

SOCIAL AND COMMUNITY SECTORS

Education

Goal: Improve the quality and broaden the scope and reach of education

Key Performance Indicators:

- Net enrolment ratio in primary education
- Proportion of pupils starting grade 1 who reach last grade of primary schooling
- Literacy rate of Year 12 students
- Student attendance rates
- Proportion of special needs students attending Able Disable Centre
- Percent of teachers with a diploma or degree
- Proportion of youth population undertaking either academic or TVET courses
- Pass rates for access to regional tertiary study opportunities
- Number of people with disabilities in employment

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Children - boys and girls alike - complete a full course of primary schooling or participate in alternative, good quality primary education programs	<p>Net enrolment ratio in primary education or alternative quality primary education programs increased by 20%</p> <p>Proportion of pupils starting grade 1 who reach last grade of secondary schooling increased to 65%</p> <p>Proportion of Year 12 students who meet or exceed the relevant literacy standard.</p>	<p>Students graduate from Year 12 with Internationally recognized qualifications awarded by Nauru education system</p> <p>70% of students meet regional standards in primary schools (NAUSTA 6)</p> <p>Students take pride in their Nauruan culture and identify</p>	An educated labour force with expanded skills and capable of working overseas	<p style="text-align: center;">Department of Education</p> <p style="text-align: center;">Department of Health, Community groups, parents</p>
Schools will be venues for youth and adult continuing education and training programs and provide students with a set of life skills as defined by SPBEA	<p>Youth, adult and community education policy developed and implemented</p> <p>Public awareness of the value of education rises by 2012</p>	Student attendance rates for all year levels to exceed 85%	Students demonstrate life skills	Department of Education

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Learning is promoted in an environment that is free from environmental dangers, physical abuse, bullying or lack of discipline	Supportive School Environment Policy and Behaviour Management Policy introduced Training undertaken for teachers and liaison officers in behaviour management Programs such as Strive for 5 provide a framework for implementation of supportive school environment	The school environment is secure through policies that promote tolerance, avoids violence and requires a framework of school rules for students and teachers CASE produces monitoring statistics that measure changes in student achievement and provide transparent and meaningful accounts of students' progress	Students learn in a supportive environment which encourages engagement in the schooling process	Department of Education
Students with physical disabilities can access mainstream education services	All basic education programmes are accessible, inclusive, and responsive for children with various forms of physical disability	Number of students at Able Disable Centre increased to 40	Support provided for all learners, including those with Disabilities and Special Needs.	Department of Education Able/Disable Secretariat
Special needs student (including students with a mental disability) can access suitably targeted education services.	Special needs students have access to basic educational services	Resources available to special needs students increased.	A facility dedicated to special needs students is established and appropriately resourced.	Department of Education
Creating an inclusive, barrier-free and just society for people with disabilities.	Convention on the Rights of People with Disability (CRPD) adopted. Disability strategy 2009 implemented. Capacity of the able/disable umbrella organisation strengthened and has developed and implemented training programmes for effective participation of people with disabilities in all aspects of life. Core funding for people with disability umbrella organisation secured. Partnership arrangement strengthened and implemented through (MOU) between Government and umbrella organisation.	Policy, Legislation and Practices aligned to CRPD. Effective engagement and implementation of MOU partnership agreement	Full integration of people with disabilities.	Department of Education Able/Disable Secretariat

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Skill capacity and teacher training continuously improved, and a learning community of teachers established	Teacher workforce survey instrument developed, disseminated, collected and analyzed All teachers have relevant teaching qualification and secondary schools have specialist teachers in English, Maths, Science, TVET Teacher skills, performance and competency levels monitored and evaluated Libraries with affordable ICT technology	A set of standards for teaching is published and regulated by a Teacher Registration Board All libraries have ICT facilities	Teachers are registered and qualified, especially in ESL teaching pedagogies	Department of Education
Strengthen policy development and alignment with Corporate plan and budget	Policy, governance and administrative framework for Education and Training in place Management and Accountability Systems Implemented	Asset management database leads to equitable and efficient allocation of resources	School management and accountability enhanced	Department of Education
TVET revived to provide employment opportunities for youth and skilled people for private sector development	TVET and Trade training facilities are operational “Learning Village” established and caters for all learners including secondary students, youth, adults and tertiary students.	An additional 50% youths attend TVET courses and the bridging program	TVET is promoted as a valued pathway for all learners and provides work experience for secondary students	Department of Education
Academic Courses supported with qualified teachers	Pass rate in matriculation courses rises	Pass rates improved for access to regional tertiary study opportunities		Department of Education
Sexual health education promoted in schools	Sexual health education integrated in the school curriculum	Decrease in rates of pregnancy and STDs among teenagers	Teenagers can access correct information about safe and responsible sexual behaviour	Department of Education Ministry of Health

Health**Goal: A healthy and productive population**

Key Performance Indicators: Total health expenditure as a % of total government expenditure
 Under five mortality (DHS – 44/1000), Infant mortality rate (DHS – 38/1000)
 Maternal mortality rate, Unmet need for family planning (DHS – 23.5%)
 Contraceptive Prevalence Rate
 Age Fertility Rate (15-19 yrs) (DHS – 15%)
 Deliveries by skilled birth attendant (DHS - 97.4%)
 Women who had high risk sex in the past 12 months (DHS 23.9%)
 Men who had high risk sex in the past 12 months (DHS 51.5%)
 Percentage of population suffering from diabetes
 Percentage of population at risk of developing NCDs
 Prevalence of NCDs
 Life expectancy

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Strengthening health systems capacity and sustainability through institutional and systems reform, organizational restructure, planning and quality delivery of health services	Review goals and strategies of the Health Operational Plan to a preventative health focus Updated Health Operational Plan Consultation on the revised health operational plan Review alternative health care financing scheme	Health operational plan operational	Enlarged preventative health focus in the public health system Healthcare fund established	Ministry of Health
	Health reforms undertaken –institutional/organizational and management structures and systems for a more proactive health sector	Improved service delivery and reduction in operational costs	Continuous improvement in service delivery and reduction in operational costs	Ministry of Health
		Health Information System including public health surveillance data established	Quality monitoring and evaluation of Health Programmes	Ministry of Health

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Strengthening response and interventions on preventative health, reproductive health, non-communicable diseases, pandemic and national disasters	Preventive Health Programmes, NCD Strategy, advocacy and awareness programmes reviewed and strengthened	Preventative Health Programmes, NCD Strategy implemented and advocacy/ awareness programmes conducted in communities	Life expectancy improved by 10 years	Ministry of Health
	Active preventative programs targeting lifestyle risks, focusing on public education, screening and supported by registries and health data analysis implemented	Improved awareness on NCDs and observed changes in community lifestyles and diet Active screening of 90 percent of population for Diabetes and key NCDs	NCD's reduced by 50 percent	Ministry of Health
	Standard Treatment Guidelines & new Protocols developed	Standard Treatment Guidelines & Protocols implemented	Improved service delivery and patient satisfaction	Ministry of Health
	Multi-disciplinary Diabetes Centre established, related publications/advocacy materials produced and effective and strengthened secondary diabetes preventions implemented	A proactive and effective diabetic control and monitoring programme is in operation and new cases of diabetes decreased by 50 percent		Ministry of Health
	Kidney dialysis Unit capacity strengthened/refurbished with appropriate staff, technology and equipments and dialysis patients at 20 Appropriate primary health care services strengthened & developed	Improvement in kidney treatment and reduction in dialysis patients to 15		Ministry of Health
	Review of reproductive health status in Nauru Reproductive health policy and strategy/plan documents developed and mainstreaming Adolescent Sexual Reproductive Health (ASRH), Emergency Obstetric Care and Family Planning (EmOC/FP), HIV/AIDS & STI strategies,	Reproductive Health Policy & Strategy implemented	Improvement in reproductive health status	Ministry of Health

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
	Training in ASRH conducted for vulnerable groups AHD Family Life Education (FLE) & Peer Educators tour to other PICs conducted	Continued Implementation of AHD Programmes and activities, including BCC training and introduction of FLE and peer education in schools Youth Friendly Services Centres established in Districts	Improvement in the sexual and reproductive health of young people, reduction in unplanned teenage pregnancies and STI cases and the risks of HIV/AIDS amongst young people	Ministry of Health Ministry of Education Youth Council
	Assessment of EmOC Facilities & Equipments and provision of EmOC Equipments Training of Midwives & Health workers in EmOC services, deliveries, prenatal, neonatal, antenatal, postnatal care. Access to neo-natal and post-partum care increased	Continued improvement in EmOC/FP services and hospitals fully equipped with EmOC equipments & supplies	General improvement in the health status of mothers, infants and children under 5 years of age	Ministry of Health Department of Women Affairs
	Emerging pandemic preparedness plans developed and strengthened preparedness and response strategies adopted	Emerging pandemic preparedness plans revised and operational and advocacy awareness activities conducted.	General improvement in preparing and responding to pandemics with cost effective strategies	Ministry of Health Police/Immigration/Customs
	National Disaster Management Plan (Health Sector) developed and resourced strengthened preparedness and response strategies adopted	National Disaster Management Plan (Health Sector) revised and operational and advocacy/awareness activities conducted	General improvement in preparing and responding to national disaster with cost effective strategies	Ministry of Health Police
Strengthening Reproductive Health Commodity Security for effective and quality service delivery	Reproductive Health Security Needs Assessment conducted, RHCS training in supply forecasting demand & supply forecasting, storage and inventory management conducted and effective management of drugs and consumables addressed. RHCS Policy Framework Implementation	Continued Implementation of RHCS Policy Framework	General improvement in RHCS supply logistics and universal access achieved	Ministry of Health

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Strengthening health systems and service delivery through human resource development, workforce planning, capacity development and training	Strengthened Human Resource Development Programme and Workforce Planning for the Health Sector	Number of trained Nauruan health professionals increased to: medicine 5, dentistry 3, physiotherapy 3, laboratory services 5, pharmacy 3, general nursing 40, public health 40	Skills gaps in the health sector fully addressed with increased localization	Ministry of Health
	Critical skills gap in the health sector addressed with the appointment of relevant expatriate expertise serving all health needs in the short and long term			
	Long term workforce planning, training/scholarships and localization plans developed linked to skills gap in the health sector and salary relativity established including: medicine, paramedics, nursing and support services.	Relevant staff graduating in public health courses and appointed at relevant positions		
Providing quality and effective service delivery through infrastructure development and upgrading	Upgrading and extension of the two major health facilities – waiting room for patients and mothers for prenatal and postnatal visits completed	Regular maintenance of all health infrastructure	General improvement in standard of health facilities and equipments	Ministry of Health Public Service
	Routine and ongoing maintenance programme developed, resourced and implemented			
	Asset management, maintenance, procurement & replacement policy developed, operating and funded	Asset register regularly updated	General improvement in standard of health facilities and equipments	Ministry of Health Public Service
	Design and plans for the two new hospitals completed & fully costed with relevant staffing requirements, equipments and supplies and land acquisition completed	Construction of new health facility housing curative and preventative health services completed and operational and fully resourced with equipments and supplies.	All infrastructure requirements and needs for effective health service delivery fully met	Ministry of Health/Public Service

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Improved quality of life through sports for all	Partnerships and collaboration strengthened between Health and respective Government Departments to promote healthy living through sports for all and walk for life and healthy diets through home/kitchen gardening			Ministry of Health Ministry of Education Department of Sports
Strengthening awareness of people with disabilities	A review and study on people living with disabilities conducted A policy framework for people with disabilities developed	Policies & programmes for people with disabilities are mainstreamed across government programmes and activities Legislative framework for people with disabilities established	Improved recognition and awareness on people with disabilities	Ministry of Health Ministry of Education Department of Justice

Sports**Goal: Enhanced quality of life through Sports for All**

Key Performance Indicators: No. of medals won in regional & international sports competitions
 No. of scholarships/training awards provided to elite sports people
 Per cent reduction in NCDs cases reported per year
 Per cent reduction in deaths caused by NCDs per year

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Upgrading and development of sports infrastructure and facilities	Existing sports fields/facilities refurbished and maintained to regional standards Identification and acquisition of land for relevant sports sites	One new indoor multipurpose sports facility operational to a regional standard to include office space to support sporting bodies One new multipurpose sports ground for football and athletics	Improved sports and recreation participation	Department of Sports
Strengthen governance and administration of all sporting bodies	Nauru National Sports Council reactivated/established Integrated Sports programme developed Sporting bodies to produce statement of accounts and annual reports	Increased participation of all communities in sporting activities Implementation of integrated sports programme in schools and communities	Nauru to host a regional sports meet Increased participation of Nauru national sports teams in regional sports meets such as the Mini South Pacific Games and South Pacific Games	Departments of Sports, Education Nauru National Sports Council Sports Federation Nauru Olympic Committee
Encourage participation of all communities in active sports activities	Walk for Life Programme established Advocacy for Walk for Life Programme established & implemented Sporting gears and equipments distributed to schools & communities Senior Citizens Sports Programme revived and implemented in districts/communities	Nauru National District Sports competition introduced		Ministry of Health Departments of Education, Sports Nauru National Sports Council
Promotion of education and training of youths through sports development and scholarships	Sports elite programme developed Youths under the sports elite programme identified in various schools and communities	Youths trained under the Sports Elite Programme Sports elite training programme established with Australia Institute of Sports Establish overseas scholarships training programme	Increased participation of youths under the elite sports programme in regional sports meet	Departments of Sports, Education Nauru National Sports Council Nauru Olympic Committee

Traditional Leadership & Culture

Goal: A healthy, socio-cultural, inclusive, cohesive and self reliant community with sustainable livelihoods

Key Performance Indicators: Proportion of community leaders trained in community leadership programmes
 Proportion of community leaders in Boards & Committees
 No. of schools (primary/secondary) that have introduced the teaching of Nauru language
 Proportion of primary and secondary school students that can read Nauru language fluently
 Yearly turnover of community managed sustainable livelihood projects (SMEs/retail stores/microfinance)
 No. of people with disabilities in employment

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Promotion and enhancement of traditional community leadership	Community leadership programme developed and training conducted Training of community leaders/members in government processes and participatory decision making Review governance structures in communities Community representatives actively engaged in governance and the national development process, including the annual budget process	District/Community Organisations established	Community leaders have a stronger unified voice in governance and all aspects of community development	Department of Culture Ministry of Education
Conservation and preservation of Nauru culture, tradition and heritage sites	Nauru culture, tradition, heritage sites and biodiversity recorded and documented National Commission on Language established Teaching of Nauru language & cultural studies introduced in primary schools	Ratification of the convention on culture and intangible heritage sites Establish a cultural arts centre Teaching of Nauru language & cultural studies introduced in high schools Development and completion of Nauruan language dictionary	Establish a National Museum, Archive & Library Nauru history, culture, tradition, language and socio-economic development well published and understood by many including visitors	Ministry of Home Affairs Ministry of Education
Promotion and conservation of traditional culture and knowledge through production and marketing of handicrafts	Handicraft training in weaving, carving, painting conducted Traditional handicrafts marketed and sold in outlets	Tribal and Districts arts, handicrafts, paintings, traditional dance competition introduced	Participate in the Pacific Arts Festival Increased sale of handicrafts to overseas visitors and outlets	Department of Culture Ministry of Education

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Strengthening community participation and self reliance through community projects	NGO/Civil Society Community training/capacity building programmes development Training in vegetable farming developed & introduced in communities District/community kitchen garden developed	Community/District Pride and beautification/clean up programme introduced Budgeting & savings programme introduced in communities/districts Community groups have the capacity to design, propose and implement programmes	Community small/medium enterprise and cooperatives established Community savings and microfinance schemes established	Department of Agriculture Department of Women Commerce, Industry and Environment
Strengthening community participation and empowerment	Community training/capacity building programmes developed Youth groups, women's and church groups actively engaged in community projects	Advocacy and sensitization programmes on health, HIV/AIDS & STI, gender, youths and children introduced in communities/districts	NGO & Civil society community projects/programmes introduced in districts/communities	Ministry of Education Ministry of Health Department of Culture Department of Women

Women and Development

Goal: A just society that recognizes and respects the rights of women and promotes equal opportunities

Key Performance Indicators: Proportion of CEDAW related programmes established and mainstreamed in all GoN plans, policies, strategies and programmes
 Proportion of women in Parliament
 Proportion of women in leadership positions in Government, Government Boards, and private sector
 Proportion of women in paid employment
 Per cent share of average household income contributed by women
 Proportion of community projects/programmes managed and implemented by women's groups/NGOs/Civil Society

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Recognizing and promoting women as equal partners in governance and all aspects of community development	Women bodies actively engaged in community projects such as kitchen gardens, health advocacy programmes, small medium enterprises such as handicrafts and sewing programmes, savings and microfinance and environment conservation and biodiversity programmes Capacity building/training programmes developed for women, NGOs and women in communities	Increased number of Kitchen gardens and other programmes in communities and districts are implemented and managed by women Health advocacy programmes managed and implemented by women established in communities/districts SMEs and savings/microfinance programmes managed and implemented by women established in communities/districts Increased representation of women in governance	Playcentres managed by women's groups established in communities/districts Women have a stronger voice and equal partners in governance and community development at all levels	Department of Women Affairs NGOs/Civil Society Ministry of Education Ministry of Health Ministry of Commerce, Industry and Environment
	Economic empowerment of women promoted and programmes developed	More women access finance and loans for businesses to increase incomes	The Nauru Association of Women Entrepreneurs increases its membership	Department of Women Affairs
Strengthening umbrella organizations for women – such as the National Council of Women	Umbrella organisations for women strengthened			Women Affairs National Council of Women/NGOs/Civil Society

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Consistent with CEDAW, women's needs are appropriately mainstreamed and reflected in national development policies, plans and budgets	Ratification and implementation of CEDAW CEDAW legislative compliance review and CEDAW reporting undertaken	Enabling environment addresses violation of women's rights Plan of action and programmes for the implementation of CEDAW established and mainstreamed into government programmes	A clear understanding of CEDAW by duty bearers and right holders and capacity strengthened to protect, fulfil, promote and provide redress for women's right to equality and empowerment	Department of Women Affairs NGOs/Civil Society Ministry of Education Ministry of Health Ministry of Commerce, Industry and Environment
	Awareness built that violence against women and children is a human rights violation Safe House for Victims of Domestic Violence established	Incidence of reported and unreported cases of gender-based violence, inc against children reduced	Women operate in an environment free from gender based violence	Department of Women Affairs Department of Justice NGOs/Civil Society
	Communities understand the importance and role of women in leadership and political decision-making positions	Increased participation of women, including young women leaders, in leadership and political decision-making	More women are in leadership positions in public, private and political arena	Department of Women Affairs Department of Justice Ministry of Education Ministry of Health National Council of Women/NGOs/Civil Society

Youth Development**Goal: Investing in Youth – A sustained future for Nauru**

Key Performance Indicators: Number of out of school youth
 Youth unemployment rate
 Number of offenses committed by young men and women

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Address young people skills development	<p>National Youth Policy finalised</p> <p>More resources and technical assistance on training for employment, to build training capacity in educating youth in life skills and preparation for employment</p> <p>Training provided by Youth Affairs and the Youth Council on careers advice and life skills training in schools strengthened</p> <p>Technical and vocational education promoted</p>	<p>National Youth Policy being implemented</p> <p>Number of out of school youth decreases</p>	Lifeskills of young men and women strengthened	<p>Departments of Youth, Sports, CIE, Education & Health</p> <p>Community organizations and parents,</p> <p>Police</p>
Boost youth employment and income generation	Technical assistance in employment generation for youth	Technical assistance and cooperation with other departments identify and create employment opportunities for young people and enhance skills in income generation	Unemployment rate for youth decreased	<p>Department of Youth, Education, CIE</p> <p>Community organizations and parents</p>
Promote a healthy lifestyle and sports among youths (including sexual health, mental health, substance abuse, alcohol abuse)	<p>A youth health service that includes counseling to - both young men and women, on reproductive and sexual health.</p> <p>Youth regularly access and enjoy sports infrastructure on the island</p>	Awareness of healthy lifestyles and physical exercise results in more empowered youths	Collaboration with other government departments such as health, sports and youth result in better health outcomes for young people	Departments of Youth, Sports, & Health

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
Strengthen law and order	Social workers, counsellors and community liaison officers work with teachers and parents and provide direct assistance with youth problems and train counterparts in advisory and liaison strategies	A significant reduction recorded in offenses committed by young men and women	Law and order maintained through a significant reduction of juvenile offenses	Departments of Youth, Education Community organizations and parents Police
Strengthen community engagement	Involvement of parents - both men and women - in secondary school activities as members of parents' associations and school advisory boards promoted	Greater involvement by parents and communities ensure young people do not drop out of school and access available opportunities	Awareness of educational issues raised and a self-help approach to the improvement of facilities in secondary schools promoted through greater involvement of parents and community in secondary school issues	Departments of Youth, Education Community organizations and parents
Development of National Youth Council	Channels for youth to speak out about their concerns are promoted	Views, perceptions and needs of youth sought to enable better targeting of strategies to assist them	Raising awareness and promoting a pro-active approach to problem solving among young people while also providing information to guide interventions	Departments of Youth, Education Community organizations and parents

Civil Society**Goal: A robust, vibrant and effective civil society for a just and peaceful Nauru**

Key Performance Indicators:

Proportion of CSO/NGOs that participate effectively in government processes

Proportion of CSO/NGOs that have the capacity to design, propose and implement programmes

Proportion of CSO/NGOs delivery services that are human rights based

Proportion of CSO/NGOs bodies under the NGO umbrella secretariat

Strategies	Short-term Milestones 2012	Medium-term Milestones 2015	Long-term Milestones 2025	Responsibility
<p>Strengthening the capacity of NGO umbrella secretariat to support member CSOs/NGOs and develop and implement civil society training programmes for effective participation in government processes</p> <p>Building government and civil society partnership to promote increased civil society role in governance</p>	<p>Core funding for NGO umbrella secretariat secured</p> <p>Civil society organizations/NGOs trained on how to effectively participate in government processes including a human rights based approach.</p> <p>CSO/NGOs have the capacity to design, propose and implement programmes</p> <p>Members of Parliament meet constituencies on a regular basis</p> <p>A well structured regulatory framework is jointly established by relevant parties to ensure transparency and accountability at all levels</p>	<p>CSO/NGOs representatives involved in national development processes including elections, budget and legislation</p> <p>A functioning civil society</p> <p>Nauruan society is highly aware of their human rights</p>	<p>CSO/NGOs role fully integrated into government processes and national affairs</p>	<p>Chief Secretary</p> <p>Finance</p> <p>Parliament</p> <p>NGO Secretariat</p>