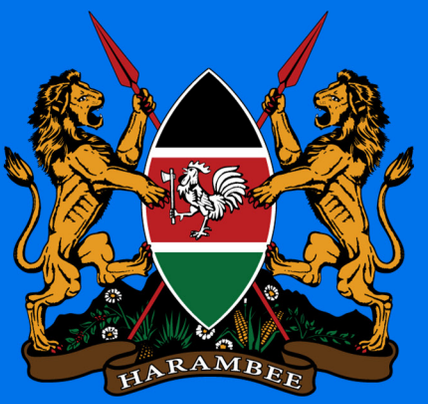


MINISTRY OF LABOUR AND SOCIAL PROTECTION

PERSONS WITH DISABILITIES NATIONAL POLICY 2024

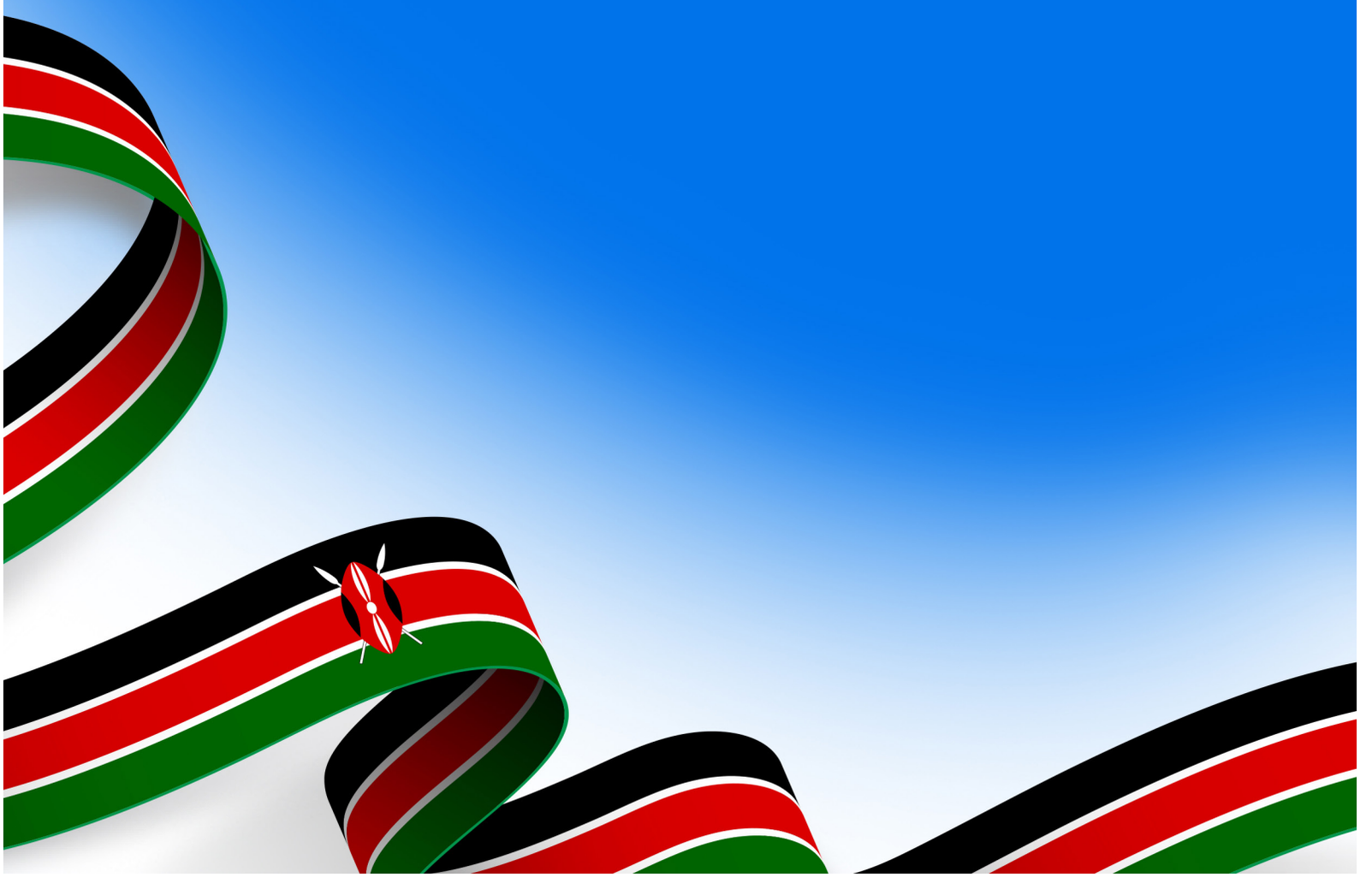


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LIST OF ACRONYMS

ACE	Adult and Continuing Education
AG	Attorney General of Kenya
AGPO	Access to Government Procurement Opportunities
AIDS	Acquired Immune Deficiency Syndrome
AMREF	African Medical and Research Foundation
APHRC	African Population and Health Research Center - APHRC
AT	Assistive Technology
AU	African Union
BORAQs	Board of Registration of Architects and Quality Surveyors
CA	Communications Authority
CAJ	Commission on Administrative Justice
CBK	Central Bank of Kenya
CBR	Community Based Rehabilitation
CDACC	Curriculum Development, Assessment and Certification Council
CRPD	Convention on the Rights of Persons with Disabilities
CoG	Council of Governors
COTU-K	Central Organization of Trade Unions
CWSK	Child Welfare Society of Kenya
CSOs	Civil Society Organizations
EAC	East Africa Community
EARS	Educational Assessment and Resource Services
FBOs	Faith Based Organizations
FKE	Federation of Kenya Employers
HIV	Human Immune Deficiency Virus
HNSP	Hunger Safety Net Programme
ICT	Information Communication and Technology
IEBC	Independent Electoral and Boundaries Commission
ILO	International Labour Organization
IPA	Innovations for Poverty Action
IPRS	Integrated Population and Registration Systems
IYDP	International Year for Disabled Persons
KAM	Kenya Association of Manufacturers
KANCO	Kenyan AIDS NGOs Consortium
KAPC	Kenya Association of Professional Counsellors
KECOBO	Kenya Copyright Board
KENAPCO	Kenya National Association of Private Colleges
KEPSA	Kenya Private Sector Alliance
KICD	Kenya Institute of Curriculum Development
KICTANet	Kenya ICT Action Network
KIPI	Kenya Industrial Property Institute
KIPPRA	Kenya Institute for Public Policy Research and Analysis
KLRC	Kenya Law Reform Commission
KNASW	Kenya National Association of Social Workers
KNBS	Kenya National Bureau of Statistics
KNCHR	Kenya National Commission on Human Rights
KNPA	Kenya Network of Parents Association
KOTA	Kenya Occupational Therapists' Association
MCK	Media Council of Kenya
MDAs	Ministries, Departments and Agencies
MEKN	Male Engagement Kenya Network

MITI	Ministry of Trade, Investments and Industry
MFIS	Micro Finance Institutions
NACOSTI	National Commission for Science, Technology & Innovation
NaMATA	Nairobi Metropolitan Area Transport Authority
NASCOP	National AIDS & STI Control Programme
NCA	National Construction Authority
NCCS	National Council for Children's Service
NCDs	Non-Communicable Diseases
NCIC	National Cohesion and Integration Commission
NCPD	National Council For Population & Development
NCPWD	National Council for Persons with Disabilities
NDOC	National Disaster Operations Centre
NEA	National Employment Authority
NEMA	National Environment Management Authority
NFDK	National Fund for the Disabled of Kenya
NGAAF	National Government Affirmative Action Fund
NGAO	National Government Administration Officers
NGEC	National Gender and Equality Commission
NGOs	Non-governmental Organizations
NITA	National Industrial Training Authority
NLAS	National Legal Aid Service
NPS	National Police Service Commission
NSPS	National Social Protection Secretariat
NYC	National Youth Council Kenya
ODPC	Office of the Data Protection Commissioner
OPDs	Organization of Persons with Disabilities
OPOs	Older Persons Organizations
ORPP	Office of Registrar of Political Parties
QASO	Quality Assurance Standards Officer
PSC	Public Service Commission
PPRA	Public Procurement Regulatory Authority
SCAC	State Corporations Advisory Committee
SD	State Department
SDGs	Sustainable Development Goals
SHA	Social Health Authority
SNE	Special Needs Education
SRC	Salaries and Remuneration Commission
SRH	Sexual and Reproductive Health
SFRTF	Street Families' Rehabilitation Trust Fund
TVET	Technical Vocational Education and Training
UDPK	United Disabled Persons of Kenya
UHC	Universal Health Coverage
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
YEDF	Youth Enterprise Development Fund

DEFINITION OF TERMS

Accessible Transport systems, services and infrastructure that are designed to fully accommodate persons with disabilities enabling them to travel affordably, safely, comfortably and independently.

Affirmative Action is an active effort to favour persons with disabilities who experience discrimination, especially in relation to employment or education. Includes any measure designed to overcome or ameliorate an inequity or the systematic denial or infringement of a right or fundamental freedom.

Assistive devices include 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 sociocultural, economic, civil, and political well-being of persons with disabilities.

Assertive outreach care is a way of working with you and supporting your mental health recovery journey to live independently in the community, promote recovery, and minimize hospitalization.

Assistive technology is an umbrella term covering the systems and services related to the delivery of products and services.

Accessible Process are steps taken to make facilities and services readily usable by persons with disabilities by eliminating barriers that inhibit their rights and inclusion in development such as registration.

Accessible Transport systems, services and infrastructure that are designed to fully accommodate persons with disabilities enabling them to travel affordably, safely, comfortably and independently.

Capacity Building involves training, retooling, facilitation of resources, infrastructure, employment and deployment.

Cash Transfer Programme is a social protection system through which regular cash stipend is given to families with targeted vulnerable members to cushion them from adverse risks and poverty.

Discrimination is any direct or indirect distinction, exclusion, or restriction on the basis of disability which has the purpose or effect of nullifying the recognition, enjoyment or exercise of all human rights and fundamental freedoms in the political economic, social, cultural, civil or any other fields. It includes all forms of discrimination including denial of reasonable accommodation.

Disability includes any physical, sensory, mental, psychological, or other impairments, condition or illness that has, or is perceived by significant sectors of the community to have, a substantial or long-term effect on an individual's ability to carry out ordinary day-to-day activities (e.g. feeding, toiletry, movement, grooming) .

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.

Enabling environment physical, social, and attitudinal environment that can enable person with impairments or foster their participation and inclusion and include accessible buildings and roads, transportation, information, and communication.

Gender responsive programming which includes specific action to try and reduce gender inequalities within communities.

Habilitation refers to support services that help a person with disabilities keep, learn, or improve skills and functioning for daily living. These habilitative services may include physical and occupational therapy, physiotherapy, speech-language therapy, assistive devices and technology, and other services for persons with disabilities.

Inclusive education means an approach where learners and trainees with disabilities are provided with appropriate educational interventions within regular institutions of learning with reasonable accommodation and support.

Internet Service typically provided by ISPs can include internet access, internet transit, domain name registration, web hosting, and colocation.

Internet Service Provider (ISP) is an organization that provides myriad services related to accessing, managing, or participating on the Internet.
Impairment is any loss or dysfunction of psychological, physiological, or anatomical structure.

Intersectionality is the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

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

Organizations for Persons with Disabilities mean associations, groups, non-governmental organizations, or societies formed for the purposes of rendering services to persons with disabilities.

Organizations of Persons with Disabilities means associations, societies or other membership groups led and controlled by persons with disabilities to represent the rights and interests of persons with disabilities.

Persons with disabilities mean 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.

Persons with high support needs mean individuals who require support to perform tasks of daily living such as self-care and qualify for cash transfer.

Prosthetic is an artificial part of the body, e.g. Limb.

Psychosocial Support Services address a person's emotional, social, mental and spiritual needs for positive human development and well-being. It involves a range of care and support interventions. It includes the care and support offered by caregivers, family members, friends, neighbours, teachers, health workers, and community members on a daily basis.

Primary Caregiver is a person who attends to the needs or concerns of a person with short- or long-term limitations due to illness, injury or disability.

Reasonable accommodation means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden where needed in a particular case to ensure persons with disabilities exercise and enjoy on an equal basis fundamental right and freedoms.

Rehabilitative services are healthcare services that help a person regain physical and cognitive (thinking and learning) abilities that have been lost or impaired because of disease, injury, or treatment.

Remittance these are resources in cash or kind received by a household from an external source either outside the county or within the country.

Respite Care is a facility offering short-term relief for primary caregivers. It can be arranged for either afternoon, several days or weeks in-home care, adult daycare, or nursing home care.

Respite Services are services provided in a facility or by volunteers to offer short term relief for primary caregivers. It can be arranged for just an afternoon or for several days or weeks.

Specific measures mean legislative, policies and practices, including outreach or support programmes, allocation, or reallocation of resources; preferential treatment; targeted recruitment, hiring and promotion; numerical goals connected with time frames in order to fulfil equal enjoyment of rights of persons with disabilities.

Support services include support provided by aides, sign language interpreters, Government or other institutional services and other personal support specifically provided to enable persons with disabilities to fully and meaningfully participate in society and community life.

Support Group is a social network that brings together people who are facing similar challenges or experiences to share their feelings and coping mechanisms.

Support Network are people in one's life that help you achieve your personal and professional goals.

Technical and vocational education and training aspects of the educational process are involving in addition to general education, the study of technologies and related sciences and the acquisition of practical skill, attitudes, understanding, and knowledge relating to occupants in various sectors of economic and social life.

Universal design means the outline or plan of products, environments, programmes, and services to be used by all people to the greatest extent possible without the need for adaptation or specialized design.

FOREWORD



In the year 2006, the government embarked on an intensive consultative process to prepare a policy framework towards development and implementation of programmes and projects aimed at improving the welfare of persons with disabilities. Following the various developments in the sector, key among them ratification of the UNCRPD by Kenya in 2008 and the promulgation of the Constitution of Kenya in 2010, a need arose to align the policy with these instruments in order to protect the rights and dignity of persons with disabilities. It was also informed by the recent initiatives of the African Union Disability Agenda and the East Africa Community (EAC) Policy on Persons with Disabilities, 2012.

The Policy has been prepared on a background of various challenges affecting the persons with disabilities in Kenya while recognizing an expanded understanding of disability and how it affects all sectors of mankind by considering disability among the children, youth, women, and older persons. The policy also recognizes that persons with disabilities have a lot of potential in terms of skills, knowledge and experiences that can be tapped for the benefit and development of the entire nation, hence the need for promoting inclusion.

The Policy therefore addresses challenges encountered by persons with disabilities in Kenya and also provides a broad-based framework for implementation through strategies that will enable persons with disabilities engage in meaningful participation in development processes.

The goal of the Policy is to promote the inclusion and participation of persons with disabilities in all societal activities towards achievement of national development targets. It emphasizes the recognition of the persons with disabilities as part of the national population and whose rights should be respected. The vision and guiding principles of this Policy are aligned to the Kenya Vision 2030 and the EAC Policy on Persons with Disabilities, 2012.

This Policy is also a commitment by the government to provide services and protection to persons with disabilities while according to them an environment conducive for the enjoyment of their freedoms, liberties, and pursuit of happiness.

The support of various stakeholders in the implementation of this Policy is indeed critical in ensuring maximum benefits to persons with disabilities. The corresponding instruments including UNCRPD 2008, the Constitution of Kenya 2010 and the Persons with Disabilities Act(Cap 133) Laws of Kenya, provide an enabling environment to support and fast track its full implementation.



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ACKNOWLEDGEMENTS



The State Department for Social Protection and Senior Citizen Affairs acknowledges the wide setor public participation in the preparation of this Policy which will put in place a well-coordinated system for timely identification and intervention on issues affecting persons with disabilities.

I would like to appreciate the technical support offered by key players including Ministries, Departments, State Agencies as well as the Judiciary, National Fund for the Disabled of Kenya, Organizations of and for Persons with Disabilities, led by United Disabled Persons of Kenya (UDPK), Faith Based Organizations (FBOs), and Constitutional Commissions led by the Kenya National Commission on Human Rights (KNCHR) and the National Gender and Equality Commission (NGEC).

Immense appreciation goes to all the members of staff in the Ministry of Labour and Social Protection drawn from the Directorate of Social Development and the National Council for Persons with Disabilities who have been instrumental in spearheading the finalization of this policy. I also recognize with gratitude the support provided by all development partners and all actors in the social protection sector who took time to provide feedback and valuable inputs to the policy formulation process.

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Last but not least, special gratitude goes to persons with disabilities and members of the public who provided valuable input during public participation. Without them, this policy would not have been developed.



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EXECUTIVE SUMMARY



The World population currently is estimated to be eight billion persons, out of which fifteen percent (15%) is estimated to be persons with disabilities. According to the [WHO] and World Bank, (2011), persons with disabilities constitute 20% of the world poorest people, with the number of women with disabilities being higher than that of men, further, 80% of persons with disabilities live in developing countries.

According to the Kenya Population and Housing Census of 2019 persons with disabilities account for 2.2% (0.918 million) of the general population. The Kenya National Bureau of statistics indicates that 90% of Kenya population is affected by disability directly or indirectly.

The institutionalization of disability mainstreaming in the public sector through the Public Service Reforms and Results Based Management initiatives has ensured a higher visibility of disability matters in the Country. At the beginning of 2009/2010 financial year, disability mainstreaming was made a key target for performance contracting and in all sector policies and programmes whereby all Ministries, Departments and Agencies (MDAs) were expected to mainstream disability in their sector plans and programmes.

These government efforts, complimented by other interventions by different stakeholders have been very instrumental in getting disability to be at the core of National Development aimed at ensuring that persons with disabilities live in dignity and enjoy their human rights and barriers that exclude them from full and equal participation in society.

In light of the foregoing, Government of Kenya recognizes the need for a policy on persons with disabilities as a commitment towards addressing the rights, dignity, and protection of this vulnerable category of the society.

This policy document recognizes the challenges and barriers in relation to disability and is organized in three chapters.

Chapter one provides the definition of disability and highlights some of the historical initiatives on disability, the situational analysis, and the legal framework in place. Chapter two is organized in twenty six (26) thematic areas namely; Early identification and intervention, awareness and public education, habilitation and rehabilitation, education, training, employment and economic empowerment, culture sports and recreation, health, Non-Communicable diseases and Communicable diseases, social protection, participation and representation, transport, registration, land housing and property, information and communication, legal capacity, access to justice, organization of and for person with disabilities, assistive devices, technology and support services, research, women and girls with disabilities, older persons with disabilities, children with disabilities, youth with disabilities, deinstitutionalization of children and adults with disabilities, disaster risk management and humanitarian emergency response. The document further highlights the critical areas of concern, policy statements, objectives, and key interventions. Chapter three highlights the institutional framework and implementation framework, as well as the coordination structure and the roles of state and non-state actors and the Organizations of and for Persons with Disabilities.

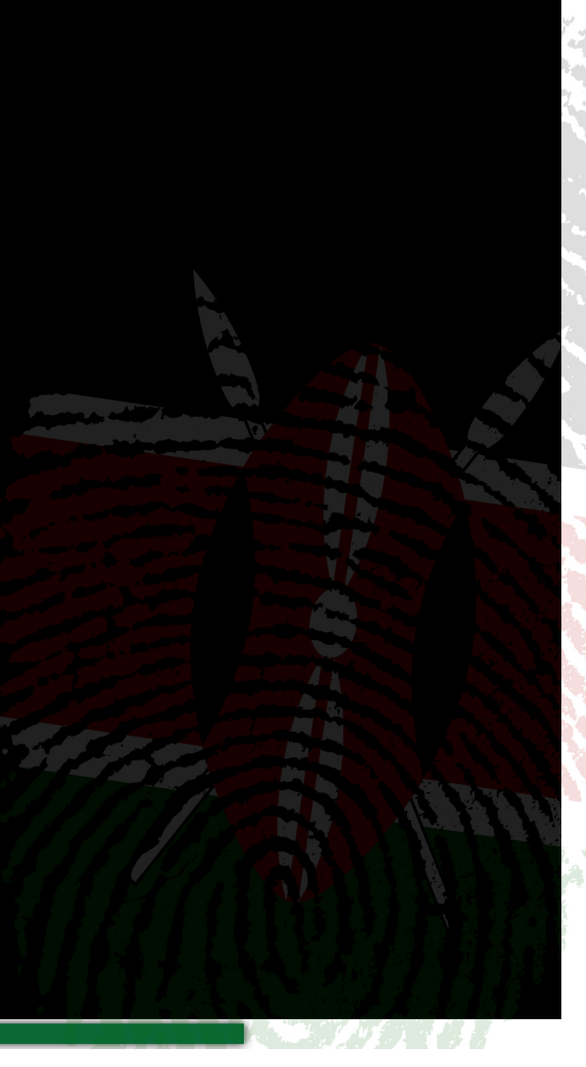
This policy is broad based, and its implementation will involve wide sector cooperation amongst persons with disabilities, Public Private Partnerships, communities, and development partners. It is anticipated that the implementation of this Policy will enhance inclusion and disability mainstreaming in decision making and development processes.



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01

INTRODUCTION



The development of the Persons with Disabilities National Policy was informed by a number of developments key among them being the signing and ratification of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), the promulgation of the Constitution of Kenya, 2010, the Kenya Vision 2030 and the ratification of the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa. It has also benefited from the recent initiatives of the African Union disability agenda and the East Africa Community (EAC) Disability Policy.

The Persons with Disabilities National Policy is a commitment by the National Government to provide policy direction, services, and programmes for persons with disabilities while according to them an inclusive environment conducive for the enjoyment of their right to life, freedoms, liberties, and pursuit of happiness. It is a result of several years of intense, expansive, and exhaustive consultations involving Ministries, Departments, Agencies, persons with disabilities and their representative organizations, parent's support groups and other stakeholders. It has drawn heavily from the national, regional, and international experiences by government and various other stakeholders.

Definition of disability: The CRPD has defined persons with disabilities as 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. However, the Constitution, under Article 260 defines disability to include" any physical, sensory, mental, psychological, or other impairment, condition or illness that has, or is perceived by significant sectors of the community to have, a substantial or long-term effect on an individual's ability to carry out ordinary day to day activities".

1.1 BACKGROUND

The Government acknowledges disability as a phenomenon that cuts across all spheres of society, and which requires support from all actors. It continues to provide services, grants and at the same time providing an enabling environment for input and initiatives by different players in the sphere of disability. Kenya's earliest recorded initiative for organized care and provision of services to persons with disabilities goes back to the missionary era. In 1946, the Salvation Army Church established a programme to rehabilitate men blinded during the Second World War. The programme later became the country's first school for the blind marking the commencement of provision of formal education for blind children in Kenya and East Africa. The mainstream churches: Catholic, Presbyterian, Anglican and Methodist followed this example by establishing schools and institutions for children with visual, hearing, mental and physical disabilities in various parts of the Country where they had their missions. The Government supported these efforts by providing an enabling environment as well as practical support. As time went by, the Government progressively increased its support in providing teachers and financial grants, eventually taking over the management of these institutions.

Among other service providers who have contributed to the betterment of persons with disabilities alongside the government over time are; the Kenya Society for the Blind, the Association for the Physically Disabled of Kenya, the Kenya Society for the Mentally Handicapped and the Kenya Society for Deaf Children. These have in the recent past been joined by others specializing in specific disabilities and mainstream organizations offering services to persons with disabilities alongside their co-business. Examples of the latter include AMREF and Voluntary Service Overseas (VSO), Handicap International, Christian Blind Mission (CBM) and Leonard Cheshire among others.

Other players in this sector are the Organizations of and for Persons with Disabilities (OPDs). These are national associations and community-based groups formed and managed by persons with disabilities to advocate and to pressurize for services and participation in national development. Basically, they create awareness; act as representatives of voices of persons with disabilities and demand for service provisions. The oldest among them is the Kenya Union of the Blind (KUB)

established in 1959. Others who have been in operation for sometimes, include The Kenya Society for Mentally Handicapped (1960s), the Kenya Society of the Physically Handicapped (KSPH) (1986) and The Kenya National Association of the Deaf (KNAD) (1987). In 1989, these national organizations alongside other smaller district and community ones came together to form The United Disabled Persons of Kenya (UDPK). UDPK became an umbrella body with a stronger voice and negotiation capacity to champion disability advocacy work. It has worked very closely with the Government in raising awareness, identifying needs and services for persons with disabilities, and organizing such events as the UN International day for persons with disabilities. Parent associations and support groups have also in the recent past made useful contribution in respect to children and adults with disabilities.

POST INDEPENDENCE INITIATIVES

The first post-independence education and manpower-training enquiry, the Ominde Commission of 1964, recognized the need for education and training in the disability sector. It recommended measures to address the Government's role in the coordination and improvement of service quality and delivery strategies and transition from school to employment world. The recommendations resulted in the Parliamentary Sessional Paper number 5 of 1968 which set the pace for Government leadership in the provision and coordination of services for persons with disabilities. The docket of disability was placed in the Ministry of Culture and Social Services. The Ministry implemented the recommendation of the Ominde Commission by establishing the Vocational Rehabilitation Division in the Department of Social Services. The first initiative from this effort was the establishment of the Industrial Rehabilitation Centre in Nairobi in 1971. Ten rural vocational rehabilitation centres were subsequently established countrywide to offer artisan courses such as carpentry, dressmaking, and leatherwork.

In 1975, the special education section was set up within the Ministry of Education to coordinate education for children with special needs. Independent sections with specialized staff responsible for every disability category were later established within the inspectorate and curriculum development arms of the Ministry of Education.

The Government declared 1980 the National Year for Persons with Disabilities ahead of the 1981 United Nations International Year of the Disabled Persons. Aggressive awareness campaigns on disabilities and the need for collaborative efforts were launched during that year. These efforts continued during the UN International Year, 1981. This is when the National Fund for the Disabled of Kenya was also set up as a Trust. By providing direct assistance to both individuals and institutions, the Fund continues to supplement efforts by the Government and other service providers.

The Community Based Rehabilitation (CBR) strategy was introduced during this period of great awareness drive. It was considered a suitable approach to actively involve communities in the change of attitudes and acceptance of persons with disabilities. The existing institutionalized rehabilitation services were inadequate in meeting the growing needs and CBR proved a solution to the expansion of service provision. Early initiatives for this strategy were adopted through the Ministry of Health, but the idea was taken up by other service providers and remains an important feature of service delivery to persons with disabilities.

In 1984, the Ministry of Education introduced the Educational Assessment and Resource Services (EARS) which has greatly improved the growth and quality of educational services for children with special educational needs. EARS centres were initially opened in 22 districts and were closely linked to District Education Offices. EARS embraced a multi-sectoral approach by different professionals such as teachers, social workers, and medical workers. It involved the community in the early identification, assessment, intervention, and placement in educational services. EARS has enhanced the inclusive education delivery strategy which promotes placing children with disabilities in integrated programmes. This has subsequently increased educational placements for slow learners or those with multiple disabilities.

In the early days, training of special needs teachers was conducted on the job within respective institutions for either the blind or the deaf. The first specialized training was that of the deaf at Kamwenja Teachers Training College in the early 1970's. Teachers for the blind and the mentally handicapped were later trained in Highbridge Teachers College in early 1980's. In 1987, all special education teachers training were consolidated at the Kenya Institute of Special Education. In addition to the three special areas of the visually impaired, hearing impaired and persons with psychosocial disabilities, the education for the physically handicapped (Physical Disability) was introduced. The Kenya Institute of Special Education provides specialized training at Diploma level to teachers already trained to teach ordinary schools but with interest in special education. It also introduced short-term certificate courses for teachers in special schools, units, and integrated programmes. It has recently introduced distance-learning programmes with a current enrolment of more than seven thousand. Special education is also now offered by public universities.

Another remarkable progress in addressing disability concerns came in 1993 when the Hon. Amos Wako, the former Attorney General appointed a Task Force Chaired by the late Rtd.Justice Daniel Aganyanya to review laws relating to persons with disabilities. The Task Force went round the country collecting views from the public and persons with disabilities. It completed its assignment within three years and presented a report and a Bill to the Attorney General in 1997. Thereafter, there was a period of aggressive lobbying for enactment of the Bill into law by the disability fraternity and it was signed into law on 31st December 2003 as Persons with Disabilities Act(Cap 133) Laws of Kenya.

The Persons with Disabilities Act(Cap 133) was operationalized in June 2004. Its key provision was the establishment of the National Council for Persons with Disabilities whose mandate is to champion the rights and equalization of opportunities of persons with disabilities. The Cabinet Secretary responsible appointed the Council, which coordinates provision of services and advises the Cabinet Secretary accordingly.

The Kenya Vision 2030 of 2008 recognizes disability mainstreaming as one of the flagship projects under the social pillar. The first medium term plan of Vision established the National Development Fund for Persons with Disabilities, the Cash Transfers to Persons with Severe Disabilities and compliance of the 5 per cent provision for persons with disabilities in employment.

The Constitution of Kenya 2010, at Article 27(4) and (5) acknowledges marginalization of persons with disabilities. The Constitution therefore entrenches the principle of nondiscrimination and affirmative action to remedy historical marginalization, as a result, the Government introduced a target in the annual performance contracting in the public service on Disability Mainstreaming. All Ministries and State Corporations were expected to have annual targets to mainstream disability issues.

DISABILITY AND DEVELOPMENT

The Government recognizes that Human Rights and Development are rights for all its citizens without discrimination. In this respect, the Government recognizes disability as a development issue. Consequently, this policy acknowledges the rights of persons with disabilities to develop and the need to address factors that push them into absolute poverty. The Government will develop strategies to empower persons with disabilities with the aim of alleviating poverty levels and make them self-reliant and able to participate in national development.

The Government will harmonize the provisions of all other policies, sessional papers, legislations, and development plans to embrace the needs and concerns of persons with disabilities as enshrined in Article 43 of the Constitution which provides for Economic and Social Rights. The Government will encourage the development of disability sensitive programmes at the national and county levels and will facilitate participation of non-state actors in this endeavor by providing an enabling environment. The Government will periodically review policies and laws that affect the lives of persons with disabilities.

1.2 GLOBAL PLAYERS

Advocacy by early players influenced the United Nations to take interest in disability as a human rights concern. The entry of the UN has meant greater interaction and attraction of more players in the disability discourse. Although the 1948 Universal Declaration of Human Rights and its subsequent versions clearly indicate that its provisions are meant for all human beings, the unique circumstances of persons with disabilities have called for special focus. Numerous important UN instruments have been developed to reflect the growing understanding of these special circumstances. The first was the 1971 UN Declaration on the Rights of the Mentally Retarded Persons which called for the recognition of people with mental disability as human beings. It calls upon the world community to consider them for all the rights, privileges, and entitlements of other human beings. It specifies concerns unique to the mentally handicapped and gives guidelines on how to address them. The Declaration set pace for more activities at the UN in respect to other disabilities.

The 1975 UN Declaration on the Rights of Disabled Persons expanded the space for persons with disabilities. It borrowed heavily from the Bill of Rights requiring that persons with disabilities be accorded respect, opportunity for rehabilitation, education, employment, human dignity, and enjoyment of life.

The global awareness created during the 1981 International Year of Disabled Persons (IYDP) expanded social participation and equality for disabled persons, then came the 1983-1992 UN Decade of Disabled Persons. To ensure the decade had desired impact, a comprehensive document entitled World Programme of Action Concerning Disabled Persons was developed and adopted through a UN resolution in 1982. The document provided guidelines on effective measures for the realization of full participation of persons with disabilities in social life, development, and equality. UN agencies were encouraged to globally implement the document in accordance with their areas of specialization.

The International Labour Organization (ILO) formulated the first ever-enforceable document for its members. C159 Vocational Rehabilitation and Employment (Disabled Persons),1983 ensures that appropriate vocational rehabilitation measures are made available to all categories of persons with disabilities. It also promotes the employment of persons with disabilities in the open labour market.

A World Programme of Action panel of experts revealed that the decade programme was not getting the intended response. Something more binding or convincing was necessary. Persons with disabilities were thus involved in the development of a new document known as the UN Standard Rules on Equalization of Opportunities for Persons with Disabilities.

This document, with twenty-two rules on the behaviour of states, was the most comprehensive ever. The rules were divided into four categories. The first category included four rules, which address preconditions for equalization of opportunities. These include awareness raising, medical care, rehabilitation, and support services. The second and most important covered Rules 5 to 12 on target areas of equalization of opportunities. These are accessibility, education, employment, income maintenance and social security, family life and personal integrity, culture, recreation and sports and religion. The last ten rules were on measures of implementation and mechanism for monitoring. The document was presented to the UN Assembly and adopted in December 1993.

Although the Rules were guidelines that were not binding to Governments, the level of awareness built around them had greater influence than the World Programme of Action. The early years after their adoption saw a lot of Organizations of and for Persons with Disabilities established in many parts of the World. More disability legislations and policies were put in place in more countries.

Seven years later, it became clear that goodwill was not enough to change the lives of persons with disabilities. More pressure through enforceable instruments was required to impact heavily on countries to provide conducive social environment. Efforts to increase cooperation, integration, and awareness on disability issues by governments and relevant organizations remained insufficient in promoting full and effective participation and equal opportunities for persons with disabilities in economic, social, cultural, and political life. There was still a need for a more comprehensive and binding instrument to promote and protect the rights and dignity of persons with disabilities. The Convention on the Rights of Persons with Disabilities was discussed and adopted in 2006 and opened for signature by member states in 2007.

THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

The international community in recognition of human rights for persons with disabilities development an international treaty referred to as the United Nation Convention on the Rights of Persons with Disabilities (CRPD) which was adopted on 13th December 2006. Kenya signed the CRPD on 30th March 2007 and ratified it on 19th May 2008. The CPRD recognizes the following general principles:

a. Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons.
b. Non-discrimination.
c. Full and effective participation and inclusion in society.
d. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity.
e. Equality of opportunity.
f. Accessibility.
g. Equality between men and women.
h. Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.
i. Inalienable rights of all members of the human family as the foundation of freedom, justice, and peace in the world

The Convention tasks the Government to put in place appropriate policies and programmes and initiatives for the benefit of persons with disabilities, including change people's attitudes from viewing persons with disabilities as "objects" of charity, medical treatment and social protection towards viewing persons with disabilities as "subjects" with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of Society.

In affirming this Convention, the Constitution of Kenya was promulgated in August 2010 which among other things entrenched the right of persons with disabilities. Article 2 (5) and (6) recognize general rules of International Law, any Treaty or Convention ratified by Kenya including the CRPD form part of the laws of Kenya. Articles 54 and 100(b) of the Constitution are specific underpinnings of the rights and interests of persons with disabilities in inclusive development and representation.

SUSTAINABLE DEVELOPMENT GOALS VIS-A-VIS DISABILITY

Another International initiative that has deep-rooted impact on the rights of persons with disabilities is the beyond 2015 development Framework commonly known as the 2030 Agenda for Sustainable Development (SDGs). Persons with disabilities through their organizations were involved all through in the development of the 17 goals.

The SDGs framework process reaffirmed the need to be guided by the purposes and principles of the Charter of the United Nations, with full respect for international law and its principles. It reaffirmed the importance of freedom, peace and security, respect for all human rights, including the right to development and the right to an adequate standard of living, including the right to food and water, the rule of law, good governance, gender equality, women's empowerment, and the overall commitment to just and democratic societies for development. It also reaffirmed the importance of the Universal Declaration of Human Rights, as well as other international instruments relating to human rights and international law.

The 17 Sustainable Development Goals are all applicable to persons with disabilities but there are those which specifically mention disability and have disability in their targets. These include:

- *SDG 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities.*
- *SDG 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.*
- *SDG 10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.*
- *SGD 11.2 By 2030, provide access to safe, affordable, accessible, and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.*
- *SDG 11.7 By 2030, provide universal access to safe, inclusive, and accessible, green, and public spaces, in particular for women and children, older persons and persons with disabilities.*
- *SDG 17.18 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to significantly increase the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location, and other characteristics relevant in national contexts.*

1.3 REGIONAL PLAYERS

The African Union and East African Community obligates the State Parties to formulate policies towards the protection of the rights, privileges, and entitlements of persons with disabilities. The AU adopted the Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa on 29th January 2018 to which Kenya ratified in February 2022 in line with Article 44 of CRPD. The East African Community adopted an East African Disability Policy 2012 which forms the framework to guide all matters of disability and legislation in the region.

1.4 SITUATIONAL ANALYSIS

The
World Health Organization (WHO) estimates about 15% of the world's population are persons with disabilities. According to the Kenya National Housing and Population Census of 2019 that used the Washington Group of Short Questions, there are 918,270 persons with disabilities aged 5 years and above. The gender composition of persons with disabilities is (523,883) females than (394,330) males. A total of 9,729 persons had albinism. Data provided by the census is vital for the government, private sector and civil society to design and target disability-inclusive budgeting, policies, and programing. According to the census (2019) report, disability prevalence is 2.6% in rural areas as compared to urban areas who have 1.4% of the 918,270. The statistics vary from County to County due to the diverse socio-economic status.

It is therefore necessary to confirm the magnitude of the population with disabilities and to determine the actual extent of each disability for purposes of planning and service provision. It is noted that persons with disabilities are not a homogeneous group but are varied in terms of the nature of their disability and their mental, physical, and social needs. Despite the absence of accurate data, the Government and other stakeholders have continued to offer a wide range of services to persons with disabilities.

The Government, however, acknowledges that these services have reached only a small percentage of persons with disabilities and are unequally distributed between and among various disabilities. This policy seeks to eliminate disparities in service provision and ensure that services are available to all persons with disabilities, including children, women, youth, men, and older persons without discrimination.

1.5 CHALLENGES AND BARRIERS IN RELATION TO DISABILITY

Disability as a cross-cutting issue impacts all aspects of society. Failure to address disability related barriers and challenges limits participation of persons with disabilities in socio-economical activities thus minimizing their contribution to national development.
Some of the challenges and barriers in relation to disability include the following:

a. Environmental and Attitudinal barriers
b. Limitation in attainment of education for all.
c. Hindrance to participation in socio- economic development.
d. Inadequate access to assistive technology, devices, and rehabilitative services
e. Limited psychosocial support in families.
f. Low awareness on available services
g. The combined effect of disability, NCDs, HIV and AIDS
h. Inaccessibility to information, communication, and technology
i. Specific challenges of children with disabilities
j. Specific challenges youth persons with disabilities
k. Specific challenges of women and girls with disabilities
l. Specific challenges older persons with disabilities

ENVIRONMENTAL AND ATTITUDINAL BARRIERS

Various barriers ranging from accessibility, environmental, communication, social, economic limited legal capacity, attitudinal and institutional prevent persons with disabilities from attaining an acceptable quality of life.

The construction and built environments pose many difficulties in physically accessing public buildings, roads, and other infrastructure to persons with physical disabilities. Building codes, physical planning laws and standards are unresponsive to the needs of persons with disabilities. Despite having laws and regulations on accessible public transport, there has been no adherence of this policy provisions, therefore there need to ensure that these legal provisions in statutes are enforced..

Attitudes and practices embedded in cultural beliefs, taboos, rites of passage, and religion create near insurmountable obstacles to the participation of persons with disabilities in social and cultural activities. Attitude is the societal belief that persons with disabilities are lesser beings or inferior to others. This negative attitude ultimately results in suffering and marginalization for persons with disabilities. Hence, with a positive attitude towards persons with disabilities, they will be visualized as persons with disabilities and not disability, laying emphasis on their personhood rather than their disability. It is necessary therefore, to overcome these barriers through aggressive and effective public sensitization, rehabilitation, and habitation programmes, hence, fostering a positive attitude towards persons with disabilities.

LIMITATION IN ATTAINMENT OF EDUCATION FOR ALL

Education is the most important tool for participation of persons with disabilities in socioeconomic life. It helps develop positive attitudes and competence towards the importance of work and self-reliance while sharpening skills necessary for inclusion into social and national affairs. It is imperative that access to education for persons with disabilities is given due attention.

Attainment of education for persons with disabilities can be hindered by various limitations which may include inaccessibility to learning institutions, home-based learning, discrimination, environmental factors, lack of support systems and high cost of specialized education. There is a need for a multi-sectoral approach in addressing the barriers to education.

HINDRANCE TO PARTICIPATION INTO SOCIO-ECONOMIC DEVELOPMENT

Social inclusion is the process of improving the terms on which individuals and groups take part in society by improving the ability, opportunity, and dignity of those disadvantages on the basis of their identity.

Persons with disabilities are excluded from various social events in communities, and this leads to stigmatization and disenfranchisement of persons with disabilities. This barrier is exacerbated by discrimination, lower economic productivity, poor education levels and low awareness in society.

Different categories of persons with disabilities must be empowered to achieve skills that would enable them to participate in gainful employment. Economic barriers prevent persons with disabilities from fully participating in employment, commerce, and economic empowerment programmes. Poverty alleviation programmes normally fail to specifically identify persons with disabilities as a target group and even when identified, such persons still face many obstacles. Many are condemned to live in extreme poverty. These barriers can be overcome by empowering persons with disabilities into economically productive members of society through adequate training and economic empowerment programmes.

INADEQUATE ACCESS TO ASSISTIVE TECHNOLOGY, DEVICES, HABILITATIVE AND REHABILITATIVE SERVICES

Barriers in access to assistive devices, assistive technology, devices, and rehabilitative services means that persons with disabilities cannot meaningfully and effectively gain access to essential services, for example banking, health, employment, and social media platforms. Persons with disabilities are excluded from mainstream society.
Addressing this barrier will enhance independence, communication, and full participation of persons with disabilities. It will also promote inclusivity and mainstreaming of persons with disabilities in society.

LOW AWARENESS ON AVAILABLE SERVICES

Services that are available to persons with disabilities include tax exemption, registration of persons with disabilities, access financial programs, access to procurement opportunities (AGPO) and provision of assistive devices among others. Lack of awareness of existing services offered to persons with disabilities means that they are limited and cannot participate fully in the society. Increased sensitization on the available services will lead to participation, improved quality of life, and improved public perception.

THE COMBINED EFFECT OF DISABILITY, NCDS AND HIV AND AIDS

Although the extent to which NCDS, HIV and AIDS has infected or affected persons with disabilities has not been determined yet, they suffer the same level of prevalence as the rest of the population. The combined effects of HIV and AIDS and Disability on a person or group of persons, present the Government with a situation of extreme challenge bearing the fact that existing programmes on NCD, HIV and AIDS in both the Government and private sector do not include access to inadequate strategies for persons with disabilities.

INACCESSIBILITY TO INFORMATION, COMMUNICATION AND TECHNOLOGY

Whereas the advancement in the information superhighway has revolutionized the world, related technology remains largely inaccessible to persons with disabilities in terms of affordability, availability, accessibility, quality, design, and training for its use taking cognizance of adaptation of individualized category of disability. Electronic, print media and other modes of communication are generally inaccessible to people with visual, hearing, or intellectual disabilities. This prevents them from participating or benefiting from information on these channels. To overcome these communication barriers, it is imperative to introduce modes accessible by persons with disabilities. These include brailing of printed information, Kenyan sign language interpretation, eye-catching simplified messages, well-illustrated and easily repeatable information among others.

SPECIFIC CHALLENGES OF CHILDREN WITH DISABILITIES

As enshrined in Article 53 of the Constitution of Kenya, the Children Act(Cap 141), and other enabling provisions of law, all children are entitled to equal treatment. This policy recognizes the high vulnerability of children with disability because of culture, stigmatization, exploitation, abuse, and myths and that the Government needs to take special measures to protect them. The Government recognizes the challenges faced by children in marginalized regions and those needing special care and protection and that their needs should be addressed.

SPECIFIC CHALLENGES OF YOUTH WITH DISABILITIES

Article 260 of the Constitution of Kenya defines a youth to mean the collectivity of an individual who have attained the age of eighteen (18) years but not more than thirty-five (35) years.

The Government recognizes the challenges faced by youths with disabilities i.e. employment opportunities, health, access to higher learning and access to technology amongst others. This policy is committed to addressing these challenges by mainstreaming disability in all public and private sectors.

SPECIFIC CHALLENGES OF GIRLS AND WOMEN WITH DISABILITIES

Women and girls with disabilities face multiple discrimination based on gender, disability, and culture. This has resulted in extreme difficulties in their effort for self-realization. They are further relegated to the periphery in women and disability movements.

SPECIFIC CHALLENGES OF OLDER PERSONS WITH DISABILITIES

Article 260 of the Constitution of Kenya defines older member of society as person who has attained the age of 60 years. When persons grow older, they become vulnerable to impairment conditions and chronic illnesses that have significant long-term effects on their ability to carry out day-to-day activities. This may result in them being older persons with disabilities. On the contrary, there are those persons who had disabilities throughout their lifetime whose conditions are intensified by old age. In implementation of this policy the Government in collaboration with other stakeholders shall ensure that all the rights of older persons with disabilities are fully protected by taking policy, legislative measures.

1.6 PURPOSE, MISSION AND VISION

Purpose

The purpose of this policy is to inform and provide guidelines for planning budgeting, implementation, monitoring and evaluation of policies, legislations, programmes and special measures for mainstreaming disability and empowering persons with disabilities.

Vision

An inclusive society where persons with disabilities enjoy their rights and fundamental freedoms.

Mission

To promote, protect, and fulfill the rights and fundamental freedoms of persons with disabilities through accessibility, inclusion, transparency, accountability, and meaningful participation.

1.7 JUSTIFICATION

The Government recognizes that a significant proportion of the country's population is living with disability. The prevalence of disability is markedly higher among the vulnerable section of society, including children from poor households, women, older persons, and those from ethnic minority groups. This situation is compounded by the existence of disabling barriers that contribute to the disadvantages experienced by people with disabilities and result in poorer health, lower education, and less economic participation, all leading to higher rates of poverty and increased dependency, restricted participation, and exclusion. The implication for the country is clear. To address this situation, there is a need to improve accessibility and equality of opportunity; promote participation and inclusion; and increase respect for the autonomy and dignity of persons with disabilities.

1.8 GUIDING PRINCIPLES AND VALUES

Seven principles guided the process of development of this policy and are crucial in the planning, implementation, and monitoring of the policy. The principles are anchored in the Constitution of Kenya specifically Article 10,Chapter four and twelve. These are:

- Equalization of opportunities: Persons with disabilities have throughout history been disadvantaged by limitations imposed by their impairments. They have not benefited from available opportunities like the rest of society. Although it is difficult to fully compensate their lost capacities, measures provided in the policy ensure that they are accorded opportunities on equal basis through affirmative action.
- Human rights-based approach to the disability agenda: Underlying this process is the conscious departure from the ethos of charity to human rights and development approach to disability concerns. Whereas humanitarian intervention cannot be ruled out from time to time, human rights approach demands that disability be considered as a planning tool in our development agenda and not be left to charity. The approach provides for protection from discrimination based on real or apparent grounds.
- Mainstreaming: Persons with disabilities are part and parcel of the society. They should be fully included in all aspects of life and their special needs be met within their communities instead of being isolated by institutional service delivery approaches.
- Accessibility: The provisions of this policy call for consideration of accessibility as a cross-cutting concern. Accessibility should remain an underlying consideration in the built environment, information, and services.
- Gender: the provision of This policy is inclusive and address the unique needs of children women, youth, men, and older persons with disabilities taking cognisance of gender and disability.
- Disability responsive budgeting: This is where all Ministries, Departments and Agencies cater for issues and programmes for persons with disabilities. Previously budgeting for disability issues was left to the line Ministry.
- Equality and non-discrimination
- Meaningful participation of persons with disabilities

02

POLICY FRAMEWORK

The consultative stages in preparing this policy identified 26 policy thematic areas as dealt with within 2.1 to 2.26 of this chapter. To address the challenges faced by persons with disabilities the government identifies the following critical areas, objectives, and strategies.

2.1 EARLY IDENTIFICATION AND INTERVENTION

Early identification refers to the capacity and process to recognize any disability so as to understand the need for early intervention. Interventions refers to efforts meant to minimize the progression of disability, its impact and to provide timely and appropriate support.

CRITICAL ISSUES AND CONCERNS

Effective early identification and intervention strategies are based on multidisciplinary approaches which include teams of professionals, accurate assessment of disabilities and clear referral systems.

Early identification and intervention efforts are meant to address disability support and requirements and to manage its impact on adulthood. However, only a small percentage of disabilities in children are detected. Early identification is limited due to lack of data, inadequate human resources, capacity, referrals, and linkages.
Such strategies should ensure the full participation of persons with disabilities and their families.

POLICY STATEMENT

The Government shall ensure early identification of disability and effective intervention measures. This entails multidisciplinary approaches, teams of professionals, accurate assessment of disabilities, accurate and updated data, clear referral systems and full participation of persons with disabilities, their families, and communities.

OBJECTIVE

To put in place a well-coordinated system for timely identification and intervention.

KEY INTERVENTIONS

a. To develop early identification and intervention mechanism.
b. Ensure that infants and children with disabilities have access to free medical care.
c. Enhance maternal and childcare for early identification and prevention of congenital conditions.
d. Equip healthcare facilities with the required infrastructure to support identification and reporting of disabilities.
e. Enhance the capacity of personnel to implement timely identification and intervention.
f. Enhance training and empowerment of Community Health Promoters (CHPs), ECDE teachers, medical practitioners, traditional birth attendants, Organizations of Persons with Disabilities and caregivers to enable them to participate in identification of impairments
g. Develop offer of early intervention services including rehabilitation and assistive technology, parents counselling and facilitate linkage with social protection.
h. Awareness to parents on childhood developmental milestones to foster early identification of congenital conditions.
i. Enhance disability determination by leveraging on technology to improve the efficiency of medical assessment process.

POLICY OUTCOME

Prompt and timely management of disabilities based on identification and intervention services.

POLICY IMPACT

Early identification and intervention of disability.

2.2 AWARENESS AND PUBLIC EDUCATION

Awareness raising is a process of imparting the right information on a particular issue. In respect to this policy Awareness raising is used to change and influence attitude including those of professionals, employers, justice systems, government agencies, and service providers, on the rights of persons with disabilities.

CRITICAL ISSUES AND CONCERNS

Lack of awareness is largely responsible for the stigmatization, marginalization, and exclusion of persons with disabilities from social, economic, and political development. Marginalization is largely founded on misconceptions, stereotype, myths, negative cultural practices, beliefs, and attitudes, which lead to prejudice and at times downright discrimination.

Additionally, retrogressive cultural practices come with problems like poor hygiene, concealment, and mistreatment of children with disabilities. Another challenge for persons with disabilities, which is closely related to lack of awareness, is the ignorance of society on the availability of medical, rehabilitation, training, and educational services.

POLICY STATEMENT

The Government shall conduct awareness campaigns in collaboration with Organizations of and for Persons with Disabilities, parents' groups, and other service providers.

OBJECTIVE

To increase the level of public awareness and information on the rights, obligations, needs, aspirations, and capacities of persons with disabilities.

KEY INTERVENTIONS

a. To organize activities in consultation with Organizations of and for Persons with Disabilities on public education in the society at large to mainstream disability issues in public and private sector policies and programmes.
b. Work with OPDs in influencing positive media portrayal as well as ensuring positive coverage of persons with disabilities, and their activities.
c. Conduct public education targeting persons with disabilities to transform them into independent individuals capable of participating in development at all levels and caring for their personal needs.
d. Initiate and support campaigns on policies, programmes, opportunities, information, and services for and concerning persons with disabilities.
e. Make disability mainstreaming compulsory in all education and training curricula including in teacher training, social workers, justice system personnel, media and heath care personnel.
f. Build the capacity of Organizations of Persons with Disabilities and provide facilitation for them to conduct awareness and public education on disability issues.
g. Ensure all public education systems and structures are inclusive, to allow persons with disabilities including persons from the under-represented categories of disabilities and their caregivers to effectively participate in the awareness and public education programs and processes.

POLICY OUTCOME

A society that is informed on and respects the rights of persons with disabilities

POLICY IMPACT

Inclusion, participation, and respect for persons with disabilities

2.3 HABILITATION AND REHABILITATION

Habilitation refers to support services that help a person with disabilities keep, learn, or improve skills and function for daily living. These habilitative services may include physical and occupational therapy, physiotherapy, speech-language therapy, assistive devices and technology, and other services for persons with disabilities. These services are offered to persons with disabilities to enhance their ability to function effectively.
The term rehabilitation as used in this policy refers to a process of providing skills, knowledge and assistive devices and technology to enable children and adults with disabilities reach optimum mental, physical, and social functional levels.
Habilitation and Rehabilitation are lifelong processes that begin at birth or at the onset of disability. They involve interventions, training and retraining at all stages of life to help a person with disabilities adjust to different situations and circumstances in life.

CRITICAL ISSUES AND CONCERNS

Habilitation and Rehabilitation services vary in types and purposes depending on respective disabilities and should be provided depending on needs and circumstances of the service recipients.

There are very many forms of disabilities requiring a wide range of interventions. However, few persons with disabilities can afford, or have access to any form of habilitation and rehabilitation services. Where these services are available, they may be either inappropriate or inadequate.

POLICY STATEMENT

The Government shall ensure implementation of habilitation and rehabilitation policies, regulations and programmes based on the individual needs of persons with disabilities. This will enhance their full participation and equity in society.

OBJECTIVE

To promote habilitation and rehabilitation services and delivery strategies to accommodate all persons with disabilities.

KEY INTERVENTIONS

a. Develop appropriate habilitation and rehabilitation policies, regulations, and programmes, which accommodate all persons with disabilities including the neurodevelopmental and invisible disabilities.
b. Collaborate with public and private service providers to avail habilitation and rehabilitation services within the community.
c. Build capacity of professionals in habilitation and rehabilitation services.
d. Provide home-based habilitation and rehabilitation support.
e. Improve participation of persons with disabilities and their families in design and delivery of rehabilitation services.
f. Include a wider range of habilitation and rehabilitation services in the social health insurance.

POLICY OUTCOMES

Improved Habilitation and Rehabilitation services for persons with disabilities.

POLICY IMPACT

Independence, inclusion, and full participation of persons with disabilities in all aspects of life.

2.4 EDUCATION

Education is a crucial basic human right that persons with disabilities require to extricate themselves from marginalization, exclusion, and discrimination. Inclusive education at all levels enables them to effectively participate in the affairs of society on equal basis.

CRITICAL ISSUES AND CONCERNS

As noted in the MEST Sessional Paper Number 1 of 2005 on Policy Framework for Education, Training and Research, education for learners with disabilities has for a long time been provided in special schools and special units attached to regular schools. Kenya has made a commitment to adopt inclusive education in line with the UNCRPD. However, although the sector policy for learners and trainees with disabilities recognizes inclusive education, it also provides for continuation of provision of education for persons with disabilities in special schools and units. Inclusive education calls for the inclusion of children with disabilities in regular schools with the necessary support. It is concerning that many children with deaf and hard of hearing, visual, intellectual, or physical disabilities continue to remain in special schools and units.

There are inadequate comprehensive programmes for other areas of educational needs such as psychosocial disability, autism spectrum disorder, down syndrome, cerebral palsy, albinism, deafblind, albinism, multiple, specific learning, and communication Disabilities.

At the same time, some children with disabilities are not identified for educational placement until it is too late in their adult life, this sadly results in lifelong illiteracy and abject poverty. Data on children with disabilities within the inclusive setting is largely unavailable.

POLICY STATEMENT

The Government is committed to ensuring that all school age going children, irrespective of the type of their disabilities have access to appropriate education. It is also committed to quality inclusive education with the necessary support.
All appropriate measures shall be taken towards early identification, assessment, and placement. A collaborative effort with other service providers and experts will be sought to achieve this.

OBJECTIVE

i. To provide free and compulsory basic education in inclusive setting to all children with disabilities considering their varied requirements reasonable accommodation, support and learning environments.
ii. To ensure accessibility and inclusion of persons with disabilities in tertiary and higher education institutions and ensure reasonable accommodation.
iii. To intensify the transition from segregated setting to inclusive education and provide all necessary support.

KEY INTERVENTIONS

a. Ensure early identification, educational assessment, and appropriate placement of learners with disabilities.
b. Provision of inclusive educational support such as learner support assistants, sign language interpretation services, and psychosocial support.
c. Make all schools accessible to all learners irrespective of their disabilities.
d. Train and Retool educators and all relevant stakeholders on inclusive education.
e. Strengthen monitoring, supervision, and quality control in all institutions of learning and training to ensure inclusion of learners and trainees with disabilities.
f. Promote the designing and development of appropriate appropriate Assistive Technologies (ATs) and other learning support materials for learners with disabilities.
g. Enhance implementation of Competency Based Assessment and certification in Education and Training to cater for assessment requirements for all categories of learners and trainees with disabilities at all levels
h. Ensure the youth with disabilities in secondary, tertiary and university education are supported through affirmative action including in admission, examination, full financial support, and reasonable accommodation.
i. Promote continuing and adult education for learners with disabilities.
j. Increase budgetary provision and adequate capitation including bursary allocation and scholarships for learners with disabilities to cater for all necessary support services and equipment.
k. Ensure safety and security of all learners with disabilities within their learning environment.
l. Strengthen gender responsiveness to improve education for women and girls with disabilities.
m. Recognize and provide certificates to all learners with disabilities according to the level of education attained.
n. Develop comprehensive standards that addresses the care services for children with disabilities within homebased care seating/day care/childcare.
o. Establish appropriate linkage and referral mechanism through innovative solutions.

POLICY OUTCOMES

An increased number of persons with disabilities who have received quality education to prepare them for life.

POLICY IMPACT

Well-prepared citizens who are economically independent, self-reliant, socially integrated, participating in all aspects of life in society.

2.5 TRAINING

Training is a process of imparting appropriate skills and knowledge. Persons with disabilities require market driven training to empower and enable them to participate in socio-economic activities.

CRITICAL ISSUES AND CONCERNS

The majority of persons with disabilities lack sufficient skills to make them economically productive. Institutions offering training to persons with disabilities are few, scattered, lack requisite capacity and personnel, and often rely on traditional skills rather than market driven skills.

The Government is putting a lot of emphasis on the development of technical and vocational training, however the TVETs are yet to embrace the inclusion of persons with disabilities in order to have them trained in the market driven skills. The Ministry of Labour and Social Protection has been implementing a vocational rehabilitative programme through 13 vocational rehabilitation centres which have been inadequately funded and have been offering skills training that are not quite compatible with the current labour market.

Consequently, the majority of persons with disabilities lack appropriate skills to participate in the open labour market.

POLICY STATEMENT

The Government should ensure that training institutions are inclusive, accessible, and adequately equipped to offer appropriate skills training to persons with disabilities. All public and private training institutions shall be required to comply with regulations issued by the government on service delivery to persons with disabilities.

OBJECTIVE

i. To increase access to technical, vocational, entrepreneurial, and professional training opportunities for persons with disabilities
ii. To enhance the capacity of training institutions including technical vocational educational training centres (TVETs), Industrial training institutions and Vocational Rehabilitation Centres (VRCs) on skills-training to persons with disabilities. To mobilize adequate resources to facilitate access to training opportunities for all persons with disabilities including persons from underrepresented categories of disabilities

KEY INTERVENTIONS

a. Develop programs to train and retrain Instructors in the TVETs and industrial institutions on disability inclusion.
b. Facilitate adaptation of and provision of support mechanisms to technical, industrial, and vocational training institutions to make them inclusive and responsive to the needs of all trainees.
c. Facilitate the adaptation of the norms and standards of training, testing and certification to accommodate the needs of all trainees with all types of disabilities.
d. Align all vocational training services to the relevant department that deal with technical and vocational training.
e. Support training to parents, caregivers and volunteers working with learners with high support needs.
f. Ensure accessibility and availability of Assistive Technologies and related services as per the disability need.
g. Enhance the provision of adequate funding to support the training needs of persons with disabilities in TVETS and VTTs.
h. Foster Collaboration and partnerships with institutions and organizations including organizations for and of persons with disabilities to enhance training outcomes for persons with disabilities.

POLICY OUTCOMES

Well-trained persons with disabilities are able to fit in the labour market.

POLICY IMPACT

Empowered persons with disabilities fully participating in socio-economic development.

2.6 EMPLOYMENT AND ECONOMIC EMPOWERMENT

Economic empowerment is the process of enabling persons with disabilities to attain sustainable livelihood. Meaningful work and employment are essential to a person's economic security, physical and mental health, personal well-being, and sense of identity. At international level, the Convention on the Rights of Persons with Disabilities (CRPD) to which Kenya has acceded, in Article 27 provides for the recognition of the right to work and employment for all persons with disabilities. In its first review by the UN Committee of Experts on the Rights of Persons with Disabilities, it was recommended that Kenya take all possible measures to ensure that the right to work for persons with disabilities are not only respected but also promoted, protected, and fulfilled.

The Constitution of Kenya underpins the Rights of Economic Empowerment of all persons in Articles 41 on labour relations and 43 on social and economic rights. More particularly section 54 (2) provides specifically for the appointment of persons with disabilities in appointive and elective positions. Further Article 232(1) (i) (iii) provides for adequate and equal opportunities for appointment, training, and advancement at all levels of public service for persons with disabilities. Closely related to this at the National level are the provisions of the Persons with Disabilities Act(Cap 133) sections 12 to 17 which, among other things, provide for affirmative action in job placement and in securing employment. It also provides incentives for those who employ and adapt workplaces to accommodate the needs of employees with disabilities.
Section 32 of the Act establishes the National Development Fund for Persons with Disabilities as a Fund which is used for the benefit of persons with disabilities in Kenya. This is beside the National Fund for the Disabled of Kenya, a Trust Fund established in 1981.

The Employment Act(Cap 226) recognizes disability and outlaws discrimination on grounds of disability in employment both in public and private sectors. The Public Officer Ethics Act(Cap 185B) expressly states that persons with disabilities should not be discriminated against in employment in public services.

Further, in the Public Procurement and Asset Disposal Act(Cap 412C) and the attendant regulation, the Government reserves thirty percent of all public procurement budget for women, youth, and persons with disabilities as a means of empowering these categories of marginalized sections of society.

The code on mainstreaming disability in Public Service obligates public entities to reasonably accommodate the needs of persons with disabilities in public service by retaining, retraining, and deploying public servants who acquire disabilities in the course of duty.

CRITICAL ISSUES AND CONCERNS

Despite the many legal framework highlighted above, people with disabilities are not accessing employment. There is a low level of compliance with the law with regard to their employment.

There exists stiff competition in the open labour market to the disadvantage of persons with disabilities with limited education and training. Persons with disabilities have not taken active part in labour relations rights. Many persons with disabilities need both specific measures and reasonable accommodation in the formal and informal sectors.

POLICY STATEMENT

The Government is obligated to implement National and International standards on employment, economic empowerment, and observance of employment and labour relations rights for persons with disabilities in public and private sectors.

OBJECTIVE

To protect, promote and ensure access to employment and economic empowerment of persons with disabilities in public and private sectors.

KEY INTERVENTIONS

a. Establish a mechanism to implement the 5% constitutional and legal requirement of employment of persons with disabilities as provided in Articles 54(2) and 232(1) (i) (iii) of the Constitution of Kenya 2010 and sections 12-16 of the Persons with Disabilities Act(Cap 133) as well as the UNCRPD under Article 27.
b. Prohibit discrimination on the basis of disabilities with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuous of employment, career advancement and safe and healthy working conditions.
c. Ensure that persons with disabilities can exercise their labour and trade union rights on an equal basis with others.
d. Enable persons with disabilities to have effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training.
e. Promote vocational and professional rehabilitation, job retention and return to work programmes for persons who acquire disability while in service.
f. Make budgetary allocation in collaboration with stakeholders to ensure persons with disabilities access, tools, and start-up capital for self-employment.
g. Ensure at least 5% allocation of the self-enterprise funds including but not limited to the UWEZO WEF, NGAAF, YEDF are allocated to disability self-groups.
h. Ensure that at least 5% of Government Procurement budget is set aside for businesses owned by persons with disabilities under the AGPO.
i. Ensure compliance with the principle of reasonable accommodation in the workplaces.
j. Maintain a data base on job seekers with disabilities disaggregated by education, training, experience, sex, disability, age, and locality with a view to matching them to job opportunities to facilitate increased employment and economic empowerment of persons with disabilities.
k. Promote the participation of entrepreneurs with disabilities in national and international trade fairs and markets for goods and services.
l. Persons with permanent disabilities exempted from tax will have their exemption automatically renewed.
m. Strengthen disability mainstreaming committees in all public sector institutions and encourage appointment of diversity equality and inclusion officers in private sector institutions.

POLICY OUTCOMES

Persons with disabilities participating in decent, gainful, and sustainable livelihoods.

POLICY IMPACT

Persons with disabilities enjoy the right to economic security, physical and mental health, personal well-being, and sense of identity.

2.7 CULTURE, SPORTS AND RECREATION

Persons with disabilities are entitled to participate in cultural, sports and recreation activities at county, national, regional, and international levels. In accordance with section 28 of the Persons with Disabilities Act(Cap 133) , persons with disabilities are entitled to the use of public facilities in cultural, sporting, or recreational activities to promote their talents free of charge. The Constitution under Article 7(3)(b) promotes the diversity of indigenous languages of the people of Kenya including the Kenyan Sign Language. The State is also obliged to promote all forms of national and cultural expression as articulated in Article 11.
The government has put emphasis on the development of the creative industry through initiatives such as *"talanta hela."*

CRITICAL ISSUES AND CONCERNS

In the recent past, attempts have been made to include persons with disabilities in sporting and recreational activities. Notable among this is the participation of Kenya's persons with disabilities in the Paralympics games, special Olympics, including national and international games. However, more potential for participation by persons with disabilities is still untapped.

Equipment that aids sporting activities such as prosthetic fittings is insufficient and where available they are unaffordable to persons with disabilities. On the other hand, institutions for persons with disabilities have for long organized inter-school competitions but there exists a disconnect between the school events and what happens when participants leave school. Persons in inclusive and integrated settings, unlike those in residential special schools, lack opportunities to engage in sports.
Efforts have not been given to the development and promotion of talents of persons with disabilities in the creative industry.

In so far as culture and recreation are concerned, not many persons with disabilities turn up for such events because recreational places are not accessible or friendly. Although the law provides free access to recreational and sports facilities, in practice this does not happen. Persons with disabilities are made to participate in cultural practices which are harmful and retrogressive. Some cultural practice perpetuates abuse of persons with disabilities for instance infanticide. In addition, in some cultures, persons with albinism are maimed and killed in practice of retrogressive cultural beliefs.

POLICY STATEMENT

The Government shall facilitate inclusion in cultural, sporting, and recreational activities for persons with disabilities across the country and outlaw retrogressive practices that are harmful and dehumanizing.

OBJECTIVE

i. To promote the development, participation, and inclusion of persons with disabilities in sporting, recreational and cultural activities and to promote creative potential of persons with disabilities.
ii. To ensure accessibility of all infrastructural facilities and equipment for sporting, cultural and recreation activities for persons with disabilities.
iii. To recruit, train, motivate and retrain specialists in sporting, recreation, and culture.
iv. To enhance participation of persons with disabilities in recreation and sporting activities by making it free for them.
v. Establish effective referral and linkage mechanism that enhance coordination and linkages at all levels for continuity and transition on the talents of children with disabilities in relation to cultural, sporting, and recreational activities.

KEY INTERVENTIONS

a. Guarantee and monitor all categories of persons with disabilities have opportunities to utilize their potential and to receive training, resources, and support.
b. Enforce the legal provisions that provide for free access to sporting cultural and recreational facilities, cultural performances, theatres, museums, cinemas, libraries, hospitality industry, monuments, and sites of national cultural importance.
c. Provide incentives to private facility owners to enable them to offer their services to persons with disabilities for free.
d. Facilitate cultural, sports and recreation associations to include persons with disabilities at all levels of management, operations, and activities.
e. Facilitate the availability of adequate number of competent instructors and trainers in sporting, recreation, and culture for persons with disabilities.
f. Encourage and promote the participation, of persons with disabilities in mainstream sporting activities at county, national, regional, and international levels.
g. Implement measures to promote creative industries among persons with disabilities.
h. Ensure that persons with disabilities have an opportunity to organize, develop and participate in disability specific sporting and recreational activities and to this end encourage the provision of appropriate instruction, training, and resources.
i. Guarantee that children with disabilities have equal access to participating in cultural, sporting, and recreational activities within the education system.
j. Provide equal opportunities for persons with disabilities to develop and utilize their creative, artistic, and intellectual potential, not only for their own benefit, but also for the enrichment of their community.
k. Facilitate persons with disabilities to enjoy literature and other cultural materials in all accessible formats and channels, including electronic, Easy Read, tactile, text, Kenyan Sign Language, Braille and audio.
l. Recognize and support specific cultural and linguistic identities of persons with disabilities including Kenyan Sign Language and deaf culture.

POLICY OUTCOMES

Cultural, sporting, and recreational facilities are open, free and accessible to persons with disabilities.

POLICY IMPACT

Persons with disabilities utilize their cultural identity, creativity, exploit their sporting potential and access recreational facilities in society.

2.8 HEALTH

The Right to Health is a fundamental right as enshrined in the Constitution of Kenya. Article 43 (1) (a) guarantees each Kenyan citizen the right to the highest attainable standard of health, which includes the right to health care services, including reproductive health care.

Reproductive Health is a state of complete physical, mental, and social wellbeing in all matters related to the reproductive system and all stages of life. This may include the right to plan a family, use birth control receive sex education and gain access to reproductive health services. Persons with disabilities have the right to the enjoyment of the highest attainable standards of health without discrimination on the basis of disabilities. This should cover all health issues that are specific to disabilities such as chronic situations that require continuous medication.

CRITICAL ISSUES AND CONCERNS

Most persons with disabilities have challenges accessing health facilities and services largely due to distance, terrain and a situation that is worsened by the fact that transportation of persons with disabilities is costly and unavailable. Due to the high poverty levels among persons with disabilities and their families, the majority of them cannot afford healthcare services. In addition, persons with disabilities lack adequate information on available health care services.

Stereotypes and prejudices of health personnel remain a serious barrier to the realization of the right to health of persons with disabilities there are also challenges associated with the professional healthcare providers including their inability to communicate effectively with various categories of persons with disabilities. Consequently, health cases of persons with disabilities are not taken seriously.

Medical interventions aimed at correcting disabilities are carried out without free and informed consent of the concerned persons with disabilities and at times sterilization is carried out under the assumption that they do not have the right to have children. Reproductive health and related services are generally inaccessible to most persons with disabilities since they are assumed that they are not able to make their own decisions.

POLICY STATEMENT

The Government shall put in place measures that ensure access to health services are adequate, free or affordable and of quality, for persons with disabilities.

OBJECTIVE

To ensure that persons with disabilities access quality and free health care services.

KEY INTERVENTIONS

a. Provide care of the same quality to persons with disabilities as others, including based on free and informed consent by, among others, raising awareness of the human rights dignity, autonomy and needs of persons with disabilities through training at the promulgation of ethical standards for public and private health care.
b. (Appropriately equip health care facilities to effectively provide free health care services to persons with disabilities and ensure that health facilities provide reasonable accommodation and are accessible and inclusive, for the diversity of persons with disabilities across the life cycle.
c. Ensure provision of free regular medication and assistive devices to persons with disabilities to improve their level of functioning.
d. Create awareness and educate persons with disabilities and their caregivers on their health rights to enable them to make informed decisions.

e. Build the capacity of healthcare workers and the community on the provision of disability inclusive services.
f. (Provide Social Health Insurance cover to support free or affordable health care services including early intervention, diagnosis, rehabilitation, assistive devices and technologies, commodities, medication, and other services specific to persons with various disabilities.
g. Ensure access to accurate and comprehensive sexual and reproductive health information and services for all persons with disabilities especially those in rural areas and the informal settlements.
h. Ensure children with disabilities are provided with all required immunization services, including providing the needed logistical support for children to access these services.
i. Enhance maternal health and primary prevention of Neural Tubal Birth Defects (NTDs) by upscaling food fortification efforts and supplementation.

POLICY OUTCOMES

Improved access to quality health care services to persons with disabilities

POLICY IMPACT

Persons with disabilities are living a healthy and fulfilled life.

2.9 NON-COMMUNICABLE DISEASES, HIV AND AIDS

Persons with disabilities are infected and affected by HIV and AIDS like other members of society. They are excluded from the many awareness-raising programmes available to the general population on the bases of assumptions about their sexuality, communication barriers and information in inaccessible formats. Persons with disabilities are at a higher risk of developing NCDs because of their sedentary life

CRITICAL ISSUES AND CONCERNS

Lack of disaggregated data on persons with disabilities living with HIV and AIDs presents a challenge and hinders the development of targeted interventions and programmes. Additionally, myths, misinformation and misconception related to disability and HIV and IDSs to serve to stigmatize and relegate Persons with Disabilities to the margins, limiting their access of healthcare services.

Accessibility is a major challenge to persons with disabilities in accessing information and services related to HIV and AIDS. Communication for the Deaf is a major barrier to accessing the information that is available to the general population. Written information on HIV and AIDS is equally not accessible to persons with visual impairment, while those with intellectual disability are in a worse situation because information is not in formats accessible to them. This has resulted to lack of awareness and information on available services in relation to HIV and AIDS transmission and treatment.

Persons with disabilities who have HIV and AIDS may lack the personal support and financial support to access the necessary treatment. In addition, some of the treatment may result in certain persons with various categories acquiring non communicable diseases.

POLICY STATEMENT

The Government shall ensure equal access to information services and programmes on NCDs, HIV and AIDS.

OBJECTIVE

To promote access to awareness, prevention, and rehabilitation management services on NCDs, HIV and AIDS among persons with disabilities.

KEY INTERVENTIONS

a. Ensure information and health communication materials on NCDs, HIV and AIDS and are available in accessible formats to all persons with various categories of disabilities.
b. Promote access to NCDs, HIV and AIDS awareness programmes, prevention, treatment rehabilitation and management services for all persons with disabilities.
c. Ensure inclusion of persons with disabilities in the planning and implementation of existing NCDs, HIV and AIDS policies, legislation, and programmes.
d. Encourage persons with disabilities to get tested for HIV/AIDs.
e. Ensure data on NCDs, HIV, and AIDS is disaggregated to identify persons with disabilities to inform planning and ensure strict adherence to data protection and privacy standards.
f. Conduct Anti - stigma and discrimination campaigns to address stereotypes and encourage persons with disabilities living with NCDs or HIV to seek help in time.

POLICY OUTCOMES

NCDs, HIV and AIDS programmes are responsive to the needs of all persons with disabilities

POLICY IMPACT

Persons with disabilities provided necessary information and services in regard to NCDs, HIV and AIDS.

2.10 SOCIAL PROTECTION

Article 28 of the Convention on the Rights of Persons with Disabilities obligates the State to ensure an adequate standard of living for all persons with disabilities and ensure access to all social protection programs, to quality and affordable disability related services and devices and to assistance to cover disability related costs. Article 43 of the Constitution expressly guarantees all Kenyans their economic, social, and cultural (ESC) rights. It explicitly asserts the right of every person to social security and binds the State in Article 43(3) to "provide appropriate social security to persons who are unable to support themselves and their dependents." Therefore, Social Protection interventions should consider the disability related costs incurred by persons with disabilities and their families and develop adequate support and care systems that ensure their full inclusion and participation in society.

In Kenya, social protection in accordance with the Kenya Social Protection Policy,2023 is defined as "A set of policies, programmes, interventions, and legislative measures aimed at cushioning all Kenyans against poverty, vulnerability, exclusion, risks, contingencies, and shocks throughout their life cycle, and promoting the realization of economic and social rights". The Government has put in place a National Safety Net Programme which comprises the Hunger Safety Net, Orphan and Vulnerable Children, Older Persons, and Persons with Severe Disabilities Programmes.

CRITICAL ISSUES AND CONCERNS

Even with the best measures for equalization of opportunities, there will be persons with disabilities who will not be able to secure or engage in any gainful economic activity. This may be the case either because of the nature of disability, high support needs, lack of necessary infrastructural support or simply lack of opportunity due to the general economic conditions of the country

Such persons will require social protection and the full-time services of a caregiver who in most cases does not engage in gainful economic. Additionally, persons with disabilities are impacted the most in situations of risks and humanitarian crisis.

POLICY STATEMENT

The Government shall offer social protection to persons with disabilities and engage with other stakeholders including the communities in which they live to support programmes and activities meant to empower them.

OBJECTIVE

i. To facilitate and ensure that persons with disabilities have a basic means of livelihood.
ii. To provide a combination of cash transfers, concessions and services to children and adults with disabilities and their households to address disability related costs to facilitate their participation and inclusion and to lessen the economic impact of disability needs and barriers.
iii. To develop access to community support and care systems that promote disability inclusion of persons with disabilities and their families while reducing and redistributing unpaid care provided by family members.

KEY INTERVENTIONS

a. Provide persons with disabilities who are unable to engage in gainful economic activities with regular cash transfer to meet their basic needs.
b. Provide provision of tax reliefs and exemptions to persons with disabilities.
c. Facilitate conditional social security, tax reliefs and exemptions to individuals who care for persons with high support needs.
d. Create awareness and incentives to private sector organizations to increase opportunities for employment of persons with disabilities.
e. Put in place measures to sensitize persons with disabilities in 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.
f. Provide reasonable accommodation to persons with disabilities who require personal support services to meaningfully engage in society.
g. Establish databases on all social security and assistance schemes and make the information available in accessible formats.
h. Strengthen and enhance peer support and counselling among persons with disabilities and their caregivers and enlist and empower community-based volunteers to support these families.
i. Establish respite community services to offer support to caregivers of persons with disabilities.
j. Establish support measures for all persons with disabilities including intellectual psychosocial and developmental disabilities including crisis and recovery supports, assertive outreach care and a comprehensive range of relevant medical, psychological, and social therapies.
k. Provision of social assistance to adequately cover persons with disabilities in Situations of Risks and Humanitarian Crisis.
l. Ensure that all social protection programs, designs and interventions are disability inclusive to guarantee access to all persons including those with neuro developmental disabilities.
m. Develop community support systems to ensure access of persons with disabilities with the personal support services they require to carry out daily living activities and meaningfully engage in society.
n. Develop programmes targeting males to take up caregiving responsibilities towards caring for persons with disabilities.

POLICY OUTCOMES

- Secure livelihoods for persons with disabilities.
- Empowered and socially secured livelihoods for persons with disabilities.

POLICY IMPACT

Inherent and dignified life to persons with disabilities

2.11 PARTICIPATION AND REPRESENTATION

Participation and representation are important principles of governance in both public and private sectors. In this respect, persons with disabilities should have the opportunity to meaningfully participate and be represented in key decision-making processes and bodies. These principles are expressed in the Article 3 of the CRPD and are further entrenched in the Constitution of Kenya Articles 10, 27, 54, 56,100 and 232 and extend to participation and representation of persons with disabilities in all sectors of life.

CRITICAL ISSUES AND CONCERNS

Despite the appropriate legal framework indicated above to ensure that persons with disabilities and their representative organizations meaningfully participate and are represented in governance and key decision-making processes, persons with disabilities continue to be marginalized and excluded. Whenever they are considered, it is in a manner of afterthought, charity, or tokenism. Their views and concerns are usually ignored when decisions affecting them are made, leading to further paternalization. It is also noted that among persons with disabilities women, children and older persons experience multiple and intersecting marginalization.

POLICY STATEMENT

The Government shall put in place policies, legislation, and programmes to ensure that persons with disabilities, regardless of type of disability, age, and sex, effectively participate and are represented in decision making processes at all levels.

OBJECTIVE

To promote effective participation and representation of persons with disabilities at all levels of development and decision making.

KEY INTERVENTIONS

a. Mainstream the principles of equal opportunity to enhance the participation and representation of persons with disabilities at all spheres of life including governance and decision making.
b. Promote of reservation of at least five percent opportunities for persons with disabilities in both elective and appointive positions at all governance decision making levels.
c. Promote the participation and representation of persons with disabilities at all levels of elective and appointive positions
d. Ensure systems and structures that facilitate participation in the decision-making process are accessible to persons with disabilities.

POLICY OUTCOMES

Increased participation and representation of persons with disabilities and their representative organizations at all levels of governance and decision making.

POLICY IMPACT

Effective and inclusive participation and representation of persons with disabilities and their representative organizations at all levels of decision-making.

2.12 TRANSPORT

Persons with disabilities require access on an equal basis with others to the physical environment and transportation. An accessible, inclusive public transport system therefore is a key component to the realization of the right of movement of persons with disabilities.

CRITICAL ISSUES AND CONCERNS

Despite the legal provisions in the country, accessibility in the transport sector for persons with disabilities has remained a challenge due to lack of implementation and enforcement. Public transport systems are largely inaccessible and the operators insensitive to the needs of persons with disabilities. The transport infrastructure is rarely designed to accommodate the various needs of persons with disabilities.

POLICY STATEMENT

The Government shall ensure that all transport systems are accessible, available, and inclusive to persons with disabilities.

OBJECTIVE

To identify and eliminate barriers in the transport sector to ensure accessibility, availability, and inclusivity of persons with disabilities.

KEY INTERVENTIONS

a. Enforce legislation and implement policies on universal design of public transport facilities that are convenient, inclusive, and easily accessible to persons with disabilities.
b. Support innovative designs of modes of transport for use by persons with disabilities.
c. Make accessible, available, and inclusive travel information, signage, symbols, and warning signals for all persons with disabilities.
d. Undertake sustained education and awareness campaigns among transport stakeholders on the needs and challenges of persons with disabilities.
e. Allocate appropriate, accessible, and adequate parking lots for persons with disabilities in public and private car parks.
f. Facilitate persons with disabilities to receive appropriate training to enable them to use motorized equipment.
g. Include a disability inclusion module in the driver's training course.
h. Develop a well sustained disability inclusive transport system through Public Private Partnership at both national and local levels with a focus of ensuring accessible point to point transportation.
i. Develop regulations and guidelines that promote adoption of disability inclusive and accessible public transport.

POLICY OUTCOMES

A transport system that is inclusive and accessible to persons with disabilities.

POLICY IMPACT

Persons with disabilities are able to use the transport system.

2.13 REGISTRATION

Registration of persons with disabilities is a continuous process that captures their data disaggregated by the type of disability, support needs and services, age, geographical location, sex, and education level for purposes of national planning and service delivery. Similarly, institutions and Organizations of and for Persons with Disabilities should be registered to facilitate regulation and monitoring of the services they offer.

CRITICAL ISSUES AND CONCERNS

In spite of the continuous registration of persons with disabilities and their organizations as provided for by the Law, many persons with disabilities and their organizations remain unregistered. This scenario implies that the available data is inadequate thus possessing a challenge in programme design and implementation. To mitigate this and increase registration, there is need to provide for awareness creation, digital literacy, and accessibility of digital platforms for persons with disabilities.

The shift of registration from manual to online has generated a new set of challenges, the digital platform accessibility issues coupled with low digital literacy among persons with disabilities exacerbates the difficulties experienced by persons with disabilities during the registration process. The unchecked increase in instances of misinformation and disinformation serves to expand the digital divide, discouraging persons with disabilities from using and accessing digital spaces, thus undermining processes such as digital registration.

POLICY STATEMENT

The Government shall put in place policies and programmes that will ensure that all persons with disabilities and their organizations are duly registered by the National Council for Persons with Disabilities for the purposes of planning and service delivery.

OBJECTIVE

To register all persons with disabilities, Organizations of and for Persons with Disabilities for purposes of gathering evidence-based data for national and counties planning, programming and service delivery.

KEY INTERVENTIONS

a. Build the capacities of persons with disabilities to access digital services.
b. Conduct public awareness and education on the value and process of registration in consultation with Organizations of and for Persons with Disabilities.
c. Improve the central database on persons with disabilities and link it to the National Social Protection Enhanced Single Registry and any other applicable Government Management Information Systems.
d. Review processes for identification and registration of persons with disabilities, organizations and connected institutions as provided for by the existing legal framework.
e. Establish mechanisms to ensure persons with disabilities have ease access to the registration process.

POLICY OUTCOMES

Evidence informed national plans, programmes, and service delivery to persons with disabilities.

POLICY IMPACT

Quality and efficient service delivery to persons with disabilities

2.14 LAND, HOUSING AND PROPERTY

Ownership of land, housing and property is a fundamental human right for persons with disabilities as a means of realizing their security, livelihood, self-reliance, and security on an equal basis with others. Land is an asset controlled by the Government by way of demarcation, mapping, subdivision, and registration. On the other hand, housing and property are acquired through individual effort.

CRITICAL ISSUES AND CONCERNS

Access to and ownership of land remains a challenge to many Kenyans due to the high costs associated with land acquisition. In the case of persons with disabilities, the situation is compounded further by societal prejudices regarding their ownership and inheritance of land. Decent and affordable housing remains a dream for many Kenyans and especially persons with disabilities who are disadvantaged due to society's negative attitudes regarding property ownership and inheritance by them.

The violation of the rights of persons with disabilities regarding ownership of land, housing and property are hardly reported and where reported they are not taken seriously. In instances where such cases are taken to court, they take too long to be determined. This is further exacerbated by the fact that the courts are inaccessible, and the language of court proceedings is unaccommodating to various categories of persons with disabilities. For instance, persons with intellectual and psychosocial disabilities are deemed to lack the requisite legal capacity to institute or defend a suit. These factors result in delay and denial of access and dispensation of justice by persons with disabilities on an equal basis with others.

POLICY STATEMENT

The Government shall put in place policies, legislation, and programmes to ensure that persons with disabilities access and own land, housing, and property on an equal basis with others.

OBJECTIVE

To promote and facilitate access to land, adequate housing, and property by persons with disabilities.

KEY INTERVENTIONS

a. Establish mechanisms and structures to eliminate barriers which hinder persons with disabilities from acquiring and owning land, housing, and property.
b. Ensure that there is reservation of at least five percent of affordable and accessible houses to persons with disabilities in all-housing schemes.
c. Ensure architectural design in all housing schemes are in conformity with the provisions of the Building Codes.
d. Promote inclusive financial and credit services targeting persons with disabilities to acquire land, housing, and property.
e. The existing housing structures are adjusted to conform with ISO standards on built environments 21542 and section 352 to enable unrestricted access for persons with disabilities.

POLICY OUTCOMES

Enhanced ownership of land, house, and property by persons with disabilities.

POLICY IMPACT

Adequate standard of living for persons with disabilities and their families.

2.15 INFORMATION AND COMMUNICATION

According to Articles 33 (1) (a) and 35 of the Constitution of Kenya, every citizen, including persons with disabilities, has the right to access to information and freedom of expression which includes, the freedom to seek, receive or impart information or ideas. Information is important for claiming and exercising the fundamental rights and making decisions. Article 21 of the CRPD states all appropriate measures to be undertaken to ensure that persons with disabilities can exercise the right to freedom of expression, opinion, and access to information.

Communication is the process of transmitting information and ideas in different forms and through various media for purposes of human interaction and development. Since there are various types of disabilities, there are diverse needs for accessible information and communication formats.

CRITICAL ISSUES AND CONCERNS

Information and communication rights are largely inaccessible to the majority of persons with disabilities and where some can access the costs are exorbitant. The available formats, channels and technologies rarely meet the various needs of persons with disabilities. The additional costs of skills, equipment and adaptive services make access extremely expensive for both persons with disabilities and service providers.

The Government recognizes these concerns and the fact that diverse disabilities require specific approaches. This policy aims to create an accessible environment for stakeholders in the information and communication sector to function effectively and efficiently in the provision of ICT materials and devices that are affordable and disability compliant.

POLICY STATEMENT

The Government shall develop appropriate and inclusive policies, legislation, and programmes to ensure that all categories of persons with disabilities effectively access information and communication.

OBJECTIVE

To improve access to information and communication by persons with disabilities.

KEY INTERVENTIONS

a. Implement programmes and interventions that promote disability friendly languages and disability etiquette for use by individuals, public and service providers
b. Develop and enhance all communication systems to be inclusive and accessible.
c. Promote and enhance the use of Kenya Sign Language, Braille, and any other accessible means of communication.
d. Exemption from duties, taxes and other levies on equipment and materials and services used in the production of information in accessible formats for persons with disabilities.
e. Collaborate with educators and employers to provide assistive communication equipment for learners and employees with disabilities.
f. Facilitate access to public and private information and communication service points to persons with disabilities.
g. Ensure that public agencies provide information to persons with disabilities in accessible formats.
h. Ensure service providers provide internet services in formats which are accessible to and usable by various categories of persons with disabilities

POLICY OUTCOMES

Improved access to information and communication by persons with disabilities.

POLICY IMPACT

Informed and empowered persons with disabilities to communicate and participate effectively in all spheres of life.

2.16 LEGAL CAPACITY

Legal capacity is a person's ability to be recognized everywhere as a person before the law. This enables them to make their decisions and exercise their rights on an equal basis with others. It also enhances their independence and enjoyment of legal rights through the application of appropriate measures.

CRITICAL ISSUES AND CONCERNS

Legal capacity is the fulcrum of all other human rights including the right to access and meaningful participation in claiming the same. More often than not, persons with intellectual and psychosocial disabilities in Kenya are denied their right to exercise legal capacity in many areas of social-economic, political, and cultural aspect of their lives.
Subsequently, this leads to discrimination against this category of persons.

Various discriminatory laws and practices permit guardianship Orders to be issued against persons with disabilities, medical treatment without their consent, deny right to marriage, right to enter contract and deny them access to the justice and political participation on account of 'unsoundness of mind' among others. Other general practices that deny persons with disabilities the right to legal capacity include dis-inheritance of property, forced sterilization of women and lack of reasonable accommodation in all spheres of life.

POLICY STATEMENT

The Government shall develop policies, enact legislations, and implement programmes to promote and actualize the right to legal capacity for persons with disabilities.

OBJECTIVE

i. To ensure that persons with disabilities are recognized as having legal capacity.
ii. To ensure full enforcement of legal rights for persons with disabilities.

KEY INTERVENTIONS

a. Develop a comprehensive guideline on legal capacity and put in place supported decision-making programmes.
b. Compliance on existing legislative framework that provides sanctions to deter persons from infringing on the rights of persons with disabilities.
c. With the support of the Chief Registrar of the Judiciary in conjunction with Directorate of Children Services, establish a database of persons with disabilities who are under alternative family care.
d. Sensitize persons with disabilities on their legal rights.
e. Build capacity of professionals in all sectors on legal rights for persons with disabilities.
f. Establish effective safeguards and community based support systems to ensure that the measures relating to the exercise of legal rights are not abused.

POLICY OUTCOMES

Persons with disabilities enjoying and exercising their right to legal capacity in all aspects of life.

POLICY IMPACT

Increased number of persons with disabilities making their own decisions either independently or with support services, and such decisions accorded equal recognition and respected.

2.17 ACCESS TO JUSTICE

Access to justice is the process of reporting, investigating, adjudicating, and determining a matter before a properly constituted institution in compliance with the rule of law. It may also be through alternative forms dispute resolution mechanisms, mediation, negotiation, arbitration, and traditional dispute mechanisms.
Persons with disabilities as consumers of justice are entitled to access speedy and fair adjudication process as captured in Article 13 of UNCRPD and Constitution of Kenya in Articles 10, 20, 21, 22, 23, 47, 48, 49, 50, 51 and 54.

CRITICAL ISSUES AND CONCERNS

It is noted that the processes of accessing justice in Kenya are out of reach for many, especially persons with disabilities. This is due to various lack of awareness and negative attitudes on the part of personnel in the justice system about the unique nature of the needs of persons with disabilities, the cumbersome and rigorous reporting processes, inaccessible information and communication formats, procedural and evidentiary methods used in the judicial institutions and the cost of hiring lawyers is exorbitant for majority of persons with disabilities. Schemes offering legal aid are yet to conceptualize and fully embrace the unique legal needs of persons with disabilities.

The concept of legal capacity, use of intermediaries and sign language interpreters are yet to be understood and fully incorporated in the judicial system in Kenya. Further the built environment does not conform to the standards of accessibility for persons with disabilities. In addition, persons with disabilities face barriers in e-filing system and accessing virtual court are due to lack of or limited ICT skills.

The majority of persons with disabilities, caregivers and intermediaries are unaware of the existence of various legislations on their rights and obligations.

POLICY STATEMENT

The Government will ensure the effective implementation of current policies, legislation, and programs to guarantee that persons with disabilities can access justice on an equal basis with others.

OBJECTIVE

To mainstream disability in the law enforcement agencies and legal systems

KEY INTERVENTIONS

a. Sensitize persons with disabilities, caregivers, and intermediaries on how to access the judicial systems.
b. Protect persons with disabilities, especially children, women, older persons, and persons with mental disabilities from all forms of neglect, abuse, and violence.
c. Build Capacities of legal practitioners, administrators, law enforcement officials, medical personnel and other stakeholders on handling cases involving persons with disabilities.
d. Provide reasonable accommodation to persons with disabilities to enable them to participate fully in accessing justice on an equal basis as others.
e. Guaranteed access to free or affordable and legal aid representation for persons with disabilities.
f. Pilot and adopt and ensure adequate resourcing of procedural accommodation for the diversity of persons with disabilities across legal proceedings and justice system.

POLICY OUTCOMES

Accessible judicial system to persons with disabilities

POLICY IMPACT

Persons with disabilities enjoy their rights.

2.18 ORGANIZATIONS OF AND FOR PERSONS WITH DISABILITIES

Organizations of and for Persons with Disabilities include associations or societies formed by persons with disabilities for their welfare, protection, participation, and selfrepresentation. These organizations include but are not limited to associations and societies and self-help groups formed by parents, caregivers and guardians representing persons with disabilities.
Organizations of and for Persons with Disabilities provide advancement rights and provision of services to persons with disabilities including assistive devices, economic empowerment, awareness raising and advocacy.

Organizations of and for Persons with Disabilities include Non-Government Organizations, Faith Based Organizations, Community Based Organizations formed for the purposes of rendering services for empowerment of persons with disabilities.

These organizations identify needs and priorities, resource mobilization, provision of support services and assistive devices, creating public awareness and advocating for change. In addition, they participate in planning, implementation, monitoring and evaluation of programmes and services.

CRITICAL ISSUES AND CONCERNS

Some Organizations of and for Persons with Disabilities that affect their performance in advancement and protection of disability rights. These challenges include weak organizational and technical capacity, inadequate financial base, disjointed voices within the disability fraternity leading to inability to command substantial county, national, regional, and international influence.

POLICY STATEMENT

The government shall continue to create a conducive operational environment for Organizations of and for Persons with Disabilities to enhance full and meaningful participation of persons with disabilities in all spheres of life.

OBJECTIVE

i. To recognize and involve Organizations of and for Persons with Disabilities in National and county development processes putting into consideration gender equality and disability diversity.
ii. To strengthen Organizations of and for Persons with Disabilities by building their organizational and technical capacities and providing financial support for programme implementation, including monitoring and evaluation.

KEY INTERVENTIONS

a. Coordinate and harmonise continuous registration and profiling of organisation of and for persons with disabilities within the existing registration frameworks.
b. Develop and adopt policies, legislations and programmes that advance the interest and rights of persons with disabilities.
c. Promote equitable and effective representation of Organizations of and for Persons with Disabilities in key decision-making bodies.
d. Coordinate and harmonize programmes by various Government Ministries, Counties, Departments, agencies, stakeholders, and development partners involved in the provision of services to persons with disabilities.
e. Support inclusive planning, budgeting, and implementation of programmes to enhance resource allocation.
f. Support institutional, technical, and financial capacity building of Organizations of and for Persons with Disabilities through structured processes.
g. Involve Organizations of and for Persons with Disabilities in policy, legislation and programme implementation.

POLICY OUTCOMES

- Empowered, cohesive, inclusive, equitable and gender responsive sector of Organizations of and for Persons with Disabilities.
- Effective, efficient, and accountable internal governance in OPDs.

POLICY IMPACT

- Strengthened governance of Organizations of and for Persons with Disabilities.
- Enhanced Capacity to meaningfully participation in all spheres of life.

2.19 ASSISTIVE DEVICES. TECHNOLOGIES AND SUPPORT SERVICES

Persons with disabilities require various types of assistive devices, technologies and support services to help them navigate comfortably the environment where they live. Assistive devices and support services enable persons with disabilities to increase their level of independence in carrying out their daily living activities as well as participating in socioeconomic activities.

CRITICAL ISSUES AND CONCERNS

The assistive devices, technologies, and support services requirements for persons with disabilities are expensive, insufficient, inadequate, obsolete, which hinder them from effective participation in society and access to essential services and goods. The assistive devices and support services require skilled maintenance and trained instructors to facilitate their use.

Individuals and families of persons with disabilities are unable to afford specialised services and are thus overwhelmed by the care demands. These specialists remain few, take long to train and are expensive to retain.

POLICY STATEMENT

The Government shall develop and implement policies and programmes to facilitate the provision of affordable and quality assistive devices, technologies, and support services to persons with disabilities.

OBJECTIVE

To ensure that persons with disabilities have access to free and affordable assistive devices, technologies, and support services to facilitate mobility, accessibility, communication, equalisation of opportunities and inclusion in society.

KEY INTERVENTIONS

a. Facilitate provision of assistive devices, technologies, and support services to persons with disabilities.
b. Expedite exemption from taxes, duties and other levies on vehicles, motorized wheelchairs, assistive devices and technologies, imported or manufactured locally, intended for use by persons with disabilities and Organizations of and for Persons with Disabilities.
c. Promote and facilitate standardization, production, fabrication, adaptation, repair, and maintenance of assistive devices in the country.
d. Capacity build and avail specialized courses on support services to service providers.
e. Promote appropriate use and maintenance of assistive devices by persons with disabilities, caregivers and assistants.
f. Promote research and innovation on assistive technology and support services for different categories of persons with disabilities.

POLICY OUTCOMES

Enhanced mobility and increased availability, affordability, and accessibility of assistive devices technologies and support services for persons with disabilities

POLICY IMPACT

Persons with disabilities living independently and fully participating in all aspects of life.

2.20 RESEARCH

Research plays a critical role in development of National and International policy and legal instruments in responding to disability matters. To this extent, the national and county governments are committed to collect and analyze data and disaggregate statistics. This information will aid in the formulation and implementation of policies, programmes, and support innovation. Lack of a harmonized and coordinated approach to research on disabilities matters has led to a situation where there is no synergy, inadequate planning, and occasional use of unsatisfactory approaches in tackling disability related issues and concerns.

CRITICAL ISSUES AND CONCERNS

Critical issues and concerns on research include inadequate disaggregated data on disability to support policies and programmes, limitations in transfer of innovative technologies, limited capacity in conducting research and inadequate resources. This is compounded by lack of formal institution dedicated to conduct research on disability and assistive technologies.

POLICY STATEMENT

The national and county Governments are committed to put in place policies, legislations, and programmes to facilitate research on matters related to disability.

OBJECTIVE

a. To collect, analyse, disaggregate, and disseminate appropriate information, statistical and research data to inform and guide in the formulation of policies and programmes geared towards the welfare of persons with disabilities.
b. To comply with established standards on data protection, confidentiality privacy and other legal provisions.
c. To comply with values and principles on human rights and fundamental freedoms and ethical use of information and use of correct data on persons with disabilities.
d. To ensure research carried out takes note of the underrepresented groups such as persons with intellectual, psychosocial, and autism spectrum disorder.

KEY INTERVENTIONS

i. Reinforce inclusion of disability component/ indicator in all relevant national data collection survey instruments.
ii. Provision of adequate financial and technical support to stakeholders to conduct disability responsive research
iii. Establish a national research database and depository on persons with disabilities for use by the public and service providers.
iv. Implement provisions of national, regional, and international policies and laws on research pertaining to persons with disabilities.

POLICY OUTCOMES

Disability inclusive research

POLICY IMPACT

Evidenced based disability policies, programmes, and interventions.

2.21 WOMEN AND GIRLS WITH DISABILITIES

Women and girls with disabilities are vulnerable and exposed to multiple and intersecting discrimination in the society. This is especially so for those from ethnic minority and marginalized communities. They therefore require specific measures and protection through county, national, regional, and international legal framework. This policy seeks to ensure that women and girls with disabilities exercise and enjoy their human rights and fundamental freedoms as set out in these instruments.

CRITICAL ISSUES AND CONCERNS

Critical issues and concerns confronting Women and girls with disabilities include harmful cultural practices, neglect or overprotection, abandonment, abuse, inaccessible sexual and reproductive health services, forced sterilization and abortion, separation from their children and family members and sexual and gender-based violence. In addition, they are also faced with marginalization, abject poverty, restriction, and exclusion in social, economic, cultural, and political spheres of life. These are further worsened by illiteracy and disinheritance of property.

POLICY STATEMENT

The Government shall take measures to ensure their protection full development, advancement and empowerment of women and girls with disabilities and to guarantee them the exercise and enjoyment of their human rights and fundamental freedoms as set out in the county, national, regional, and international legal instrument.

OBJECTIVE

i. To empower women and girls with disabilities in all spheres of life.
ii. To build confidence and self-esteem in women and girls with disabilities

KEY INTERVENTIONS

a. Mainstream issues of women and girls with disabilities in all legislation that address women and girls.
b. Inclusion of women and girls with disabilities in all programmes that target women and representation in all recruitment, appointment and elective positions.
c. Strengthen legal frameworks and mechanisms to protect women and girls with disabilities from violence, abuse, and exploitation.
d. Ensure protection against all forms of discrimination including but not limited to intersectional discrimination and employment.
e. Promote the rights of women and girls with disabilities to sexual and reproductive health services.
f. Ensure that all policies and programs related to gender equality and women empowerment are inclusive of and responsive to the needs of women and girls with disabilities.
g. Facilitate and build the capacity of women and girls with disabilities led organizations of persons with disabilities for self-advocacy.

POLICY OUTCOMES

A society where women and girls with disabilities are empowered and confident in life.

POLICY IMPACT

Women and girls with disabilities e enjoying and exercising their fundamental rights and freedoms.

2.22 OLDER PERSONS WITH DISABILITIES

According to Kenya Population and Housing Census of 2019, the population of older person was approximately 2.7 million or 6% of the total population. Due to improved living standards, people are living longer but at the same time there are lifestyle diseases that result in disabilities. There is therefore the need to address the condition of the older population and more particularly, those who transit to be older persons while they are also persons with disabilities.

CRITICAL ISSUES AND CONCERNS

Older persons with disabilities are likely to experience challenges related to old age and disability. Oder persons are more likely to experience challenges in access to healthcare services, loss of income, access to housing, personal mobility, inaccessible social protection and social security, isolation, abuse and violence, neglect, poor nutrition, and access to finance.

Extended family support systems have broken down. This has made it difficult for older persons with disabilities to receive care and support within the family.

POLICY STATEMENT

The Government shall take appropriate measures to ensure that the rights of older persons with disabilities are fully protected.

OBJECTIVE

i. To enable older persons with disabilities effectively participate in the affairs of the society, pursue their personal developments, live in dignity, respect and be free from abuse.
ii. To enable older persons with disabilities, receive personal care and assistance within the community.

KEY INTERVENTIONS

a. Promote the participation and inclusion of older persons with disabilities in development and decision-making processes and to live in dignity.
b. Protect older persons with disabilities from violence, abuse, neglect, isolation, and exploitation.
c. Streamline the process in the implementation of the Pensions Act(Cap 189) and schemes to ensure ease and timely payment of pension to older persons with disabilities.
d. Provide financial support in form of social assistance for all older persons with disabilities that can support adequate standards of living.

POLICY OUTCOMES

The rights and fundamental freedoms of older persons with disabilities upheld and respected.

POLICY IMPACT

Older persons with disabilities receiving necessary support to enjoy and exercise their rights within the society.

2.23 CHILDREN WITH DISABBILITIES

Kenya is a signatory to various international and regional conventions on safeguarding the rights of children with disabilities. Article 7 of the CRPD requires State Parties to put necessary measures to ensure that children with disabilities enjoy all the human rights and fundamental freedoms on an equal basis with other children and that in all matters concerning the best interest of the child is put into consideration. The Convention on the Rights of the Child requires State Parties to take appropriate measures to ensure that children are protected from all forms of discrimination irrespective of various attributes including disability.

Article 28 of the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa emphasis that State Parties shall ensure that children with disabilities fully enjoy human and peoples' rights on an equal basis just like their peers.

The Constitution of Kenya 2010,under Article 53 makes provision for the rights of children including children with disabilities pertaining to name, nationality from birth, free and compulsory basic education, basic nutrition, and healthcare and to be protected from abuse, neglect and harmful cultural practices, all forms of violence, inhuman treatment, and punishment, hazardous or exploitative labor.

The Children Act(Cap 141), provides for safeguarding the rights and interest of the child and puts an emphasis on parental responsibility. It also provides for the child parental care protection, which includes equal responsibility of mother and father not to be detained and for the best interest of the child in every matter concerning that child. This Policy recognizes the high vulnerability of children with disabilities

CRITICAL ISSUES AND CONCERNS

Critical issues and concerns confronting children with disabilities include concealment, violence, abuse, neglect, child labour, denial of basic education and training, discrimination, sexual abuse and exploitation, child trafficking, access to appropriate health, rehabilitation and habilitation services, access to affordable and appropriate assistive devices, equipment, adaptive technology and services and dehumanizing treatment. They are also faced with negative socio-cultural practices, denial of registration and identification documents, forced sterilization, denial of inheritance, stigmatization, lack of involvement and participation in decision-making processes that affect their lives.

The Government recognizes these challenges and seeks to address them in this policy.

POLICY STATEMENT

The Government shall, in collaboration with other stakeholders ensure that the rights of children with disabilities are fully protected by adopting specific measures in policy, legislation, and programmes in order to enhance the full enjoyment of all human rights and fundamental freedoms by children with disabilities on an equal basis as their peers.

OBJECTIVE

i. To ensure children with disabilities enjoy all human rights and fundamental freedoms on an equal basis with others.
ii. To enable children with disabilities, express their views freely on matters affecting them either independently or through their guardians.
iii. To ensure that in all actions concerning children with disabilities the best interest of the child is given primary consideration.

KEY INTERVENTIONS

a. Implement affirmative actions on registration and issuance of identification documents for children with disabilities.
b. Implement measures that ensure children with disabilities are safeguarded from engaging in any work that is hazardous or interferes with the child's education, health, physical, mental, spiritual, moral, or social development.
c. Ensure children with disabilities have access to basic services and needs including food, clothing, shelter, health care, education, habilitation, and rehabilitation services in a manner conducive to the child achieving the fullest possible social integration and individual development.
d. Develop measures that aid in addressing issues of persons/children with disabilities in street families' situations.
e. Empower the parents and guardians of children with disabilities to care for their children within the households to mitigate against separation and placement into residential care. This includes training on special parenting skills for children with disabilities.
f. Ensure the establishment of respite centres and services to offer breaks to the parents and guardians as per recommended global good practices.

POLICY OUTCOMES

Increased participation, access to basic needs, services, protection, and recognition of children with disabilities.

POLICY IMPACT

Empowered children with disabilities

2.24 YOUTH WITH DISABLITIES

The Constitution of Kenya 2010, Article 260 defines a youth to mean the collectivity of an individual who have attained the age of eighteen (18) years but not more than thirty-five (35) years.

Article 55 of the Constitution of Kenya 2010, provides that the state shall take appropriate measures to ensure that the youth, including those with disabilities have access to relevant education and training, employment and participate in all spheres of life and protected from harmful cultural practices and exploitations.

CRITICAL ISSUES AND CONCERNS

Youth with disabilities encounter challenges that include limited access to education, training, accessible sports facilities, and access to employment, association, representation, and participation in political, social, and other spheres of life.

Further, this category of youth is faced with harmful cultural practices, abuse and exploitation, drug and substance abuse, low self-esteem, limited and poor housing, access to information, communication, and sexual exploitation.

POLICY STATEMENT

The Government shall take policy, legislative, administrative, and affirmative action measures to ensure that youth with disabilities enjoy their rights and fundamental freedoms on an equal basis with others.

OBJECTIVE

i. Ensure youth with disabilities enjoy their human rights and fundamental freedoms on an equal basis with their peers.
ii. Promote effective participation and involvement of youth with disabilities in all matters

KEY INTERVENTIONS

a. Facilitate youth with disabilities, access education, training, internship, and employment opportunities.
b. Promote the inclusion of youth with disabilities in youth organizations and programmes.
c. Promote training and access to Information, Communication and Technology for youth with disabilities.
d. Facilitate access to credit facilities for youth with disabilities.
e. Develop and implement affirmative action programmes to facilitate full and equal participation of youth with disabilities in sports, culture, science, and technology.
f. Support and fund youth-led organizations of persons with disabilities and initiatives that empower the youth with disabilities, provide leadership opportunities, and promote peer support networks and mentorship

POLICY OUTCOMES

Increased participation of youth with disabilities in development processes

POLICY IMPACT

Empowered youth with disabilities.

2.25 DEINSTITUTIONALIZATIONOF CHILDREN AND ADULTS WITH DISABILITIES

Persons with disabilities across the country enter into institutions as children and continue living there throughout their adult life. Institutionalization constitutes detention and deprivation of liberty based on impairment. Disability-specific detention typically occurs in institutions that include, but are not limited to, social care institutions, psychiatric institutions, long-stay hospitals, rehabilitation centres and special boarding schools. Notwithstanding obligations under international law, children and adults with disabilities worldwide continue to be placed in institutions under life-threatening conditions hence the need for a clear policy framework of de-institutionalization.

The legal framework in Kenya recognizes the need to de-institutionalize children and adults with disabilities in order for them to realize the right to live independently and be included in the community on an equal basis with others as enshrined in Article 19 of the CRPD.
Section 63(2)of the Children Act(Cap 141) further stipulates that the child shall only be accommodated in a children rescue Centre for a period not exceeding six months which is also in line with the deinstitutionalization guidelines by the Committee on the Rights of Persons with Disabilities (CRPD).

CRITICAL ISSUES AND CONCERNS

Children and adults with disabilities who live in institutions are faced with violence, neglect, discrimination, lack of access to play & recreation, abuse, ill-treatment, and torture, including chemical, mechanical, and physical restraints. They are denied their right to legal capacity and ability to make decisions on where to live, work or the medical care to receive.

Institutionalization may expose children and adults with disabilities to administration of drugs, forced confinement and other medical procedures without their free, prior, and informed consent infringing Articles 15, 16, 17 and 25 of the CRPD. The Government recognizes the need to deinstitutionalize in accordance with Article 19 of the CRPD. The Government recognizes these challenges and seeks to address them in this policy.

POLICY STATEMENT

The Government shall, in collaboration with other stakeholders through a participatory process ensure that measures are put in place to abolish all forms of institutionalization.

OBJECTIVE

i. To ensure children and adults with disabilities enjoy all human rights and fundamental freedoms on an equal basis with others.
ii. Establish community-based services that ensure children and adults with disabilities are supported to live with their families, or in n the community setting.

KEY INTERVENTIONS

a. Develop and implement policy guidelines and mechanisms to support deinstitutionalization.
b. Strengthen capacity on autonomy, choice and control to children and adults with disabilities through de-institutionalization.
c. Develop family support services, and community- based care and alternative family care to eradicate institutional care.

POLICY OUTCOMES

De-institutionalization of children and adults with disabilities.

POLICY IMPACT

Inclusion of de-institutionalized children and adults with disabilities in the community.

2.26 DISASTER RISK MANAGEMENT AND HUMANITARIAN EMERGENCY RESPONSE

Kenya has experiences in natural and human-made disaster risk situations which include floods, climate change, pandemics, drought, terrorism, accidents, and political conflicts resulting in internal displacement. The Convention on the Rights of Persons with Disabilities under Article 11 obligates State Parties to take all necessary measures to ensure the protection and safety of persons with disabilities in situations of risk including situations of armed conflict, humanitarian emergencies, and the occurrence of natural disasters.

CRITICAL ISSUES AND CONCERNS

In situations of risks and humanitarian 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 an increase in the number of persons acquiring disabilities and worsening the situations of those already having disabilities. For those who incur injuries, the situations are often exacerbated by delays in obtaining emergency health care and long-term rehabilitation. Persons with disabilities and their representative organizations are neither involved in planning, implementation nor monitoring disaster risk response including evacuation, recovery, and resettlement. Rarely are persons with disabilities reached with information and early interventions regarding situations of risks. The data on persons with disabilities in situations of risks is largely unavailable making it difficult to provide specific intervention.

POLICY STATEMENT

The Government shall take all necessary measures to ensure the safety of persons with disabilities in disaster risk situations including floods, climate change, pandemics, drought, terrorism, accidents, and political conflicts that result in internal displacement.

OBJECTIVE

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

KEY INTERVENTIONS

a. Sensitize persons with disabilities and the public on preparedness in risk and emergency situations.
b. Take measures to ensure that persons with disabilities and their representative organizations are meaningfully and actively consulted and involved in all steps of disaster risk and humanitarian emergencies.
c. Collect and disseminate disability disaggregated data in situations of risks for planning purposes.
d. Take measures to ensure that post-emergency rehabilitation, resettlement, reconstruction, and rebuilding processes are inclusive and accessible to persons with disabilities through the application of universal design principles.
e. Ensure disaster risk mitigation measures are disability-inclusive and involve persons with disabilities in all stages from planning, and preparedness to response and recovery.
f. Ensure that information available in the disability database can be used by relevant stakeholders for disaster preparedness and response.
g. Develop coordination framework/mechanism to facilitate humanitarian emergencies among involved stakeholders in their response to effectively include persons with disabilities in interventions.

POLICY OUTCOMES

Intervention measures in place for the protection and safety of persons with disabilities in situations of risks, disaster management and humanitarian emergency response.

POLICY IMPACT

Ensure safety of persons with disabilities during situations of risk, disaster, and humanitarian emergencies.

03

POLICY IMPLEMENTATION



Implementation of this policy will be done within a ten-year period through a five (5) year roll out of a National Action Plan which a review will be undertaken. Successful implementation and realization of its objectives shall require strong administrative structures, adequate resources, review of existing programmes, formulation of new programmes, enhanced county, national, regional, and international cooperation, as well as effective monitoring and evaluation.

The Ministry through the State Department responsible for disability affairs and the National Council for Persons with Disabilities are mandated to implement, coordinate, and oversee policies and programmes pertaining to persons with disabilities. These activities are undertaken in collaboration and consultation with other stakeholders. Among them are, all Ministries, Counties, Departments and Agencies, Judiciary, Parliament, Constitutional Commissions, Organizations of and for Persons with Disabilities, Private
Sector, Faith-Based Organizations, international and local Non-Governmental Organizations, Community-Based Organizations, and other Development Partners. Participation and inclusion of persons with disabilities and their representative organizations in the implementation of this policy shall be meaningful, systematic, timely and open.

The Ministry responsible for matters disability through its State Department in charge of disability affairs and the National Council for Persons with Disabilities shall spearhead the implementation of this Policy in collaboration with other Ministries, Counties, Departments, independent commissions and Agencies, Organizations of and for Persons with Disabilities, the Private Sector, Faith-Based Organizations, and other Development Partners.

3.1 THE ENGAGEMENT OF PERSONS WITH DISABILITIES AND THEIR REPRESENTATIVE ORGANISATIONS

Persons with disabilities and their representative organizations, parents, guardians, caregivers, and communities shall be meaningfully included, consulted, and engaged in implementation of this Policy. Necessary financial support and facilitation to Organizations of Persons with Disabilities will be provided to enable them to play a role in the implementation of this policy.

Meaningful participation entails respects, and values, the unique role and perspective of Organizations of and for Persons with Disabilities as representing the diversity of persons with disabilities. It facilitates their effective engagement by ensuring equal opportunities to contribute to decision making.

3.2 INSTITUTIONAL FRAMEWORK AND COORDINATION

This policy will enhance coordination to ensure harmonized provision of services. Its implementation will be decentralized both at the national and county levels to ensure its realization. zIn this coordination, the Ministry responsible for disability affairs will continue to influence and coordinate other Ministries, Counties, Departments and Agencies on the implementation of the policy.

At the national level, the Ministry in charge of disability will be responsible for the overall facilitation, coordination, and implementation of this Policy. The National Council for Persons with Disabilities will provide oversight, supervise, regulate and advice on the implementation of this policy. The Government, Organizations of and for Persons with Disabilities, Private Sector, Faith-Based Organizations, and other Development Partners will mobilize resources and complement implementation of this policy at both national and county levels.

3.3 CO-ORDINATION FRAMEWORK STRUCTURE

ROLES OF NATIONAL GOVERNMENT

The policy will be implemented at the National and County level. The following institutions listed will perform specific functions to enable the implementation of the Policy.

MINISTRY RESPONSIBLE FOR DISABILITY

1. Development and review of legislations, programmes and guidelines to actualize the provision of the policy.
2. Coordinate stakeholders in the implementation of the policy.
3. Mobilize resources for the implementation of the policy.
4. Provide technical and advisory roles toward the implementation of the policy.
5. Monitoring and evaluation on the implementation of the policy
6. Develop the Implementation plan in collaboration with the National Council for Persons with Disabilities.
7. Collaboration with National and international bodies on matters concerning of persons with disabilities and their families.
8. Research on matters pertaining to persons with disabilities.

NATIONAL COUNCIL FOR PERSONS WITH DISABILITIES

1. Provide oversight, supervision and advise on the implementation of the policy.
2. Responsible for the implementation of the policy
3. Registration of persons with disabilities and maintaining an up-to-date, accurate and disaggregated database on disability
4. Registration of Organizations for and of Persons with Disabilities and institutions offering services to persons with disabilities
5. Building capacity of Institutions on disability inclusion
6. Monitoring Disability Mainstreaming targets and indicators for all sectors.
7. Mobilize Resources for the implementation of the policy.
8. Facilitate and support various umbrella organizations of persons with disabilities in implementing their mandate.
9. Creating awareness of the National Policy for Persons with disabilities or sensitizing persons with disabilities.

INDEPENDENT BODIES/ CONSTITUTIONAL COMMISSIONS

1. Monitoring, evaluation and reporting on the implementation of the policy
2. Oversight and audit awareness raising and public education on inclusion and disability rights.
3. Building capacities of Institutions and organizations on disability Inclusion
4. Collaboration with national and international bodies on concerns of persons with disabilities.
5. Provide technical and advisory roles.
6. Conduct inquiries and omissions within the scope of the policy

MINISTRIES, DEPARTMENTS AND AGENCIES

1. Developing disability inclusive sector policies and guidelines for persons with disabilities
2. Implementation of various interventions in the policy
3. Mainstream disability in their respective programs (d) Research, collect and disaggregate disability data.
4. Research, collect and disaggregate disability data.

COUNTY GOVERNMENT

1. Adopt and implementation of the Policy.
2. Mobilize resources for the implementation of programs for persons with disabilities in line with the policy.
3. Capacity building for persons with disabilities and their representative organizations to increase effective participation and self-reliance.
4. Conduct awareness creation on disability.
5. Research and innovation data.
6. Build the capacity of county staff on disability inclusion.
7. Allocate adequate resources to disability mainstreaming and inclusion.
8. Adopt disability inclusive budgeting in all programmes

INTER-AGENCY COORDINATING ADVISORY COMMITTEE

1. Advice on policy formulation and implementation on disability.
2. Support the alignment of laws and regulations in the disability sector to international obligations and the Constitution.
3. Establish and manage a platform for feedback by both State and Non-State actors.
4. Promote multisector collaborative action directed at the inclusion of disability concerns in all mainstream development policies, programmes, and projects.
5. Promote international, regional, national, and county cooperation including through the exchange and sharing of information, experiences, training programs, and best practices.
6. Support inter-organizational coordination and operational linkages at all levels to include persons with disabilities as visible target participants and beneficiaries in development programmes and projects for all social groups.

ROLE OF NON-STATE ACTORS

The following non-state actors listed below will perform specific functions to enable the implementation of the Policy.

CIVIL SOCIETY ORGANIZATIONS /ORGANIZATIONS FOR PERSONS WITH DISABILITIES AND FAITH BASED ORGANIZATIONS

1. Awareness raising on the disability rights and referral linkages.
2. Complement Government efforts through implementation of Disability programmes.
3. Mobilization of resources for their led programs
4. Provide technical support in developing legislative frameworks.
5. Social accountability to ensure quality assurance for disability services.
6. Lobbying and advocacy on the rights of persons with disabilities
7. Capacity building for persons with disabilities
8. Support in research and development.
9. Strengthen disability networks through partnerships and collaborations.
10. Provide linkages to service provisions.
11. Support rehabilitation and habilitation services

PRIVATE SECTOR

1. Facilitate and provide inclusive employment.
2. Support implementation of disability programmes
3. Promote innovative technology to address disability related challenges.
4. Implement disability mainstreaming.
5. Offer services through public-private partnerships.

DEVELOPMENT PARTNERS/UN AGENCIES

1. Provide technical and financial support.
2. Facilitate research and documentation of disability programmes.
3. Promote partnerships and linkages.
4. Facilitate exchange programmes for learning and replication of good practices

ROLE OF ORGANISATIONS OF PERSONS WITH DISABILITIES

In line with this policy Organizations of and for Persons with Disabilities shall support in implementation by;

1. Representing the interest of persons with disabilities in the implementation process of the Policy.
2. Raising awareness and advocate for implementation of the policy.
3. Support rehabilitation and habilitation services.
4. Support Data collection on persons with disabilities.
5. Mobilize persons with disabilities towards the implementation of the Policy.
6. Support empowerment of persons with disabilities.
7. Support capacity building of individuals and organisations.
8. Provide linkages with local, regional, and international organisations.
9. Participate in Monitoring the implementation of the Policy.

3.4 RESOURCE MOBILIZATION

To realize policy commitment, the Government shall provide adequate human and financial resources. It will ensure proper utilization of administrative structures in the implementation of this Policy and realization of its objectives.

These sources of funding will include all funds established by the government for the socio-economic empowerment of Kenyans. The government shall allocate adequate funds annually. The Government will collaborate with development partners in mobilization of resources towards the realization of the objectives of this policy.

The Government will employ the following strategies:

- Establish a national resource coordination and mobilization framework for adoption by MDCAs and stakeholders.
- Provide funds to all Ministries and Agencies for disability mainstreaming.
- Embrace public private partnerships in policy formulation and implementation.
- Establish methods for harnessing and using these funds in the most effective, efficient, and accountable manner through joint planning, resource pooling, allocation, monitoring, and evaluation,
- Recruit, deploy, train, and retain staff to facilitate implementation of this policy.
- Make periodic resource analysis to identify gaps and sources of funding and develop strategies for effective resource mobilization.
- Include targets identified in this Policy in all Government strategic plans.

3.5 LEGISLATIVE AND ADMINISTRATIVE MEASURES

The Constitution of Kenya 2010, Kenya Vision 2030, and international instruments guide the development and review of this Policy on the rights of persons with disabilities. In view of this, the Government shall ensure that all existing and new policies, laws, and regulations are aligned towards this Policy.

The Government shall ensure that all Ministries, Departments and Agencies in mainstreaming disability inclusion, address issues of persons with disabilities by having them inculcated in their plans, policies, legislation and programmes and activities. The Government shall ensure coordination between both levels of government through the inter-governmental coordination committee.

The Government shall ensure that all Ministries, Departments and Agencies collect disability data for all the purpose of planning and programmes.

3.6 PARTNERSHIP AND COLLABORATION

In implementing this policy, the government will partner and collaborate with Organizations of and for Persons with Disabilities and other stakeholders. The Government shall partner with umbrella organizations of various categories of disabilities in order to enhance strong networking and collaboration in the implementation of this policy and programmes for the benefit of persons with disabilities.

3.7 INTERNATIONAL AND REGIONAL COOPERATION

In the context of this policy, international and regional cooperation means working together with other states and international organizations for the realization of the Government's commitments under Conventions, treaties, and Optional Protocols on the rights of persons with disabilities. This cooperation will include capacity building, sharing of information, experiences and best practices, training research and innovation technical knowledge, financial assistance, and transfer of knowledge on assistive technologies.

To this extent, the Government shall -

- Explore and expand opportunities for international and regional cooperation for purposes of influencing decisions on issues that impact on persons with disabilities.
- Identify a focal point for gathering information, coordination, dissemination and implementation of International, and Regional Treaties, Conventions and Optional Protocols.
- Host international and regional events as guided by Treaties, Conventions, and Optional Protocols.
- Through the relevant ministries and Organizations of and for Persons with Disabilities deliberately seek membership to international and regional bodies and representation of persons with disabilities within those bodies.
- Plan for and allocate resources for participation in international and regional forums on persons with disabilities.

3.8 POLICY MONITORING, EVALUATION, REPORTING AND REVIEW

Due to the diverse nature and players involved in the implementation of this policy, the ministry responsible for disability matter in collaboration with other actors in the disability sector shall prepare a five-year plan of action on the implementation of the Persons with Disabilities National Policy. The implementation plan will run concurrently with Medium Term Plans as well as MDAs strategic plans in order to ensure harmonization of priorities and financial resource allocation.

The implementation plan will have a timeframe with clear indicators, outputs, outcomes, and impact of the planned interventions. Monitoring, Evaluation and Learning (MEL) is an essential component for effective policy implementation. In consultation with partners and stakeholders, the Ministry of Labour and Social Protection through State Department for Social Protection and Senior Citizen Affairs will put in place a Monitoring, Evaluation and Learning framework to facilitate information gathering, analysis, dissemination, and feedback on the policy.

The implementation of this policy will be monitored on a continuous basis by the Ministry responsible for disability affairs. It will be evaluated every 5 years to determine the progress towards realization of rights of persons with disabilities. The findings on the evaluation will inform subsequent plans, resource allocation and strategies towards the realization of desired goals. The reports generated will also guide reporting as per the CRPD (Article 34).

The Persons with Disabilities National Policy shall be reviewed from time to time to bring on board Pertinent and Contemporary Issues (PCIs) and new ideas.

ANNEX 1: IMPLEMENTATION MATRIX

THEMATIC AREA 1: EARLY IDENTIFICATION AND INTERVENTION

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Develop early identification and intervention mechanism	Early identification and intervention	– No. of cases identified at birth and referred – No. assessment reports	2025-2035	559M	MOH	NCPWD, COUNTY GOVERNMENTS, OPDS, MOE, DSD, DCS, PARENTS /CAREGIVERS, CSOS, DEVELOPMENT PARTNERS, COG
Implement the Rehabilitation Services and Assistive Technologies Strategy	Rehabilitative Services and Assistive Technology Strategy implemented	– Rehabilitative Services and Assistive Technology Strategy	2025-2026		MoH	NCPWD, COUNTY GOVERNMENTS, OPDS, MOE, DSD, DCS, PARENTS /CAREGIVERS, CSOS, DEVELOPMENT PARTNERS, COG
Develop and implement policies and regulations on nurturing care for children with disabilities	Policies and regulations developed	– No. of policies and regulations	2025-2030		NCCS	NCPWD, DSD, DCS, MOH COUNTY GOVERNMENTS, OPDS, PARENTS/CAREGIVERS, NGAO, COG, PARLIAMENT, AG, KLRC, KL, CHPS/LVCS
Capacity build parents/caregivers on prenatal and postnatal care for early identification and prevention of congenital conditions	Capacity of Parents/caregivers enhanced	?? of parents/caregivers' capacity built	2025-2035		MOH	NCPWD, DSD, DCS, COUNTY GOVERNMENTS, OPDS, PARENTS/CAREGIVERS, NGAO, COG, CHPS/LVCS
Equip Health Care Facilities at all levels with Screening tools to support identification and reporting of disabilities.	Health facilities equipped with screening tools Increased early identification	– No. of health facilities equipped with screening tools – No. of persons assessed	2025-2035		MOH	NCPWD, DSD, DCS, COUNTY GOVERNMENTS, OPDS, NGAO, COG, PARENTS/CAREGIVERS, CHPS/LVCS
Capacity build health personnel to undertake early identification and intervention.	Health care personnel capacity build	– No. of health personnel capacity build	2025-2035		MOH	NCPWD, DSD, DCS, COUNTY GOVERNMENTS, OPDS, PARENTS/CAREGIVERS, NGAO, COG, CHPS/LVCS
Empower stakeholders on early identification and referral mechanism for persons with disabilities.	Stakeholders empowered early identification and referral mechanism for persons with disabilities.	– No. of stakeholder's fora	2025-2035		MOH	NCPWD, DSD, DCS, COUNTY GOVERNMENTS, OPDS, MDAS PARENTS/CAREGIVERS, NGAO, COG, CHPS/LVCS, CHAS, CSOS, DEVELOPMENT PARTNERS, UN AGENCIES

THEMATIC AREA 2: AWARENESS AND PUBLIC EDUCATION

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Promote Public awareness of available legislations, programmes and services to mainstream disability.	Public awareness on available legislations and programmes to mainstream disability promoted	– No. of people reached No. of stakeholders reached.	2025 - 2035	180M	MLSP	OPDS, MDAS, COG, UN AGENCIES, MCK, CAK, NGEC, KNCHR, CAJ, COUNTY GOVERNMENTS
Promote positive media portrayal and coverage of persons with disabilities	Positive media portrayal and coverage of persons with disabilities promoted	– No. of media engagements	2025-2035		NCPWD	DSD, UN AGENCIES, OPDS, MDAS, COG NGEC, KNCHR, CAJ, COUNTY GOVERNMENTS
Provide public education to empower persons with disabilities to foster their independence	Persons with disabilities empowered to foster their independence	– No of persons with disabilities empowered	2025-2035		DSD	OPDS, MDAS, COG, UN AGENCIES, MCK, CAK, NGEC, KNCHR, CAJ, COUNTY GOV-ERNMENTS
Ensure disability mainstreaming is included in all education and training curricula.	Disability mainstreaming included in all education and training curricula.	– No. of education and training Curricula	2025-2030		KICD/ CUE	NCPWD, MOE, MDAS, JUDICIARY, MOH, DSD, DCS, TSC, PROFESSIONAL REGULATORY AUTHORITY, COG, COUNTY GOVERNMENTS
Capacity build Organizations of and for Persons with Disabilities to conduct awareness and public education on disability issues.	Organizations of Persons with Disabilities capacity built	– No. of organizations of and for persons with disabilities capacity built	2025-2035		NCPWD	DSD, OPDS, CSOS, MDAS, COG, NGEC KNCHR, CAJ, UN AGENCIES DEVELOPMENT PARTNERS, MFIS, COUNTY GOVERNMENTS
Ensure the compliance of accessibility and usability guidelines by public education systems and structures.	Public education systems and structures compliant.	– No. audits on accessibility and usability	2025-2035		NCPWD	MOE, DSD, OPDS, MDAS, COG, NGEC COUNTY GOVERNMENT
Promote public awareness and education on assistive devices, technologies, and support services	Public Awareness and education promoted assistive devices, technologies, and support services	– No. of Stakeholders	2025-2035		ML&SP	MDAS, OPDS, COG, NFDK, CSOS, FBOS UN AGENCIES, DEVELOPMENT PARTNERS, MCK, COUNTY

						GOVERNMENTS, CAK
THEMATIC AREA 3: HABILITATION AND REHABILITATION						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Develop a habilitation and rehabilitation policy and guidelines for persons with disabilities	Policy and guidelines for habilitation and rehabilitation for persons with disabilities developed	– Policy on Habilitation and rehabilitation – Guidelines on Habilitation and rehabilitation	2025 -2030	504M	MOH	NCPWD, DSD, OPDS, NFDK, NGAO, COUNTY GOVERNMENTS, COG, UN AGENCIES, FBO, DEVELOPMENT PARTNERS, AG, KLRC, KENYA LAW
Engage with public and private service providers to avail habilitation and rehabilitation services at community level.	Service providers engaged	– No. of public and private service providers engaged	2025 -2035		MOH	NCPWD, DSD, OPDS, NGAO, COUNTY GOVERNMENTS, FBO, DEVELOPMENT PARTNERS, CSOS, MDAS, COG, UN AGENCIES, KEPSA
Build capacity of professionals in habilitation and rehabilitation	Professionals in Habilitation and rehabilitation capacity built	– No. of habilitation and rehabilitation professionals' capacity built	2025 -2035		MOH	NCPWD, DSD, OPDS, NGAO, COUNTY GOVERNMENTS, FBO, DEVELOPMENT PARTNERS, COG, KEPSA, UN AGENCIES, MDAS
Develop and implement home-based habilitation and rehabilitation outreach programmes	Habilitation and rehabilitation outreach programmes	– No. of habilitation and rehabilitation outreach programmes	2025-2035		MOH	NCPWD, DSD, OPDS, NGAO, COUNTY GOVERNMENTS, COG, KEPSA, UN AGENCIES, MDAS, FBO, DEVELOPMENT PARTNERS
Meaningful engagements of persons with disabilities and their families to improve their participation in the design and delivery	Increased participation of family and persons with disabilities in design and delivery of habilitation rehabilitation services	– No. of families and persons with disabilities participating in outreach programmes	2025-2035		NCPWD	MOH, DSD, OPDS, NGAO, COUNTY GOVERNMENTS, COG, KEPSA, UN AGENCIES, MDAS, FBO, DEVELOPMENT PARTNERS
Review the Social Health Insurance Scheme to incorporate Habilitation and rehabilitation services	Habilitation and rehabilitation services incorporated in the social Health Insurance Scheme	– A reviewed Social Health Insurance scheme	2027-2030		ML&SP	MOH, KEPSA, IRA, OPDS, COG, COUNTY GOVERNMENTS, FBO, DEVELOPMENT PARTNERS COTU, FKE
THEMATIC AREA 4: EDUCATION						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Enhance early identification, educational assessment, referral and appropriate placement of learners and trainees with disabilities	Early identification, educational assessment, referral and appropriate placement of learners and trainees with disabilities enhanced	– No. of learners and trainees with disabilities identified, assessed and referred for intervention/placement	2025-2035	258M	MoE	NCPWD KNBS, OPDS, NITA, MOH, DSD, DCS, KISE, COG, KICD, COUNTY GOVERNMENTS TSC, NGAO, KPA, KPSA, KNUT KUPPET KUSNES
Provide Inclusive Educational support resources such as, Learner Support Assistants(LSAs), Sign Language Interpretation Services, Braille Transcription and psycho-social support	Inclusive educational support resources provided	– No. of LSAs trained and deployed – No. of education managers sensitized – No. of LSA IEC materials disseminated – Functional Assessment reports	2025-2035		MoE	MOH, NCPWD, KNBS, OPDS, NITA, MOH, DSD, DCS, KISE, COG, KICD, COUNTY GOVERNMENTS, TSC, NGAO, KPA, KPSA, KNUT, KUPPET, KUSNES
Adapt learning spaces to enhance accessibility for learners and trainees with disabilities.	Stakeholders sensitized on accessibility of learning spaces/ institutions for learners and trainees with disabilities.	– No. of stakeholders sensitized – No. of compliance report – Quality Assurance Standard accessibility report	2025-2035		MoE	NCPWD, KNBS, OPDS, NITA, MOH, DSD DCS, KISE, COG, KICD, COUNTY GOVERNMENTS, TSC, NGAO, KPA, KPSA, KNUT KUPPET KUSNES
Build capacity of teachers in all the schools on inclusive education	Awareness of existing policies on inclusive education created.	– No. of sensitization fora conducted – No. of stakeholders trained and retooled	2025-2035		MoE	NCPWD, OPDS, NITA, DSD, DCS, KISE, COG, KICD, COUNTY GOVERNMENTS, TSC, KPA, KPSA, KNUT KUPPET, KUSNES
Ensure compliance with quality assurance standards in all schools for inclusion of learners and trainees with disabilities	Compliance with the quality assurance standards in basic education	– No. of compliance audit reports	2025-2035		NCPWD	NGEC, DSD, NITA, OPDS, MOH, COUNTY GOVERNMENTS, KICD, COG
Monitoring and supervision of inclusive education practices in all learning institutions	Regular monitoring and supervision in all learning institutions.	– No. of monitoring reports	2025-2035		MoE	NCPWD, NGEC, DSD, NITA, OPDS, MOH, COUNTY GOVERNMENTS, KICD, COG
Promote universal designing, development and provision of appropriate Assistive Technologies (ATs) and other learning support materials for learners and trainees with	Needs assessment conducted to establish status of AT in institutions of education and training Learning resources	– No. of assessment reports	2025-2035		MoE	NCPWD, MOH, OPDS, DSD, NITA, KNBS, KISE, KIB, COUNTY GOVERNMENTS, COG, DEVELOPMENT PARTNERS, UN AGENCIES, NGOS CBOS, FBOS
	ATs adapted to suit learners	– No. of ATs adapted, and				

disabilities	and trainees with disabilities	institutions supported				
	ATs developed and distributed.	– No. of ATs developed and distributed.				
	Stakeholders sensitized on universal design, development and provision of appropriate Assistive technologies	– No. of stakeholders sensitized				
	Documented user feedback on provided ATs and other learning support materials across the education sector.	– No. of Documented reports				
Provide the necessary adaptations to cater for the learning requirements of learners with all forms of disabilities at all levels.	Assessment items adapted to cater for all categories of learners and trainees with disabilities	– No. of assessment items adapted.	2025-2035		MoE	KNEC, NITA, KISE, DSD, OPDS, MOH, NCPWD, COUNTY GOVERNMENTS, COG, CUE
	Assessment personnel deployed during assessment	– No. of assessment personnel deployed				
	Stakeholders sensitized on Stage -Based curriculum pathway and the available assessment/certification options for learners who may not thrive in the Age-Based curriculum pathway	– No. of stakeholders sensitized				
Promote implementation of existing affirmative action initiatives for persons with disabilities across all sectors.	Stakeholders sensitized the existing affirmative action initiatives	– No. of stakeholders sensitized	2025-2035		MoE	MOH, NCPWD, KNEC, NITA, DSD, KIB, KNEC, KEMI, CUE, KISE
	Documented structures and process for the recognition/certification of prior learning for Persons with disabilities.	– No. of documented structures				
Establish and promote Adult and Continuing Education learners and trainees with disabilities	Documented institutions providing ACE for persons with disabilities.	– No. of documented institutions – No. of stakeholders Sensitized	2025-2035		MoE	MOH, COUNTY GOVERNMENT, OPDS, NGAO, NITA, DSD, NCPWD, COG
	Linkages enhanced and documented for inclusive Adult and Continuing Education between institutions and community learning and training centers	– No. of documented linkages				
Enhance budget lines for the effective implementation of all SNE curricula pathways and participation of learners and trainees with disabilities on extra-curriculum activities and opportunities.	Enhanced budget lines for learners and trainees with disabilities on extracurriculum activities and opportunities.	– No. of senior management officials sensitized. % – increase . of approved budget lines	2025-2035		MoE	MOH, COUNTY GOVERNMENTS, OPDS, NGAO, NITA, DSD, NCPWD, COG, DSD
Provide safety and security resource materials to ensure a reduction of risks and mitigation of emergencies for learners and trainees with disabilities.	Available handbooks and policies for Rapid risks and safety in education and training	– No. of handbooks No. of – managers and stakeholders sensitized on Rapid risk management/safety in SNEs	2025-2035		MoE	MOH, COUNTY GOVERNMENT, OPDS, NGAO, NITA, DSD, NCPWD
Strengthen gender responsiveness to improve education for women and girls with disabilities	Stakeholders sensitized the available gender responsive policies and initiatives across the sector.	– No. of stakeholders sensitized	2025-2035		MoE	MOH, COUNTY GOVERNMENT, OPDS, NGEC, SD GENDER, DSD, NCPWD, COG
	Organizations that enhance gender responsiveness for women and girls with disabilities mapped	– No. of organizations mapped				

THEMATIC AREA 5: TRAINING

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Build the capacity of instructors/trainers in the TVET and industrial training centers	Trainers and instructors' capacity built on disability inclusion	– No. of trainers and instructors trained	2025-2035	84M	MoE	KICD, TVET CDACC, NCPWD, DSD, NITA COG, COUNTY GOVERNMENTS, OPDS, DEVELOPMENT PARTNERS, CSOS, NGOS
Ensure accessibility and adaptability of infrastructures	Improved accessible infrastructure installed in the	– No. of infrastructure installed	2025-2035		MoE	KICD, TVET-CDACC, NCPWD, NITA, DSD

across all training institutions	training institutions					COG, COUNTY GOVERNMENTS, OPDS, DEVELOPMENT PARTNERS, CSOS, NGOS, SD PUBLIC WORKS, NCA, NATIONAL TREASURY
Update existing Norms and standards of training, testing and certification to accommodate the needs of trainees with disabilities	Norms and standards of training, testing and certification updated for trainees with disabilities.	– No. of updated norms and standards	2025-2035		MoE	KICD, TVET-CDACC, NITA, NCPWD, NGEC, KNCHR, CoG, County Governments, OPDs, Development Partners, CSOs, NGOs
Establish an SNE TVET department at both national and county level	SNE TVET department at both national and county level established .	– No. of officers deployed – No. of IEC materials developed and accessible – No. of stakeholders sensitized – No. of trainers and instructors retooled – No. of trainees supported	2025-2035		MoE	KICD, TVET-CDACC, NITA, NCPWD, MDAs, DSD, CoG, County Governments, OPDs, Development Partners, CSOs, NGOs
Build capacities of parents, caregivers and volunteers working with learners with high support needs	Conduct the initial assessment and tailored/customized training programs	– Percentage of parents & volunteers who complete initial needs assessment	2025-2035		MoE	KICD, TVET-CDACC, NITA, NCPWD, DSD, CoG, County Governments, OPDs, Development Partners, CSOs, NGOs
	Counseling services conducted and support groups formed	– No. of parents, caregivers & volunteers utilizing counseling services				
	Resource kits provided, specialists on boarded and training on Assistive Technology	– No. of parents who received resource kits.				
	Efforts acknowledged and incentives provided for ongoing learning and development	– No. of recognition events/acknowledgements				
Induct TVETS and VTTs are on accessibility and availability of Assistive Technologies.	Accessibility and availability of Assistive Technologies enhanced	– No. of TVETS and VTTs inducted.	2025-2035		MoE	KICD, TVET-CDACC, NITA, NCPWD, COG, COUNTY GOVERNMENTS, DSD, OPDS, DEVELOPMENT
						PARTNERS, CSOS, NGOS
Establish transparent and accountable mechanisms for distribution and utilization of funds dedicated for inclusive education.	Enhanced budget allocation dedicated to inclusive education.	– Increase in budget allocation specifically earmarked for inclusive education in TVETs.	2025-2035		MoE	NATIONAL TREASURY, PARLIAMENT, KICD, TVET-CDACC, NITA, NCPWD, MDAS, COG, COUNTY GOVERNMENTS, DSD, OPDS, DEVELOPMENT PARTNERS, CSOS, NGOS, UN AGENCIES
Enhance collaboration and partnerships with institutions and organizations including organizations for and of persons with disabilities to enhance training outcomes for persons with disabilities	Enhanced collaboration and partnerships between TVET institutions, OPDs and other stakeholders lead to improved accessibility, quality and relevance of training programs for persons with disabilities	– No. of partnerships established – No. of TVET staff trained in inclusive curriculum co-developed with OPDs – Increased number of persons with disabilities who secure internships and employment	2025-2035		MoE	NCPWD, COG, COUNTY GOVERNMENTS, DSD, OPDS, DEVELOPMENT PARTNERS, CSOS, NGOS UN AGENCIES, PRIVATE SECTOR, MFIS, EMPLOYMENT COMMISSIONS, MDAS, KNCHR, NGEC, KICD, TVET-CDAC, NITA

THEMATIC AREA 6: EMPLOYMENT AND ECONOMIC EMPOWERMENT

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Establish and strengthen mechanisms to ensure the 5% employment quota for persons with disabilities is met by public and private sector employers	Mechanisms established and strengthened.	– No. of mechanisms established – No. of mechanisms strengthened	2026-2035	1.1B	NCPWD	NEA, COTU, KEPSA, FKE, DSD, SD-LABOUR, PSC, MDAS, COG, OPDS, ILO, NGEC, KNCHR, COUNTY GOVERNMENT, KNUT, TSC, KUPPET, PARLIAMENT, NATIONAL TREASURY, DEVELOPMENT PARTNERS, KRA
Establish mechanisms to eliminate all forms of discriminations on the basis of disability with regard to all matters of employment	Comprehensive anti-discrimination policy developed Awareness creation on existing legislation on employment Grievances and redress mechanism in place	– Anti-discrimination policy – No. of sensitization foras – No. of partnerships – No. of discriminative cases resolved	2026-2035		SD Labour	NEA, COTU, KEPSA, FKE, DSD, PSC, MDAS, COG, OPDS, NGEC, KNCHR, ILO, COUNTY GOVERNMENTS, NITA
Build the capacity of persons with disabilities to advocate for their labor rights	Persons with disabilities capacity built	– No. of persons with disabilities capacity built.	2026-2035		NCPWD	DSD, COTU, FKE, SD-LABOUR, PSC, MDAS, COG, OPDS, NGEC, KNCHR, COUNTY GOVERNMENTS, DEVELOPMENT PARTNERS, ILO, TSC, TRADE UNIONS, CSOS, MFIS
Provide vocational guidance programmes and placement services to equip persons with disabilities with technical and industrial skills	Vocational programmes and placement services provided	– No. of vocational programmes and placement services – No. of persons with disabilities provided with technical and industrial skills	2025- 2035		DSD	NITA, NCPWD, TVET, CSOS, OPDS, UN AGENCIES, MOE, NFDK, NGAAF, PRIVATE SECTOR, COG, COUNTY GOVERNMENTS

Provide vocational and continuing training to empower persons with disabilities	Vocational and continuing training provided	– No. of persons with disabilities provided with vocational and continuing training	2025- 2035		DSD	NITA, NCPWD, TVET, CSOS, OPDS UN AGENCIES, MOE, NFDK, NGAAF, PRIVATE SECTOR, COG, COUNTY GOVERNMENTS
Promote vocational and professional rehabilitation, job retention and return to work programmes for persons who acquire disability while in service	Persons who acquired disabilities rehabilitated and returned to work	– No. of persons who acquire disabilities rehabilitated and returned to work	2025-2035		SD Labour	NCPWD, DSD, NFDK, KSB, OPDS, NITA, FKE, COTU, KEPSA, PSC, NEA, ILO, CSOS, PRIVATE SECTOR, DEVELOPMENT PARTNERS, COG, COUNTY GOVERNMENTS, MDAS
Enhance budgetary allocation on provision of tools and start-up capital to persons with disabilities for self-employment	Tools and start-up capital to persons with disabilities provided	– No. of persons with disabilities provided with tools and start-up capital – % increment in budget allocation – No. of start-up tools provided	2025-2035		DSD/NCPWD	NATIONAL TREASURY, NFDK, OPDS, FBOS, CSOS, COG, COUNTY GOVERNMENTS, UN AGENCIES, DEVELOPMENT PARTNERS, MDAS, NATIONAL ASSEMBLY
Establish a collaborative framework to promote access to tools and start-up capital to persons with disabilities.	Collaborative framework established	– No. of framework	2026-2027		NCPWD	NATIONAL TREASURY, OPDS, FBOS, CSOS, COG, COUNTY GOVERNMENTS, UN AGENCIES, DEVELOPMENT PARTNERS, MDAS, NATIONAL ASSEMBLY
Review the affirmative action funds regulations to allocate at least 5% of the funds to disability self-help groups	5% of the affirmative action funds allocated to disability self-help groups Regulations reviewed	– % allocated disability self-help groups – No. of regulations reviewed	2025-2030		NCPWD	SD GENDER, DSD, NATIONAL TREASURY NFDK, OPDS, FBOS, CSOS, NATIONAL ASSEMBLY, NGEC, COG, KNCHR, KENYA LAW, KLRC, SD YOUTH, UN AGENCIES
Establish mechanisms to track the disbursement of funds to ensure the 5% allocation goes to disability self-help groups	A tracking mechanism established	– No. of mechanisms reviewed	2025-2030		NCPWD	SD GENDER, DSD, NATIONAL TREASURY, NFDK, OPDS, FBOS, CSOS, NATIONAL ASSEMBLY, NGEC, COG, KNCHR, KENYA LAW, KLRC, SD YOUTH, UN AGENCIES
Review the AGPO regulations to ensure allocation of at least 5% of Government Procurement budget to businesses owned by persons with disabilities	Regulations reviewed	– No. of regulation	2025-2030		NCPWD	NATIONAL TREASURY, PPRA, DSD, OPDS, CSOS, NATIONAL ASSEMBLY, KLRC, KENYA LAW, COG, COUNTY GOVERNMENT, CRA
Enforce compliance to the reasonable accommodation at the workplace	Reasonable accommodation in the workplaces improved Compliance to the reasonable accommodation at the workplaces	– No. of public and private institutions complying – No. of institutions that have complied	2025-2035		NCPWD	DSD, MDSS, OPDS, CSOS, NCA, KEBS, COG, COUNTY GOVERNMENTS
Develop guidelines on how to achieve reasonable accommodation at the workplace	Guidelines developed	– No. of guidelines	2025-2027		NCPWD	DSD, MDAS, COG, COUNTY GOVERNMENT, FBOS, CSOS, DEVELOPMENT PARTNERS, KEBS, NFDK COTU, NEMA, UN AGENCIES
Establish and maintain a disaggregated database on job seekers with disabilities to facilitate increased employment and economic empowerment.	Disaggregated database on job seekers with disabilities established and maintained	– No. of job seekers with disabilities registered on the data base	2025 - 2035		NCPWD	DSD, OPDS, SD- LABOUR, FKE, COTU, KEPSA, NEA, ILO, CSOS, COG, COUNTY GOVERNMENTS, MDAS, EMPLOYMENT COMMISSIONS
Make reservation for the participation of entrepreneurs with disabilities at both national and international trade fairs	Reservations made available for entrepreneurs with disabilities	– No. of reservations – No. of entrepreneurs with disabilities participating in national and international trade fair	2026 - 2035		DSD	NCPWD, SD TRADE, OPDS, CSOS, PRIVATE SECTOR, SD LABOUR, KAM, SD FOREIGN AFFAIRS, NATIONAL TREASURY, COG, COUNTY GOVERNMENT, KRA, MDAS
Review Persons with Disabilities Act(Cap 133) to make exemption for persons with permanent disabilities have their tax exemption automatically renewed.	Persons with Disabilities Act(Cap 133) reviewed	– Reviewed Act	20254 - 2028		MLSP	NATIONAL TREASURY, AG, KRA, PARLIAMENT, OPDS, CSOS, MOH, COG, COUNTY GOVERNMENTS, COUNTY ASSEMBLIES
Establish and Strengthen disability mainstreaming committees in all public sector institutions	Disability mainstreaming committees established and strengthened.	– No. of Disability mainstreaming committees	2026-2035		NCPWD	DSD, OPDS, CSOS, COG, COUNTY GOVERNMENTS, MDAS
Promote and Capacity build diverse equality and inclusion officers in private sector institutions	Diversity equality and inclusion officers in private sector institutions capacities build	– No. of diversity equality and inclusion officers	2026 - 2035		DSD	NCPWD, OPDS, CSOS, MEDIA, KEPSA, FKE, COG, COUNTY GOVERNMENTS, NEA, UN AGENCIES, PRIVATE SECTOR
THEMATIC AREA 7: CULTURE, SPORTS, AND RECREATION						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Implement and enforce compliance with various legal provisions in Kenya to ensure free access to all public sporting, cultural, and	Compliance with legal provisions	– No. of public sporting, cultural, and recreational facilities who have complied with the legal	2025-2035	159M	NCPWD	SD. CULTURE & SPORTS, PUBLIC MEMBERS CLUB, COUNTY GOVERNMENTS, COG, SPORTS FEDERATIONS, KENYA ACADEMY OF SPORTS,

recreational facilities and sites of national cultural importance.		provisions. – No. of reports				OPDS, CSOS, MDAS, DEVELOPMENT PARTNER, PRIVATE SECTOR
Develop inclusive regulations and programmes to ensure that persons with disabilities participate in cultural, sporting, and recreational activities.	Inclusive regulations and programmes developed.	– No. of regulations – No. of programmes	2026-2029		SD. Culture & Sports	DSD, NCPWD, COUNTY GOVERNMENTS, COG, PARLIAMENT, OPDS, CSOS, MDAS, KENYA LAW, KLRC, AG
Review the Persons with Disabilities Act(Cap 133), to provide incentives and subsidies to facility owners who provide free access to persons with disabilities.	Persons with Disabilities Act (Cap 133) reviewed.	– No. of owners of private, sporting, and cultural and recreational facilities provided with incentives	2026-2035		MLSP	NATIONAL TREASURY, COUNTY GOVERNMENTS, COG, OPDS, CSOS, MDAS, DEVELOPMENT, PARTNERS, AG, PARLIAMENT, KENYA LAW, KLRC
Promote cultural, sports and recreation associations to accommodate persons with disabilities at all levels of management, operations and activities.	Cultural, sports and recreation associations promoted to include persons with disabilities.	– No. of persons with disabilities included at all levels of management in cultural, sports and recreation associations. – No. of sensitization fora	2026-2035		SD Culture and Sports	DSD, NCPWD, COUNTY GOVERNMENTS, COG, SPORTS FEDERATIONS, CULTURAL ASSOCIATIONS
Capacity build instructors and trainers in sporting, recreation, and cultural facilities to cater to persons with disabilities.	Instructors and trainers Capacity built	– No. of instructors and trainers – No. of specialized Training programmes	2026-2035		SD Sports and Culture	KENYA ACADEMY OF SPORTS, DSD, NCPWD, COUNTY GOVERNMENTS, COUNTY ASSEMBLY, COUNTY, PUBLIC SERVICE BOARD, COG, PSC, NATIONAL TREASURY, SRC, PARLIAMENT
Develop participation initiatives that promote the participation of persons with disabilities in mainstream sporting activities.	Participation initiatives developed. Participation of persons with disabilities in the mainstream sporting activities	– No. of initiatives – No. of persons with disabilities	2025-2035		SD Sports and Culture	DSD, NCPWD, COUNTY GOVERNMENTS, COG, SPORTS FEDERATIONS, CULTURAL ASSOCIATIONS, OPDS, DEVELOPMENT PARTNERS, CSOS, UN AGENCIES
Implement measures to promote participation of persons with disabilities in creative industries.	Measures to promote participation of persons with disabilities implemented.	– No. of measures implemented. – No. of persons with disabilities in creative industries	2026-2035		SD Culture and SD Youth affairs	NCPWD, DSD, OPDS, MDAS, CREATIVE INDUSTRIES PLAYERS, MEDIA, KECOBO, CA, CAK, PRIVATE SECTOR, COUNTY GOVERNMENTS, COG, DEVELOPMENT
						PARTNERS, KFCB, MCS, UN AGENCIES
Support initiatives for persons with disabilities to organize, develop and participate in disability specific sporting and recreational activities.	Persons with disabilities supported to organize, develop and participate in disability specific sporting and recreational activities.	– No. of disability specific sporting and recreational activities. – No. of initiatives supported	2025-2035		SD Sports	DSD, NCPWD, COUNTY GOVERNMENTS, COG, SPORTS FEDERATIONS, MEDIA, PRIVATE SECTOR, CSOS, UN AGENCIES, OPDS, DEVELOPMENT PARTNERS
Provide equal access for children with disabilities to participate in cultural, sporting, and recreational activities within the education system.	Equal access for children with disabilities participating in cultural, sporting, and recreational activities within the education system provided. Cultural, sporting, and recreational facilities established.	– No. of children with disabilities participating – No. of facilities	2025-2035		SD Culture and Sports	MOE, DCS, DSD, NCPWD, OPDS, CSOS, UN AGENCIES, COG, COUNTY GOVERNMENTS, KENYA ACADEMY OF SPORTS, SPORTS, FEDERATIONS, PRIVATE SECTOR, DEVELOPMENT PARTNERS, NFDK, CBOS, FBOS
Provide opportunities for persons with disabilities to develop and utilize their creative, artistic, and intellectual potential.	Persons with disabilities are provided with opportunities.	– No. of persons with disabilities provided with opportunities. – Type of opportunities provided	2025-2035		SD culture	OPDS, MDAS, CSOS, UN AGENCIES, PRIVATE SECTOR, COG, NCPWD, NFDK, DSD, COUNTY GOVERNMENTS, FBOS, DEVELOPMENT PARTNERS, KENYA ACADEMY OF SPORTS
Support persons with disabilities to enjoy literature and other cultural materials in all accessible formats.	Persons with disabilities supported.	– No. of persons with disabilities supported. – No. of accessible materials	2025-2035		SD Culture	NCPWD, DSD, OPDS, MDAS, CSOS, FBO, KENYA LITERATURE BUREAU, KENYA PUBLISHERS ASSOCIATION, UN AGENCIES, PRIVATE SECTOR, COG, COUNTY GOVERNMENTS, KSB, NFDK, MEDIA
Support and recognize programs that promote specific cultural and linguistic identities of persons with disabilities.	Cultural and linguistic identities of persons with disabilities support and recognized.	– No. of programs supported and recognized	2026-2035		SD Culture	NCPWD, DSD, OPDS, MDAS, KISE, KICD, DEVELOPMENT PARTNERS, COUNTY GOVERNMENTS, COG, MEDIA, SPORTS FEDERATIONS, CSOS, FBOS, CBOS
THEMATIC AREA 8: HEALTH						
Strategies	**Expected Output**	**Indicators**	**Timeframe**	**Budget**	**Responsibilities**	

			(2025 – 2035)		Lead Org.	Other Actors
Mainstream disability in healthcare services	Inclusive health care services for persons with disabilities	– No. of inclusive healthcare institutions – No. of health professionals' capacity built	2025-2035	64M	MoH	NCPWD, DSD, DCS, COUNTY GOVERNMENTS, OPDS, PARENTS/CAREGIVERS, NGAO, KMPDU, DEVELOPMENT PARTNERS
Enforce compliance with universal design in health facilities and promote the provision of health information in an accessible format	Compliance with Universal Design in health facilities	– No. of healthcare facilities that are compliant with the universal design standards. – Information in accessible formats in Health facilities	2025-2035		NCPWD	NCPWD, KISE, SD HOUSING & URBAN DEVELOPMENT, COUNTY GOVERNMENTS, OPDS, DSD, DEVELOPMENT PARTNERS COG
Promote registration in the uptake of universal health care schemes	Persons with disabilities provided with quality health care	– No. of persons with disabilities registered UHC	2025-2035		MoH	NCPWD, COUNTY GOVERNMENTS, DSD, OPDS, DEVELOPMENT PARTNERS, COG, SHA, NFDK, KSB, PRIVATE SECTOR, MDAS
Capacity build persons with disabilities and their caregivers on their health rights Review the Disability Awareness Creation Booklet to include health rights for persons with disabilities	Persons with disabilities and caregivers' capacity built	– No. of persons with disabilities sensitized. – No. of Caregivers sensitized. – No. of awareness fora	2025-2035		MoH	COUNTY GOVERNMENTS, DSD, NCPWD, DCS, NGEC, OPDS, FBOS, CSOS, MEDIA, CBOS, DEVELOPMENT PARTNERS UN AGENCIES
	Disability Awareness creation booklet reviewed	– Disability Awareness Booklet	2025-2035		DSD	COUNTY GOVERNMENTS, NCPWD, DCS, NGEC, OPDS, FBOS, CSOS, MEDIA, CBOS, DEVELOPMENT PARTNERS, UN AGENCIES
Capacity build health care workers on disability inclusion in health care service provision of disability-inclusive healthcare services	Healthcare workers and community enhanced	– No. of healthcare workers sensitized. – No. of community members sensitized	2025-2035		MoH	NCPWD, DSD, COUNTY GOVERNMENTS, OPDS, FBOS, CSOS, COG
Engage health insurance providers to subsidize health care services and expand their schemes to incorporate assistive devices technologies	Health Insurance Service providers engaged.	– No. of partnership agreements – No. of Insurance Schemes offering subsidized services	2025-2035		NCPWD	MOH, COUNTY GOVERNMENTS, INSURANCE PROVIDERS, OPDS, FBOS, CSOS, IRA, PRIVATE & FAITH-BASED HOSPITALS
and commodities for persons with disabilities	Subsidized healthcare services					
Promote appropriate, comprehensive, and inclusive sexual and reproductive health information and services for women and girls with disabilities	Increased access to sexual and reproductive health by women and girls with disabilities	– No. of women and girls accessing sexual and reproductive health services – No. of SRH services	2025-2035		MOH	COUNTY GOVERNMENTS, NCPWD, DSD, NGEC, OPDS, FBOS, CSOS, DEVELOPMENT PARTNERS
Create awareness among parents and caregivers on post-natal care and support services for children with disabilities	Parents and caregivers are sensitized in post-natal care and available support services	– No. of parents and caregivers sensitized. – No. of children with disabilities accessing post-natal and support services.	2025-2035		MOH	NCPWD, DSD, COUNTY GOVERNMENTS, OPDS, FBOS, CSOS, NGAO, CBOS DEVELOPMENT PARTNERS
THEMATIC AREA 9: NON-COMMUNICABLE DISEASES, HIV AND AIDS						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Provide information on NCDs, HIV/AIDs in accessible formats to all persons with various categories of disabilities.	NCDS/HIV AIDS materials developed in accessible formats and disseminated. Health care personnel trained on KSL.	– No. of Health care personnel trained on KSL. – No. of persons with disabilities accessing information and health Communication materials – No. of IEC materials developed and disseminated. – No of accessible formats on health information	2025 - 2035	77M	NSDCC	NASCOP, DNCD, COUNTY GOVERNMENTS, COG, NCPWD, DSD, NGEC, OPDS, DEVELOPMENT PARTNERS, FBOS, CSOS, MEDIA, UN AGENCIES, KENYA PUBLISHERS ASSOCIATION, MDAS, KANCO, NGOS
	Community outreach programmes to educate on NCDs and HIV/AIDs implemented.	– No. of outreach visits	2025 - 2035			
Provide affordable health care services on NCDs and HIV/AIDs in all health care facilities.	Affordable health care services on NCDs and HIV/AIDs provided.	– No. of healthcare facilities providing affordable services on – NCDs and HIV/AIDs	2025 – 2035		NASCOP	DNCD, NSDCC, DSD, NCPWD, COUNTY GOVERNMENTS, COG, NGEC, KNCHR, OPDS, DEVELOPMENT PARTNERS,

		– No. of persons with disabilities accessing NCDs and HIV/AIDs services – No. of IEC Materials				FBOS, CSOS, NATIONAL TREASURY, UN AGENCIES, MEDIA, KANCO, NGOS
Engagement of persons with disabilities into policy development, planning and implementation on NCDs and HIV/AIDs.	Persons with disabilities engaged in planning, policy development and implementation processes.	– No. of persons with disabilities engaged in policy/legislation development	2025 - 2035		NSDCC	DNCD, NASCOP, NCPWD, DSD, COUNTY GOVERNMENTS, COG, NGEC, OPDS, FBOS, CSOS, KANCO, NGOS, AG, KENYA LAW, KLRC, KNCHR, PARLIAMENT
	Participatory framework developed.	– Framework – No. of stakeholder engagement fora	2025 - 2035			
Provide an accommodative environment for persons with disabilities to get tested for HIV/AIDs.	Accommodative environment provided. Persons with disabilities accessing HIV/AIDs testing.	– No. of accommodative measures provided. – No. of persons with disabilities tested	2025 - 2035		NASCOP	NSDCC, DNCD, NCPWD, DSD, COG, COUNTY GOVERNMENTS, NGEC, KNCHR, OPDS, FBOS, CSOS, MDAS, NGOS, KANCO, NCIC, PARENTS/CAREGIVERS, UN AGENCIES
Enhancement of the electronic medical database to capture data for persons with disabilities.	Electronic medical system enhanced and disaggregated data on NCDs, HIV/AIDs of persons with disabilities.	– No. of persons with disabilities with NCDs, HIV, and AIDS	2025-2035		MoH	NASCOP, DNCD, NCPWD, DSD, COUNTY GOVERNMENTS, COG, OPDS, FBOS, CSO NGOS, UN AGENCIES, KNBS, KEMSA, MDAS, KANCO
Promote awareness on anti-stigma and discrimination to address stereotypes and to encourage persons with disabilities to seek NCDs and HIV/AIDS services and support.	Increased number of persons with disabilities seeking NCDs and HIV/AIDS services and support.	– No. of persons with disabilities seeking NCDs and HIV/AIDS services and support – No. of sensitization fora	2025-2035		NSDCC	NASCOP, DNCD, NCPWD, DSD, COUNTY GOVERNMENTS, COG, OPDS, FBOS, CSOS, CBOS, MDAS, UN AGENCIES, NGOS, PRIVATE SECTOR, KANCO, MEDIA, NGAO
THEMATIC AREA 10: SOCIAL PROTECTION						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Provide persons with disabilities unable to engage in gainful economic activities with regular cash transfer to meet their basic needs	Cash transfer provided to persons with disabilities	– No. of persons with disabilities provided with Cash transfer.	2025-2035	220M	MLSP	COUNTY GOVERNMENTS, MDAS, OPDS, KNBS, UN AGENCIES, COG, DEVELOPMENT PARTNERS, NATIONAL TREASURY
Provide tax reliefs and exemptions for persons with disabilities	Persons with disabilities exempted and issued with tax reliefs	– No. of tax relief certificates issued to persons with disabilities. – No. of tax exemption certificates issued to persons with disabilities – No. of stakeholder engagements	2025-2035		NCPWD	DSD, KRA, MOH, OPDS, COG, COUNTY GOVERNMENTS, MDAS, NATIONAL TREASURY, PRIVATE SECTOR
Review existing legislative frameworks to provide conditional social security, tax reliefs and exemptions	Primary caregivers provided with conditional social security, tax reliefs and exemptions.	– No. of caregivers issued with tax and exemption certificates. – No. of caregivers benefitting from conditional social security funds	2025-2035		MLSP	AG, KLRC, KNCHR, NGEC, MDAS, NATIONAL TREASURY, PARLIAMENT, KENYA LAW, COUNTY GOVERNMENTS, COG, KRA, OPDS, UN AGENCIES, NGOS, DEVELOPMENT PARTNERS
Review Regulations on incentives for the private sector on employment of persons with disabilities.	Regulations reviewed. Incentive Programmes developed	– Regulations	2025-2035		NCPWD	DSD, OPDS, TRADE UNIONS, MDAS, COG, COUNTY GOVERNMENTS, PARLIAMENT, AG, KENYA LAW, KLRC, DEVELOPMENT PARTNERS, UN AGENCIES, PRIVATE SECTOR, FKE, COTU
	Private sector organizations sensitized on the provisions of regulations.	– No. of organizations provided with incentives. – No. of organizations sensitized	2025-2035			
Implement and enforce compliance with various legal provisions to ensure reasonable accommodation to persons with disabilities who require personal support services	Compliance with legal provisions	– No. of Compliance certificate issued. – No. of audit reports	2025-2035		NCPWD	DSD, NCA, NFDK, NGEC, SD HOUSING, NEMA, MDAS, OPDS, MOE, COG, COUNTY GOVERNMENTS, FBOS, CSOS UN AGENCIES
Enhance the interoperability of the existing social protection databases to avail information in accessible formats.	Enhanced interoperability of the database Information availed in accessible format	– No of databases linked. – No. of accessible databases	2025-2035		MLSP	KNBS, MOH, MOE, MDAS, OPDS, COG, COUNTY GOVERNMENTS, ODPC, ICTA, SD, ICT, PRIVATE SECTOR, UN AGENCIES, DEVELOPMENT PARTNERS, NCPD

Strengthen and enhance peer support programmes and counselling among persons with disabilities and their caregivers.	Peer support and counselling among persons with disabilities and their caregivers strengthened and enhanced.	– No of peer support programmes – No of persons with disabilities and their care givers provided with counselling.	2025-2035		DSD	NCPWD, OPDS, MDAS, COG, COUNTY GOVERNMENTS, CSOS, FBOS, UN AGENCIES, MDAS, CBOS, MOH, PRIVATE SECTOR, KOTA, KNASW, KAPC
Empower community-based volunteers to provide psychosocial support to persons with disabilities, their caregivers and families of persons with disabilities.	Community based volunteers empowered.	– No. of community-based volunteers empowered. – No. of persons with disabilities provided with psychosocial support	2025-2035		DSD	NCPWD, OPDS, MDAS, COG, COUNTY GOVERNMENTS, CSOS, FBOS, UN AGENCIES, MDAS, CBOS, MOH, PRIVATE SECTOR, KOTA, KNASW, KAPC
Establish respite care centres to offer support to caregivers of persons with disabilities	Respite centres established	– No. of respite centres established. – No. of caregivers supported	2025-2035		DSD	NCPWD, MDAS, OPDS, COG, COUNTY GOVERNMENTS, UN AGENCIES, SD PUBLIC WORKS, PSC, NATIONAL TREASURY, PRIVATE SECTORS, CSOS, MFIS, DEVELOPMENT PARTNERS
Provide support services including crisis and recovery support, assertive outreach care, medication and psychosocial therapy for persons with neuro diverse disabilities	Support services provided	– No. of support services provided. – No. of persons with neurodiverse disabilities provided with support	2025-2035		NCPWD	DSD, NATIONAL TREASURY, OPDS, COG, COUNTY GOVERNMENTS, MOH, FBOS, CSOS, PRIVATE SECTOR, UN AGENCIES, DEVELOPMENT PARTNERS , MDAS
Provision of shock responsive Social Protection to Persons with Disabilities in Situations of Emergency, Risks and Humanitarian Crisis	Shock responsive social protection provided.	– No. of persons with disabilities supported. – No. of shock responsive programmes	2025-2035		NSPS	NDMA, NATIONAL TREASURY, HUMANITARIAN ORGANIZATIONS, NGOS, CSOS, NCPWD, OPDS, MDAS, DRS COMMUNITIES, MEDIA CBOS, DEVELOPMENT PARTNERS, PRIVATE SECTORS, MFIS, FBOS, UN AGENCIES
Promote disability inclusion and intersectionality in the design and interventions of	Disability inclusion and intersectionality in design of	– No. of persons with neuro-developmental disabilities included in social	2025-2035		NCPWD	DSD, NSPS, DSA, DCS, NCCS, MOE, MOH, OPDS, MDAS, COG,
social protection programs including persons with neuro-developmental disabilities	social protection programs promoted.	protection programs				COUNTY GOVERNMENTS, DEVELOPMENT PARTNERS PRIVATE SECTOR, UN AGENCIES
Establish disability inclusive community care and support systems for persons with disabilities	Disability inclusive Community care and support system established	– Inclusive community care and support systems	2025-2035		DSD	NCPWD, UN AGENCIES, OPDS, COG, COUNTY GOVERNMENTS, MDAS, DEVELOPMENT PARTNERS, FBOS, CSOS, NATIONAL TREASURY, NGEC, KNCHR, NGOS, PRIVATE SECTOR, HUMANITARIAN AGENCIES, MFIS, NGAO
Promote male engagement in caregiving roles for persons with disabilities.	Male engagement in caregiving roles promoted. Advocacy programmes developed.	– No.of male caregivers trained – No. of advocacy programmes – No. of fora	2025-2035		SD Gender	DSD, DCS, NGEC, MOE, KISE, KNPA, MEKN, NCPWD, MDAS, CSOS, OPDS, NGAO, NGOS, FBOS, CBOS, MEDIA, COG, COUNTY GOVERNMENTS, PRIVATE SECTOR, DEVELOPMENT PARTNERS, UN AGENCIES
THEMATIC AREA 11: PARTICIPATION AND REPRESENTATION						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Enhance participation and representation of persons with disabilities in all spheres of life.	Participation and representation enhanced	– No. of persons with disabilities engaged. – No. of sensitization fora	2025-2035	40M	DSD	COUNTY GOVERNMENTS, COG, NCPWD, NGEC, NGAAF, OPDS, DEVELOPMENT, PARTNERS, CSOS, MDAS, UN AGENCIES, KNCHR, EMPLOYMENT, COMMISSIONS, TRADE UNIONS, SCAC
Review relevant laws to provide for the reservation of at least five percent opportunities for persons with disabilities in both elective and appointive positions at all governance decision making levels	Laws reviewed	– No. of laws reviewed.	2025-2030		DSD	COUNTY GOVERNMENTS, COG, NCPWD, NGEC, NGAAF, OPDS, DEVELOPMENT, PARTNERS, AG, NATIONAL TREASURY, KLRC, KNCHR, PARLIAMENT , JUDICIARY , IEBC, ORPP, EMPLOYMENT, COMMISSIONS

THEMATIC AREA 12: TRANSPORT						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Enforcement of legislation and policies on universal design of public transport facilities	Legislation and Policies enforced	– No. of accessible transport facilities – % of enforcement of legislation and policies of universal design	2025-2035	150M	SD Transport	NCPWD, DSD, UN AGENCIES, MDAS, OPDS, NCA, SD ROADS, PARLIAMENT, AG OFFICE, NATIONAL TREASURY, KENYA LAW, KLRC COUNTY, GOVERNMENTS, COG
Promote and support innovative designs of modes of transport for use by persons with disabilities	Innovative designs of modes of transport supported	– No. of innovative modes of transport	2025-2035		SD Transport	SD TRADE, INVESTMENT AND INDUSTRY, MDAS, COUNTY GOVERNMENTS, COG, DSD, NCPWD, OPDS, UN AGENCIES, ICTA, ACADEMIC, INSTITUTIONS, KEBS, DEVELOPMENT PARTNERS CSOS, NATIONAL TREASURY, INNOVATIONS FOR POVERTY ACTION
Provide accessible, available, and inclusive travel information, signage, symbols, and warning signals for all persons with disabilities	Inclusive signage, symbols, warning signals and travel information provided	– No. of inclusive and accessible travel information, signage, symbols, and warning signals	2025-2035		SD Transport	SD TRADE, INVESTMENT AND INDUSTRY, MDAS COUNTY GOVERNMENTS, COG, DSD, NCPWD, OPDS, UN AGENCIES, KEBS, DEVELOPMENT PARTNERS, CSOS
Promote education and awareness campaigns on the needs and challenges of persons with disabilities in the transport sector	Transport stakeholders educated and sensitized	– No. of education awareness campaigns undertaken – No. of stakeholders sensitized	2025-2035		NCPWD	MDAS, DSD, NCPWD, OPDS, UN AGENCIES, MEDIA , CSOS, DEVELOPMENT PARTNERS, PRIVATE SECTOR, NAMATA, NFDK
Enforce the reservation of the allocated, appropriate, accessible, and adequate parking lots for persons with disabilities in public and private car parks	Accessible parking lots in public and private car parks allocated and reserved	– Ratio of accessible parking lots in public & private places	2025-2035		SD Transport	NCPWD, DSD, UN AGENCIES, MDAS, OPDS, PRIVATE SECTOR, NCA
Develop and integrate a disability inclusive training module for driving schools	Disability inclusive module developed for driving schools	– Disability Inclusive module – No. of schools with inclusive training modules	2025-2027		SD Transport	PRIVATE SECTOR, KICD, NCPWD, DSD, UN AGENCIES, MDAS, OPDS,
Promote public private partnership at both national and county levels for disability inclusive transport	Public Private Partnerships promoted	– No. of partnership agreement	2025-2035		SD Transport	NCPWD, UN AGENCIES, MDAS, OPDS, PRIVATE SECTOR, COG, COUNTY GOVERNMENTS, DEVELOPMENT PARTNERS, SD HOUSING, CSOS NATIONAL TREASURY
Build accessible point to point transportation	Point to point accessible transport stations for persons with disabilities	– No. of accessible stations build	2025-2035		SD Transport	NCPWD, UN AGENCIES, MDAS, OPDS, PRIVATE, SECTOR, COG, COUNTY, GOVERNMENT, DEVELOPMENT PARTNERS, SD HOUSING, CSOS, NATIONAL TREASURY
Develop regulations and guidelines that promote the adaptation of disability inclusive and accessible public transport	Regulations and guidelines developed	– No. of Regulations and guidelines developed	2026-2031		SD Transport	KLRC, AG, NATIONAL TREASURY, COG, KENYA LAW, NCPWD, UN AGENCIES, MDAS, OPDS NATIONAL ASSEMBLY, CSOS
THEMATIC AREA 13: REGISTRATION						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025-2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Launch campaigns to educate communities about the importance of registration and how it benefits service delivery and policymaking.	Increased awareness and registration of persons with disabilities, enhancing service delivery and policymaking.	– % increase in community awareness of the registration process and its benefits. – No. of persons with disabilities and organizations registered before and after the campaign. – No. of policy briefs or recommendations generated from campaign insights.	2025 - 2035	736M	NCPWD	KFE, OPDS, NGOS, DSD, ICTA, CA, PRIVATE SECTOR, MEDIA, OPDS, CSOS, COUNTY GOVERNMENTS, COG, SD. IMMIGRATION, UN AGENCIES, DEVELOPMENT PARTNERS, NGOS, NGAO, CBOS
Improve the effectiveness and inclusivity of primary data collection by ensuring all relevant disaggregation	Revised data collection tools that include comprehensive disaggregation variables for richer, more representative	– Revised data collection tools.	2025-2027		NCPWD	KNBS, APHRC, KIPPRA, NCPD, NGOS, DEVELOPMENT PARTNERS, MDAS, KRA, NSPS

variables are included.	data.					
Ensure that data collection tools include disaggregation variables related to diverse types of disabilities, including physical, sensory, cognitive, and mental health conditions.	Revised data collection tools include disability-specific disaggregation variables, enabling comprehensive data on individuals with disabilities.	– No. of reports generated that use the new disability-specific disaggregation variables. – Qualitative feedback from persons with disabilities on the inclusiveness and relevance of the data collection process. – Proportion of data collection tools that now feature disability-specific disaggregation variables	2025-2030		NCPWD	NSPS, DCS, DSA, KFE, OPDS, NGOS, DSD, ICTA, CA, PRIVATE SECTOR, MEDIA, OPDS, CSOS, COUNTY GOVERNMENTS, COG, SD. IMMIGRATION, UN AGENCIES, DEVELOPMENT PARTNERS, NGOS, NGAO, CBOS
Encourage and support research initiatives that prioritize disability issues and use disaggregated data to enhance understanding and inform inclusive practices.	Increase in the number of research initiatives on disability issues using disaggregated data, leading to published reports and policy recommendations.	– No. of Research initiatives	2025-2027		NCPWD	KFE, OPDS, NGOS, DSD, ICTA, CA, PRIVATE SECTOR, MEDIA, OPDS, CSOS, COUNTY GOVERNMENTS, COG, SD. IMMIGRATION, UN AGENCIES, DEVELOPMENT PARTNERS, NGOS, NGAO, CBOS
THEMATIC AREA 14: LAND, HOUSING AND PROPERTY						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Establish mechanisms to eliminate barriers that hinder persons with disabilities from acquiring and owning land, housing, and property	Mechanisms to eliminate barriers established	– No. of mechanisms established – No. of sensitization fora	2025-2035	112M	SD Lands, Public Works, Housing	NCPWD, NGAOS, JUDICIARY, OPDS, COG, COUNTY GOVERNMENTS, UN AGENCIES, MDAS, NATIONAL TREASURY, DSD, PARLIAMENT, AG, KENYA LAW, KLRC, CSOS DEVELOPMENT PARTNERS, MFIS, PRIVATE SECTOR, NCA, NEMA, MEDIA
Review The Affordable Housing regulations to guarantee allocation of affordable and accessible houses to persons with disabilities	Regulations reviewed	– No. of regulations	2025-2026		SD Housing	NCPWD, DSD, CSOS, OPDS, NCA, JUDICIARY, NATIONAL TREASURY, COG, COUNTY GOVERNMENTS, AG, PARLIAMENT, DEVELOPMENT PARTNERS, PRIVATE SECTOR, MFIS, NGAOS
Enforce the provisions of the Building Code in all architectural designs	Provisions of the Building Code enforced in architectural design	– No. of architectural designs approved	2026-2035		NCA	SD HOUSING, NCPWD, OPDS, MDAS, CSOS, NATIONAL TREASURY, DSD, SD PUBLIC WORKS, COG, COUNTY GOVERNMENTS, BORAQS
Promote inclusive financial and credit services targeting persons with disabilities to acquire land, housing, and property	Inclusive financial products and credit services promoted. Persons with disabilities accessing inclusive financial products and credit services	– No. of financial products and credit services developed – No. of persons with disabilities accessing inclusive financial products and credit services	2026-2035		SD Cooperative & SMEs	CBK, MFIS, SD HOUSING, NATIONAL TREASURY, OPDS, DSD, NCPWD, DEVELOPMENT PARTNERS, CSOS, COG, COUNTY GOVERNMENTS
Enforce compliance to the KS ISO 21542 and the Kenya Building Code Section 352 to facilitate access for persons with disabilities to the building and use of its facilities	Compliance to KS ISO 21542 and the Kenya Building Code Section 352	– No. of audit reports – No. of buildings that are compliant	2026-2035		NCPWD	NCA, SD HOUSING PUBLIC WORKS, NATIONAL TREASURY, OPDS, CSOS, DSD, PRIVATE SECTOR, DEVELOPMENT PARTNERS, BORAQS, COG, COUNTY GOVERNMENTS
THEMATIC AREA 15: INFORMATION AND COMMUNICATION						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Promote the use of disability inclusive languages for use by	Disability inclusive languages promoted	– No. of sensitization fora – No. of IEC materials	2025-2035	341M	DSD	OPDS, NCIC, CSOS, NCPWD, MDAS, NFDK, UN AGENCIES,

individuals, public and service providers						DEVELOPMENT PARTNERS, PRIVATE SECTOR, NGEC, KNCHR, COG, CA, COUNTY GOVERNMENT, MCK, ICTA, KEG
Promote the use of augmentative and alternative communication for persons with communication difficulties	Augmentative and alternative communication promoted	– Modes of augmentative and alternative communication promoted	2025-2035		NCPWD	ICTA, OPDS, CSOS DEVELOPMENT PARTNERS, ACADEMIC INSTITUTIONS, COG, COUNTY GOVERNMENT, KICD, SEP, MOE, MCK, MEDIA, MDAS, UN AGENCIES, PRIVATE SECTOR
Promote the use of Kenyan Sign Language, Braille and any other accessible means of communication and technologies in all Public and Private spheres.	Accessible means of communication promoted	– No. of sensitization fora – No. of persons trained	2025-2035		NCPWD	DSD, CA, MCK, SD ICT , ICTA, DEVELOPMENT PARTNERS, OPDS, CSOS, PRIVATE SECTOR, NGEC, KNCHR, UN AGENCIES, COG, COUNTY GOVERNMENT, NFDK, MFIS
Provide innovative, improved, and accessible technology to enhance effective communication for persons with disabilities.	Effective communication provided for persons with disabilities	– No. of persons with disabilities provided with accessible technologies – No. of innovations	2025-2035		NCPWD	DSD, KAM, PRIVATE SECTOR, SD ICT, OPDS, CSOS, NGOS, MFIS, ACADEMIC INSTITUTIONS, SERVICE PROVIDERS, KEBS, MDAS, SD YOUTH AFFAIRS, CREATIVE ECONOMY AND SPORTS, NACOSTI, MITI, MOE, SD COG, COUNTY GOVERNMENT, KCB, KIPI, KECOBO
Exempt from duties, taxes and other levies on equipment materials and services used in the production of information in accessible formats for persons with disabilities	Tax exemption on equipment, materials and services used in production of accessible information	– No. of tax exemption letters – No. of production companies exempted	2025-2035		NCPWD	KRA, DSD, OPDS, NATIONAL TREASURY, COG, COUNTY GOVERNMENT, CSOS, PRIVATE SECTOR, DEVELOPMENT PARTNERS, KAM, UN AGENCIES
Provide assistive communication equipment and technologies for learners and employees with disabilities.	Assistive communication equipment and technologies for learners and employees with disabilities provided.	– No. of accessible communication equipment and technologies provided to employees with disabilities – No. of accessible communication equipment and technologies provided to learners with disabilities	2025-2035		MoE	COTU, DSD, DCS, COUNTY GOVERNMENT, MOH, KEMSA, FKE, KPSA, NCPWD, NFDK, KENAPCO, CUE, DEVELOPMENT PARTNERS, PRIVATE SECTOR, NGOS, UN AGENCIES, CSOS, OPDS, COG
Promote access to public and private information and communication service points to persons with disabilities	Accessible Public and private information and communication service points for persons with disabilities	– No . of information materials available in accessible formats by private sectors. – No. of accessible communication service points in public and private agencies	2025-2035		NCPWD	ODPC, KNLS, SDICT , OPDS, CSOS, DSD DEVELOPMENT PARTNERS, UN AGENCIES, CA, MCK, KEBS, COG, COUNTY GOVERNMENT, MFIS, MEDIA PRIVATE SECTORS, MDAS, CBOS, NGOS, NFDK
Ensure that public agencies provide information in the public domain to persons with disabilities in accessible formats	Public information provided by public agencies in accessible formats	– No. public agencies providing information in accessible formats. – No of IEC materials disseminated – No. of information materials developed in accessible format – No. of persons with disabilities accessing information	2025-2035		NCPWD	MDAS, COUNTY GOVERNMENTS, ODPC, NFDK, OMBUDSMAN, NGEC, KNCHR, COG, OPDS
Service providers avail internet services in formats which are accessible to and usable by various categories of persons with disabilities	Internet services provided in formats that are accessible and usable by various categories of persons with disabilities	– No. of internet service providers availing of internet services in accessible formats	2025-2035		NCPWD	MDAS, COUNTY GOVERNMENT, PRIVATE SECTOR, COG, DEVELOPMENT PARTNERS, UN AGENCIES, ODPC (OFFICE OF DATA PROTECTION COMMISSION), CAK, MCK, OPDS, CSOS, KNHCR, NGEC
THEMATIC AREA 16: LEGAL CAPACITY						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Develop comprehensive guidelines on legal capacity	Guidelines developed	– No. of Guidelines	2025-2027	155M	NCPWD	DSD, COG, JUDICIARY, COUNTY GOVERNMENTS, NLAS, CAJ, NFDK KHRC, MDAS, NGEC, KNCHR, CSOS, PRIVATE SECTOR
Monitor compliance with existing legislative frameworks that provide sanctions	Compliance with existing legislative frameworks monitored	– Quarterly reports – No. of convictions of violators	2025- 2035		NCPWD	JUDICIARY, KNCHR, CAJ CSOS, COG, COUNTY, GOVERNMENTS, NGAO,

						NATIONAL ASSEMBLY, COUNTY ASSEMBLY, MDAS DSD, NGEC, OPDS, DEVELOPMENT, PARTNERS
Enhance the Child Protection Information Management System to capture disaggregated data of children with disabilities under alternative family care	Enhanced Child Protection Information Management System	– No. of children with disabilities under alternative family care.	2025-2027		DCS	NCCS, NCPWD, DSD, JUDICIARY, NATIONAL POLICE SERVICE, OPDS, UN AGENCIES, KNCHR, CSOS, FBOS, NGEC, NGAO, DEVELOPMENT, PARTNERS, CHILD WELFARE SOCIETY OF KENYA
Promote the rights of persons with disabilities	Legal literacy of persons with disabilities	– No. of sensitization fora – No. of persons with disabilities capacity built – No. of legal aid clinics	2025-2035		NCPWD	DSD, NGEC, NGA PRIVATE SECTOR, JUDICIARY, AG, NLAS, KNCHR, HUMAN RIGHTS ORGANIZATIONS, CAJ, NGOS, UN AGENCIES , CSOS, OPDS, DEVELOPMENT PARTNERS, FBOS
Build capacity and empower professionals in all sectors on legal rights for persons with disabilities.	Capacities of professionals on legal rights for persons with disabilities in all sectors built	– No. of professionals trained	2025-2035		NCPWD	DSD, NGEC, OPDS DEVELOPMENT PARTNERS, FBOS, LSK, NATIONAL TREASURY, NGAO, KNCHR, CLE, KSL, MDAS, COG, COUNTY GOVERNMENTS, CSOS, JUDICIARY
Promote community-based support programmes that safeguard the rights of persons with disabilities.	Effective legal safeguards in place	– No. of sensitization fora on legal safeguards	2025-2035		NCPWD	NGAO, DSD, NGEC, OPDS, DEVELOPMENT PARTNERS, FBOS , CBOS, CSOS, JUDICIARY, KNCHR, MDAS, COG, COUNTY GOVERNMENTS, NGOS, UN AGENCIES, PRIVATE SECTOR, HUMAN, RIGHT, ORGANIZATIONS
	Community-based support programmes promoted	– No of the people with disabilities supported	2025-2035			

THEME 17: ACCESS TO JUSTICE

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Promote literacy of persons with disabilities, caregivers and intermediaries on access to justice	Literacy on access to justice promoted	– -No. of sensitization reports	2025-2035	100M	NCPWD	DSD, NGEC, NGAO, LSK, JUDICIARY, AG, NATIONAL LEGAL AID SERVICE, KNCHR,
		– -No of persons with disabilities, caregivers and intermediaries sensitized				HUMAN RIGHTS ORGANIZATIONS, CAJ, NGOS, UN, AGENCIES, CSOS, OPDS, DEVELOPMENT PARTNERS, FBOS, NPS
Develop and strengthen programs that protect persons with disabilities across the life cycle from all forms of neglect, abuse, and violence	Programmes and Systems developed and strengthened	– -No. of programmes developed – -No. of systems strengthened – No. of persons with disabilities protected	2025-2035		NCPWD	DSD, KNCHR, NGOS, COUNTY GOVERNMENTS, COG, SD GENDER, DCS, NPS, CSOS, NATIONAL TREASURY, SFRTF, FBOS, NGEC, OPDS, DEVELOPMENT PARTNERS, UN AGENCIES
Enforce reasonable accommodation principles to enable persons with disabilities participate fully in accessing justice	Reasonable accommodation principles enforced	– -No. of persons with disabilities accessing judicial services – -No. of reasonable accommodation principles complied to.	2025-2035		Judiciary	NCPWD, NGEC, KNCHR, COUNTY GOVERNMENTS, COG, DSD, KIPPRA, KLRC, HUMAN RIGHTS ORGANIZATION, OPDS, DEVELOPMENT PARTNERS, CSOS, CBOS, FBOS
Develop regulations for free legal services and representation for persons with disabilities.	Regulations on free legal services and representation developed	– -No. of Regulations	2025-2027		NLAS	AG, NLAS, JUDICIARY, CSOS, DSD, NGEC, KNCHR, PARLIAMENT, KENYA LAW, KLRC, KIPPRA, OPDS, PRIVATE SECTOR, FBOS
Provide procedural accommodations for the diversity of persons with disabilities in the justice system	Procedural accommodations for the diversity of persons with disabilities provided	– -No. of procedural accommodations provided within the justice system – -No of persons with disabilities are provided with procedural accommodation	2025-2035		Judiciary	NCPWD, AG, NATIONAL TREASURY, CSOS, DSD, NGEC, KNCHR, KLRC, HUMANITARIAN ORGANIZATIONS, NGOS, OPDS, FBOS, PRIVATE SECTOR

THEMATIC AREA 18: ORGANIZATIONS OF AND FOR PERSONS WITH DISABILITIES

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Coordinate and harmonize continuous profiling and registration of Organizations of and for Persons with Disabilities within the existing	Profiling, and Registration of OPDs coordinated and harmonized	– No. of OPDS profiled and registered	2026-2035	329M	NCPWD	DSD, NGO-BOARD, AG, COOPERATIVES, OPDS, MDAS, KNCHR, NGEC NGAOS, KRA, JUDICIARY, COG, COUNTY GOVERNMENT, CSOS,

registration frameworks						UN AGENCIES, DEVELOPMENT PARTNERS, PRIVATE SECTOR
Develop and implement programmes that advance the interest and rights of persons with disabilities.	Programmes that advance the interest and rights of persons with disabilities developed and implemented	– No. of programmes developed	2026-2035		NCPWD	DSD, MDAS, KNCHR, OPDS, MDAS, CBOS, FBOS, NGOS, NFDK, OPDS, COG, COUNTY GOVERNMENT, CSOS, UN AGENCIES, DEVELOPMENT PARTNERS, PRIVATE SECTOR
Promote equitable and effective representation of Organizations of and for Persons with Disabilities in key decision-making bodies.	OPDs represented in key decision-making bodies	– No. of OPDs represented	2026-2035		NCPWD	DSD, OPDS, MDAS, KNCHR, COG, COUNTY GOVERNMENT, CSOS, JUDICIARY, UN AGENCIES, DEVELOPMENT PARTNERS, PRIVATE SECTOR, NGOS, FBOS
Promote coordination of stakeholders involved in the provision of services to persons with disabilities at national and county level.	Coordination mechanisms promoted	– No. of mechanisms – No. of coordination meetings	2026-2035		DSD	COG, NCPWD, OPDS, MDAS, KNCHR, COUNTY GOVERNMENT, CSOS, UN AGENCIES, DEVELOPMENT PARTNERS, PRIVATE SECTOR, FBOS, NGOS, NGAO, CBOS
Promote inclusive planning, budgeting, and implementation of programmes	Inclusive planning, budgeting, and implementation of programmes promoted	– No. of advocacy activities/meetings – No. of OPDs involved in the planning and budgeting – No. of training workshops on inclusive budgeting	2026-2035		DSD	NCPWD, NGEC OPDS, CSOS, MDAS, KNCHR, COG, COUNTY GOVERNMENT, NATIONAL TREASURY, UN AGENCIES, DEVELOPMENT PARTNERS, PRIVATE SECTOR, FBOS, CBOS, NGOS
Capacity build Organizations of and for Persons with Disabilities through structured processes.	Organizations of and for Persons with Disabilities capacity built	– No. of OPDs trained – No. of fora – No. of technical support	2026-2035		NCPWD	DSD, OPDS, CSOS, MDAS, KNCHR, NGEC, COG, COUNTY GOVERNMENT, NATIONAL TREASURY, UN AGENCIES, DEVELOPMENT PARTNERS, PRIVATE SECTOR, NGOS, MFIS, CBOS, HUMANITARIAN ORGANIZATIONS, FBOS, NGAO
Involve and partner with Organization of and for Persons with Disabilities in the processes of policy, legislation and programme development and implementation	OPDS involved in the process	– No. of OPDS involved – No. of policy developed with involvement of OPDs – No. of programmes developed and implemented involvement	2026-2035		DSD	NCPWD, OPDS, CSOS, NGOS, FBOS, CBOS, MDAS, KNCHR, NGEC, COG, COUNTY GOVERNMENT, NATIONAL TREASURY, UN AGENCIES, DEVELOPMENT PARTNERS,
		of OPDs				PRIVATE SECTOR
		–				

THEMATIC AREA 19: ASSISTIVE DEVICES, TECHNOLOGY AND SUPPORT SERVICES

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Promote the provision of assistive devices, technologies and support services to persons with disabilities.	Persons with disabilities are provided with assistive devices, technologies and support services.	– No. of persons with disabilities provided with support services – No. of assistive devices and technologies provided. – No. of collaborations established. – No. of training on the use of AT and support services	2025-2035	117M	NCPWD	NFDK, NATIONAL TREASURY, KRA, KMA, KEMSA, NGOS, CBOS, CSOS, MDAS, OPDS, UN AGENCIES, DEVELOPMENT PARTNERS, PRIVATE SECTOR, COG, COUNTY GOVERNMENTS, ACADEMIC INSTITUTIONS, KEBS
Enhance services and processes on tax, duties and levies exemptions on goods, items, implements, assistive devices and technologies imported or manufactured locally, intended for use by persons with disabilities and OPDs	Services and processes on tax, duties and levies exemptions enhanced.	– % Increase in the number of people acquiring the services. – Proportion of persons with disabilities accessing services – Customer satisfaction feedback report.	2025-2035		NCPWD	KRA, DSD, OPDS, NFDK, NGOS, CBOS, DEVELOPMENT PARTNERS, PRIVATE SECTOR, CSOS, KMA, MDAS, COUNTY GOVERNMENTS, COG
Promote and develop guidelines on standardization on the production, fabrication, adaptation, repair, and maintenance of assistive devices and technologies in the country.	Guidelines on standardization of production, fabrication, adaptation, repair and maintenance of assistive devices and technologies developed and promoted	– No. of guidelines promoted/developed – No. of standards developed – No. of manufacturers' complaints – No. of sensitization fora	2027-2030		NCPWD	KEBS, DSD, KMA, COUNTY GOVERNMENTS, CBOS, NGOS, UN AGENCIES, PRIVATE SECTOR, MOH, MOE, NFDK, ACADEMIC INSTITUTIONS, CSOS, COG, OPDS
Capacity build service providers on support services.	The service provider's capacity built	– No. of service providers trained – Resources allocated – No. of specialized courses availed	2025-2035		NCPWD	KISE, KICD, KSG, DSD, NFDK, OPDS, MFIS, DEVELOPMENT PARTNERS, UN AGENCIES, PRIVATE SECTOR, NGOS, CSOS, KAM
Promote research and innovation on assistive	Research and Innovations promoted	– No. of innovations – No. of research conducted	2025-2035		DSD	NCPWD, ACADEMIC INSTITUTIONS, OPDS, NFDK,

technology and support services for different categories of persons with disabilities.		– No. of publications – No. of support services – No. of AT Hubs established – No. of guidelines on the innovation of AT				MDAS, KIPPRA, PRIVATE SECTOR, NACOSTI, RESEARCH INSTITUTIONS, COG, COUNTY GOVERNMENTS, KAM, KEPSA, UN AGENCIES, DEVELOPMENT PARTNERS, MFIS, KNBS, KEBS, NCPD
Promote appropriate use and maintenance of assistive devices by persons with disabilities, caregivers and assistants.	Appropriate use and maintenance of assistive devices promoted.	– No. of sensitization fora – No. of persons with disabilities sensitized – No. of caregivers and assistants sensitized	2025- 2035		NCPWD	DSD, OPDS, NFDK, EMPLOYMENT COMMISSIONS, CSOS, NGOS, CBOS, COG, COUNTY GOVERNMENTS, PRIVATE SECTOR, UN AGENCIES, DEVELOPMENT PARTNERS
THEMATIC AREA 20: RESEARCH						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Integrate the existing data collection instruments by reviewing national data collection tools	Disability data included in all relevant national data collection instruments.	– No. of data collection of instruments	2025-2035	120M	KNBS	NCPWD, OPDS, KNCHR, DSD, MDAS, PRIVATE SECTOR, COG, COUNTY GOVERNMENTS, NACOSTI, UN AGENCIES, ACADEMIC, INSTITUTIONS, DEVELOPMENT PARTNERS, NSPS, DCS, DSA
Collaborate with organizations for the inclusion of disability indicators in the design of data collection tools.	Inclusion of disability indicators in data collection tools by state and non-state actors	– Level of involvement of OPDs in design, testing and evaluation of data collection tools – No. of disability inclusive data collection tools	2025-2035		KNBS	NCPWD, OPDS, KNCHR, DSD, MDAS, PRIVATE SECTOR, COG, COUNTY GOVERNMENTS, NACOSTI, UN AGENCIES, ACADEMIC INSTITUTIONS, DEVELOPMENT PARTNERS, NSPS, DCS, DSA
Develop a resource mobilization strategy for disability inclusive research.	Resource mobilization strategy on disability inclusive research developed.	– No. of resource mobilization strategies	2025-2027		DSD	NATIONAL TREASURY, NCPWD, OPDS, KNBS, DEVELOPMENT PARTNERS, NGOS, CBOS, FBOS, MFI, UN AGENCIES, PRIVATE SECTOR, MDAS, ACADEMIC INSTITUTIONS, COG, COUNTY GOVERNMENTS, NGEC, KNCHR, HUMANITARIAN ORGANIZATIONS, RESEARCH INSTITUTIONS
Capacity build the stakeholders to conduct disability responsive research	Stakeholders supported through capacity-building initiatives."	– No. of stakeholders supported through capacity-building initiatives	2025-2035		KNBS	NCPWD, OPDS, DSD, DEVELOPMENT PARTNERS, NGOS, CBOS, FBOS, MFI, UN AGENCIES, PRIVATE SECTOR, MDAS, ACADEMIC INSTITUTIONS, COG, COUNTY GOVERNMENTS, NGEC, KNCHR, HUMANITARIAN ORGANIZATIONS, MEDIA, MCK, JUDICIARY, RESEARCH INSTITUTIONS
Enhance partnership between development partners and research institutions to leverage resources.	Partnerships enhanced	– Amount of resources mobilized. – No. of partnerships	2025-2035		KNBS	NATIONAL TREASURY, NCPWD, OPDS, DSD, DEVELOPMENT PARTNERS, NGOS, CBOS, FBOS MFI, UN AGENCIES, PRIVATE SECTOR, MDAS, ACADEMIC INSTITUTIONS, COG, COUNTY GOVERNMENTS, NGEC, KNCHR, HUMANITARIAN ORGANIZATIONS, NFDK, RESEARCH INSTITUTIONS
Establish a national research database and depository on persons with disabilities for use by the public and service providers	National research database and depository on persons with disabilities established for use by the public and service providers	– A national research database and depository established. – No. of generated reports – No. of dissemination forums	2025-2035		KNBS	NCPWD, OPDS, DSD, DEVELOPMENT PARTNERS, NGOS, CBOS, FBOS, MFI, UN AGENCIES, PRIVATE SECTOR, MDAS, ACADEMIC INSTITUTIONS, COG, COUNTY GOVERNMENT, NGEC, KNCHR, HUMANITARIAN ORGANIZATIONS, NFDK, RESEARCH INSTITUTIONS, NATIONAL TREASURY
Promote international, regional	International, regional, national	– No. of stakeholder fora	2025-2035		DSD	NCPWD, OPDS, DEVELOPMENT

and national policies and laws pertinent to research on persons with disabilities	policies and laws on research pertinent to persons with disabilities promoted.	– No. of reports – No. of policies adopted. – No. of participants				PARTNERS, NGOS, CBOS, FBOS, MFI, UN AGENCIES, PRIVATE SECTOR, MDAS, ACADEMIC INSTITUTIONS, COG, COUNTY GOVERNMENT, NGEC, KNCHR, HUMANITARIAN ORGANIZATIONS, NFDK, RESEARCH INSTITUTIONS, NACOSTI, KIPPRA
THEMATIC AREA 21: WOMEN AND GIRLS WITH DISABILITIES						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Engage women led OPDs and women with disabilities in development of policies and programmes for development.	Women led OPDS and women with disabilities engaged.	– No. of women and girls with disabilities engaged. – No. of women led OPDs engaged. – No. of programmes targeting women and girls with disabilities – No. of policy makers sensitized on issues of women with disabilities. – No. of policies amended to include women and girls with disabilities	2025-2035	378M	NCPWD	COUNTY GOVERNMENTS, COG, DSD, NGEC, OPDS, DEVELOPMENT PARTNERS, MEDIA, UN AGENCIES, FBOS, CBOS, NGOS, CSOS, SD GENDER, HUMAN RIGHTS ORGANIZATIONS, KNCHR, PRIVATE SECTORS, MDAS, PARLIAMENT
Implement affirmative action measures in recruitment, promotion, appointment and elective positions for women with disabilities .	Increased representation of women with disabilities in all positions	– No. of women with disabilities sensitized. – No. of women with disabilities in elective posts – No. of women with disabilities employed in public sector. – No. of positions reserved for women with disabilities.	2025-2035		SD Gender	NCPWD, COUNTY GOVERNMENTS, DSD, NGEC, OPDS, DEVELOPMENT PARTNERS, MEDIA, PARLIAMENT, IEBC, EMPLOYMENT COMMISSIONS, MDAS, PRIVATE SECTOR, UN AGENCIES, FKE, KEPSA, COTU, TRADE UNIONS, CBOS, FBOS, NGOS, KNCHR, MCK, CSOS
Strengthen legal frameworks and mechanisms to protect women and girls with disabilities from violence, abuse, and exploitation	Legal framework and mechanism strengthened. Reduced cases of violence among women and girls with disabilities	– No of legal frameworks reviewed. – No. of cases reported. – No of service providers trained on providing specialized services to women and girls with disabilities on GBV. – No of women and girls with disabilities referred for legal justice	2025-2035		Judiciary	NCPWD, CAJ, KENYA LAW, KLRC, NLAS, SD GENDER, KNCHR, NCIC, HUMAN RIGHTS ORGANIZATIONS, CSOS, PRIVATE SECTORS, COUNTY GOVERNMENTS, COG, DSD, NGEC, OPDS, DEVELOPMENT PARTNERS, PARLIAMENT, NPS
Promote awareness on protection of women and girls with disabilities against all forms of discrimination	Awareness on protection of women and girls with disabilities against all forms of discrimination promoted.	– % reduction of cases of abuse – No. of persons sensitized. – No. of sensitization fora – No. of IEC materials disseminated. – No of media engagement fora	2025-2035		DSD	NCPWD, SD GENDER, UN AGENCIES, CAJ, MDAS, CBOS, EMPLOYMENT COMMISSIONS, KNCHR, PRIVATE SECTOR, HUMAN RIGHTS ORGANIZATIONS, COUNTY GOVERNMENTS, COG, DSD, NGEC, OPDS, DEVELOPMENT PARTNERS, PARLIAMENT, JUDICIARY, NPS, FBOS, CSOS
	Increased awareness of stakeholders on the intersectionality on gender and disability	– Intersectional strategy – No. of sensitization forums – No of reports	2025-2035		DSD	NCPWD, SD GENDER, UN AGENCIES, CAJ, MDAS, CBOS, EMPLOYMENT COMMISSIONS, KNCHR, PRIVATE SECTOR, HUMAN RIGHTS ORGANIZATIONS, COUNTY GOVERNMENTS, COG, DSD, NGEC, OPDS, DEVELOPMENT PARTNERS, PARLIAMENT, JUDICIARY, NPS, FBOS, CSOS
Promote awareness on the rights of women and girls with disabilities to sexual and reproductive health services	Rights of women and girls with disabilities to SRH services promoted	– No. of women and girls with disabilities accessing SRH services – No. of women and girls with disabilities sensitized on SRH rights. – No. of sensitization fora – No. of IEC materials disseminated.	2025-2035		MoH	COUNTY GOVERNMENTS, COG, NCPWD, DSD, NGEC, OPDS, DEVELOPMENT PARTNERS, PARLIAMENT, JUDICIARY, NPS, FBOS, CSOS, CBOS, NGOS, SD GENDER , UN AGENCIES, MDAS, HUMAN RIGHTS ORGANIZATIONS, KNCHR, PRIVATE SECTOR
THEMATIC AREA 22: OLDER PERSONS WITH DISABILITIES						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 –**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**

			2035)			
Promote meaningful participation and inclusion of older persons with disabilities in development and decision-making processes.	Participation and inclusion of older persons with disabilities in development and decision-making processes promoted.	– No. of older persons with disabilities involved – No of programmes developed. – No. of stakeholders' fora – No. of IEC materials developed. – No of media engagement	2025 - 2035	301M	DSD	COUNTY GOVERNMENTS, COG, NCPWD, NGEC, OPDS, DEVELOPMENT PARTNERS, PARLIAMENT, FBOS, CSOS, KNCHR, HUMAN RIGHTS ORGANIZATION, OPOS, CBOS, MEDIA, MCK, PRIVATE SECTOR
Implement social protections programmes geared towards protecting older persons with disabilities	Increased access to appropriate services and support for older persons with disabilities	– No. of older persons supported by social protection programmes. – % reduction on abuse on older persons with disabilities	2025 - 2035		NSPS	NCPWD, DSD, COUNTY GOVERNMENTS, COG, NGEC, OPDS DEVELOPMENT PARTNERS, FBOS, CSOS, OPOS, MDAS, NSSF, KNCHR
Develop and strengthen existing legislation and policies to address issues of older persons with disabilities	Legislation and policies on older persons developed and strengthened	– No. of legislations and policies developed. – No. of legislations and policies reviewed	2025 – 2035		DSD	NCPWD, DSD, COUNTY GOVERNMENTS, COG, NGEC, OPDS, DEVELOPMENT PARTNERS, FBOS, CSOS, OPOS, MDAS, NSSF, KNCHR, KLRC, KENYA LAW, PARLIAMENT, AG, JUDICIARY UN AGENCIES
Promote inclusive ageing approaches that address the intersectionality of disability and old age	Inclusive ageing approaches promoted	– No. of inclusive approaches	2025 – 2035		DSD	NCPWD, COUNTY GOVERNMENTS, COG, NGEC OPDS, DEVELOPMENT PARTNERS, FBOS, CSOS, OPOS, MDAS, NSSF, KNCHR, CBOS, HUMAN RIGHTS ORGANIZATIONS, NGOS, UN AGENCIES, PRIVATE SECTOR, PARLIAMENT
Streamline the process in the implementation of the Pensions Act (Cap 189) and schemes to ensure ease and timely payment of pension to older persons with disabilities	Pensions Act and Schemes processes streamlined.	– No. of older persons with disabilities receiving pension on time – No. of complaints resolved	2025 - 2035		National Treasury	NSSF, NCPWD, DSD, COUNTY GOVERNMENTS, COG, NGEC, OPDS, FBOS, CSOS, OPOS, MDAS, EMPLOYMENT COMMISSIONS, CAJ, KNCHR, EMPLOYMENT BODIES, JUDICIARY, KENYA LAW
Broaden the coverage of cash transfers for persons with disabilities to include older person with disabilities	Cash transfers for persons with disabilities broadened to include older persons	% increase of older persons with disabilities receiving cash transfer	2025 - 2035		DSA	DSD, COUNTY GOVERNMENTS, COG, NGEC, OPDS, FBOS, CSOS, NCPWD, OPOS, KNCHR, DEVELOPMENT PARTNERS, NATIONAL TREASURY, PARLIAMENT
THEMATIC AREA 23: **CHILDREN WITH DISABILITIES**						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Develop and implement Framework for the national registration and provision of identification documents for children with disabilities.	Increased registration among children with disabilities	– National registration frameworks – No. of children registered	2025 -2035	1B	NCPWD	NATIONAL REGISTRATION BUREAU, COUNTY GOVERNMENTS, DSD, OPDS, NGEC, DEVELOPMENT PARTNERS, CSOS, FBOS, COG, NGOS, MDAS
Develop and implement child protection policies and programmes to safeguard the rights of children with disability from harm.	Children Act(Cap 141) implemented to safeguard children with disabilities from child labor.	– No. of cases of abuse and discrimination reported. – No of parents/caregivers sensitized of children rights	2025 - 2035		DCS	NCPWD, NPS, NGAO, OPDS, JUDICIARY, DSD, NGEC, OPDS, FBOS, CSOS, NGOS, MDAS, COG, COUNTY GOVERNMENTS,
	Child Protection programmes developed	– No. of Child Protection programmes	2025 - 2035			
Review and implement positive parenting programme to be inclusive for parents with children with disability	Training Module for parents with children with disabilities developed.	– Training Module	2025 - 2027		DSD	NCPWD, DCS, OPDS, DCS, NGEC, COUNTY GOVERNMENTS, FBOS, CSOS, COG, UN AGENCIES, DEVELOPMENT PARTNERS, NGOS, MDAS
	Parents and Caregivers trained on positive parenting skills	– No of parents with children with disabilities trained	2025 - 2035			

Develop policies and programmes that protect, rehabilitate, and re-integrate children with disability in street family situation	Policies and programmes that protect, rehabilitate, and re-integrate children with disability in street family situation developed	– No. of policies and programmes – No. of rescue centers aligned to be accessible to children with disabilities	2025 - 2035		SFRTF	NCPWD, DSD, DCS, OPDS, NGEC, OPDS, FBOS, CSOS, NGOS, MDAS, COUNTY GOVERNMENTS
Establish respite care centers across the country	Respite care centers established	– No. of respite centers established	2025 - 2030		DSD	COUNTY GOVERNMENTS, DCS, OPDS, FBOS, CSOS, DEVELOPMENT PARTNERS, UN AGENCIES, DEVELOPMENT PARTNERS, NGOS, MDAS
	Parents/caregivers supported with respite care services	– No of parents/caregivers supported	2025 - 2030			

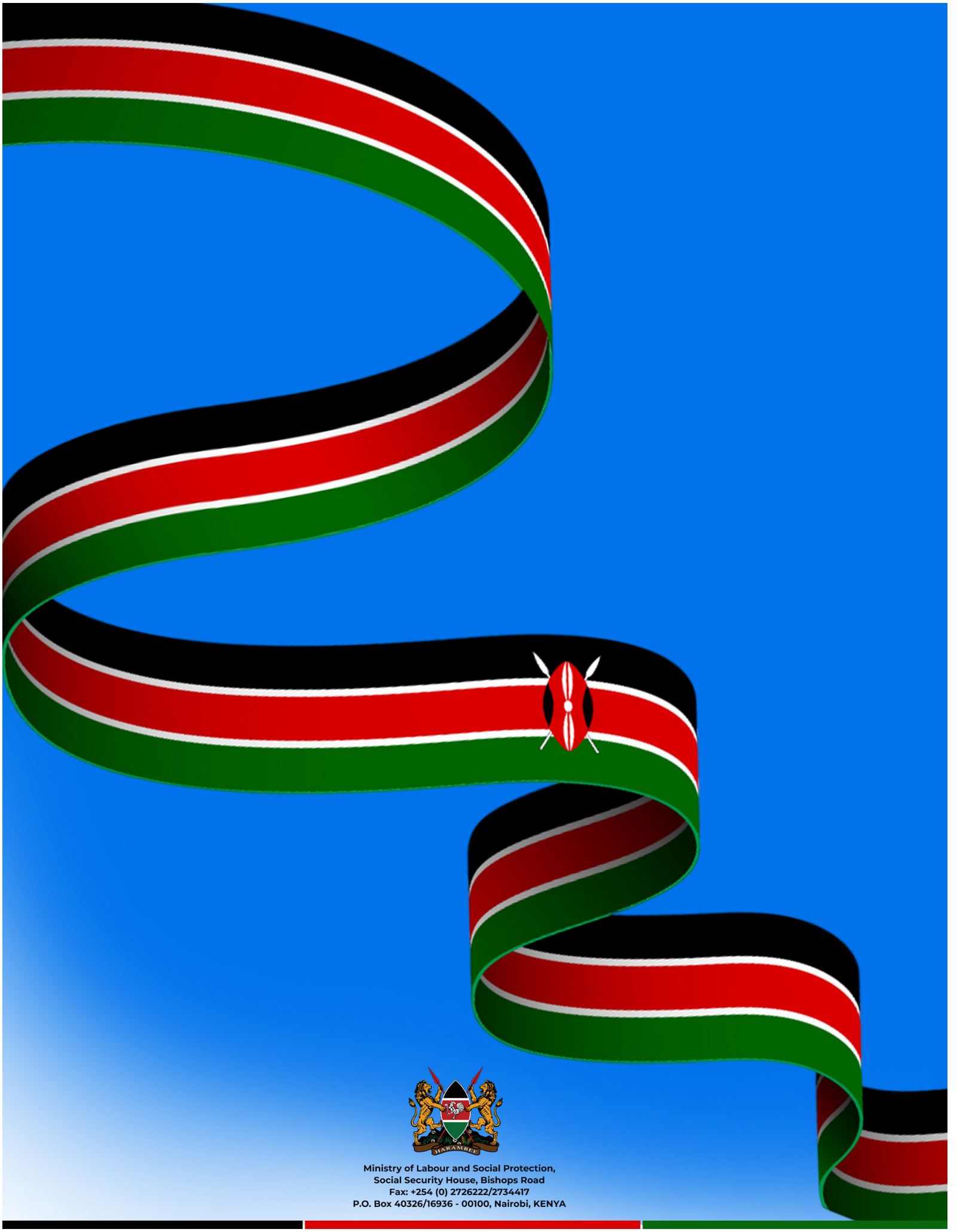
THEMATIC AREA 24: YOUTH WITH DISABILITIES

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Develop programmes to facilitate youth with disabilities, access education, health, training, internship, and employment opportunities	Programmes developed to facilitate youth with disabilities to access education, health, training, internship, and employment opportunities	– No. of programmes developed – No. of youth with disabilities accessing education – No. of youth with disabilities in internship – No. of youth with disabilities in employment	2025-2035	657M	SD. Youth	NCPWD, MOE, EMPLOYMENT COMMISSION, NEA, KEPSA, FKE, MDAS, COUNTY GOVERNMENTS, COG, DSD, NYC, NGEC OPDS, DEVELOPMENT PARTNERS, MEDIA NATIONAL TREASURY, PRIVATE SECTOR, MFIS
Promote inclusion of youth with disabilities in youth led organizations and programmes	Inclusion of youth with disabilities promoted in youth led organization and programmes	– No. of youth with disabilities engaged – No. of youth with disabilities in youth led organizations – No. of sensitization fora	2025-2035		SD. Youth	COUNTY GOVERNMENTS, NCPWD, DSD, NGEC, OPDS, MEDIA, NYC, COG, MDAS, FBOS, NGOS, CBOS, KNCHR DEVELOPMENT PARTNERS
Promote training and access to Information, Communication and Technology (ICT) for youth with disabilities	Training and access to ICT for youth with disabilities promoted	– No. of youth with disabilities trained – No. of sensitization for a – No. of youth with disabilities enrolled in ICT training programmes	2025-2035		MICT	NCPWD, DSD, NGEC, OPDS COG, MDAS, UN AGENCIES, MOE, CUE, COUNTY GOVERNMENTS, DEVELOPMENT PARTNERS, ACADEMIC INSTITUTIONS
Enhance access of credit facilities to youth with disabilities.	Enhanced uptake of credit facility by youth with disabilities.	– No. of youth with disabilities accessing credit facilities	2025-2035		SD. Youth	COUNTY GOVERNMENTS, DSD, NYC, NGEC, OPDS FBOS, CSOS, MFIS SD. GENDER, SD. COOPERATIVES, MDAS, NCPWD, COG, DEVELOPMENT PARTNERS
Develop and implement affirmative action programmes for youth with disabilities	Affirmative action programmes developed	– No. of affirmative programmes for youth with disabilities	2025-2035		SD. Youth	COUNTY GOVERNMENTS, COG, DSD, NGEC, SD. GENDER, KNCHR, OPDS, DEVELOPMENT PARTNERS, NPS, FBOS, CSOS, NGOS, PRIVATE SECTOR MFIS, SD. COOPERATIVES, CBOS
Support youth-led organizations and initiatives, that empower youth with disabilities.	Youth led organizations and initiatives supported	– No. of youth led organizations supported – No. of initiatives supported – No. of youth with disabilities benefiting	2025-2035		SD. Youth	NCPWD, COUNTY GOVERNMENTS, NGAAF, DSD, NGEC, OPDS, DEVELOPMENT, PARTNERS, FBOS, CSOS, NYC, PRIVATE SECTOR COG

THEMATIC AREA 25: DEINSTITUTIONALIZATION OF PERSONS WITH DISABILITIES

Strategies	Expected Output	Indicators	Timeframe (2025 – 2035)	Budget	Responsibilities	
					Lead Org.	Other Actors
Develop and implement guidelines on de-institutionalization of persons with disabilities across the life cycle	Guidelines on de-institutionalization developed	– Guidelines	2025-2027	22M	NCCS	DCS, DSD, NCPWD, OPDS, MOH, MOE, MDAS, COG, UN AGENCIES, DEVELOPMENT PARTNERS, COUNTY GOVERNMENTS, PRIVATE SECTOR, NGOS, CSOS, SFRTF
Strengthen capacities of children and adults with disabilities on autonomy choice and control	Autonomy, choice and control of de-institutionalization strengthened to children and adults with disabilities	– No. of children with disabilities trained – No. of adults with disabilities trained – No. of sensitization fora	2025-2027		DCS	NCPWD, DSD, NCCS, CWSK, NGOS, CSOS, COG, MDAS, NGAO, CBOS, FBOS, DEVELOPMENT PARTNERS, UN AGENCIES, KNCHR, NGEC, OPDS, JUDICIARY
Strengthen family, community and alternative family care services	Family, community and alternative family care services strengthened	– No. of persons with disabilities benefited – No. of persons with disabilities reintegrated – No. of stakeholder fora – No. of children with disabilities placed under alternative care	2025-2035		DCS	NCCS, CWSK, DSD, COUNTY GOVERNMENTS, NGAO, PRIVATE SECTORS, NPS, KNCHR, JUDICIARY, NATIONAL TREASURY, NCPWD, MOH, MOE, OPDS, COG, UN AGENCIES, MDAS

THEMATIC AREA 26: DISASTER RISK MANAGEMENT AND HUMANITARIAN EMERGENCY RESPONSE						
Strategies	**Expected Output**	**Indicators**	**Timeframe (2025 – 2035)**	**Budget**	**Responsibilities**	
					Lead Org.	**Other Actors**
Promote awareness on disaster prevention and preparedness in risk and emergency situation to persons with disabilities and the public	Awareness on preparedness in risk and emergency situations promoted	– No. of awareness fora – No. of persons with disabilities sensitized – No. of stakeholders sensitized – IEC materials developed	2025- 2035	90M	NDMA	DSD, NCPWD, NSPS, NDOC, KSG, MOE, SD. ICT, MOH, HUMANITARIAN ORGANIZATIONS, FBO, CSO, CBO, NGO, RED CROSS, OPDS, MDAS, COG, COUNTY GOVERNMENTS, NEMA, UN AGENCIES, PRIVATE SECTOR, DEVELOPMENT PARTNERS
Build the capacity of Organizations of and for Persons with Disabilities to meaningfully participate in all steps of disaster risk and humanitarian emergencies	Enhanced capacity of OPDs on disaster risk and humanitarian emergencies	– No. of OPDs engaged – Reports – No. of OPDs, humanitarian workers, rescue teams, persons with disabilities and the public trained	2025-2035		DSD	NDMA, NCPWD, NSPS, NDOC, KSG, MOE, SD. ICT, MOH, HUMANITARIAN ORGANIZATIONS, FBO, CSO, CBO, NGO, RED CROSS, OPDS, MDAS, COG, COUNTY GOVERNMENTS, NEMA, UN AGENCIES, PRIVATE SECTOR, DEVELOPMENT PARTNERS
Collect and disseminate disability disaggregated data in situations of risks	Disaggregated data collected and disseminated	– Data collection tool – Data on persons with disabilities in situations of risks – No. of dissemination for a – Report	2025-2035		NDMA	KNBS, NSPS, DSD, NCPWD, MDAS, COUNTY GOVERNMENT COG, NATIONAL TREASURY, OPDS, UN AGENCIES, HUMANITARIAN ORGANISATION, DEVELOPMENT PARTNERS, NEMA, KMD, PRIVATE SECTOR, CSOS, CBOS, FBOS, NGOS, NGOS, NDOC
Apply universal design principles on post-emergency rehabilitation, resettlement, reconstruction, and rebuilding to ensure accessibility to persons with disabilities.	Universal design principles on post-emergency rehabilitation, resettlement, reconstruction, and rebuilding applied.	– No. of post- emergency response provided – No. of rehabilitation and resettlement provided – No. of reconstruction and rebuilding provided – No. of stakeholder engagement – Report	2025-2035		NCPWD	NDMA, DSD, MDAS, COUNTY GOVERNMENTS, COG, NATIONAL TREASURY, OPDS, UN AGENCIES, HUMANITARIAN ORGANISATION, DEVELOPMENT PARTNERS, NEMA, NCA, PRIVATE PARTNERS, CSOS, CBO, FBO, NGO



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