

REPUBLIC OF KENYA



NATIONAL DISABILITY MAINSTREAMING STRATEGY (2018-2022)



MINISTRY OF LABOUR AND SOCIAL PROTECTION

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Kenya 
VISION 2030

REPUBLIC OF KENYA



**NATIONAL DISABILITY
MAINSTREAMING STRATEGY
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ACRONYMS AND ABBREVIATIONS

CRPD	Convention on the Rights of Persons with Disability
DMC	Disability Mainstreaming Committee
ICT	Information, Communication and Technology
KNCHR	Kenya national Commission on Human Rights
MTEF	Medium Term Expenditure Framework
NCPWD	National Council for Persons with Disability
NGEC	National Gender and Equality Commission
SDG	Sustainable Development Goals
WHO	World Health Organization

DEFINITION OF TERMS

Assistive and support devices: refers to implements, tools, equipment and machines, workstations, the work environment or adjustment in work organization, work schedules, sequence of work and breaking down work tasks to suit the needs of all KIST members living with disability.

Assistive Devices: includes implements, tools, equipment, taped texts, audio, visual and pictorial recording, Braille equipment and materials, tactile equipment, orthopedic appliances and other devices and machines of whatever kind for Persons with Disabilities for their socio-cultural, , economic, civil, political well-being of persons with disabilities;

Assistive Services: refers to any specialized service provided for persons with disability for their political, economic, socio-cultural, civil well-being.

Disability Mainstreaming: Disability mainstreaming means a strategy through which concerns, needs and experiences of Persons with disabilities are made an integral part or dimension of the design, budgetary allocation, implementation, monitoring and evaluation, and reporting of policies and programmes in all political, economic and societal spheres so that Persons with disabilities benefit equally and inequality is not perpetuated.

Disability: Limitation, hindrance, difficulties or reduction of full and effective participation in society on an equal basis with others on account of long term physical, mental, intellectual or sensory impairment, condition or illness in the interaction with various social and environmental barriers.

Inclusive education: includes educating students with disabilities in chronologically age-appropriate general and inclusive education classes in the schools or least restrictive environments and in regular classrooms and ensure that they receive specialized instruction delineated by their individualized education programs within the context of the core curriculum and general class activities regardless of types or severity of disabilities, to the maximum extent possible

Internal mainstreaming: This concerns institutions' workplace, mainly the employees and internal procedures. It is related to institutional policies, guidelines and activities addressing disability among employees and immediate family members. Internal mainstreaming is effected when an agency puts in place work place policies that address needs of Persons with disabilities and others.

External mainstreaming: Means adapting core functions of an institution to respond to related needs of Persons with disabilities through responsive targets, policies and strategies. The external domain is the organization's mandate and routine work targeting the population it serves. (Targets the general public, people outside a particular institution)

Legal capacity: means the ability to hold rights and duties under the law and to exercise these rights and duties;

Persons with disabilities: includes those who have long term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Reasonable accommodation: means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to Persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms;

Social Protection: measures aimed to address of vulnerable members of the society to ensure that they are cautioned against falling into extreme poverty and to ensure that they have a decent standard of living.

Universal design: Means the design of products, environments, programmes and services to be usable to the greatest extent possible, without the need for adaptation or specialized design, including assistive devices for particular groups of Persons with disabilities necessary.

Multiple disabilities: persons who have more than one impairment which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Severe Disability: Persons with extreme disabilities that make them require continuous full time care.

FOREWORD

This National Disability Mainstreaming Strategy aims at guiding the implementation of the disability policies, legislations and programmes in both the public and private sector in Kenya. It provides the framework for implementation of the disability agenda as provided for in the Constitution, the Disability act of 2003, the National Disability Policy, the United Nations Convention on the Rights of Persons with Disabilities and other applicable legislations.

The strategy elaborates the disability mainstreaming provisions or strategies under various thematic areas implemented by various Government Ministries, Departments and Agencies. It is the responsibility of every Government institution both at the National and County level to identify the relevant internal as well as external disability mainstreaming measures under various themes and formulate action plans within the organization's annual work plan. This strategy defines the internal mainstreaming measures as those that cut across the institutions under the various thematic areas, while the external mainstreaming measures are specific to the institutions. The National Disability Mainstreaming Strategy aims at promoting accessibility to buildings and built environment, employment and work, and services by the Persons with disabilities and also ensuring that issues of legal capacity for persons with disability are addressed.

After five years, the strategy will be reviewed with intension to increase inclusion and improve service delivery to persons with disability.

Hon. (Amb.) Ukur Yatani
CABINET SECRETARY
MINISTRY OF LABOUR AND SOCIAL PROTECTION

ACKNOWLEDGEMENT

The Ministry of Labour and Social protection sincerely acknowledges the various individuals and organizations that formed the main technical team that delivered this National Disability Mainstreaming Strategy. The team comprised majorly officers from this Ministry, National Council for Persons with Disabilities who worked closely with the other relevant Government Ministries, Departments and Agencies

In writing this National Disability Mainstreaming Strategy, the team was guided by the progress reports in the area of disability mainstreaming since the year 2009 when it was included as an indicator in performance contracting in Government, the approaches in disability mainstreaming in other countries in Africa and beyond and the knowledge and experience in disability in this country.

The strategy highlights the national disability agenda and elaborates the overall goal, objectives, levels and procedures of mainstreaming. It considers both the internal and external disability mainstreaming approaches, ways and means of addressing the recommendations by the Committee on the Rights of Persons with Disabilities in relation to the initial report of Kenya under the Convention on the Rights of Persons with Disabilities

It provides the mainstreaming means under various thematic areas, the implementation, monitoring and reporting framework

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PRINCIPAL SECRETARY
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EXECUTIVE SUMMARY

Background Information

Disability is defined as physical or mental or other known impairment or conditions that causes one not to participate socially, economically or an incapability which impact on social, economic and environmental participation. According to World Health Organization (WHO) estimates, 15% of any national population is constituted by persons with disability. This contrasts the 2009 national census which estimated the population of persons with disability in Kenya at 3.5%.

Kenya has identified disability agenda as a critical development issue to be mainstreamed in to all the sectors. The mainstreaming process is anchored on the international and regional instruments, local policy and institutional frameworks. The Convention on the Rights of Persons with Disability obligates Kenya as a signatory, to ensure and promote the full realization of the human rights of Persons with disabilities across the broad development sphere. Other instruments include the Sustainable Development Goals which rally national commitment to disability through the mantra of *leave no one behind* as well as African Union Disability Agenda and the East African Community Disability Policy both of which lay emphasis on mainstreaming disability agenda into national development frameworks. At national level, the Constitution of Kenya 2010, the National Disability Policy 2018 and the Persons with Disability Act, 2003 serve as the anchor of the promotion of the rights of persons with disability. The National Council for Persons with Disabilities (NCPWD) is mandated to spear-head disability mainstreaming portfolio. The mainstreaming process aims to promote physical access as well as access to information and services by Persons with disabilities across the development sphere.

Rationale

The prevalent poverty and marginalization of persons with disability remain a major development concern to Kenya. The National Disability Policy 2018 identifies several development areas to be addressed towards ensuring enjoyment of the rights of persons with disability. The strategy is therefore meant to guide the process of mainstreaming the identified development areas into various development sectors in both the public and private sector and result in enjoyment of the human rights by the persons with disability.

Goal and Objectives

The goal of disability mainstreaming is to realize maximal and sustainable enjoyment of human rights by the persons with disability. The objectives of mainstreaming process are as follows; To promote the inclusion of Persons with disabilities in the social, economic and political developments; To enhance efforts for equalization of opportunities for Persons with disabilities; To facilitate removal of barriers that hinder the participation of Persons with disabilities; To facilitate assessment of the implications for Persons with disabilities of any planned action, including legislation, policies and programmes in Ministries, Departments and Agencies/State Corporations in National and County governments

Approach to Disability Mainstreaming

Mainstreaming is to be carried out at two levels namely internal and external mainstreaming. Internal mainstreaming is effected when an agency puts in place work place policies and programmes that address needs of Persons with disabilities at work place. External mainstreaming involves adapting core functions of an institution to respond to related needs of Persons with disabilities through responsive targets, policies and strategies. Disability mainstreaming involves the following procedural steps; Train/Sensitize institutional staff on disability issues; Constitute Disability Mainstreaming Committee; Develop Disability Mainstreaming policy; Allocate financial resources for implementation of the policy; Develop Disability Mainstreaming implementation work plan and Monitoring & Evaluation Plan; Implement Internal Disability Mainstreaming Measures first; Implement External Disability Mainstreaming Measures; Carry out monitoring and evaluation of the implementation process; and, Report to the NCPWD on progress and worth of mainstreaming process

Disability Mainstreaming Themes and Recommended Measures

The internal mainstreaming measures are to be undertaken by all organizations in public and private sectors and include the following; Formulation of disability mainstreaming policy and action plan; Establish and operationalize Disability Mainstreaming Committee; Sensitize and train staff members on service provision to Persons with disabilities; Establish accessibility structures and systems; and Ensure progressive realization of attaining the 5% quota on elective, appointive, contractual of all recruited personnel for persons with disability

The external mainstreaming measures are diverse and unique to their corresponding thematic areas which include; Transport; Education and Training; Health; Social protection; Information, Communication and Technology; Research, Data and Information Inventorying; Access to Justice; Situations of Risk and Emergency; Legal Capacity; Culture, Sports and Recreation; and Land, Housing and Property. The thematic areas have objectives to which the recommended mainstreaming measures contribute.

Strategy Implementation, Coordination, Monitoring and Reporting

The NCPWD will spear-head the implementation of this strategy through its dissemination to and training of thematic area stakeholders as well as monitoring through receipt of regular performance reports. To effectively do so, the NCPWD working closely with National Commission on Gender and Equality, Kenya National Commission on Human Rights, Disabled Persons Organizations, Civil Society Organizations serving the Persons with disabilities and the Ministry of Labour and Social protection will develop a comprehensive monitoring and evaluation plan with clear outputs, outcomes and their corresponding indicators to guide the (M&E) process.

1.1 National Disability Agenda

Disability is defined as physical or mental or other known impairment or conditions that cause one not to participate socially, economically or incapability which impact on social, economic and environmental participation. Disability agenda has been identified by the Government of Kenya as a crucial development issue. It is one of the cross-cutting agenda to be mainstreamed into the Government's development focus. The NCPWD working closely with the Ministry in charge of disability are expected to ensure disability mainstreaming so that Persons with disabilities can enjoy human rights.

1.2 International Instruments, National Policy and Institutional Contexts of Disability Agenda in Kenya

The disability mainstreaming effort is guided by policy positions established in various key international instruments and national policies. At international level, the United Nations Convention on the Rights of Persons with disabilities (CRPD) is intended as a human rights instrument with explicit, social development dimension. It lays emphasis on Persons with disabilities being viewed as "subjects" with rights, who are capable of claiming those rights and making decisions for their lives based on free and informed consent as well as being active members of society rather than "objects" of charity, medical treatment and social protection.

As a party to the CRPD, Kenya is obligated to ensure and promote the full realization of the human rights of Persons with disabilities including by taking measures to protect, promote and fulfill their rights in diverse areas such as equality, equal recognition before the law, independent living, education, health, work and employment, social protection, and participation in political and public life.

The profile of disability agenda has been raised significantly in Sustainable Development Goals (SDG). The underlying pillar of the SDG of *leave no one behind* is a clear indication of commitment to disability agenda as a development issue. Moreover, reference to disability agenda is made in the preamble and several targets of the SDG. Further, the Kenya's effort to promote disability programme builds upon African Union Disability Agenda as well as East African Community Disability Policy both of which lay emphasis on mainstreaming disability agenda in national development frameworks.

The Government of Kenya has put in place policy, legislative and institutional frameworks to guide disability mainstreaming. The Constitution of Kenya 2010 prohibits direct and indirect discrimination on the ground of disability. Further, the Constitution establishes entitlements for Persons with disabilities, including being treated with dignity and respect; accessing educational institutions and facilities integrated into society; accessing places, public transport and information; using sign language, Braille or other appropriate forms of communication; and accessing materials and devices to overcome disability related constraints. Moreover, the state is required to ensure that, on a progressive basis, at least five per cent of members to appointive and elective positions are Persons with disabilities.

The Social pillar of Kenya Vision 2030 recognized disability mainstreaming as a flagship project under the second Medium Term Implementation Framework (MTEF). This is reiterated in the third MTEF during which this strategy will be implemented.

The National Disability Policy 2018 and the Persons with Disability Act 2003 are in place to guide response to national disability agenda. The NCPWD is established under the Persons with Disabilities Act 2003 with one of its key functions being the development of measures to ensure that Persons with disabilities achieve equal opportunities including through education and employment and full access to community and social services. Programmatic and administrative initiatives in this regard include the introduction of disability mainstreaming in all public service offices as part of performance contracting. Each Ministry or Department establishes a Disability Mainstreaming Committee (DMC) to act as the focal point on matters of disability. Each DMC is expected to ensure that programmes take account of disability across the spectrum of design, planning, implementation, monitoring and reporting. Disability mainstreaming is analyzed on the basis of targets with clear indicators. Each Ministry or Department is required to share quarterly implementation reports with the NCPWD. Notable key implementation targets are the five per cent Persons with disabilities employment threshold, accessibility requirements and workplace accommodations.

1.3 Accessibility as the Foundation of Disability Mainstreaming

The CRPD defines accessibility as a general principle (article. 3) and a stand-alone right (article. 9) and mentions it in many other rights. It thus recognizes that removing the multiple barriers to access in society is a key requirement for the inclusion of Persons with disabilities. There are four dimensions of accessibility: physical accessibility, information and communication accessibility, institutional accessibility, and economic accessibility. Many development interventions aim at improving the access of the poor to services and information.

In this context, they can include activities to enhance accessibility for Persons with disabilities as part of the target group. Physical accessibility is a key dimension for all development programmes that include an infrastructure component. Effective physical accessibility can only be realized if the seven principles of Universal Design¹ elucidated below are observed.

- i. *Equitable use*: the design is useful and marketable to people with diverse abilities
- ii. *Flexibility in use*: The design accommodates a wide range of individual preferences and abilities
- iii. *Simple and Intuitive use*: use of the design is easy to understand, regardless of the user's experience, knowledge, language skills or current concentration level.
- iv. *Perceptible information*: The design communicates necessary information effectively to the user, regardless of ambient conditions or users' sensory abilities
- v. *Tolerance of errors* the design minimizes hazards and the adverse consequences of accidental or unintended actions
- vi. *Low physical effort*: can be used efficiently and comfortably and with minimum fatigue
- vii. *Size and space for approach and use*: Appropriate sizes and space is provided for approach, reach, manipulation and use regardless of users' body size, posture and mobility

Communication accessibility can be improved by providing information material in accessible formats or by using alternative communication (e.g. sign language). Comprehensive accessibility programme in turn guarantees non-discrimination, equality of opportunity and gender equality.

1.4 Rationale for Disability Mainstreaming

Persons with Disabilities usually face extreme poverty and marginalization. The vicious cycle of poverty and disability is difficult to break since poverty and disability are closely related and reinforce each other. Surveys show that poverty may cause disability through malnutrition, poor health-care and dangerous living conditions, while higher disability rates are associated with increased rates of illiteracy, poor nutritional status, lower immunization coverage, lower birth weight, higher rates of unemployment and under-employment, and lower occupational mobility.

The National Disability Policy 2018 identifies several development areas to be addressed towards ensuring maximal enjoyment of the rights of Persons with disabilities which include access to socio-economic services. However, many state and private sector institutions still have not implemented the disability mainstreaming policies and instead deal with disability

issues on an *ad hoc* basis. Consequently, the national efforts to mainstream disability are slow and achievement levels remain low

This strategy has been developed to guide the mainstreaming of disability agenda into broad development areas in both the public and private sectors across the country. The disability mainstreaming effort is to ensure that the needs and aspirations of Persons with disabilities are taken into account in the design and implementation of all development policies and programmes in the national and County Government institutions as well as the private sector actors.

1.5 Purpose

This strategy is intended to guide public and private sector institutions in the process of mainstreaming the disability agenda into their core mandate as well as internal structures and systems.

1.6 Goal

To realize maximal and sustainable enjoyment of human rights by the persons with disability.

1.6.1 Objectives

- i. To promote the inclusion of Persons with disabilities in the social, economic and political developments
- ii. To enhance efforts for equalization of opportunities for Persons with disabilities
- iii. To facilitate removal of barriers that hinder the participation of Persons with disabilities
- iv. To facilitate assessment of the implications for Persons with disabilities of any planned action, including legislation, policies and programmes in Ministries, Departments and Agencies/State Corporations in National and County governments

1.7 Scope of the Strategy

This strategy is to guide disability mainstreaming in the public and private sector institutions under the following docket/thematic areas; Education; Training, Health; Transport; Information, Communication and Technology; Planning; Land, Housing and Property; Research, Data and Statistics; Buildings and Built Environment; Employment and Work; Social Protection; Access to Justice; Culture, Sports and Recreation. The disability mainstreaming efforts are expected to result in benefits to all Persons with disabilities.

2.1 Prevalence of Persons with Disability and Associated Development Challenges

World Health Organization (WHO) estimates that around 15 per cent of any national population is constituted by Persons with disabilities. This means that with an estimated population of 46 million people, the approximate number of Persons with disabilities in Kenya is 6.9 million. This figure is higher than the figure of the actual population of Persons with disabilities as reported by the 2009 National Housing and Population Census which estimated the population of Persons with disabilities at a mere 3.5 per cent of the national population.

According to the 2009 census, the gender composition of Persons with disabilities is 647,689 males and 682,623 females. However, these figures are considered conservative since the census only considered the conventional forms of disabilities. The Persons with disabilities are varied in terms of the nature of their disability and face a number of challenges which hinder their full participation in social, political and economic development at the national, regional and international levels. Key among these challenges are; stigmatization; poor access to education which causes high levels of illiteracy; negative attitude and portrayal in the society; high levels of poverty; a culture of abuse including discrimination at home, in education, employment, health, leadership, politics, decision making processes, and public transport system. Similarly, there are systemic challenges associated with disability. These include; inadequacy of data on persons with disability which, in turn influence the quality of policy and programmatic response to the disability agenda.

However, despite the paucity of data, the Government and other stakeholders have continued to provide services to Persons with disabilities. These include cash transfer to persons with severe disability and sunscreen lotions to persons with albinism, assistive devices, scholarship, grants for empowerment among others. However, many deserving cases of Persons with disabilities remain unreached by the programmes due to limited resources as well as minimal involvement by the private sector actors. Mainstreaming disability in national development agenda is one of the surest ways of enhancing enjoyment of the rights persons with disability through access to services and enjoyment of freedoms without discrimination.

2.2 Status of Disability Mainstreaming in Kenya

The NCPWD champions disability mainstreaming in public and private sector institutions through training, advocacy, and sensitization and accessibility audits. The training covers disability at workplace and in the community. Further, the training target persons with disability and disability mainstreaming committees.

The disability mainstreaming efforts by the NCPWD aim to promote access to employment opportunities by the Persons with disabilities; access to organization's services by the Persons with disabilities as well as physical access to the organization in question.

Generally, promotion of access to employment opportunities by the Persons with disabilities and physical access are guided by the standardized policy and legislative provisions. For instance, according to the Persons with Disability Act 2003, 5% of job opportunities in public institutions should be reserved for persons with disability. Further, all buildings and built environment are expected to be designed in such a manner that they do not present physical barrier to access by the persons with disability. The NCPWD monitors public agencies to observe these legal requirements.

However, this has met some challenges. Many public organizations have not comply with the provision of the law that reserves 5% of employment opportunities for persons with disability. Moreover, even in instances where there is intention to comply, low skill levels and requisite experience among persons with disability hinder enforcement of this provision. Similarly, the NCPWD does not have adequate resources to audit the organizations and enforce the law that promotes accessibility. For instance, the NCPWD is able to audit 20-100 organizations in a year out of the over 1000 agencies that need to be audited. Further, there is also low organizational and management capacity by Disabled Persons' organizations, inadequate funding for Persons with disabilities programmes as well as low level of awareness on disability which results in maintenance of prevailing negative attitude. All these challenges have significant adverse impact on disability mainstreaming efforts and results. Nonetheless, the recognition of the positive impact of disability mainstreaming into national development practices remains an all-time impetus for the mainstreaming efforts.

3.1 Levels of Mainstreaming

The disability mainstreaming will take place at two levels as elucidated below;

- i. **Internal mainstreaming:** This concerns institutions' workplace, mainly the employees and internal procedures. It is related to institutional policies, guidelines and activities addressing disability among employees and immediate family members. Internal mainstreaming is effected when an agency puts in place work place policies that address needs of Persons with disabilities and others.

The work place policies give forth to strategies and work plans through which actual activities are implemented targeting employees and family members. Internal mainstreaming is considered as an entry point for mainstreaming in the external domain.

- ii. **External mainstreaming:** Means adapting core functions of an institution to respond to related needs of Persons with disabilities through responsive targets, policies and strategies. The external domain is the organization's mandate and routine work targeting the population it serves. (Targets the general public, people outside a particular institution)

In Kenya, disability mainstreaming has been modeled around establishment of disability mainstreaming committees in Government Ministries and Departments to provide focal point in all matters that concern disability in those institutions. The work of those Disability Mainstreaming (DM) committees is to ensure programmes in those institutions have an element of disability right from the designing of the programmes, planning, budgetary allocation, implementation, monitoring and reporting. The disability mainstreaming is analyzed in terms of targets with clear indicators in the performance contracts. Progress in the implementation is reported in performance appraisal. The external Disability Mainstreaming measures are unique to thematic areas targeted for disability mainstreaming.

3.2 Sectoral Policies, Strategies, Legislations

The vehicles of disability mainstreaming are sectoral and institutional disability mainstreaming policies, strategies and legislations. Disability components in these frameworks guarantee sustainable enjoyment of human rights by the Persons with disabilities.

3.3 Organizational Programmes and Service Delivery

Enjoyment of the human rights is actualized through programmes and service delivery by the organization that mainstreams disability into its mandate. Clear disability mainstreaming criteria and indicators are developed and incorporated into programmes and service delivery systems. The indicators are monitored and reported upon regularly during the overall programme and service delivery exercise

3.4 Procedure of Disability Mainstreaming

- i. **Training/Sensitization of Institutional staff on disability issues:** Understanding disability issues is critical to disability mainstreaming. The institution should invite the NCPWD to carry out sensitization on disability issues with a view to identifying pertinent issues for their internal and external mainstreaming.
- ii. **Constitute Disability Mainstreaming Committee:** The institution should constitute a Disability Mainstreaming Committee. This is the committee that is in charge of the overall mainstreaming activities in the organization. In its composition, 30% of the members should be persons with disability.
- iii. **Develop Disability Mainstreaming policy:** The Disability Mainstreaming Committee spear-heads the formulation of institutional policy of disability mainstreaming. The policy will detail, among others, the specific policy position on critical issues such as employment, transport, discrimination, etc. It will then specify the actions/measures that will take to address the issues elucidated in the policy positions. The policy will also have a section on work plan to implement the policy measures stipulated. The policy does also have a monitoring and evaluation plan for purposes of measuring progress and determining the value of the mainstreaming efforts made.
- iv. **Allocate financial resources for implementation of the policy:** Financial resources are required for the implementation of the policy work plan. Ensure that money is allocated for this cause.
- v. **Develop Disability Mainstreaming implementation work plan and Monitoring & Evaluation Plan.** The monitoring and evaluation plan helps the DM committee to monitor the progress and assess the worth of the mainstreaming process

- vi. **Implement Internal Disability Mainstreaming Measures:** Implement the internal mainstreaming measures (see Chapter five) as foundation for external mainstreaming measures.
- vii. **Implement External Disability Mainstreaming Measures:** Implement the external mainstreaming measures depending on the thematic area under which the mandate of your organization falls (refer to chapter five for disability thematic areas).
- viii. **Carry out monitoring and evaluation of the implementation process:** Using the progress monitoring tools developed collect data on the monitoring indicators periodically and analyze the data to compile progress report. Similarly, carry out periodical evaluation of the process to assess the value of the mainstreaming process.
- ix. **Report to the National Council for Persons with Disabilities on performance on progress and worth of mainstreaming process:** Report the progress on disability mainstreaming (both internal and external) based on the monitoring and evaluation reports carried out to the NCPWD.

CHAPTER FOUR PRINCIPLES UNDERPINNING MAINSTREAMING

Disability mainstreaming aims to contribute the achievement of the overarching goal of addressing disability as a development issue. Hence, the following principles elucidated in the National Disability Policy 2018, shall underpin disability mainstreaming:

- i. **Equalization of opportunities;** measures provided in the policy are to ensure that Persons with disabilities are accorded opportunities on an equal basis with able-bodied persons through affirmative action.
- ii. **Human rights approach to the disability agenda:** The principle underscores the conscious departure from the ethos of charity to the articulation of human rights and development approach to disability concerns. Hence, the approach provides for protection from discrimination based on real or apparent grounds.
- iii. **Accessibility:** Accessibility should remain an underlying consideration in the built environment, information and services.
- iv. **Gender:** Disability mainstreaming should be beneficial to men, women, boys and girls with disabilities alike.
- v. **Uphold respect** for inherent dignity, Equal opportunity, Non -discrimination, Accessibility; Full and effective participation and Inclusion
- vi. **Twin Track Approach:** A twin focus on disability mainstreaming and empowerment is promoted. This means that disability is mainstreamed into all strategic development practices while at the same time focusing on supporting specific disability initiatives that empower persons with disability. The result of this is equal rights and opportunities for persons with disability.

CHAPTER FIVE

DISABILITY MAINSTREAMING THEMES AND MEASURES

This chapter addresses internal as well as external disability mainstreaming measures under various themes. While the internal mainstreaming measures cut across the institutions under the various thematic areas, external mainstreaming measures are specific to the institutions. The thrust of disability mainstreaming is promotion of accessibility to buildings and built environment, employment and work, and services by the Persons with disabilities.

5.1 Internal Disability Mainstreaming

Organizations across the thematic areas will take the following measures as internal disability mainstreaming measures. The internal disability mainstreaming areas largely target staff, persons with disability in employment at work place, and employers.

- i. Formulate organizational disability mainstreaming policy and action plan to guide disability mainstreaming activities.
- ii. Establish and operationalize Disability Mainstreaming Committee with 30% representation of persons with disability.
- iii. Sensitize and train staff members on service provision to Persons with disabilities such as mental, physical, visual, deaf, albinism, epilepsy, autism, cerebral palsy, among others.
- iv. Establish structures and systems that ensure Persons with disabilities access buildings and built environment, information and services. For instance, train staff on sign language, avail materials in braille, avail ramps, signage, guides, accessible toilets, lifts with visual, audio and tactile features, non-slippery floor surface, disability friendly vehicles & walkways and accessible parking, among others.
- v. Ensure progressive realization of attaining the 5% on elective, appointive, contractual of all recruited personnel in appointments, employment/promotion for Persons with disabilities.

5.2 External Disability Mainstreaming

Under this section, the disability mainstreaming measures are specific to the mainstreaming themes. The mainstreaming measures enhance service provision to persons with disability as clients. The following are the thematic areas and corresponding recommended disability mainstreaming measures.

5.2.1: Transport

Persons with disabilities may not take advantage of opportunities in education, work or other spheres when they are fettered from moving because of an inaccessible transport system. The public transport system remains largely inaccessible and insensitive to the needs of Persons with disabilities.

Thematic Area Objective

To enhance unhindered and safe movement of persons with disability

Recommended Disability Mainstreaming Measures

- i. Undertake sustained sensitization and awareness campaigns among public transport operators and stakeholders on the needs and challenges of Persons with disabilities.
- ii. Implement the national accessibility and usability standards with appropriate safety measures.
- iii. Allocate appropriate and parking lots for Persons with disabilities in public and private car parks.
- iv. Train Persons with disabilities and their assistants on use of mobility devices in relation to transport.
- v. Facilitate access by Persons with disabilities to quality mobility aids, devices and assistive technologies at affordable costs.

5.2.2 Work and Employment

The right of Persons with disabilities to work on an equal basis with others remains mostly unrealized consequently impeding their access to livelihood opportunities

Thematic Area Objective

To enhance access to gainful and decent livelihood opportunities by Persons with disabilities.

Recommended Disability Mainstreaming Measures

- i. Maintain updated data bank on potential employees with disabilities disaggregated by sex, disability, age and locality with a view to matching them to job opportunities
- ii. Make adaptation to employers on the necessary modifications and accommodations for Persons with disabilities.
- iii. Empower Persons with disabilities with skills on wage employment and financial management.

- iv. Develop home-based employment and entrepreneurship programmes for Persons with disabilities.
- v. Employers to provide necessary adaptive equipment and work environment to enable employees with disabilities to do their jobs effectively.
- vi. Develop inclusive national and international trade fairs and markets for goods and services produced by Persons with disabilities
- vii. Carry out non-discriminatory advertising, interviewing, recruitment, volunteerism, internships, training and promotions of Persons with Disabilities.
- viii. Implement the 30% Access to Government Procurement Opportunities where 10% on value to be allocated for Persons with disabilities
- ix. Implementation of 5% employment opportunities for Persons with disabilities in both public and private sector

5.2.3 Education

The right to education remains unrealized for many Persons with disabilities. Yet education is key to ensuring that Persons with disabilities develop their human potential fully and that they enjoy the exercise of other rights such as the right to work and employment. While the Government aims to ensure an inclusive education system for all, realising this goal faces many hurdles.

Thematic Area Objective

To enhance access to education opportunities by Persons with disabilities

Recommended Disability Mainstreaming Measures

- i. Provide appropriate educational support such as personal assistants, psychosocial support, learning material, appliances, financial and other appropriate services to encourage inclusive education.
- ii. Carry out early identification, educational assessment and appropriate placement of children with disabilities.
- iii. Provide skills upgrading and training opportunities to teachers in all schools to work with children with disabilities.
- iv. Introduce common unit on disability in middle and higher level of institution of learning.
- v. Carry out monitoring, supervision and quality control in all schools to ensure that children with disabilities are provided for without discrimination
- vi. Provide continuing and adult education for Persons with disabilities

- vii. Provide reasonable accommodation in the administration of examinations for learners with disability
- viii. Make adaptations to schools to have accessible environment for learners with disabilities.
- ix. Creating awareness and sensitisation to parents, caregivers, guardians on issues on disabilities.
- x. Strengthen Education Assessment Resource services (EARCS) to carry out their mandate by building their capacity.

5.2.4 Training

Training involves imparting pertinent skills for sustainable livelihood. Majority of Persons with disabilities lack sufficient skills to make them economically productive

Thematic Area Objective

To increase access to technical, vocational, entrepreneurial and professional training opportunities for Persons with disabilities

Recommended Disability Mainstreaming Measures

- i. Sensitize persons with disability on the importance of technical, vocational and entrepreneurial skills
- ii. Train service providers, stakeholders, community members on skills to work with Persons with disabilities
- ii. Establish adequate numbers of training institutions that are inclusive and responsive to the needs of persons with disability
- iii. Develop regulations for vocational training and rehabilitation of Persons with disabilities.
- iv. Integrate national norms and standards for the training, testing and certification of Persons with disabilities at all levels
- v. Provide training for Persons with disabilities in specialized, modern and market-orientated skills.
- vi. Provide working kits to parents, caregivers and volunteers caring for Persons with disabilities
- vii. Provide career counselling and peer mentorship opportunities for Persons with disabilities

5.2.5 Health

Good health is a prerequisite for participation in a wide range of activities including education and employment. Persons with Disabilities have the right to enjoy the highest attainable standard of health without discrimination on the basis of disability. Disability is associated with a diverse range of primary health conditions. Most health promotion and prevention activities do not target Persons with disabilities, yet they are more vulnerable to poor health. They may experience greater vulnerability to secondary conditions, age related conditions, health risk behaviours and higher rates of premature deaths.

Thematic Area Objective:

To enhance enjoyment of good health by persons with disability

Recommended Disability Mainstreaming Measures.

- i. Train, equip and facilitate health service providers to effectively provide health-care services to Persons with disabilities
- ii. Provide regular treatment to Persons with disabilities who are dependent on medication to preserve or improve their level of functioning
- iii. Enforce the legal provision on informed consent to health services provided to Persons with disabilities.
- iv. Sensitize parents, guardians, caregivers and peer support on the importance of serving as intermediaries where the need for consent from a person with disability is required.
- v. Educate Persons with disabilities on their health rights including right to consent for any treatment.
- vi. Provide information on health services to persons with disability in accessible formats including braille, Kenyan Sign language and other augmentative methods of communication.
- vii. Provide reproductive including HIV&AIDS health-care to Persons with disabilities.
- viii. Provide medical cover to all Persons with disabilities who are not provided for elsewhere.
- ix. Provide expedited attention to Persons with disabilities at medical facilities.
- x. Provide medical aid to Persons with disabilities who are not able to contribute to health insurance
- xi. Provide adequate, accessible and affordable quality mental health-care and alternative therapies in the mental health-care field.

5.2.6 Social Protection

The right to social protection is important to Persons with disabilities since they face particular economic and social vulnerabilities which are exacerbated by disability. This is notable in the case for persons with multiple disabilities as well as Persons with disabilities whose social stigma is particularly high. The Government is obligated to provide social protection support to vulnerable Kenyans including Persons with disabilities.

Thematic Area Objective

To improve access to social protection and poverty reduction programmes for Persons with disabilities.

Recommended Disability Mainstreaming Measures

- i. Provide Persons with disabilities who have no means of income regular cash transfers to meet their basic needs
- ii. Provide tax reliefs and exemptions—of service fees to Persons with disabilities (define this service fees on Pg. 5 to include the mandatory fees required for medical checkup before getting ID at the NCPWDs)
- iii. Provide conditional tax reliefs and exemptions to Disability Persons' Organizations and other Non-State actors serving Persons with disabilities
- iv. Provide employment and income generating activities to Persons with disabilities.
- v. Sensitize Persons with disabilities in the formal and informal sectors including those under the National Safety Net Programmes on social protection programs, poverty eradication programs, devolved funds, and other economic empowerment initiatives; and facilitate access to these opportunities.
- vi. Provide personal support services and respite care to Persons with disabilities
- vii. Provide necessary/requisite support to Persons with disabilities to initiate and sustain peer support and counselling

5.2.7 Access to Justice

Access to justice is essential to a well-functioning democratic society and fosters respect for the rule of law by all segments of society. Persons with disabilities as consumers of justice are entitled to access a fair judicial process using minimum resources available within their reach as provided for by the Constitution 2010, Persons with Disabilities Act, 2003 and United Nations

Convention on the Rights of Persons with Disabilities (UNCRPD) on an equal basis with others.

Thematic Area Objective

To enhance access to justice by Persons with disabilities without discrimination on the basis of disabilities.

Recommended Disability Mainstreaming Measures

- i. Train/sensitize Persons with disabilities on their rights
- ii. Enforce the law prohibiting neglect, abuse and violence against Persons with disabilities
- iii. Carry out legal education among persons with disability
- iv. Provide legal assistance/aid to persons with disability
- v. Train legal practitioners, administrators, law enforcement officials, and other professionals on handling of cases involving Persons with disabilities
- vi. Enforce the existing legal framework on the rights of Persons with disabilities.
- vii. Provide inclusive safe shelter for persons with disability
- viii. Make reasonable accommodation for Persons with disabilities to attend or be alternatively represented in the access to justice process and to apply the same to correctional facilities to make them accessible to Persons with disabilities.
- ix. Provide reasonable avenues to ensure the delivery of information in accessible format.
- x. Provide physical accessibility and accommodation of physical constraints such as fatigue

5.2.8 Information, Communication and Technology

Information and communication technologies play a critical role in enabling Persons with disabilities to live independent lives and fully participate in society on an equal basis with others in all aspects of life. Accessibility to information enhances access to opportunities for Persons with disabilities.

Thematic Area Objective

To improve communication by Persons with disabilities

Recommended Disability Mainstreaming Measures

- i. Train staff and management in ICT sector on pertinent disability issues
- ii. Sensitize the public and service providers on use of disability friendly language.
- iii. Exempt from duties, taxes and other levies on equipment and materials used in the production of information in accessible formats for Persons with disabilities.

- iv. Provide incentives to services providers such as public and private broadcasters, media outlets, and institutions of learning, research institutions and libraries which provide user friendly information to Persons with disabilities.
- v. Sensitize educators and employers to provide assistive communication equipment such as talking computer software and tape recorders to learners and employees with disabilities according to their needs
- vi. Ensure that public websites are accessible to persons with various disabilities.
- vii. Develop and implement a National Disability Assistive Technology policy

5.2.9 Situations of Risk and Emergency

In situations of risks and emergencies resulting from natural disasters, armed conflict and other humanitarian crises, it is important to ensure protection and safety of Persons with disabilities who are among the most disproportionately affected. Such situations often result in increase in the number of persons acquiring disabilities and worsening the situations of those already having disabilities. For those incurring those injuries, the situations are often exacerbated by delays in obtaining emergency health care and longer term rehabilitation.

Thematic Area Objective

To enhance the safety of persons with disability in situations of risk and emergency

Recommended Disability Mainstreaming Measures

- i. Sensitize persons with disability on preparedness in risk and emergency situations.
- ii. Capacity building of humanitarian workers on handling of Persons with disabilities
- iii. Put in place appropriate facilities and equipment for evacuation of persons with disability
- iv. Provide information on situations of risk and emergency to Persons with disabilities in accessible formats
- v. Promote Community Based Rehabilitation (CBR) to ensure sustainable management of Persons with Disabilities (PWDs) during a recovery process after an emergency situation.

5.2.10 Research, Information and Data Inventory

The availability of reliable, timely and appropriate data and information is instrumental in enabling policymakers to formulate and implement policies/programmes that facilitate accessibility. In addition, it is important to have disaggregated data by nature of disability in every sector for purposes of planning and service delivery. Regular updates of data on persons

with disability will support effective policy formulation, development planning, service delivery and participation by Persons with disabilities in national development.

Thematic Area Objective

To enhance availability of information and data on persons with disability to inform policy and programme decisions.

Recommended Disability Mainstreaming Measures

- i. Establish a central database on Persons with disabilities to facilitate generation of information for policy and planning for service provision
- ii. Interlink NCPWD's central database with the Management Information Systems of the National Social Protection Single Registry/Central database, the Integrated Population and Registration Systems and the Ministry responsible for Central Planning.
- iii. The NCPWD to enhance their research programmes by ensuring it is adequately funded and coordinate with agencies, academia, DPO's on disability relevant research
- iv. Update processes for identification and registration of Persons with disabilities, organizations of and for Persons with disabilities and connected institutions.
- v. Adopt the Washington set of questions to capture adequate data on disability during the national census.
- vi. Carry out research on assistive technology on disability component
- vii. Establish a national research database and depository on Persons with disabilities for use by the general public and service providers
- viii. Disseminate necessary disaggregated data and information on disability to influence policy and programming decisions

5.2.11 Legal Capacity

Legal capacity is a person's ability to hold rights and duties and to exercise them in all aspects of life it includes the capacity to be both a holder of rights and an actor under the law. It entitles a person to full protection of his or her rights by the legal system. Persons with disabilities have so far too long been treated as objects to be managed or cared for by others instead of as subjects and duty holders capable of determining their own destinies and entitled to respect on an equal basis with others.

Persons with disabilities especially developmental and psychosocial disabilities in Kenya are denied their right to exercise legal capacity in many areas of social-economic, political and cultural aspects of their lives.

Thematic Area Objective

To enhance recognition of persons with disability as right holders with capacity to act under the law.

Recommended Disability Mainstreaming Measures

- i. Develop a comprehensive policy on legal capacity and put in place supported decision making programmes
- ii. Review and amend legislation that deprives Persons with disabilities their legal capacity.
- iii. Sensitize the public on supported decision making by persons with disability.
- iv. Provide support mechanism for persons with disability to exercise their legal capacity.
- v. Sensitize the communities on disability with a view to adoption of positive attitudes and different categories of Persons with disabilities.
- vi. Train professionals within the medical fraternity, judicial systems and legal profession, financial and education sectors, among others on legal capacity and disability issues.
- vii. Establish effective safeguards to ensure that the measures relating to the exercise of legal capacity are not abused.

2.12 Culture, Sports and Recreation

Persons with disabilities should participate in cultural, sports and recreational activities as an entitlement. However, this can only be realized if equipment that aids sporting activities like prosthetic fittings are available in sufficient quantities and are affordable by Persons with disabilities. Similarly, the sporting and recreational venues must be accessible. Further, the sporting activities need to be promoted at school, home and work places of persons with disability. While cultures that promote negative attitudes towards persons with disability should be discarded.

Thematic Area Objectives

To promote inclusion of Persons with disabilities in sports, recreational and cultural activities

Recommended Disability Mainstreaming Measures

- i. Sensitize Persons with disabilities on the importance of participation in sports, culture and recreational activities.

- ii. Develop inclusive policies, regulations and programmes to ensure that Persons with disabilities participate in cultural, sporting and recreational activities on an equal basis with others
- iii. Give incentives to private facility owners who provide services to Persons with disabilities. Sensitize and/or lobby cultural, sports and recreation associations include Persons with disabilities at all levels of management, operations and activities
- iv. Provide adequate number of competent instructors and trainers in sports, recreation and culture for Persons with disabilities
- vi. Build capacity of Persons with disabilities to enable them organize sporting activities.
- vii. Encourage agencies that are already in these spaces, organizing these events to hire Persons with disabilities with interest in the relevant fields.
- viii. Enforce legal frameworks that provide for free of charge access to the use of public facilities during cultural, sporting or recreational activities
- ix. Provide to Persons with disabilities literature and other cultural materials in all accessible formats, including electronic, text, Kenya Sign Language, Braille, audio and multi-media

5.2.13 Land, Housing and Property

Ownership of land, housing and property is a means of livelihood that many Kenyans aspire for. However, this remains a comparatively major challenge for persons with disability due to high costs involved and societal prejudices regarding their ownership and inheritance of land and property.

Thematic Area Objective

To enhance access to land, adequate housing and property by Persons with disabilities

Recommended Disability Mainstreaming Measures

- i. Sensitize persons with disability on their rights and existing opportunities to own land, housing and property
- ii. Eliminate barriers which hinder Persons with disabilities from acquiring and owning land, housing and property.
- iii. Enforce the law that reserves at least five percent (5%) of accessible houses to Persons with disabilities in all-housing schemes
- iv. Provide inclusive financial and credit services targeting Persons with disabilities to enable them acquire property.

- v. Sensitize all players in the construction sectors architects, contractors, financiers on the need to build accessible and affordable houses for persons with disability.
- vi. Urban development planners to ensure reservation of recreation facilities for children with disabilities-

CHAPTER SIX STRATEGY IMPLEMENTATION, COORDINATION, MONITORING AND REPORTING

6.1 Implementation

The NCPWD will disseminate this strategy to all target actors for mainstreaming at the national and County Government levels. The NCPWD will also disseminate National Disability Policy, Disability Action Plan, Persons with Disability Act, 2003, disability mainstreaming manuals and any other relevant literature on disability. The strategy is organized in such a manner that it will guide the target actors in mainstreaming the disability agenda.

6.2 Overall Coordination and Monitoring

The National Council for Persons with Disabilities is in charge of disability mainstreaming. The roles of the NCPWD include; carrying out training and sensitization on the Rights of Persons with Disability as well as Conducting Disability Audits. In addition, the Council carries out monitoring and evaluation of the implementation of disability mainstreaming indicators in various agencies. The NCPWD, through its regional and County Government branches and working closely with the Disabled Persons organizations, Civil Society Organizations serving persons with disability and other stakeholders. Through this structure, the NCPWD will monitor progress on disability mainstreaming by collecting data on the performance indicators. The NCPWD jointly with KNCHR and NGEC will develop external disability mainstreaming performance indicators to guide the process of monitoring.

6.3. Reporting

The NCPWD will work closely with the Kenya National Commission on Human Rights and National Gender and Equality Commission in collecting the data on the performance of disability mainstreaming and reporting periodically as expected.

6.3 Review of the strategy

The strategy will be reviewed after every two years to accommodate new and emerging disability mainstreaming issues. The NCPWD will spear-head the review of the strategy

**CHAPTER SEVEN
ANNEXES**

Annex 1: Implementation Plan

A: Internal Disability Mainstreaming	Internal Disability Mainstreaming Measures	Disability Mainstreaming Actors
	Formulate organizational disability mainstreaming policy and action plan to guide disability mainstreaming activities.	All public and private sector agencies
	Establish and operationalize Disability Mainstreaming Committee with 30% representation of persons with disability.	
	Sensitize and train staff members on service provision to Persons with disabilities such as mental, physical, visual, deaf, albinism, epilepsy, autism, cerebral palsy, among others.	
	Establish structures and systems that ensure Persons with disabilities access buildings and built environment, information and services. This include; train staff on sign language, avail materials in braille, avail ramps, signage, guides, accessible toilets, lifts with visual, audio and tactile features, non-slippery floor surface, disability friendly vehicles & walkways and accessible parking, among others.	
	Enforce progressive realization of attaining the 5% on elective, appointive, contractual of all recruited personnel in appointments, employment/promotion for Persons with disabilities.	
	Formulate organizational disability mainstreaming policy and action plan to guide disability mainstreaming activities.	
	Establish and operationalize Disability Mainstreaming Committee with 30% representation of persons with disability.	

B: External Disability Mainstreaming		
Thematic Area: Transport		
Thematic Area Objective:	Disability Mainstreaming Measures	Disability Mainstreaming Actors
To enhance unhindered and safe movement of persons with disability	Undertake sustained sensitization campaigns among public transport operators on the needs and challenges of Persons with disabilities.	-Operators of public service vehicles
	Put in place appropriate and adequate road, air and water transport safety measures for Persons with disabilities	-National Construction Regulatory Agencies
	Allocate appropriate and parking lots for Persons with disabilities in public and private car parks.	-Proprietors of buildings and built environments serving the public
	Train Persons with disabilities on use disability friendly motorised equipment	-DPOs and NGOs serving persons with disability
	Facilitate access by Persons with disabilities to quality mobility aids, devices and assistive technologies at affordable costs.	-NCPWD
Thematic Area: Work and Employment		
Thematic Area Objective:	Disability Mainstreaming Measures	Disability Mainstreaming Actors
To enhance access to gainful and decent livelihood opportunities by Persons with Disabilities	Maintain updated data bank on potential employees with disabilities disaggregated by sex, disability, age and locality with a view to matching them to job opportunities	-All Employers
	Train Persons with disabilities on accessibility to business loans and financial services	-Financial Institutions
	Provide business loans and inclusive financial services to both men and women with disabilities	-All agencies that procure goods and services
	Develop home-based employment and entrepreneurship programmes for Persons with disabilities.	-DPOs and NGOs serving persons with disability
	Employers to provide necessary adaptive equipment to enable employees with disabilities to do their jobs effectively.	-NCPWD
Develop inclusive national and international trade fairs and markets for goods and services produced by Persons with disabilities		

	Carry out non-discriminatory advertising, interviewing, recruitment, volunteerism, internships, training and promotions of persons with disability.	
	Implement the 30% Access to Government Procurement Opportunities.	
	Train Persons with disabilities on employability skills including staff relationship	
Thematic Area: Education		
Thematic Area Objective To enhance access to education opportunities by Persons with disabilities	Provide appropriate educational support such as personal assistants, psychosocial support, material, financial and other appropriate services to encourage inclusive education	-Regular and Special Schools -Teacher Training colleges -National Curriculum Developers -Universities/Colleges -National Examination Bodies -Ministry of Education
	Carry out early identification, educational assessment and appropriate placement of children with disabilities.	
	Train and re-train all teachers in all schools to handle children with disabilities	
	Introduce common unit on disability in the university curriculum to enable graduate handle disability in their careers.	
	Carry out monitoring, supervision and quality control in all schools to ensure that children with special educational needs are provided for without discrimination	
	Provide continuing and adult education for Persons with disabilities	
	Provide reasonable accommodation in the administration of examinations for learners with disability	
Thematic Area: Training		
Thematic Area Objective To increase access to technical, vocational, entrepreneurial and professional training opportunities for Persons with disabilities	Sensitize persons with disability on the importance of technical, vocational and entrepreneurial skills	-Technical, Vocational and Entrepreneurship Training Institutions -NCPWD -Ministry in charge of technical and vocational training
	Train service providers on skills-training to Persons with disabilities	
	Establish adequate numbers of training institutions that are inclusive and responsive to the needs of persons with disability	
	Develop regulations for vocational training and rehabilitation of Persons with disabilities.	
	Integrate national norms and standards for the training, testing and certification of Persons with disabilities at all levels	
	Provide training for Persons with disabilities in specialised, modern and	

	market-orientated skills. Provide working kits to parents, caregivers and volunteers caring for Persons with disabilities	-DPOs and NGOs serving persons with disability
Thematic Area: Health		
Thematic Area Objective: To enhance enjoyment of good health by persons with disability	Train, equip and facilitate health service providers to effectively provide health-care services to Persons with disabilities	-Health facilities
	Provide regular treatment to Persons with disabilities who are dependent on medication to preserve or improve their level of functioning.	-University Medical schools -Medical Training Colleges
	Enforce the legal provision on informed consent to health services provided to Persons with disabilities.	-DPOs and NGOs serving persons with disability
	Sensitize parents, guardians, caregivers and peer support on the importance of serving as intermediaries where the need for consent from a person with disability is required.	-NCPWD
	Educate Persons with disabilities on their health conditions to enable them to make informed decisions.	
	Provide information on health services to persons with disability in accessible formats including braille and Kenyan Sign language	
	Provide reproductive including HIV&AIDS health-care to Persons with disabilities.	
	Provide free or subsidized medical cover to Persons with disabilities for disability related medical conditions.	
	Provide expedited attention to Persons with disabilities at medical facilities.	
	Provide medical aid to Persons with disabilities who are not able to contribute to health insurance	
Provide adequate, accessible and affordable quality mental health care and alternative therapies in the mental health-care field		
Thematic Area: Social Protection		
Thematic Area	Provide Persons with disabilities who are unable to secure or engage in gainful economic activities with regular cash transfers to meet their	-Employer organizations

Objective: To improve access to social protection and poverty reduction programmes for Persons with disabilities	basic needs	-NCPWD
	Provide tax reliefs and exemptions to Persons with disabilities.	-DPOs and NGOs serving persons
	Provide conditional social security, tax reliefs and exemptions to individuals who care for persons with disabilities	
	Provide employment and income generating activities to Persons with disabilities.	
	Sensitize Persons with disabilities in the formal and informal sectors including those under the National Safety Net Programmes to save in the existing social security regimes for purposes of securing their livelihoods in old age.	
	Provide personal support services and respite care to Persons with disabilities	
	Provide necessary/requisite support to Persons with disabilities to initiate and sustain peer support and counselling	
Thematic Area: Access to Justice		
Thematic Area Objective To enhance access to justice by Persons with disabilities without discrimination on the basis of disability	Train/sensitize Persons with disabilities on their rights	-DPOs and NGOs serving persons with disability
	Enforce the law prohibiting neglect, abuse and violence against Persons with disabilities	
	Carry out legal education among persons with disability	-NCPWD
	Provide legal aid to persons with disability	-Correctional facilities/institutions -Judiciary -Public prosecution office
	Train legal practitioners, administrators, law enforcement officials, and other professionals on handling of cases involving Persons with disabilities	
	Enforce the existing legal framework on the rights of Persons with disabilities	
	Provide inclusive safe shelter for persons with disability	
	Make reasonable accommodation to correctional facilities to make them accessible to Persons with disabilities	
Thematic Area: Information, Communication and Technology		
Thematic Area Objective	Train staff and management in ICT sector on pertinent disability issues	-Kenya Revenue Authority
	Sensitize the public and service providers on use of disability friendly language.	-Communication Regulation
	Exempt from duties, taxes and other levies on equipment and materials	

	used in the production of information in accessible formats for Persons with disabilities.	Agency -Media Houses -NCPWD -Ministry of L& SP. -DPOs and NGOs serving persons with disability
	Provide incentives to services providers such as public and private broadcasters, media outlets, and institutions of learning, research institutions and libraries which provide user friendly information to Persons with disabilities.	
	Sensitize educators and employers to provide assistive communication equipment such as talking computer software and tape recorders to learners and employees with disabilities according to their needs	
	Provide incentives to authors and publishers for the reproduction of their works in accessible formats for use by Persons with disabilities on need basis.	
	Sensitize internet service providers to avail internet services in formats which are accessible to and usable by various categories of Persons with disabilities.	
Thematic Area: Situations of Risk and Emergency		
Thematic Area Objective: To enhance the safety of persons with disability in situations of risk and emergency	Sensitize persons with disability on preparedness in risk and emergency situations.	-Organizations involved in emergency rescue operations -DPOs and NGOs serving persons with disability
	Train humanitarian workers on handling of persons with disability	
	Put in place appropriate facilities and equipment for evacuation of persons with disability	
	Provide information on situations of risk and emergency to persons with disability in accessible formats	
Thematic Area: Legal Capacity		
Thematic Area Objective To enhance recognition of persons with disability as right holders with capacity to act under the	Develop a comprehensive policy on legal capacity and put in place supported decision making programmes.	-Public Prosecution Institution -Health facilities
	Review and amend legislation that undermines the legal capacity of Persons with disabilities.	
	Sensitize the public on supported decision making by persons with disability.	
	Provide support mechanism for persons with disability to exercise their	

law	legal capacity.	-Financial Institutions
	Sensitize the communities on disability with a view to adoption of positive attitudes different categories of Persons with disabilities.	-Education Institutions
	Train professionals within the medical fraternity, judicial systems and legal profession, financial and education sectors, among others on legal capacity and disability issues.	-Legal Institutions
	Establish effective safeguards to ensure that the measures relating to the exercise of legal capacity are not abused.	-DPOs and NGOs serving persons with disability
Thematic Area: Research, Data and Information Inventorying		
Thematic Area Objective To enhance availability of information and data on persons with disability to inform policy and programme decisions	Establish a central database on Persons with disabilities to facilitate generation of information for policy and planning for service provision	-Research Organizations -Universities
	Interlink NCPWD's central database with the Management Information Systems of the National Social Protection Single Registry/Central database, the Integrated Population and Registration Systems and the Ministry responsible for Central Planning.	-National data and statistics collecting agencies -Employer organizations
	Update processes for identification and registration of Persons with disabilities, organizations of and for Persons with disabilities and connected institutions.	-All public and private sector agencies
	Adopt the Washington set of questions to capture adequate data on disability during the national census.	-NCPWD
	Include disability component in national research agenda.	-DPOs and NGOs serving persons with disability
	Establish a national research database and depository on Persons with disabilities for use by the general public and service providers.	
	Disseminate necessary disaggregated data and information on disability to influence policy and programming decisions	
Thematic Area: Culture, Sports and Recreation		
Thematic Area Objective To promote inclusion of	Sensitize Persons with disabilities on the importance of participation in sports, culture and recreational activities.	--DPOs and NGOs serving persons with disability
	Develop inclusive policies, regulations and programmes to ensure that Persons with disabilities participate in cultural, sporting and recreational	

Persons with disabilities in sports, recreational and cultural activities	activities on an equal basis with others	-NCPWD -Ministry of L & SP.
	Provide incentives to private facility owners to enable them offer their services to Persons with disabilities	
	Sensitize and/or lobby cultural, sports and recreation associations include Persons with disabilities at all levels of management, operations and activities	
	Provide adequate number of competent instructors and trainers in sports, recreation and culture for Persons with disabilities	
	Support Persons with disabilities to organize cultural, sporting and recreational activities	
	Enforce legal frameworks that provide for free of charge access to the use of public facilities during cultural, sporting or recreational activities	
	Provide to Persons with disabilities literature and other cultural materials in all accessible formats, including electronic, text, Kenya Sign Language, braille, audio and multi-media.	
Thematic Area: Land, Housing and Property		
Thematic Area Objective To enhance access to land, adequate housing and property by Persons with disabilities	Sensitize persons with disability on the importance of owning land, housing and property	-Ministry responsible for Housing and Lands -Financial Institutions
	Eliminate barriers which hinder Persons with disabilities from acquiring and owning land, housing and property	
	Enforce the law that reserves at least five percent (5%) of accessible houses to Persons with disabilities in all-housing schemes	
	Provide inclusive financial and credit services targeting Persons with disabilities to enable them acquire property	