

Disability Inclusion in Latin America and the Caribbean



Photo: Ahmani Vidal

The Situation in Dominica

March 2023¹

¹ This profile provides an overview of the legal and social context affecting persons with disabilities with the objective to support the Government and the [World Bank's commitments on Disability Inclusion](#) adopted at the Global Disability Summit in 2018 and the institution's Environmental and Social Framework. The profile is based on a literature review of publicly available documents but especially based on the World Bank Regional Report *'Disability Inclusion in Latin America and the Caribbean: A Path to Sustainable Development'*. This is a World Bank product co-financed by the Canada Caribbean Resilience Facility. The brief was prepared by a team led by María Elena García Mora and Naraya Carrasco that included Camilo Vargas Sosa, Melissa Zumaeta, Cristina Leria, Miguel Garza and Linda Anderson-Berry. It includes significant inputs from Sanjay Agarwal, Yaprak Servi, Melike Egilmezler, María Inés García Calderón (edit) and Iván García Estébanez (design). For additional inquiries on disability inclusion in LAC, task teams, and/or country teams, through the project/country Social Development Specialists, should reach out to the regional focal point on disability inclusion in LCR, María Elena García Mora (mgarciamora@worldbank.org). For inquiries on disability inclusion globally, please contact the WB Disability Advisor Charlotte McClain-Nhlapo (cmcclainnhlapo@worldbank.org).

OPPORTUNITIES

- To engage on disability inclusion with the Government, building on initial discussions on inclusive agriculture.
- To strengthen collection of disaggregated data and target awareness campaigns to promote participation of persons with disabilities.
- To support the Government of Dominica to establish platforms and mechanisms to include persons with disabilities at all levels of consultation and planning.
- Support the government of Dominica to participate in International and Regional platforms for disability-inclusive disaster risk management to respond to climate change.

I. Objective

The objective of this note is to identify national entry points to include persons with disabilities in Dominica. This note was prepared to accompany the operationalization of the regional report ['Disability Inclusion in Latin America and the Caribbean : A Path to Sustainable Development'](#).² It is meant to help guide the Government and the World Bank to strengthen disability-inclusion at the country level. It is not an exhaustive analysis on disability-inclusion in the country.

² García Mora, María Elena, Steven Schwartz Orellana and Germán Freire. 2021. *Disability Inclusion in Latin America and the Caribbean: A Path to Sustainable Development*. Washington, DC: World Bank.

Although the regional report establishes that the inclusion of persons with disabilities in Latin America and the Caribbean has progressed over the last two decades, much remains to be done to achieve their social and economic inclusion. In general, persons with disabilities in Latin America and the Caribbean are more likely to be poor and vulnerable, have fewer years of education, have poor labor market indicators, and are more frequent victims of discrimination, among many other gaps.

II. Persons with Disabilities at a Glance

It is estimated that around 15 percent of the global population—one billion people—are persons with disabilities.³ Approximately 750,000 of them live in the Anglophone Caribbean, (which includes Dominica), i.e., 15 percent of the population.⁴

According to the 2011 census, about 5.2 percent of persons in Dominica had a disability.⁵ However, due to inconsistent data collection and understanding of what constitutes disability this is an underestimate. The most common type of disability in Dominica is associated with physical mobility (see Table

2). The Central Statistics Office of the Ministry of Finance has published some (limited) analysis of disability prevalence in both the 2001 and 2011 National Census of Population and Housing.⁶

TABLE 1. Comparative indicators for Persons with Disabilities vs. Persons without Disabilities

	Persons with disabilities (%)	Persons without disabilities (%)
Percentage of children attending school (3–18 years old)	n/a	n/a
Percentage of persons aged 18–59 who have completed secondary education	n/a	n/a
Percentage of persons aged 15–59 that are economically active	n/a	n/a
Employment rate (UNICEF, 2018)	n/a	n/a
Access to internet	n/a	n/a
Household access to cellphones	n/a	n/a

TABLE 2. Dominica Population by Type of Disability 2001 and 2011- expressed as population numbers and % change between 2001 and 2011 national censuses

Type of Disability	2001 number	2011 number	% Change 2001–2011
Sight	786	1,150	46.3
Hearing	325	398	22.3
Speech	483	491	1.7
Mobility	1,150	1,360	18.3
Body Movements	442	600	35.7
Gripping	138	170	23.0
Learning	253	238	-6.0
Behavioural	565	325	-42.5
Other	194	358	84.4
Not Stated	35	139	n/a

Source: 2001 and 2011 Population and Housing Census

³ World Bank and WHO, “World Report on Disability,” 2011, https://www.who.int/disabilities/world_report/2011/report.pdf?ua=1. This prevalence is similar to that reported for the Latin America and Caribbean region (14.7%) in the 2021 World Bank report “Disability Inclusion in Latin America and the Caribbean: A Path to Sustainable Development”, see <https://openknowledge.worldbank.org/handle/10986/36628>.

⁴ Commonwealth Parliamentary Association, Human Rights and Persons with Disabilities in the Anglophone Caribbean (2018).

⁵ Central Statistics Office of the Ministry of Finance, Roseau, Dominica (2018). Disability Statistics N° 1. Available at: <https://stats.gov.dm/wp-content/uploads/2019/10/Disability-Report.pdf>

⁶ The Central Statistics Office of the Ministry of Finance, Roseau, Dominica - Population and Housing Statics. Available at: <https://stats.gov.dm/wp-content/uploads/2020/04/2011-Population-and-Housing-Census.pdf>

TABLE 3. Population by Disability disaggregated by sex: 2011

	Seeing	Hearing	Speaking	Learning	Behavior	Mobility	Body movements
Both sexes	1,150	398	491	238	325	1,360	600
Male	525	199	288	134	210	605	261
Female	625	199	203	104	115	755	339

Source: Central Statistics Office of Dominica: Population with Disability 2011

Prevalence is greatest in mobility and vision for both censuses. With the exception of speech disability which is higher among males, prevalence is generally higher among females. In hearing impairments, numbers were generally equal across all age groups. There is an increase in the prevalence of disability from 2001 to 2010. The only exceptions are in learning and behavioral disabilities, which appear to have decreased in prevalence. This may have been the outcome of a targeted social policy.

III. Poverty and Vulnerability

While poverty rates have slowly decreased since the early 2000s it is estimated that currently 29 percent of the population live below the poverty line. There are very few wealthy Dominicans and income disparity is not great. Poverty is greatest in the remote rural districts, particularly in the north. While no official numbers on the poverty and vulnerability of persons with disabilities are available in Dominica, it is known that persons with disabilities in Latin America and the Caribbean are more likely to live in households that are poor, and are overrepresented among the vulnerable. In LAC, about 1 in 5 people living in extreme poverty has a disability, and 70 percent of households with persons with disabilities are vulnerable to falling into poverty.⁷

IV. Education

The Education Act 1997 entrenches 12 years of free education starting at the age of 5. It also provides for individual education plans for children with special needs. However, structured 'Special Education Programs' for children with severe learning

difficulties have not yet been developed. Children with special needs are catered for by a very limited number of specialist schools rather than mainstreamed in the public school system. Inclusive education has had many challenges, including lack of human resources, limited access to materials and equipment, and a silent culture of exclusion among schools.⁸

A Special Education Policy to equip and motivate education professionals and develop a framework to address the individual educational needs of children with a range of physical, sensory and intellectual disabilities is in draft form.⁹

Although no more detailed information on persons with disabilities is available for Dominica, a 2021 World Bank report states that children and youths with disabilities in Latin America and the Caribbean have experienced chronic barriers to accessing education.¹⁰

V. Skills, work, and labor outcomes

Unemployment in Dominica is difficult to determine as the collection of employment data has been inconsistent. It is clear, however, that both un- and under-employment are relatively high, with the highest levels among youth and in rural areas. The government supports the development of small businesses to improve employment, and under the obligations of the UN CRPD, persons with disabilities should be included, but no evidence for such inclusion has been found. Inactivity, rather than employment rates, explains the exclusion of persons with disabilities from the labor market in Latin America and the Caribbean. When persons with disabilities seek work, they tend to acquire low-skilled positions, especially in urban areas. The economic impact of having a household member

⁷ García Mora, María Elena, Steven Schwartz Orellana and Germán Freire. 2021. *Disability Inclusion in Latin America and the Caribbean: A Path to Sustainable Development*. Washington, DC: World Bank.

⁸ UNESCO (2007). International Bureau of Education. Available at: http://www.ibe.unesco.org/en/resources?search_api_views_fulltext=%22Inclusive%20Education%20Reports%20kingston%2007%20dominica%20inclusion%2007http://www.ibe.unesco.org/fileadmin/user_upload/Inclusive_Education/Reports/kingston_07/dominica_inclusion_07.pdf

⁹ Government Information Center. Ministry of Education to Implement Special Education Programmes. Available at: <https://news.gov.dm/news/244-special-education-programmes-in-schools-to-make-students-with-learning-difficulties-more-independent>

¹⁰ García Mora, María Elena, Steven Schwartz Orellana and Germán Freire. 2021. *Disability Inclusion in Latin America and the Caribbean: A Path to Sustainable Development*. Washington, DC: World Bank.

with disabilities is also evident in high unemployment rates for heads of households.¹¹

VI. Voice and Agency

Excluded groups lack voice and agency because they are denied platforms to speak, and participate in making decisions. In Dominica, the legal framework contains restrictions, or excludes persons with psychosocial or intellectual disabilities from voting or standing for office.

Legal capacity is restricted on declaration of an individual as having “unsound mind” and this also restricts a person from holding office. More specifically, restrictions based on unsoundness of mind limit the ability of persons with psychosocial disabilities to stand for office. Further, a person may not be elected as a representative if he/she cannot speak and read the English language, which could limit the right of Deaf persons who use sign language to run for office, and also individuals with disabilities who are not proficient readers. Persons considered to be of unsound mind may be prevented from holding office. (Section N° 35, Constitution.)

VII. Disaster Risk Management

There have been two major reviews and assessments of Disaster Risk Reduction and Early Warning Systems in Dominica. The 2014 Disaster Risk Reduction Country Profile Dominica – supported by ECHO and UNISDR,¹² and the 2018 Multi-Hazard Early Warning Systems Gaps Report for the Commonwealth of Dominica led by Dominica Emergency Management Office (DEMO) with support from UNDP, CDEMA, IFRC and ECHO. Both reports mention social inclusion and that disability is generally poorly acknowledged or represented. Dominica appears to have a well-structured Disaster Risk Management framework with multiple national, sectoral and community emergency preparedness and response plans. These plans are for the most part developed in a participatory manner and underpinned by draft legislation, which has yet to be enacted.

While the ultimate authority for DRM lies with the Prime Minister, coordination is managed by the National Emergency Planning Organization (NEPO) through overarching committees, teams and task forces with interconnected responsibilities and activities related to disasters and emergencies. These structures are made up of representatives

from sectors within the Public Service and the Private Sector. The National Emergency Executive Committee manages the National Disaster Plan and prepares legislation for disaster management. The Office of Disaster Management under NEPO includes sub-committees and task forces to manage specific clauses within the national DRM plan pertaining to health, transport, communications, etc. Local and community level planning and management is carried out by District disaster committees and community disaster management committees led by local village councils. While there is no reference to disability inclusion in policy documents, there is collaboration with the Dominica Association of Persons with Disabilities (DAPD) at a DRR planning level.

Legislation and policies for disaster management and climate adaptation are listed below:

- Emergency Powers (Disaster) Bill 1991
- Emergency Planning and Disaster Management Bill 2006
- National Climate Change Adaptation Policy, adopted by the Cabinet in 2002
- Comprehensive Disaster Management Bill 2014 - includes:
 - Comprehensive Disaster Management Act 2014
 - Comprehensive Disaster Management Regulations of 2014
 - Disaster Relief and Assistance Regulations of 2014
 - Comprehensive Disaster Management (Volunteers) Regulations 2014, Comprehensive Disaster Management (Evacuation) Regulations 2014
 - Early Warning Systems Regulations 2014 (CDEMA Articles 2009)
- National Policy on Disaster Management
- National Strategy on Disaster Management
- Damage Assessment Policy
- Emergency Housing Policy
- Emergency Shelter Policy
- Relief Supplies Policy

In terms of warning communications, there is a range of public and private networks with designated responsibilities to communicate warnings and emergency management information. These include landlines, cell services, internet, cable, broadcast radio stations, amateur radio, satellite phones and the Government Information Service (GIS). This promotes accessibility of information for persons with disabilities.

A key finding of the 2018 Multi-Hazard Early Warning Systems Gaps Report for the Commonwealth of Dominica is that early warnings do not account for different risks to sub populations,

¹¹ Ibid.

¹² “Commonwealth of Dominica Disaster Risk Reduction Country Profile”, September 2014, Office for Disaster Management (ODM) Dominica. <http://dipecholac.net/docs/files/786-cd-dominica-web.pdf>

including groups with vulnerabilities and those with language, literacy and other physical and psychological impairments. Hence linear/regular strategies for a diverse population may not be effective, and target those most at risk. It is recommended to develop guides for communities that are specific to special and vulnerable persons/groups (e.g., children, women, persons with disabilities/illnesses, and the elderly).

The Common Alerting Protocol (CAP) has been implemented as a standard and is available to the Meteorological Service and Government ICT. This enables automated warnings via multiple media simultaneously but relies on internet connectivity. Despite the availability of multi-channel and multi-platform dissemination networks, physical communications infrastructure is often unreliable.

The DAPD is assisting persons with disabilities to prepare for hazards and emergencies and to receive and respond to warnings messages. Additionally, the network of local village councils, disaster committees and community emergency response teams extend warnings to persons with disabilities and other vulnerable groups.

VIII. Legal and Policy Framework

Dominica guarantees the inclusion and full exercise of the rights of persons with disabilities through the following international legal instruments: 1) Dominica ratified the [UN Convention on the Rights of Persons with Disabilities \(CRPD\)](#) and acceded to the Optional Protocol in October 2012. 2) Dominica is committed to the [2030 Agenda for Sustainable Development and the Sustainable Development Goals \(SDGs\)](#) of 2015, which pledge to ensure “no one will be left behind” and to “endeavor to reach the furthest behind first”, which are the most vulnerable and disadvantaged. Disability is referenced in the SDGs and specifically in parts related to education, growth and employment, inequality, accessibility of human settlements, and data collection and monitoring of the SDGs. 3) Dominica signed the [Paris Agreement](#) (2015) in 2016, which was ratified and entered into force later the same year, and builds on the United Nations Framework Convention for Climate Change (UNFCCC) and acknowledges that all countries, in their efforts to mitigate the risks of climate change, should respect their obligations on human rights, including “the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations.” 4) Dominica has committed to [The Sendai Framework for DRR](#)

[2015–2030](#), which recognizes persons with disabilities and their representatives as essential stakeholders in Disaster Risk Reduction (DRR) and acknowledges the importance of disability inclusive disaster preparedness, response and recovery, and the availability of accessible technology and communications. The United Nations Office for Disaster Risk Reduction (UNDRR) 2017 Data Readiness Review, which reviews data for indicators to measure the global targets of the Sendai Framework, and identify gaps, notes that a range of data is disaggregated by disability. This includes the number of injuries, deaths and missing persons, the number of dwellings that were damaged or destroyed, and the number of people whose livelihoods were disrupted or destroyed, that are attributed to disasters.

In 1999, at the regional level, Dominica signed but didn't ratify the [Inter-American Convention on the Elimination of All Forms of Discrimination Against Persons with Disabilities \(CIADDIS\)](#),¹³ which is the first regional legal framework to protect the rights of persons with disabilities.¹⁴ Dominica has been a member of CARICOM since 1974. In 1997, Heads of Government of the Caribbean Community (CARICOM) signed and agreed to the terms of [the Charter of Civil Society](#) which addresses the rights of persons with disabilities in its Article N° 14: “Every disabled person has, in particular, the right a) not to be discriminated against on the basis of his or her disability; b) to equal opportunities in all fields of endeavor and to be allowed to develop his or her full potential; and c) to respect for his or her human dignity so as to enjoy a life as normal and full as possible.” Furthermore, as part of CARICOM, Dominica participated in the First Caribbean Ministerial Meeting on Disability at which the Kingston Accord (2004) was developed. The Accord promotes CARICOM's model on disability policy and legislation, encourages best practices for services for persons with disabilities in the Caribbean, and affirms that every Caribbean citizen has the same human, civil, social, political, economic, and cultural rights. In addition, Dominica signed the [Declaration of Pétion Ville \(2015\)](#) with CARICOM's 15 states to reiterate their commitments to implement the CRPD.

With respect to national regulation, Dominica does not have a general law on disabilities. Dominica's Constitution refers to discrimination in article 13, indicating that no law shall make any provision that is discriminatory either of itself or its effect but does not expressly refer to discrimination for reasons of disability. In addition, the country's Education Act (no. 11 of 1997) refers to Special Education (sections 81–84) but does not mention inclusive education. Special education

¹³ “Inter-American Convention on the Elimination of All Forms of Discrimination Against Persons with Disabilities,” Pub. L. No. A-65 (1999), <http://www.oas.org/juridico/english/sigs/a-65.html>.

¹⁴ While both the CRPD and the CIADDIS are international instruments designed to protect the rights of persons with disabilities, they differ in their respective understandings of disability. The CIADDIS merges the medical model of disability with some elements of the social model of disability.

programs are provided to students of compulsory school age who for intellectual, communicative, behavioral, physical or multiple difficulties need special education. A special education program may take the form of an individual education plan (section 81.3). The Act foresees the establishment of a Council on Special Education (section 84). Furthermore, [the Physical Planning Act of 2002](#) includes a building code that provides for accessibility for persons with disabilities: Section 5 – Public Health and Safety Sub section 502: *Provisions for physically handicapped persons must be made in accordance with Appendix F of this Code*. These provisions are extensive, prescriptive and in line with US and international standards. Also, the [Guide to Dominica's Housing Standards](#) was released in May 2018 following Hurricane Maria which damaged or destroyed 90 percent of the national housing stock. The Building Code and Building Guidelines were reviewed to improve standards for structural integrity and safe refuge. The Code was updated and amendments to the Planning Act proposed. The Guide to Dominica's Housing Standards is a first response to the need for climate resilient residential housing. Finally, there is no central registry of persons with disabilities.

IX. World Bank Engagements on disability inclusion in Dominica

An important World Bank project on disability inclusion is the Emergency Agricultural Livelihoods and Climate

Resilience Project (P166328), which identifies beneficiaries with disabilities and includes disability aspects in design and implementation. The Project Implementing Unit (PIU) held discussions with Agriculture Team Leaders and the Chief Fisheries Officer on the Bank's Good Practice Note on Non Discrimination and Disability, and identified farmers and fishers with disability (physical) and discussed how to assist them. Presently, the farmer disability list is being developed with two farmers (one male and one female), and two fishers have been identified with mobility issues. Disability has been included in all Environmental and Social Management Plans (ESMPs). The Project also provides transport for farmers who can't attend consultation meetings.

The World Bank Regional Partnership Strategy for the Organization of Eastern Caribbean States (OECS)¹⁵ for the period FY15–19 only mentions disability from a medical point of view. The report mentions that OECS¹⁶ countries are facing a health crisis, with rising rates of heart disease, diabetes, obesity, and other noncommunicable diseases (NCDs). NCDs disproportionately affect poor families, and raise the risk of disability, premature death and poverty as people pay for medical treatment out of their own pockets.

¹⁵ It is a strategic document that outlines the World Bank Group's engagement with OECS. It also determines how these countries can end poverty and boost shared prosperity, and the challenges that stand in the way (diagnosis).

¹⁶ The latest OECS has a Regional Partnership Framework that covers FY22–25. This covers all the OECS countries: Antigua and Barbuda, Dominica, Grenada, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines.

X. ANNEXES

Annex 1. Relevant Figures

The regional report does not contain relevant figures for Dominica.

Annex 2. Legal framework analysis

A legal and institutional analysis of 30 countries across Latin America and the Caribbean region¹⁷ examined the strengths and weaknesses of existing national frameworks with respect to the World Bank's commitments on disability inclusion. The principal purpose of the data is to support research on how

the legal and institutional framework influences the social inclusion of persons with disabilities and their meaningful participation in society. In analyzing current national legal frameworks on disability inclusion, the principal benchmarks utilized in the study are (a) the universally ratified Convention on the Rights of Persons with Disabilities; (b) the World Bank's Ten Commitments to Disability-Inclusive Development; and (c) the World Bank Environmental and Social Framework, and the accompanying Good Practice Note on Disability. There is insufficient information for an in-depth analysis of the legal and institutional framework, but existing protections are described in section VIII above and in the Table below.

	Dominica (DM)
1. Principle of non-discrimination. Does the legal framework...?	
1.1 Recognize the principle of non-discrimination on the basis of disability?	Insufficient information
1.2 Recognize the duty to provide reasonable accommodation as an element of non-discrimination?	Insufficient information
1.3 Apply to private enterprises/companies?	Insufficient information
1.4 Include physical, mental, intellectual and sensory impairments?	Insufficient information
1.5 Devote specific protection to women/girls with disabilities?	Insufficient information
1.6 Devote specific protection to children with disabilities?	Insufficient information
1.7 Devote specific protection to older persons with disabilities?	Insufficient information
1.8 Devote specific protection to indigenous persons with disabilities?	Insufficient information
1.9 Cover direct and indirect discrimination?	Insufficient information
1.10 Provide for measures to prevent, eliminate or compensate any form of discrimination on the basis of disability?	Insufficient information
Does the Constitution...?	
1.11 Expressly prohibit discrimination on the basis of disability?	Insufficient information
1.12 Include protections for persons with disabilities among provisions on fundamental rights?	Insufficient information
1.13 Reflect a social model orientation of disability?	Insufficient information
2. Full and effective participation and inclusion in society. Does the legal framework...?	
2.1 Recognize the effective participation of persons with disabilities in society on an equal basis?	Insufficient information
2.2 Provide equal opportunities for persons with disabilities to participate in the civil, political, economic, social and cultural spheres?	Insufficient information
2.3 Recognize the right of persons with disabilities to be actively involved in decision-making processes concerning issues relating to persons with disabilities?	Insufficient information
2.4 Recognize the equal capacity before the law of persons with disabilities?	Insufficient information
2.5 Promote training of public servants on the rights of persons with disabilities?	Insufficient information

¹⁷ García Mora, María Elena, Steven Schwartz Orellana and Germán Freire. 2021. *Disability Inclusion in Latin America and the Caribbean: A Path to Sustainable Development*. Washington, DC: World Bank.

Dominica (DM)	
3. Accessibility. Does the legal framework...?	
3.1 Recognize the principle of universal access?	Insufficient information
3.2 Recognize access to communication?	Insufficient information
3.3 Is sign language recognized as an official national language or otherwise given official recognition?	Insufficient information
3.4 Access to physical environment and transport	
3.4.1 Mandate universal access for public buildings (private/government offices) including schools, housing, medical facilities and workplaces; and accessibility standards for public buildings?	Insufficient information
3.4.2 Mandate universal access to transport infrastructure and services?	Insufficient information
3.4.3 Provide for subsidized transport?	Insufficient information
3.4.4 Mandate reasonable accommodation to access public services?	Insufficient information
3.5 Access to Information	
3.5.1 Mandate public information for persons with disabilities in accessible formats and technologies without additional cost? (including Braille, tactile communication, audio, plain-language, human-reader, augmentative modes, etc.)	Insufficient information
3.5.2 Allow for alternative modes of communication and other accessible means for official interactions (i.e. sign languages, Braille, etc.)?	Insufficient information
3.5.3 Mandate accessibility of information and technology including electronic services?	Insufficient information
3.5.4 Provide accessibility standards for audio-visual media?	Insufficient information
1. Education. Does the legal framework...?	
1.1 Expressly recognize the principle of an inclusive education system and articulate the aims of inclusive education?	Insufficient information
1.2 Prohibit the exclusion of persons with disabilities from the general education system?	Insufficient information
1.3 Cover all levels of education for persons with disabilities?	Insufficient information
1.4 Ensure access of persons with disabilities to the general education system?	Insufficient information
1.5 Include reasonable accommodation based on individual student's requirements?	Insufficient information
1.6 Plan for persons with disabilities to receive support including individualized support within the general education system?	Insufficient information
2. Health. Does the legal framework...?	
2.1 Provide persons with disabilities with access to health services of the same quality and standard of free or affordable health care as provided to other persons?	Insufficient information
2.2 Provide access to reproductive health to persons with disabilities?	Insufficient information
2.3 Provide health services for persons with disabilities specifically to minimize and prevent secondary disabilities?	Insufficient information
2.4 Mandate the creation of funds/public programs for rehabilitation services?	Insufficient information
2.5 Recognize free and informed consent of persons with disabilities and establish ethical standards for the provision of public and private health care?	Insufficient information
3. Work and Employment. Does the legal framework...?	
3.1 Prohibit discrimination in the workplace, including conditions of recruitment, hiring and employment, and provide safe and healthy working conditions?	Insufficient information
3.2 Mandate the employment of persons with disabilities in the public sector?	Insufficient information
3.3 Establish a quota system for the employment of persons with disabilities in the public sector?	Insufficient information

	Dominica (DM)
3.4 Promote the employment of persons with disabilities in the private sector through appropriate policies and measures which may include affirmative action programs, incentives and other measures?	Insufficient information
3.5 Mandate reasonable accommodation in the workplace?	Insufficient information
4. Participation in political and public life. Does the legal framework...?	
4.1 Contain restrictions or exclusions on the right to vote for persons with disabilities, such as an exclusion based on legal capacity?	Yes
4.2 Persons with disabilities might be denied the right to stand for office on account of discriminatory qualification criteria.	Yes
4.3 Guarantee equal and effective access to voting procedures, facilities and materials in order for persons with disabilities to exercise their right to vote, including reasonable accommodations and other measures for accessibility?	No
4.4 Include representation of persons with disabilities in the legislature by way of quota or other positive measures?	No
4.5 Expressly mandate assisted voting for persons with disabilities, including selection of an assistant of their own choosing?	Yes
4.6 Provide for voting for persons who are in long-term institutions or home-bound?	No
4.7 Include accessibility standards for the internet?	No
4.8 Accessibility standards for polling stations?	No
5. Social Protection. Does the legal framework...?	
5.1 Recognize disability-related expenses in social protection programs?	Insufficient information
5.2 Recognize the right of persons with disabilities to access public housing programs?	Insufficient information
5.3 Prohibit discrimination in access to and supply of goods and services?	Insufficient information
6. Protection in situation of risk. Does the legal framework...?	
6.1 Ensure the protection and safety of persons with disabilities in situations of risk/emergency including armed conflict, public health emergencies, humanitarian emergencies and natural disaster?	Insufficient information
1. National Monitoring	
1.1 Has the State established focal points within Government to implement the Convention?	Insufficient information
1.2 Has the State coordinated within Government to facilitate related actions in different sectors and at different levels?	Insufficient information
2. Establish an independent monitoring body	
2.1 Has the State established a framework with independent mechanisms to promote, protect and monitor implementation of the Convention?	Insufficient information
2.2 Does the designated framework meet the requirements of independence?	Insufficient information
3. Participation in monitoring	
3.1 Has the State taken measures to involve civil society?	Insufficient information
3.2 Has the State taken measures to involve persons with disabilities?	Insufficient information
3.3 Has the State taken measures to include gender perspectives?	Insufficient information
3.4 Has the State taken measures to allow those with disabilities to participate in public matters?	Insufficient information
3.5 Has the state taken measures for participation in the monitoring process and the preparation of the State report?	Insufficient information

Annex 3. Stakeholder mapping¹⁸

Dominica has a range of government bodies and disability support organisations representing persons with a variety of physical and psychosocial disabilities.

- **Ministry of Youth Development and Empowerment, Youth at Risk, Gender Affairs, Seniors Security and Dominicans with Disability** is the Ministry responsible for persons with disabilities in the country and manages the *Yes, We Care* Program.
- **Dominica Association of Persons with Disabilities (DAPD)**. Established in 1983 to create opportunities and promote *'effective measures whereby persons with disabilities can actively and equally participate in their Country's socio-economic development through education, training, rehabilitation, and employment'*. DAPD is now an incorporated organisation committed to improving the status of persons with disabilities and working to promote and protect their fundamental rights and freedoms.

In 2020 it launched its 2020/24 Strategic, Social and Personal Development Programme to improve and enhance the social, cultural, political, and economic lives of persons with disabilities through their integration in communities and society. This will be achieved by improving accessibility to communications in collaboration with the International Telecommunications Union (ITU) and the National Telecommunications Regulatory Commission (NTRC).

It has now received a range of devices, including iPads, printers, laptops, and computers for its Information and Communication Technology programme. With this equipment, DAPD will be better able to build capacity in the community, to communicate and engage in the digital economy, and to offer computer and internet training to its members. DAPD has a strong working relationship with EM and has developed emergency and disaster management materials accessible through its Facebook page. It provides links to web content, video clips through YouTube and PDF Information sheets. Information includes current seasonal briefings from the Weather Service and disaster management and preparedness educational materials. These resources are targeted at people living with disabilities and their carers but are also useful for disaster and emergency management planners at all levels. They include:

- Disaster preparedness guide for persons with disabilities in Dominica – launched on August 27, 2020
- Disaster planning info sheet
- Earthquake preparedness for persons with disabilities
- Dominica hazard map – composite
- Dominica Volcanic Centres
- **Dominica Dementia Foundation**. A youth led organization to raise awareness on dementia, provide emotional support to families and their caregivers, and facilitate dementia research in Dominica.
- **Dominica Council on Aging Inc**. The Council coordinates the efforts of groups, homes and individuals concerned with the care and welfare of older persons.
- **The Caribbean Development Bank**: The Caribbean Development Bank has launched the Disability Assessment Project (2018) to develop evidence-based projects and services for disability mainstreaming in the region. The project seeks to provide robust disability data in social, economic, and political domains; examine the differential impacts of disability and their intersection with other vulnerabilities associated with sex, age cohort (children, youth, elderly and working age), ethnicity, and race (as relevant); identify constraints and enablers to equal participation of persons with disabilities compared with persons without disabilities in growth sectors of the formal and informal economy; and examine vulnerabilities to natural disasters, economic shocks and climate change.
- Since 2014 the **Smart Hospitals Program**, promoted and supported by PAHO/WHO and a range of donors supported a number of hospitals in Saint Lucia to become more resilient in disasters, environmentally sustainable, and accessible for persons with disabilities. Adaptations include ramps, lifts, guardrails and accessible toilets. The program has been extended to a dozen hospitals in Dominica, Grenada, and Saint Vincent and the Grenadines.

Annex 4. Glossary - Empower with words

- Language used on disability varies across countries and cultures. In a country context, it is useful to ask persons with disabilities which words and terms they prefer. It is also important to find out whether an individual is willing to disclose their disability. When describing an individual, do not reference his or her disability unless it is clearly pertinent to the issue or story.

¹⁸ This is a living document that is constantly being updated. Therefore, the list of OPDs may change from time to time. Following appropriate accessibility features (sign interpretation, closed caption) is key to ensure that persons with disabilities can efficiently and openly participate in meetings and consultations.

- It is recommended to use ‘person-first language’, which puts the person before his or her impairment (a person who uses a wheelchair, a person with visual impairment) which is in line with the United Nations’ Convention on the Rights of Persons with Disabilities (UN CRPD).
- The use of terms such as “handicapped”, “a person suffering from...”, “mentally retarded”, “able-bodied/normal”, “the disabled”, “the blind”, “paraplegic”, “wheelchair-bound” are not recommended. Disability is not an illness and hence it is important to refrain from using terms such as healthy versus sick.

The following brief glossary provides guidelines to portray individuals with disabilities in a respectful and balanced way with language that is neutral:

- Person(s) with disabilities
- Person who is blind/ or person with visual disabilities
- Person who is deaf/ person who is deaf or hard of hearing/ person with hearing disabilities: Many people in the Deaf community prefer the use of a lowercase “d” to refer to audiological status and the use of a capital “D” when referring to the culture and community of Deaf people.
- Person who is deaf/blind
- Person with mobility/physical disabilities
- Person using a wheelchair/a wheelchair user
- Person with intellectual/developmental disabilities
- Person with albinism
- Person with short stature or little person
- Person with psychosocial disabilities
- Person with Down syndrome
- Organization of Persons with Disabilities (OPDs)
- Assistive devices (white cane, hearing aid, wheelchair, tricycle).