



STATUS REPORT ON DISABILITY INCLUSION

Assessing Progress in
Disability Inclusion

PREPARED BY
NATIONAL COUNCIL FOR PERSONS WITH
DISABILITIES

APRIL

2024



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VISION

A barrier-free society
for persons with
disabilities.



CORE VALUES

Inclusivity
Human dignity
Equality and equity
Integrity
Result oriented



MISSION

To promote and protect
equalization of opportunities
and realization of human
rights for PWDs to live decent
livelihoods.

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LIST OF ACRONYMS

A&U Audit	Accessibility and Usability Audit
BETA	Bottom-Up Economic Transformation Agenda
Council	National Council for Persons with Disabilities
DMC	Disability Mainstreaming Committee
FY	Financial Year
ICT	Information Communication and Technology
IEC	Information Education and Communication
KPHC	Kenya Population and Housing Census
KRAs	Key Results Areas
KS ISO	Kenya Standard - International Organizations for Standardization
LPO	Local Purchase Order
MDA	Ministries, Departments and Agencies
NCPWD	National Council for Persons with Disabilities
PC	Performance Contracting
PSC	Public Service Commission
PSPMU	Public Service Performance Management Unit
SDGs	Sustainable Development Goals
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
WCAG	Web Content Accessibility Guidelines

DEFINITION OF TERMS

Accessibility: The design of products, devices, services, or environments for persons with disabilities. The concept focuses on enabling access for persons with disabilities or special needs to live independently and participate fully in all aspects of life.

Adaptive Technologies: Any item, piece of equipment, or software that is used to increase, maintain, or improve functional abilities of persons with disabilities.

Constitutional Commissions: Independent bodies established by the Constitution of Kenya to safeguard democracy, protect the sovereignty of the people, secure the observance of democratic values and principles, and promote constitutionalism.

Disability Inclusion: The practice and policy commitment to ensure that persons with disabilities enjoy equal rights and opportunities, are able to participate fully in all aspects of life, and can access the services and support they need.

Disability Mainstreaming: The strategy for making the concerns and experiences of persons with disabilities an integral dimension of the design, implementation, monitoring, and evaluation of policies and programmes in all political, economic, and societal spheres, so that persons with disabilities benefit equally, and inequality is not perpetuated.

Inclusive Employment: Employment practices that ensure workplaces are open and accessible to persons with disabilities, including non-discriminatory hiring, providing necessary accommodations, and supporting career advancement for persons with disabilities.

Performance Indicator: A criteria used to evaluate and measure the inclusiveness of products, services, environments, digital platforms and employment towards persons with disabilities.

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

Reasonable Accommodation: Modifications or adjustments to a job, the work environment, or the way things are usually done during the hiring process, that enable a person with a disability to enjoy equal employment opportunities.

Web Content Accessibility Guideline: A set of guidelines for making web content more accessible, primarily for persons with disabilities but also for all user interfaces to be more usable and inclusive.

FOREWORD



Hon. Florence Bore, EGH
*Cabinet Secretary, Ministry of
Labour and Social Protection*

The Status Report on Disability Inclusion 2024, by the National Council for Persons with Disabilities, gives an account of the Country's achievements in disability inclusion in the public service. The report is a culmination of efforts, insights and dedication by public institutions in promoting disability inclusion through implementation of the Disability Mainstreaming Performance Indicator during the financial year 2022/2023.

The report reflects the Country's progress in promoting the rights and dignity of all persons including those with disabilities as provided for in our Constitution and other policy and legal frameworks. The Constitution provides for a wide range of rights and privileges to persons with disabilities as espoused in Article 54. In addition, Kenya has enacted other laws and policies to secure the rights of persons with disabilities including the Persons with Disabilities Act 2003, the Employment Act 2007 and has mainstreamed disability inclusion initiatives in various cross-sector policies and programmes.

In fostering an inclusive society where no one is left behind, the government has adopted the Bottom-Up Economic Transformation Agenda which is based on the principle that economic growth must be inclusive and everyone has the opportunity to benefit from it. The agenda is expected to create employment, reduce poverty, and improve lives of

all Kenyans including persons with disabilities and strengthen the legal provisions on disability

It is worth noting that out of the 418 institutions that signed performance contracts during the 2022/2023 financial year, 367 reported on the disability mainstreaming indicator. In addition, two constitutional Commissions, the Teacher Service Commission and the National Land Commission also reported on the indicator and it will be imperative going forward that all government institutions report on the indicator.

I would like to commend efforts made by Ministries, Departments and Agencies in implementing the disability mainstreaming performance indicator during the period. From the findings, it is clear that there is a remarkable improvement on performance by MDAs compared to the previous year. However, I note with concern that there is still a long way for to go to fully attain a disability inclusive society. In this regard, the recommendations in the report are a call to action for all stakeholders in the public sector. The recommendations should serve as a roadmap for enhancing our efforts in promoting inclusivity in the public sector.

To succeed in creating a disability inclusive society, there is a need to adopt a multisectoral approach where all sectors of society have a role to play. To this end, I call upon all stakeholders to make disability agenda a critical issue in delivery of their respective mandates.

I wish to reiterate my Ministry's commitment to support the implementation of the recommendations through forging collaborations and partnerships with the various Ministries Departments and Agencies across government.

Lastly, I wish to commend National Council for Persons with Disabilities for coming up with this report. It is my hope that the Council will continue to produce similar reports, with adequate dissemination to MDAs for appreciation of milestones, gaps and implementation of recommendations, so as to enable the country achieve the disability inclusion agenda.

STATEMENT BY PRINCIPAL SECRETARY



Joseph M. Motari, MBS
Principal Secretary, State
Department for Social Protection
and Senior Citizen Affairs

In the spirit of advancing the rights and inclusion of persons with disabilities, the State Department for Social Protection and Senior Citizen Affairs takes pride in overseeing the National Council for Persons with Disabilities (NCPWD). As an Agency under the State Department, the Council has continued to play a critical role in promoting the rights and rehabilitation of persons with disabilities to achieve equalization of opportunities for persons with disabilities.

The State Department collaborates with the Council through strengthening the Board of the Council to deliver on its mandate and coordinating disability inclusion initiatives. In this regard, we are committed to ensure that the Council is facilitated through allocation of resources, development and implementation of inclusive policies, and establishment of requisite structures to enhance delivery of services to persons with disabilities.

The findings and recommendations detailed in this report are a testimony to our ongoing efforts towards disability inclusion. They highlight the strides we have made and the hurdles to overcome. As we chart our path forward, it is imperative that we take stock of our progress, recalibrate our strategies to reinforce our resolve to ensure that disability inclusion is not an afterthought but a central consideration in all our development initiatives.

I commend the National Council for Persons with Disabilities for its relentless pursuit of equality and inclusion for persons with disabilities. Together, with the support and collaboration of all stakeholders, we will make significant strides towards realizing a Kenya where every citizen can participate fully in the social, economic, and political life of our nation.

STATEMENT BY CHAIRPERSON



*Mrs. Elizabeth Chesang
Chairperson, National Council for
Persons With Disabilities*

It is my privilege to present our second Status Report on Disability Inclusion. The Status Report on Disability inclusion 2024, is a measure of our progress in disability inclusion and a guiding beacon to our path towards a fully inclusive Kenya.

In coming up with the report, the Council analysed reports received from Ministries, Departments and Agencies, on implementation of Disability Mainstreaming Performance Indicator for the financial year 2022/2023. This report also includes the findings of analysis of reports from two Constitutional Commissions, the Teachers Service Commission and the National Land Commission.

The development of this report is part of our mandate to take stock on progress made by the Country in promoting disability inclusion. The report is therefore an advocacy tool for promoting disability rights in public service delivery. The report can also be used by citizens to hold Ministries, Departments and Agencies accountable for delivery of accessible public services. While the report provides a ranking of Ministries, Departments and Agencies on their performance on the implementation of the Disability Mainstreaming Performance Indicator for the financial year 2022/23, this ranking is not a castigation of institutions that scored poorly, but rather, it is a wakeup call to them to redouble their efforts to ensure inclusion of persons with disabilities. This report, therefore, is more than just an account of our journey; it is a call to action for all stakeholders to intensify their efforts in making disability inclusion a lived reality for every Kenyan with disability. As we move forward, the Council remains dedicated to this cause, guided by the insights and recommendations detailed herein.

As we present this report, we wish to acknowledge the continued support from our parent Ministry of Labour and Social Protection. The support by the Ministry entails development of laws and policies to empower persons with disabilities.

In this respect, I wish to extend my appreciation to all those who contributed to the report in one way or another. Together, we are laying the groundwork for a more inclusive and equitable Kenya, where disability is not a barrier to opportunity, participation, or dignity.

ACKNOWLEDGEMENT



*Harun M Hassan, EBS
Executive Director/CEO, National
Council for Persons with Disabilities*

In coming up with this report, I wish to pay tribute to all those who contributed to its development in many ways. First, I wish to thank the Cabinet Secretary for Labour and Social Protection Hon, Florence Bore, EGH, for championing the cause of disability inclusion in the Country. I also extend my appreciation to the Principal Secretary for Social Protection and Senior Citizens Affairs, Mr. Josphe Motari for his continued support and guidance to the Council.

Our sincere appreciation also goes to the 367 Ministries, Departments, and Agencies (MDAs) that reported on the Disability Mainstreaming Performance Indicator. Their reports were instrumental in compiling this report. Special thanks go to the two constitutional Commissions, the Teachers Service Commission and the National Land Commission for reporting on the Disability Mainstreaming Performance Indicator though they did not sign the performance contracts for the period. Their reporting on the indicator demonstrates the commitment they have in promoting disability inclusion.

We also extend our appreciation to the Ministry of Public Service, Performance and Delivery Management for incorporating Disability mainstreaming performance Indicator in the Performance Contracting for the financial year 2022/2023. This provided the framework that MDAs used to report on the achievement made in disability inclusion.

My sincere appreciation also goes to the Board of Directors of the National Council for Persons with Disabilities for direction and guidance during the reporting period.

Last but not least, I wish to acknowledge the staff who compiled this report. These include Mr. James Ndwiga, Mr. Francis Anyenda, Mr. Dennis Moturi, Ms. Joan Koima, Ms. Sherlyne Ochieng, Mr. Collins Omondi Juma, and Mr. Steve H. Mugambi.

EXECUTIVE SUMMARY

This report undertakes a critical evaluation of disability inclusion across Kenya's public institutions for the financial year 2022/2023, focusing on the implementation of the Disability Mainstreaming Performance Indicator. Despite Kenya's strong legislative foundation designed to foster inclusivity for persons with disabilities, our findings reveal significant disparities between policy aspirations and their actualization.

Our analysis uncovered that a mere 4% of public institutions have met the legally mandated 5% reservation of employment for persons with disabilities, highlighting a huge compliance gap with both the Constitution of Kenya 2010 and the Persons with Disabilities Act No. 14 of 2003. This shortfall not only reflects systemic barriers to employment inclusive but also highlights the unfulfilled potential within these institutions. Furthermore, the review indicates that only 35% of institutions had employed persons with disabilities by 1st July 2022, with an overall compliance rate revealing that only 1.32% of the total workforce in these institutions were persons with disabilities.

In terms of accessibility to job opportunities, the NCPWD Career Portal, a platform designed to mitigate access to information barriers, has seen substantial engagement, with postings viewed over 1.9 million times by job seekers with disabilities. However, out of 369 public institutions evaluated, 63 had not registered on the portal, and a significant number had not utilized it to post job opportunities, indicating missed opportunities to connect with potential applicants with disabilities.

Moreover, our findings on the provision of accessible information and services show that less than 50% of institutions have made information available in accessible formats including audio, large print, and braille. This demonstrates a significant gap in meeting the informational needs for persons with disabilities and complying with constitutional requirements for accessibility.

Addressing these challenges, the report proposes several targeted recommendations:

- The Public Service Commission should consider establishing employment cadre for Diversity and Inclusion officers to embed inclusive practices within public institutions.
- Public Institutions must standardize tools for collection of data on participation and access to services to monitor and enhance disability inclusion efforts effectively.
- The National Council for Persons with Disabilities is urged to advocate for the integration of disability inclusion in government strategic planning framework and for the reinstatement of Disability Inclusion Performance Indicators in Performance Contracting Guidelines.
- As Kenya advances in digitalization, ensuring access to digital platforms by persons with disabilities becomes paramount. The ICT authority, along with the Ministry responsible for digitization, must prioritize digital inclusivity to ensure that information and services are accessible to all citizens, including those with disabilities.

By translating these insights and recommendations into action, Kenya can make significant strides toward a truly inclusive society. This endeavor requires a collaborative effort from all stakeholders to bridge the gap between policy and practice, ensuring that persons with disabilities are not only protected by law but also fully embraced by society, with equal opportunities to contribute to and benefit from national development.

CHAPTER

INTRODUCTION



1.1 Introduction to the Report

This report examines the level of disability inclusion in Ministries, Departments and Agencies, including Constitutional Commissions, that implemented the Disability Mainstreaming Indicator under the Performance Contracting Guidelines in the Financial Year 2022/2023. Disability inclusion is anchored in the mandate of the National Council for Persons with Disabilities (hereinafter referred to as the Council) as provided for in Persons with Disabilities Act No. 14 of 2003. The Council was designated as the Specialized Agency for coordination of implementation of the Disability Mainstreaming Performance Indicator by Ministries, Departments and Agencies under Performance Contracting Guidelines during the reporting period.

The report references the state of disability inclusion in the public sector with Kenya's policy and legal frameworks, including the Constitution of Kenya, the Persons with Disabilities Act No. 14 of 2003, the Kenya Vision 2030, the Sustainable Development Goals (SDGs), and the Bottom-Up Economic Transformation Agenda (BETA).

The guiding principle of this report is that inclusivity is central to the nation's prosperity and realization of full potential of its citizens including those with disabilities.

1.2 National Council For Persons With Disabilities (NCPWD)

The National Council for Persons with Disabilities is established under the Persons with Disabilities Act No. 14 of 2003 as the principal state agency to champion and provide for the rights and rehabilitation of persons with disabilities to achieve equalization of opportunities for persons with disabilities.

The mandate of the Council encompasses a wide range of functions to promote disability inclusion. These include the development and implementation of policies and programmes that promote equal opportunities, accessibility, and participation in social, economic, and civic life. The Council is also responsible for coordinating with various governmental and non-governmental entities to advance disability inclusion and monitor compliance with both national legislation and international obligations on disability rights.

The Council derives its legal mandate from Section 7 of the Persons with Disabilities Act No.14 of 2003 summarized as formulating and developing measures and policies designed to achieve equal opportunities for persons with disabilities; cooperating with the government during the National Census to ensure that accurate figures of persons with disabilities are obtained; issuing orders requiring the adjustment of buildings that are unfriendly for use by persons with disabilities; recommending measures to prevent discrimination against persons with disabilities; encouraging and securing the rehabilitation of persons with disabilities within their own communities and social environment; registering persons with disabilities and institutions and organizations giving services to persons with disabilities; and raising public awareness regarding persons with disabilities.

The 2023-2027 Strategic Plan for the Council identifies four Key Results Areas (KRAs) to promote disability inclusion in Kenya. These include disability data, statistics and research, socio-economic empowerment of persons with disabilities, disability inclusion and, institutional capacity and coordination.

1.3 Performance contracting

Performance Contracting is anchored under the Ministry of Public Service, Performance and Delivery Management. It is designed to enhance efficiency in public service delivery. It underwent a significant revision in 2009, becoming an integral part of Kenya's Public Sector Reforms strategy. This strategy is outlined in the 2016 Handbook on Performance Contracting for State Corporations, highlighting its role in transforming public service delivery.

1.3.1 Significance of Performance Contracting

Performance contracting plays an important role in public administration for several reasons:



1.3.2 Disability mainstreaming indicator in performance contracting

Introduction of the disability mainstreaming indicator into performance contracting in the Financial Year 2009/2010 marked a significant step towards inclusive governance. This move aimed to embed disability considerations into the planning and implementation phases of government projects and initiatives.

In the 19th Cycle Performance Contracting, the Public Service Performance Management Unit, in partnership with the Council, developed a set of disability mainstreaming indicators. These indicators guided Ministries, Departments, and Agencies in incorporating disability-inclusive practices into their operations to ensure that needs of persons with disabilities are addressed in government service delivery.

1.4 Importance of disability inclusion in public institutions

Article 10(2) of the Constitution of the Kenya provides for promotion of national values and principles of governance. In this respect, public institutions through their respective mandates, are obligated to promote disability inclusion to achieve the national values and principles of governance.

Disability inclusion in public institutions is not only a constitutional requirement but a fundamental and a critical component of a just and equitable society. Inclusion means persons with disabilities can participate in decision-making, have equal access to employment opportunities and services provided by the government.

Kenya has adopted inclusive policies and laws to address historical exclusion and marginalization of persons with disabilities from society including the public sector. There is evidence that inclusive policies and laws enhance overall productivity, efficiency, and innovativeness in institutions. Furthermore, inclusivity promotes creativity, resilience, and adaptable workplace.

Inclusion in public service facilitates the realization of rights of persons with disabilities to work and participate in public life and contributes to the broader national goals of social equity, economic development, and poverty reduction. By achieving disability inclusion, Kenya can tap into a wider pool of talents, perspectives, and experiences, thereby enriching the decision-making processes and service delivery mechanisms within the public sector. This inclusive approach is essential to building a resilient and dynamic public sector that reflects the diversity of Kenya.

Moreover, the disability inclusion in public sector serves as a model for the private sector and society at large, demonstrating the government's commitment to equality and social justice. It sets a standard for accessibility, equal opportunity, and non-discrimination that other sectors can emulate, contributing to a more inclusive and equitable society for all Kenyans.

1.5 Policies and legal instruments relevant to disability inclusion

The adoption of international, regional, and national policies and legal instruments underscores Kenya's commitment to disability inclusion. The Instruments provide the foundation for advancing the rights and participation of persons with disabilities in all spheres of life.

1.5.1 International Instruments on Disability

i. **The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)**

The United Nations Convention on the Rights of Persons with Disabilities was adopted in 2006 by the United Nations General Assembly and ratified by Kenya in 2008. The adoption of the Convention marked a paradigm shift in attitudes and approaches to disability. It frames disability as a human rights issue and emphasizes the role of society in removing barriers to participation of persons with disabilities. The convention outlines the obligations of state parties in promotion, protection, and ensuring the full and equal enjoyment of all human rights and freedoms by persons with disabilities, and to promote respect for their inherent dignity.

ii. **The 2030 Agenda for Sustainable Development Goals (SDGs)**

The 2030 Agenda for Sustainable Development Goals, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. It recognizes disability inclusion as integral to its 17 SDGs, with explicit references to persons with disabilities in several targets. The agenda underscores the commitment to leaving no one behind by ensuring that persons with disabilities become active agents in shaping inclusive societies.

1.5.2 Regional Instruments on Disability

i. **African Union Agenda 2063**

Agenda 2063 is a strategic framework for the socio-economic transformation of the continent over the next 50 years. It seeks to accelerate the implementation of past and existing continental initiatives for growth and sustainable development. Among its aspirations, it envisions an Africa where the rights of people, including those with disabilities, are protected and respected, and their contributions and participation in the social, economic, and political spheres are recognized and valued.

ii. Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa

This protocol, adopted by the African Union, emphasizes the need to protect and promote the rights of persons with disabilities in Africa, ensuring their full inclusion in society. It outlines specific measures for State Parties to address discrimination and inequality faced by persons with disabilities, promote their access to education, healthcare, employment, and ensure their participation in governance and decision-making processes.

1.5.3 National instruments

i. The Constitution of Kenya, 2010

The Constitution of Kenya, 2010, is the supreme law of the Republic of Kenya that sets the legal foundation for the rights of all citizens, including specific provisions that safeguard the rights and dignity of persons with disabilities. It mandates the State to implement measures that protect and enhance the welfare and rights of persons with disabilities.

ii. The Persons with Disabilities Act No. 14 of 2003

This Act provides for the rights and rehabilitation of persons with disabilities. It establishes the National Council for Persons with Disabilities (NCPWD) to provide for the rights and rehabilitation of persons with disabilities and achieve equalization of opportunities for persons with disabilities.

iii. Kenya Vision 2030

Vision 2030 is Kenya's long-term development blueprint aimed at creating a globally competitive and prosperous nation with a high quality of life. It includes a commitment to inclusivity and equity, ensuring that development strategies and actions are inclusive for persons with disabilities.

iv. The Bottom-Up Economic Transformation Agenda (BETA)

The Bottom-up Economic Transformation Agenda (BETA) is designed to address the challenges facing the country's economy, stimulate economic recovery and bolster resilience. It places special emphasis on priorities that target reduction in the cost of living, creation of jobs, achievement of more equitable distribution of income, and enhancement of social security. BETA represents a strategic shift towards inclusive economic growth, emphasizing policies and programmes that ensure persons with disabilities are integral beneficiaries of Kenya's economic progress.

1.6 Situational analysis on disability inclusion in public institutions

Over the last 20 years, Kenya has enacted various policies and laws that promote disability inclusion which has led to increased awareness on disability rights. Despite this, the inclusion of persons with disabilities in various sectors remain limited due to resistance to implement measures that promote disability inclusion. This is juxtaposed against a backdrop of opportunities for improvement, highlighted by technological advancements and a growing awareness of the positive value of diversity.

In recent times there have been efforts towards creating a more inclusive public service. However, the effectiveness of the initiatives and the levels of inclusion achieved vary, highlighting the need for a more unified and comprehensive approach across public service.

1.7 Purpose and scope of the report

This section outlines the specific objectives and the extent of review that guided the evaluation, laying the groundwork for the evaluation of disability inclusion within the public sector.



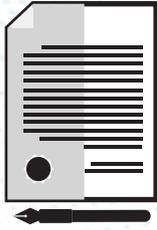
1.7.1 Purpose of the report

The purpose of this report is to assess the level of disability inclusion resulting from the implementation of the disability mainstreaming performance indicator for the financial year 2022/2023 by public institutions to ensure the inclusion and empowerment of persons with disabilities. The report identifies progress and gaps in disability inclusion and recommends strategies to align with Kenya's commitment to creating an inclusive society for all its citizens, including those with disabilities.



1.7.2 Scope of the report

The report provides a comprehensive analysis of reports of implementation of the disability mainstreaming performance indicator for the financial year 2022/2023 by public institutions. The report analyses three sub-indicators in disability mainstreaming performance indicators: employment of persons with disabilities; accessibility of products and services and; accessibility and usability of built environments and websites.



1.8 Justification

Kenya has committed to securing the rights of persons with disabilities alongside other marginalized and minority groups including women and youth through various national and international policies and legal instruments. Persons with disabilities constitute a large population in Kenya that cannot be ignored if Kenya is to fully achieve its development goals as set out in the Kenya Vision 2030 and other medium term development plans.

The report provides a score card for public service to assess how effectively it is including persons with disabilities across a number of inclusion parameters. The Report ranks the performance of various Ministries, State Departments and Agencies to help them identify areas where they are performing well and others where they need to put a lot more effort.

Also, the report makes recommendations on institutionalization of disability inclusion agenda from where it is currently viewed as a crosscutting issues imposed on institutions by the performance contracting framework.



CHAPTER 2

METHODOLOGY

2.1 Overview

This chapter outlines the approach used in developing this report from negotiation of the disability mainstreaming performance indicator with the Public Service Performance Management Unit for the financial year 2022/2023 to the production of the report. During the period, the Council conducted sensitization, coordinated implementation, received and reviewed quarterly reports and evaluated the level of achievement of the indicator.



2.2 Negotiation of the disability mainstreaming performance indicator

The disability mainstreaming performance indicator was developed and negotiated with Ministries, Departments and Agencies through coordination by the Public Service Performance Management Unit. The indicator was circulated to Ministries, Departments and Agencies and signed for implementation as part of Performance Contracting for the financial year 2022/2023.

2.3 Sensitization on the disability mainstreaming performance indicator

As the specialized Agency responsible for Disability Mainstreaming Performance Indicator under the Performance Contracting Guidelines for the financial year 2022/2023, the Council conducted sensitization for Ministries, Departments and Agencies to create awareness on the indicator for effective implementation. The sensitizations were carried out virtually and in-person.

2.4 Implementation coordination

To ensure effective implementation of the indicator, the Council supported Ministries, Departments and Agencies through: Guidance on formation of disability mainstreaming committees; training disability mainstreaming committees, staff and senior management; registration on the NCPWD Disability Mainstreaming Reporting Portal and the NCPWD Career Portal; facilitated access to information on disability inclusion; and conducted disability inclusion audits.

2.5 Reporting by public institutions

The Council received quarterly reports on the implementation of the disability mainstreaming performance indicator from public institutions. The reports were reviewed and feedback given through the NCPWD Disability Mainstreaming Reporting Portal.

2.6 Evaluation of the disability mainstreaming performance indicator

Public institutions were evaluated on the implementation of the disability mainstreaming performance indicator. To be eligible for evaluation, they were required to report on implementation of the prerequisites.

2.6.1 Prerequisites for implementation of Disability Mainstreaming Performance Indicator

Prerequisites were a set of requirements to be implemented by Ministries, Departments and Agencies to create an enabling environment for implementation of the disability mainstreaming performance indicator. The prerequisites included: appointment of disability mainstreaming committees and focal persons; training of disability mainstreaming

committees; registration on NCPWD Career Portal; and carry out accessibility and usability audits.

2.6.2 Disability mainstreaming performance indicator for financial year 2022/2023

The indicator was broken down into three sub-indicators as follows:

- a) Formulate and Implement strategies to achieve employment of persons with disabilities to at least 5% of the total staff establishment.
- b) Provide products and services that promote access and participation of Persons with Disabilities.
- c) Submit quarterly performance reports using the prescribed format via <https://www.ncpwd.go.ke/mainstreaming/login>.

The sub-indicators were further broken down for implementation and performance measurement as per the table below.

a) Formulate and Implement strategies to achieve employment of persons with disabilities by at least 5% of the total staff employed (45%).

Sub-indicator	Evidence	Evaluation Criteria	Score
Provide disaggregated data on total number of employees with disabilities against total staff in the organization as at 1st July 2022	List of employees with disabilities	Confirmation of disability status on The Council registration data base. NB: N = 5% (reservation of staff required by law) n = % of staff with disabilities in an MDA 15% = Total score for Sub-indicator The scoring system can be represented as follows: If $n \geq N$: Score = 15% If $n < N$: Score = $(n/N) * 15\%$	15%
Upload job advertisements on The NCPWD Career Portal	Job advertisement in the period under review posted on The NCPWD Career Portal	Confirmation of the jobs posted on The NCPWD Career Portal.	15%
Provide disaggregated data on PWDs employed against total number of staff employed within the FY	Appointment letters of the employees employed. Whether permanent, contract, interns and attachees by 30 th June, 2023	Confirmation of employment of staff with disabilities within the period under review. NB: Public Institutions that had achieved N scored 15%.	15%

b) Provide products and services that promote access and participation of persons with disabilities in your institution (45%).

Sub-indicator	Evidence	Evaluation Criteria	Score
Employ sign language Interpreters and/or Train at least one officer in a sign language course lasting not less than 3 months.	Appointment letter and/or certificates of training.	Confirmation of appointment letters and certificates.	5%
Provide evidence of participation of PWDs in public forums e.g., meetings, workshops, seminars, trainings, sensitizations, etc.	Attendance lists indicating participation of PWDs.	Confirmation of participation of persons with disabilities in public forums.	5%
Avail Information, Education and Communication (IEC) materials in alternative accessible formats: Audio	Link to audio file.	Open Audio file and confirm content.	2.5%
Avail Information, Education and Communication (IEC) materials in alternative accessible formats: large print	Scans of IEC materials in large print.	Verification of content of scanned IEC materials.	2.5%
Avail Information, Education and Communication (IEC) materials in alternative accessible formats: braille	Scans of IEC materials in braille.	Checking cover and back pages to confirm organization's name, title of document and the transcriber.	2.5%
Avail Information, Education and Communication (IEC) materials in alternative accessible formats: video with captioning and sign language interpretation.	Link to the video files.	Open video file and confirm content, captioning and/or sign language interpretation.	2.5%

Provide appropriate Adaptive Technology for staff and clients with disabilities; (e.g., wheelchairs, notetakers, refreshable braille displays, large monitors, screen reading software.	Payment vouchers, LPOs, receipts, invoices and photos.	Confirmation of vouchers, LPOs, receipts, invoices and photos submitted.	5%
Submit a three-year workplan to implement the recommendations of the Accessibility and usability audit and evidence of the implementation in the financial year	Accessibility and usability audit reports, implementation reports or implementation workplan.	Confirming that audit reports were conducted by the Council in the last three years. Confirming that implementation workplans were approved by management. Confirming the reports of implementation of recommendations of audits reports.	10%
Upgrade websites to conform with Web Content Accessibility Guidelines (WCAG) on accessibility for persons with disabilities.	Link to website	Checked website accessibility compliance with online accessibility checkers.	10%

c) submission of quarterly reports in the prescribed format to NCPWD (10%).

2.7 Disability mainstreaming performance indicator evaluation team

The Evaluation team consisted of staff of the Disability Inclusion Department, with support from the Information, Communication & Technology and Corporate Communications Departments. The role of the team was to evaluate reports submitted by public institutions on implementation of the Disability Mainstreaming Performance Indicator for the year 2022/2023 and prepare the Disability Inclusion Status Report for 2024.

CHAPTER 3

ANALYSIS AND FINDINGS



3.1 Overview

This chapter presents analysis and findings of the evaluation on implementation of Disability Mainstreaming Performance Indicator by public institutions for the financial year 2022/2023. The analysis used the evaluation criteria outlined in Chapter 2 to assess the extent of implementation of the indicator by public institutions.

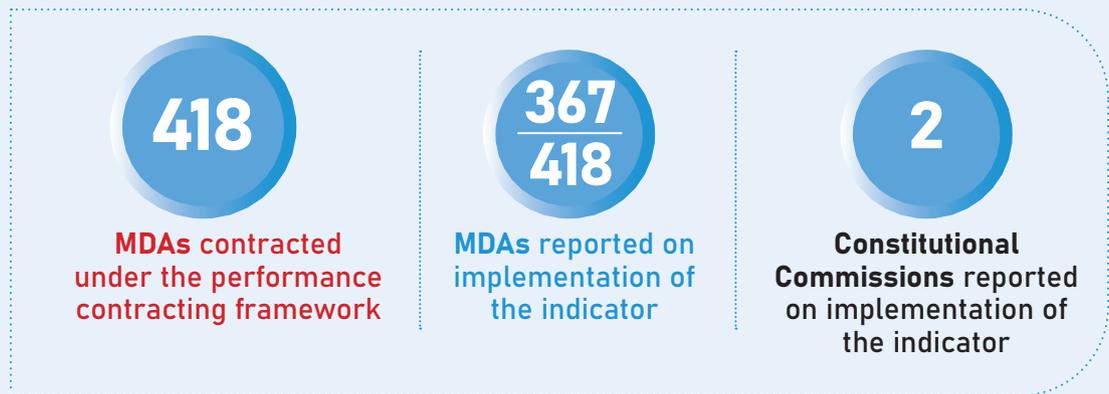
The findings were presented at institutional level that included all Ministries, Departments, Agencies and Constitutional Commissions that reported on the Disability Mainstreaming Performance Indicator. Further, the scores of Agencies were then aggregated at State Department and Ministry levels.

In addition, a national score on compliance with the requirement of the 5% reservation of employment of persons with disabilities was computed.



3.2 Analysis of performance of public institutions

In the period under review, the Public Service Performance Management Unit contracted a total of 418 Ministries, Departments and Agencies under the performance contracting framework. However, out of the contracted Ministries, Departments and Agencies, 367 reported on implementation of the indicator. In addition, 2 Constitutional Commissions who were not part of the Performance contracting framework also reported. Therefore, a total of 369 Public institutions reported.



The analysis evaluated performance of public institutions across the three sub-indicators:

- a** Formulate and Implement strategies to achieve employment of persons with disabilities by at least 5% of the total staff employed;
- b** Provide products and services that promote access and participation of persons with disabilities in your institution;
- c** Submission of Quarterly Reports.



3.3 Employment of persons with disabilities

Public institutions were required to provide disaggregated data on employees with disabilities against the total number of employees in the organization at the beginning of the financial year. This was to determine the level of compliance with the 5% reservation of employment of persons with disabilities as provided for in Article 54(2) of the Constitution of Kenya 2010 and Section 13 of the Persons with Disabilities Act No. 14 of 2003.



Public institutions had employed persons with disabilities



Public institutions had not employed persons with disabilities

3.3.1 Employment data disaggregated by disability as at 1st July 2022

This data was used to determine the level of compliance of public institutions with the 5% reservation of employment of persons with disabilities. Out of the 369 institutions, 129 (35%) had employed persons with disabilities while 240 (65%) did not have any employees with disabilities.

In respect to compliance with the requirement of 5% reservation of employment for persons with disabilities, 13 (4%) institutions met the requirement, 116 (31%) institutions had employed persons with disabilities but had not met the requirement while 240 (65%) institutions had not employed persons with disabilities.

Requirement of **5%** reservation of employment for persons with disabilities

13 (4%) institutions met the requirement

116 (31%) institutions had employed persons with disabilities but had not met the requirement

Table 1: Institutions that met the requirement of 5% reservation of employment for persons with disabilities.

No.	Entity Name
1	Ewaso Ng'iro North Development Authority
2	Kenya Cultural Centre
3	Kenya Education Management Institute
4	Kenya Institute of Curriculum Development
5	Kenya Institute of Special Education
6	Kenya National Accreditation Services
7	Lugari Diploma Teachers' Training College
8	National Commission For Science Technology And Innovation
9	National Council For Children Services
10	National Council For Persons With Disabilities
11	National Water Harvesting & Storage Authority
12	Rangwe Technical And Vocational College
13	Sikri Technical And Vocational College For The Blind And Deaf

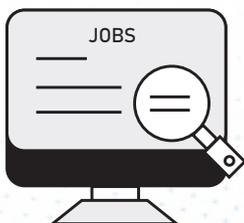
1.32%

of employees in public service are persons with disabilities

The performance on the sub-indicator on employment by public institutions as at 1st July 2022 is presented as **Annex 1**.

The data on employment of persons with disabilities in public institutions as of July 1st, 2022, reveals a significant compliance gap with the requirement of 5% reservation on employment for persons with disabilities. The data shows only 1.32% of employees in public service are persons with disabilities.

3.3.2 Access to information on job opportunities



Articles 35 and 54(1)c of the Constitution of Kenya and the Access to Information Act, 2016 grants citizens the right to access information held by public institutions. To improve access to information on job opportunities by persons with disabilities, public institutions were required to post job vacancies on the NCPWD Career Portal.

The Portal increases access to information on job opportunities by jobseekers with disabilities through pooling information and mitigating financial and digital accessibility barriers faced when seeking information from newspapers and websites. The NCPWD Career Portal, which is zero-rated by Safaricom, is a free to access digital platform powered by Artificial Intelligence (AI) that provides jobseekers with disabilities access to information on

991
Job Postings

1,828
Positions



1,134
applications
from job seekers
with disabilities



1,988,357
number of times
postings were
viewed by the job
seekers



job opportunities conveniently and in accessible formats. The Portal is rated AA on the web accessibility standards.

During the period under review, a total of 991 job postings were made on the portal, with 1,828 positions that generated 1,134 applications from job seekers with disabilities. The postings were viewed 1,988,357 times by job seekers with disabilities highlighting the wide reach and impact of the Portal.

Out of 369 public institutions evaluated in the period under review, 306 institutions were registered on the NCPWD Career Portal while 63 had not been registered. Further, 159 institutions posted information on job opportunities.

From the foregoing, the NCPWD Career Portal has significantly improved access to job information by persons with disabilities by centralizing job postings and overcoming access barriers. Despite this advancement, the data reveals a gap in active participation among public institutions, with a considerable number not utilizing the portal to its full potential to post job opportunities.

309 institutions
were registered on the
NCPWD Career Portal

63 institutions
had not been registered on
the NCPWD Career Portal

159 institutions
posted information on
job opportunities

3.3.3 progressive effort to attain the 5% reservation

Public institutions were required to provide data on progressive realization of the 5% reservation of employment of persons with disabilities. Out of the 369 institutions, 13 had complied with the requirement of 5% reservation of employment of persons with disabilities as at 1st July 2022.

Of the remaining 356 public institutions evaluated (Who were not compliant with the requirement of 5% reservation as at 1st July 2022), 120 (34%) institutions provided data on employment of persons with disabilities to show progressive realization on 5% reservation while 236 (66%) did not.

From the analysis, only 4% of institutions had complied with the requirement of 5% reservation. Another 32.5% of institutions had employed persons with disabilities but had not complied. This indicates a low level of compliance with this requirement.

From the analysis, the requirement for public institutions to report on progress towards the 5% employment reservation for persons with disabilities revealed that while some institutions demonstrated progress, a significant number of institutions did not.

Compliance with the requirement of 5% reservation of employment of PWDs as at 1st July 2022

13 (4%) **Public institutions**
369 complied with the requirement of 5% reservation of employment of PWDs

Of the remaining 356 public institutions that had not complied
120 (34%) **Public institutions**
356 demonstrated effort of employment of PWDs

236 (66%) **Public institutions**
356 did they provide data on employment of persons with disabilities

3.4 Promote participation and access to products and services by persons with disabilities

Article 6(3) of the Constitution of Kenya provides that all national State organs shall ensure reasonable access to their services. Further, Article 21(3) states that all State organs and all public officers have the duty to address the needs of vulnerable groups within society, including persons with disabilities. Moreover, Article 7(3)b requires the state to promote the development and use of Kenya Sign language, braille and other communication formats and technologies accessible to persons with disabilities. In addition, Article 54(1)b,c,d,e provides for the rights of persons with disabilities to access integrated educational facilities, public spaces, transportation, and information, as well as the use of sign language, Braille, and other appropriate means of communication, and to access materials and devices to overcome constraints arising from disability.

193 (52%)
institutions provided data on employment of sign language interpreters and trained officers in basic sign language

3.4.1 Ease of access of services by the deaf

Public institutions were required to develop the institutional capacity to serve the Deaf community through employment of sign language interpreters or train an officer in basic sign language.

During the period under review, of the 369 institutions that reported, 193 (52%) institutions provided data on employment of sign language interpreters and trained officers in basic sign language while 176 (48%) did not.

Kenya Population and Housing Census (KPHC) 2019



In Kenya, the Deaf constitute 11.4% of the 1,346,110 persons with disabilities according to the Kenya Population and Housing Census (KPHC) 2019. The requirement for public institutions in Kenya to accommodate the Deaf community by incorporating sign language interpreters or training staff in basic sign language was met by just over half of the reporting

institutions, leaving a significant gap in service accessibility for the Deaf. This shortfall highlights a critical area of exclusion, affecting a notable portion of the population with disabilities and undermining constitutional guarantees for equal access to public services.

The requirement was met by just over half of the reporting institutions, leaving a significant gap in service accessibility for the Deaf.

3.4.2 Participation of persons with disabilities in public forums

Organizations of Persons with Disabilities have used the motto “Nothing for Us Without Us” as part of the global movement to achieve full participation and equalization of opportunities for, by and with persons with disabilities.

The data collected was used to assess the extent to which persons with disabilities participate in public engagement processes, such as meetings, workshops, seminars, trainings, and sensitizations.

In the period under review, 204 (55%) institutions out of 369 that reported, provided evidence of participation of persons with disabilities in their public engagement events while 165 (45%) did not.



From the analysis, it is evident that almost half of the institutions have not put in place mechanisms to capture data on participation of persons with disabilities in their public events. This therefore means 45% of institutions that reported, have not complied with the constitutional requirement on public participation.

3.4.3 Availability of IEC materials in accessible formats

Institutions were required to avail IEC materials in accessible formats including audio, large print, braille, and video with captioning and sign language interpretation.

During the period under review, the 369 institutions who reported availed IEC materials in audio, large print, braille, video with captioning and sign language interpretation as presented in table below.

Table 2: Distribution of IEC materials availed by format

Type of IEC materials	No. of Institutions that availed	No. of Institutions that did not
 IEC materials in Audio	160 (43%)	209 (57%)
 IEC materials in large print	130 (35%)	239 (65%)
 IEC materials in braille	201 (54%)	168 (46%)
 IEC materials in video with captioning and sign language interpretation	144 (40%)	225 (60%)

Access to information by persons with disabilities who require information in alternative formats is still a challenge in the public service. Analysis of the distribution of IEC materials across different accessible formats reveals that less than 50% of institutions provided information in three out of the four evaluated formats: audio, large print, and video with captioning and sign language interpretation. Specifically, only 43%, 35%, and 40% of institutions availed IEC materials in audio, large print, and video formats, respectively, underscoring a significant gap in accessibility compliance.

< 50%

Institutions provided information in three out of the four evaluated formats



Access to information by persons with disabilities who require information in alternative formats is still a challenge in the public service.

Table 3: Distribution of institutions by formats of IEC materials availed.

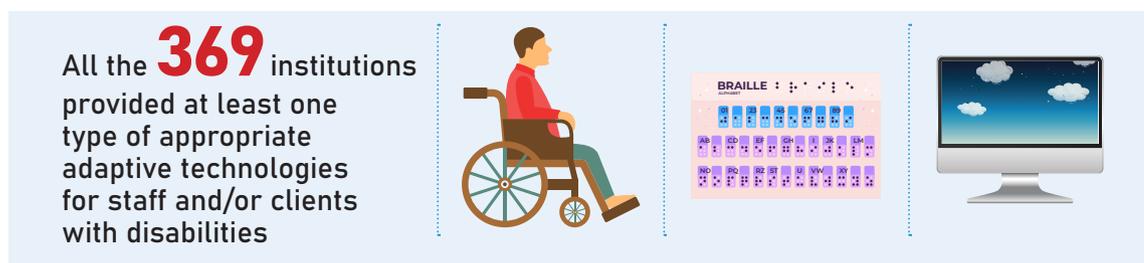
28% of the institutions did not provide all four formats as required

No. of Institutions	No. of IEC Materials Availed
63	4
67	3
59	2
76	1
104	0

From the table above only 63 institutions availed IEC material in all four formats while 67, 59 and 76 availed IEC material in 3, 2 and 1 formats respectively. Further, 28% of the institutions did not provide all four formats as required. This show that a majority of institutions did not comply with Article 54(1) d of the Constitution of Kenya.

3.4.4 Provision of appropriate adaptive technology

The analysis established that all 369 institutions had provided at least one type of appropriate adaptive technologies for staff and/or clients with disabilities. The appropriate technologies included wheelchairs, notetakers, refreshable braille displays, large monitors, screen reading software among others.



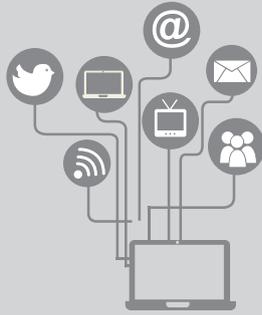
The analysis reveals that all evaluated public institutions have made efforts to include at least one form of adaptive technology to support staff and/or clients with disabilities. The provision of various adaptive technologies such as wheelchairs and screen reading software reflects a foundational step towards enhancing accessibility and support for persons with disabilities within these institutions.

3.4.5 Accessibility and usability audit and implementation

Accessibility and usability audit of built environments evaluates how easily persons with disabilities access and use spaces. It identifies barriers that prevent full participation, ensuring that the environment accommodates the needs of all users. The KS ISO 21542:2021 building construction - Accessibility and usability of the built environment provide for standards for built environment in Kenya.

Out of 369 public institutions, 197 (53%) provided one of the following: Accessibility and usability audit report, implementation workplan of the audit report and report on implementation of audit report recommendations while 172 (47%) did not. This indicates that 197 institutions had carried out accessibility audits and/or were implementing the recommendations towards improving accessibility for persons with disabilities as per the KS ISO 21542:2021 building construction - Accessibility and usability of the built environment while 172 institutions had not carried out Accessibility and usability audit or were not implementing recommendations.





From analysis, a half of the public institutions in Kenya engaged in activities to improve accessibility and usability demonstrating commitment to improving access for persons with disabilities according to the KS ISO 21542:2021 standard. However, a significant number of institutions did not demonstrate the commitment.

3.4.6 Upgrade of websites for accessibility and usability

Accessibility and usability audits of websites and web portals evaluate how easily users, including those with disabilities, can access and use the site's features and content. The audits identify barriers to access and usability and recommend improvements to ensure the websites and portals meet established standards and provide a positive user experience for all as per the KS ISO 2952-1:2022 Accessibility of ICT Products and Services.

Out of the 369 public institutions evaluated, 61 institutions had websites that conformed to KS 2952-1:2022 Accessibility of ICT Products and Services while 308 did not comply. This indicates that a significant number of institutions have not addressed the accessibility of their online platforms.

61

institutions had websites that conformed to **KS 2952-1:2022** Accessibility of ICT Products and Services

308

institutions did not comply



WELCOME TO NCPWD CAREER PORTAL

Building a pool of qualified candidates with disabilities and engaging disability-confident employers

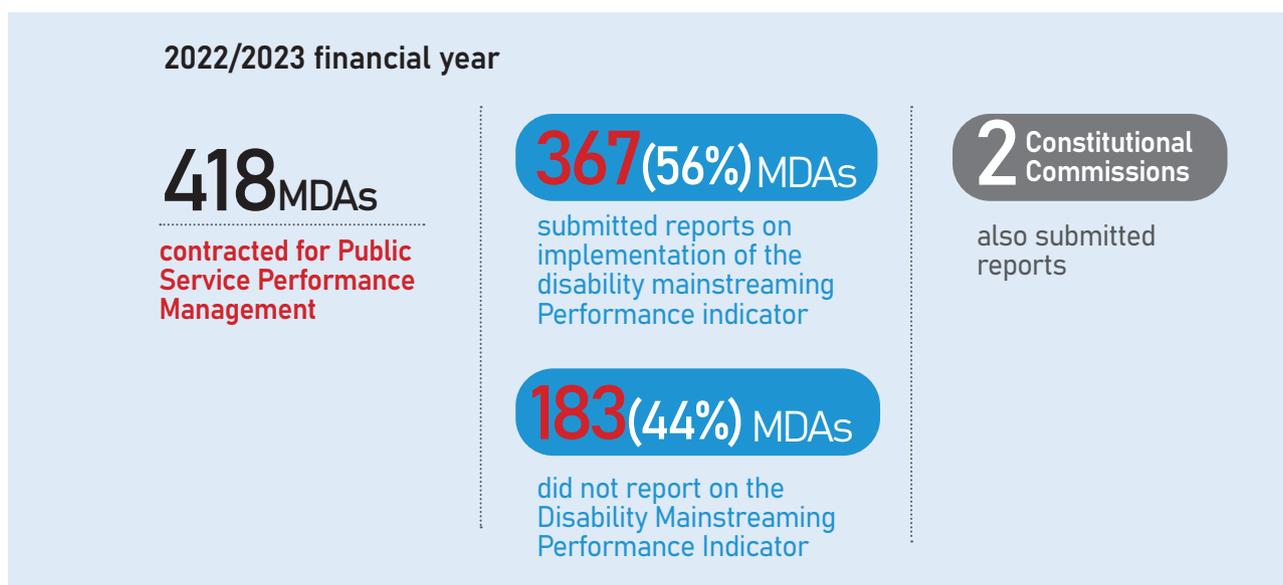
[Register as jobseeker](#)

[Login](#)

The low compliance levels by public institutions identified by the report point to widespread barriers to access and use of online platforms by persons with disabilities.

3.4.7 Submission of quarterly reports

Out of the 418 Ministries, Departments and Agencies contracted for Public Service Performance Management for the 2022/2023 financial year, 367 (56%) institutions submitted reports on implementation of the disability mainstreaming Performance indicator. In addition, 2 Constitutional Commissions also submitted reports. The report therefore shows that 183 (44%) of the contracted 418 Ministries, Departments and Agencies did not report on the Disability Mainstreaming Performance Indicator and therefore the Council could not determine their level of disability inclusion.



Submission of reports by public institutions for the financial year 2022/2023 shows a considerable level of compliance with performance management reporting requirements. However, the failure to report on the Disability Mainstreaming Performance Indicator by some institutions highlights a lack of commitment to disability inclusion.

3.5 Composite/aggregate scores for state departments and ministries

This section provides a comprehensive overview of the scores for State Departments and Ministries for the Financial Year 2022/2023.

3.5.1 Ministries

The table below shows the composite scores for Ministries, which were determined by averaging the performance metrics of the State Departments and Agencies under each Ministry. This analysis provides a consolidated view of Ministries performance for the Financial Year 2022/2023.

Table 4: Composite Performance Scores of Ministries for Financial Year 2022/2023 based on average metrics from State Departments.

Rank	Entity name	No. of State Departments and Agencies	Composite score
1	MINISTRY OF WATER, SANITATION AND IRRIGATION	17	53.9
2	MINISTRY OF ENERGY AND PETROLEUM	11	48.27
3	MINISTRY OF ROADS AND TRANSPORT	21	41.25
4	MINISTRY OF EDUCATION	187	38.14
5	MINISTRY OF AGRICULTURE AND LIVESTOCK DEVELOPMENT	33	36.65
6	MINISTRY OF INVESTMENTS, TRADE AND INDUSTRY	21	29.55
7	MINISTRY OF INFORMATION, COMMUNICATIONS AND THE DIGITAL ECONOMY	15	29.08
8	MINISTRY OF TOURISM AND WILDLIFE	16	28.57
9	THE STATE LAW OFFICE		27.37
10	MINISTRY OF CO-OPERATIVES AND MICRO, SMALL AND MEDIUM ENTERPRISES (MSMEs) DEVELOPMENT	10	26.85
11	MINISTRY OF LABOUR AND SOCIAL PROTECTION	16	25.51
12	THE NATIONAL TREASURY AND ECONOMIC PLANNING	45	25.08
13	MINISTRY OF ENVIRONMENT, CLIMATE CHANGE AND FORESTRY	10	24.77
14	MINISTRY OF MINING, BLUE ECONOMY AND MARITIME AFFAIRS	14	24.12
15	MINISTRY OF PUBLIC SERVICE, PERFORMANCE AND DELIVERY MANAGEMENT	7	22.35
16	MINISTRY OF GENDER, CULTURE, THE ARTS & HERITAGE	14	22.04
17	MINISTRY OF YOUTH AFFAIRS, CREATIVE ECONOMY AND SPORTS	15	16.22

Rank	Entity name	No. of State Departments and Agencies	Composite score
18	MINISTRY OF HEALTH	33	16.14
19	MINISTRY OF EAST AFRICAN COMMUNITY (EAC), THE ASALS AND REGIONAL DEVELOPMENT	23	11.92
20	MINISTRY OF INTERIOR AND NATIONAL ADMINISTRATION	24	10.67
21	MINISTRY OF FOREIGN AND DIASPORA AFFAIRS	3	10
22	MINISTRY OF LANDS, PUBLIC WORKS, HOUSING AND URBAN DEVELOPMENT	17	8.66
23	MINISTRY OF DEFENCE		5.5

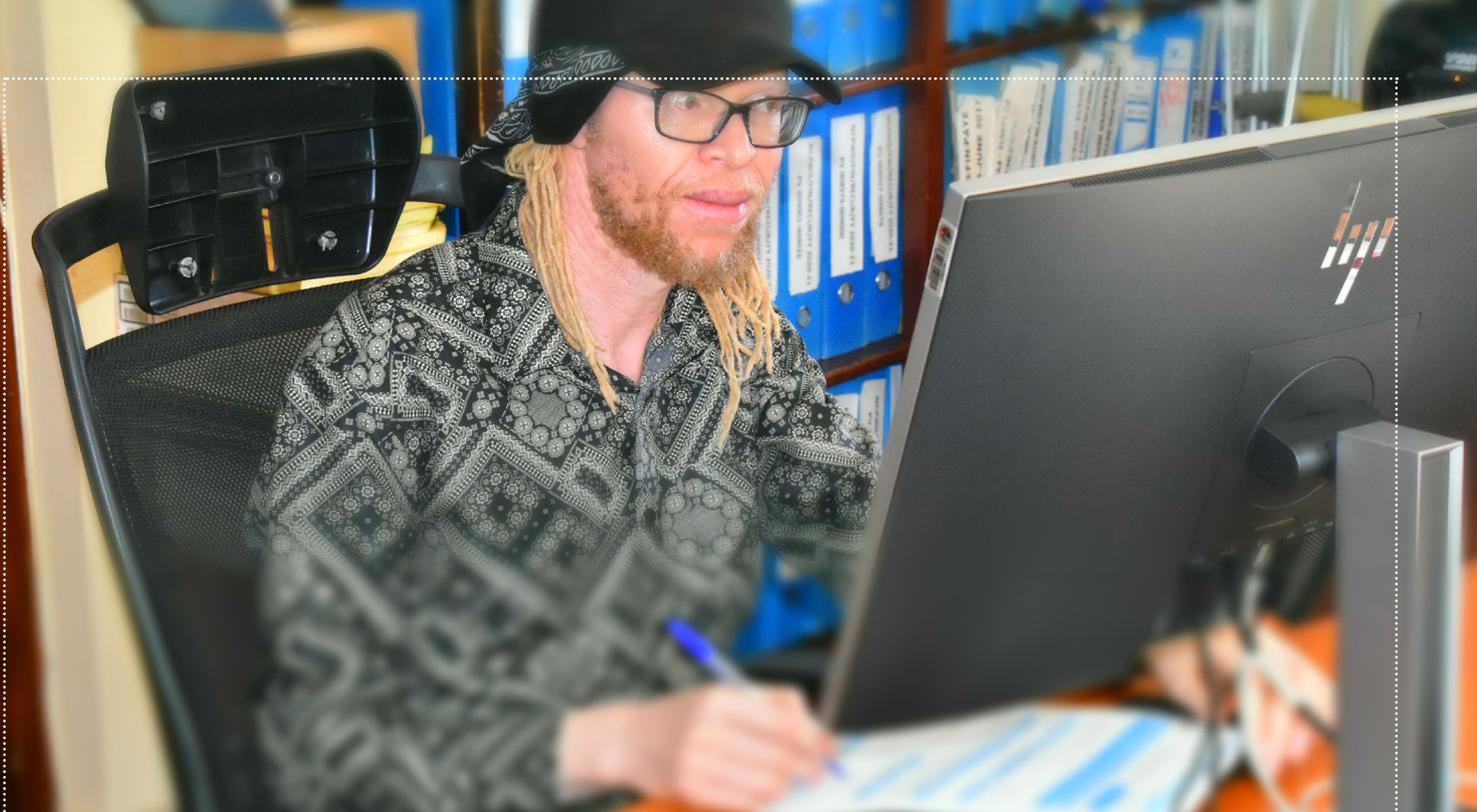
3.5.2 State departments

The table below shows the composite scores for Ministries, determined by averaging the performance metrics of the State Departments and Agencies under each Ministry. This analysis provides a consolidated view of Ministries' performance for the Financial Year 2022/2023.

Table 5: average composite performance scores of state departments for financial year 2022/2023, derived from institutions under their jurisdiction.

Rank	Entity name	No. of Institutions	Composite Score
1	STATE DEPARTMENT FOR BASIC EDUCATION	10	58.80
2	STATE DEPARTMENT FOR ENERGY	7	54.85
3	STATE DEPARTMENT FOR IRRIGATION	2	53.75
4	STATE DEPARTMENT FOR FORESTRY	2	52.70
5	STATE DEPARTMENT FOR WATER AND SANITATION	15	52.42
6	STATE DEPARTMENT FOR ROADS	9	47.46
7	STATE DEPARTMENT FOR INDUSTRY	10	45.31
8	STATE DEPARTMENT FOR HIGHER EDUCATION AND RESEARCH	56	43.71
9	STATE DEPARTMENT FOR SOCIAL PROTECTION AND SENIOR CITIZEN AFFAIRS	6	40.95
10	STATE DEPARTMENT FOR AGRICULTURE	24	38.61
11	STATE DEPARTMENT FOR TRANSPORT	12	36.59
12	STATE DEPARTMENT FOR BLUE ECONOMY AND FISHERIES	4	36.30
13	STATE DEPARTMENT FOR SHIPPING AND MARITIME AFFAIRS	5	35.00

Rank	Entity name	No. of Institutions	Composite Score
14	STATE DEPARTMENT FOR BROADCASTING AND TELECOMMUNICATIONS	10	34.75
15	STATE DEPARTMENT FOR TECHNICAL, VOCATIONAL EDUCATION AND TRAINING	120	33.55
16	STATE DEPARTMENT FOR INVESTMENTS PROMOTION	5	33.00
17	STATE DEPARTMENT FOR GENDER AND AFFIRMATIVE ACTION	5	32.32
18	STATE DEPARTMENT FOR LIVESTOCK DEVELOPMENT	9	31.42
19	STATE DEPARTMENT FOR PUBLIC SERVICE	5	31.29
20	STATE DEPARTMENT FOR CO-OPERATIVES	4	31.25
21	STATE DEPARTMENT FOR PETROLEUM	4	31.13
22	STATE DEPARTMENT FOR TOURISM	9	30.31
23	STATE DEPARTMENT FOR WILDLIFE	6	28.23
24	STATE DEPARTMENT FOR THE ASALS AND REGIONAL DEVELOPMENT	10	27.41
25	STATE DEPARTMENT FOR INFORMATION COMMUNICATION TECHNOLOGY (ICT) AND DIGITAL ECONOMY	6	26.46
26	STATE DEPARTMENT FOR ECONOMIC PLANNING	10	25.71
27	THE NATIONAL TREASURY	35	24.90
28	STATE DEPARTMENT FOR SPORTS	6	20.97
29	STATE DEPARTMENT FOR ENVIRONMENT AND CLIMATE CHANGE	8	17.79
30	STATE DEPARTMENT FOR PUBLIC HEALTH AND PROFESSIONAL STANDARDS	11	17.70
31	STATE DEPARTMENT FOR INTERNAL SECURITY AND NATIONAL ADMINISTRATION	14	16.40
32	STATE DEPARTMENT FOR LABOUR AND SKILLS DEVELOPMENT	10	16.25
33	STATE DEPARTMENT FOR CULTURE, THE ARTS AND HERITAGE	10	16.20
34	STATE DEPARTMENT FOR HOUSING AND URBAN DEVELOPMENT	6	14.97
35	STATE DEPARTMENT FOR MEDICAL SERVICES	22	14.23
36	STATE DEPARTMENT FOR YOUTH AFFAIRS & CREATIVE ECONOMY	9	13.06



Rank	Entity name	No. of Institutions	Composite Score
37	STATE DEPARTMENT FOR MICRO, SMALL AND MEDIUM ENTERPRISES (MSMES) DEVELOPMENT	5	12.69
38	STATE DEPARTMENT FOR TRADE	7	11.79
39	STATE DEPARTMENT FOR THE BLUE ECONOMY AND FISHERIES	2	8.75
40	STATE DEPARTMENT FOR PUBLIC WORKS	7	8.21
41	STATE DEPARTMENT FOR CORRECTIONAL SERVICES	4	6.60
42	STATE DEPARTMENT FOR DIASPORA AFFAIRS	1	0
42	STATE DEPARTMENT FOR EAST AFRICAN COMMUNITY (EAC)	13	0
42	STATE DEPARTMENT FOR FOREIGN AFFAIRS	1	0
42	STATE DEPARTMENT FOR IMMIGRATION AND CITIZEN SERVICES	6	0
42	STATE DEPARTMENT FOR LANDS AND PHYSICAL PLANNING	4	0
42	STATE DEPARTMENT FOR MINING	3	0
42	STATE DEPARTMENT FOR PARLIAMENTARY AFFAIRS	1	0
42	STATE DEPARTMENT FOR PERFORMANCE AND DELIVERY MANAGEMENT	2	0

3.6 Score for disability mainstreaming performance indicator FY 2022/2023

The table below presents the performance scores of public institutions evaluated on the Disability Mainstreaming Performance Indicator for FY 2022/2023.

Table 6: Disability Mainstreaming Performance Scores for public institutions that reported in FY 2022/2023.

RANK	ENTITY NAME	SCORE
1	KENYA INSTITUTE OF SPECIAL EDUCATION	97.50
2	LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY	95.35
3	KENYATTA UNIVERSITY TEACHING, REFERRAL AND RESEARCH HOSPITAL	90.00
4	NATIONAL COUNCIL FOR PERSONS WITH DISABILITIES	90.00
5	NATIONAL HOUSING CORPORATION	89.80
6	KENYA NATIONAL HIGHWAYS AUTHORITY	89.50
7	KENYA REVENUE AUTHORITY	89.50
8	KENYA INSTITUTE FOR THE BLIND	88.78
9	ENGINEERS BOARD OF KENYA	88.74
10	NATIONAL TRANSPORT AND SAFETY AUTHORITY	88.24
11	KENYA SCHOOL OF LAW	88.23
12	KENYA RURAL ROADS AUTHORITY	87.54
13	KENYA PORTS AUTHORITY	87.50
14	TOURISM FUND	87.50
15	TANA WATER WORKS DEVELOPMENT AGENCY	87.42
16	KENYATTA NATIONAL HOSPITAL	87.30
17	UNIVERSITY OF EMBU	87.00
18	ENERGY AND PETROLEUM REGULATORY AUTHORITY	86.45
19	KENYA INDUSTRIAL RESEARCH AND DEVELOPMENT INSTITUTE	86.15
20	JARAMOGI OGINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY	85.22
21	KENYA TUORISM BOARD	85.00
22	NATIONAL COUNCIL FOR CHILDREN SERVICES	85.00
23	STATE HOUSE	85.00
24	KENYA URBAN ROADS AUTHORITY	84.88
25	CENTRE FOR MATHEMATICS, SCIENCE AND TECHNOLOGY EDUCATION IN AFRICA	84.80
25	KENYA INSTITUTE FOR PUBLIC POLICY RESEARCH AND ANALYSIS	84.80
25	KENYA PLANT HEALTH INSPECTORATE SERVICES	84.80
28	KENYA UNIVERSITIES AND COLLEGES CENTRAL PLACEMENT SERVICE	84.62
29	MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY	83.78

RANK	ENTITY NAME	SCORE
30	TECHNICAL UNIVERSITY OF MOMBASA	83.50
31	THARAKA UNIVERSITY COLLEGE	83.40
32	KENYA NATIONAL ACCREDITATION SERVICES	82.50
33	WILDLIFE RESEARCH AND TRAINING INSTITUTE	81.10
34	KENYA PIPELINE COMPANY LIMITED	80.40
35	COMMUNICATIONS AUTHORITY OF KENYA	80.00
35	DEDAN KIMATHI UNIVERSITY OF TECHNOLOGY	80.00
35	EWASO NG'IRO NORTH DEVELOPMENT AUTHORITY	80.00
35	KENYA ACCOUNTANTS AND SECRETARIES' NATIONAL EXAMINATION BOARD	80.00
35	KENYA BUREAU OF STANDARDS	80.00
35	WITNESS PROTECTION AGENCY	80.00
41	WOTE TECHNICAL TRAINING INSTITUTE	79.86
42	KENYA NATIONAL BUREAU OF STATISTICS	79.67
43	NATIONAL AUTHORITY FOR THE CAMPAIGN AGAINST ALCOHOL AND DRUG ABUSE	79.64
44	OFFICE OF THE DEPUTY PRESIDENT	78.78
45	AGRICULTURAL FINANCE CORPORATION	77.71
46	COAST WATER WORKS DEVELOPMENT AGENCY	77.58
47	KENYA CIVIL AVIATION AUTHORITY	77.50
48	KARATINA UNIVERSITY	77.44
49	BUSHIANGALA TECHNICAL TRAINING INSTITUTE	76.57
50	KENYA ROADS BOARD	76.51
51	AGRICULTURE AND FOOD AUTHORITY	76.43
52	KENYA FORESTRY RESEARCH INSTITUTE	75.00
52	KENYA TRADE NETWORK AGENCY	75.00
52	NAIROBI TECHNICAL TRAINING INSTITUTE	75.00
52	NATIONAL COMMISSION FOR SCIENCE TECHNOLOGY AND INNOVATION	75.00
52	NATIONAL CRIME RESEARCH CENTRE	75.00
52	NATIONAL SOCIAL SECURITY FUND	75.00
52	POLICYHOLDERS COMPENSATION FUND	75.00
52	SHAMBERERE TECHNICAL TRAINING INSTITUTE	75.00
52	TEA BOARD OF KENYA	75.00
52	THE SACCO SOCIETIES REGULATORY AUTHORITY	75.00
62	KENYA SCHOOL OF GOVERNMENT	74.57
63	KENYA INDUSTRIAL PROPERTY INSTITUTE	72.89
64	KENYA EDUCATION MANAGEMENT INSTITUTE	72.50
65	EMINING TECHNICAL TRAINING INSTITUTE	72.11
66	KENYA AIRPORTS AUTHORITY	71.88

RANK	ENTITY NAME	SCORE
67	TEACHERS SERVICE COMMISSION	71.28
68	STATE DEPARTMENT FOR SOCIAL PROTECTION AND SENIOR CITIZEN AFFAIRS	70.71
69	KABETE NATIONAL POLYTECHNIC	70.00
69	KENYA INSTITUTE OF CURRICULUM DEVELOPMENT	70.00
69	KENYA INSTITUTE OF MASS COMMUNICATION	70.00
69	KENYA LITERATURE BUREAU	70.00
69	KENYA POWER & LIGHTING COMPANY LTD	70.00
69	MICHUKI TECHNICAL TRAINING INSTITUTE	70.00
69	SIKRI TECHNICAL AND VOCATIONAL COLLEGE FOR THE BLIND AND DEAF	70.00
69	UNIVERSITY OF ELDORET	70.00
69	WATER SECTOR TRUST FUND	70.00
78	COUNCIL FOR LEGAL EDUCATION	69.82
79	KENYA NATIONAL LIBRARY SERVICES	69.45
80	KENYA WILDLIFE SERVICE	68.28
81	NZOIA SUGAR COMPANY LIMITED	67.51
82	KENYA MARINE & FISHERIES RESEARCH INSTITUTE	67.50
82	KONZA TECHNOLPOLIS DEVELOPMENT AUTHORITY	67.50
82	MACHAKOS UNIVERSITY	67.50
82	NATIONAL COUNCIL FOR POPULATION AND DEVELOPMENT	67.50
82	THE ELDORET NATIONAL POLYTECHNIC	67.50
82	THE KISUMU NATIONAL POLYTECHNIC	67.50
82	UNIVERSITY OF NAIROBI	67.50
82	WATER RESOURCES AUTHORITY	67.50
90	COMPETITION AUTHORITY OF KENYA	65.24
90	KENYA VETERINARY VACCINES PRODUCTION INSTITUTE	65.24
92	THE TECHNICAL UNIVERSITY OF KENYA	64.66
93	UNIVERSITIES FUND	64.39
94	KENYA CULTURAL CENTRE	62.50
94	KENYA LAW REFORM COMMISSION	62.50
94	KIBABII UNIVERSITY	62.50
94	NATIONAL WATER HARVESTING & STORAGE AUTHORITY	62.50
94	NUCLEAR POWER AND ENERGY AGENCY	62.50
99	KENYA SEED COMPANY LIMITED	62.31
100	RAMOGI INSTITUTE OF ADVANCED TECHNOLOGY	61.94
101	THE MERU NATIONAL POLYTECHNIC	60.54
102	KENYA COAST NATIONAL POLYTECHNIC	60.51
103	KARUMO TECHNICAL TRAINING INSTITUTE	60.00
103	KENYA ELECTRICITY GENERATING COMPANY PLC	60.00

RANK	ENTITY NAME	SCORE
103	KENYA MEDICAL TRAINING COLLEGE	60.00
103	KENYATTA UNIVERSITY	60.00
103	PEST CONTROL PRODUCTS BOARD	60.00
103	UNIVERSITY OF KABIANGA	60.00
109	RETIREMENT BENEFITS AUTHORITY	59.99
110	KENYATTA INTERNATIONAL CONVENTION CENTRE	59.30
111	THE KENYA NATIONAL EXAMINATIONS COUNCIL	59.25
112	SOT TECHNICAL TRAINING INSTITUTE	59.21
113	KENYA WATER INSTITUTE	59.18
114	EAST AFRICAN PORTLAND CEMENT CO. LTD	59.06
115	KENYA ICT AUTHORITY	58.74
116	THIKA TECHNICAL TRAINING INSTITUTE	58.71
117	MURANG'A UNIVERSITY OF TECHNOLOGY	57.83
118	GEOHERMAL DEVELOPMENT COMPANY	57.50
118	KENYA AGRICULTURAL AND LIVESTOCK RESEARCH ORGANIZATION	57.50
118	KIRINYAGA UNIVERSITY	57.50
118	LAIKIPIA UNIVERSITY	57.50
118	LUGARI DIPLOMA TEACHERS' TRAINING COLLEGE	57.50
118	MASENO UNIVERSITY	57.50
118	OFFICE OF THE ATTORNEY GENERAL & DEPARTMENT OF JUSTICE	57.50
118	RIFT VALLEY TECHNICAL TRAINING INSTITUTE	57.50
118	TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING AUTHORITY	57.50
127	BUKURA AGRICULTURAL COLLEGE	55.00
127	BUSINESS REGISTRATION SERVICE	55.00
127	INSURANCE REGULATORY AUTHORITY	55.00
127	KISII NATIONAL POLYTECHNIC	55.00
127	MAMA NGINA UNIVERSITY COLLEGE	55.00
127	MEDIA COUNCIL OF KENYA	55.00
127	NATIONAL DROUGHT MANAGEMENT AUTHORITY	55.00
127	PWANI UNIVERSITY	55.00
127	THE CO-OPERATIVE UNIVERSITY OF KENYA	55.00
127	THE NYERI NATIONAL POLYTECHNIC	55.00
137	NATIONAL YOUTH SERVICE	54.92
138	EWASO NG'IRO SOUTH DEVELOPMENT AUTHORITY	54.11
139	MERU UNIVERSITY OF SCIENCE AND TECHNOLOGY	53.91
140	NURSING COUNCIL OF KENYA	53.60
141	OL'LESSOS TECHNICAL TRAINING INSTITUTE	52.85

RANK	ENTITY NAME	SCORE
142	ANTI-DOPING AGENCY OF KENYA	52.50
142	BARINGO TECHNICAL COLLEGE	52.50
142	KAREN TECHNICAL TRAINING INSTITUTE FOR THE DEAF	52.50
142	KENYA DAIRY BOARD	52.50
142	KENYA FILM CLASSIFICATION BOARD	52.50
142	KENYA LEATHER DEVELOPMENT COUNCIL	52.50
142	NATIONAL AIDS CONTROL COUNCIL	52.50
142	NATIONAL COUNCIL FOR LAW REPORTING (KENYA LAW)	52.50
142	RONGO UNIVERSITY	52.50
142	SIALA TECHNICAL TRAINING INSTITUTE	52.50
142	VISION 2030 DELIVERY SECRETARIAT	52.50
153	NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY	52.35
154	ATHI WATER WORKS DEVELOPMENT AGENCY	52.14
154	WOMEN ENTERPRISE FUND	52.14
156	TANATHI WATER WORKS DEVELOPMENT AGENCY	52.11
157	STATE DEPARTMENT FOR GENDER AND AFFIRMATIVE ACTION	51.95
158	CAPITAL MARKETS AUTHORITY	51.78
159	KENYA RAILWAYS CORPORATION	51.41
160	MOI TEACHING AND REFERRAL HOSPITAL	50.84
161	GARISSA UNIVERSITY	50.16
162	AGRO-CHEMICAL AND FOOD COMPANY	50.00
162	BANDARI MARITIME ACADEMY GOVERNMENT CLEARING AGENCY	50.00
162	EXPORT PROCESSING ZONES AUTHORITY	50.00
162	KENYA NATIONAL QUALIFICATIONS AUTHORITY	50.00
162	KENYA REINSURANCE CORPORATION	50.00
162	PUBLIC PROCUREMENT REGULATORY AUTHORITY	50.00
162	REGIONAL CENTRE ON GROUNDWATER RESOURCE EDUCATION, TRAINING & RESEARCH	50.00
162	TOM MBOYA UNIVERSITY COLLEGE	50.00
170	FRIENDS COLLEGE KAIMOSI	49.17
171	EKERUBO GIETAI TECHNICAL TRAINING INSTITUTE	48.91
172	KEROKA TECHNICAL TRAINING INSTITUTE	48.14
173	LAPSSSET DEVELOPMENT AUTHORITY	47.54
174	JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY	47.50
174	KASARANI TECHNICAL AND VOCATIONAL COLLEGE	47.50
174	KENYA DEVELOPMENT CORPORATION	47.50
174	KENYA MARITIME AUTHORITY	47.50

RANK	ENTITY NAME	SCORE
174	NATIONAL BIOSAFETY AUTHORITY	47.50
174	NATIONAL CEREALS AND PRODUCE BOARD	47.50
174	PRIVATIZATION AUTHORITY	47.50
174	RURAL ELECTRIFICATION AND RENEWABLE ENERGY CORPORATION	47.50
174	THE KITALE NATIONAL POLYTECHNIC	47.50
183	THE JOMO KENYATTA FOUNDATION	47.45
184	RUNYENJES TECHNICAL AND VOCATIONAL COLLEGE	46.31
185	NYANDARUA NATIONAL POLYTECHNIC	45.04
186	DAVID MBITI WAMBULI TECHNICAL AND VOCATIONAL COLLEGE	45.00
186	HUMAN RESOURCE MANAGEMENT PROFESSIONALS' EXAMINATIONS BOARD	45.00
186	KENYA NATIONAL INNOVATION AGENCY	45.00
186	KENYA WATER TOWERS AGENCY	45.00
186	MATHENGE TECHNICAL TRAINING INSTITUTE	45.00
186	NATIONAL ENVIRONMENT TRUST FUND	45.00
186	NATIONAL INDUSTRIAL TRAINING AUTHORITY	45.00
186	NATIONAL IRRIGATION AUTHORITY	45.00
186	RANGWE TECHNICAL AND VOCATIONAL COLLEGE	45.00
186	STATE DEPARTMENT FOR SHIPPING AND MARITIME	45.00
196	NYAYO TEA ZONES DEVELOPMENT CORPORATION	44.64
197	NATIONAL OIL CORPORATION OF KENYA	44.13
198	KENYA ACADEMY OF SPORTS	43.34
199	BOMET UNIVERSITY COLLEGE	42.50
199	HYDROLOGISTS REGISTRATION BOARD	42.50
199	KATINE TECHNICAL TRAINING INSTITUTE	42.50
199	KENYA DEPOSIT INSURANCE CORPORATION	42.50
199	MUKIRIA TECHNICAL TRAINING INSTITUTE	42.50
199	NATIONAL EMPLOYMENT AUTHORITY	42.50
199	NON-GOVERNMENTAL ORGANIZATIONS COORDINATION BOARD	42.50
199	STATE DEPARTMENT FOR PUBLIC WORKS	42.50
199	UNIVERSITY OF NAIROBI ENTERPRISES AND SERVICES LIMITED	42.50
208	KENYA INDUSTRIAL ESTATES LIMITED	40.96
209	NATIONAL GOVERNMENT CONSTITUENCIES DEVELOPMENT FUND	40.16
210	BURETI TECHNICAL TRAINING INSTITUTE	40.00
210	HIGHER EDUCATION LOANS BOARD	40.00
210	NORTHERN WATER WORKS DEVELOPMENT AGENCY	40.00
210	POSTAL CORPORATION OF KENYA	40.00
210	SOUTH EASTERN KENYA UNIVERSITY	40.00
210	UGENYA TECHNICAL AND VOCATIONAL COLLEGE	40.00

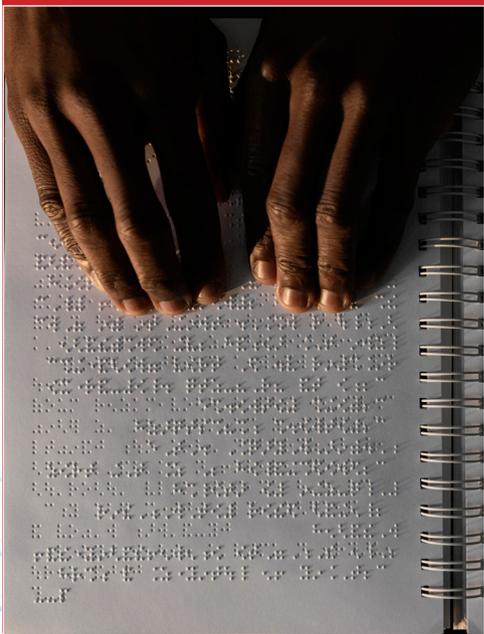
RANK	ENTITY NAME	SCORE
216	PYRETHRUM PROCESSING COMPANY OF KENYA	38.35
217	CHUKA UNIVERSITY	37.50
217	JEREMIAH NYAGAH TECHNICAL INSTITUTE	37.50
217	KENYA FILM COMMISSION	37.50
217	KIAMBU INSTITUTE OF SCIENCE AND TECHNOLOGY	37.50
217	LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY	37.50
217	NATIONAL GOVERNMENT AFFIRMATIVE ACTION FUND	37.50
217	NUMERICAL MACHINING COMPLEX	37.50
217	SANG'ALO INSTITUTE OF SCIENCE AND TECHNOLOGY	37.50
217	TAITA TAVETA UNIVERSITY	37.50
217	WAREHOUSE RECEIPT SYSTEM COUNCIL	37.50
217	WATER SERVICES REGULATORY BOARD	37.50
228	KAIMOSI FRIENDS UNIVERSITY	36.50
229	KENYA FISHERIES SERVICE	35.20
230	NACHU TECHNICAL AND VOCATIONAL COLLEGE	35.14
231	AGRICULTURAL DEVELOPMENT CORPORATION	35.00
231	ALDAI TECHNICAL TRAINING INSTITUTE	35.00
231	ANTI-COUNTERFEIT AUTHORITY	35.00
231	BONDO TECHNICAL TRAINING INSTITUTE	35.00
231	IKUTHA TECHNICAL AND VOCATIONAL COLLEGE	35.00
231	KENYA BROADCASTING CORPORATION	35.00
231	KENYA TSETSE AND TRYPANOSOMIASIS ERADICATION COUNCIL	35.00
231	KIMININI TECHNICAL AND VOCATIONAL COLLEGE	35.00
231	MASAI TECHNICAL TRAINING INSTITUTE	35.00
231	NAIROBI CENTRE FOR INTERNATIONAL ARBITRATION	35.00
231	NATIONAL CANCER INSTITUTE OF KENYA	35.00
231	NATIONAL COMMISSION FOR NOMADIC EDUCATION	35.00
231	SIRISIA TECHNICAL AND VOCATIONAL COLLEGE	35.00
231	SPECIAL ECONOMIC ZONES AUTHORITY	35.00
231	TANA AND ATHI RIVERS DEVELOPMENT AUTHORITY	35.00
231	TINDIRET TECHNICAL AND VOCATIONAL COLLEGE	35.00
231	UGUNJA TECHNICAL AND VOCATIONAL COLLEGE	35.00
231	YOUTH ENTERPRISE DEVELOPMENT FUND	35.00
249	LOCAL AUTHORITIES PROVIDENT FUND	34.92
249	SOUTH NYANZA SUGAR COMPANY LIMITED	34.92
251	KENYA INVESTMENT AUTHORITY	32.50
251	KENYA NATIONAL COMMISSION FOR UNESCO	32.50
251	KENYA NATIONAL SHIPPING LINE LTD	32.50
251	KENYA SPACE AGENCY	32.50
251	KENYA VETERINARY BOARD	32.50
251	MABERA TECHNICAL AND VOCATIONAL COLLEGE	32.50
251	MOI UNIVERSITY	32.50
251	PC KINYANJUI TECHNICAL TRAINING INSTITUTE	32.50

RANK	ENTITY NAME	SCORE
251	SEME TECHNICAL AND VOCATIONAL COLLEGE	32.50
251	STATE DEPARTMENT FOR INFORMATION COMMUNICATION TECHNOLOGY (ICT) AND DIGITAL ECONOMY	32.50
251	STATE DEPARTMENT FOR INTERNAL SECURITY AND NATIONAL ADMINISTRATION	32.50
262	GATUNDU SOUTH TECHNICAL AND VOCATIONAL COLLEGE	32.14
263	KENYA FOREST SERVICE	30.39
264	AHMED SHAHAME MWIDANI TECHNICAL TRAINING INSTITUTE	30.00
264	BUNGOMA NORTH TECHNICAL AND VOCATIONAL COLLEGE	30.00
264	EGERTON UNIVERSITY	30.00
264	KENYA ANIMAL GENETIC RESOURCES CENTRE	30.00
264	KENYA EXPORT PROMOTION AND BRANDING AGENCY	30.00
264	KERIO VALLEY DEVELOPMENT AUTHORITY	30.00
264	MATILI TECHNICAL TRAINING INSTITUTE	30.00
264	MOIBEN TECHNICAL AND VOCATIONAL COLLEGE	30.00
264	MINISTRY OF FOREIGN AND DIASPORA AFFAIRS	30.00
264	SPORTS KENYA	30.00
264	TSEIKURU TECHNICAL TRAINING INSTITUTE	30.00
275	KAGUMO TEACHERS TRAINING COLLEGE	29.00
276	KENYA MEDICAL PRACTITIONERS AND DENTISTS' COUNCIL	28.60
277	BUMBE TECHNICAL TRAINING INSTITUTE	27.50
277	COMMODITIES FUND	27.50
277	STATE DEPARTMENT FOR CO-OPERATIVES	27.50
277	UNCLAIMED FINANCIAL ASSETS AUTHORITY	27.50
281	NATIONAL HOSPITAL INSURANCE FUND	27.42
282	STATE DEPARTMENT FOR PUBLIC SERVICE	26.98
283	STATE DEPARTMENT FOR CORRECTIONAL SERVICES	26.41
284	MULTIMEDIA UNIVERSITY OF KENYA	25.68
285	BELGUT TECHNICAL AND VOCATIONAL COLLEGE	25.00
285	KIIRUA TECHNICAL TRAINING INSTITUTE	25.00
285	KISIWA TECHNICAL INSTITUTE	25.00
285	KOSHIN TECHNICAL TRAINING INSTITUTE	25.00
285	MAASAI MARA TECHNICAL AND VOCATIONAL COLLEGE	25.00
285	MINISTRY OF HEALTH	25.00
285	NATIONAL LAND COMMISSION	25.00
292	KENYA MEDICAL RESEARCH INSTITUTE	22.50
292	MICRO AND SMALL ENTERPRISES AUTHORITY	22.50
292	MINISTRY OF DEFENCE	22.50
292	MINISTRY OF ENERGY	22.50
292	MINISTRY OF WATER, SANITATION & IRRIGATION	22.50
292	NATIONAL RESEARCH FUND	22.50
292	NEW KENYA COOPERATIVE CREAMERIES LIMITED	22.50
292	RIRAGIA TECHNICAL AND VOCATIONAL COLLEGE	22.50

RANK	ENTITY NAME	SCORE
292	STATE DEPARTMENT FOR THE BLUE ECONOMY AND FISHERIES	22.50
301	TOURISM REGULATORY AUTHORITY	21.00
302	MURAGA TECHNICAL TRAINING INSTITUTE	20.68
303	ALUPE UNIVERSITY	20.00
303	ANTI-FEMALE GENITAL MUTILATION BOARD	20.00
303	ASSETS RECOVERY AGENCY	20.00
303	BIOSAFETY APPEALS BOARD	20.00
303	BORABU TECHNICAL TRAINING INSTITUTE	20.00
303	CHEMELIL SUGAR COMPANY	20.00
303	FISH LEVY TRUST FUND	20.00
303	KERICHO TOWNSHIP TECHNICAL AND VOCATIONAL COLLEGE	20.00
303	KISII UNIVERSITY	20.00
303	LAIKIPIA NORTH TECHNICAL AND VOCATIONAL COLLEGE	20.00
303	MINISTRY OF EAST AFRICAN COMMUNITY	20.00
303	NKABUNE TECHNICAL TRAINING INSTITUTE	20.00
303	RIFT VALLEY INSTITUTE OF SCIENCE AND TECHNOLOGY	20.00
303	SIAYA INSTITUTE OF TECHNOLOGY	20.00
303	SIGALAGALA NATIONAL POLYTECHNIC	20.00
303	ST JOSEPH'S TECHNICAL TRAINING INSTITUTE FOR THE DEAF (NYANG'OMA)	20.00
303	STATE DEPARTMENT FOR TOURISM	20.00
303	STATE DEPARTMENT FOR WILDLIFE	20.00
321	KIPSINENDE TECHNICAL AND VOCATIONAL COLLEGE	19.56
322	EMURUA DIKIRR TECHNICAL TRAINING INSTITUTE	17.50
322	FISH MARKETING AUTHORITY	17.50
322	MACHAKOS TECHNICAL INSTITUTE FOR THE BLIND	17.50
322	MATHIOYA TECHNICAL AND VOCATIONAL COLLEGE	17.50
322	MURANG'A TEACHERS TRAINING COLLEGE	17.50
322	NDIA TECHNICAL AND VOCATIONAL COLLEGE	17.50
322	NORTH RIFT VALLEY WATER WORKS DEVELOPMENT AGENCY	17.50
322	NUU TECHNICAL AND VOCATIONAL COLLEGE	17.50
330	BOMAS OF KENYA LIMITED	15.00
330	BUNYALA TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	BUTERE TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	CHUKA TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	COAST INSTITUTE OF TECHNOLOGY	15.00
330	EBUKANGA TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	ELDAMA RAVINE TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	GATANGA TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	GODOMA TECHNICAL TRAINING INSTITUTE	15.00
330	KAJIADO WEST TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	KAKRAO TECHNICAL AND VOCATIONAL COLLEGE	15.00

RANK	ENTITY NAME	SCORE
330	KALOLENI TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	KENYA NATIONAL TRADING CORPORATION	15.00
330	KENYA TECHNICAL TRAINERS' COLLEGE	15.00
330	KENYA YEARBOOK EDITORIAL BOARD	15.00
330	KIPTARAGON TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	KOITALEL ARAP SAMOEI UNIVERSITY COLLEGE	15.00
330	KONGONI TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	KONOIN TECHNICAL TRAINING INSTITUTE	15.00
330	LAIKIPIA EAST TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	LAISAMIS TECHNICAL TRAINING INSTITUTE	15.00
330	MAASAI MARA UNIVERSITY	15.00
330	MASINGA TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	MITUNGUU TECHNICAL TRAINING INSTITUTE	15.00
330	MOCHONGOI TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	MUMIAS WEST TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	NATIONAL CONSTRUCTION AUTHORITY	15.00
330	NATIONAL MUSEUMS OF KENYA	15.00
330	NORTH EASTERN NATIONAL POLYTECHNIC	15.00
330	OKAME TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	RIATIRIMBA TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	SCHOOL EQUIPMENT PRODUCTION UNIT	15.00
330	SOTIK TECHNICAL TRAINING INSTITUTE	15.00
330	ST. PAUL'S KIBABII DIPLOMA TEACHERS TRAINING COLLEGE	15.00
330	STATE DEPARTMENT FOR TRANSPORT	15.00
330	THARAKA TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	TIGANIA EAST TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	VETERINARY MEDICINES DIRECTORATE	15.00
330	WANGA TECHNICAL AND VOCATIONAL COLLEGE	15.00
330	WEBUYE WE AND VOCATIONAL TRAINING COLLEGE	15.00

CHALLENGES, RECOMMENDATIONS & CONCLUSION



4.1 Overview

The report assessed the implementation of the Disability Mainstreaming Performance Indicator by public institutions to gauge the state of disability inclusion across the public service in Kenya. The report identified various challenges facing efforts to mainstream disability in the public service. This chapter discusses these challenges and recommendations and conclusions made to improve inclusivity for persons with disability.

Challenge

Recommendations

1

Failure by MDAs to implement and report on the Disability Performance Indicator.

The Ministry of Public Service Performance and Delivery Management where Performance Contracting is domiciled should sanction institutions that fail to report on implementation of signed performance contracts.

2

Performance Contracting Framework is an initiative of the Executive arm of government and therefore does not include the Judiciary, Parliament, County Governments, Constitutional Commissions and Independent Offices.

The Council in collaboration with stakeholders should develop and rollout a National Disability Inclusion Framework to hold accountable all government institutions for inclusive service delivery.

3

Failure to institutionalize disability inclusion as a strategic issue in service delivery. Majority of Government Institutions still treat disability inclusion as a crosscutting issue.

Disability Mainstreaming Performance Indicator should be reinstated into the Performance Contracting Guidelines from next financial year given its significant role in bolstering government disability inclusion achievements.

4

Failure to comply with laws on affirmative action for persons with disabilities. Article 54(2) of the Constitution and Section 13 of the Persons with Disabilities Act No. 14 of the 2003 provide for reservation of 5% of employment and appointive positions for persons with disabilities. This failure continues to deny persons with disabilities the right to work and employment.

The National Treasury should include disability inclusion in the Strategic Planning Guidelines for Ministries, Departments and Agencies to ensure that it is treated as a core strategic issue to reflect government commitment to inclusive service delivery.

The Public Service Commission should assume the responsibility for enforcement of the requirement of 5% reservation of employment for persons in all public service institutions.

The Public Service Commission should leverage on the Public Service Internship Programme to improve the employability of graduates with disabilities in public service. PSC should guarantee that at least 5% of all interns admitted into every cycle of the programme have disabilities.

PSC should require all Ministries, Departments, and Agencies to register and use the NCPWD Career Portal to post information on job vacancies for access by job seekers with disabilities.

5

Low capacity of MDAs to effectively implement measures to achieve disability inclusion.

Disability inclusion in MDAs is spearheaded by committees appointed by management from key Department. However, most institutions encounter challenges in implementing these interventions because the committees and generally the institutions have low capacity on disability inclusion.

The Public Service Commission (PSC) should consider establishment of a cadre in public service responsible for Diversity and Inclusion in the respective MDAs.

The National Council for Persons with Disabilities should initiate a comprehensive disability mainstreaming capacity-building programme for public institutions. The programme should focus on sensitization and training of staff, senior management and committees.

The disability inclusion committee should be appointed from among Heads of the following Departments;

- ✓ Chaired by the head of the institution or their alternate
- ✓ Human Resource and Administration
- ✓ Supply Chain Management
- ✓ Legal Services
- ✓ Information, Communications and Technology
- ✓ Planning/ Monitoring and Evaluation/ Finance
- ✓ A representative from technical teams institution's mandate
- ✓ A representative from technical teams institution's mandate.

6

Weak Disability Inclusion Enforcement Policy and Legal framework.

Kenya does not have a National Disability Policy. Further, the Persons with Disability Act No. 14 of 2003 was enacted before the promulgation of Constitution of Kenya in 2010 and adoption and ratification of the Convention on the Rights of Persons with Disabilities by the United Nations General Assembly (2006) and Kenya (2008) respectively. The principal disability law in Kenya is therefore not aligned with the Constitution and the United Nations Convention on the Rights of persons with disabilities.

The Ministry and the relevant stakeholders should expedite the finalization of;

1. The National Policy on Persons with Disabilities and,
2. The Persons with Disabilities Bill (2024).

7

Inaccessible public services by persons with disabilities

The Constitution of Kenya through Article 54(1) guarantees persons with disabilities access to all places, public transport and information, use of Sign language, Braille or other appropriate means of communication and access materials and devices to overcome constraints arising from the person's disability. In spite of this guarantee, the report indicates that public services remain inaccessible to certain categories of persons with disabilities. Public Institutions should therefore intensify efforts to remove barriers to service delivery in such area as built environments, websites and digital portals, information and communications as well as negative attitudes and discrimination.

All public institutions should carry out Accessibility and Usability Audits to determine the level of accessibility of their services and identify barriers. The barriers should be carried out every five years.

All online platforms for service delivery to the public should be accessible to persons with disabilities. (They should adhere to the National Standard for digital accessibility - the KS 2952-1:2022 "Accessibility of ICT Products and Services).

All public buildings and built environments should comply with the National Standard, KS ISO 21542:2021 "Building construction - Accessibility and usability of the built environment.

MDAs should institutionalize disability inclusion by aligning the five-year Accessibility and Usability audit intervals with strategic planning periods to marry inclusion goals with strategic objectives.

All public institutions should collect administrative data using standard tools to monitor access and participation of persons with disabilities. This is critical for effectiveness of monitoring inclusion and participation, pinpointing areas for improvement, and shaping informed strategies to advance disability inclusion across the board.

4.2 Conclusions

In conclusion, this report shows both the strides made and the considerable challenges that remain in the journey toward full disability inclusion within Kenya's public institutions. The recommendations by the report, outlined a path forward that requires concerted effort, policy reform, and a steadfast commitment to the principles of equality and accessibility. As we move ahead, it is important that all stakeholders, government bodies, civil society, and the disability community, collaborate closely to transform these recommendations into tangible actions. By doing so, we can ensure that persons with disabilities are protected by law and fully embraced by society, with equal opportunity to contribute to and benefit from our collective progress.

Appendices

Appendix I

The performance of public institutions on employment of persons with disabilities as at 1st July 2022.

Table 7: Performance of Public Institutions on Employment of Persons with Disabilities as of 1st July 2022.

S/No	ENTITY NAME	SCORE
1	EWASO NG'IRO NORTH DEVELOPMENT AUTHORITY	15.00
2	KENYA CULTURAL CENTRE	15.00
3	KENYA EDUCATION MANAGEMENT INSTITUTE	15.00
4	KENYA INSTITUTE OF CURRICULUM DEVELOPMENT	15.00
5	KENYA INSTITUTE OF SPECIAL EDUCATION	15.00
6	KENYA NATIONAL ACCREDITATION SERVICES	15.00
7	LUGARI DIPLOMA TEACHERS' TRAINING COLLEGE	15.00
8	NATIONAL COMMISSION FOR SCIENCE TECHNOLOGY AND INNOVATION	15.00
9	NATIONAL COUNCIL FOR CHILDREN SERVICES	15.00
10	NATIONAL COUNCIL FOR PERSONS WITH DISABILITIES	15.00
11	NATIONAL WATER HARVESTING & STORAGE AUTHORITY	15.00
12	RANGWE TECHNICAL AND VOCATIONAL COLLEGE	15.00
13	SIKRI TECHNICAL AND VOCATIONAL COLLEGE FOR THE BLIND AND DEAF	15.00
14	KARATINA UNIVERSITY	14.94
15	KENYA URBAN ROADS AUTHORITY	14.88
16	NATIONAL HOUSING CORPORATION	14.80
17	KENYA NATIONAL BUREAU OF STATISTICS	14.67
18	EMINING TECHNICAL TRAINING INSTITUTE	14.61
19	KENYA NATIONAL HIGHWAYS AUTHORITY	14.50
20	SOT TECHNICAL TRAINING INSTITUTE	14.21
21	BUSHIANGALA TECHNICAL TRAINING INSTITUTE	14.07
22	ENERGY AND PETROLEUM REGULATORY AUTHORITY	13.95
23	KENYA INDUSTRIAL RESEARCH AND DEVELOPMENT INSTITUTE	13.65

S/No	ENTITY NAME	SCORE
24	TECHNICAL UNIVERSITY OF MOMBASA	13.50
25	PYRETHRUM PROCESSING COMPANY OF KENYA	13.35
26	KENYA SCHOOL OF LAW	13.23
27	STATE DEPARTMENT FOR SOCIAL PROTECTION AND SENIOR CITIZEN AFFAIRS	13.21
28	JARAMOGI OGINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY	12.72
29	KENYA RURAL ROADS AUTHORITY	12.54
30	LAPSSET DEVELOPMENT AUTHORITY	12.54
31	NZOIA SUGAR COMPANY LIMITED	12.51
32	NATIONAL SOCIAL SECURITY FUND	12.50
33	STATE HOUSE	12.50
34	THE JOMO KENYATTA FOUNDATION	12.45
35	LOCAL AUTHORITIES PROVIDENT FUND	12.42
36	NATIONAL HOSPITAL INSURANCE FUND	12.42
37	NATIONAL YOUTH SERVICE	12.42
38	SOUTH NYANZA SUGAR COMPANY LIMITED	12.42
39	TANA WATER WORKS DEVELOPMENT AGENCY	12.42
40	WOTE TECHNICAL TRAINING INSTITUTE	12.36
41	KENYATTA NATIONAL HOSPITAL	12.30
42	UNIVERSITY OF EMBU	12.00
43	STATE DEPARTMENT FOR PUBLIC SERVICE	11.98
44	STATE DEPARTMENT FOR GENDER AND AFFIRMATIVE ACTION	11.95
45	RAMOGI INSTITUTE OF ADVANCED TECHNOLOGY	11.94
46	KENYA AIRPORTS AUTHORITY	11.88
47	EWASO NG'IRO SOUTH DEVELOPMENT AUTHORITY	11.61
48	KENYA INSTITUTE FOR THE BLIND	11.28
49	MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY	11.28
50	OFFICE OF THE DEPUTY PRESIDENT	11.28
51	TEACHERS SERVICE COMMISSION	11.28
52	NURSING COUNCIL OF KENYA	11.10
53	OL'LESSOS TECHNICAL TRAINING INSTITUTE	10.35
54	LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY	10.35
55	COMPETITION AUTHORITY OF KENYA	10.24
56	COAST WATER WORKS DEVELOPMENT AGENCY	10.08
57	SHAMBERERE TECHNICAL TRAINING INSTITUTE	10.00
58	TOURISM FUND	10.00
59	RETIREMENT BENEFITS AUTHORITY	9.99

S/No	ENTITY NAME	SCORE
60	KENYA SEED COMPANY LIMITED	9.81
61	CENTRE FOR MATHEMATICS, SCIENCE AND TECHNOLOGY EDUCATION IN AFRICA	9.80
62	KENYA INSTITUTE FOR PUBLIC POLICY RESEARCH AND ANALYSIS	9.80
63	KENYA PLANT HEALTH INSPECTORATE SERVICES	9.80
64	TANATHI WATER WORKS DEVELOPMENT AGENCY	9.61
65	KENYA SCHOOL OF GOVERNMENT	9.57
66	KENYA NATIONAL LIBRARY SERVICES	9.45
67	KENYATTA INTERNATIONAL CONVENTION CENTRE	9.30
68	THE KENYA NATIONAL EXAMINATIONS COUNCIL	9.25
69	KENYA WATER INSTITUTE	9.18
70	EAST AFRICAN PORTLAND CEMENT CO. LTD	9.06
71	KAGUMO TEACHERS TRAINING COLLEGE	9.00
72	KAIMOSI FRIENDS UNIVERSITY	9.00
73	EKERUBO GIETAI TECHNICAL TRAINING INSTITUTE	8.91
74	MERU UNIVERSITY OF SCIENCE AND TECHNOLOGY	8.91
75	KENYA INDUSTRIAL ESTATES LIMITED	8.46
76	THARAKA UNIVERSITY COLLEGE	8.40
77	KENYA ACADEMY OF SPORTS	8.34
78	MOI TEACHING AND REFERRAL HOSPITAL	8.34
79	KENYA WILDLIFE SERVICE	8.28
80	KEROKA TECHNICAL TRAINING INSTITUTE	8.14
81	THE MERU NATIONAL POLYTECHNIC	8.04
82	KENYA COAST NATIONAL POLYTECHNIC	8.01
83	KENYA PIPELINE COMPANY LIMITED	7.90
84	KENYA FOREST SERVICE	7.89
85	KENYA INDUSTRIAL PROPERTY INSTITUTE	7.89
86	MURANG'A UNIVERSITY OF TECHNOLOGY	7.83
87	AGRICULTURAL FINANCE CORPORATION	7.71
88	NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY	7.35
89	COUNCIL FOR LEGAL EDUCATION	7.32
90	THE TECHNICAL UNIVERSITY OF KENYA	7.16
91	ATHI WATER WORKS DEVELOPMENT AGENCY	7.14
92	GATUNDU SOUTH TECHNICAL AND VOCATIONAL COLLEGE	7.14
93	NATIONAL AUTHORITY FOR THE CAMPAIGN AGAINST ALCOHOL AND DRUG ABUSE	7.14
94	NYAYO TEA ZONES DEVELOPMENT CORPORATION	7.14
95	WOMEN ENTERPRISE FUND	7.14

S/No	ENTITY NAME	SCORE
96	UNIVERSITIES FUND	6.89
97	CAPITAL MARKETS AUTHORITY	6.78
98	FRIENDS COLLEGE KAIMOSI	6.67
99	NATIONAL OIL CORPORATION OF KENYA	6.63
100	KENYA ROADS BOARD	6.51
101	KENYA RAILWAYS CORPORATION	6.41
102	STATE DEPARTMENT FOR CORRECTIONAL SERVICES	6.41
103	RUNYENJES TECHNICAL AND VOCATIONAL COLLEGE	6.31
104	ENGINEERS BOARD OF KENYA	6.24
105	KENYA ICT AUTHORITY	6.24
106	THIKA TECHNICAL TRAINING INSTITUTE	6.21
107	TOURISM REGULATORY AUTHORITY	6.00
108	MURAGA TECHNICAL TRAINING INSTITUTE	5.68
109	KENYA VETERINARY VACCINES PRODUCTION INSTITUTE	5.24
110	GARISSA UNIVERSITY	5.16
111	NATIONAL GOVERNMENT CONSTITUENCIES DEVELOPMENT FUND	5.16
112	NACHU TECHNICAL AND VOCATIONAL COLLEGE	5.14
113	NYANDARUA NATIONAL POLYTECHNIC	5.04
114	COMMUNICATIONS AUTHORITY OF KENYA	5.00
115	DEDAN KIMATHI UNIVERSITY OF TECHNOLOGY	5.00
116	KENYA ACCOUNTANTS AND SECRETARIES' NATIONAL EXAMINATION BOARD	5.00
117	KENYA BUREAU OF STANDARDS	5.00
118	KENYA PORTS AUTHORITY	5.00
119	KENYATTA UNIVERSITY TEACHING, REFERRAL AND RESEARCH HOSPITAL	5.00
120	THE CO-OPERATIVE UNIVERSITY OF KENYA	5.00
121	KENYA UNIVERSITIES AND COLLEGES CENTRAL PLACEMENT SERVICE	4.62
122	KIPSINENDE TECHNICAL AND VOCATIONAL COLLEGE	4.56
123	KENYA REVENUE AUTHORITY	4.50
124	AGRICULTURE AND FOOD AUTHORITY	3.93
125	KENYA MEDICAL PRACTITIONERS AND DENTISTS' COUNCIL	3.60
126	WILDLIFE RESEARCH AND TRAINING INSTITUTE	3.60
127	NATIONAL TRANSPORT AND SAFETY AUTHORITY	3.24
128	MULTIMEDIA UNIVERSITY OF KENYA	3.18
129	KENYA FISHERIES SERVICE	2.70

Appendix 2

Institutions that did not report in the Financial Year 2022/2023.

The table below identifies the institutions that did not submit reports for the Financial Year 2022/2023. The absence of reporting from these entities highlights areas where, engagement and compliance efforts may need to be intensified to ensure a comprehensive overview of disability inclusion across all sectors.

Table 8: List of Institutions That Did Not Report for the Financial Year 2022/2023.

S/No	ENTITY NAME
1	ACCOUNTANTS DISCIPLINARY COMMITTEE
2	ADVOCATES COMPLAINTS COMMISSION
3	ADVOCATES DISCIPLINARY TRIBUNAL
4	AFRICA TRADE INSURANCE
5	AGRICULTURAL INFORMATION RESOURCE CENTER
6	AGRICULTURE INFORMATION RESOURCE CENTRE REVOLVING FUND
7	ANIMAL TECHNICIANS' COUNCIL
8	ANTI-MONEY LAUNDERING
9	AUCTIONEERS LICENSING BOARD
10	BOARD OF REGISTERED ARCHITECTS AND QUANTITY SURVEYORS
11	BORSTAL INSTITUTIONS
12	BUILDING SURVEYORS' REGISTRATION BOARD
13	CAR LOAN SCHEME FOR ELECTORAL COMMISSIONERS FUND
14	CENTRAL BANK OF KENYA
15	CENTRAL RIFT VALLEY WATER WORKS DEVELOPMENT AGENCY
16	CHILD WELFARE SOCIETY OF KENYA
17	CIVIL REGISTRATION OF PERSONS
18	CIVIL SERVANTS HOUSING SCHEME FUND
19	CLINICAL OFFICERS COUNCIL OF KENYA
20	COAST DEVELOPMENT AUTHORITY
21	COMMISSION FOR UNIVERSITY EDUCATION KENYA UNIVERSITIES AND COLLEGES PLACEMENT SERVICE
22	COMMUNITY DEVELOPMENT TRUST FUND
23	CONSOLIDATED BANK OF KENYA
24	CONTINGENCIES FUND
25	CONTRACTORS AND BUILDERS' RETENTION FUND
26	COUNSELORS AND PSYCHOLOGISTS BOARD
27	CURRICULUM DEVELOPMENT ASSESSMENT AND CERTIFICATION COUNCIL
28	DEFENCE STAFF COLLEGE
29	DEPARTMENT OF BUSINESS REFORMS AND TRANSFORMATION

S/No	ENTITY NAME
30	DEPARTMENT OF LABOUR MIGRATION MANAGEMENT
31	DEVELOPMENT BANK OF KENYA
32	DIASPORA PLACEMENT AGENCY
33	DIGITAL HEALTH AUTHORITY
34	DIRECTORATE OF E-CITIZEN SERVICES.
35	DIRECTORATE OF IMMIGRATION
36	DIRECTORATE OF OCCUPATIONAL
37	EAST AFRICAN SCHOOL OF AVIATION
38	EQUALIZATION FUND
39	ESTATE AGENTS' REGISTRATION BOARD
40	FACTORY CORPORATION.
41	FINANCIAL REPORTING CENTRE
42	GENDER VIOLENCE PROTECTION CENTRES
43	GOVERNMENT ADVERTISING AGENCY
44	GOVERNMENT CHEMIST
45	GOVERNMENT DELIVERY SERVICES (GDS)
46	GOVERNMENT DIGITAL PAYMENTS
47	HEALTH RECORDS AND INFORMATION MANAGERS BOARD
48	HUDUMA CENTRES
49	INDEPENDENT POLICING OVERSIGHT AUTHORITY
50	INDUSTRIAL AND COMMERCIAL DEVELOPMENT CORPORATION (ICDC) (INDUSTRIAL AND COMMERCIAL DEVELOPMENT
51	INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS
52	INSTITUTE OF HUMAN RESOURCE MANAGEMENT
53	INTEGRATED PROJECT DELIVERY UNIT
54	JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY
55	KENYA ACADEMY OF SPORTS REGISTRAR OF SPORTS
56	KENYA ADVANCED INSTITUTE OF SCIENCE AND TECHNOLOGY
57	KENYA ANTI-DOPING AGENCY SPORTS KENYA
58	KENYA ASSOCIATION OF YOUTH CENTRES
59	KENYA BIOVAX INSTITUTE LIMITED
60	KENYA BUILDING RESEARCH CENTRE
61	KENYA COAST GUARD SERVICE
62	KENYA COPYRIGHT BOARD
63	KENYA CORRECTIONAL SERVICES
64	KENYA DEFENCE FORCES
65	KENYA DEVELOPMENT RESPONSE TO DISPLACEMENT IMPACTS PROJECT
66	KENYA ELECTRICITY TRANSMISSION COMPANY LIMITED
67	KENYA ENGINEERING TECHNOLOGISTS' REGISTRATION BOARD
68	KENYA FISHING INDUSTRIES CORPORATION

S/No	ENTITY NAME
69	KENYA FOREIGN SERVICE INSTITUTE
70	KENYA HEALTH PROFESSIONALS OVERSIGHT AUTHORITY
71	KENYA HOSPITAL AUTHORITY TRUST FUND
72	KENYA INDUSTRIAL ESTATES
73	KENYA INDUSTRIAL TRAINING INSTITUTE
74	KENYA INSTITUTE OF BUSINESS TRAINING
75	KENYA INSTITUTE OF HIGHWAYS AND BUILDING TECHNOLOGY
76	KENYA INSTITUTE OF PRIMATE RESEARCH
77	KENYA INSTITUTE OF PUBLIC POLICY RESEARCH AND ANALYSIS
78	KENYA INSTITUTE OF SUPPLIES MANAGEMENT
79	KENYA INSTITUTE OF TECHNOLOGY
80	KENYA MEAT COMMISSION
81	KENYA MEDICAL LABORATORY TECHNICIANS AND TECHNOLOGISTS BOARD
82	KENYA MEDICAL PRACTITIONERS
83	KENYA MEDICAL SUPPLIES AUTHORITY
84	KENYA METEOROLOGICAL DEPARTMENT
85	KENYA METEOROLOGICAL TRAINING COLLEGE
86	KENYA NATIONAL ARCHIVES AND DOCUMENTATION SERVICE
87	KENYA NATIONAL ASSURANCE
88	KENYA NATIONAL COMMISSION FOR CULTURE AND SOCIAL SERVICES
89	KENYA NATIONAL LABOUR BOARD AND THE WAGES COUNCIL
90	KENYA NATIONAL MULTI- COMMODITIES EXCHANGE LIMITED
91	KENYA NATIONAL PUBLIC HEALTH INSTITUTE
92	KENYA NATIONAL THEATRE
93	KENYA NATIONAL YOUTH COUNCIL
94	KENYA NEWS AGENCY
95	KENYA NUCLEAR REGULATORY AUTHORITY (PREVIOUSLY KNOWN AS RADIATION PROTECTION BOARD)
96	KENYA ORDINANCE
97	KENYA PETROLEUM REFINERIES
98	KENYA POST OFFICE SAVINGS BANK
99	KENYA PROCUREMENT AND DISPOSAL
100	KENYA SCHOOL OF AGRICULTURE
101	KENYA SCHOOL OF TVET
102	KENYA SHIPYARDS LIMITED
103	KENYA TISSUE AND TRANSPLANT AUTHORITY
104	KENYA TOURISM BOARD
105	KENYA UTALII COLLEGE
106	KENYA VISION 2030 BOARD

S/No	ENTITY NAME
107	KENYA WILDLIFE RESEARCH AND TRAINING INSTITUTE
108	LAKE BASIN DEVELOPMENT AUTHORITY
109	LAND SURVEYORS BOARD
110	MASAI MARA UNIVERSITY
111	MATHARI NATIONAL TEACHING AND REFERRAL MENTAL HOSPITAL
112	MECHANICAL AND TRANSPORT FUND
113	METROPOLITAN DEPARTMENT
114	MIGRANT WORKERS WELFARE FUND
115	MINERAL RIGHTS BOARD
116	MIWANI SUGAR COMPANY
117	MT. KENYA SCHOOL OF LEADERSHIP
118	MUHORONI SUGAR FACTORY
119	MURANGA UNIVERSITY OF TECHNOLOGY
120	NAIROBI INTERNATIONAL FINANCIAL CENTRE
121	NATIONAL ANTI-CORRUPTION CAMPAIGN STEERING COMMITTEE
122	NATIONAL CLIMATE CHANGE COUNCIL
123	NATIONAL COHESION AND INTEGRATION COMMISSION
124	NATIONAL COMMITTEE ON IMPLEMENTATION OF NATIONAL HUMANITARIAN LAW
125	NATIONAL COMPUTER COORDINATION COMMITTEE AND SECRETARIAT
126	NATIONAL CO-ORDINATING AGENCY FOR POPULATION AND DEVELOPMENT
127	NATIONAL CORONERS SERVICE
128	NATIONAL COUNCIL FOR CHILDREN'S SERVICES
129	NATIONAL COUNCIL FOR OCCUPATIONAL SAFETY AND HEALTH
130	NATIONAL DEFENCE COUNCIL
131	NATIONAL DEFENCE UNIVERSITY OF KENYA
132	NATIONAL DROUGHT EMERGENCY FUND
133	NATIONAL ENVIRONMENTAL COMPLAINTS COMMITTEE
134	NATIONAL ENVIRONMENTAL MANAGEMENT AUTHORITY
135	NATIONAL GOVERNMENT ADMINISTRATION OFFICERS
136	NATIONAL GOVERNMENT CONSTITUENCY DEVELOPMENT FUND
137	NATIONAL HEALTH INSURANCE FUND
138	NATIONAL HOUSING DEVELOPMENT FUND
139	NATIONAL INDUSTRIAL TRAINING AUTHORITY
140	NATIONAL LEGAL AID SERVICE
141	NATIONAL MINING CORPORATION
142	NATIONAL PRODUCTIVITY AND COMPETITIVENESS CENTRE
143	NATIONAL QUALITY CONTROL LABORATORIES
144	NATIONAL REGISTRATION BUREAU;
145	NEW KENYA PLANTERS CO- OPERATIVE UNION
146	NEW PARTNERSHIP FOR AFRICAN DEVELOPMENT

S/No	ENTITY NAME
147	NGO CO-ORDINATION BOARD
148	NORTHERN CORRIDOR TRANSIT AND TRANSPORT CO-ORDINATION
149	OFFICE OF THE DATA PROTECTION COMMISSIONER
150	OFFICE OF THE REGISTRAR OF POLITICAL PARTIES
151	OPEN UNIVERSITY OF KENYA
152	PERMANENT PRESIDENTIAL MUSIC COMMISSION
153	PETROLEUM DEVELOPMENT LEVY FUND
154	PHARMACY AND POISONS BOARD
155	PHYSICAL PLANNERS' REGISTRATION BOARD
156	PHYSIOTHERAPY COUNCIL OF KENYA
157	PRISONS ENTERPRISE FUND
158	PRIVATE SECURITY REGULATORY AUTHORITY
159	PUBLIC HEALTH OFFICERS AND TECHNICIANS' COUNCIL
160	PUBLIC PRIVATE PARTNERSHIP UNIT
161	PUBLIC SECTOR ACCOUNTING STANDARDS BOARD
162	PUBLIC SERVICE PERFORMANCE MANAGEMENT UNIT
163	RAILWAY TRAINING INSTITUTE
164	REFUGEE AFFAIRS SECRETARIAT;
165	REGISTRATION OF CERTIFIED PUBLIC SECRETARIES BOARD
166	RIVATEX
167	SCRAP METAL COUNCIL
168	SECTORAL COMMITTEES
169	SECURITY TRAINING INSTITUTIONS
170	SETTLEMENT TRUSTEE FUND
171	SOCIAL HEALTH AUTHORITY
172	SOUTH NYANZA SUGAR COMPANY
173	SPINAL INJURY HOSPITAL
174	SPORTS ARTS AND SOCIAL DEVELOPMENT FUND
175	STREET FAMILIES' REHABILITATION TRUST FUND
176	TECHNICAL VOCATIONAL EDUCATION TRAINING FUND BOARD
177	THARAKA UNIVERSITY
178	THE CIVIL AVIATION SAFETY AND SECURITY OVERSIGHT AGENCY
179	THE CO-ORDINATING COMMITTEE
180	THE COUNCIL OF MINISTERS
181	THE EAST AFRICAN COURT OF JUSTICE
182	THE EAST AFRICAN DEVELOPMENT BANK
183	THE EAST AFRICAN HEALTH RESEARCH COMMISSION
184	THE EAST AFRICAN KISWAHILI COMMISSION
185	THE EAST AFRICAN LEGISLATIVE ASSEMBLY

S/No	ENTITY NAME
186	THE EAST AFRICAN MARINE CABLE SYSTEM LIMITED
187	THE EAST AFRICAN SCIENCE AND TECHNOLOGY COMMISSION
188	THE GEOLOGIST'S REGISTRATION BOARD
189	THE KENYA NATIONAL SHIPPING LINE
190	THE LAKE VICTORIA BASIN COMMISSION (LVBC)
191	THE LAKE VICTORIA FISHERIES ORGANIZATION
192	THE NAIROBI METROPOLITAN AREA TRANSPORT AUTHORITY
193	THE NATIONAL BUILDING INSPECTORATE
194	THE NATIONAL HEROES' COUNCIL
195	THE NATIONAL TRADE NEGOTIATIONS COUNCIL
196	THE PRESIDENT'S AWARD-KENYA
197	THE RAILWAY CITY DEVELOPMENT AUTHORITY
198	THE REFUGEE AFFAIRS COMMITTEE
199	THE REGIONAL YOUTH FORUM SECRETARIAT OF THE INTERNATIONAL CONFERENCE ON THE GREAT LAKES REGION
200	THE SECRETARIAT
201	THE STEERING COMMITTEE ON THE GOVERNMENT LEGISLATIVE AGENDA AND PARLIAMENTARY LIAISON.
202	THE SUMMIT
203	TOBACCO CONTROL BOARD
204	TOM MBOYA UNIVERSITY
205	TOURISM PROTECTION SERVICE
206	TOURISM RESEARCH INSTITUTE AND MONITORING MECHANISM
207	TRADE REMEDIES AGENCY
208	TURKANA UNIVERSITY COLLEGE
209	UNIVERSAL SERVICE FUND ADVISORY COUNCIL
210	UNIVERSITY OF KABIANGA UNIVERSITIES
211	UNIVERSITY OF KIBABII
212	UNIVERSITY OF NAIROBI PRESS
213	USHANGA KENYA INITIATIVE
214	UWEZO FUND
215	VALUERS REGISTRATION BOARD
216	VETERINARY MEDICINE DIRECTORATE
217	VICTIMS PROTECTION BOARD
218	WILDLIFE CLUBS OF KENYA
219	WILDLIFE CONSERVATION TRUST FUND
220	YOUTH ADVISORY BOARD

Appendix 3

Disability mainstreaming performance contract indicator FY 2022/2023

MDAs will be required to implement Government policy on affirmative action for persons with disabilities. For effective implementation of the performance indicator, MDAs should ensure that they create an enabling environment by ensuring the following is in place:

- i) Appoint a Disability Mainstreaming Champion to act as liaison Officer with NCPWD; (upload appointment letter of the champion)
- ii) Constitute a Disability Mainstreaming Committee to spearhead disability mainstreaming agenda within the MDA; (upload appointment letter(s) for the committee members)
- iii) Liaise with NCPWD to train members of the Disability Mainstreaming Committee and sensitize staff on disability mainstreaming; (upload NCPWD certificate and attendance register for sensitization)
- iv) Register in the NCPWD Career Portal for posting advertisements for employment/job opportunities for access by job seekers with disabilities by emailing the request to ncpwd@fuzu.com
- v) Conduct Accessibility and Usability Audit once every three years. (Upload accessibility and usability audit report done within the years 2019/2020 – 2022/2023. MDAs that have not undertaken an accessibility audit should include it in the workplan

The above are enablers for disability mainstreaming and will not be part of the performance evaluation criteria.

MDAs are required to undertake the following

- a) Formulate and Implement strategies to achieve employment of persons with disabilities to at least 5% of the total staff establishment (45%)
- b) Provide products and services that promote access and participation of Persons with Disabilities (45%); and
- c) Submit quarterly performance reports using the prescribed format via <https://www.ncpwd.go.ke/mainstreaming/login> (10%).

Performance contract sub-indicators explained

- a) **Formulate and Implement strategies to achieve employment of persons with disabilities by at least 5% of the total staff employed (45%).**
 - i) Provide disaggregated data on total number of employees with disabilities against total staff in the organization as at 1st July 2022. **Upload the list of PWDs employed in the portal in the prescribed format by 30th September, 2022.** MDAs at 5% and above get the full score **(15%)**.
 - ii) Upload job advertisements on the NCPWD Career Portal (15%).

- iii) Provide disaggregated data on PWDs employed against the total number of staff employed within the FY. **Evidence: appointment letters of the employees employed. Whether permanent, contract, interns and attachees by 30th June, 2023(15%).**
- b) Provide products and services that promote access and participation of Persons with Disabilities in your institution. 45%**
- i) Employ sign language Interpreters and/or Train at least one officer in a sign language course lasting not less than 3 months. (Provide evidence in form of appointment letter and/or certificates of training). 5%
- ii) Provide evidence of participation of PWDs in public forums e.g meetings, workshops, seminars, trainings, sensitizations, etc. Provide evidence of attendance lists indicating participation of PWDs 5%
- iii) Avail Information, Education and Communication (IEC) materials in alternative accessible formats:
- Audio 2.5%,
 - large print 2.5%,
 - braille 2.5%,
 - video with captioning and sign language interpretation 2.5% (Evidences in the form of links to download audio and videos, scans for large print and braille).
- iv) Provide appropriate Adaptive Technology for staff and clients with disabilities; (e.g., wheelchairs, notetakers, refreshable braille displays, large monitors, screen reading software. Evidences in form of payment vouchers/LPOs/receipts/invoices and photos) 5%.
- v) Accessibility and Usability of Built Environment and Websites
- a) Submit a three-year workplan to implement the recommendations of the Accessibility and usability audit and evidence of the implementation in the financial year- 10 %
- b) Upgrade websites to conform with Web Content Accessibility Guidelines (WCAG) on accessibility for persons with disabilities- (Compliance will be checked against online accessibility checkers e.g., accessibilitychecker.org and accessibility enhancement tools on the website) Evidence upload pdf with a link to the MDAs website.10%
- c. Submission of Quarterly Reports in the prescribed format to NCPWD 10%** Submit quarterly reports via <https://www.ncpwd.go.ke/mainstreaming/login> by 15th day after the end of the quarter. 10%

Note: Email and hard copy reports will NOT be accepted

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5. KS 2952-1:2022 "Accessibility of ICT Products and Services"
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STATUS REPORT ON DISABILITY INCLUSION

Assessing Progress in Disability Inclusion

APRIL 2024

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 National Council for Persons with Disabilities

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