

Objective 7.1: Reduce the risks and impacts of disasters and other emergencies on persons with disabilities through increased employment interventions, improved responses, and equitable inclusion in recovery activities.

Strategies:

- 7.1.1. Ensure inclusion of content relevant to persons with disabilities, including women with disabilities, in all disaster risk reduction and resilience policies and plans, adapted to national and sub-national levels.
- 7.1.2. Ensure the meaningful participation of persons with disabilities, OPDs and WWDFs at all levels in development of disaster risk reduction policies and plans for emergency situations and evacuations.
- 7.1.3. Identify areas that are vulnerable to natural and man-made disasters and prepare safe and accessible locations for the evacuation of persons with disabilities.
- 7.1.4. Implement training on effective and appropriate disability-inclusion, on a regular basis, to all relevant service personnel involved in disaster risk responses and planning.
- 7.1.5. Strengthen the capacities of OPDs and WWDFs through appropriate training, mentoring/coaching and the provision of financial resources, to advocate on

behalf of persons with disabilities in disaster risk responses and planning, and to inform persons with disabilities of available services and supports.

- 7.1.6. Ensure persons with disabilities, particularly women with disabilities, and their families receive financial support during and after disasters and emergencies on an equitable basis as other members of their community.
- 7.1.7. Protect persons with disabilities from traffic accidents which may lead to second impairment or death, through education, public forums and inclusive safe traffic campaigns.

Objective 7.2: Strengthen disability-inclusive responses to the impacts of climate change.

Strategies:

- 7.2.1. Ensure issues of persons with disabilities, especially women with disabilities, are included in all climate change response plans at the national and sub-national levels.
- 7.2.2. Ensure OPDs and WWDFs at all levels meaningfully participate in the process of developing climate change policies and strategic plans and planning at the sub-national level.
- 7.2.3. Build disability-inclusive climate change resilience to promote social and economic growth.
- 7.2.4. Improve capacities, knowledge and understanding on disability-inclusive climate change responses in a fair and equitable manner.

Objective 7.3: Minimize the number of casualties from mines and other explosive remnants of war (ERW) and improve the livelihoods of survivors and communities affected by mines and ERW.

Strategies:

- 7.3.1. Promote the rights and improve the quality of life of persons with disabilities caused by landmines/ERW.
- 7.3.2. Ensure documentation of information about landmines/ERW survivors and disseminate to relevant stakeholders.
- 7.3.3. Strengthen national disability mechanisms to ensure the needs and rights of landmines/ERW survivors are addressed in a timely manner.
- 7.3.4. Promote the rights of persons with disabilities and improve the quality of life of landmines/ERW survivors.
- 7.3.5. Provide effective education to reduce the risk of landmines and ERW to people living in high-risk areas, appropriate for gender and age.
- 7.3.6. Provide support to landmines/ERW survivors and indirect victims, to ensure they receive adequate medical and psychological care.

6. Activities

6.1 Organisational mechanisms and responsibilities

Key stakeholders in the implementation of the NDSP 2024-2028 include:

- 1. Disability Action Council (DAC)

2. DAC-Secretariat General (DAC-SG)
3. Disability Action Working Groups in Line Ministries and Institutions as members of the DAC, and in other institutions not members of the DAC
4. Municipality/Provincial DAC members, and other provincial sectors and organizations that are not members of the Municipality/Provincial DAC
5. Development partners, private sector and other relevant stakeholders.

6.1.1. Disability Action Council

- Lead the preparation and implementation of the NDSP3.
- Ensure the broad dissemination of the NDSP3 to ensure that the strategic plan is included in laws, policies, and legal frameworks across all sectors.
- Review the mid-term report on implementation and make recommendations based on the results to enhance effective implementation for the final half-term compared to the first half-term.
- Review the end of term implementation report and recommend improvements based on the results for the next phase of the National Disability Strategic Plan.

6.1.2. Disability Action Council-Secretariat General

- Coordinate the development of the draft of the NDSP3, the consultation process and the collection of inputs from all institutions and development partners.
- Provide technical advice on the implementation of monitoring and evaluation activities, including collection of data for progress reports and leading or participating in the implementation of activities.
- Prepare mid-term and end-of-term implementation reports for submission to the DAC for review.
- Support line ministries, institutions, Municipality/Provincial DAC and other entities in developing workplans to implement the NDSP3 in their respective sectors.
- Disseminate the NDSP3 at the national and subnational levels.
- Conduct the NDSP3 mid-term and end-of-term reflection workshops.
- Organize a ceremony to officially launch the NDSP3.
- Organize a congress to report on the implementation of the NDSP3.
- Establish a working group to monitor and evaluate the implementation of activities in each priority area of the NDSP3. The working group will meet quarterly to discuss opportunities and challenges related to the implementation of activities to achieve the objectives. The working group will be composed of representatives from relevant ministries, non-governmental organizations, and OPDs. The members of the working group will be individuals with expertise in the prioritized strategic objectives.
- Build and enhance the capacity of officials with expertise in management, coordination, monitoring and evaluation, and provide technical support and disability consultation to ensure efficient working and to support line ministries and institutions in implementing action plans effectively.

- Continue to strengthen cooperation with development partners at the national, regional and international levels to support the effective and efficient implementation of the NDSP3.

6.1.3. Disability Action Working Groups (in Line Ministries and Institutions as members of the DAC, and in other institutions not members of the DAC)

- Develop workplans and budgets to implement the NDSP3 in their respective sectors.
- Ensure that the policies and/or strategic plans of ministries and institutions highlight the strategies or activities stated in the NDSP3.
- Disseminate and implement the NDSP3 according to strategic objectives relevant to their respective sectors and frameworks.
- Provide a progress report on the implementation of the NDSP3 to the DAC-SG for compilation.

6.1.4. Municipality/Provincial DAC members (and other provincial sectors and organizations that are not members of the Municipality/Provincial DAC)

- Ensure the three-year rolling plans of municipalities/provinces reflect the strategies or activities outlined in the NDSP3.
- Develop workplans and budgets to implement the NDSP3 in their respective jurisdictions.
- Disseminate the NDSP3 in their respective capitals and provinces.
- Develop an action plan to implement the NDSP3 according to the strategic objectives of each sector within the jurisdiction of their respective capitals and provinces.
- Share experiences, challenges, good practices, and recommendations on the implementation of the NDSP3 with other municipality/provincial DAC.
- Provide progress reports on the implementation of the NDSP3 to the Disability Action Council-Secretariat General for compilation.

6.1.5. Development partners, private sector and other relevant stakeholders

- Relevant stakeholders refer to development partners, international organizations, non-governmental organizations and OPDs, as well as the private sector, etc.
- Ensure that policies, strategic plans, and action plans highlight the strategies or activities outlined in the NDSP3.
- Develop action plans and budget to implement the NDSP3 in line with their respective organization's mission.
- Disseminate and implement the NDSP3 in their project activities and target areas.
- Share experiences, challenges, good practices and recommendations on the implementation of the NDSP3 with other relevant stakeholders.

- Provide progress reports on the implementation of the NDSP3 to the Disability Action Council-Secretariat General for compilation.

6.2. Annual work plans

All ministries, institutions, and relevant stakeholders must prepare action plans and budgets, incorporating each relevant strategy of this strategic plan according to the sectors of their respective institutions, both at the national and sub-national levels, to achieve the goals and strategic objectives of the NDSP3.

The DAC, DAC-SG, and DAWG in each ministry and institution and municipality/provincial DAC must prepare annual work plans and budgets in a timely manner, aligned with the national budget development timeline, to implement activities under the strategic objectives that are relevant to their respective institutions or sectors. A resource mobilization strategy will be developed within three months after the official launch of the NDSP3.

7. Financial Resources

Financial resources to implement the NDSP3 will be mobilized from the national budget, development partners and the private sector, and other resources from various legal sources, including technical, infrastructure, and other materials.

8. Monitoring and Evaluation

To ensure that the NDSP3 is implemented effectively, efficiently, on time, and as expected, the RGC has assigned the tasks to the DAC which has the DAC-SG as the coordinator to implement, develop the monitoring and evaluation frameworks, and to prepare progress reports.

The monitoring and evaluation framework is an important tool for guiding and revising policy measures and for guiding and adjusting implementation, especially to strengthen evidence to prove to the RGC and the public the achievements of implementing partners that contribute to the implementation of the first phase of the RGC's Pentagonal Strategy.

In this regard, the roll out the monitoring and evaluation (M&E) framework is an essential step to strengthen the role and responsibilities of the DAC-SG in carrying out M&E, particularly in verifying the indicators established for each strategic objective based on actual results and achievements.

Monitoring, evaluation and reporting (MER) on the implementation status of the NDSP3 are crucial for tracking progress, understanding challenges that need to be addressed, assessing the results achieved, and to formulate plans for necessary adjustments in implementation. MER comprises three elements: data strategy development, the development and implementation of the MER framework, and the preparation of the annual report.

8.1 Data Collection Method

Through experience and lessons learned from the implementation of the National Disability Strategic Plan 2019-2023, it has been found that collecting key data from

ministries, institutions, development partners, international organizations, non-governmental organizations, the private sector, and civil society organizations is essential for measuring progress and gaps. Therefore, the collection of quantitative and qualitative data on the progress of implementation, along with the preparation of reports from the above stakeholders, shall be further strengthened through a monitoring and evaluation mechanism by the DAC-SG.

To facilitate data collection, the DAC-SG shall develop a package of work plans for data collection and reporting within 3 months of the launch of the NDSP3. The package of work plans shall identify what activities will be carried out to collect baseline data for the indicators developed, to continue to ensure sufficient data for monitoring progress in implementing the strategy, and to improve data quality.

All data collected will also contribute to the preparation of reports under the framework of the Convention on the Rights of Persons with Disabilities, the Incheon Strategy “Make the Right Real” and other international instruments to which Cambodia is obligated to make reports.

8.2 Monitoring and Evaluation Framework

A detailed Monitoring and Evaluation Framework will be developed as a reference document accompanying the NDSP3. The DAC-SG has a core function in monitoring the progress of implementation of the NDSP3 on a regular and annual basis.

Within 3 months after the launch of the NDSP3, the DAC-SG will prepare an annual monitoring and evaluation plan. In accordance with the actual needs and available resources, the action plan of the monitoring and evaluation team shall consider and include training activities in research and management (building the capacity of officials) and/or participating in various research project activities with development partners to increase capacity and gain experience in this field. The DAC-SG will review and compile a list of research activities based on the targeted list of indicators.

The DAC-SG will receive additional training and technical support in managing the monitoring and evaluation data system. The main activities of monitoring and evaluation are to collect and compile baseline data and outcome data for the targeted indicators, and prepare progress reports. The monitoring and evaluation team will coordinate and work closely with focal points from other ministries, institutions, and implementing partners to accomplish this task. The team will also participate in developing reference documents or technical documents for the preparation of some survey tasks, to generate baseline data, and to measure outcomes for the indicators that rely on survey data.

The DAC-SG has the main responsibility of compiling and annually updating indicators, as well as producing progress reports. It will also prepare evaluations of the implementation of the NDSP3, including a mid-term evaluation in 2026 and an end-of-term evaluation in 2028. The results of these evaluations will provide the foundation for the development of a new National Disability Strategic Plan for the next phase.

Research and data collection related to the NDSP3 is increasingly important and reflects the indispensable need for data and information, and the interconnectedness and complex, intersectoral nature of the disability sector.

8.3 Organization of the Progress Report

All ministries, institutions and stakeholders shall provide progress reports on the implementation of the NDSP3 that are relevant to their work in the first, second, third and fourth quarters of each year through the digital data collection system of the DAC-SG. The DAC-SG will analyse and compare indicators with actual results and prepare progress reports for the Royal Government.

9. Conclusion

The adoption of the NDSP3 of the RGC is a continuous measure to promote the rights of persons with disabilities through the inclusion of disability into all policies, national plans and intersectoral strategic plans which respond to the needs of persons with disabilities, families, and communities in Cambodia. The NDSP3 is a new policy framework and a roadmap for a multi-sectoral approach to be implemented by all ministries, institutions, and stakeholders to respect the rights and dignity of persons with disabilities. The NDSP3 requires the full and meaningful collaboration and participation of all ministries and institutions of the RGC, as well as national and sub-national administrations, development partners, and other implementing partners to achieve the vision, mission, goals, and objectives of the NDSP3.

By launching the NDSP3, the RGC has demonstrated its strong belief and commitment to promoting the rights of persons with disabilities in line with the Convention on the Rights of Persons with Disabilities, the Incheon Strategy “Make the Right Real”, and other relevant laws and legal frameworks. This strategic plan also contributes to the achievement of the Pentagonal Strategy Phase 1, the Political Platform of the RGC’s 7th mandate of the National Assembly, and the Sustainable Development Goals related to disability, to ensure that persons with disabilities of all ages and types of disability and their families live quality lives in all aspects, and participate actively, fully and equally in a society that respects their rights, dignity, and diversity, with meaningful disability inclusion into all sectors and development initiatives.

Annex 1: Key definitions

Universal design refers to the design of products, environments, programs, and services that are usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. Universal design includes assistive devices for specific groups of persons with disabilities who require this.

Lifelong learning refers to the process of learning, both formal, informal, and non-formal, from birth to old age, to develop knowledge, competencies, attitudes, and physical abilities to become good citizens and to live together harmoniously in society.

Rehabilitation refers to a set of measures that assist individuals who experience, or are likely to experience, disability to achieve and maintain optimal physical, sensory, intellectual, psychological and social functioning in interaction with their environments.

Community Based Rehabilitation (CBR) refers to a strategy within general community development for the rehabilitation, equalization of opportunities and social inclusion of all persons with disabilities.

Community Based Inclusive Development (CBID) refers to an approach that leads to changes in the lives of persons with disabilities at the community level by working closely with local authorities and all relevant stakeholders.

Persons with disabilities refers to 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.

Personal assistance refers to people, animals, materials or technologies that support persons with disabilities to carry out their daily activities. Personal assistance can help persons with disabilities in daily activities such as feeding, bathing, using the toilet, changing clothes, or assisting at work. Personal assistance should not be decided on behalf of a person with a disability but should be based on the needs and guidance or desires of the person with a disability. On the other hand, personal assistance is a professional role with specific principles, and should be paid for based on working hours.

Disability Identification Card refers to the identification card issued by the MoSVY to persons with disabilities who have been assessed through the social and rights-based models for disability identification by relevant parties.

Inclusion refers to the process to promote full participation and benefits of individuals and groups of people in all aspects of society without discrimination.

Disability inclusion refers to the activity of inclusion of persons with disabilities and the full participation of persons with disabilities in all aspects of society to promote their rights and respect their perspectives related to disability in accordance with the Convention on the Rights of Persons with Disabilities.

Social protection systems refer to policies, programs, and activities, including legal frameworks and institutions, designed to provide protection and enhance the capacity of Cambodian society members to respond to economic risks and vulnerabilities arising from changes in living and working conditions.

Reasonable accommodation refers to necessary and appropriate modifications and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure that persons with disabilities can enjoy or exercise on an equal basis with others all human rights and fundamental freedoms.

Accessibility refers to the equal access for individuals with different personalities, abilities or needs, especially persons with disabilities, to both internal and external physical environments, transportation, products, services, information and communication, including technology and systems, that are open or made available to the public.

Inclusive education refers to a general class with the participation of students with disabilities and students without disability with age-appropriate peers, learning the same curriculum to the extent feasible, and the provision of additional resources and support depending on need.

Integrated education refers to a separate class for students with disabilities located on the same (general) campus. Commonly, learners with disabilities such as persons with hearing difficulties or learning difficulties will attend a joint class to facilitate their guidance and learning.

Special school refers to a class of educational institution that provides specific services in response to the needs of students with disabilities, and the class of educational institutions that remain separate from broader educational institutions.

Impairment refers to any loss or limitation in body structure or physiological or psychological function, where the limitation means significant disruption to movement or daily activities.

Self-employment refers to engaging in work or activities to earn one's own income without being related to wages or salaries provided by an employer or the state under an employment contract.

Khmer Braille refers to a system of writing for individuals who are visually impaired that uses letters, numbers, and punctuation marks made up of raised dot patterns. Khmer Braille is a raised-dotted script for persons with visual impairments. It is based on the Khmer alphabet and grammar rules.

Organization of Persons with Disabilities (OPD) refers to organizations that are managed, led and directed by persons with disabilities and have a majority of members with disabilities at least half of the membership.

Assistive devices or assistive technology refers to devices designed, made, or adapted for the purpose of assisting an individual in performing a specific task, and to participate actively and productively in community life, including products that may be manufactured specifically or generally for persons with disabilities.

Annex 2: Activities of the M&E Framework of the NDSP3

Activity	Frequency	Estimated Budget (in Riel)
1. Baseline data collection and following years		
1.1. Administrative data of ministries and institutions	End of 2024	4 million
	Every quarter (annually)	1 million
1.2. Survey-based indicators for 10 indicators (as mentioned in the M&E framework)	End of 2024	20 million
	Early 2026	20 million
	Early 2028	20 million
2. Six-monthly meeting to review progress	End of 2024	2 million
	In 2025 (2 times)	4 million
	In 2026 (2 times)	4 million
	In 2027 (2 times)	4 million
	In 2028 (2 times)	2 million
3. Prepare and print annual report	4 times	4 million
4. Mid-term evaluation	1 time	15 million
5. End-of-term evaluation	1 time	15 million
6. Study visits to exchange experiences and document lessons learnt and case studies	2 times	20 million
7. Develop a website data management form to collect reports	1 time	14 million
8. Updating, maintaining, and troubleshooting website data collection reports	Ongoing	4 million
9. Capacity building of stakeholders		
9.1. Management team	4 times	32 million
9.2. M&E technical areas	8 times	64 million
10. Prepare and print NDSP3 achievement report	1 time	20 million
11. Dissemination workshops on the NDSP3	34 ministries and institutions	34 million
	25 municipalities and provinces	400 million
12. Prepare the next term NDSP 2029-2033	1 time	80 million



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