



REPUBLIC OF KENYA
COUNTY GOVERNMENT OF NYANDARUA
DEPARTMENT OF LANDS, PHYSICAL PLANNING AND
URBAN DEVELOPMENT
OL KAOU MUNICIPALITY



Disability Inclusion Policy

1. INTRODUCTION

Individuals with disabilities are at a higher likelihood of encountering negative socioeconomic consequences, such as reduced access to education, poorer health outcomes, decreased employment rates, and elevated poverty levels. Poverty can contribute to a heightened risk of disability due to factors like malnutrition, limited access to education and healthcare, hazardous working conditions, environmental pollution, and inadequate access to clean water and sanitation. Conversely, disability can exacerbate the risk of poverty by limiting opportunities for employment and education, resulting in lower incomes and increased living costs associated with disability.

Obstacles to achieving full social and economic integration for individuals with disabilities encompass physical environments and transportation that are not easily accessible, the lack of available assistive tools and technologies, communication methods that are not adapted, gaps in the delivery of essential services, and the presence of discriminatory attitudes and social stigmatization within society.

The 2030 Agenda for Sustainable Development firmly asserts that disability should never serve as a justification or basis for denying individuals access to development initiatives and the realization of their human rights. Within the framework of the Sustainable Development Goals (SDGs), there are seven specific targets that directly pertain to persons with disabilities, alongside six additional targets addressing individuals in vulnerable circumstances, which encompass persons with disabilities.

The far-reaching consequences of the ongoing COVID-19 pandemic continue to impact individuals with disabilities across various sectors, including health, education, and transportation.

Definition of Terms

1. Disability

- Disability encompasses any physical, sensory, mental, psychological, or other form of impairment, condition, or ailment that either has, or is perceived by significant portions of the community to have, a substantial and enduring impact on an individual's capability to carry out typical day-to-day activities.

2. Mainstreaming

- This entails the ongoing integration of individuals with disabilities into the development, execution, supervision, and assessment of policies, plans, programs, activities, and projects at all levels.

3. Adaptations

- These involve the modification of tools, equipment, machinery, workstations, work environments, or adjustments to work schedules, task sequences, and task breakdowns to cater to the specific needs of individuals with disabilities.

4. Assistive devices

- These are tools provided to individuals with disabilities to support them in their employment, training, personal development, and other activities within the workplace.

5. Impairment

- An impairment refers to a physical or mental limitation, injury, illness, or congenital condition that results in, or is likely to result in, a reduction or alteration in physiological or psychological functioning.

6. Affirmative Action

- Affirmative action encompasses any measures designed to rectify or alleviate inequities or the systemic denial or infringement of rights or fundamental freedoms.

7. Discrimination

- Discrimination involves treating different individuals differently, primarily or solely based on differences in abilities and disabilities, gender, age, minority status, or marginalized status.

8. Empowerment

- Empowerment is a process in which youth, individuals with disabilities, minorities, and marginalized groups, both men and women, acquire knowledge, skills, and attitudes to critically analyse their circumstances and take appropriate actions to improve their status.

9. Diversity

- Diversity entails recognizing and embracing the valuable contributions of individuals with varying backgrounds, experiences, and perspectives.

10. Equity

- Equity entails ensuring that everyone is treated fairly, considering their unique needs and circumstances.

11. Equality

- Equality involves providing equal opportunities and the enjoyment of all rights and fundamental freedoms to all individuals, regardless of factors such as race, gender, pregnancy, marital status, health status, ethnic or social origin, color, age, disability, religion, conscience, belief, culture, dress, language, or birth.

The Constitution of Kenya, the Persons with Disabilities Act of 2003, and the Convention on the Rights of Persons with Disabilities all acknowledge the challenges faced by Persons with Disabilities (PWDs) in fully participating in socio-economic activities, leading to their widespread marginalization within the Public Service.

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), ratified by Kenya, mandates State Parties to promote employment opportunities and career advancement for PWDs in the labor market, as well as assistance in finding, obtaining, maintaining, and returning to employment.

The Public Ol Kalou Municipal upholds the principles of equity and social justice for PWDs concerning employment opportunities within the Public Service. Despite the Commission's efforts in developing strategies for economic and workforce development, the effective implementation of these strategies for PWDs has proven to be a challenge throughout the Service.

To address this issue, the Commission has formulated a policy aimed at ensuring the integration of PWDs into its employment strategies.

2. RATIONALE

Both the Constitution of Kenya and the Persons with Disabilities Act of 2003 mandate that at least five percent (5%) of appointments in the public sector should consist of persons with disabilities. Unfortunately, PWDs face higher unemployment and underemployment rates compared to those without disabilities. The PSC Values and Principles report of 2014 revealed

that the aggregate percentage of PWDs in institutions under the Commission's jurisdiction was less than one percent (1%).

To bridge this gap, a comprehensive disability policy is essential to guide the Public Service in effectively including PWDs in public service delivery.

3. OBJECTIVES

The primary aim of this Ol Kalou Municipal People With Disability policy, is to provide guidance on disability mainstreaming, ensuring the development of a diverse workforce as stipulated in the Constitution of Kenya and the Persons with Disabilities Act of 2003.

The specific objectives of this policy are as follows:

- i) To ensure that Persons with Disabilities (PWDs) have equal employment opportunities within the public service.
- ii) To establish an accessible and supportive work environment for employees, interns, and attachés.
- iii) To facilitate job retention and offer opportunities for career advancement for PWDs.
- iv) To provide avenues for training and development opportunities for PWDs.
- v) To enable serving staff members who become incapacitated during their tenure in the public service to continue in employment.
- vi) To ensure continuous awareness and education among employees regarding disability etiquette, and to offer appropriate information and support to PWDs, including visitors.

The policy's objective is to foster a culture of disability inclusion throughout Ol Kalou Municipality. It applies to all levels of the municipality's workforce, including headquarters, regional offices, and field locations.

Fundamental Principles for Guidance

Incorporating these fundamental principles into their human resource procedures, Ol Kalou Municipality should uphold:

1. Reverence for innate dignity, personal autonomy, and the right to make one's own decisions and lead an independent life.
2. The elimination of discrimination.

3. Ensuring complete and meaningful engagement and inclusion.
4. Demonstrating respect and inclusion of Persons with Disabilities (PWDs) as an integral part of diversity and the human community.
5. Enabling access to physical spaces, information, and services.
6. Promoting fairness and equal opportunities for PWDs.
7. Recognizing and appreciating the capabilities of staff members with disabilities."

4. Promotion

Ol Kalou Municipality shall:

1. Actively take measures to ensure that public officers with disabilities are provided with equal opportunities, just like their colleagues, to acquire the necessary skills and experience for advancing in their careers.
2. Make information about career development, progression, and promotional opportunities available to public officers with disabilities in various accessible formats.
3. Promote and encourage public officers with disabilities to apply for promotions.
4. Take affirmative action measures where necessary to ensure representation of PWDs without unduly relying on fair competition and merit as the basis for promotion. The employee should however meet the minimum requirements for the position.

5. Confidentiality Of Information

Ol Kalou Municipality shall:

- i. Seek consent of the concerned public officer with disability, to obtain or disclose information concerning the officer's personal health and rehabilitation for the purpose of employment, retention and return to work;
- ii. Ensure that all information obtained in relation to PWDs is held in a manner that maintains confidentiality.

6. Deployment:

The Ol Kalou Municipality will:

- i. Provide work-related devices or equipment that allow employees with disabilities to participate fully in the workplace and include items such as magnification

software and hardware, voice recognition software and augmentative communication devices;

- ii. Employ personal aides to PWDs at the level of entry level of support staff, renewable subject to satisfactory performance;
- iii. Recruit readers for PWDs with visual impairment at the level of Clerical Officer;
- iv. Pay Daily Subsistence Allowance to the personal aides at the same rate as the PWD being served; and
- v. Convert printed materials to alternative media accessible to officers with visual impairment.

7. Accessibility and safety of built environment

The Olkalou Municipality Board will:

- i). Keep external routes including steps and ramps clean, unobstructed, non-slippery and surfaces free of water (wetness), dead leaves or debris;
- ii). Ensure that designated parking areas for PWDs are not being used by non-disabled motorists;
- iii). Plan and put in place emergency measures that ensure that persons with disabilities are able to safely and effectively evacuate the workplace to an area of safety;
- iv). Ensure that staff are sensitized on emergency procedures relating to safety and evacuation of PWDs;
- v). Maintain doors and door closers, including checking that the opening forces of self-closing doors are within acceptable limits;
- vi). Remove and/or change signage upon modification of the built environment; and
- vii). Install safety devices and other measures friendly to the needs of persons with disabilities such as a bell, fire alarm, whistle or siren, flashing lights, nonelectrical elevators, safety scents and signs or symbols.

8. Process of the Development of the Policy

The Ol Kalou Municipality Policy on Disability was formulated at the request of the Director-General of Ol Kalou Municipality, following consultations with the programmatic and

operational departments of the organization, employees with disabilities, and Regional Disability Leads.

9. **Purpose of the Policy** The purpose of this policy is to ensure the meaningful inclusion of individuals with disabilities, in all their diversity, within Ol Kalou Municipality as an organization. It also aims to embed disability considerations across all programmatic areas of work.

10.Scope

This policy aligns with Ol Kalou Municipality's constitution, mission, and values regarding the inclusion of individuals with disabilities in all their diversity within the organization. It reinforces the commitment to disability inclusion in all programmatic areas, as endorsed at the highest levels of the organization.

11.Policy Statement

Ol Kalou Municipality is dedicated to the ongoing pursuit of inclusion, empowerment, and safeguarding the human rights, well-being, and perspectives of individuals with disabilities. Furthermore, the organization is committed to integrating disability considerations across all programmatic areas of work. Ol Kalou Municipality will ensure:

- Addressing the needs of individuals with disabilities in all efforts aimed at enhancing the health, functioning, and well-being of all individuals, including through targeted initiatives.
- Realizing the rights of individuals with disabilities through a human rights-based approach, guided by the CRPD.
- Ensuring meaningful participation of individuals with disabilities in all levels of the municipality's workforce.
- Recognizing disability as a natural aspect of the human condition and integrating disability considerations into all programmatic areas of work and the six core functions of Ol Kalou Municipality.

12.Principles and Approaches

A twin-track approach necessitates the systematic integration of disability considerations into the design, implementation, monitoring, and evaluation of all programmatic and operational policies within Ol Kalou Municipality.

Conclusion:

At Ol Kalou Municipality Intend to be steadfast in our commitment to disability inclusion. We recognize the intrinsic value and diversity that individuals with disabilities bring to our community. Our pledge is to foster an environment where every resident, regardless of their abilities or disabilities, can fully participate in all aspects of municipal life. We will work tirelessly to break down barriers, promote accessibility, and ensure that our policies, programs, and services are inclusive and accommodating to the needs of all our residents. In partnership with the disability community and other stakeholders, we aim to create a more equitable and welcoming Ol Kalou, where the talents and contributions of individuals with disabilities are

The People Living with Disability Policy underscores our commitment to building a society where individuals with disabilities can live with dignity, equality, and full participation. It is a call to action for all stakeholders to work together to create a more inclusive and accessible world for everyone.

Making Ol Kalou Municipality an organization that is inclusive of people with disabilities in all their diversity and ensuring disability is ingrained across all programmatic areas of work will require actions across four core areas, as per the UNDIS:

- i. Leadership, Strategic Planning, and Management – Actions include increasing the visibility of disability inclusion, internally and externally; integrating disability into Ol Kalou Municipality's policies, systems, and services, as well as in strategic planning processes, resource coordination, and performance monitoring; and strengthening organizational knowledge and expertise on disability inclusion.
- ii. Inclusiveness – Establishing systematic processes for consultations and active engagement of people with disabilities and organizations of persons with disabilities in Ol Kalou Municipality's business operations and programmatic areas; and ensuring accessibility of buildings, facilities, workspaces, information, procurement, and events.
- iii. Programming – Actions include the development of guidance and tools on disability inclusion in health projects and country programs; participation in inter-agency coordination mechanisms

and joint programming; and integration of disability in the results framework of Ol Kalou Municipality.

iv. Organizational Culture – Developing the organization's human resources systems and processes to attract, recruit, retain, and promote people with disabilities as staff, consultants, and interns; and strengthening understanding of disability inclusion within the organization.