



Midterm Review Report of the ASEAN Enabling Masterplan 2025



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MIDTERM REVIEW REPORT OF THE ASEAN ENABLING MASTERPLAN 2025

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Midterm Review Report of the ASEAN Enabling Masterplan 2025

**The ASEAN Secretariat
Jakarta**

Preface from Secretary-General of ASEAN



As a Caring and Sharing Community, ASEAN stands firmly committed to empowering persons with disabilities across our region, realizing their rights and advancing disability-inclusive development. Through regional cooperation, we strive to dismantle systemic barriers and address complex challenges so as to mainstream the rights of persons with disabilities in all dimensions of life.

The ASEAN Enabling Masterplan 2025, adopted by ASEAN Leaders during the 33rd ASEAN Summit in 2018, establishes a comprehensive framework that advances the rights of persons with disabilities across the three ASEAN Community pillars, creating a foundation for region-wide inclusive development.

The Report on the Mid-Term Review of the ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities documents ASEAN's achievements in mainstreaming disability rights and proposes strategic directions for strengthening regional cooperation in this area, which will be an integral part of the ASEAN Community Vision 2045.

This report reflects the diverse contexts of ASEAN Member States and examines both the strengths and challenges of ASEAN Sectoral Bodies in mainstreaming disability rights. It articulates the importance of empowering not only institutions and stakeholders but also individual persons with disabilities themselves and their representative organizations in transforming rights into tangible outcomes. Most importantly, the report amplifies the authentic voices of persons with disabilities and acknowledges their invaluable contributions throughout the review process and learning exchanges.

Despite the substantial progress made in advancing disability rights across the region using the ASEAN Enabling Masterplan as our guiding framework, significant work remains ahead. Persons with disabilities—particularly women, children, youth, older persons, those in rural and remote communities, and individuals in other vulnerable situations—continue to face heightened risks and persistent discrimination across many aspects of life. We, therefore, must intensify our concerted efforts to ensure a truly inclusive society for all.

I extend my sincere congratulations to the Senior Officials' Meeting on Social Welfare and Development (SOMSWD) for successfully completing this comprehensive assessment of the implementation of the ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities. I also express my deep appreciation to the ASEAN Disability Forum (ADF), the U.S. Government, and the Australian Government for their invaluable support throughout the review process.

I am confident that the findings and recommendations presented in this Mid-Term Review Report will provide valuable insights and effectively guide our collective next steps in advancing disability-inclusion efforts throughout the ASEAN region.

DR. KAO KIM HOURN
Secretary-General of ASEAN

Joint Preface from Senior Officials Meeting on Social Welfare and Development (SOMSWD) Co-Leads



The Senior Officials Meeting on Social Welfare and Development (SOMSWD) is pleased to present this landmark achievement in advancing disability rights and advocacy across ASEAN.

The Mid-Term Review of the ASEAN Enabling Masterplan 2025 reflects ASEAN's strong and enduring commitment – together with its stakeholders - to strengthen disability inclusion across all sectors. This report advances regional cooperation informed by the progress, challenges and lessons learned in mainstreaming the rights of persons with disabilities in all dimensions of development. It also provides key recommendations to guide ASEAN in achieving disability-inclusive development, where persons with disabilities and their organisations are recognised as active and contributing agents of change.

SOMSWD express its deep appreciation to its partners, particularly organisations of persons with disabilities, for their support and cooperation in ensuring that the findings of the Mid-Term Review reflect the diverse needs and realities of persons with disabilities in this region.

It is hoped that this Mid-Term Review Report will serve as an important reference to enhance collective efforts in promoting disability rights in ASEAN beyond 2025 – efforts that are grounded in the lived realities of ASEAN communities and directed towards improving the quality of life for all.

SOMSWD is strongly committed to steering ASEAN's regional cooperation across ASEAN Community pillars to ensure that the rights, protection and well-being of diverse and vulnerable groups, including persons with disabilities, are promoted and upheld.

In this regard, Thailand and Viet Nam, as leading the MTR of the ASEAN Enabling Masterplan 2025, stand united with ASEAN in accelerating progress on disability-inclusive development that uplifts the lives of persons with disabilities, their families and communities.

Guided by the ASEAN Community Vision 2045 and Its Strategic Plans, SOMSWD will continue to champion the rights for persons with disabilities beyond 2025. Our shared focus on access, inclusion and participation builds upon the findings of this report and strengthens collective journey towards an inclusive and resilient community for all.

Mr. KANTAPONG RANGSESAWANG
Permanent Secretary of the Ministry of Social
Development and Human Security of Thailand,
as the SOMSWD Leader of Thailand

Ms. VU LAN HUONG
Deputy Director of the Department of International
Cooperation, Ministry of Health of Viet Nam,
as the SOMSWD Leader of Viet Nam

Preface from
**Union Minister of the Ministry of Social
Welfare, Relief and Resettlement of Myanmar
Chair of the ASEAN Ministerial Meeting on
Social Welfare and Development (AMMSWD)**



The completion of the Mid-Term Review of the ASEAN Enabling Masterplan 2025 comes at a critical time for the ASEAN Community, as it aligns with the adoption of the ASEAN Community Vision 2045. During the 12th ASEAN Ministerial Meeting on Social Welfare and Development (12th AMMSWD) held in August 2025, ASEAN reaffirmed its unwavering commitment to protecting the rights of all people, including persons with disabilities. In this spirit, ASEAN recognises that strengthened regional cooperation is essential to ensuring everyone can live and thrive with respect and dignity.

The Mid-Term Review of the ASEAN Enabling Masterplan 2025 serves as an important milestone in advancing disability-inclusion across ASEAN. It tracks the progress achieved, analyzes key findings, and identifies recommendations to address gaps - guiding ASEAN towards becoming an even more accessible, equitable and resilient community.

ASEAN's achievement in promoting and upholding the rights of persons with disabilities across the region is indeed commendable. Through our collective efforts to realise the shared goals of the ASEAN Enabling Masterplan 2025, we continue to create greater impact that benefits persons with disabilities and strengthens the inclusiveness in our societies.

I am confident that the findings and recommendations presented in this report will help shape the future of disability rights and advocacy across all sectors in ASEAN - an aspiration that lies at the heart of the ASEAN Community Vision 2045.

As we look ahead, ASEAN remains committed to strengthening regional and national crosssectoral cooperation to mainstream disability rights and build societies that are equal, inclusive and resilient for all. The Enabling Masterplan may conclude in 2025, but the work of disability inclusion in ASEAN continues with renewed purpose and resolve.

I commend the Senior Officials Meeting on Social Welfare and Development (SOMSWD) for facilitating a highly consultative and participatory process in the Mid-Term Review of the ASEAN Enabling Masterplan 2025. I also expressed sincere appreciation to all the partners and stakeholders for their active engagement and valuable contributions which fostered a stronger sense of shared ownership. I am confident that the future of ASEAN will be more inclusive and accessible with all the sectors contributing to this important work.

H.E. DR. SOE WIN

Union Minister of the Ministry of Social Welfare, Relief and Resettlement of Myanmar
Chair of the ASEAN Ministerial Meeting on Social Welfare and Development (AMMSWD)

Acknowledgements

The Mid-Term Review of the ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities Midterm Review (MTR) was made possible through the dedicated efforts of the Senior Officials Meeting on Social Welfare and Development (SOMSWD), in close collaboration of ASEAN Sectoral Bodies across the three ASEAN Community pillars, and with the invaluable support of all ASEAN Member States and organisations of persons with disabilities.

Under the leadership of Thailand and Viet Nam, and with the support from the ASEAN Secretariat, an extensive and inclusive consultation process was undertaken at both regional and national levels. This process engaged ASEAN partners, organisations of persons with disabilities, and stakeholders, amplifying the voices of persons with disabilities in assessing the progress, successes, and gaps in the implementation of the Enabling Masterplan.

SOMSWD expresses its sincerest appreciation to the ASEAN Sectoral Bodies (ASBs) and ASEAN Member States that contributed to the review through the submission of self-assessment reports. SOMSWD also extends its deep gratitude to the ASEAN Disability Forum (ADF), the International Foundation for Electoral System (IFES), the General Election Network for Disability Access (AGENDA), as well as organisations of persons with disabilities (OPDs) and partner networks for their active collaboration and valuable insights in reviewing and advancing the ASEAN Enabling Masterplan.

This consultative and multi-stakeholder Mid-Term Review was conducted with the generous support of the Australian Department of Foreign Affairs and Trade (DFAT) and the United States Department of State, Bureau of Democracy, Human Rights, and Labor (DRL). ASEAN also acknowledges with appreciation the expertise of Ms. Pamela Grafilo and Mr. Ishak Shalim, and the technical guidance of the ASEAN Secretariat through the Poverty Eradication and Gender Division (PEGD) - Mr. Miguel Musngi, Ms. Jacel Paguio, and Ms. Melda Magiafitri - whose contributions were instrumental in completing this comprehensive review of the ASEAN Enabling Masterplan.

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List of Abbreviations

ACCM	ASEAN Centre of Military Medicine
ACCMSME	ASEAN Coordinating Committee on Micro, Small, and Medium Enterprises
ACCSM	ASEAN Cooperation on Civil Service Matters
ACSS	ASEAN Community Statistical System
ACDM	ASEAN Committee on Disaster Management
ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
ADSOM	ASEAN Defence Senior Officials' Meeting Working Group
AEC	ASEAN Economic Community
AEM HLTF-EI	ASEAN Economic Ministers – High-Level Task Force on ASEAN Economic Integration
AHA Centre	ASEAN Coordinating Centre for Humanitarian Assistance
AICHR	ASEAN Intergovernmental Commission on Human Rights
ALA	ASEAN Law Association
ALAWMM	ASEAN Law Ministers' Meeting
AMRI	ASEAN Ministers Responsible for Information
AMS	ASEAN Member State
APSC	ASEAN Political-Security Community
ASB	ASEAN Sectoral Bodies
ASCC	ASEAN Socio-Cultural Community
ASEAN	Association of Southeast Asian Nations
ASLC-FI	ASEAN Senior Level Committee on Financial Integration
ASOD	ASEAN Senior Officials on Drug Matters
ASTOM	ASEAN Senior Transport Officials Meeting
ASUF	ASEAN Sustainable Urbanisation Forum
ASUS	ASEAN Sustainable Urbanisation Strategy
ASWD	ASEAN Social Welfare and Development
ATM	ASEAN Transport Ministers Meeting

COSTI	ASEAN Committee on Science, Technology and Innovation
CRPD	Convention on the Rights of People with Disabilities
CSR	Corporate social responsibility
GEDSI	Gender Equality, Disability, and Social Inclusion
GRP	ASEAN Good Regulatory Practice
ICT	Information Communication Technology
KAP	Key Action Point
M&E	Monitoring and Evaluation
MSME	Micro, small, and medium enterprise
MTR	Midterm Review
OPD	Organisation of Persons with Disabilities
PGI	Protection, Gender, and Inclusivity
SDG	Sustainable Development Goal
SEOM	Senior Economic Officials Meeting
SLOM	ASEAN Senior Labour Officials Meeting
SOM-AMAF	Senior Officials Meeting on the ASEAN Ministers on Agriculture and Forestry
SOMED	Senior Officials Meeting on Education
SOMHD	Senior Officials Meeting on Health Development
SOMRDPE	Senior Officials Meeting on Rural Development and Poverty Eradication
SOMRI	Senior Officials Meeting Responsible for Information
SOMS	ASEAN Senior Officials Meeting on Sports
SOMSWD	Senior Officials Meeting on Social Welfare and Development
SOMY	Seniors Officials Meeting on Youth
TVET	Technical and Vocational Education and Training
WHO	World Health Organisation

Executive Summary

The Midterm Review (MTR) Report evaluates the progress made by ASEAN Member States and ASEAN Sectoral Bodies (ASBs) in implementing the Enabling Masterplan for Mainstreaming Disability Rights across the ASEAN Community. The ASEAN Member States and ASBs engaged in a self-assessment process to document their disability inclusion initiatives, with reports submitted using a standardized tracking tool. This process has facilitated a deeper understanding of cross-sector contributions towards the goals of the Enabling Masterplan.

1. Key Findings

1.1. Progress of Implementation by ASEAN Sectoral Bodies

- **Overall Sectoral Progress:** The data indicates a significant interconnectedness among the ASBs, with contributions extending across the three ASEAN Community Pillars. Overall, results of the self-assessment demonstrate substantial progress made by the 22 ASBs; progress ratings show that 71% of the contributions are either largely completed or significant action has already been undertaken from their respective sectoral work plans to implement the Enabling Masterplan. The contributions span various initiatives, projects, and activities, reflecting a coordinated effort to address disability rights across multiple sectors.
- **Interconnectedness of Actions:** The report highlights that ASBs did not operate in isolation; rather, their initiatives often had cross-pillar impacts. For example, actions taken by the ASEAN Socio-Cultural Community (ASCC) to enhance vocational training for persons with disabilities can lead to increased employment opportunities, thereby contributing to economic goals and fostering social cohesion.

This interconnectedness points to the potential for synergistic effects, where progress in one area can substantially benefit others, creating a more inclusive ASEAN overall.

- **Pillar-Specific Contributions:**
 - The ASEAN Political Security Community (APSC) reported the highest level of completion, having accomplished 88% of its planned actions.
 - The ASEAN Economic Community (AEC) faced challenges, with only 37% of its planned actions have been completed, highlighting the need for enhanced coordination and strategic planning.
 - The ASCC demonstrated substantial progress with 87% of its planned actions completed, with initiatives aimed at ensuring their full participation in society, access to social protection and economic opportunities, and inclusion in decision-making processes.

- **Gaps and Future Directions:** The assessment noted 10 key action points and three (3) sub-action points where no action has been undertaken. The report emphasizes the importance of addressing these delays, including through targeted actions, and calls for intentional strategies to realize these action points. This can hopefully lead to more adaptive, flexible, and responsive programming in the remaining implementation period of the Enabling Masterplan and post-2025.

1.2. Progress of Implementation by ASEAN Member States

The implementation of the ASEAN Enabling Masterplan 2025 across the ten ASEAN Member States (AMS) showcases a diverse landscape of progress and commitment to the rights of persons with disabilities. Each country has made varying strides within the three pillars of the Enabling Masterplan—APSC, AEC, and ASCC—highlighting both significant achievements and areas requiring further attention.

The report provides an evaluation of the achievements, challenges, and recommendations for AMS regarding disability inclusion, focusing on three critical approaches: Disability Inclusion, the Twin-Track Approach, and Human Rights. While many AMS have made notable progress in implementing the Enabling Masterplan, challenges such as limited understanding of disability inclusion among duty bearers, inadequate data collection, and resource constraints persist. Countries must prioritize awareness campaigns and ensure that disability rights are integrated into national development plans.

Countries such as Indonesia and Lao PDR have used the twin-track approach to enact specific laws and develop national strategies. However, bureaucratic inefficiencies and coordination challenges remain significant obstacles. Strengthening inter-agency collaboration and conducting regular assessments of this approach are essential for effective implementation. All AMS have ratified the Convention on the Rights of Persons with Disabilities (CRPD) and established laws that align with human rights principles. Nonetheless, challenges such as limited participation of organizations of persons with disabilities (OPDs) in policymaking and insufficient public awareness of disability rights continue to hinder progress.

The ASEAN Member States (AMS) have made significant strides in promoting the rights and inclusion of persons with disabilities, reflecting a commitment to enhancing their quality of life through various initiatives and legal frameworks. While progress varies among countries, each has implemented key action points aimed at fostering an inclusive society. This summary highlights notable achievements from ten AMS, showcasing their efforts to integrate disability perspectives into national policies and practices. Highlights from implementation by AMS include:

- **Brunei Darussalam** has established a robust legal framework through the Persons with Disabilities Act and the Persons with Disabilities Order 2021, enhancing accessibility in critical areas such as health, employment, and education (APSC 6). The country actively engages with disability organizations, fostering dialogue on policy directions and ensuring the participation of persons with disabilities in governance (APSC 17). Brunei's commitment to an inclusive economy is evident through initiatives that promote employment opportunities and support for persons with disabilities in accessing financial services (AEC 25).
- **Cambodia** exhibited a strong commitment to disability rights across all pillars, developing a strategic plan for disaster risk reduction that prioritizes marginalized groups, including persons with disabilities (APSC 12). The government has enacted procedures for the recruitment of employees with disabilities (AEC 4) and provides entrepreneurial skills training to empower individuals in establishing businesses (AEC 24). Additionally, Cambodia focuses on ensuring quality, inclusive education and equitable health services (ASCC 15), reflecting a comprehensive approach to social inclusion.

- **Indonesia** has made varied progress, characterized by a comprehensive legal framework that includes the ratification of the CRPD and the establishment of the National Commission on Disabilities (APSC 7). The country emphasizes disaster management, ensuring that persons with disabilities receive necessary support during emergencies (ASCC 21). Efforts to enhance public services, particularly in transportation, have led to improved accessibility across various infrastructures (AEC 12), fostering a more inclusive environment.
- **Lao PDR** has made significant advancements, establishing the National Committee for Persons with Disabilities and enacting laws to enhance business opportunities for this group (AEC 1). The government has initiated training programs to raise awareness about reasonable accommodations (APSC 8), leading to improved access to essential services. Collaborative projects aim to promote entrepreneurship and skills development, particularly in rural areas (ASCC 25), contributing to increased business ownership among persons with disabilities.
- **Malaysia** showed a nuanced landscape, actively engaging in regional dialogues to promote disability-inclusive policies (APSC 7.5). The country has developed a Plan of Action for Persons with Disabilities 2016-2022, emphasizing cooperation to enhance rights and protection (APSC 24). Financial assistance initiatives for students with disabilities (AEC 18) and efforts to improve digital accessibility demonstrate Malaysia's commitment to fostering an inclusive environment (ASCC 5).
- **Myanmar** has raised awareness of the rights of persons with disabilities, integrating these concerns into its National Disaster Management Plan (APSC 12). The government recognizes the need for financial support and prioritizes training for persons with disabilities in the business sector (AEC 20). Legal mandates ensure that new markets are accessible (ASCC 9), reflecting ongoing efforts to promote inclusivity.
- **The Philippines** has demonstrated commitment through the National Disaster Risk Reduction and Management Plan 2020-2030, which targets households with disabilities during emergencies (APSC 13). The government promotes entrepreneurship and human capital development for persons with disabilities (AEC 22), creating enabling environments for their economic participation. Policies aimed at improving access to inclusive education (ASCC 11) further support the rights of individuals with disabilities.
- **Singapore** has adopted a strategic approach to disability inclusion through its Enabling Masterplans, with the latest iteration, Enabling Masterplan 2030, emphasizing three key themes, including lifelong learning and independent living (APSC 7.3). The country actively participates in regional discussions to promote disability rights (APSC 22) and has implemented frameworks that enhance employment opportunities for persons with disabilities (ASCC 2). Accessibility in public spaces remains a priority, ensuring that citizens have equal access to essential services.
- **Thailand's** efforts were reflected in its 5th National Human Rights Plan (2022-2027), which incorporates public consultations to draft an Anti-Discrimination Act (APSC 18). The government has empowered persons with disabilities through various initiatives, including training programs and support for entrepreneurs (AEC 25). Collaborative workshops have strengthened partnerships among AMS, fostering an inclusive environment across the region.
- **Viet Nam** has ratified the CRPD and is committed to enhancing the rights of persons with disabilities through ongoing evaluations of its implementation (APSC 10). The ratification of the Marrakesh Treaty underscores Vietnam's dedication to promoting accessible formats for published works (AEC 10), facilitating access to knowledge and information for persons with disabilities.

2. Lessons and Challenges in the Self-Assessment Process

The self-assessment process undertaken by AMS and ASBs yielded significant insights into the implementation of the Enabling Masterplan on effective mainstreaming of disability rights. This process not only highlighted successes but also revealed challenges that need to be addressed to enhance disability inclusion across the ASEAN Community.

2.1. Lessons Learned

- **Increased Awareness and Commitment.** The self-assessment process has heightened awareness and commitment among AMS and ASBs towards disability inclusion. It has prompted a critical examination of existing plans and practices through a disability inclusion lens.
- **Enhanced Cross-Sectoral and Multi-Stakeholder Collaboration.** The process fostered collaboration and information sharing among ASBs and various stakeholders, facilitating a dynamic learning environment. This collaboration helped identify barriers and opportunities for integrated solutions.
- **Improved Data Collection and Monitoring.** The importance of robust data collection systems was highlighted, emphasizing the need for disaggregated data and disability-specific indicators to effectively track progress and impact.
- **Meaningful Stakeholder Engagement.** Engaging OPDs ensured that the perspectives of persons with disabilities were accurately reflected in sector-specific initiatives.

2.2. Challenges Faced

- **Lack of Disability-Disaggregated Data.** Challenges in collecting comprehensive, disaggregated data hindered the accurate assessment of disability inclusion activities and their impacts, particularly intersectional data on individuals with multiple marginalized identities.
- **Limited Capacity and Resources.** AMS and ASBs struggled with inadequate financial, human, and technical resources for integrating disability rights into their planned activities. Limited expertise and uneven application of the progress tracking tool further complicated efforts.
- **Fostering a Culture of Disability Inclusion.** Overcoming entrenched biases and fostering an inclusive culture within organizations requires sustained commitment and effort.
- **Coordination and Alignment Challenges.** Aligning sector-specific efforts with the overarching objectives of the Enabling Masterplan proved complex. There is a need for a systematic regional mechanism for strategic planning and monitoring to enhance cohesive integration across sectors.

3. Future Directions: Moving Forward and Concrete Next Steps

As ASEAN moves towards 2025, it is crucial to build on these achievements by strategically planning actions that consider the broader implications of disability inclusion across all pillars. The self-assessment process has provided valuable insights, indicating areas where further coordination and intentionality can deepen the impact of ASBs' contributions to disability rights.

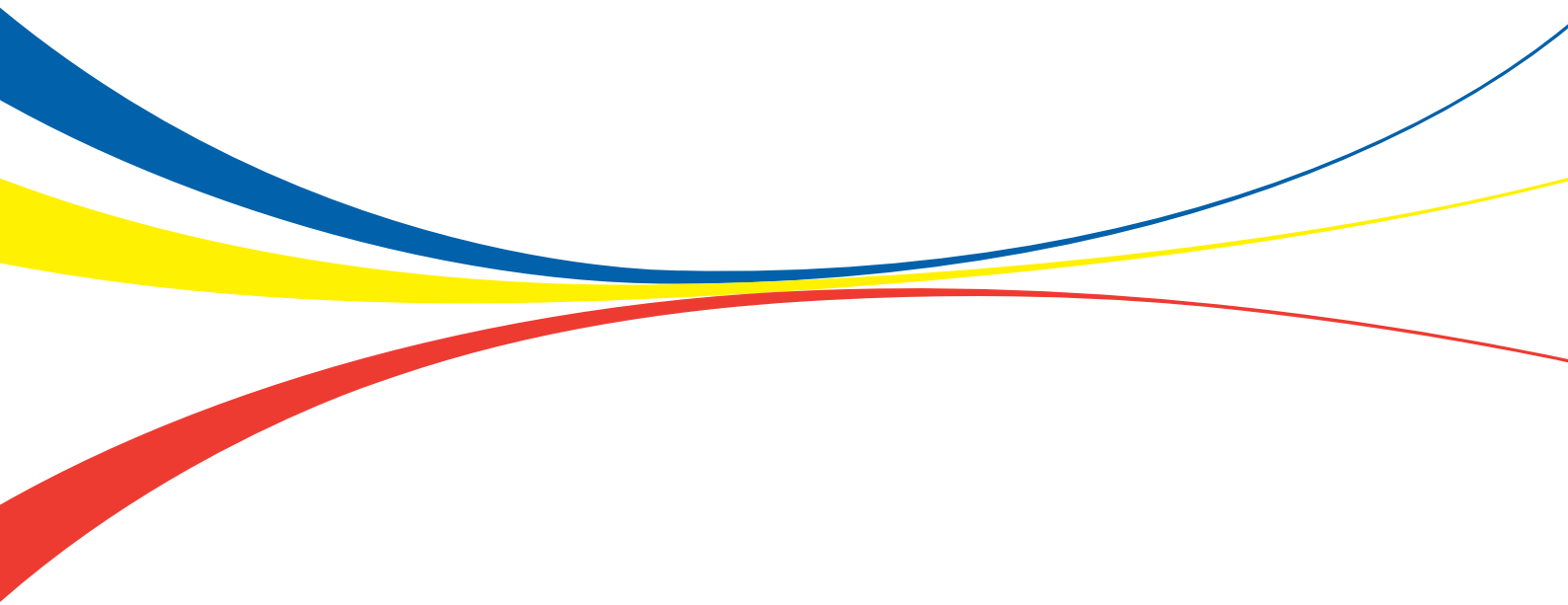
The MTR report outlines several strategies aimed at enhancing the integration of disability-inclusive measures across AMS and ASBs. These strategies focus on refining processes, building capacity, and improving coordination to ensure effective implementation of the Enabling Masterplan:

- **Refinements to the Self-Assessment Process.** Engaging with ASBs to gather feedback on the current progress tracking tool is essential. This feedback will guide necessary enhancements, such as streamlining data collection and reporting requirements.
- **Sector-Specific Assessments and Targeted Action Plans.** In-depth assessments may involve engaging sector-specific experts and OPDs to gain a comprehensive understanding of the issues at hand. Based on these assessments, tailored action plans will be developed for each sector.
- **Capacity Building and Technical Assistance.** Providing targeted capacity-building programs and technical assistance to ASBs will equip them with the knowledge and tools necessary to effectively integrate disability-inclusive measures into their work.
- **National and Sectoral Coordination and Knowledge Sharing.** Facilitating regular dialogues, workshops, and forums will promote cross-sectoral collaboration and knowledge sharing among ASBs.
- **Monitoring and Evaluation (M&E) Frameworks.** Developing sector-specific M&E frameworks with disability-inclusive indicators is essential for capturing the unique progress and challenges of disability inclusion initiatives.
- **Stakeholder Engagement and Feedback Mechanisms.** Engaging with sector-specific OPDs and service providers will provide valuable insights into the integration of disability-inclusive measures.
- **Leveraging Self-Assessment Results for Post-2025 Planning.** The results from the self-assessment process should play a pivotal role in shaping ASEAN's programming and planning efforts beyond 2025.
- **Strengthening National Institutional Foundations.** The self-assessment process has highlighted the importance of institutionalizing a national-level coordination platform that can harmonize priorities and pool resources. Complementing this with the consistent use of the Progress Tracking Tool will facilitate evidence-based decision-making and drive corrective actions as needed.

Although substantial advancements have been achieved in executing the Enabling Masterplan, considerable efforts are still needed to fully achieve its vision. The complexity of the actions outlined in the Enabling Masterplan means that the remaining time may not be sufficient to realize all action points. However, by continuing to develop and enhance its implementation, ASEAN can build on past successes and effectively address existing challenges. The lessons learned from the self-assessment process offer invaluable insights that can inform the future direction of the Enabling Masterplan and shape the next ASEAN regional development framework. By embedding the principles of disability inclusion into the planning and programming processes from the outset, ASEAN can create a more cohesive strategy that meets the diverse needs of persons with disabilities, ultimately fostering a more inclusive and equitable future for all.

**ASEAN ENABLING MASTERPLAN 2025:
MAINSTREAMING THE RIGHTS OF PERSONS WITH DISABILITIES**

MIDTERM REVIEW REPORT



Midterm Review Report

1. Brief Background on the Enabling Masterplan

The ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities (Enabling Masterplan) aims to mainstream and integrate the rights and welfare of persons with disabilities across the three pillars of the ASEAN Community - the ASEAN Political-Security Community (APSC), the ASEAN Economic Community (AEC), and the ASEAN Socio-Cultural Community (ASCC). This reflects ASEAN's strong commitment to create an inclusive and responsive community that ensures all peoples, including persons with disabilities, can fully enjoy human rights and fundamental freedoms. The Enabling Masterplan serves as a key policy document to guide ASEAN's efforts in realizing an inclusive ASEAN Community by 2025.

ASEAN has long recognized the importance of promoting and protecting the rights of persons with disabilities. This can be seen through various ASEAN frameworks, initiatives and strategic measures adopted over the years, such as the ASCC Blueprint 2025, which contains specific references to advancing the rights of persons with disabilities.

In 2018, ASEAN further demonstrated its resolve by establishing the Task Force on the Mainstreaming of the Rights of Persons with Disabilities. This cross-sectoral task force, comprising representatives from the ASEAN Intergovernmental Commission on Human Rights (AICHR), the Senior Officials Meeting on Social Welfare and Development (SOMSWD), and the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), was tasked with developing the ASEAN Enabling Masterplan 2025.

The Enabling Masterplan was subsequently adopted at the 33rd ASEAN Summit in November 2018, marking a significant milestone in ASEAN's efforts to mainstream disability inclusion in the region.

The key objectives of the ASEAN Enabling Masterplan 2025 are:

- To identify priority areas and key action points (KAPs) across the three ASEAN Community pillars to mainstream the rights of persons with disabilities.
- To strengthen regional cooperation and coordination in promoting disability-inclusive development.
- To empower persons with disabilities as active contributors and beneficiaries of ASEAN community-building.

By achieving these objectives, the Enabling Masterplan aims to create an ASEAN Community that is truly inclusive, where persons with disabilities can fully participate and benefit from ASEAN's development efforts. It serves as the instrument to operationalize the policy milestone in ASEAN to advance the rights and welfare of persons with disabilities. It contributes to the 2030 Agenda on Sustainable Development, with its policy thrust of leaving no one behind, and lays a solid foundation that supports the ASEAN vision of a people-oriented, people-centred Community.

Each section of the Enabling Masterplan includes relevant objectives to ensure the inclusion of persons with disabilities in the ASEAN Community.

The APSC under the ASEAN Enabling Masterplan 2025 hopes to achieve the following:

- To establish a rules-based, people-oriented, and people-centered community, as well as a peaceful, secure, and stable region, and strengthen ASEAN's centrality and institutional capacity on disability rights.
- To establish a peaceful, secure, and stable region by ensuring reasonable accommodations, combating disability-related transnational crimes, providing accessible information and rehabilitation, protecting refugees and asylum seekers, and promoting the inclusion of persons with disabilities in disaster management, resilience, and emergency response efforts, as well as sharing best practices and gathering data on disability in disasters.
- To strengthen ASEAN's centrality and outward-looking approach by consulting with organisations and persons with disabilities on the strategic direction of ASEAN's disability rights efforts, building capacity and partnerships between ASEAN bodies and disabled persons' organisations, facilitating information sharing on cross-cutting disability rights issues, and forging new partnerships with countries and organisations to promote disability-friendly initiatives.
- To strengthen ASEAN's institutional capacity and presence by enhancing the ASEAN Secretariat's expertise on disability rights, facilitating engagement between ASBs, OPDs, and other relevant stakeholders, developing gender-sensitive and accessible awareness-raising activities and programs, and ensuring the inclusion of ASEAN's coordination and disability inclusion efforts in United Nations Convention on the Rights of Persons with Disabilities (CRPD) reporting.

The AEC under the ASEAN Enabling Masterplan 2025 aims to fulfill the following objectives:

- To develop a highly integrated and cohesive economy by focusing on policies that encourage inclusivity and protect the rights of persons with disabilities, enhancing equal-opportunity marketplaces, promoting financial inclusion, and establishing one-stop entrepreneur centers for persons with disabilities.
- To develop a competitive, innovative, and dynamic ASEAN by focusing on several key areas. Firstly, the AEC will work towards enhancing a common ASEAN consumer protection framework for persons with disabilities. Secondly, it will enhance the protection of intellectual property rights of persons with disabilities. Thirdly, the AEC will promote access and use of materials protected by copyright for persons with disabilities. Fourthly, it will further enhance the support system and enabling environment for highly mobile human resources. Fifthly, the AEC will foster a more inclusive economy in the region by encouraging reasonable tax exemption on assistive and adaptive devices and technologies. Finally, the AEC will encourage the deployment and utilization of technology that is efficient and has a low environmental impact.
- To enhance connectivity and sectoral cooperation in several key areas. Firstly, the AEC will encourage accessible transport in ASEAN towards greater connectivity, efficiency, integration, safety, and sustainability. Secondly, it will promote smart city projects that have inclusive infrastructure and technologies. Thirdly, the AEC will encourage inclusive information communication technology (ICT) by improving its accessibility and usability for persons with disabilities. Fourthly, it will further encourage inclusive economic regional integration through intensified e-commerce cooperation. Fifthly, the AEC will foster food security and accessibility of the food landscape in the region. Sixthly, it will promote responsible, sustainable, and accessible tourism development. Seventhly, the AEC will promote the development of a strong universal healthcare industry. Finally, the AEC will promote incentive systems and support mechanisms to increase the engagement of women and youth with disabilities in science, technology, and innovation.

- To develop a resilient, inclusive, people-oriented, and people-centered ASEAN through several initiatives. Firstly, the AEC will encourage corporations to practice corporate social responsibility and promote sustainable development. Secondly, it will promote micro, small, and medium enterprise (MSME) productivity and inclusion for persons with disabilities. Thirdly, the AEC will provide support to persons with disabilities to enable them to start businesses. Fourthly, it will encourage entrepreneurship and human capital development of persons with disabilities in ASEAN. Fifthly, the AEC will foster and support private sector groups in initiating cluster groups to engage in specific issues. Finally, the AEC will encourage and support the creation of inclusive business opportunities for growth and employment.
- To position ASEAN as a global player through the following initiative that focuses on promoting an inclusive global economy and ensuring non-discrimination for persons with disabilities within the ASEAN region.

The ASCC under the ASEAN Enabling Masterplan 2025 hopes to accomplish the following:

- To engage and benefit people with disabilities by promoting their rights to full and effective participation, enhancing access to social protection and economic opportunities, strengthening capacity building, providing opportunities for decision-making, and improving the availability and accessibility of websites, technologies, and assistive devices for persons with disabilities across AMS.
- To be inclusive by introducing upstream health and welfare policies and laws with a human rights-based approach for persons with disabilities; recognizing and mainstreaming their rights to fully participate in all aspects of community life; encouraging the harmonization of regional and national labor policies and laws concerning their rights; promoting equal-opportunity, accessible, and inclusive regular marketplaces; increasing demand for products made by persons with disabilities; incorporating the concept of inclusive disability in the ASEAN studies curriculum; advancing inclusive educational systems and capacity building; recognizing their rights to live by their choice; supporting the development of cultural resources that recognize their inclusion, dignity, and equal rights; and ensuring universal access to the built environment, especially educational, health, and legal institutions and services.
- To be sustainable by ensuring that considerations of persons with disabilities are integrated in the process of creating equitable access to a sustainable environment; integrating principles of universal design for persons with disabilities in all urban planning and management approaches; promoting the participation of communities and interest groups in developing comprehensive and coherent responses to climate change; and encouraging AMS, sectoral institutions, private sector actors, and community members to mainstream human rights and protect the interests of persons with disabilities in implementing climate change adaptation and mitigation measures.
- To build resilience by aligning national and local disaster management frameworks with international standards, developing disability-inclusive disaster plans, promoting the sharing of best practices, ensuring access to public resources for persons with disabilities during emergencies, and designing feedback mechanisms to incorporate the needs of persons with disabilities in disaster risk reduction and management efforts across the region.
- To be dynamic by promoting inclusive skills-training on entrepreneurship to empower persons with disabilities in a competitive, innovative, and dynamic economic landscape, raising awareness of financial institutions and human resources staff on the rights of persons with disabilities, and promoting the establishment of one-stop entrepreneur centers for persons with disabilities to support their business endeavors. These initiatives are designed to foster an inclusive and dynamic economic environment that enables persons with disabilities to actively participate and thrive as entrepreneurs within the ASEAN region.

The Enabling Masterplan provides an opportunity to leverage cooperation at the ASEAN level to contribute to the enhancement of the implementation of the CRPD at regional level by “building an inclusive community where independence, freedom of choice, and full and effective participation of persons with disabilities in all areas of life are realised and sustained”. It also created a momentum to push for reforms towards fully implementing the CRPD at the national level; to eliminate discrimination, remove barriers, and ensure accessibility. These actions at the national level are further amplified and supported through regional collaboration by creating spaces to find innovative solutions to issues and challenges that are more effectively addressed at the ASEAN level.

By serving as a key instrument in steering policies and programmes, both at the regional and national levels, the Enabling Masterplan helps concretise the ASEAN Community Vision 2025 in mainstreaming the rights of persons with disabilities across all three pillars of the ASEAN Community as well as fosters AMS’ commitment towards building a more inclusive community.

2. Purpose and Scope of the Midterm Review

The Midterm Review (MTR) is an important component of the Results-Based Monitoring and Evaluation (M&E) Framework for the ASEAN Enabling Masterplan 2025. The MTR provides an assessment of the progress of implementation of the Enabling Masterplan. It utilises the results-based **M&E Framework (Annex 1)** that was developed under the leadership of SOMSWD and was endorsed ad-referendum on 25 January 2022. The framework includes agreed indicators and evaluation criteria as well as practicable tools and methodologies for the systematic collection of data to assess progress of implementation of policies/programmes/projects arising from the Enabling Masterplan at the regional, national, and sectoral levels.

Guided by the approved M&E Framework and the Terms of Reference, the MTR aims to provide an assessment of the progress of the implementation at two (2) levels, at the sectoral and national levels. The MTR hopes to provide a review of sectoral and AMS’ commitments to the Enabling Masterplan and be able to draw lessons on what works as well as provide practical recommendations on how to enhance its implementation based on emerging experience at the sectoral and national levels.

The MTR covered the period 2018-2022 and focused on the progress of implementation of the Enabling Masterplan. Overall, the MTR aims to provide a structured assessment of the Enabling Masterplan’s implementation progress, identify key lessons, and offer concrete recommendations to enhance its effectiveness moving forward.

The MTR largely relies on the results of a self-assessment process both at the sectoral and national levels to achieve the following objectives:

- Assess progress in implementing the Enabling Masterplan, specifically, the progress towards achievement of the 76 KAPs;
- Reflect on how the Enabling Masterplan has been used as a framework to enable ASEAN Sectoral Bodies (ASBs) and AMS to achieve desired outcomes of mainstreaming disability inclusion;
- Identify barriers to achievement of the Enabling Masterplan objectives; and
- Provide concrete actions and recommendations to guide and improve the Enabling Masterplan implementation.

While the assessment of the MTR primarily uses output-level data, the data from the self-assessment can be aggregated at different levels, to help inform the answers to ‘big’ questions about progress and achievements such as:

- How is ASEAN doing in delivering the commitments made in the Enabling Masterplan?
- How well is ASEAN delivering planned actions under the respective Community Pillar Blueprints?
- In which areas is ASEAN advancing faster, and where are key actions lagging?
- In what areas are we doing better, and where do we need to improve implementation?
- What works and how can these approaches be further supported and scaled-up to ensure success of the Enabling Masterplan implementation?

The MTR provides an opportunity for all stakeholders to take stock of accomplishments and generate feedback at all levels (sectoral, national, OPDs, and partners). It serves two immediate purposes: decision-making and taking stock of initial lessons given current experience in the implementation of the Enabling Masterplan. Specifically, the MTR provides SOMSWD with a basis for identifying appropriate actions to: (i) address particular issues or challenges in the implementation and management of the Enabling Masterplan, and (ii) reinforce initiatives that demonstrate the potential for success.

Furthermore, a participative and inclusive process in the conduct of the self-assessment exercise at the national level was likewise strongly encouraged in close coordination with the SOMSWD Focal Points. The process provided the platform for the participation of not only duty bearers through government national and local agencies, but rights-holders as well through civil society organisations, particularly OPDs.

The primary stakeholders of the MTR are listed below, however, the MTR may also be useful for other stakeholders such as international development partners, researchers, and the general public interested in the progress of disability inclusion efforts in the ASEAN region:

- AMS;
- ASBs;
- ASEAN Secretariat;
- OPDs and civil society organisations representing persons with disabilities; and
- Potential users of the Enabling Masterplan's data and progress reports.

The review also examines the quality and usefulness of the Results-Based M&E Framework in providing meaningful data and insights to inform the remaining implementation period. The findings and recommendations from the MTR will be crucial in guiding the second half of the Enabling Masterplan's implementation and strengthening its overall impact in advancing the rights of persons with disabilities in the ASEAN region.

3. Methodology and Data Collection Tools

The MTR utilizes the results-based M&E Framework that was developed and endorsed by the SOMSWD for the Enabling Masterplan. This M&E Framework includes agreed indicators and evaluation criteria, as well as practicable tools and methodologies for systematic data collection to assess progress at the regional, national, and sectoral levels. The key components of the MTR methodology include:

- Conduct of self-assessments by relevant ASBs and AMS.
- Organisation of a peer learning session on the self-assessment process to capture lessons on Enabling Masterplan implementation.

- Preparation of reports on the self-assessment results and lessons learned at the national and sectoral levels.
- Drafting of the MTR report highlighting progress, lessons learned, and recommendations moving forward.

The data collected span both quantitative indicators as well as qualitative information on progress, challenges, and lessons learned in Enabling Masterplan implementation. The primary data sources for the MTR include:

- Self-assessment reports from relevant ASBs and AMS.
- Proceedings and lessons captured from the peer learning session.
- National and sectoral level reports on self-assessment results and implementation lessons.

The inception report noted that the MTR faced some data collection and analysis challenges, such as:

- Ensuring comprehensive and timely submission of self-assessment reports from all relevant stakeholders.
- Capturing accurate and reliable data given the varying capacity and resources across ASBs and AMS.
- Synthesizing lessons learned across diverse national and sectoral contexts.
- Engaging effectively with civil society organisations to incorporate their inputs and perspectives.

To mitigate these limitations, the review process emphasizes peer learning, targeted guidance, and inclusive participation to strengthen the quality and completeness of the data gathered.

The Enabling Masterplan Results-based M&E Framework includes a comprehensive progress tracking tool that was developed and endorsed after the Enabling Masterplan was endorsed. The tool is designed to systematically monitor and assess the implementation progress at the regional, national, and sectoral levels. The key features of the progress tracking tool are:

- **Indicators and Evaluation Criteria:** The tool captures a set of agreed indicators and evaluation criteria that correspond to the Enabling Masterplan's strategic priorities and expected outcomes.
- **Data Collection and Reporting:** The tool provides standardized templates for ASBs and AMS to collect and report on the progress of implementation.
- **Scoring and Assessment:** The tool includes a scoring system and assessment criteria to evaluate the level of achievement against the specified KAPs under the Enabling Masterplan.

The use of the comprehensive progress tracking tool is expected to promote a systematic and evidence-based approach to the MTR, allowing for a thorough assessment of the Enabling Masterplan's progress and informing the way forward. As part of the MTR process, the progress tracking tool plays a crucial role in support of:

- **Self-Assessments:** ASBs and AMS are required to utilize the tool to conduct self-assessments on their respective implementation of the Enabling Masterplan.
- **Data Collection and Synthesis:** The data gathered through self-assessments using the progress tracking tool form a key input for the MTR, providing quantitative and qualitative information on implementation progress.

- **Analysis and Recommendations:** The review team is responsible for analyzing the data from the progress tracking tool to identify trends, challenges, and areas for improvement, which will then be reflected in the MTR Report and recommendations.

3.1 Self-Assessment Process: Using the Progress Tracking Tool

The conduct of self-assessments by the AMS and ASBs is a critical component in the MTR process. The national level (through the leadership and guidance of the SOMSWD National Focal Points) and the sectoral self-assessment were undertaken as a parallel process. The national and sectoral self-assessment process utilised the **Standardized Progress Tracking Tool (Annex 2)** that was provided and developed under the Enabling Masterplan Results-based M&E Framework.

Using the Standardized Progress Tracking Tool, the assessment of progress for each KAP were conducted using the rating system as follows:

- **Limited action taken** – means no significant steps have yet been taken to carry out this activity; guideline: less than 10% of required actions have been carried out.
- **Initial action taken** – means some initial steps have been taken, the action would have been planned in detail, but most actions have not yet been carried out; between 10% and 40% of required actions carried out.
- **Significant action taken** – means between 40% and 80% of required activities have been carried out and the progress information is being reported.
- **Action largely completed** – means most required steps have been taken; guidance: more than 80% of required activities have been carried out.

The rating on the levels of progress were to be based on the objective assessment on the status of the various initiatives being undertaken per KAP for the period under review, covering 2018-2022. The assessment of progress was to be supported by a narrative that explained the rating together with supporting evidence and data. The narrative description that justifies the rating was to be brief and concise, as well as provide factual evidence as may be feasible.

To further assist the AMS through the SOMSWD Focal Points and the ASBs in the self-assessment process, a **Supplemental Guide (Annex 3)** was formulated to facilitate the review of contribution and progress in the implementation of the Enabling Masterplan. The Supplemental Guide provides suggested indicators that can be used to assess progress in each of the KAPs as well as potential information sources to aid collection of data to serve as evidence to support the assessment.

The development and the overall approach to the self-assessment process was guided and the tracking of progress was informed by following general principles of disability inclusion below.¹ These principles provide the overall conceptual guidance in the reviews and assessment of progress in implementing the Enabling Masterplan to mainstream the rights of persons with disabilities.

- **Recognition of Disability Diversity:** People with disabilities are diverse and have unique experiences and perspectives. The lived experiences of persons with disabilities should be valued and respected.
- **Accessibility:** Physical and digital environments and processes should be designed to be accessible to people with disabilities. This includes providing ramps, elevators, accessible restrooms,

¹ Salim, Ishak et al, Disability rights: A guide to monitoring compliance. Published by the Senior Advisor to the Minister of Planning on Social Affairs and Poverty Reduction / BAPPENAS with support of the Australian Government through the Australia-Indonesia Partnership for Justice 2 (AIPJ2) Program. September 2021.

accessible format such as audio, braille, Easy Read, sign language, and wordless formats, and other accommodations to ensure that people with disabilities can access digital and physical infrastructure, as well as government services and other processes.

- **Reasonable Accommodation:** Reasonable accommodations ensure that people with disabilities can participate fully in all aspects of life. This may include providing assistive technology, modifying work schedules, or making physical accommodations to ensure that people with disabilities can perform their job duties.
- **Participation:** People with disabilities should have equal opportunities to participate in all aspects of life, including education, employment, and social activities. It also refers to mechanisms that provide the venue for persons with disability to have a voice and to be heard in policy formulation as well as decision-making that affects their lives, livelihood and well-being. This involves removing attitudinal, communication, environmental, and institutional barriers to participation.
- **Collaboration:** People with disabilities are the experts of their own experience and can help to identify barriers and develop solutions. It involves valuing the perspectives of people with disabilities and involving them in decision-making processes.
- **Non-Discrimination:** People with disabilities should be treated fairly and without prejudice. This involves ensuring that people with disabilities have equal access to opportunities and resources and that they are not discriminated against in employment, education, or other areas of life.

Moreover, the Supplemental Guide also provides indicators to facilitate assessment of progress along the commitments and efforts made to meet human rights standards enshrined in the CRPD and implemented through the Enabling Masterplan. It also provides performance measures and identifies areas where evidence could be provided to account for Enabling Masterplan progress.

The indicators “are designed to collect information that can be analysed to show the extent to which efforts to uphold and fulfil human rights have been carried out, to what extent existing policies are in line with human rights norms, and how the condition of human rights is felt by citizens”,² in this case, the rights of persons with disabilities.

Three types of indicators: (i) structure indicators, (ii) process indicators, and (iii) outcome indicators are provided to illustrate three different aspects of efforts to respect, comply and promote the rights of persons with disabilities.

- **Structure indicators** measure the acceptance, intent and commitment to human rights. They reflect enactment of legal instruments and the adoption of policies for the implementation of human rights.
- **Process indicators** measure efforts to transform commitments into desired results. These indicators assess policies and measures taken to implement commitments on the ground. Process indicators are used to “document and analyze the steps taken by stakeholders in transforming their commitment to complying with the rights of persons with disabilities” to achieve the enjoyment of rights.
- **Outcome indicators** measure the results of efforts to further human rights. They capture results and information that reflect the level of enjoyment of human rights, both individually and collectively, which reflect the development and progress of efforts to fulfil rights.

The twin-track approach was also introduced as an additional guiding principle in the self-assessment process. Assessing progress using the twin-track approach in disability issues involves evaluating both **mainstreaming** and **targeted** programs.

² Ibid.

The twin-track approach recognizes that both mainstreaming and targeted interventions are necessary to ensure that persons with disabilities are included in all aspects of society.

- **Mainstreaming** involves integrating disability rights into all policies, programs, and services. This means that all individuals, regardless of their disability status, are included in the same programs and services. For example, a mainstreaming program could involve ensuring that public transportation includes accessible busses, ensuring all individuals, including those with disabilities, can use public transportation.
- **Targeted** interventions, on the other hand, involve specific programs and services designed to address the unique barriers experienced by persons with disabilities. For example, a targeted intervention program could involve training sign language interpreters to support individuals who are deaf or hard of hearing.

3.2 Limitations and Data Collection Challenges

The MTR recognizes several key challenges and limitations associated with the use of self-assessment or self-rating data collection tools. These are:

- **Varying Capacities across AMS**
 - The self-assessment process relies on the individual capacities and resources of AMS to collect, analyze, and report data.
 - There are significant differences in the data collection and monitoring systems across AMS, which can lead to inconsistencies and gaps in the data.
 - AMS with limited resources and technical expertise may face difficulties in accurately completing the self-assessment templates.
- **Subjectivity and Potential Bias**
 - Self-assessment data can be prone to subjective interpretations and potential biases, as stakeholders may have vested interests in portraying implementation progress in a certain way.
 - There is a risk of over-reporting or under-reporting of achievements and challenges due to political, organizational considerations or data availability.
 - Lack of external validation and verification mechanisms can further exacerbate the issue of potential bias in self-assessment data.
- **Incomplete Data Coverage**
 - The self-assessment process may not capture the full breadth of implementation experiences, as participation from all relevant ASBs and AMS may not be comprehensive.
 - Certain stakeholders, such as civil society organisations and OPDs, may not be adequately represented in the self-assessment process.
 - The self-assessment data may not provide a complete picture of the Enabling Masterplan's implementation across all thematic areas and sectors or across the diversity of stakeholders with disabilities. Obtaining disaggregated data is essential for evaluating whether all categories of disability and intersectional groups, such as women with disabilities or young persons with psychosocial disabilities, are receiving positive outcomes from initiatives being undertaken.

- **Timeliness and Consistency of Reporting**

- Ensuring timely and consistent submission of self-assessment reports from all stakeholders can be challenging, particularly given the diverse contexts and capacities within the ASEAN region.
- Delays in reporting or inconsistencies in the data provided can hinder the ability to conduct a thorough and timely MTR.

To mitigate these challenges and limitations, the MTR process emphasised the importance of:

- Providing targeted guidance and capacity strengthening support to AMS and ASBs in the self-assessment process. Please refer to the Guidance Notes for ASBs and AMS in Annexes 4 and 5.
- Incorporating external validation mechanisms, such as peer learning sessions and stakeholder consultations, to triangulate the self-assessment data.
- Fostering greater participation and inclusion of diverse stakeholders, including civil society organisations and OPDs, to enhance the comprehensiveness of the data collected.
- Establishing clear timelines and reporting templates to ensure timely and consistent submission of self-assessment reports.

By addressing these challenges, the MTR aimed to strengthen the reliability and robustness of the data collected, leading to a more comprehensive and accurate assessment of the Enabling Masterplan's implementation progress.

4. Presentation of Findings

In concrete terms and in keeping with the principles of disability inclusion, the Enabling Masterplan is operationalised by relevant ASBs according to their respective priority areas by “translating the KAPs of mainstreaming human rights of persons with disabilities into specific action lines or programmes, projects, and activities as part of their respective work plans”.

At the national level, the Enabling Masterplan supports the realisation of the obligation and commitment of AMS to respect, promote, protect, and fulfil the rights of persons with disabilities set forth in the CRPD and other relevant human rights instruments by creating an “enabling environment and building capacity of both government mechanisms and duty bearers to enhance understanding of human rights principles and their effective application”.

At the ASEAN level, ASBs specifically advance the systematic mainstreaming of disability inclusion principles in their respective areas of work by institutionalizing a programmatic approach.

Efforts and contributions to the implementation of the Enabling Masterplan, both at the national and sectoral levels, are reflected in the 76 KAPs and 10 sub-action points that are aligned with the three ASEAN Community Blueprints, as follows:

ASEAN Community Pillar	Characteristics from Development Blueprints	Key Action Points
ASEAN Political-Security Community	4	24 + 8 sub-action points
ASEAN Economic Community	5	25
ASEAN Socio-Cultural Community	5	27 + 2 sub-action points

The MTR is a critical juncture to take stock of the achievements, challenges, and lessons learned thus far in the implementation of the Enabling Masterplan since its adoption in 2018. This midterm report aims to present the general patterns and observations identified through the review of activities conducted so far, with the understanding that the final evaluation will provide a more comprehensive analysis post implementation of the Enabling Masterplan. The MTR report is structured in two main sections:

- Section 4.1 examines the contributions of ASBs towards implementing the Enabling Masterplan. This builds upon the stocktaking exercise conducted in 2022, which produced an inventory of disability-inclusive actions and initiatives undertaken by the various ASBs from 2018 to 2021. This section highlights the general trends, good practices, and areas for further strengthening observed in the sectoral-level implementation efforts.
- Section 4.2 focuses on the self-assessment process undertaken by AMS. This exercise utilized the standardized progress tracking tool developed under the Enabling Masterplan's results-based M&E framework. This section presents the general observations and insights gathered from AMS' self-assessment submissions, including the reported progress, challenges, and support needed for more effective implementation at the national level.

4.1. Progress of Implementation by the ASBs

The Enabling Masterplan provides a comprehensive framework for mainstreaming the rights of persons with disabilities across the ASEAN Community. A key component of this framework is the self-assessment process undertaken by the various ASBs. These assessments are designed to capture the disability-inclusive initiatives and progress made by each Sectoral Body in supporting the Enabling Masterplan through their respective sectoral work plans.

The self-assessment process began with the relevant divisions of the ASEAN Secretariat working closely with the identified ASBs. Guided by respective chairs of relevant ASBs with support from the ASEAN Secretariat, Sectoral Self-Assessment Reports that document the various initiatives, projects, and activities undertaken were submitted. As mentioned, this report utilizes the standardized progress tracking tool. The assessment report allows the ASBs to categorize their efforts along the KAPs. The self-assessment reports of ASBs also build on the Annual Progress on the Implementation of the ASEAN Enabling Masterplan developed by the ASEAN Secretariat and submitted to SOMSWD and AMMSWD each year since 2018.

Based on the self-assessment reports received, the table below provides an overview of the contributions made by ASBs towards the implementation of the Enabling Masterplan KAPs across the three ASEAN Community pillars: APSC, AEC, and ASCC. A detailed table captures not only the progress made by the relevant ASBs but also the number of initiatives implemented along the KAPs which are accessed in Annex 6.

4.1.1. Over-all Sectoral Progress

The results of the self-assessment underscored the interconnectedness of mainstreaming disability inclusion across the ASEAN pillars. The data shows that ASBs did not work in isolation; rather, their contributions to the Enabling Masterplan highlight how disability inclusion is interrelated with security, economic development, and socio-cultural aspects. An initiative by one sectoral body can contribute to outcomes not only within its specific ASEAN Community but also beyond, with the impact of ASB initiatives extending beyond their own community pillar.

The ASBs were able to contribute across pillars that transcended traditional barriers between sectors and pillars. This will be evident in the succeeding sections as sectoral contributions are presented. While efforts may not have been consciously coordinated, the data demonstrated the potential for further deepening efforts to mainstream disability inclusion in ASEAN if done in a more coordinated manner.

Table 1. Self-Assessment of the Progress of ASBs in the Implementation of the Enabling Masterplan By ASEAN Community and Characteristics from Development Blueprints

Characteristics Per ASEAN Community	Contributing ASEAN Sectoral Bodies (ASBs)	Total Contributions of ASBs	Self-Assessment of the Progress of Implementation			
			Only limited action taken	Initial Action taken	Significant Action Taken	Action Largely Completed
A. ASEAN POLITICAL SECURITY COMMUNITY (APSC)						
1. Rules-based, People-Oriented, People-Centered Community	SOMY ACWC AICHR ACW SOMSWD	72	3	7	21	41
2. Peaceful, Secure, and Stable Region	SOMSWD ACW ACWC ASOD SOMY AICHR ACSS ASLC-FI	29	1	2	9	17
3. ASEAN Centrality in a Dynamic, and outward-looking Region	AICHR SOMY	10	-	1	1	8
4. Strengthened ASEAN Institutional Capacity and Presence	AICHR	4	-	-	-	4
Subtotal for APSC	8 ASEAN Sectoral Bodies	115	4	10	31	70
B. ASEAN ECONOMIC COMMUNITY (AEC)						
1. A highly integrated and cohesive economy	AEM-HLTF-EI SEOM SLOM ACSS ASLC-FI	28	10	5	8	5
2. A competitive, innovative, and dynamic ASEAN	SEOM	4	2	2	0	0
3. Enhanced connectivity and sectoral cooperation	ATM/ASTOM AICHR SOMSWD AEM-HLTF-EI SOMY SOM-AMAF SEOM SOM-ED ACWC ACW SOM ACSS	67	42	6	4	15
4. A resilient, inclusive, people-centred ASEAN	SOMSWD SEOM SOM-ED SOMY SLOM	20	7	3	2	8
5. A Global ASEAN	SLOM AEM-HLTF-EI	4	1	0	0	3
Subtotal for AEC	13 ASEAN Sectoral Bodies	123	62	16	14	31

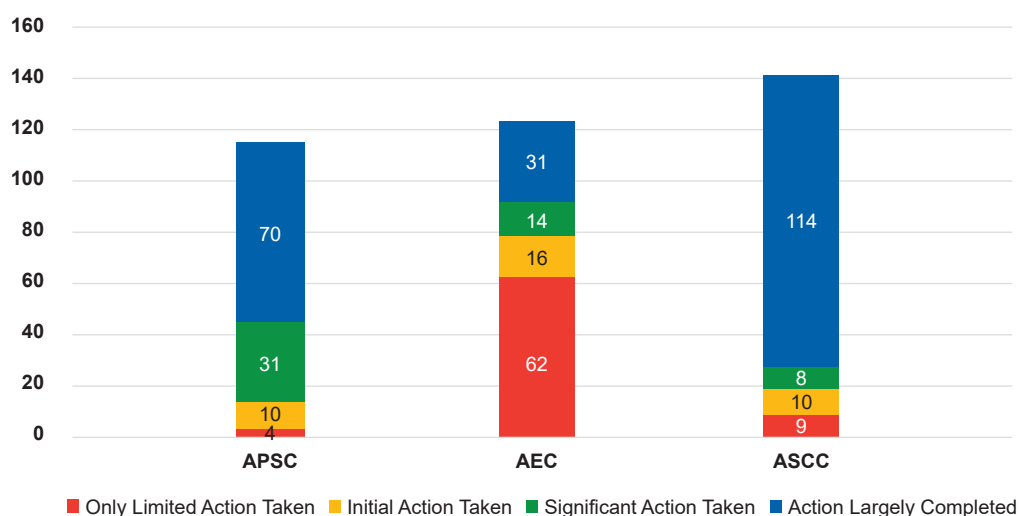
Characteristics Per ASEAN Community	Contributing ASEAN Sectoral Bodies (ASBs)	Total Contributions of ASBs	Self-Assessment of the Progress of Implementation			
			Only limited action taken	Initial Action taken	Significant Action Taken	Action Largely Completed
C. ASEAN SOCIO-CULTURAL COMMUNITY (ASCC)						
1. Engages and benefits the people	ACCSM SOMSWD SOMS AICHR SOM-ED SOMY SLOM AMRI/ SOMRI	54	1	0	3	50
2. Inclusive	SLOM SOM-ED SOMY SOMS COSTI ASUF AICHR SOMSWD SOMRDPE	37	6	4	0	27
3. Sustainable	ASUF ASCN AICHR SOMY SOMSWD	8	0	20	0	6
4. Resilient	ACSS ASLC-FI AICHR SOMSWD	25	0	0	2	23
5. Dynamic	ACCSM SOMRDPE ACMM SLOM SOMSWD	17	2	4	3	8
Subtotal for ASCC	15 ASEAN Sectoral Bodies	141	9	10	8	114
TOTAL FOR ALL ASEAN COMMUNITY PILLARS	22 ASEAN Sectoral Bodies	379	75	36	53	215

As ASEAN moves forward into 2025, it is essential to plan actions on disability inclusion more strategically, taking into consideration the potential impact of these actions beyond individual Communities. While the sectoral body may not have been fully conscious of this, the self-assessment has provided a platform to account for cross-community pillar contributions. This underscores the importance of intentionally planning specific actions to enhance their impact across the ASEAN framework. Individual progress in one community can have significant multiplier effects in others. For example, a successful ASCC community program by the Senior Labour Officials Meeting (SLOM) that enhances vocational training for people with disabilities can lead to increased employment rates supporting economic goals, which in turn fosters greater social cohesion and reduces security concerns in the political community. This demonstrates how the whole can indeed be greater than the sum of its parts, creating a truly inclusive ASEAN.

The overall contributions made by the ASBs to the implementation of the Enabling Masterplan can be summarised as follows:

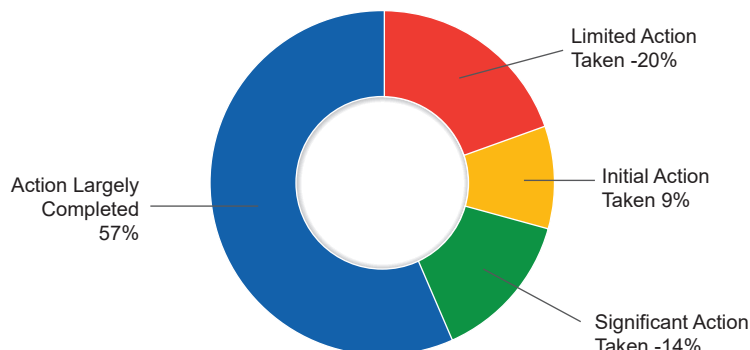
- Twenty two (22) ASBs contributed a total of 379 actions, with 215 out of 379 KAPs completed. These actions contributed to 66 out of the 76 KAPs as well as to 7 out of the 10 sub-action points.
- Progress was uneven across the three pillars. The APSC reported the most progress, with 101 significant actions taken and completed from a total of 115 (88%). The ASBs have significantly conducted and completed 122 out of 141 actions in the ASCC pillar, accounting for 87% of total contributions. This indicates progress in promoting social and cultural cohesion. The AEC showed 45 out of 123 actions (37%) were either significant progress undertaken or have been completed. A significant proportion of planned actions (63%) showed limited implementation. This suggests that building a cohesive economic community is a complex process that requires time and coordination across various sectors. (Please refer to Graph 1.)

Graph 1.
Progress of ASB Actions to Implement the Enabling Masterplan Per Community Pillar



- Graph 2 indicates that ASBs made substantial progress in implementing the Enabling Masterplan, with 57% of the 379 contributions largely completed. However, a significant portion, 20%, have seen only limited action taken. A smaller proportion, 9%, have only seen initial action taken, while 14% have seen significant action taken. This suggests that while progress has been made, there is still room for improvement in the implementation of the Enabling Masterplan.

Graph 2.
Overall Progress of ASB Actions to Implement the Enabling Masterplan



- Overall, results of the self-assessment demonstrate substantial progress made by the 22 ASBs, whereby progress ratings show that 71% of the contributions are either largely completed or significant action has already been undertaken from their respective sectoral work plans to implement the Enabling Masterplan. The graph also illustrates that at least 9% of the actions have been initiated by the ASBs, and the remaining 20% indicates limited action have been taken.

These results indicate strong performance; however, with limited time remaining before the conclusion of the Enabling Masterplan, some areas may only be satisfactorily addressed in the post-2025 context. ASEAN has the opportunity to minimize these remaining gaps through focused and accelerated efforts during the final implementation period of the current Enabling Masterplan. The AEC may consider developing a catch-up plan to effectively address the 63% of its activities that are currently progressing more slowly than anticipated.

- Gaps are evident in 10 KAPs and in 3 sub-action points. With the results of the self-assessment, ASEAN may consider further discussions to flesh out deeper insights into the implementation gaps which can inform the development of innovative and context-specific approaches to address emerging needs and barriers to better address these gaps. This can hopefully lead to more adaptive, flexible, and responsive programming in the remaining implementation period of the Enabling Masterplan and post-2025.
- ASBs are contributing to the KAPs that fall under other pillars, demonstrating a more comprehensive approach. This serves as a valuable example of how cross-sectoral and inter-community pillar coordination can be effectively achieved, highlighting the relevance of the KAPs in the Enabling Masterplan for all duty bearers. This approach should be encouraged and undertaken more consciously to address the gaps in the remaining years, enabling substantial progress toward commitments under the Enabling Masterplan.

4.1.2. Progress of the ASEAN Political Security Community

Table 1 shows that eight (8) ASBs contributed to 21 out of the 24 KAPs and 6 out of the 8 sub-action points to support actions under the APSC. Of the 115 contributions made, the majority of the contributions (at least 70) under APSC focused on the actions that reaffirm ASEAN's commitment to strengthen its rules-based architecture and institutions, as well as to make the ASEAN Community more responsive to the needs and welfare of the people.

In terms of progress, 101 out of the 115 contributions to the implementation of the actions to support Enabling Masterplan implementation are either largely completed or significant actions have already been made. This clearly indicates substantial progress has been made to fulfill commitments to mainstream disability inclusion by APSC. Sectoral contribution to APSC progress is characterized by strong cross-sectoral and inter-community pillar cooperation.

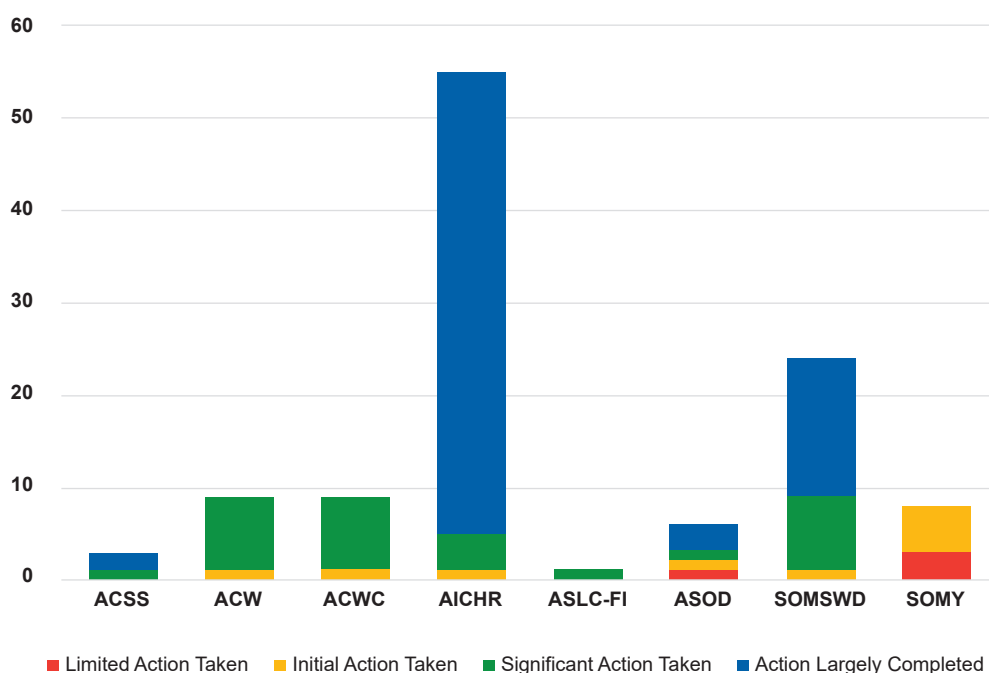
Of the eight ASBs, AICHR contributed 55 out of the 115 total actions undertaken. Fifty (50) KAPs are largely completed, and four (4) have significant actions taken. AICHR contributed to 18 key and sub-action points. Another APSC sectoral body, the ASEAN Senior Officials on Drug Matters (ASOD), contributed to implement drug-related actions. The ASOD led the contributions to meet KAP APSC 10, which aims to intensify efforts towards a Drug-Free ASEAN. ASOD has undertaken six (6) activities; three (3) have been largely completed, while the remaining three (3) actions are in varying levels of completion; one (1) with limited action taken, one (1) with initial action taken and 1 with significant action taken.

Another major contributor to APSC accomplishment was SOMSWD from the ASCC, with a total of 24 actions that contributed to 14 KAPs. Of the 24 actions by SOMSWD, 15 are largely completed and 8 have significant action taken. Please refer to Graph 3. Additional contributions were provided by ASCC ASBs, namely the ASEAN Committee on Women (ACW), the ACWC, and the Seniors Officials Meeting on Youth (SOMY). All together, these three (3) ASBs undertook 24 initiatives, 83% of which are largely or significantly completed. These actions contributed to 21% of total KAPs under the APSC.

Two other ASBs from the AEC, the ASEAN Community Statistical System (ACSS) and the ASEAN Senior Level Community on Financial Integration (ALSC-FI), also contributed to the APSC commitments to the EMP. The ACSS and the ASLC-FI played a substantial role to contribute to KAP APSC 16 that support an effective coordination mechanism among ASBs, national statistical ministries/institutions, and local communities on gathering and disseminating reliable, coherent, and comprehensive statistics to inform decisions on effective allocation of disaster preparation resources. Of the three (3) actions by ACSS, two (2) are largely completed and one (1) has significant action taken. The ASLC-FI contributed 1 significant action to support Enabling Masterplan implementation under this KAP.

Moreover, it can be observed that ASBs with issue-specific domains played a vital role in advancing actions within their specialised fields and areas of expertise. Given their inherent expertise and focus on specific issues (such as ASOD on illegal substances and ACSS on statistics) these ASBs took the lead to support the implementation of actions specific to their areas of specialization.

Graph 3.
Progress of Sectoral Contribution to the Implementation of the Enabling Masterplan 2025 for the ASEAN Political Security Community (APSC)



Overview of Sectoral Actions

One of the key areas of focus of the actions reported by the ASBs under the APSC was raising awareness of the rights of persons with disabilities. ASBs have organized numerous trainings and workshops across the region, educating communities about the fundamental rights of persons with disabilities, including their right to participate in decision-making processes and engage in public and political life.

Beyond awareness-raising, ASBs were actively involved in policy development. They created position papers that highlight the importance of disability rights, offering concrete recommendations for mainstreaming these rights across various sectors. For instance, the AICHR developed a position paper focusing on access to justice for persons with disabilities, outlining specific steps to improve access to legal services and ensure fair treatment within the judicial system.

The ASBs also conducted thematic studies on human rights, collaborating with relevant ASEAN bodies. These studies have led to concrete initiatives, such as the AICHR Thematic Study on Juvenile Justice, which has resulted in recommendations for improving the juvenile justice system to be more inclusive and responsive to the needs of persons with disabilities.

The ASOD also played a role in promoting the rights of persons with disabilities in the context of drug abuse and rehabilitation. ASOD recognized the additional risk of persons with disabilities to drug abuse and implemented initiatives to address their inclusion in drug rehabilitation programs.

Another key area of progress was the promotion of barrier-free communities. This led to initiatives like the development of accessible public transportation systems, the construction of ramps and elevators in public buildings, and the creation of accessible public spaces.

To further enhance accessibility, ASBs encouraged the use of new technologies and alternative formats to make information accessible to persons with disabilities. This includes promoting the use of braille, audio recordings, closed captions, and universally designed electronic formats. ASBs promoted initiatives to develop accessible websites and online platforms, ensuring that persons with disabilities can access information and services online.

The SOMSWD, through its work plans covering 2016–2020 and 2021–2025 incorporated strategies to promote the rights of persons with disabilities, aiming to ensure children, women, and older people with disabilities can fully meet their basic needs and live independently. The plan includes initiatives to improve access to education, healthcare, employment, and social protection for persons with disabilities.

Identifying and Addressing Gaps Beyond 2025

While the APSC has made commendable strides in mainstreaming the rights of persons with disabilities, there are still some key areas where further action is needed to ensure the full and effective implementation of the Enabling Masterplan. The self-assessment reports revealed gaps in three KAPs and two sub-action points, which highlight areas where the APSC needs to strengthen its commitment to disability inclusion.

These gaps should be a focus of or serve as priority in the development of catch-up plans in the remaining years of implementation as well as in the development of post-2025 sectoral work plans.

- APSC 7.5. Enhance cooperation between ASEAN Law Ministers' Meeting (ALAWMM) and ASEAN Law Association (ALA) and other Track II organisations including organisations of persons with disabilities, through seminars, workshops and research on international law, and application of international conventions such as CRPD to national legal frameworks;
- APSC 7.7 Encourage engagement of organisations of persons with disabilities with the ASEAN Inter-Parliamentary Assembly and ASEAN governments at national level in promoting a rules-based ASEAN Community, including the implementation of the ASEAN Enabling Masterplan at the national level;
- APSC 9. Encourage cooperation between Sectoral Bodies and organisations of persons with disabilities to contribute to the effective implementation of the Work Programme of the ASEAN Plan of Action to Combat Transnational Crimes including terrorism, violent extremism, illicit drug trafficking, trafficking in persons including women and children with disabilities, arms smuggling, sea piracy, money laundering, international economic crimes and cybercrimes;
- APSC 14. Establish a network of disability and human rights professionals among emergency response managers and responders and consult network of organisations of persons with disabilities in the planning, implementation, and evaluation of policies and programs on disaster and emergency preparedness; and
- APSC 24. Encourage ASEAN Member States to include in the CRPD reports their coordination and disability inclusion activities at the ASEAN level regarding promotion of the rights of persons with disabilities.

To fully realize the Enabling Masterplan's vision of an inclusive ASEAN, several key areas require focused action. Relevant ASBs could consider these recommendations for the post-2025 workplans, emphasizing the following crucial areas:

- CRPD reporting, action plans to combat transnational crime, engagement of OPDs, and enhanced cooperation between the ALAWMM³ and the ALA.⁴ To ensure robust implementation of the CRPD, the APSC could establish a dedicated working group to support AMS in preparing comprehensive reports. This working group could develop a standardized reporting framework, provide technical assistance, and facilitate peer learning among AMS.
- Addressing the additional risk to persons with disabilities for transnational crime requires comprehensive action plans. These plans should include risk assessments, targeted prevention strategies, and accessible crime prevention and response mechanisms.
- Meaningful engagement of OPDs is crucial. The APSC could establish formal channels of communication, promote capacity building for OPDs, and ensure their access to relevant information by ensuring use of accessible formats.
- Finally, strengthening cooperation between the ALAWMM and the ALA is vital to promoting a rules-based ASEAN. This collaboration should focus on joint research and advocacy, capacity building for legal professionals, and the development of model legislation promoting disability inclusion across ASEAN.

By giving due consideration to these recommendations, it is hoped that the APSC can significantly accelerate the realisation of commitments to the Enabling Masterplan, making meaningful progress in disability inclusion.

4.1.3. Progress of the ASEAN Economic Community

The main focus of the contributions under the AEC is on the “Enhanced Connectivity and Sectoral Cooperation” Characteristic that aimed to strengthen the physical, institutional, and people-to-people linkages within ASEAN, enabling the free movement of goods, services, investment, skilled labor, and capital across the region. By enhancing regional connectivity and fostering sectoral cooperation, the AEC can achieve greater economic integration, competitiveness, and sustainable development. A little more than half of AEC contributions, 67 out of the 123, are on this AEC Blueprint Characteristic. Of the 67 contributions, 42 have limited action taken, 15 have been largely completed and four (4) have significant action taken. Please refer to Table 1.

Graph 1 shows that only roughly a third of the contributions to actions for disability inclusion have been undertaken, with 31 actions largely completed and 14 with significant action taken. At least half, 62 out of 123 contributions, have limited action taken. This indicates that much remains to be done under the AEC if it is to meet its commitments to implement commitments to the Enabling Masterplan.

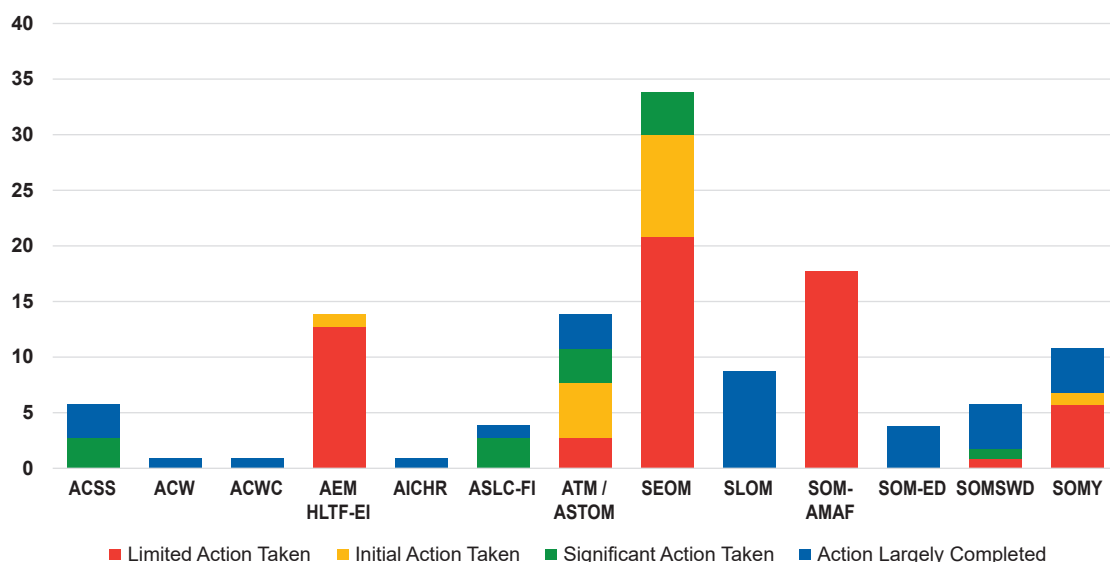
A robust cross-sectoral collaboration was evident in the implementation of the KAPs under the AEC, wherein seven (7) out of the 13 ASBs contributing to Enabling Masterplan are from the ASCC, 5 from the AEC and 1 from the APSC. Fifty nine percent (59%) of the initiatives undertaken were by ASBs from the AEC, while 41% are by ASCC ASBs. Through this inter-pillar and cross-sectoral cooperation, ASBs were able to leverage the complementarities and synergies between different policy areas, institutions,

³ Since 2005 the mandate of the ALAWMM is to address all common matters pertaining to legal cooperation to support ASEAN integration initiatives in all AMS. Initial legal cooperation covers the following areas: exchange of legal materials; judicial cooperation; and, legal education and legal research.

⁴ The ALA's objectives are among others to provide the organisational framework for regional cooperation in the study of and research in the laws of the ASEAN countries with a view to harmonizing those laws as required by the social and economic development of the ASEAN region; in promoting and facilitating the co-ordination of activities and the carrying out of collaboration projects, among lawyers' organisations, law faculties, legal research centres and other like institutions in the ASEAN countries; in promoting, exchanging and disseminating information of the laws, legal systems and legal development of the ASEAN countries; and, for the purpose of carrying into effect the objectives hereinbefore set out, in the publication of journals, newsletters, bulletins and in the organising of conferences, meetings, symposia, seminars and other discussions.

and resources to achieve disability inclusion objectives. This demonstrates great potential to lead to more efficient and impactful implementation of the Enabling Masterplan, as well as the realization of broader ASEAN Community goals.

Graph 4.
Progress of Sectoral Contribution to the Implementation of the Enabling Masterplan 2025 for the ASEAN Economic Community (AEC)



In Graph 4, the Senior Economic Officials Meeting (SEOM) took the lead in the identification of actions to contribute to Enabling Masterplan implementation for the AEC. It has identified 34 out of the total 123 actions that contributed to 11 KAPs. In terms of progress, 21 have limited actions taken, nine (9) with initial actions taken and four (4) with significant action taken.

The Senior Officials Meeting of the ASEAN Ministers on Agriculture and Forestry (SOM-AMAF) reported limited action on 18 contributions to the Enabling Masterplan implementation, particularly on KAP AEC 15 that aimed to “foster food security and accessibility of the food landscape in the region by empowering producers and consumers with disabilities through strategic efforts”. SOM-AMAF was closely followed by the ASEAN Economic Ministers – High-Level Task Force on ASEAN Economic Integration (AEM HLTf-EI) with 14 actions identified, contributing to 6 KAPs, whereby 13 have limited action taken and one (1) with initial action taken.

The ASEAN Transport Ministers Meeting (ATM) / ASEAN Senior Transport Officials Meeting (ASTOM), given its inherent specialized expertise in the transport sector, played a crucial role in advancing KAP AEC 11. It was able to leverage its deep understanding of the sector and was uniquely positioned to contribute to the implementation of the KAP to strengthen accessible and sustainable transport given its vital role in the development of the ASEAN region towards regional inclusive growth characterized by greater connectivity, efficiency, integration, safety and competitiveness. The ATM/ASTOM was able to contribute 12 actions, whereby two (2) are largely completed and three (3) have indicated significant action taken. Four (4) were reported to have initial action taken and three (3) with limited action taken.

The ATM/ASTOM led the “Improving Accessibility to Public Transport for People with Disabilities and the Elderly” initiative that developed a policy report detailing current accessibility policies and evaluation criteria across AMS. As a follow-through action to the report, international airport terminals in Myanmar offer wheelchair access, elevators, clear departure and arrival pathways, guidance signs, and accessible facilities to support persons with disabilities. It also spearheaded the 17th ASEAN and Japan Transport

Ministers Meeting on 15 November 2019, that adopted an initiative to make public transport accessible. Myanmar Railways, in support of the initiative, offered staff assistance with tickets and accommodations, making announcements and signs, not charging for mobility aids, and providing a 50% discount on train tickets for passengers with disabilities and their assistants with a valid ID or certificate.

Overview of Key Actions

In the pursuit of an integrated and cohesive economy, several ASBs implemented a series of initiatives to foster an environment where individuals with disabilities can fully participate and contribute. To support the implementation of the Enabling Masterplan in the AEC, ASBs took a proactive approach to policy development, encouraging inclusivity of persons with disabilities in the economic sphere. A key element of this strategy has been the emphasis on stakeholder engagement and participation, ensuring that the voices and perspectives of persons with disabilities are heard and considered in policy formulation.

Furthermore, the ASBs implemented the ASEAN Good Regulatory Practice (GRP) Core Principles. These principles emphasized the importance of stakeholder engagement, diverse perspectives, and transparency in regulatory processes. As part of this initiative, the AEC launched a pilot project on GRP specifically for the electric vehicles and battery industry in three AMS. This project included stakeholder consultations as a key component of its regulatory impact analysis, demonstrating a commitment to inclusive and well-informed regulatory practices.

In addition to these broader initiatives, the AEC, through the ASLC-FI, supported Myanmar in its efforts to develop a non-discriminatory entrepreneurship policy for people with disabilities. This support has focused on encouraging a disability-inclusive environment for entrepreneurship and businesses, enabling individuals with disabilities to establish and grow their own enterprises.

The AEC's commitment to inclusivity has also extended beyond ASEAN's own member states. Under the ASEAN Plus Three Senior Labour Officials Meeting Work Plan (2021-2025), the AEC has implemented a project on 'Promoting Inclusive Employment for Persons with Disabilities' in 2021-2022, led by Viet Nam. Several significant actions related to enhanced connectivity and sectoral cooperation were in progress to support AEC implementation of the Enabling Masterplan. One of them was the promotion of smart city projects with inclusive infrastructure and technologies accessible to people with disabilities. Similarly, there were encouraging inclusive ICT initiatives that aimed to harmonise consumer rights and protection laws, including those relevant to consumers and entrepreneurs with disabilities.

The ASBs also pursued several initiatives aimed at improving food security and accessibility, including training farmers with disabilities, developing public transportation, and providing accessible food delivery systems. Moreover, ASTOM and ATM promoted responsible, sustainable, and accessible tourism development. Sectoral contribution and action were also geared towards the promotion of a strong universal healthcare industry as well as incentive systems and support mechanisms to increase the engagement of women and youth with disabilities in science, technology, and innovation. Finally, the ASEAN Cooperation on Civil Service Matters (ACCSM) has taken steps to promote inclusivity within the civil service. The Philippines, in its role as coordinator, spearheaded the enhancement of the Gender Mainstreaming in Human Resources Toolkit. This enhancement reflects a commitment to addressing contemporary concerns and issues related to gender equality, disability, and social inclusion (also known as GEDSI), ensuring that the toolkit is more responsive to the diverse needs of individuals across different backgrounds. By integrating this component, the toolkit aims to promote a more inclusive approach to human resources management, fostering an environment where gender equality and the rights of persons with disabilities are prioritized. This proactive step not only strengthens organizational policies but also supports the broader goal of creating equitable and inclusive workplaces within the ASEAN framework.

Identifying and Addressing Gaps Beyond 2025

Currently, more than 63% of the actions under the AEC are encountering delays in implementation, specifically action in three KAPs face significant implementation challenges:

- AEC 7. Promote access and the use of materials protected by copyright for persons with disabilities by encouraging ASEAN Member States to ratify the Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired or Otherwise Print Disabled;
- AEC 9. Foster a more inclusive economy in the region by encouraging reasonable tax exemption on the sale of assistive and/or adaptive devices and technologies which are used by persons with disabilities and elderly/older persons to increase their productivity in a built-environment that is yet to be made accessible and enabling; and
- AEC 10. Encourage the deployment and utilisation of technology that is efficient, has low environmental impact, and increases mobility of persons with disabilities.

The implementation of the Enabling Masterplan within the AEC framework faces two significant challenges related to disability inclusion: harmonizing tax policies for assistive devices (AEC 9) and ensuring access to copyrighted materials to persons with disabilities (AEC 7). Inconsistencies in tax policies and procedures across AMS hinder the effectiveness of tax exemptions for assistive devices. Limited awareness and complex application processes further discourage utilization. Some areas that can be considered for post-2025 work plans could be to initiate the formulation of a regional framework for harmonized tax policies and procedures related to assistive devices, which could include the simplification of the application process for tax exemptions. The implementation of awareness campaigns to educate consumers and businesses about the benefits of tax exemptions could also complement this effort.

Moreover, the limited ratification of the Marrakesh Treaty by AMS, coupled with insufficient awareness and implementation challenges, hinders access to copyrighted materials for persons with disabilities.⁵ Perhaps relevant ASBs could consider in their post-2025 work plans to promote the ratification of the Marrakesh Treaty by all AMS. Conducting awareness campaigns to educate stakeholders about the treaty and its benefits as well as providing support to AMS in implementing the treaty's provisions, including capacity building and development of national frameworks for accessible formats, could further this KAP.

Addressing these two key gaps is crucial to achieving a truly inclusive and accessible AEC for persons with disabilities. The post-2025 work plans could prioritize these areas to ensure that the AEC effectively promotes the rights and well-being of all its citizens.

4.1.4. Progress of the ASEAN Socio-Cultural Community

Progress of Sectoral Actions

Referencing to Table 1, the ASCC focused its actions on meeting KAPs in three (3) main Characteristics:

- “Engages and Benefits the People” emphasizes a people-oriented and socially responsible approach, with a focus on improving the well-being and quality of life for all ASEAN citizens. It aims to enhance

⁵ The Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired, or Otherwise Print Disabled (MVT) is the latest addition to the body of international copyright treaties administered by WIPO. It has a clear humanitarian and social development dimension and its main goal is to create a set of mandatory limitations and exceptions for the benefit of the blind, visually impaired and otherwise print disabled (VIPs). It requires Contracting Parties to introduce a standard set of limitations and exceptions to copyright rules in order to permit reproduction, distribution and making available of published works in formats designed to be accessible to VIPs, and to permit exchange of these works across borders by organisations that serve those beneficiaries.

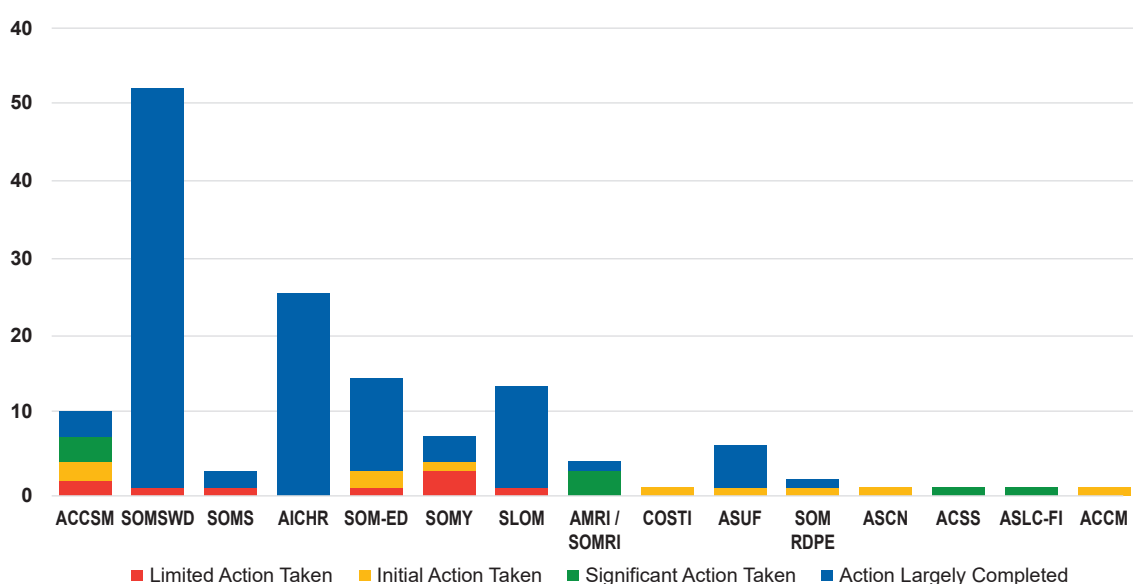
access to quality education, healthcare, and social welfare services, ensuring that the benefits of regional integration are equitably distributed.

- “Inclusive” recognizes the diverse cultural, social, and economic backgrounds within the ASEAN region. It aims to combat all forms of discrimination, social inequality, and social exclusion, ensuring that no one is left behind in the process of regional integration.
- “Resilient” stresses the importance of building an ASEAN Community that can effectively respond to emerging challenges, such as public health crises, natural disasters, and economic shocks.

At least 141 actions have been identified by the 15 ASBs, 114 of which are largely completed, and eight (8) actions have already been significantly undertaken. This substantial accomplishment is reflected in Graph 1. The potential for the completion of all identified activities within 2025 is evident.

For the Characteristic on “Engage and benefits the people”, 54 total sectoral contributions have been reported; fifty (50) are largely completed and three (3) have significant actions taken. As part of “Inclusive”, 37 sectoral contributions have been identified, and 27 have been largely completed. Under “Resilient”, 25 total contributions have been noted; 23 are largely completed and two (2) with significant action taken.

Graph 5.
Progress of Sectoral Contribution to the Implementation of the Enabling Masterplan 2025 for the ASEAN Socio-Cultural Community (ASCC)



Graph 5 show that the SOMSWD, AICHR, the SLOM and the Senior Officials Meeting on Education (SOMED) took the lead in the contribution of actions to support the implementation of the Enabling Masterplan.

SOMSWD reported 52 out of 141 actions that contributed to 14 KAPs under the ASCC. It also largely completed 51 out of the 52 actions identified. The APSC, through the AICHR, contributed 25 largely completed actions attributed to 11 KAPs. SOMED reported 14 actions, 11 of which are largely completed and have contributed to seven (7) KAPs. SLOM for its part, reported 13 actions to support ASCC implementation, with 12 actions largely completed that contributed to four (4) KAPs.

Overview of Sectoral Actions

The ASBs, through their respective reports, demonstrated a comprehensive approach to promoting the rights and well-being of persons with disabilities. This commitment was reflected in various initiatives aimed at ensuring their full participation in society, access to social protection and economic opportunities, and inclusion in decision-making processes.

- **Promoting the Rights of Persons with Disabilities:** The ACCSM emphasized non-discrimination and inclusiveness in its Guidelines on Public Service Delivery, calling for governments to provide welcoming and inclusive public services for diverse communities, including persons with disabilities. This commitment to equal access to education, employment, healthcare, and social activities for persons with disabilities was further echoed by the ASCC, which highlighted the goal of enabling persons with disabilities to live with dignity and independence within their communities. This included access to social protection, economic opportunities, and the ability to enjoy socio-cultural, religious, sports, and leisure activities.
- **Enhancing Accessibility:** The Senior Officials Meeting Responsible for Information (SOMRI) focused on improving the accessibility of websites, including those of public and private sectors, particularly online banking. The Framework for Promoting Accessibility for All in ASEAN Digital Broadcasting provided guidelines for implementing access services such as Closed Captions, Audio Description, and Sign Language, aligning with the Enabling Masterplan. The ASCC highlighted the importance of using new technologies, information and communication technologies, assistive technologies, and adaptive technologies to empower persons with disabilities.
- **Strengthening Capacity Building:** ASBs actively trained service providers, including civil servants, healthcare professionals, and social workers, to better understand and address the needs of persons with disabilities. This included training on diversity, inclusion, social norm change, anti-stigma, unconscious bias, and discrimination against persons with disabilities. The ACCSM enhanced the Gender Mainstreaming in Human Resources Toolkit to include a GEDSI component, making it more responsive to current GEDSI concerns and issues.
- **Promoting Inclusive Development:** The SOMED on inclusion and equality in its Work Plan on Education 2021-2025, aiming to deliver equitable, quality education for all, including marginalized groups, out-of-school children and youth, and persons with disabilities. The ASEAN High-Level Forum on Disability-Inclusive Development and Partnership Beyond 2025, organized by SOMSWD, focused on integrating disability-inclusive perspectives into ASEAN Community pillars, enhancing partnerships, and advancing development and employment for people with disabilities. This resulted in the Makassar Recommendation, outlining strategies for disability-inclusive development in ASEAN beyond 2025.
- **Inclusion in Decision-Making Processes:** The ASCC created spaces and opportunities for persons with disabilities to actively participate in decision-making processes. This included involving them in the work of relevant bodies, mechanisms, and platforms under the auspices of the ASEAN Social Welfare and Development (ASWD), including CSOs, OPDs, the private sector, and other stakeholders. The AICHR established a Regional Dialogue on Disabilities to provide a platform for exchange of views and practical lessons on disability rights.
- **Promoting Inclusive Development:** ASBs integrated disability rights into various development plans, including:
 - The ASEAN Regional Development Framework through the ASEAN Enabling Masterplan 2025: The GO-NGO Forum on Social Welfare and Development, focused on “Realising the ASEAN Enabling Masterplan 2025: Mainstreaming the Rights of Persons with Disabilities,” highlighted ASEAN’s commitment to including disability rights in its development plans. (SOMSWD)

- The ASEAN Sustainable Urbanisation Strategy (ASUS) recognized the need for social inclusiveness in urban development, addressing the needs of persons with disabilities in urban planning and development. Its project on “Accelerating the Implementation of ASUS”, addressed barriers to persons with disabilities while carrying out the diagnostics of urban challenges, in developing city technical proposals, and in preparing the Report on the States of Urbanisation in ASEAN. The ASEAN Sustainable Urbanisation Forum (ASUF) on 6-8 October 2021 also included a special session on “Promoting Gender Equality, Disability and Social Inclusion in Cities.” By promoting and encouraging cities to consider the barriers encountered by persons with disabilities in urban diagnostics and proposals, they can develop more effective and inclusive solutions to urban challenges. This leads to better infrastructure, services, and policies that benefit everyone. (ASUF)
- The ASEAN Work Plan on Education 2021-2025: This plan emphasized inclusive and equitable quality education for all, including persons with disabilities. (SOMED)
- The Regional Cooperation for Technical and Vocational Education and Training Programme: This program aims to enhance the capacity of ASEAN technical vocational education and training (TVET) systems to adapt to digitalization, including training for TVET teachers in digital literacy and supporting teaching and learning management for individuals with disabilities. (ASEAN Committee on Science, Technology, and Innovation - COSTI)
- **Enhancing Access to Healthcare and Social Security:** ASBs worked to ensure migrant workers had access to healthcare and disability benefits across ASEAN countries through:
 - The ASEAN Guidelines on Portability of Social Security Benefits for Migrant Workers: These guidelines aim to ensure migrant workers have access to healthcare and disability benefits across ASEAN countries. (SLOM)
 - A Comparative Study on Law and Policies in ASEAN: This study found that access to healthcare and disability benefits is nearly universal for migrant workers in ASEAN countries. (SLOM)
 - A Study Report on the Portability of Social Security Rights between AMS: This report emphasized the need to improve the coverage, accessibility, and quality of social services and protection for migrant workers, including access to healthcare and disability benefits. (SLOM)
- **Promoting Inclusive Employment:** ASBs promoted inclusive employment through:
 - The Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN: This Declaration promotes inclusive employment, including for persons with disabilities. The Vientiane Declaration has the potential to create a transformative impact on the lives of persons with disabilities by promoting their inclusion in the formal labor market. Through enhanced employment opportunities, legal protections, skills development, and social inclusion, the declaration paves the way for a more equitable society. (SLOM)
 - The ASEAN Plus Three Senior Labour Officials Meeting Work Plan (2021-2025): This plan includes a project on “Promoting of Inclusive Employment for Persons with Disabilities” to be implemented in 2021-2022 by Viet Nam. (SLOM)
- **Strengthening Access to Education and Training:** ASBs supported inclusive education and training initiatives, including:
 - The ASEAN Villages Network Framework: This framework recognizes persons with disabilities as a marginalized group and aims to support their inclusion in rural development. (Senior Officials Meeting on Rural Development and Poverty Eradication - SOMRDPE)

- The Office of the Basic Education Commission: This commission supports children with disabilities through both online and offline systems, including Distance Learning Television and the Digital Education Excellence Platform. (SOMED)
- The Department of Technical and Vocational Education and Training: This department is implementing a program to enhance an inclusive TVET system, addressing local industry needs and providing training for trainers, leaders, and managers. (COSTI)
- **Promoting Inclusion in Cultural and Social Life:** ASBs promoted inclusion in cultural and social life through:
 - The ASEAN Convention on Persons with Disabilities in Sports: This convention aims to promote physical education teacher education and sports for people with disabilities. (Senior Officials Meeting on Sports - SOMS)
 - Health Promotion/First Aid Training for Special Olympics Athletes: This training program provides health promotion and first aid training for athletes with intellectual disabilities. (SOMS)
- **Ensuring Accessibility and Universal Design:** ASBs promoted accessibility and universal design through:
 - The 2018 Dialogue to mainstream the rights of persons with disabilities in the ASEAN Community: This dialogue focused on “Accessibility Through Universal Design.” The dialogue gathered representatives from ASBs, government, OPDs, national human rights institutions and experts on disability rights. Participants exchanged views and shared experiences in the application of universal design as key to ensure access of all people in various spheres beyond physical environment, including in financial services, access to justice and access to information. (AICHR)
 - The ASUF: This forum featured a special session on promoting gender equality, disability, and social inclusion in cities. (ASUF)
- **Developing Inclusive Disaster Resilience Plans:** ASBs encouraged AMS to develop disability-inclusive disaster resilience plans, recognizing the increased risks faced by persons with disabilities and other marginalized groups during and after disasters. Examples include:
 - The ASEAN Guideline on Disaster Responsive Social Protection: Developed by ASEAN Committee on Disaster Management (ACDM), Senior Officials Meeting on Health Development (SOMHD), and SOMSWD, this guideline addresses the increased risks faced by marginalized groups, including people with disabilities, during and after disasters. (SOMSWD)
 - The ASEAN Regional Framework on Protection, Gender and Inclusion in Disaster Management: SOMSWD launched this framework, established a Technical Working Group on Protection, Gender and Inclusivity (PGI), and developed a joint strategic plan of action with the UN on disaster management. The ASEAN Regional Framework on PGI in Disaster Management seeks to create a holistic and inclusive environment where all individuals, including those with disabilities, are protected and supported in times of crisis. The Framework not only addresses immediate needs but also lays the groundwork for a more equitable and resilient future. At its core, the Framework advocates for inclusive national policy development and stresses that disaster management strategies must be crafted with the experiences and insights of persons with disabilities at the forefront. The guidelines call for disaster response mechanisms to be fully accessible, meaning that shelters, information dissemination, and emergency services must reach all persons with disabilities. This ensures that no one is left behind when disasters strike. The Framework encourages the active involvement of persons with disabilities in decision-making processes, ensuring that they have a seat at the table. To support these efforts, the Framework emphasizes capacity building among disaster management personnel. Training programs focused on the rights of persons with disabilities can foster a more inclusive mindset, equipping responders with the knowledge to effectively assist populations at greater risk of negative impacts during

crises. Moreover, the Framework advocates for robust data collection and research practices. By gathering disaggregated data on persons with disabilities within disaster contexts, stakeholders can better understand the specific challenges faced by these individuals. This data-driven approach informs tailored responses that enhance safety and support. Lastly, the framework promotes collaboration with OPDs. By partnering with these groups, disaster management agencies can tap into valuable expertise and insights, ensuring that strategies are both practical and non-discriminatory. (SOMSWD)

Identifying and Addressing Gaps Beyond 2025

The ASCC framework outlined several important goals for promoting the rights of persons with disabilities, but there are gaps in implementation that need to be addressed in post-2025 work plans:

- **Limited Market Access for Products Made by Persons with Disabilities.** While the ASCC promotes wider market access for products made by persons with disabilities, there have so far been no activities to implement. (ASCC 10). Possible Actions for post-2025 programming by relevant ASBs:
 - National Procurement Policies: Support the adoption of policies that prioritize procurement of goods and services from businesses owned or operated by persons with disabilities.
 - Public Awareness Campaigns: Launch public awareness campaigns to increase demand for products made by persons with disabilities.
 - Market Access Initiatives: Develop programs that connect businesses owned by persons with disabilities to potential buyers and markets.
- **Inadequate Mainstreaming Disability Rights in Climate Change Adaptation.** The ASCC encourages mainstreaming human rights and protecting the interests of persons with disabilities in climate change adaptation, but this is not yet implemented. (ASCC 19). Possible Actions for post-2025 programming by relevant ASBs:
 - Climate Change Adaptation Plans: Build capacities to ensure that national and regional climate change adaptation plans explicitly address the lack of accessibility and risks experienced by persons with disabilities.
 - Capacity Building: Provide training and capacity building for stakeholders involved in climate change adaptation, including government officials, community leaders, and persons with disabilities themselves, on how to integrate disability rights perspectives.
 - Disaster Risk Reduction: Integrate disability inclusion into disaster risk reduction strategies and plans.
- **Limited Sharing of Good Practices in Disability-Inclusive Disaster Management.** While the ASCC promotes sharing good practices in disaster risk reduction, more needs to be done to create disability-inclusive disaster management plans. (ASCC 22). Possible Actions for post-2025 programming by relevant ASBs:
 - Knowledge Sharing Platforms: Establish platforms for sharing good practices and lessons learned on disability-inclusive disaster management.
 - Training and Capacity Building: Conduct regular training and capacity building activities for emergency response managers, first responders, and community leaders on how to effectively include persons with disabilities in disaster preparedness, response, and recovery efforts.
- **Limited Access to Entrepreneurial Support for Persons with Disabilities.** The ASCC promotes one-stop entrepreneur centers for persons with disabilities, but actions to facilitate access to these resources remains limited. (ASCC 27). Possible Actions for post-2025 programming by relevant ASBs:

- Establishment of Centers: Encourage the establishment of accessible and inclusive one-stop entrepreneur centers.
- Financial Support: Provide financial support and microfinance options specifically tailored to the needs of entrepreneurs with disabilities.
- Accessibility: Ensure that these centers are physically accessible and provide information and resources in accessible formats.
- **Lack of Recognition of National Sign Language.** The ASCC calls for the recognition of national sign languages as official languages used by deaf communities in all AMS, but this is not yet fully implemented. (ASCC 15.1). Possible Actions for post-2025 programming by relevant ASBs:
 - Legal Recognition: Support actions to recognize national sign languages as an official language.
 - Sign Language Interpreters: Provide training and support for qualified sign language interpreters.
 - Accessibility: Promote actions at national level to ensure that public services, education, and communication materials are accessible in sign languages.

By taking these actions in the post-2025 work plans, ASEAN can significantly advance the rights and inclusion of persons with disabilities, creating a more equitable and just society for all.

4.2. Progress of Implementation by the AMS

The MTR of the Enabling Masterplan reveals a mixed picture of progress across the region. Many AMS have made significant strides in implementing initiatives to mainstream the rights of persons with disabilities, with some countries achieving completion of over 80% of the KAPs outlined in the Enabling Masterplan. A common area of strength has been the development of enabling legal and policy frameworks, often aligned with the CRPD. This provides a solid foundation for development of disability-inclusive policies and programs. Several countries have also invested in awareness-raising campaigns and established dedicated coordination mechanisms to drive implementation.

However, challenges remain in ensuring the meaningful participation of persons with disabilities and their representative organisations throughout the policymaking and implementation process. Some AMS have reported limited involvement of persons with disabilities, hindering a truly inclusive approach. Gaps have also been identified in data collection and monitoring, making it difficult to comprehensively assess progress and identify areas requiring further attention. Disparities in budget allocation and resource mobilization have also emerged as barriers to full implementation in some contexts.

Moving forward, AMS are encouraged to reinforce their commitment to the Enabling Masterplan by intensifying efforts to address these gaps. Strengthening cross-sectoral collaboration, enhancing the voices of persons with disabilities, and improving data management systems will be crucial to accelerating disability inclusion across the region. As the MTR serves as a crucial milestone, AMS must capitalize on this opportunity to revitalize their strategies, foster regional cooperation, and ensure that no one is left behind in the pursuit of an inclusive and barrier-free ASEAN community.

4.2.1. Overall Progress Across ASEAN:

The implementation of the ASEAN Enabling Masterplan 2025 across the ten AMS reflects a diverse landscape of progress and commitment to the rights of persons with disabilities. Each country has made varying strides within the three pillars of the masterplan—Political-Security, Economic, and Socio-Cultural Communities—demonstrating both significant achievements and areas requiring further attention. From Brunei's substantial actions in economic inclusion to Cambodia's strong performance in social protection,

the collective efforts highlight the region's dedication to promoting disability rights and fostering an inclusive environment.

- **Brunei Darussalam** has made notable progress in advancing the rights of persons with disabilities within the ASEAN framework. In the APSC, 63% of initiatives show substantial action, indicating a commitment to enhancing political and legal frameworks for persons with disabilities, while 21% are in initial stages. The AEC reflects even greater advancement, with 76% of actions classified as significant, demonstrating Brunei's dedication to fostering an inclusive economic environment that addresses barriers to employment and entrepreneurship. In the ASCC, 44% of actions are considered significant, 26% are initial steps, and 30% are limited, highlighting the importance of social inclusion and cultural participation of persons with disabilities despite ongoing challenges. Overall, Brunei's comprehensive strategy across these pillars illustrates a strong commitment to ensuring equal rights and opportunities for persons with disabilities, paving the way for a more inclusive society.
- **Cambodia** has made significant strides in advancing the rights of persons with disabilities through its implementation of the Enabling Masterplan, demonstrating commitment across all three ASEAN pillars. In the APSC, 79% of actions are classified as significant, with 8% in initial stages and 13% largely completed. The AEC shows 56% of actions as significant, 12% initial, and 32% largely completed. In the ASCC, 81% of actions are deemed significant, 7% are initial actions, and 11% are largely completed. This comprehensive approach illustrates Cambodia's strong commitment to promoting the rights and inclusion of persons with disabilities across various sectors.
- **Indonesia** is actively promoting disability rights, with notable actions across the ASEAN pillars reflecting varied levels of progress, with 22% of KAPs largely completed, 47% demonstrating significant action, and 31% in the initial stages. In the APSC, 42% of actions are classified as significant, 25% are in initial stages, and 33% are largely completed. The AEC shows 40% of actions as significant, with 20.00% initial and 40.00% largely completed. In the ASCC, 48% of actions are deemed significant, 30% are initial actions, and 22% are largely completed. This breakdown underscores Indonesia's commitment to advancing the rights of persons with disabilities across all three pillars, particularly highlighting significant progress in the ASCC. The establishment of the National Commission for Disabilities and various initiatives aimed at promoting employment and entrepreneurship for persons with disabilities underscore the country's commitment. Nevertheless, Indonesia grapples with challenges related to data availability, bureaucratic inefficiencies, and disparities in budget allocation for disability programs, particularly affecting rural populations. To ensure comprehensive support for persons with disabilities across all regions, Indonesia can focus on enhancing data collection, increasing budget allocations for disability initiatives, and fostering community involvement.
- **Lao PDR** has made progress in advancing disability rights across the ASEAN framework, though with varying levels of achievement, reporting successful implementation of 60% of its KAPs, with 33% reflecting significant advancements. In the APSC, 47% of the 32 planned KAPs show significant action, while 53% have some initial steps taken. In the AEC, only 24% of the 25 planned KAPs reflect significant action, with 56% at the initial stage and 20% showing limited progress. The ASCC indicates that 17% of the 29 planned KAPs have significant action, 75% are in initial stages, and 7% reflect limited steps. This data highlights the ongoing efforts and challenges Lao PDR faces in promoting the rights of persons with disabilities across all three pillars. The country has enacted critical legislation, such as the Law on Persons with Disabilities, and developed several national strategies to support individuals with disabilities. However, the implementation of these strategies is hindered by limited resources, technical capacities, and budget constraints. Additionally, there is a pressing need for greater societal awareness and understanding of disability issues. To enhance its efforts, Lao PDR can strengthen legislation related to disabilities, promote education and healthcare access for persons with disabilities, and invest in infrastructure improvements to ensure accessibility.

- **Malaysia's** efforts to promote the rights of persons with disabilities reveal a nuanced landscape across the ASEAN Enabling Masterplan's three pillars; self-assessment results indicate that 11.6% of KAPs are largely completed, with 51.3% showing significant action.

In the APSC, only 6% of the 32 planned KAPs have been largely completed, while 34% have seen significant actions taken, and 38% have made some initial steps. However, 22% of the action points reflect only limited progress, indicating a need for further legislative and administrative measures to enhance disability inclusion. In the AEC, 12% of the 25 planned KAPs have been largely completed, with 48% showing significant actions and 24% at the initial stage. Meanwhile, 16% of actions reflect limited steps taken. The ASCC demonstrates a stronger performance, with 17% of actions largely completed and an impressive 72% classified as significant actions. Overall, while Malaysia has made notable progress, there remains significant scope for improvement to ensure comprehensive support and empowerment for persons with disabilities across all sectors. The country has initiated a MTR involving multiple ministries to assess progress. Yet, many critical ministries did not respond to the self-assessment, leading to data gaps. Furthermore, the significant action rating often lacks specificity, potentially failing to reflect the meaningful inclusion of persons with disabilities. To address these concerns, the government should present progress to the Cabinet for better planning, incorporate KAPs into national action plans, and actively involve persons with disabilities in policymaking processes.

- **Myanmar** has reported making significant strides in implementing the Enabling Masterplan, particularly in raising awareness of the rights of persons with disabilities, achieving 28% of its KAPs largely completed, with 46% reflecting significant action taken. In the APSC, 29% of the 24 planned KAPs have been largely completed, while 39% have significant actions taken, and 32% have some initial steps taken. In the AEC, 24% of the 25 planned KAPs are largely completed, with 56% showing significant action and 20% at the initial stage. In the ASCC, 31% of the 27 planned KAPs have been largely completed, 45% reflect significant actions, and 24% have some initial steps taken. These figures indicate Myanmar's ongoing commitment to enhancing the rights and inclusion of persons with disabilities across all three pillars. The government has demonstrated proactive implementation across various ministries, focusing on advancing disability rights. However, there remains a need for greater visibility of these initiatives to encourage broader participation from persons with disabilities. Increasing public awareness and engagement in disability rights initiatives will be crucial in enhancing participation and support.
- **The Philippines** has made notable progress in implementing the Enabling Masterplan, demonstrating a commitment to disability rights across its three pillars, reports that 5% of KAPs are largely completed, with 66% taking significant action. In the APSC, 19% of the 24 planned KAPs have been largely completed, while 75% show significant actions taken, and only 6% have some initial steps. In the AEC, just 4% of the 25 planned KAPs are largely completed, with 60% reflecting significant actions and 36% at the initial stage. In the ASCC, 3% of the 27 planned KAPs have been largely completed, 62% show significant actions, and 34% have some initial steps taken. These statistics highlight the Philippines' ongoing efforts to enhance the rights and inclusion of persons with disabilities, particularly in the areas of significant actions taken across all pillars. The country has established enabling laws and policies that support disability rights. However, gaps in documentation and reporting, limited participation of OPDs, and insufficient data collection regarding persons with disabilities present significant challenges. Strengthening the implementation of laws, enhancing capacity building for professionals, and improving M&E systems will be essential for progress.
- **Singapore** has made significant strides in implementing the Enabling Masterplan, demonstrating a strong commitment to the rights of persons with disabilities, with 12.79% of KAPs largely completed and 47.67% demonstrating significant action. In the APSC, 9.38% of the 32 planned KAPs have been largely completed, with 50% showing significant actions taken and 31.25% having some initial steps. In the AEC, 76% of action areas have been successfully implemented, reflecting effective measures to promote inclusive economic opportunities. Furthermore, in the ASCC, 48.3% of action areas are characterized by significant and completed actions taken, highlighting Singapore's dedication to

enhancing social inclusion and accessibility for persons with disabilities. Overall, these achievements underscore Singapore's proactive approach to fostering an inclusive society, ensuring that persons with disabilities can fully participate in all aspects of public life. The country has implemented various initiatives to support persons with disabilities. Nevertheless, areas requiring improvement include accessibility for individuals with invisible disabilities, post-school support for graduates from special education institutions, and increased representation of persons with disabilities in policy formulation. Raising awareness about invisible disabilities, providing reasonable accommodations across sectors, and enhancing opportunities for self-advocacy will be crucial for further advancement.

- **Thailand** has shown a commitment to disability rights, with various actions taken, though there are areas for further attention. In Thailand, 20% of KAPs are reported as largely completed, with 27% showing significant action. In the APSC, 9% of the 24 planned KAPs have been largely completed, while 34% have significant actions taken, and 28% have some initial steps. In the AEC, 16% of the 25 planned KAPs are largely completed, with only 8% reflecting significant actions and 48% at the initial stage. In the ASCC, 34% of the 27 planned KAPs have been largely completed, with 34% showing significant actions and 7% having some initial steps. These statistics indicate that while Thailand has made progress in certain areas, particularly in the ASCC, there remains significant room for improvement in fully implementing the Enabling Masterplan across all sectors. The country has made notable progress in establishing legal frameworks to support persons with disabilities. However, implementation varies significantly across agencies, leading to scattered information and differing evaluations based on agency responsibilities. To enhance the effectiveness of disability inclusion efforts, improving data collection and coordination among agencies is essential.
- **Viet Nam** has made commendable strides in implementing the Enabling Masterplan, reflecting a strong commitment to the rights of persons with disabilities. In the APSC, 29% of actions have been classified as significant, with 25% showing initial steps and 33% largely completed. Notably, only 8% of actions reported no progress, indicating a proactive approach to addressing disability rights. In the AEC, 36% of actions have been categorized as significant, while 32% are largely completed, showcasing effective measures to enhance economic opportunities for individuals with disabilities. The ASCC also demonstrates strong engagement, with 37% of actions marked as significant and 33% at the initial stage. Overall, these achievements underscore Viet Nam's dedication to fostering an inclusive society where persons with disabilities can fully participate in all aspects of life. Viet Nam boasts a robust legal framework supporting persons with disabilities, with ongoing improvements in social assistance, employment opportunities, and accessibility in transportation and education. Despite this strong framework, gaps remain in the implementation of policies, particularly concerning data collection, community awareness, and the provision of inclusive services. To address these issues, Viet Nam can focus on enhancing community awareness, improving data management systems, and ensuring consistent support for inclusive education and employment policies.

In conclusion, while notable advancements have been made, the findings also reveal that challenges remain in fully realizing the goals of the Enabling Masterplan. Continued collaboration and targeted initiatives are essential to ensure that all AMS can provide comprehensive support and empowerment for persons with disabilities, ultimately paving the way for a more equitable and inclusive society across the region.

4.2.2. Analysing AMS Contributions to Regional Progress on Disability Rights

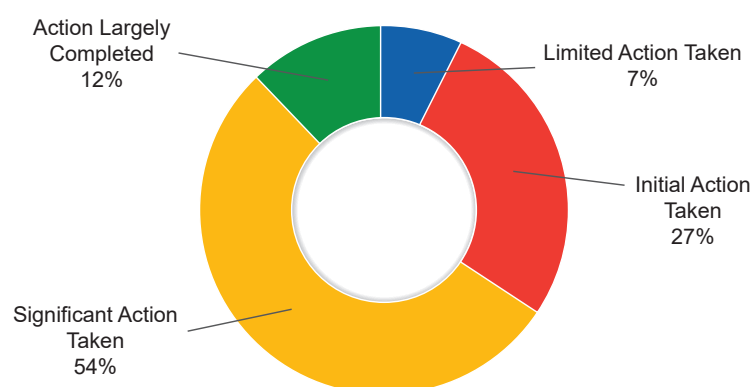
Analysing the progress of ASEAN, rather than on a per-country basis, is a crucial step in understanding the collective efforts and challenges faced by the region in promoting the inclusion and empowerment of persons with disabilities. Data collected from AMS can be organized to compare results by each pillar: APSC, AEC, and ASCC. By examining AMS data collectively at the regional level, policymakers, OPDs, and other stakeholders can gain a more comprehensive understanding of the overall state of disability rights as a region. This cross-pillar comparison of AMS self-assessment data supports the identification of

best practices that can be replicated or adapted in each AMS across all KAPs. This holistic understanding of ASEAN's collective efforts is essential for fostering greater collaboration, accountability, and the achievement of the overarching goals of an engaged, inclusive, sustainable, resilient, and dynamic ASEAN Community that leaves no one behind.

4.2.2.1. ASEAN Political Security Community (APSC)

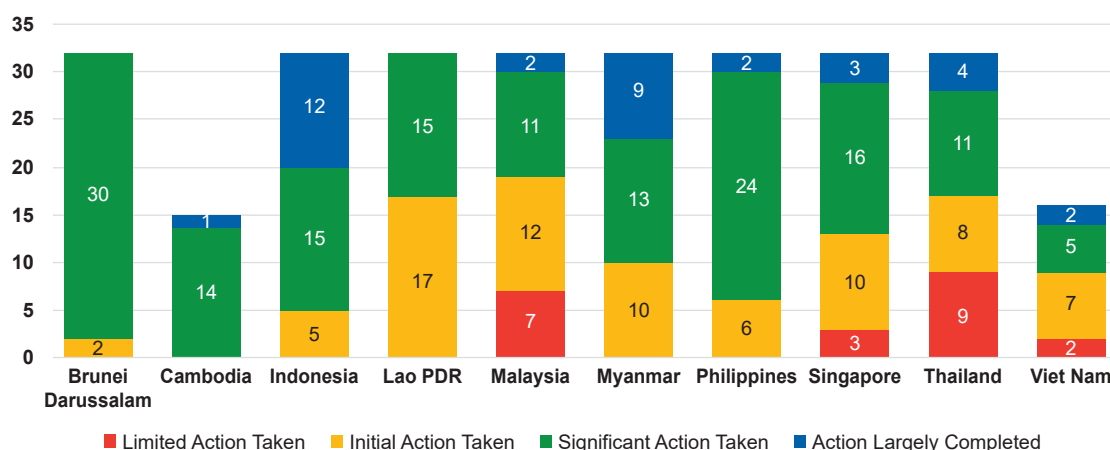
Graph 6 provides a visual representation of the overall progress made in implementing the Enabling Masterplan under the APSC. It reveals that while substantial progress has been achieved, with 54% of actions demonstrating significant advancement, a considerable amount of work remains. The data indicates that more than a fourth of the actions (27%) are still in their initial stages, highlighting the need for continued effort and resource allocation. Furthermore, the limited action taken on 7% of the actions suggests that progress is slower in certain areas. While it is encouraging to note that 12% of actions have been largely completed, it underscores the importance of accelerating progress in the remaining areas. The data suggests that while significant strides have been made, additional focus on KAPs that have had initial or limited action is crucial to ensure the full implementation of the Enabling Masterplan and the realization of its objectives for the APSC.

Graph 6.
AMS Progress to Implement the Enabling Masterplan 2025 ASEAN Political Security Pillar



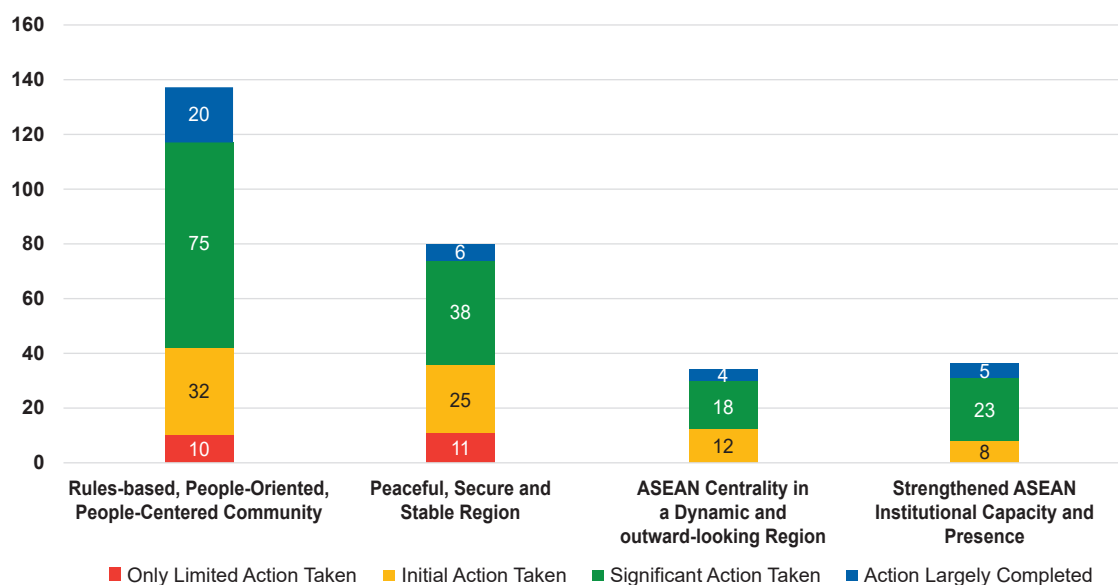
In Graph 7, below, each AMS demonstrates its contributions to regional Enabling Masterplan progress under the APSC. While some countries, such as Brunei Darussalam and the Philippines, have made significant strides with a large proportion of actions demonstrating substantial progress (30 and 24 significant actions taken respectively), others are still in the initial stages of implementation. The graph also highlights that a significant number of actions across all countries are still in their initial stages, suggesting a need for a collective push to accelerate implementation. While some countries, such as Indonesia, have made notable progress with actions largely complete (12 actions), the overall picture suggests that a sustained and coordinated effort is required to ensure the successful implementation of the Enabling Masterplan across all AMS. Sharing good practices from countries that have completed KAPs with those that have taken limited action could encourage additional efforts.

Graph 7.
AMS Progress to Implement the Enabling Masterplan 2025
ASEAN Political Security Community Per AMS



Graph 8 provides a visual representation of the progress made by AMS in implementing the Enabling Masterplan, categorized by the four characteristics of the APSC. It reveals a varied level of progress across the different APSC characteristics.

Graph 8.
Progress of AMS Actions to Implement the Enabling Masterplan 2025 by APSC Characteristic



The most significant progress has been made in the APSC Characteristic on “Rules-based, People-Oriented, People-Centered Community” with 75 actions showing significant progress and 20 actions largely completed. This suggests that AMS have made considerable strides in implementing actions related to this Characteristic. However, it is important to note that a significant number of actions have only seen limited progress or are still in their initial stages, indicating that further effort is needed to ensure complete implementation.

An assessment of the APSC contribution to the implementation of the Enabling Masterplan is provided per Characteristic in the succeeding sections.

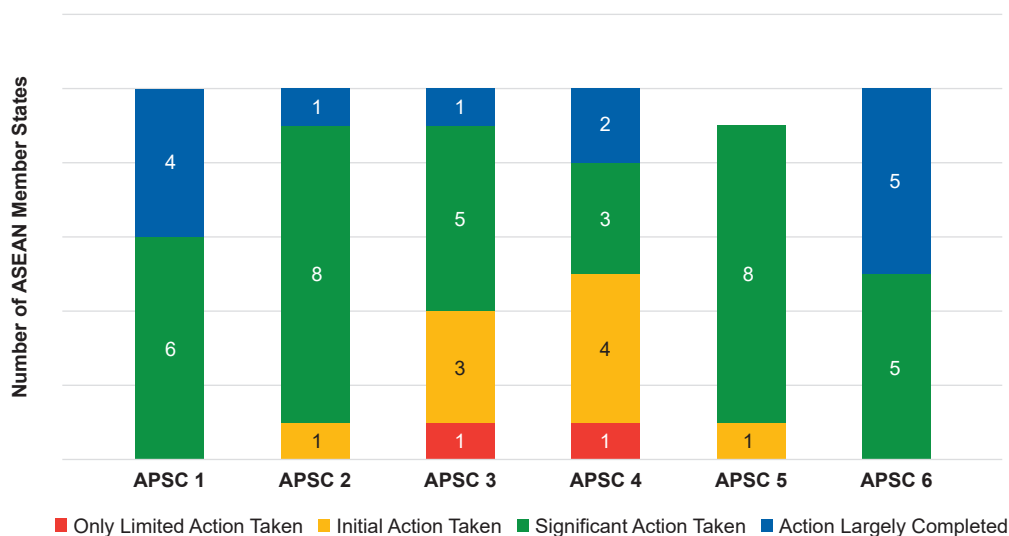
Rules-based, People-Oriented, People-Centered Community

The assessment indicates that AMS have made significant strides in this area, but sustained commitment and further actions are required to fully realize the goals of a “Rules-based, People-Oriented, People-Centered Community” for persons with disabilities. AMS have made substantial progress in several areas, such as: promoting political participation of persons with disabilities (APSC 1); encouraging access to information and technology for persons with disabilities (APSC 2); raising awareness of the rights of persons with disabilities (APSC 5); and engaging with international mechanisms on disability rights (APSC 6).

However, the assessment also reveals that there are still areas that require more concerted efforts, such as: ensuring access to legal aid and training on disability perspectives for legal professionals (APSC 3 and APSC 4) and strengthening coordination among organisations and government agencies on disability rights (APSC 7 and sub-KAPs). The mixed results, with a combination of actions largely completed, significant action taken, initial action taken, and only limited action taken across the different KAPs, suggest that the progress in implementing the APSC Characteristic has been uneven across AMS.

This highlights the need for continued efforts to ensure a more harmonized and comprehensive approach to promoting and protecting the rights of persons with disabilities at the national level about delivering regional outcomes. Communicating on best practices, building capacity, and strengthening regional alliances could be beneficial in tackling the remaining deficiencies.

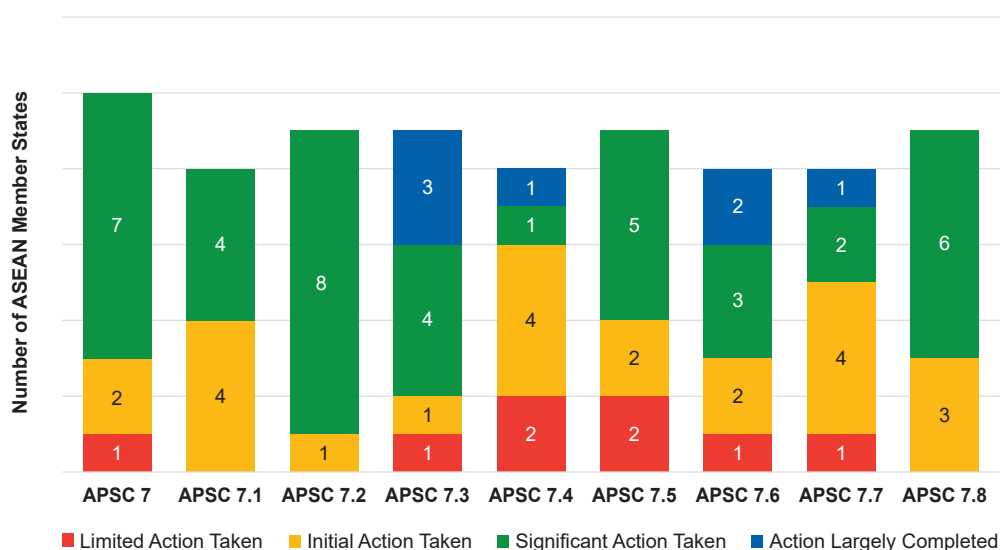
Graph 9.
AMS Progress to Implement the Enabling Masterplan 2025
APSC Characteristic 1 Per Key Action Point



AMS have made significant progress toward implementation of action points on political participation, access to justice, training on legal rights, and access to information, as shown in the graph above. Some good practices are common throughout the region: most AMS organize events for International Day of Persons with Disabilities (APSC 6). AMS also report the adoption of disability rights laws and other CRPD-aligned frameworks (APSC 1). Additional work can build on gains: where legal services are available to persons with disabilities (APSC 3), they often are not trained on disability rights issues. Information on political life is being made available in accessible formats such as audio and braille, and, in some AMS, sign languages, and could increase its reach in Easy Read and wordless formats. Additional good practices include:

- **Brunei** has established a solid legal framework through its Persons with Disabilities Act (Chapter 234) and the Persons with Disabilities Order 2021, complemented by the Plan of Actions for Older Persons and People with Disabilities 2011, which enhances accessibility in critical areas such as health, employment, and education by integrating technologies like braille and audio descriptions.
- **Thailand** is implementing a comprehensive approach via its 5th National Human Rights Plan (2022–2027), which incorporates extensive public consultations to draft an Anti-Discrimination Act that aligns national standards with international norms. This includes initiatives by the Office of the Election Commission to improve electoral participation for persons with disabilities through resources like braille manuals and sign language support.
- **Viet Nam’s** commitment is highlighted by its ratification of the CRPD and ongoing evaluations of its implementation, reflecting adherence to international standards.

Graph 10.
AMS Progress to Implement the Enabling Masterplan 2025
APSC Characteristic 2 Per Key Action Point



AMS report lower rates of completion for APSC 7 than previous KAPs, despite close linkages on topics such as capacity building for democratic inclusion and participatory governance. National platforms on disability rights are successfully coordinating with other government agencies in some AMS (APSC 7.3). On the other hand, collaboration with the private sector (APSC 7.4) has significant room for improvement among KAPs in this section. Some AMS and private sector collaboration may not be captured in these tracking tools and would benefit from a more targeted mapping process. For example, AMS may be working with the private sector on specific issues that are documented elsewhere, such as filling employment quotas. Some good practices include:

- **Indonesia** (APSC 7) has established a comprehensive legal framework, prominently featuring Law Number 19 of 2011, which ratifies the CRPD, alongside Law Number 8 of 2016 that delineates specific rights and protections. The Indonesian government has further implemented supporting regulations, such as Government Regulation Number 70 of 2019, which details the planning, implementation, and evaluation of these rights, and Presidential Regulation Number 68 of 2020, which established the National Commission on Disabilities. This commission, inaugurated under Decree Number 53/M of 2021, is tasked with advocating for and supervising the fulfillment of these rights. Additionally, the National Action Plan for Persons with Disabilities (2021–2024) aims to enhance coordination across ministries and ensure the inclusion of organisations representing persons with disabilities in the development cycle, fostering an inclusive environment at both national and regional levels.

- **Singapore** (APSC 7.3) has adopted a strategic approach to disability inclusion through its national Enabling Masterplans, with the latest iteration, Enabling Masterplan 2030, envisioning a more inclusive society by addressing barriers across various life stages. This Masterplan emphasizes three key themes: strengthening lifelong learning support, enabling independent living, and creating inclusive physical and social environments, featuring 29 recommendations across 14 focus areas, including the expansion of adult disability services and improved accessibility in older buildings. The development process involved extensive consultations with over 300 stakeholders, ensuring that feedback from persons with disabilities and caregivers shapes the initiatives.
- **Malaysia** (APSC 7.5) has actively engaged in regional dialogues to promote disability-inclusive policies, exemplified by its participation in the AICHR Regional Consultation on Achieving Disability Inclusive Recovery in March 2023, where it assessed progress on the ASEAN Enabling Masterplan 2025. Malaysia has also led discussions on human rights protection for marginalized groups, including persons with disabilities, during various AICHR-organized events, reflecting its commitment to collaborating with AMS to enhance the rights and protections of persons with disabilities, particularly in the context of post-COVID-19 recovery and sustainable development goals. Collectively, these initiatives underscore the broader ASEAN commitment to fostering an inclusive environment for persons with disabilities across the region.

Box 1. Indonesia's Framework for Political Rights of Persons with Disabilities

Indonesia has established a robust legal framework to protect the political rights of persons with disabilities, ensuring their equal participation in the democratic process. This framework is anchored in several key laws. Law Number 19 of 2011 ratified the CRPD, emphasizing the importance of equal political participation as outlined in Article 29. Following this, Law Number 8 of 2016 further affirms these rights, mandating government accountability for effective participation (Article 75) and outlining the right to public office (Article 76), while also ensuring necessary accommodations during elections (Article 77). Additionally, Law Number 7 of 2017 guarantees that persons with disabilities have equal opportunities in electoral processes, as stated in Article 5.

The implementation of these laws is supported by various regulations aimed at enhancing accessibility and participation. The Ministerial Regulation Number 3 of 2021 establishes the National Action Plan for Persons with Disabilities (2021-2024), focusing on the protection of political rights. Furthermore, regulations from the General Election Commission include essential provisions for accessibility at polling stations and voter education specifically targeting disabled voters. Notable regulations include Regulation Number 8 of 2018, which ensures accessible voting, Regulation Number 20 of 2018, affirming that disability does not limit political candidacy, and Regulation Number 3 of 2019, which details accessibility criteria for polling stations.

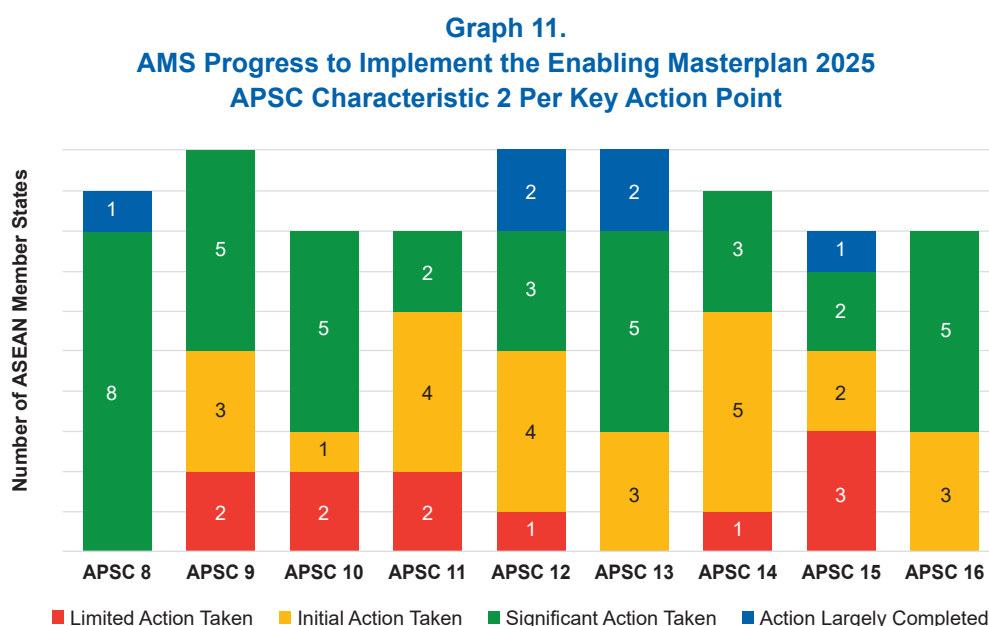
Despite these significant efforts, challenges remain evident. In the 2019 General Election, only 0.191% of registered voters identified as persons with disabilities. This is a number that, while increasing, still was far below the estimated number of persons with disabilities eligible to vote. Accessibility issues continue to hinder participation, with 2,366 polling stations identified as not accessible. This highlights the ongoing need for effective implementation and monitoring to ensure that the political rights of persons with disabilities are fully realized in Indonesia.

APSC 1. Political participation of persons with disabilities.

Peaceful, Secure, and Stable Region

The assessment indicates that AMS have made significant strides in this area, but sustained commitment and further actions are required to fully realize the goals of a “Peaceful, Secure, and Stable Region” for persons with disabilities, particularly in situations of armed conflict, natural disasters, and other emergencies. AMS have made significant progress in some key areas: encouraging measures to protect the rights of persons with disabilities in armed conflicts, natural disasters, and other emergencies (APSC 8); promoting the provision of assistive devices and technologies for persons with disabilities in disaster situations (APSC 10); and ensuring the participation of persons with disabilities in post-disaster recovery and rehabilitation efforts (APSC 13). However, the assessment also reveals that there are still areas that require more concerted efforts, such as: promoting the participation of persons with disabilities in disaster risk reduction and management planning and decision-making processes (APSC 9 and APSC 11); ensuring the accessibility of disaster-related information and services for persons with disabilities (APSC 12); and strengthening the capacity of AMS to promote the rights of persons with disabilities in situations of armed conflict, natural disasters, and other emergencies (APSC 14, APSC 15, and APSC 16).

Mixed results across the different KAPs suggest that the progress in implementing this APSC Characteristic, has been uneven across AMS. This highlights the need for continued efforts such as sharing of best practices, capacity building, and stronger regional cooperation could help address the remaining gaps.



All AMS commit to enhancing the rights and protections of persons with disabilities, particularly in the context of disaster management and risk reduction. Some good practices include:

- **Lao PDR** (APSC 8), for example, has made significant strides by establishing the National Committee for Persons with Disabilities and the National Committee for Older Persons as central coordinating bodies. Its legal framework includes the Law on Persons with Disabilities and the Decree on Social Assistance, ensuring reasonable accommodations are provided. Training programs for government officials and service providers have been developed to raise awareness about these accommodations, leading to improved access to essential services in education, employment, health, and transportation. This has fostered a growing understanding of the diverse needs of various demographic groups, including children, young people, women, and older persons.

- **Myanmar** (APSC 12) places a strong emphasis on human rights protections for persons with disabilities within its National Disaster Management Plan. This plan outlines significant collaborations with agencies such as the ACDM, ASEAN Coordinating Centre for Humanitarian Assistance (AHA Centre), ASEAN Regional Disaster Emergency Response Simulation Exercise (also known as ARDEX), and ASEAN Forum Disaster Relief Exercise (also known as ARF DiRex) to enhance disaster response mechanisms that consider the barriers encountered by persons with disabilities, ensuring their inclusion in disaster management strategies.
- **The Philippines** (APSC 13) has adopted the National Disaster Risk Reduction and Management Plan 2020-2030, which integrates disaster risk reduction, climate change adaptation, and human security. The Department of Social Welfare and Development implements the Guidelines on the Management of the Disaster Response Operations Monitoring and Information Center to ensure timely and effective disaster response. Additionally, the Department of Social Welfare and Development has identified 183,758 households with at least one person with a disability (4.2% of total beneficiaries) to ensure they receive targeted attention during emergencies.
- **Cambodia** (APSC 12) has developed a strategic plan for disaster risk reduction that specifically addresses the barriers experienced by marginalized groups, including persons with disabilities. Article 18 of the Law on Disaster Management mandates that authorities prioritize the needs of women, children, older persons, and persons with disabilities during disaster events. The Strategic National Action Plan for Disaster Risk Reduction 2019-2023, launched in February 2021, aims for a comprehensive government response to disaster risk reduction and climate change adaptation, aligning with the Sendai Framework and the SDGs. Collectively, these initiatives reflect a robust regional commitment to ensuring that persons with disabilities are adequately supported and included in disaster preparedness and response efforts across ASEAN.

Box 2. Thailand's Framework for Disaster Management Focused on Persons with Disabilities

Thailand has established a comprehensive framework for disaster management that prioritizes the needs of persons with disabilities. The Ministry of Public Health has taken significant steps by appointing a committee to develop the first Medical and Public Health Disaster Management Plan for Persons with Disabilities from 2017 to 2021. Additionally, the Department of Empowerment of Persons with Disabilities has announced the National Disaster Management Plan for Persons with Disabilities, which supports provincial centers in creating tailored local disaster management plans.

Key initiatives and processes have been implemented to enhance disaster preparedness and response. A dedicated budget has been allocated for prevention, promotion, treatment, and medical rehabilitation, including the provision of assistive devices, through the National Health Security Office and other agencies. The National Institute for Emergency Medicine has conducted projects aimed at improving emergency medical services along the Andaman coast, ensuring standardized care for emergency patients. Moreover, a collaboration between the Ministry of Public Health and the Road Safety Fund has been established to support road safety and provide assistance to accident victims, including persons with disabilities. The ARCH Project (Strengthening ASEAN Regional Capacity on Disaster Health Management) further aims to position Thailand as a leader in emergency medicine and disaster management within the ASEAN region. A notable initiative is the three-year training program on Disability-Inclusive Disaster Risk Reduction, which focuses on developing knowledge and resources for stakeholders.

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Box 2. Thailand's Framework for Disaster Management Focused on Persons with Disabilities (continued)

During the COVID-19 pandemic, the Sirindhorn National Medical Rehabilitation Institute played a crucial role by establishing field hospitals specifically for persons with disabilities, ensuring their access to essential medical services and information.

Outcomes of these efforts include the successful implementation of the first Disaster Response Plan for Persons with Disabilities across all provinces, which involved conducting disaster exercises with participation of persons with disabilities. However, a study highlighted significant challenges faced by persons with disabilities in accessing COVID-19 information, particularly among persons with visual or hearing disabilities, underscoring the need for more accessible communication methods. The National Institute of Emergency Medicine continues to strive for enhanced standards and coordination in emergency medicine throughout the ASEAN region.

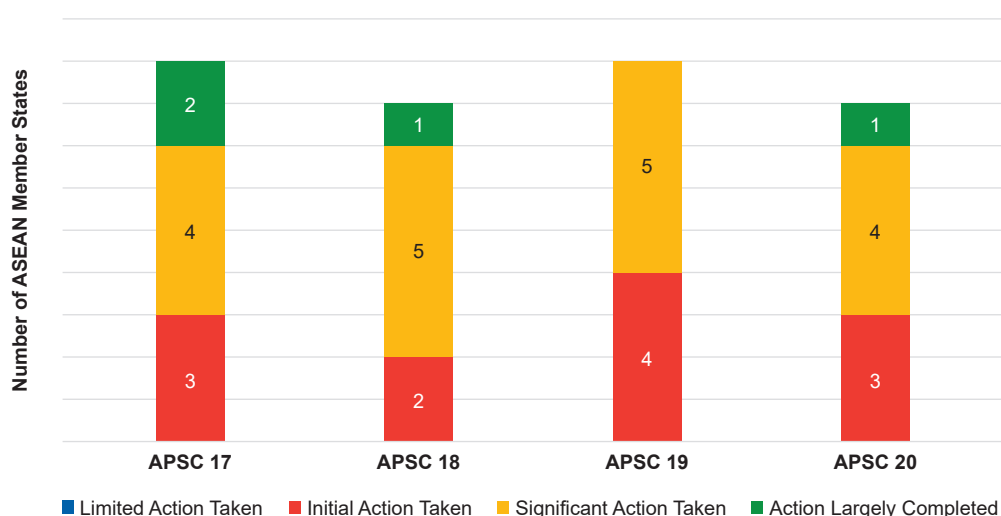
Overall, Thailand has made considerable efforts to integrate persons with disabilities into disaster management planning and response. Nevertheless, challenges in information accessibility and effective implementation remain, indicating areas for continued improvement.

APSC 13. Disability-inclusive disaster resilience plans.

ASEAN Centrality in a Dynamic, and Outward-Looking Region

The assessment results for the APSC characteristic of centrality show that AMS have made some progress in promoting the rights and inclusion of persons with disabilities in ASEAN's external relations and ASEAN-led mechanisms. However, there is still room for improvement, as many countries are still in the initial stages of implementing the relevant KAPs. Continued efforts and collaboration among AMS and external partners will be crucial to further strengthen the realization of the rights of persons with disabilities within the ASEAN Community.

Graph 12.
AMS Progress to Implement the Enabling Masterplan 2025
APSC Characteristic 3 Per Key Action Point



The assessment reveals that there are still areas that require more concerted efforts: promoting the consultation with organisations and persons with disabilities on ASEAN's strategic direction on disability rights (APSC 17) and ensuring the participation of persons with disabilities in ASEAN-led mechanisms and processes (APSC 19). The mixed results across the different KAPs, suggest that the progress in implementing this APSC characteristic has been uneven across AMS. This highlights the need for continued efforts to ensure a more harmonized and comprehensive approach to promoting the rights and inclusion of persons with disabilities in ASEAN's external relations and ASEAN-led mechanisms. The sharing of successful practices, capacity enhancement, and increased regional collaboration could effectively address the outstanding gaps.

Some good practices include:

- **Brunei** (APSC 17) has shown a strong commitment to collaborating with persons with disabilities by actively encouraging regular meetings between senior officials and disability organisations. The ASEAN Communication Master Plan 2018-2025 emphasizes the importance of inclusive communication strategies, underscoring Brunei's dedication to involving persons with disabilities in policy discussions. These regular meetings foster dialogue on strategic directions for upholding the rights of persons with disabilities. Brunei's participation in regional summits, such as the 36th ASEAN Summit, further reinforces its commitment to inclusive decision-making processes. Consequently, there has been enhanced participation of persons with disabilities in governance, with initiatives like the ASEAN Regional Mine Action Center Strategy 2023-2027 reflecting the promotion of disability-inclusive policies across various sectors.
- **Thailand** (APSC 18) has made significant strides in empowering persons with disabilities through collaboration between SOMSWD and the Department of Empowerment of Persons with Disabilities. In partnership with the Asia-Pacific Development Center on Disability, Thailand organized workshops designed to strengthen self-help groups of persons with disabilities in ASEAN +3 countries. These workshops, held in August 2021 and June 2023, facilitated the exchange of experiences and best practices, particularly in the context of the COVID-19 pandemic. Key topics discussed included the ASEAN Enabling Masterplan and the CRPD. This collaborative effort has led to the continuous development of capabilities and partnerships among AMS, OPDs, and persons with disabilities.

Box 3. Cambodia's Information Sharing on Disability Rights within ASEAN

Cambodia actively promotes information sharing regarding relevant meetings of ASBs and ASEAN-led mechanisms, with a focus on cross-cutting issues such as the promotion and protection of disability rights within the ASEAN region. Mechanisms are being developed to facilitate effective information sharing on these critical issues among ASBs and other ASEAN-led frameworks. This includes establishing channels for communication and collaboration to ensure that all stakeholders are informed and engaged in discussions related to disability rights. The initiatives aim to enhance knowledge and understanding of disability rights and inclusion among ASBs, leading to strengthened cooperation at both national and international levels and Cambodia's regular participation in international forums and events, which fosters collaboration and dialogue on disability-related matters.

Overall, Cambodia's efforts contribute to a more informed and cooperative approach to promoting disability rights and inclusion across the ASEAN region, ensuring that the voices and needs of persons with disabilities are recognized and addressed effectively.

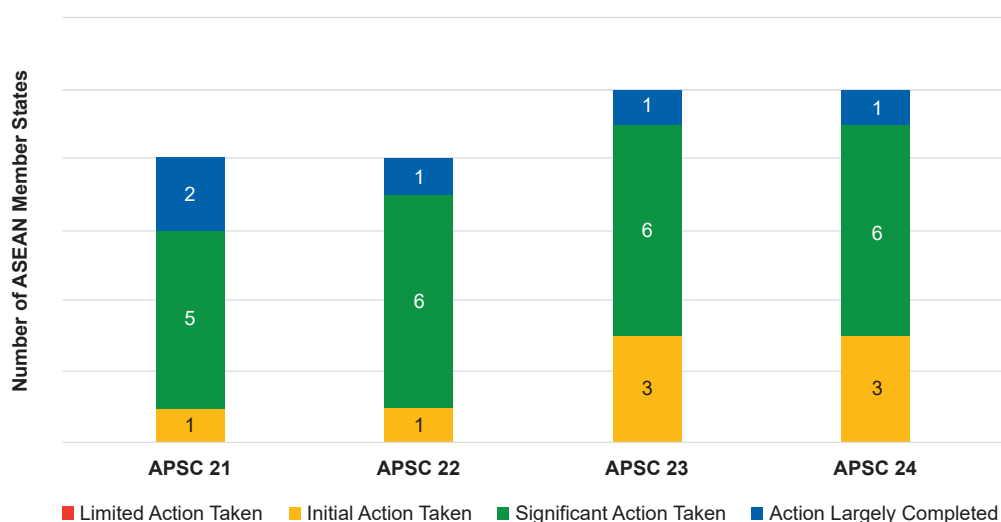
APSC 19. Information sharing on cross-cutting issues related to disability rights.

Strengthened ASEAN Institutional Capacity and Presence

The assessment results for the APSC characteristic on institutional capacity suggest that AMS have made noteworthy progress in encouraging ASEAN to mainstream the rights and inclusion of persons with disabilities in its institutional mechanisms and processes. However, there is still room for improvement, as a significant number of countries are still in the initial stages of implementation. Continued efforts to strengthen ASEAN's institutional capacity and presence in this area will be crucial to ensure the full realization of the rights of persons with disabilities within the ASEAN Community.

The results indicate that AMS have made significant progress in the following areas: encouraging the enhancement of the ASEAN Secretariat's capacity on disability rights (APSC 21) and promoting the engagement between ASBs, OPDs, and relevant stakeholders on disability rights (APSC 22). However, the assessment also reveals that there are still areas that require more concerted efforts, such as: ensuring the integration of gender-sensitive and accessible awareness-raising activities and programs on disability rights into ASEAN's institutional capacity building and technical cooperation (APSC 23) and integrating the rights and inclusion of persons with disabilities into ASEAN's institutional strengthening and capacity building efforts, including in CRPD reports (APSC 24). The results across the different KAPs suggest that the progress in implementing this APSC characteristic has been uneven across AMS. This highlights the need for continued efforts to ensure a more harmonized and comprehensive approach to strengthening ASEAN's institutional capacity and presence in promoting the rights and inclusion of persons with disabilities. To address the remaining gaps, AMS could share their CRPD reports with each other, as well as any curriculum developed on institutional strengthening. AMS could also promote collaboration among OPDs from their respective countries.

Graph 13.
AMS Progress to Implement the Enabling Masterplan 2025
APSC Characteristic 4 Per Key Action Point



Some good practices include:

- **Indonesia** (APSC 21) has established a robust legal framework supporting the rights of persons with disabilities, notably through Law Number 8 of 2016, which mandates the integration of disability issues in international cooperation. This includes initiatives like training programs and the exchange of best practices. In December 2021, Indonesia participated in an AICHR training focused on disability rights and sustainable development in response to COVID-19, highlighting the multidimensional aspects of disability rights. Additionally, the country has issued press releases emphasizing the protection of

human rights during the pandemic and has worked on strengthening ASEAN's institutional capacity through various initiatives, including the ASEAN 2025 Blueprint. The outcomes of these efforts include the ASEAN Leaders' Statement on enhancing institutional effectiveness and the launch of educational materials aimed at familiarizing the younger generation with ASEAN.

- **Singapore** (APSC 22) is actively engaged in the ASEAN Enabling Masterplan 2025, participating in multiple ASEAN sectoral meetings to promote disability rights. Recently, Singapore, represented by the Senior Parliamentary Secretary for Social and Family Development, contributed to the ASEAN High-Level Forum on Strengthening Disability-Inclusive Development and the ASEAN-US Dialogue on Disability Rights held in October 2023.
- **Malaysia** (APSC 24) has developed the Plan of Action for Persons with Disabilities 2016-2022, emphasizing regional and international cooperation to promote disability rights. The country has engaged in comprehensive reporting from various entities to align with the CRPD. Malaysia has initiated discussions for a third Persons with Disabilities Plan of Action and has conducted various AICHR consultations and dialogues focusing on disability-inclusive recovery, gender equality (sustainable development goal 5, or SDG 5), and the environmental impacts on vulnerable groups. These efforts include regional dialogues on business and human rights, ensuring the protection of persons with disabilities affected by COVID-19, and sharing best practices for implementing children's rights in the digital environment.

Together, these initiatives reflect a strong commitment within ASEAN to promote the rights and inclusion of persons with disabilities, addressing various challenges and fostering collaboration across AMS.

Box 4. Myanmar's Initiatives on Disability Awareness and Inclusion

Myanmar is dedicated to advancing disability rights and inclusion through two pivotal initiatives. The first initiative centers on awareness-raising activities, ensuring that ASEAN programs are designed to be gender-sensitive and accessible to all, including persons with disabilities. This involves developing inclusive policies and programs that enhance understanding of disability issues across all segments of society within AMS. As a result, awareness and comprehension of disability matters are significantly improved, fostering a more informed community.

The second initiative focuses on coordination and reporting, encouraging AMS to integrate their disability inclusion efforts into their reports to the CRPD. By establishing policies that promote the documentation of these activities, Myanmar aims to enhance transparency and accountability in the promotion and protection of disability rights at the ASEAN level.

Together, these initiatives not only raise awareness about disability issues but also ensure effective coordination and reporting, contributing to a more inclusive environment throughout the ASEAN region.

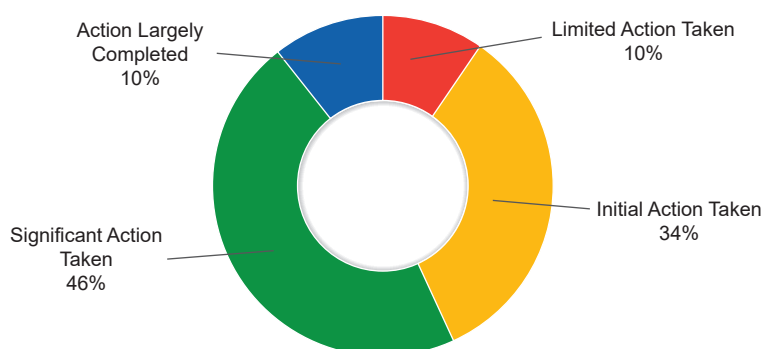
APSC 23. Gender-sensitive and accessible awareness-raising activities and programs; and APSC 24. Inclusion of ASEAN coordination and disability inclusion activities in CRPD reports.

4.2.2.2. ASEAN Economic Community

Progress of AMS Actions: At a Glance

Graph 14 illustrates the progress made by AMS in implementing the Enabling Masterplan under the AEC framework. It reveals that while significant progress has been achieved, with 46% (significant action taken) and 10% of actions largely completed, demonstrating substantial advancement, a considerable amount of work remains.

Graph 14.
AMS Progress to Implement the Enabling Masterplan 2025 ASEAN Economic Community



The data indicates that a significant portion of actions (34%) are still in their initial stages, highlighting the need for continued effort and resource allocation to support Enabling Masterplan implementation. Furthermore, the limited action taken (10%) suggests that progress is slower in certain areas. While it is encouraging to note that 10% of actions have been largely completed, it underscores the importance of accelerating progress in the remaining areas.

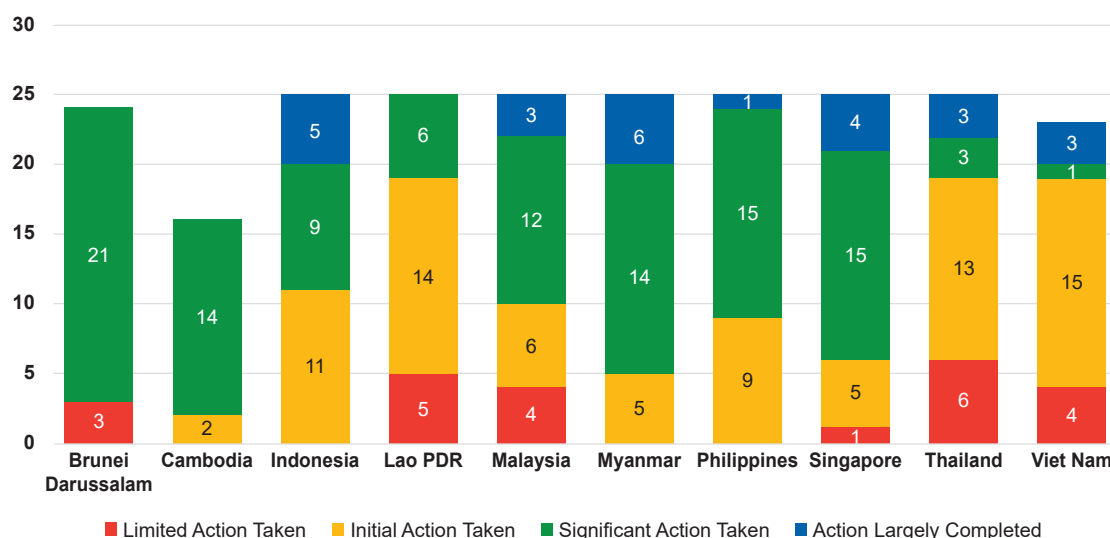
The data suggests that while significant strides have been made, a sustained and focused effort is crucial to ensure the full implementation of the Enabling Masterplan and the realization of its objectives for the AEC.

Graph 15 tells a story of progress, but one characterized by uneven development. While some AMS have made significant strides in implementing the Enabling Masterplan under the AEC framework, others are still in the early stages of their journey.

Myanmar, the Philippines and Singapore have made substantial progress with a large number of reported actions showing significant advancement and completion. This suggests a strong commitment to the Enabling Masterplan and effective implementation strategies. In contrast, other AMS have fewer actions showing significant progress. This highlights the need for a tailored approach to address specific challenges and foster collaboration to accelerate implementation.

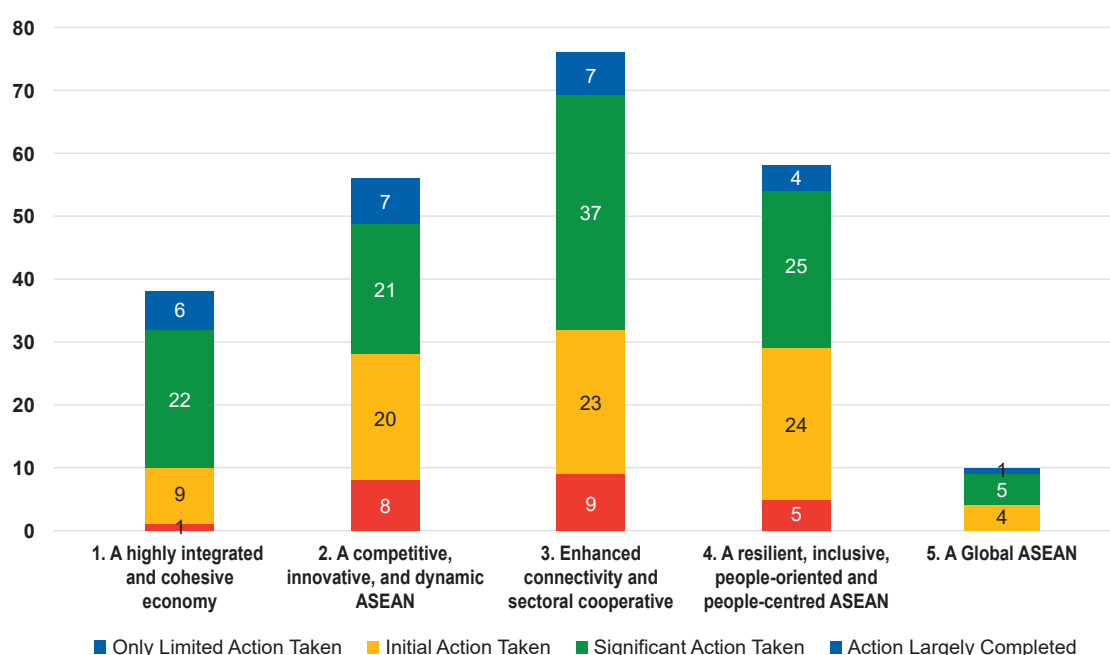
The graph also reveals a common thread: a significant number of actions across most countries are still in their initial stages. A coordinated effort is crucial to ensure the successful implementation of the Enabling Masterplan across all AMS, given the uneven progress thus far. This underscores the need for a collective push to move these actions forward and ensure they do not get stalled. AMS could involve financial institutions, labor organisations, and other duty bearers that work on areas such as entrepreneurship, workplace accessibility, and financial wellbeing in policy making and discussions with OPDs to help fill these gaps.

Graph 15.
AMS Progress to Implement the Enabling Masterplan 2025
ASEAN Economic Community Per ASEAN Member State



Graph 16 provides a visual representation of the mixed level of progress across the five characteristics of the AEC, highlighting areas of both strength and areas requiring further attention. The most activities undertaken has been made in the area of “Enhanced connectivity and sectoral cooperation,” as evidenced by the tallest bar in the graph, which indicates 44 out of 76 actions showing completion and significant advancement. This suggests that AMS have made considerable strides in implementing actions related to this characteristic. It also indicated a strong focus and commitment from AMS to improve connectivity and foster collaboration across sectors within the region, which is crucial for achieving the AEC’s goals of economic integration and development.

Graph 16.
AMS Progress to Implement the Enabling Masterplan 2025 Per AEC Characteristic



However, the graph also reveals a disparity in progress across other AEC characteristics. For instance, “A resilient, inclusive, people-oriented, and people-centered ASEAN” and the Characteristic on “A competitive, innovative and dynamic ASEAN”, show a significant number of actions with limited progress, indicating a need for increased focus and attention in this area.

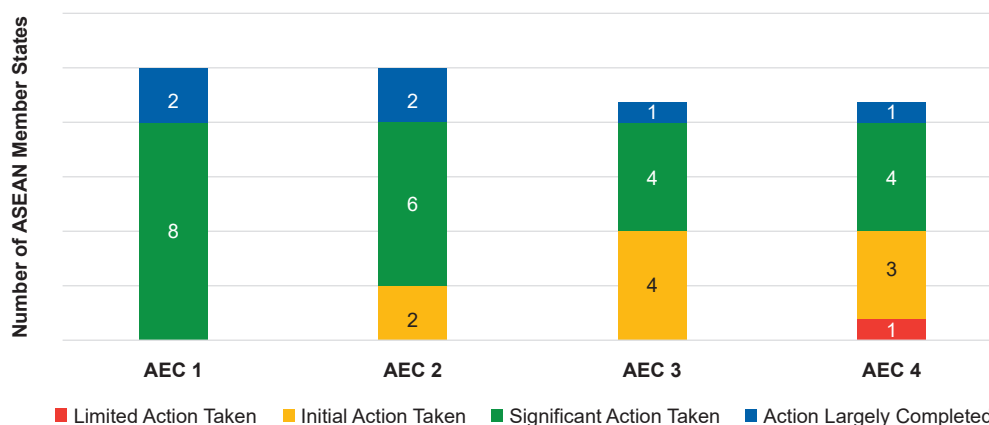
Furthermore, the graph highlights that a significant number of actions across all AEC characteristics are still in their initial stages.

A Highly Integrated and Cohesive Economy

The assessment results for the AEC characteristic on a cohesive economy indicate that AMS have made considerable efforts to promote the rights and inclusion of persons with disabilities in economic integration initiatives. However, there is still room for improvement, particularly in ensuring the full and effective participation of persons with disabilities in the design, implementation, and evaluation of AEC programs and initiatives.

The results indicate that AMS have made significant progress in the following areas: developing policies that encourage inclusivity of persons with disabilities and protect their rights (AEC 1) and enhancing equal-opportunity marketplaces for persons with disabilities (AEC 2). On the other hand, the assessment also reveals that more concerted efforts may be required for enhancing financial inclusion for persons with disabilities (AEC 3) and promoting one-stop entrepreneur centers for persons with disabilities (AEC 4). The mixed results across the different KAPs, suggest that the progress in implementing the AEC Pillar, sub-pillar A, has been uneven across AMS.

Graph 17.
AMS Progress to Implement the Enabling Masterplan 2025
AEC Characteristic 1 Per Key Action Point



Positive examples of AEC implementation include:

- **Lao PDR (AEC 1)** has established a supportive legal framework for persons with disabilities through Law No. 57/NA, which promotes business opportunities for persons with disabilities. Article 39 outlines benefits such as access to capital, tax exemptions, and customs fee waivers for businesses owned by persons with disabilities. The government is actively working to enhance inclusivity by incorporating the rights of persons with disabilities into employment laws and conducting environmental assessments for businesses hiring persons with disabilities. Outcomes include the establishment of coordination mechanisms with enterprises to promote employment, workshops for job matching, improved accessibility in employment services, and vocational training for self-employment.

- **Myanmar** (AEC 2) has recognized the need for financial support for persons with disabilities but acknowledges that more efforts are required to engage local and national banks in promoting financial inclusion for this group.
- **Philippines** (AEC 3) is advancing financial inclusion through the Bangko Sentral ng Pilipinas's National Strategy for Financial Inclusion 2022-2028, which aims to enhance financial resilience for all Filipinos. Additionally, the Philippine Identification System (PhilSys) is being implemented to provide a unified identification system that enhances access to various services, including financial, social protection, and health services for all citizens.
- **Cambodia** (AEC 4) has enacted a Sub-Decree that establishes procedures for the recruitment of employees with disabilities, emphasizing the importance of providing employment opportunities for qualified individuals. This initiative aligns with the broader goals of ensuring a sustainable future of work as part of the 2023 Agenda and the Sustainable Development Goals.

Box 5. Singapore's Initiatives for Supporting the Employment and Entrepreneurship of Persons with Disabilities

Singapore is committed to fostering an inclusive and cohesive economy by providing comprehensive support for the employment of persons with disabilities.

Under the Open Door Programme (ODP), customised job support and funding is available for employers to hire and retain persons with disabilities in jobs that are best suited to their strengths and capabilities. Inclusive employers can tap on course fee support of up to 90% under the ODP Training Grant to equip supervisors and co-workers without disabilities with essential knowledge and skills to interact with, and integrate persons with disabilities in the workplace. Employers needing to make accommodations at the workplace for their employees with disabilities can tap on the ODP Job Redesign Grant of up to \$20,000 per employee. Inclusive employers in Singapore can also receive the Enabling Employment Credit, which provides a wage offset of up to 20% of the salary of each of their eligible employee with disabilities. Employers of persons with disabilities who have not been employed for at least six months prior to being hired will receive an additional wage offset of up to 20% for a period of nine months.

Singapore introduced the Enabling Mark (EM) in October 2020, a national-level accreditation framework that benchmarks and recognises organisations for their best practices and outcomes in disability-inclusive employment. The EM serves to build a positive corporate image for inclusive organisations and hopes to encourage more firms to start adopting inclusive hiring practices, and provide workplace accessibility and accommodations.

Launched in December 2023, the Enabling Business Hub (EBH) brings training and employment opportunities for persons with disabilities closer to their homes. An on-site Employment Support Team provides employment-related services such as vocational assessment, training, job-matching and post-placement job support. The Centre for Inclusive Employment showcases inclusive practices in a dedicated industry to interested employers in the same industry and encourage them to implement these practices at their own workplaces.

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Box 5. Singapore's Initiatives for Supporting the Employment and Entrepreneurship of Persons with Disabilities (*continued*)

Singapore also supports social entrepreneurship of persons with disabilities. The Singapore Centre for Social Enterprise (raiSE) plays a crucial role in this ecosystem by providing networking, advisory services, capability development, and funding opportunities for social entrepreneurs, including entrepreneurs with disabilities. SG Enable further enhances this support through training programmes aimed at improving employability and entrepreneurial skills, including access to the ODP Training Grant for skills upgrading for persons with disabilities. The Enabling Academy, operated by SG Enable, offers curated and customised courses in project management, food safety, and UX design, empowering persons with disabilities to acquire the skills necessary to start their own businesses.

Platforms like the i'mable Collective foster collaborations to create markets for artisanal products made by persons with disabilities, showcasing their work at prestigious events such as Milan Design Week. Ground-up initiatives by social service agencies also provide various platforms for displaying and selling products.

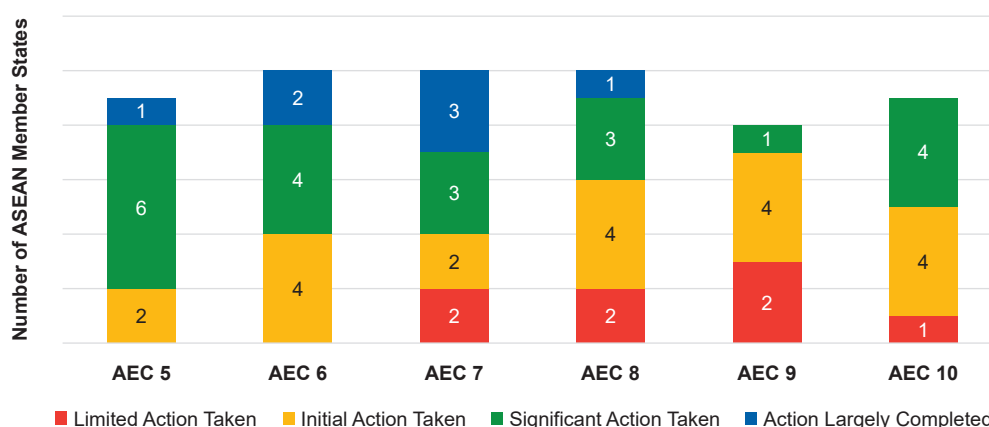
Overall, Singapore's comprehensive approach combines awareness, training, financial support, and networking, effectively empowering persons with disabilities to secure meaningful employment, contributing to a more inclusive economy.

AEC 1. Develop policies that encourage inclusivity of persons with disabilities and the protection of rights of persons with disabilities in harmonising to CRPD concept and to remove obstacles of employment and business opportunities and encourage a disability-inclusive environment for entrepreneurship, enterprises, including social enterprises, cooperatives and regular businesses and e-commerce run by persons with or without disabilities.

A Competitive, Innovative, and Dynamic ASEAN

The assessment indicates that AMS have made some progress in this area, particularly in enhancing consumer protection and supporting the capacities of persons with disabilities in entrepreneurship and creative industries. However, sustained commitment and further actions are required to fully realize the goals of "A Competitive, Innovative, and Dynamic ASEAN" for persons with disabilities.

Graph 18.
AMS Progress to Implement the Enabling Masterplan 2025
AEC Characteristic 2 Per Key Action Point



The AMS have made good progress in the following areas: enhancing the common ASEAN consumer protection framework for persons with disabilities (AEC 5) and promoting the enhancement of the capacities of persons with disabilities to access and the use of materials based on ratification of the Marrakesh Treaty. However, the assessment also reveals that there are still areas that require more concerted efforts, such as enhancing the protection of intellectual property rights of persons with disabilities (AEC 6), further enhancing the support system, and enabling environment for highly mobile human resources with disabilities (AEC 8) and fostering a more inclusive economy by encouraging reasonable tax exemption on assistive and adaptive devices and technologies (AEC 9). The mixed results across the different KAPs, suggest that the progress in implementing the AEC Pillar, sub-pillar B, has been uneven across AMS.

This highlights the need for continued efforts to ensure a more harmonized and comprehensive approach to promoting the rights and inclusion of persons with disabilities in ASEAN's efforts to build a competitive, innovative, and dynamic economic community. Sharing of best practices, capacity-building, and stronger regional cooperation could help address the remaining gaps.

Some positive examples of AEC action include:

- **Brunei** (AEC 6) has established a comprehensive legal framework to protect the intellectual property rights of persons with disabilities. The Trade Marks Act (Cap. 98) and the Patents (Amendment) Order 2017 provide provisions for trademark registration and patent protection, which can be utilized by creatives and inventors with disabilities. Additionally, the Act includes certifications that can benefit OPDs. Enforcement mechanisms have been strengthened through the Copyright (Amendment) Order 2013 introduces stringent penalties for infringement and ensures the protection of intellectual property rights, including under the Act and the Amendment. Overall, these legal frameworks have enhanced protection against infringement and increased representation and advocacy for the rights of persons with disabilities in intellectual property matters.
- **Thailand** (AEC 8) has taken significant steps to support persons with disabilities through the Ministry of Digital Economy and Society. They have arranged for the lending of ICT devices to persons with disabilities, ensuring access to necessary equipment. Community ICT learning centers have been established nationwide, equipped with computer equipment and software tailored for persons with disabilities. A draft guideline is underway on how to transition from direct equipment borrowing to a coupon support system to promote access. The private sector has contributed by developing applications specifically for autistic and deaf persons, facilitating better access to information through digital systems. A report detailing these initiatives is currently in progress.
- **Viet Nam** (AEC 10) has ratified the Marrakesh Treaty, promoting accessible formats for published works, which supports the rights of persons with disabilities to access knowledge and information. This commitment reflects Viet Nam's dedication to enhancing inclusion of persons with disabilities in various sectors.

Box 6. Lao PDR's Initiatives for Enhancing Consumer Protection for Persons with Disabilities

Lao PDR is committed to enhancing a common ASEAN consumer protection framework that prioritizes the needs of all consumers, particularly those with disabilities. This initiative focuses on developing, enforcing, and monitoring inclusive consumer protection legislation that ensures equitable treatment and access.

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Box 6. Lao PDR's Initiatives for Enhancing Consumer Protection for Persons with Disabilities (continued)

The core of this initiative involves creating comprehensive consumer protection laws that encompass the rights of individuals with disabilities. To this end, Lao PDR is establishing accessible redress mechanisms, including alternative dispute resolution options, to ensure that consumers with disabilities can effectively address grievances and disputes.

The primary goal of these efforts is to enhance consumer rights and protections for individuals with disabilities across AMS. Key outcomes include improved legal safeguards and the establishment of mechanisms specifically designed to address complaints, ensuring that the voices of consumers with disabilities are heard and respected.

In line with the Law on Consumer Protection No. 02/NA (dated 30 June 2010), Lao PDR outlines measures to safeguard consumers' lives, health, property, and legitimate rights. This legislation addresses the impacts of consuming goods and services, including food, medicines, and health treatments, while also providing clear mechanisms for resolving disputes between consumers and suppliers.

To implement these initiatives effectively, Lao PDR is developing an inclusive consumer protection body under the Ministry of Industry and Trade. This body will conduct regular inspections to monitor the quality of goods and ensure compliance with consumer protection standards.

Enforcement of these regulations is stringent, with manufacturers, importers, and distributors of unqualified, non-standardized, counterfeit, or prohibited goods facing potential fines, civil penalties, and criminal charges.

Overall, Lao PDR's initiatives aim to create a robust consumer protection environment that is inclusive of persons with disabilities, ensuring their rights and interests are safeguarded in the marketplace and fostering a more equitable economic landscape.

AEC 5. Work towards enhancing common ASEAN consumer protection framework for persons with disabilities.

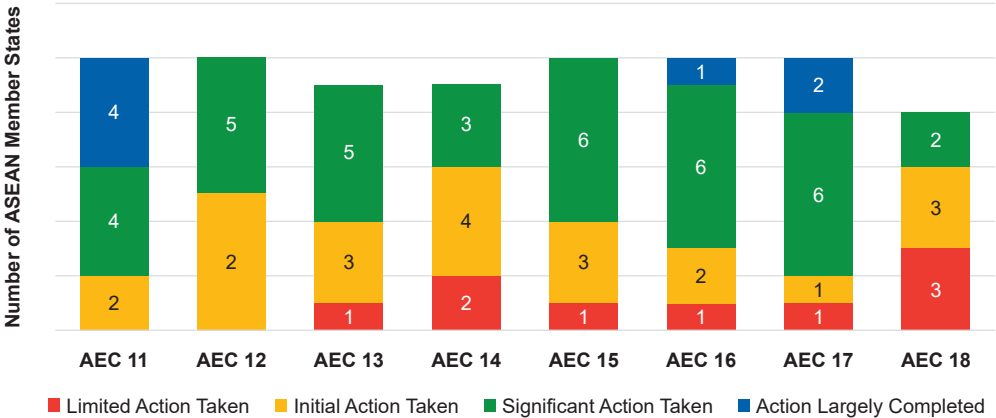
Enhanced Connectivity and Sectoral Cooperation

The assessment indicates that AMS have made some progress in this area, particularly in promoting accessible transport and inclusive healthcare cooperation. However, sustained commitment and further actions are required to fully realize the goals of "Enhanced Connectivity and Sectoral Cooperation" for persons with disabilities. The results also suggest that while some countries have made significant progress, others are still in the initial stages or have taken only limited action. This underscores the need for ASEAN to continue providing guidance, support, and capacity-building to AMS to ensure a more harmonized approach to promoting the inclusion and participation of persons with disabilities across various sectoral cooperation initiatives in the region.

AMS have made good progress in the following areas: encouraging accessible transport towards greater connectivity, efficiency, integration, safety, and sustainability (AEC 11) and promoting the inclusion and accessibility of persons with disabilities in ASEAN's initiatives to enhance healthcare cooperation (AEC 17). However, the assessment also reveals that there are still areas that require more concerted efforts, such as promoting smart city projects with inclusive infrastructure and technologies (AEC 12), and encouraging inclusive ICT by improving its accessibility and usability for persons with disabilities (AEC 13), as well as

encouraging inclusive economic regional integration through intensified e-commerce cooperation (AEC 14), fostering food security and accessibility of the food landscape in the region (AEC 15), promoting responsible, sustainable, and accessible tourism development (AEC 16), and promoting the development of incentive systems and support mechanisms to increase the engagement of persons with disabilities in science, technology, and innovation (AEC 18). The mixed results across the different KAPs, suggest that the progress in implementing the AEC Pillar, sub-pillar C, has been uneven across AMS.

Graph 19.
AMS Progress to Implement the Enabling Masterplan 2025
AEC Characteristic 3 Per Key Action Point



This highlights the need for continued efforts to ensure a more harmonized and comprehensive approach to promoting the rights and inclusion of persons with disabilities in ASEAN’s initiatives to enhance connectivity and sectoral cooperation. Sharing effective methods, investing in skill development, and promoting robust regional cooperation can aid in bridging the gaps that still exist.

Some positive examples include:

- Singapore** (AEC 11) has designed their public transport system with accessibility as key. Efforts in improving accessibility in the public transport system has been largely completed. All public trains and buses are 100% wheelchair accessible. All train stations and bus interchanges also have barrier-free access routes. Persons with disabilities are consulted when Singapore develops their Land Transport Master Plan, and improvements are constantly being introduced to improve accessibility for persons with disabilities. These improvements include ticketing machines designed to ensure that passengers in wheelchairs can use them with ease, tactile ground surface indicators to lead commuters with visual impairment to key facilities, braille signages and hearing enhancement systems for the deaf, new wayfinding signage systems to provide clearer wayfinding messages, and new Passenger Information Display System on buses to provide external and on-board displays with route-specific information, and on-board audio announcements to inform passengers about the next bus stop.
- Indonesia** (AEC 12) has made significant strides in enhancing public services for persons with disabilities through various legal frameworks and initiatives. Law Number 8 of 2016 mandates accessible public services, including transportation, and requires dissemination of information to persons with disabilities. Key regulations, such as the Minister of Transportation Regulation Number 98 of 2017, ensure accessibility in public transportation services. The establishment of the Disability Inclusion Team within the Ministry of Transportation aims to further these efforts. Workshops and training sessions have been conducted to equip transportation operators with the skills to serve persons with disabilities effectively. As of 2023, several transportation infrastructures, including airports and terminals, have been improved to meet accessibility standards, with notable services like MRT

Jakarta providing specialized assistance. Various transportation services, such as Grab Motion and Transjakarta Cares, are also available to support persons with disabilities.

- **Malaysia** (AEC 18) has introduced two financial assistance initiatives aimed at students with disabilities: the OKU Financial Assistance for post-secondary students and the Special Education Program Financial Assistance for secondary-level students and below. These initiatives aim to support educational access and opportunities for students with disabilities.

Box 7. The Philippines' Universal Healthcare Initiatives

The Philippines is committed to promoting the development of a robust universal healthcare industry that ensures accessible, affordable, and quality healthcare products and services for all citizens. Central to this initiative is the focus on inclusivity, particularly for persons with disabilities. By ensuring that registration processes and nutrition labeling are accessible to individuals with low vision, those who are blind, and those with learning disabilities, the government aims to create an environment where everyone can easily navigate healthcare systems.

To further enhance this inclusivity, the initiative also emphasizes facilitating the mobility of healthcare professionals, including personal care assistants, who play a crucial role in supporting persons with disabilities and older persons. This approach aims to ensure that healthcare services are not only available but also effectively delivered to those who need them most. By developing inclusive policies and programs, the Philippines is working to make healthcare registration and nutrition information accessible to all consumers, thereby removing barriers that might prevent individuals with disabilities from receiving the care they deserve.

A significant milestone in this effort is the passage of Republic Act No. 11223, known as the Universal Health Care Act, which aims to protect and promote the right to health for all Filipinos. This legislation mandates the Department of Health to create a national health program specifically for persons with disabilities, building on the foundation laid by the Magna Carta for Disabled Persons. This comprehensive framework ensures that the unique health needs of individuals with disabilities are recognized and addressed within the broader healthcare system.

The Health and Wellness Program for Persons with Disabilities envisions a country where all individuals, including children with disabilities and their families, have full access to inclusive health and rehabilitation services. Its mission is to promote the highest attainable health standards for persons with disabilities through a multi-sectoral approach that integrates various stakeholders in a disability-inclusive health agenda. To achieve these goals, the program outlines several key objectives, including addressing barriers in healthcare access, ensuring the availability and affordability of habilitation and rehabilitation services, and developing tailored policies for health services that cater specifically to persons with disabilities. Additionally, enhancing the capacity of health providers will lead to improved health outcomes, while fostering collaboration among stakeholders will strengthen the overall response to the needs of this community.

Aligned with the WHO Global Disability Action Plan (2014-2021), the action framework focuses on removing physical, attitudinal, and systemic barriers that hinder access to healthcare services. By strengthening rehabilitation, facilitation, and community-based programs, the Philippines aims to create a supportive environment where persons with disabilities can thrive. Furthermore, enhancing data collection and research on disability-related health issues will provide valuable insights that inform future policies and initiatives.

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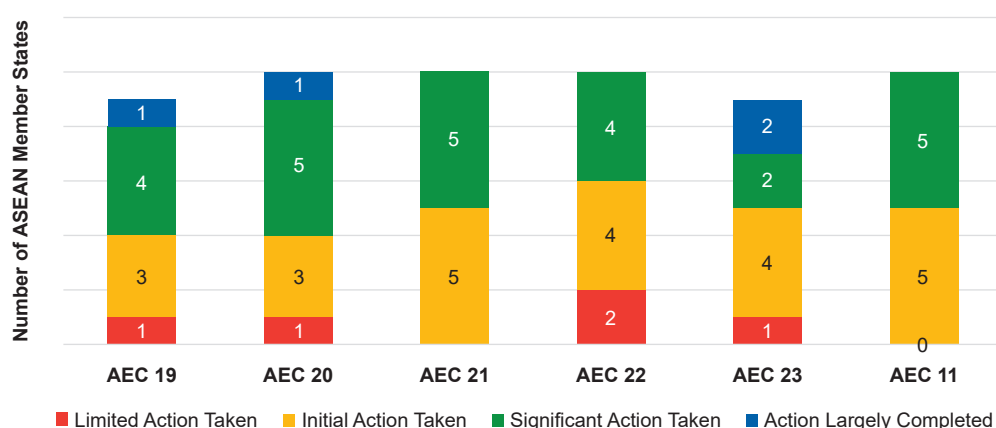
Box 7. The Philippines' Universal Healthcare Initiatives (*continued*)

In summary, the Philippines' initiatives are designed to create a comprehensive and inclusive healthcare system that addresses the specific needs of persons with disabilities, ensuring their rights to health and wellness are not only recognized but actively upheld. Through these concerted efforts, the country is working towards a healthier, more equitable future for all its citizens.

AEC 17. Promote the development of a strong universal healthcare industry.

A Resilient, Inclusive, People-Oriented, and People-Centered ASEAN

Graph 20.
AMS Progress to Implement the Enabling Masterplan 2025
AEC Characteristic 4 Per Key Action Point



The assessment indicates that AMS have made some progress in this area, particularly in promoting MSME productivity and inclusion, supporting entrepreneurship, and creating inclusive business opportunities. However, sustained commitment and further actions are required to fully realize the goals of “A Resilient, Inclusive, People-oriented and People-centred ASEAN” for persons with disabilities. The results also suggest that while some countries have made significant progress, others are still in the initial stages or have taken only limited action. This underscores the need for ASEAN to continue providing guidance, support, and capacity-building to AMS to ensure promotion of the inclusion and participation of persons with disabilities across various initiatives related to social protection, empowerment, human capital development, and private sector engagement in the region.

The results indicate that AMS have made good progress in the following areas: promoting MSME productivity and inclusion for persons with disabilities (AEC 20), providing support to persons with disabilities to enable them to start businesses (AEC 21), encouraging and supporting the creation of inclusive business opportunities for growth and employment (AEC 24).

However, the assessment also reveals that there are still areas that require more concerted efforts: encouraging corporations to practice corporate social responsibility and promote sustainable development (AEC 19); encouraging entrepreneurship and human capital development of persons with disabilities in ASEAN (AEC 22); and fostering and supporting private sector groups in initiating cluster groups to engage in specific issues (KAP 23). The mixed results across the different KAPs, suggest that the progress in implementing the AEC Pillar, sub-pillar D, has been uneven across AMS. This highlights the need for continued efforts to ensure a more harmonized and comprehensive approach to promoting the rights and

inclusion of persons with disabilities in ASEAN's initiatives to build a resilient, inclusive, people-oriented, and people-centered economic community. Sharing of best practices, capacity-building, and stronger regional cooperation could help address the remaining gaps.

Some positive examples include:

- **Lao PDR** (AEC 19) has enacted laws on MSMEs and larger enterprises, which aim to enhance the business environment. While some enterprises have contributed to social responsibility initiatives, regular support for persons with disabilities remains limited. Moving forward, Lao PDR aims to increase participation of workers with disabilities and promote disability-inclusive business practices by developing initiatives aligned with the United Nations Guiding Principles on Business and Human Rights.
- **Myanmar** (AEC 20) prioritizes MSME training, including specialized training for persons with disabilities, as outlined in the Myanmar National Strategy for the Advancement of Rural Development. This focus reflects the government's commitment to enhancing skills and opportunities for persons with disabilities in the business sector.
- **Philippines** (AEC 22) promotes entrepreneurship and human capital development for persons with disabilities through an economic empowerment program under the Department of Trade and Industry. This program includes enterprise-level assistance to entrepreneurs with disabilities, creating an enabling environment for workers with disabilities, and policy advocacy. The ASEAN Coordinating Committee on Micro, Small, and Medium Enterprises (ACCMSME) offers interactive online courses to support MSME growth post-COVID-19. The Philippine Development Plan (2017-2022) emphasizes building human capital, enhancing productivity, and improving health and education services, with significant legislation passed to support these goals.
- **Cambodia** (AEC 24) focuses on creating suitable business opportunities for persons with disabilities by providing entrepreneurial skills training based on consultations with entrepreneurs with disabilities. Small-scale training, grants, and loans are available to help persons with disabilities establish businesses. Additionally, guidance on disability inclusion for financial service providers has been developed to promote an enabling business environment.

Box 8. Malaysia's Initiatives for Persons with Disabilities

Malaysia is dedicated to fostering a resilient, inclusive, people-oriented, and people-centered ASEAN by encouraging and supporting the creation of inclusive business opportunities for persons with disabilities. This initiative aims to promote growth, employment, and access to financial services, ensuring that persons with disabilities can actively participate in the economy. At the heart of this effort is the National Entrepreneurship Policy 2030, which is designed to support the entrepreneurial endeavors of various groups, including Bumiputera, special focus groups, and marginalized persons. By prioritizing inclusivity, the Malaysian government is laying the groundwork for a more equitable economic landscape.

To facilitate the creation of inclusive business opportunities, the government is implementing a range of supportive policies and programs such as low registration fees for persons with disabilities wishing to establish single-ownership businesses significantly lower the barriers to entry. Additionally, the Department of Social Welfare is launching grants specifically aimed at assisting persons with disabilities in starting their own enterprises. Various financing schemes and capacity development programs are also being introduced, particularly targeting micro-entrepreneurs from the B40 income group, which includes many persons with disabilities.

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Box 8. Malaysia's Initiatives for Persons with Disabilities (*continued*)

Several key programs exemplify Malaysia's commitment to empowering persons with disabilities through entrepreneurship. The MSME Bank i-TEKAD Community Generator is a structured capacity development initiative that offers coaching and seed capital to micro-entrepreneurs, including those with disabilities. Similarly, the AIM Financing Scheme provides essential financial assistance to support entrepreneurial activities among persons with disabilities, helping them turn their business ideas into reality.

The TEKUN Financing Scheme for persons with disabilities is another crucial initiative that offers tailored financial support specifically designed for persons with disabilities. Additionally, the Capable and Reliable Entrepreneur (CARE) Programme focuses on promoting entrepreneurship among Persons with disabilities through targeted training and mentorship. A recent training session held from June 11-15, 2023, at Amansari Residence Resort in Johor saw 40 participants, including 29 persons with physical disabilities, eight (8) persons with visual disabilities, and three (3) persons with learning disabilities. Each participant received a business grant of RM3,000 and is currently engaged in a six-month mentoring and monitoring program to ensure their entrepreneurial success.

Cooperative programs further enhance support for members with disabilities, with 25 existing cooperatives providing resources and community support. The Program Tunas Usahawan Belia Bumiputera (TUBE) included 57 active participants with disabilities as of August 2023. Additionally, the TEKUN - SP-OKU Skim Pembiayaan OKU aims to boost sales by 10% among participants, demonstrating a commitment to improving economic outcomes for persons with disabilities.

The overarching goal of these initiatives is to increase the number of inclusive business opportunities for persons with disabilities while enhancing their access to financial services. By doing so, Malaysia aims to improve the economic well-being of Persons with disabilities and their families within AMS.

In summary, Malaysia's strategic focus on entrepreneurship and financial accessibility for persons with disabilities is designed to empower them both economically and socially. This commitment not only fosters a more inclusive society but also strengthens the overall resilience of the country, paving the way for a brighter future for all its citizens.

AEC 24. Encourage and support the creation of inclusive business opportunities for growth and employment.

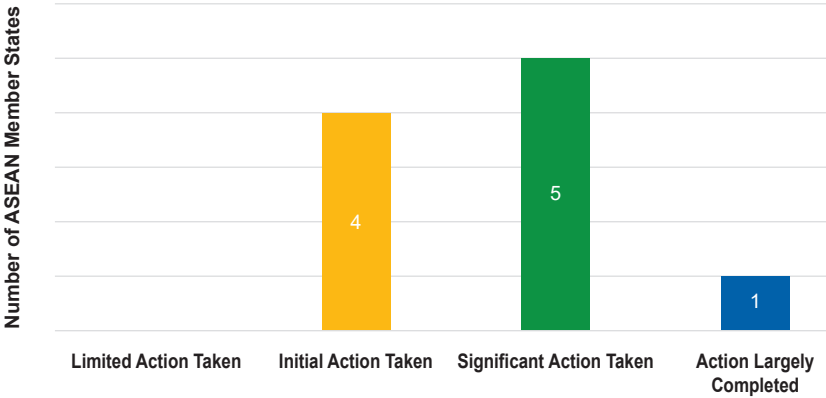
A Global ASEAN

The assessment results indicate that AMS have made progress in promoting the inclusion of persons with disabilities in the region's efforts to become a more globally competitive and connected economic community. However, sustained and coordinated actions will be necessary to fully realize the goals of a Global ASEAN that is inclusive and equitable for all.

For AEC 25, which focuses on encouraging an inclusive global economy and non-discrimination for persons with disabilities in the region, the assessment results show a mixed picture: 5 AMS reported Action Largely Completed; 4 AMS reported Significant Action Taken; and 37.5% reported Initial Action Taken. At least 6 AMS have made significant progress in promoting the rights and inclusion of persons with disabilities in ASEAN's efforts to enhance its global economic competitiveness and connectivity. However, the fact that only 1 of the AMS reported action largely completed suggests that there is still room for improvement in ensuring the full and effective participation of persons with disabilities in ASEAN's initiatives to strengthen

its position as a global economic player. For example, In Viet Nam, despite a legal framework that prohibits discrimination, Persons with disabilities continue to face significant challenges in securing equal employment opportunities, highlighting the gap between policy and reality in practice.

Graph 21.
AMS Progress to Implement the Enabling Masterplan 2025
AEC Characteristic 5 / Key Action Point 25 on Global ASEAN



Furthermore, the relatively high proportion of countries (4 countries) that have only taken initial action further emphasizes the need for more concerted efforts to integrate the concerns and needs of persons with disabilities into ASEAN's global economic strategies and initiatives.

This highlights the importance of sharing examples of how AMS have integrated persons with disabilities into economic activity, including work places and entrepreneurs to ensure that the concerns and needs of persons with disabilities are consistently and effectively addressed in ASEAN's global economic agenda and initiatives.

Positive examples of implementing AEC 25 include:

- **Brunei** (AEC 25) demonstrates its commitment to an inclusive economy for persons with disabilities through various initiatives. The country has signed the ASEAN Declaration on Disability-Inclusive Development, which aims to integrate disability perspectives into national policies and programs. Through the Ministry of Culture, Youth, and Sports (MCYS), Brunei is actively developing policies to enhance employment opportunities for persons with disabilities, including conducting studies to identify barriers they face in the workforce. Additionally, Brunei participates in regional initiatives to foster an inclusive digital economy, while major corporations implement Corporate Social Responsibility (CSR) programs that support persons with disabilities through employment opportunities and community engagement. As a result, there has been a notable increase in access to financial services and job opportunities, aligning with international frameworks such as the CRPD.
- **Thailand** (AEC 25) focuses on empowering entrepreneurs with disabilities through their participation in product exhibitions, such as the One Town, One Product Expo. Relevant ministries have integrated products made by persons with disabilities into this annual event, which has seen increasing participation over the years. This initiative provides persons with disabilities with opportunities to develop careers and generate income; for instance, over 114,000 persons with disabilities have received loans to support their agricultural endeavors, alongside many others benefiting from assistance for trade and service-related work.

Box 9. Brunei Darussalam's Initiatives for an Inclusive Global Economy

Brunei Darussalam is committed to fostering an inclusive global economy that promotes non-discrimination for persons with disabilities. This commitment is reflected in key initiatives that integrate disability perspectives into national policies, ensuring inclusivity and equality. A foundational aspect of Brunei's approach is its endorsement of the ASEAN Declaration on Disability-Inclusive Development, which promotes a non-discriminatory regional economy. The Sustainable Development Report 2020 further aligns Brunei with international standards, including the CRPD.

To enhance employment and entrepreneurship opportunities for persons with disabilities, Brunei is developing various policies. The Ministry of Culture, Youth, and Sports conducted a study to identify barriers faced by persons with disabilities in the workforce, helping to formulate targeted initiatives. Brunei is also participating in regional efforts to create a more inclusive digital economy, ensuring digital opportunities for persons with disabilities. CSR initiatives, such as those by Da.com.bn and the Bank Islam Brunei Darussalam, support persons with disabilities through financial aid and job creation.

These initiatives aim to increase persons with disabilities' participation in the global economy while promoting non-discrimination. Progress has been noted in employment opportunities, particularly for youth, alongside ongoing public awareness campaigns to reduce discrimination.

While specific employment statistics on persons with disabilities are limited, anecdotal evidence suggests improvements in employment rates and economic integration. Programs like the Big BWN Project and support from the Young Entrepreneurs Association of Brunei provide platforms for persons with disabilities to engage in entrepreneurship.

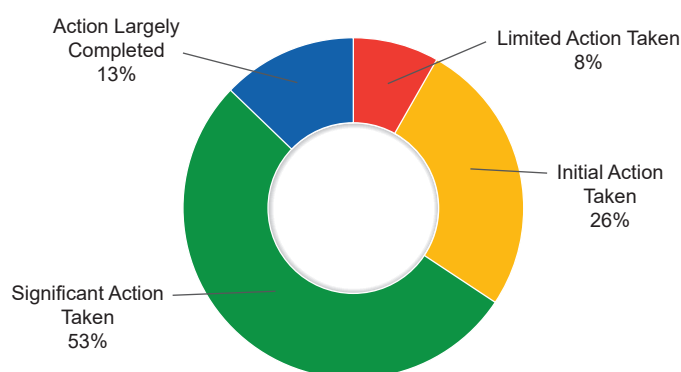
Brunei's efforts align with international frameworks, including the CRPD and the SDGs. Through these commitments, Brunei aims to create an equitable environment for all, fostering a society where individuals, regardless of abilities, can thrive and contribute meaningfully to the economy.

AEC 25. Encourage an inclusive global economy and non-discrimination for persons with disabilities in the region.

4.2.2.3. ASEAN Socio-Cultural Community (ASCC)

AMS Progress of Actions: At a Glance

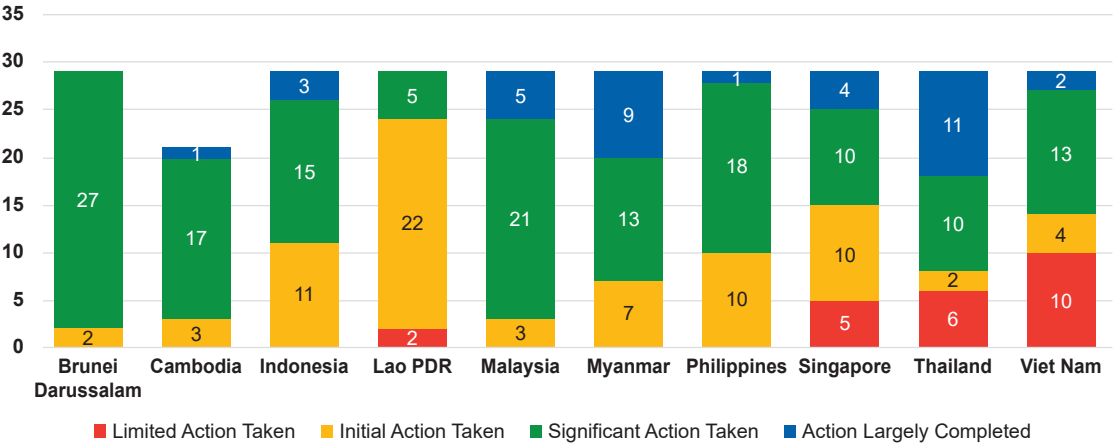
Graph 22.
AMS Progress to Implement the Enabling Masterplan 2025
ASEAN Socio-Cultural Community



Graph 22 depicts the overall progress of AMS in implementing actions to support the implementation of the Enabling Masterplan under the ASCC framework. Just like the other Community pillars, it paints a mixed picture of progress, highlighting both areas of strength and areas requiring further attention. A little more than half (53%) of the contributions were already significantly undertaken, while 13% were largely completed, signifying to about 66% the significant level of completion. However, a considerable number of actions (26%) are still in their initial stages, suggesting the need to accelerate progress in these areas. A smaller percentage of actions (8%) have seen limited progress, indicating that progress is slower in certain areas. This highlights the need for focused attention to address specific challenges and accelerate progress of implementation.

This trend across the other Community pillars underscores the importance of sustained and focused efforts to ensure the complete implementation of the Enabling Masterplan and the achievement of its objectives for the ASCC. It emphasizes the need for a balanced approach that combines maintaining momentum in areas where progress has been strong, while addressing challenges and accelerating progress in areas where progress has been slow.

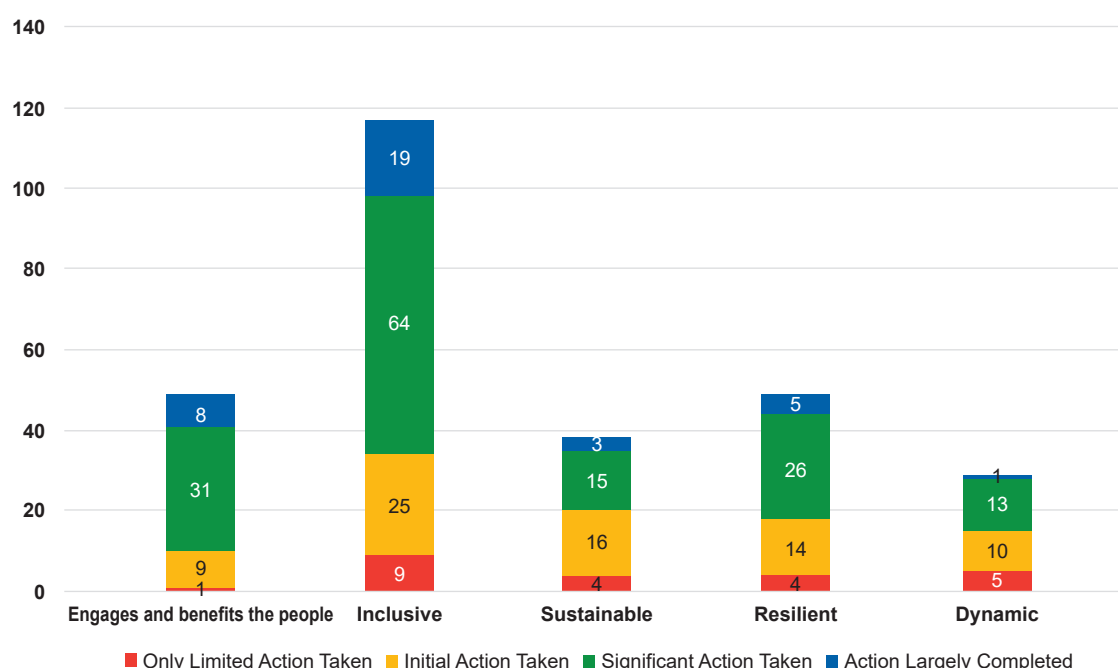
Graph 23.
AMS Progress to Implement the Enabling Masterplan 2025
ASEAN Socio-Cultural Community By Member State



The progress of the AMS in the implementation of their actions to fulfill commitments to the Enabling Masterplan under the ASCC is illustrated in Graph 23. It reveals a varied level of progress across different AMS, highlighting both areas of strength and areas requiring further attention.

Thailand, Myanmar, Malaysia and Singapore reported higher levels of implementation than other AMS. The Philippines and Brunei Darussalam also reported significant contributions, with a substantial number of actions showing significant progress. This trend, mirroring observations in other Community pillars, highlights the importance of a coordinated effort to ensure the successful implementation of the Enabling Masterplan across all AMS. By focusing on areas where progress has been strong and learning from the experience and practices of AMS that report higher outcomes, ASEAN is better able to address gaps.

Graph 24.
AMS Progress to Implement the Enabling Masterplan 2025 Per ASCC Characteristic



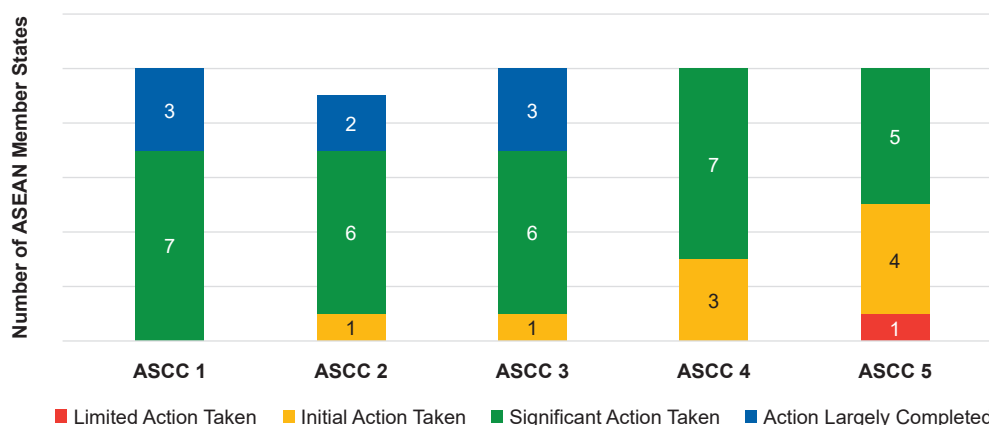
Graph 24 represents the progress made by AMS in implementing the Enabling Masterplan along the five key ASCC characteristics. Impressive progress is evident under the “inclusive” characteristic; eighty-three (83) out of the 117 actions outlined have either been completed or are nearing completion. This category not only showcased substantial achievements but also features a wealth of planned key actions, highlighting a proactive approach to fostering inclusivity under the ASCC.

Engages and Benefits the People

AMS have made significant progress in promoting the rights and inclusion of persons with disabilities across various areas of the ASCC agenda. The key strengths and areas of progress include promoting the participation and inclusion of persons with disabilities in ASEAN's efforts to strengthen civil society and community engagement, with 75% of countries reporting significant action taken. Ensuring the active involvement of persons with disabilities in ASEAN's initiatives to enhance social protection and poverty alleviation, with 71% of countries reporting significant action taken.

Substantial progress in promoting the rights and well-being of persons with disabilities in ASEAN's efforts to strengthen family institutions and community resilience, with 88% of countries reporting Significant action taken. Significant efforts to include and ensure the participation of persons with disabilities in ASEAN's initiatives to promote health, well-being, and access to quality social services, with 76% of countries reporting Significant action taken.

Graph 25.
AMS Progress to Implement the Enabling Masterplan 2025
ASCC Characteristic 1 Per Key Action Point



Positive examples of AMS progress on the characteristic “Engage and Benefits the People” are shown in Graph 25 to the right and described below:

- Indonesia** (ASCC 1) has established a comprehensive legal framework to protect the rights of persons with disabilities through Law No. 8 of 2016, which emphasizes equal rights and non-discrimination. Key articles state that every individual with a disability has the right to enjoy the same rights as others, including protections against exclusion, stigma, and degrading treatment. The law also mandates the establishment of the National Commission on Disability to monitor and advocate for the implementation of these rights. In alignment with international standards, Indonesia has ratified the CRPD, which promotes the full enjoyment of human rights for persons with disabilities. Various government initiatives, including the National Human Rights Action Plan and public awareness campaigns, aim to enhance respect and protection for persons with disabilities. Notably, the 2019 launch of two government regulations—PP No. 52 and PP No. 70—further solidified the framework for social welfare and the fulfillment of rights for persons with disabilities.
- In Singapore** (ASCC 2), a range of measures is implemented to promote the employment of persons with disabilities, including wage offsets and funding for employers to create inclusive workplaces through the Open Door Programme. The government has enshrining the Tripartite Alliance for Fair & Progressive Employment Practices guidelines into law, enhancing protections against workplace discrimination. Singapore’s healthcare system ensures access to affordable services for all citizens, including persons with disabilities, through a multi-layer financing structure that includes MediShield Life and CareShield Life. Financial support is available through various schemes, such as the Workfare Income Supplement Scheme and the ComCare Long-Term Assistance scheme, which provides essential services and cash assistance. Accessibility is a priority, with over 99% of public spaces achieving basic accessibility standards, and the employment rate for persons with disabilities has steadily increased from 28.2% in 2018-2019 to 31.4% in 2021-2022.
- Malaysia** (ASCC 5) focuses on enhancing the digital accessibility of government websites and services for persons with disabilities. Through initiatives like the CPOKU, the government offers online and face-to-face programs aimed at increasing awareness and accessibility. The implementation of W3C Disability Accessibility Access on various platforms ensures that individuals with visual impairments and other disabilities can access information and services effectively. Moreover, the Bank Negara Malaysia (BNM) has revised policies to facilitate financial access for persons with disabilities, including the use of assistive technologies in banking services. The government’s strategic cooperation with telecommunication providers aims to improve internet access for persons with disabilities, exemplified

by affordable service packages designed for groups less likely to have internet access. Overall, Malaysia's approach underscores the importance of inclusive digital environments and accessible public services for enhancing the quality of life for persons with disabilities.

Box 10. Viet Nam's Capacity Building Initiatives in fostering an inclusive society for Persons with Disabilities

Viet Nam is making significant strides in fostering an inclusive society for persons with disabilities and their support networks. Central to this effort is a robust capacity-building initiative that not only targets persons with disabilities but also extends to their family members, personal assistants, and caregivers. By focusing on diversity and inclusion, the program seeks to transform social norms, combat stigma, and address both conscious and unconscious biases that often hinder the full participation of persons with disabilities in society.

At the heart of this initiative is the implementation of regular training programs designed to empower both caregivers and service providers. These training sessions, facilitated by relevant government agencies, aim to equip participants with the knowledge and skills necessary to create a more inclusive environment. By engaging civil servants, legal professionals, social welfare officers, law enforcement officials, and healthcare providers, the program ensures that the principles of inclusion and respect for the rights of persons with disabilities are woven into the fabric of public service.

The outcomes of these capacity-building efforts are already becoming evident. National agencies are consistently rolling out these programs, resulting in a growing number of trained individuals who are better prepared to support persons with disabilities. As awareness increases, so too does the effectiveness of initiatives aimed at promoting the rights of persons with disabilities and combating discrimination. The impact is profound: not only has there been a marked reduction in discriminatory practices, but persons with disabilities are also increasingly participating in all aspects of social life, achieving milestones that reflect their capabilities and contributions.

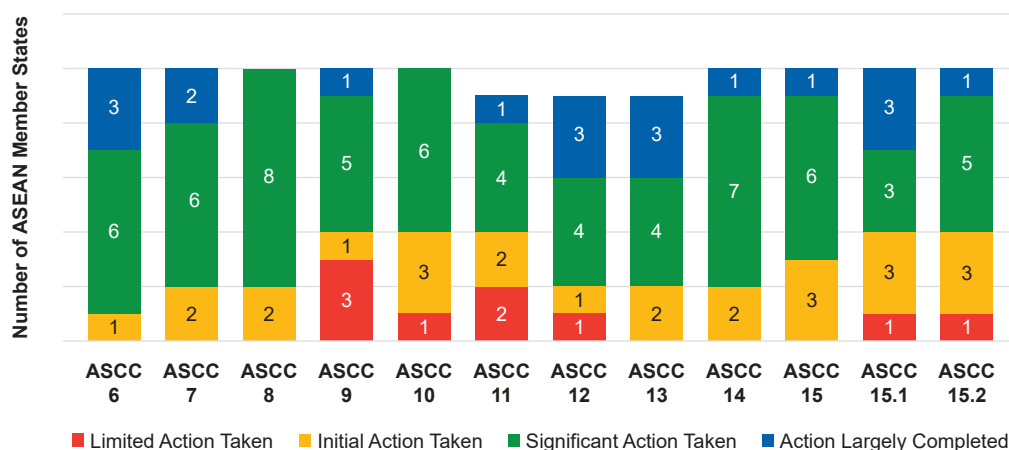
Through these initiatives, Viet Nam is not just providing access to persons with disabilities; it is fostering a culture of inclusivity that empowers individuals and enriches the community as a whole. This commitment to capacity building is paving the way for a more equitable society where everyone, regardless of ability, can thrive and succeed.

ASCC 3. Strengthen capacity-building activities relevant to persons with disabilities and their family members, personal assistants, and caregivers.

Inclusive

The data provided shows a mixed picture of the progress made by AMS in achieving the Inclusive Characteristic of the ASCC. While some KAPs have seen significant or largely completed actions by the majority of AMS, others have a significant portion of AMS taking only limited or initial actions. The data suggests that AMS have made the most progress in harmonizing regional and national labor policies and laws concerning the rights of persons with disabilities (ASCC 8), as well as supporting the development of cultural resources that recognize the inclusion, dignity, and equal rights of persons with disabilities (ASCC 14).

Graph 26.
AMS Progress to Implement the Enabling Masterplan 2025
ASCC Characteristic 2 Per Key Action Point



However, there are areas where more work is needed, such as promoting equal-opportunity, accessible, and inclusive regular marketplaces (ASCC 9), advancing inclusive educational systems and capacity building activities (ASCC 12), and ensuring universal access to the built environment, especially in educational, health, and legal institutions and services (ASCC 15). Furthermore, the data on ASCC 15.1 and ASCC 15.2 indicates that AMS have made some progress in recognizing and promoting the use of national sign languages, particularly in the area of ensuring its recognition as the official languages for deaf communities. However, there are still disparities in the level of implementation and adoption across the region, and more work is needed to continuously develop and integrate the usage of national sign language in the education sector.

For ASCC 15.2, 50% of AMS reported Significant Action Taken, 30% Initial Action Taken, 10% of the countries reported Action Largely Completed, and 10% Only Limited Action Taken. The data shows a more mixed picture, with equal portions of AMS having taken significant or initial actions, while a small portion have either largely completed or only taken limited actions on continuously developing and promoting the usage of national sign languages in the education sector across AMS.

Some of the noteworthy actions include the following:

- **Lao PDR** (ASCC 7) has enacted Law No. 57/NA on persons with disabilities, approved on December 10, 2018, which includes provisions for community services and facilities accessible to persons with disabilities. The government has initiated various projects using guidelines on inclusive construction guidelines that integrates disability inclusion principles in the design and development of government facilities. Notable outcomes include improved accessibility in hospitals and schools at the community level. Moving forward, the government plans to collaborate with OPDs to draft a decree focused on enhancing accessibility.
- In **Myanmar** (ASCC 9), older markets are often inaccessible; however, all new markets—both physical and virtual—are now mandated by law to be accessible to persons with disabilities. This legal requirement signifies substantial efforts to ensure inclusivity across all market levels.
- **Philippines** (ASCC 11) has improved access to inclusive education through policies issued by the Department of Education (DepEd). The “Policy on the Implementation of Multi-Factored Assessment Tool” (DepEd Order No. 29, 2018) supports teachers to develop tailored learning interventions across five domains: cognitive, communication, socio-emotional, psycho-motor, and daily living skills. The inclusion of children with disabilities in early learning programs is encouraged, with modifications

to the National Early Learning Curriculum to reduce barriers. Additional resources, such as the PH-CRPD Report and directories of educational institutions, further support the commitment to inclusive education.

- **Cambodia** (ASCC 15) is dedicated to promoting quality, inclusive, and equitable education for persons with disabilities. The government aims to enhance the sustainable provision of health services at local health centers without discrimination. Additionally, efforts are underway to ensure justice services are accessible to persons with disabilities, particularly women and girls, while promoting gender equality and empowerment.
- **Brunei** (ASCC 15.1) has made notable advancements in recognizing and promoting sign language within its educational framework, largely through the initiatives of the Ministry of Education, which established the Department of Special Education. This commitment is reflected in the enactment of policies that institutionalize sign language as the primary language used by deaf communities, supported by community engagement and training programs aimed at enhancing awareness. A significant step was taken on 1 February 2021, when sign language was introduced in prime news broadcasts, demonstrating a collaborative effort among various governmental bodies to improve accessibility for deaf persons.

Box 11. Indonesia's Commitment to Inclusive Health and Welfare for Persons with Disabilities

Indonesia is taking significant steps toward establishing an inclusive health and welfare system for persons with disabilities, guided by a strong legal framework and comprehensive policies. Central to this commitment are two pivotal laws: Law No. 8 of 2016, which guarantees the right to health services and mandates non-discriminatory access to healthcare facilities, and Law No. 17 of 2023, which further solidifies these rights by requiring hospitals to provide necessary accommodations for patients with disabilities. Together, these laws form a robust foundation for ensuring equitable healthcare access across the nation.

To operationalize these legal commitments, Indonesia has rolled out a series of regulations and initiatives aimed at enhancing health service delivery for persons with disabilities. Government Regulation No. 70 of 2019 focuses on ensuring equitable access to a wide range of health services, including sexual and reproductive health, while Government Regulation No. 75 of 2020 emphasizes habilitation and rehabilitation. Additionally, the National Action Plan for Persons with Disabilities, as outlined in Ministerial Regulation No. 3 of 2021, underscores the critical need for equal access to health services. The Ministry of Health has also developed guidelines and strategic roadmaps aimed at creating a disability-inclusive health system, with a focus on accessibility and quality from 2020 to 2024.

Looking forward, the Ministry plans to evaluate the effectiveness of the health service roadmap in 2023, disseminating important information through infographics and webinars. A reproductive health guidebook specifically designed for parents of children with disabilities is in development, alongside capacity-building training for health service providers to enhance their skills in delivering inclusive care.

Mental health services are receiving heightened attention, with a budget of 263 billion IDR allocated for 2023. Community-based mental health initiatives are being piloted in collaboration with local governments, reaching over 4,400 Community Health Centers equipped to address mental health issues. However, challenges persist. A recent study across 13 provinces revealed gaps in regional regulations supporting the social rights of persons with disabilities, and a survey indicated that while general access to health facilities exists, many do not adequately meet the specific needs of persons with disabilities. Alarming, only 12% of the population has been screened for mental health issues, despite a target of 60% screening set for 2024.

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Box 11. Indonesia's Commitment to Inclusive Health and Welfare for Persons with Disabilities (continued)

The COVID-19 pandemic underscored the necessity of protecting the rights of persons with disabilities, prompting the government to issue guidelines that accelerated vaccination efforts for persons with disabilities and their caregivers. As of July 2022, over 16,000 individuals had received their first vaccine dose, marking significant progress in this area.

While Indonesia has made commendable strides in establishing a legal and policy framework for health services for persons with disabilities, the journey is far from complete. Addressing the ongoing challenges of implementation, accessibility, and quality of care will be crucial in ensuring that all individuals, regardless of ability, can access the health services they rightfully deserve. This commitment to inclusivity not only enhances the lives of persons with disabilities but also enriches the fabric of society as a whole.

ASCC 6. Introduce upstream health and welfare policies and laws, and mainstream human rights-based approach for persons with disabilities.

Sustainable

The data on the Sustainable Characteristic of the ASCC indicates that AMS have made some progress in integrating the needs and considerations of persons with disabilities into sustainable development and climate change-related efforts. However, there are still significant gaps and disparities in the level of implementation and engagement across the region.

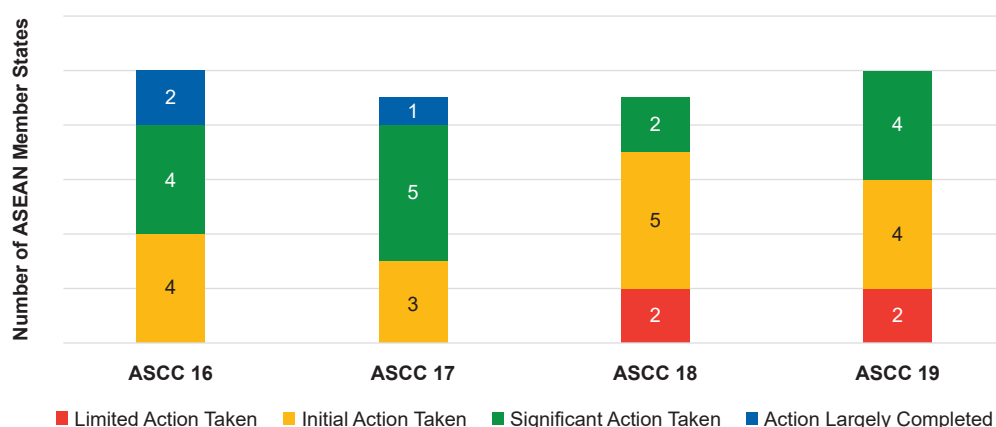
Continued collaboration, capacity-building, and the development of targeted policies and programs will be crucial to ensure that the principles of universal design, human rights, and the protection of the interests of persons with disabilities are fully integrated into the ASEAN region's sustainable development and climate change response strategies.

The data shows that over a third of the AMS have largely completed this action, while a quarter have taken significant or initial actions on ensuring the recognition of national sign language as the official language for the deaf in all AMS. However, a small portion (12.5%) have only taken limited actions in this area.

Some positive examples include:

- In **Thailand** (ASCC 17), the government has prioritized the development of inclusive urban spaces through a collaborative framework with Singapore, focusing on green spaces designed for all, including persons with disabilities. The Thai Health Promotion Foundation has launched a comprehensive 2023-2027 plan that includes the establishment of 12 universal design centers, which have already guided over 68,475 individuals on making residences accessible. Additionally, Viet Nam (ASCC 18) has issued critical policies addressing climate change, such as the National Strategy on Climate Change Towards 2050 and the National Adaptation Plan for Climate Change for 2021-2030, aimed at safeguarding the livelihoods of historically marginalized communities while enhancing resilience against environmental impacts.

Graph 27.
AMS Progress to Implement the Enabling Masterplan 2025
ASCC Characteristic 3 Per Key Action Point



Box 12. “Advancing Universal Design: Thailand’s Commitment to Sustainable and Accessible Urban Planning for Persons with Disabilities”

Thailand is making significant strides in promoting sustainable development by creating inclusive environments for persons with disabilities in collaboration with Singapore. Central to this initiative is an operating framework that focuses on enhancing green spaces and urban biodiversity, ensuring that these areas are not only livable but also accessible to all individuals. This commitment aligns seamlessly with the ASCC Blueprint, emphasizing the importance of sustainability in urban planning.

A key component of Thailand’s approach is the Thai Health Promotion Foundation’s (ThaiHealth) 2023-2027 Plan, which encompasses a range of programs designed to integrate universal design principles into various aspects of public and private life. Through environmental management education, the plan aims to equip persons with disabilities with the knowledge to optimize their living environments, both at home and in public spaces. To further this goal, the establishment of 12 Universal Design Centers at universities provides essential counselling and resources for older persons and persons with disabilities, while simultaneously educating public building owners on the importance of accessible design.

In addition to these educational initiatives, Thailand is actively training community workers to adapt living environments and facilities, empowering them to lead local efforts in promoting inclusivity. The commitment to accessible public transport systems, including wheel, rail, and boat options, is further enhanced through the Friendly Design for All network, which promotes tourism for all individuals. Innovative data collection methods, such as the “chatbotjaidee” initiative,⁶ are being employed to gather information on accessible facilities, ensuring that the voices of older persons and persons with disabilities are heard and addressed.

The impact of these initiatives has been profound. The Universal Design Centers have successfully advised over 68,475 individuals, resulting in modifications to more than 685 homes and educational outreach to 3,380 public buildings regarding universal design principles. Furthermore, the training of 72 community skilled workers and 15 teachers has equipped local leaders with the tools necessary to implement inclusive practices within their communities.

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⁶ <https://chatbotjaidee.com/>

Box 12. “Advancing Universal Design: Thailand’s Commitment to Sustainable and Accessible Urban Planning for Persons with Disabilities” *(continued)*

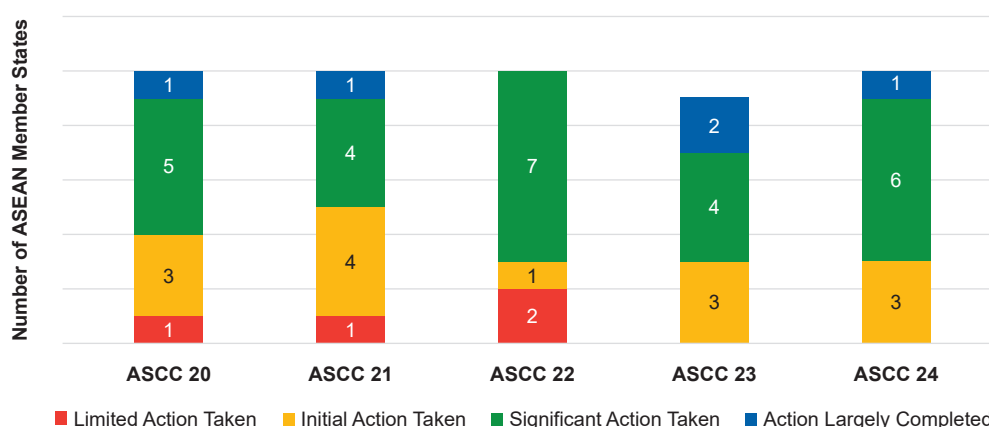
In conclusion, Thailand’s unwavering commitment to universal design and inclusive policies significantly enhances the quality of life for persons with disabilities. By prioritizing accessibility and fostering participation in society, these initiatives not only empower persons with disabilities but also contribute to sustainable urban development. This holistic approach ensures that the rights of all individuals are respected, creating a more equitable and livable environment for everyone.

ASCC 17. Integrate principles of universal design for persons with disabilities in all urban planning and management approaches through strengthening policies, strategic partnership, and coordination with relevant sectors for sustainable and accessible infrastructure systems for livable cities and a green ASEAN.

Resilient

There has been some progress in aligning disaster management policies and plans with regional and global frameworks, but more work is still needed to ensure consistent and comprehensive implementation across the ASEAN region. It also suggests that there is recognition of the importance of disability inclusion in disaster management, but more concerted efforts are still needed to ensure full integration of access to accommodations for persons with disabilities at risk of disaster impacts (ASCC 22). Furthermore, this also indicates that there is a strong emphasis on knowledge-sharing and cross-learning to support the creation of inclusive disaster management plans across the ASEAN region. This is a positive step towards driving progress and ensuring consistency in the approach to disability inclusion in disaster resilience (ASCC 23).

Graph 28.
AMS Progress to Implement the Enabling Masterplan 2025
ASCC Characteristic 4 Per Key Action Point



This also suggests that there has been progress in making emergency resources and infrastructure more accessible to and inclusive for persons with disabilities, but continued efforts are needed to ensure consistent implementation across all AMS (ASCC 24). This highlights the importance placed on incorporating the perspectives and experiences of persons with disabilities in the design and implementation of disaster resilience efforts across the ASEAN region. Continued engagement and feedback mechanisms will be crucial to ensure that the needs and concerns of this population are adequately addressed.

Ongoing collaboration, knowledge-sharing, and the development of targeted policies and programs will be essential to further strengthen the resilience and inclusion of persons with disabilities in the face of disasters and emergencies across the ASEAN community. Some positive examples include:

- **Indonesia** (ASCC 21) has made significant strides in disaster management, particularly concerning the protection of marginalized groups, including persons with disabilities. The enactment of Law Number 24 of 2007 emphasizes prioritizing these groups during emergencies, ensuring access to rescue, health, and psychosocial services. Additionally, Law No. 19 of 2011 ratifies the CRPD, mandating protective measures in crises and emergencies. The government's comprehensive approach includes various regulations and programs aimed at inclusive disaster preparedness, such as the establishment of disaster-resilient villages, which currently span 1,446 locations across the country. These initiatives reflect a commitment to promoting protection mechanisms to guarantee rights of persons with disabilities and ensuring their active participation in disaster risk reduction efforts.
- The **Singapore** (ASCC 23) Government treats the protection and safety of persons with disabilities as an essential part of the national emergency management framework. Emergency response measures are currently well in place. The Singapore Police Force and Singapore Civil Defense Force have Emergency Short Messaging Service (SMS) numbers for persons with hearing or speech impairments to contact them in emergencies. Singapore's Fire Code includes requirements to facilitate the evacuation of persons with disabilities in non-residential buildings. Public transport operators have also been trained to look out for and assist persons with disabilities. Stations are equipped with wheelchairs and motorised track trolleys which can be used to assist commuters who require them in situations of emergency. For visually impaired commuters, tactile ground surface indicators and braille text are provided to guide them along the evacuation route through escape staircases. In the event of a terror attack or major incident, the SGSecure mobile application provides text notifications to cater to persons with disabilities. The SGSecure movement has also produced a set of practical tips for preparing persons with disabilities and their caregivers in the event of a terror attack.
- **Malaysia** (ASCC 24) has established the State Action Council for Disabilities across four states to protect the rights and welfare of individuals with disabilities. The council aims to provide clear support and maintain rights to decision-making, with a dedicated helpline, Talian Kasih 15999, facilitating access to assistance for those in need.

Box 13. The Philippines' Commitment to Resilience of Persons with Disabilities

The Philippines is dedicated to ensuring that persons with disabilities have comprehensive access to inclusive public offices, facilities, equipment, and resources during emergencies at national, local, and community levels. This commitment is reflected in a series of initiatives aimed at enhancing the resilience of persons with disabilities in the face of natural disasters and crises. By focusing on the development and implementation of programs and policies, the country seeks to provide essential information, knowledge, and guidance that empower persons with disabilities to effectively navigate available community resources during emergencies.

One of the key initiatives involves the promotion of accessible early warning and weather forecast systems. These systems are designed to cater to the diverse needs of persons with disabilities, ensuring that critical information is communicated effectively to save lives and protect assets during natural hazards. This proactive approach not only enhances the reach and effectiveness of emergency communications but also fosters a sense of security among populations at additional risk.

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Box 13. The Philippines' Commitment to Resilience of Persons with Disabilities (*continued*)

The development of accessible early warning systems has been a major advancement, allowing for effective communication inclusive of persons with disabilities. Additionally, inclusive evacuation and recovery plans have been formulated, incorporating specific considerations of persons with disabilities to ensure their safety and support during evacuations and recovery efforts.

Furthermore, the integration of key considerations for persons with disabilities into emergency preparedness and response plans underscores the Philippines' commitment to inclusivity. The Department of Social Welfare and Development has established guidelines for temporary shelter assistance, prioritizing families with members who have disabilities or are incapacitated. This initiative includes household tagging for special attention, where over 183,758 households have been identified to receive focused support during emergencies.

A pending legislative measure, the Evacuation Center Act, aims to establish permanent, typhoon-resilient evacuation centers that accommodate the needs of children, women, persons with disabilities, and older persons. This act is part of the Priority Legislative Agenda under the Philippine Development Plan (2023-2028), further solidifying the country's commitment to creating a resilient and inclusive environment for all.

In summary, the Philippines is making significant strides in fostering an inclusive environment for persons with disabilities, particularly in emergency preparedness and response. By prioritizing safety and accessibility, the country ensures that persons with disabilities are not left behind in times of crisis, reinforcing the importance of resilience in the face of adversity.

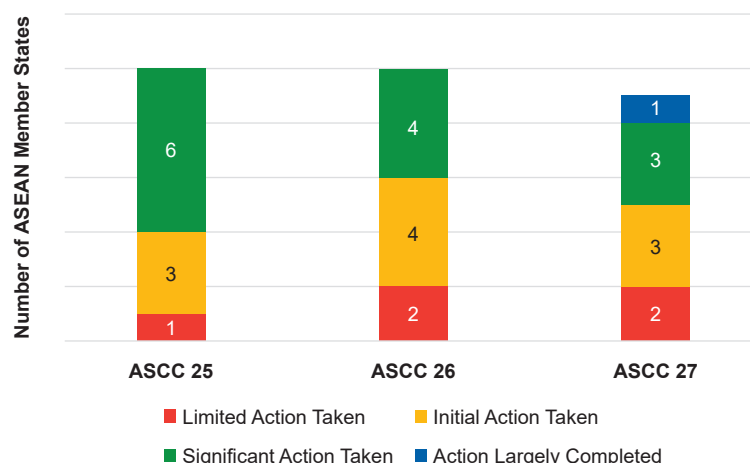
ASCC 23. Ensure that persons with disabilities have access to disability inclusive national, local, and community level public offices, facilities, equipment, and relevant resources used in emergency situations.

Dynamic

The data on the Dynamic Characteristic of the ASCC shows that AMS have made some progress in promoting inclusive entrepreneurship skills training and raising awareness on the rights of persons with disabilities among key stakeholders. However, the establishment of dedicated one-stop entrepreneur centers for persons with disabilities appears to be an area that requires more concerted attention and investment across the region.

ASCC 25 data indicates that there is recognition of the importance of providing disability-inclusive entrepreneurship skills training, which is a positive step towards promoting their economic participation and empowerment. However, more work may be needed to ensure consistent implementation and access to these opportunities across the ASEAN region. Furthermore, data on ASCC 26 suggests that there is recognition of the need to educate key duty bearers, such as financial institutions and HR professionals, on the rights of persons with disabilities and barriers they experience. However, more concerted efforts may be required to ensure widespread awareness and understanding across the region. ASCC 27 suggests that the promotion of one-stop entrepreneur centers for persons with disabilities has been relatively slow across the ASEAN region. More targeted efforts and resources may be needed to support the development and accessibility of these specialized entrepreneurship support services for persons with disabilities.

Graph 29.
AMS Progress to Implement the Enabling Masterplan 2025
ASCC Characteristic 5 Per Key Action Point



Continued collaboration, the sharing of best practices, and the development of tailored policies and programs will be crucial to further empower and support the economic participation and entrepreneurship of persons with disabilities within the dynamic and competitive ASEAN economic landscape. Some positive examples include:

- **Lao PDR** (ASCC 25) has made significant legislative advancements to support persons with disabilities, notably through the enactment of Law No. 57/NA on December 10, 2018. This law, alongside others focused on enterprise and technology, lays the groundwork for promoting inclusivity in the workforce. The government actively engages private sectors and NGOs, including OPDs, to facilitate entrepreneurship training and skills development of persons with disabilities, particularly in rural areas. As a result, there has been a notable increase in business ownership among persons with disabilities, with many establishing ventures such as rental properties and local markets.
- In **Myanmar** (ASCC 26), efforts to raise awareness of the rights of persons with disabilities are gaining momentum, particularly among human resource professionals in various sectors, including finance. This initiative is part of a broader strategy to integrate disability rights into policymaking and mandatory training programs.
- The **Philippines** (ASCC 25) is fostering an inclusive economic environment through the Department of Trade and Industry's initiatives, such as the Kapatid Mentor Me Project, which provides entrepreneurship training and mentorship to micro and small enterprises. This program aims to enhance the skills of entrepreneurs and promote inclusive business models.
- In **Cambodia** (ASCC 27), initiatives are focused on strengthening professional development and entrepreneurial skills for persons with disabilities and their families, thereby fostering opportunities for decent livelihoods and sustainable business growth.

4.2.2. Analysis of Disability Inclusion in ASEAN Member Countries

This analysis examines the achievements, challenges, and recommendations for ASEAN member countries based on three critical approaches: Disability Inclusion, the Twin-Track Approach, and Human Rights. The principle of Disability Inclusion encompasses six key aspects: recognition of the diversity of disabilities and their unique capabilities, accessibility, reasonable accommodation, participation, collaboration, and non-discrimination.

- **Disability Inclusion Principle.** The principle of disability inclusion underscores the necessity for policies and practices that facilitate the full participation of persons with disabilities in all facets of life, including legal frameworks, accessibility measures, and social integration. Most ASEAN countries have demonstrated progress in implementing the Enabling Masterplan, with varying completion rates of KAPs. Notable advancements have been observed in countries such as Cambodia, Lao PDR, and Indonesia, particularly in legislative measures that support disability rights.

However, significant challenges persist, including a limited understanding of disability inclusion by duty bearers, inadequate data collection, and resource constraints. Many countries struggle to integrate disability considerations into broader development agendas, resulting in gaps in effective implementation. To enhance disability inclusion, countries must prioritize awareness campaigns, improve data collection mechanisms, and ensure that disability considerations are embedded in national development plans.

- **Twin-Track Approach.** The Twin-Track Approach advocates for the integration of disability issues into all policies and programs while simultaneously implementing specific initiatives aimed at persons with disabilities. Countries such as Indonesia and Lao PDR have enacted specific laws and developed national strategies that reflect this dual approach. The establishment of national commissions for disabilities in several AMS signifies a commitment to addressing disability rights comprehensively.

Despite these commendable efforts, many countries face bureaucratic inefficiencies and a lack of coordination among agencies. For example, Malaysia's self-assessment revealed significant data gaps due to non-responsiveness from critical ministries. To address these challenges, ASEAN countries should enhance inter-agency coordination and ensure that disability inclusion is consistently reflected across all policy areas. Regular reviews and assessments of the Twin-Track Approach's implementation can help identify existing gaps and areas for improvement.

- **Human Rights Approach.** The Human Rights Approach emphasizes that persons with disabilities possess the same rights as all individuals, which must be respected, protected, and fulfilled. Many ASEAN countries have ratified the CRPD and established laws that align with human rights principles. For instance, Viet Nam has developed a robust legal framework to support disability rights.

Nonetheless, challenges remain, including limited participation of OPDs in policymaking processes and insufficient public awareness of disability rights. The Philippines has highlighted gaps in documentation and reporting, which can impede accountability. To promote a human rights-based approach, it is essential for countries to actively involve OPDs in the policymaking process, enhance public awareness campaigns regarding disability rights, and establish robust monitoring mechanisms to ensure compliance with human rights standards.

Conclusion

In summary, while ASEAN countries have made commendable progress in implementing frameworks for disability rights, significant gaps and challenges persist. By adopting a comprehensive approach that emphasizes disability inclusion, the twin-track approach, and human rights, AMS can further advance their efforts to ensure the full participation and inclusion of persons with disabilities in all aspects of society.

5. Lessons and Challenges: Self-Assessment Process in Tracking Progress and Contribution

The self-assessment process undertaken by the AMS and ASBs to measure progress on the implementation of the Enabling Masterplan yielded valuable lessons and insights, and also uncovered key challenges that need to be addressed. These were shared and echoed during the Peer Learning Session attended by ASBs and SOMSWD Focal Points for the national assessment process.

Lessons Learned:

- **Increased Awareness and Commitment**

- The self-assessment process has helped to raise awareness and deepen the commitment of the AMS and ASBs towards disability inclusion within their respective sectors.
- The exercise has encouraged the AMS and ASBs to critically examine their existing plans, programs, projects, and practices through a disability-inclusive lens.

- **Enhanced Cross-Sectoral and Multi-Stakeholder Collaboration**

- The self-assessment process has facilitated greater collaboration and information-sharing among the ASBs (cross-sectoral and inter-pillar), enabling them to learn from each other's experiences and best practices.
- At the national level, the self-assessment process brought together multiple stakeholders and agencies. By convening representatives from various agencies in government and the disability community, the self-assessment created a dynamic learning environment where diverse perspectives and expertise were leveraged. This collaborative process enabled various actors to collectively identify barriers and assess progress across different sectors and administrative levels.
- This collaborative approach has helped to identify opportunities for cross-sectoral and multi-sectoral synergies and the development of integrated solutions.

- **Improved Data Collection and Monitoring**

- The self-assessment process has highlighted the importance of robust data collection and monitoring systems to track the progress and impact of disability-inclusive measures. The progress tracking tool can serve as a vehicle to track progress on a periodic basis.
- The AMS and ASBs have gained a better understanding of the need for disaggregated data and the development of disability-specific indicators.
- To strengthen the self-assessment process, specific indicators can be established to demonstrate evidence of progress, tailored to align with the priorities of the ASBs and/or each ASEAN Community pillar.

- **Meaningful Stakeholder Engagement:**

- The self-assessment process has emphasized the value of meaningful engagement with persons with disabilities and OPDs in the design, implementation, and monitoring of sector-specific initiatives.
- OPDs' engagement in the self-assessment process helped to ensure that the needs and perspectives of persons with disabilities are accurately reflected in the efforts and initiatives of ASBs.

Challenges Faced:

- **Lack of Disability-Disaggregated Data**

- The AMS and ASBs have faced challenges in collecting and reporting data that is disaggregated by disability type, gender, age, and other identities.
- This lack of comprehensive data has hindered the ability to accurately assess the progress and impact of disability-inclusive measures, including intersectional analysis of persons who identify with more than one marginalized identity, such as women with disabilities.

- **Limited Capacity and Resources**

- AMS and ASBs faced challenges in securing adequate financial, human, and technical resources to effectively integrate disability-inclusive measures into their sectoral plans and programs.
- Limited knowledge and expertise within the various national agencies as well as the ASBs on disability inclusion and the application of universal design principles have hindered the mainstreaming of accessibility and inclusivity considerations in the development of programs, projects and activities.
- There is an uneven appreciation and application of the Enabling Masterplan's progress tracking tool among the AMS and its implementing agencies, as well as ASBs, which has made it difficult to consistently monitor and report on the implementation of disability-inclusive initiatives.
- Insufficient investment in capacity-building, knowledge-sharing, and the development of practical guidance and toolkits has further limited the capacity to mainstream disability inclusion into their respective sectors.

- **Fostering a Culture of Disability Inclusion**

- Overcoming entrenched attitudes and biases towards more inclusive practices has been a significant challenge.
- Fostering a culture of disability inclusion within the organizational structures and decision-making processes requires sustained effort and commitment.

- **Coordination and Alignment Challenges**

- Aligning the sector-specific disability inclusion efforts with the overarching objectives and performance indicators of the Enabling Masterplan has been a complex undertaking for some ASBs. There is scope to establish a systematic regional mechanism for strategic planning, monitoring, and implementation of the Enabling Masterplan to enhance the ability to cohesively integrate and align the disability inclusion efforts across different ASEAN sectors. A centralized mechanism will facilitate cross-sectoral collaboration and identify synergies to ensure meaningful progress at the ASEAN Community level, and address the difficulties faced in effectively contributing to the overall goals of the Enabling Masterplan.
- Similarly at the national level, one of the key challenges encountered was aligning the multitude of government agencies to coherently support disability inclusion at the national level. With responsibilities dispersed across different ministries and administrative levels, coordinating a whole-of-government approach proved to be a complex undertaking. Each agency had its own priorities, mandates, and institutional cultures. Bridging these divides and fostering cross-agency collaboration required dedicated efforts to build mutual understanding, establish shared goals, and develop collaborative mechanisms. Navigating the bureaucratic landscape, resolving conflicting priorities, and securing buy-in from diverse stakeholders within the government system are critical steps in ensuring that disability inclusion was systematically integrated into national policies, programs, and service delivery.

These lessons learned and challenges faced during the self-assessment process, could serve as opportunities and entry points for the ASEAN Secretariat to develop targeted capacity-building initiatives, provide tailored guidance and support, and facilitate knowledge-sharing among the ASBs. Addressing these challenges could further strengthen the ability to effectively implement and monitor the disability-inclusive measures within their respective sectors, contributing to the overall goals of the Enabling Masterplan.

6. Concrete Next Steps and Ways Forward

To better identify and address the unique challenges faced by different sectors in integrating disability-inclusive measures, the AMS through the leadership of the SOMSWD, and the ASBs may consider the following strategies:

- **Refinements to the Self-Assessment Process**
 - Engage with the ASBs to gather feedback and insights on the current self-assessment process using the progress tracking tool.
 - Based on the feedback, make necessary refinements and enhancements to the self-assessment process, such as:
 - a. Streamlining the data collection and reporting requirements;
 - b. Aligning the tool's indicators with sector-specific priorities and needs;
 - c. Enhancing the user-friendliness and accessibility of the self-assessment tool;
 - d. Enhancing the guidance note and support materials for completing the self-assessment; and
 - e. Establishing mechanisms for regular reviews and updates to the tool.
- **Sector-Specific Assessments and Targeted Action Plans**
 - Conduct in-depth assessments and analyses of the specific barriers, gaps, and challenges within each sector.
 - Engage with sector-specific experts, OPDs, and other relevant stakeholders to gain a comprehensive understanding of the unique sector specific issues and needs.
 - Develop tailored action plans for each sector that outline specific disability-inclusive interventions, targets, and timelines.
 - Ensure that these action plans are informed by the sector-specific assessments and align with the KAPs of the Enabling Masterplan.
- **Capacity Building and Technical Assistance**
 - Provide targeted capacity-building and technical assistance programs to equip ASBs with the knowledge, skills, and tools to effectively integrate disability-inclusive measures.
 - Develop general and sector-specific training on accessibility standards, disability-inclusive programming, and M&E techniques.
- **National and Sectoral Coordination and Knowledge Sharing**
 - Facilitate regular cross-sectoral and inter-pillar dialogues, workshops, and forums to encourage the exchange of best practices, lessons learned, and innovative approaches among the ASBs.
 - Establish a knowledge-sharing platform or repository to document and disseminate sector-specific resources and solutions.
- **M&E Frameworks**
 - Develop sector-specific M&E frameworks that capture the unique progress, challenges, and impact of disability-inclusive initiatives within each sector and at the national level.
 - Integrate disability inclusion indicators within sector-specific M&E frameworks to strengthen ability to track progress, identify gaps, and continuously improve their efforts to mainstream the rights and inclusion of persons with disabilities across different development sectors.

- Ensure that intersectional approaches are included in M&E trainings and guides.
- Ensure that these frameworks are aligned with the overall Enabling Masterplan M&E system.
- Stakeholder Engagement and Feedback Mechanisms
 - Engage with sector-specific OPDs, service providers, and other stakeholders to gather their input, feedback, and recommendations on the integration of disability-inclusive measures.
 - Establish accessible feedback mechanisms within each sector to ensure that the voices and experiences of persons with disabilities are continuously incorporated.

By considering these strategies, it is hoped that the AMS and the ASBs can better identify and address the unique challenges faced by different national agencies and sectors, leading to more effective and tailored integration of disability-inclusive measures across the region.

6.1. Leveraging Self-Assessment Results to Inform ASEAN Community Post-2025 Sectoral Programming and Planning

The review process highlighted the importance of using the results of the self-assessment of the ASBs to inform and guide the programming and planning efforts for the period beyond 2025.

The insights gained from the self-assessment on the progress, challenges, and capacity needs of the ASBs should be leveraged to help shape the future direction and interventions of ASEAN's regional development framework and any future Enabling Masterplan instruments, the evolving combination of which will continue to actualize ASEAN's strong community commitment to disability-inclusive development. Doing so will ensure that the ASEAN Community Post-2025 programming and planning is informed by the actual experiences and needs of the ASBs in implementing the Enabling Masterplan. Additionally, the review process underscored the need for improved availability and accessibility of data and information on the progress of implementation by the ASBs. Some ASBs faced challenges in providing comprehensive data on their achievements, barriers encountered, and the extent to which disability inclusion has been integrated into their work.

This limited data availability hindered the ability to fully assess the progress made by the ASBs (and AMS) in implementing the Enabling Masterplan. Going forward, strengthening the data collection, monitoring, and knowledge management systems will be crucial to equip the ASBs and the coordinating mechanism with reliable and up-to-date information on implementation progress. Addressing these data and information gaps will enable more robust M&E of the Enabling Masterplan's impact. It will also provide the necessary evidence to guide the ASBs (and AMS) in fine-tuning their approaches and developing tailored interventions that are responsive to their specific contexts and requirements post 2025. By leveraging the self-assessment results and improving the availability of implementation data, the Enabling Masterplan can be better aligned with the realities faced by the ASBs. This will help ensure that the post-2025 interventions and support are informed by the actual progress, challenges, and evolving needs of the ASBs in their disability inclusion efforts.

Incorporating these lessons and insights will be crucial to enhance the relevance, effectiveness, and impact of the Enabling Masterplan's programming and planning beyond 2025.

6.2. Strengthening National Institutional Foundations and Monitoring Frameworks

As the AMS continue the journey towards building an inclusive and equitable society, the effective implementation of the Enabling Masterplan has emerged as a valuable framework to enhance

achievements and areas for collaboration at the national level. The self-assessment process revealed critical gaps and challenges that must be addressed to ensure the Enabling Masterplan's successful national operationalisation across various sectors and administrative levels. Chief among these is the need for a robust coordination mechanism that can align the diverse government agencies and the disability community behind a shared set of objectives and accountability measures using the Enabling Masterplan as a framework and reference document.

Without such a coordinated approach, the implementation of the Enabling Masterplan risks remaining fragmented, with siloed initiatives and duplicated efforts. To address this, the self-assessment has underscored the importance of institutionalizing a national-level coordination platform that can pool resources, harmonize priorities, and enforce shared responsibility. Complementing this coordination mechanism, is the deepening appreciation and institutionalization of the use of the Progress Tracking Tool to regularly review progress in order to enable evidence-based decision-making, identify emerging challenges, and drive corrective actions.

By strengthening the institutional foundations and monitoring frameworks for Enabling Masterplan implementation at the national level, the AMS can unlock the synergies needed to translate its disability inclusion commitments into tangible, far-reaching impacts. This holistic approach, grounded in multi-stakeholder collaboration and iterative learning, will be instrumental in ensuring the effective and sustainable implementation of the Enabling Masterplan, ultimately paving the way for a more inclusive and equitable future.

In **conclusion**, it is important to recognize the need to continue the implementation of the Enabling Masterplan. While significant progress has been made, much work remains to fully realize its vision. Given the complexity of the actions set forth in the Enabling Masterplan, the remaining year may not be sufficient to complete all necessary initiatives. By continuing to develop and enhance its implementation, we can build on past successes and effectively address existing challenges. This sustained effort will reinforce ASEAN's commitment to creating an inclusive environment that meets the diverse experiences of persons with disabilities.

In this context, the lessons learned from the MTR offer invaluable insights that can inform both the extension of the Enabling Masterplan and the design of the next ASEAN regional development framework. The MTR provides a comprehensive analysis of what has worked well and the challenges that have emerged, particularly in the realm of disability-inclusive development. By integrating these insights into the early stages of the upcoming regional development framework, ASEAN can ensure that the perspectives of persons with disabilities are prioritized. This proactive approach will help identify key priorities and indicators that can guide future actions and initiatives. By doing so, ASEAN can create a more cohesive strategy that not only addresses existing gaps but also lays a strong foundation for the Enabling Masterplan. When the principles of disability inclusion are embedded from the outset, it becomes easier to draft actionable items within the Enabling Masterplan that align seamlessly with the overarching goals of the next ASEAN regional development framework.

This alignment is essential for fostering a truly inclusive environment, where policies and actions are designed to support the diverse needs of persons with disabilities. Ultimately, by leveraging the lessons from the MTR and integrating them into the framework's design, ASEAN can enhance its commitment to inclusive development and improve outcomes for historically marginalized populations across the region.



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