KENYA TSETSE AND TRYPANOSOMIASIS ERADICATION COUNCIL

DISABILITY MAINSTREAMING POLICY

2018
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ABBREVIATIONS AND ACRONYMS

CEO  Chief Executive Officer
DMC  Disability Mainstreaming Committee
IEC  Information, Education and Communication
KENTTEC  Kenya Tsetse and Trypanosomiasis Eradication Council
PWDs  Persons with Disabilities
MBS  Moran of Burning Spear
M&E  Monitoring and Evaluation
NCPWDs  National Council for Persons with Disabilities
NGEC  National Gender and Equality Commission
UN  United Nations
CHAIRMAN STATEMENT

The development of the disability mainstreaming policy document is a step forward for KENTTEC as an organization.

The document will provide an enabling environment for the empowerment of PWD’s in the council to enable them effectively participate and benefit from the development initiatives of the council.

This policy has been developed through consultations and is guided by relevant National policy and regulatory framework. On behalf of the Board of Directors and my personal behalf, I express my sincere gratitude to the team members for their tireless effort and commitment in the development of this policy.

Dr. David Wamamili Wanyonyi
CHAIRMAN – KENTTEC BOARD
FOREWORD

According to the Kenya National Disability Survey of 2009, there are 1,330,312 million Persons with Disabilities (PWDs) in Kenya.

Kenya enacted the PWDs Act of 2003 in December 2003 which came into effect on 16\textsuperscript{th} June 2004. The Act was enacted to provide for the rights and rehabilitation of PWDs, achieve acquisition of opportunities for PWDs, establishment of the National Council for PWDs and for connected purposes. The Constitution of Kenya 2010 also provides a firm foundation for policy and legislation on disability in accordance with the universal standards for the promotion and protection of fundamental human rights and freedom for PWDs.

Kenya Tsetse and Trypanosomiasis Eradication Council (KENTTEC) recognize that PWDs form part of its employees as well as stakeholders who need to be empowered to fully participate in its development objectives.

The CEO KENTTEC constituted a team to develop a disability mainstreaming policy for the Council. The purpose of this policy is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

This policy has been developed through consultations and is guided by relevant policy and regulatory framework. I wish to express my sincere gratitude to the team members for their tireless effort and commitment in the development of this policy.
Dr. PAMELA A. OLET MBS
CHIEF EXECUTIVE OFFICER
1.0 CHAPTER ONE: INTRODUCTION

1.1 Background

The Kenya Tsetse and Trypanosomiasis Eradication Council (KENTTEC) was established by the government of Kenya through a gazette legal notice no. 77 of July 2012. It is the successor of the pan African tsetse and Trypanosomiasis Eradication Campaign (PATTEC) in Kenya. PATTEC was formed following a Heads of states and government declaration in Lome, Togo in July 2000, AHG/Dec.156 (XXXVI) to free the African continent from the devastating effects of tsetse flies and Trypanosomiasis.

In Africa, thirty eight (38) countries including Kenya are infested with tsetse flies. Tsetse flies transmit a parasite which causes Trypanosomiasis to human and animals. These flies spread Nagana to animals & Sleeping Sickness to humans, both of which are fatal diseases.

In Kenya, tsetse flies infest approximately 138,000 Km2 of land affecting 38 out of the 47 Counties with approximately 11 million people at risk of infection. The T&T problem directly affects Agriculture, Public Health and Tourism. The economic loss attributed to tsetse flies and the diseases is estimated at over Kshs. 20 billion annually according to the strategy for T and T eradication in Kenya, 2011-2021.

According to the World Bank (2008) per capita indicator, Africa has 20 of the world’s poorest countries, which are heavily infested with tsetse flies and a high prevalence of Trypanosomiasis, this is why a Tsetse fly is called a poverty insect.
It is for the above reasons that His Excellency the President after a decision by the Cabinet created the Kenya Tsetse and Trypanosomiasis Eradication Council (KENTTEC) through a gazette legal notice no. 77 of July 2012 to sustain the gains and expand the work of PATTEC.

The Persons with Disabilities Act (2003) has defined Disability as "a physical, sensory, mental or other impairment including any visual, hearing, learning or physical incapacity which impacts adversely on socioeconomic and environmental participation".

Disability Mainstreaming means “to promote inclusion and address barriers that exclude PWDs from full and equal participation in the Institution.”

Mandate

To coordinate Tsetse and Trypanosomiasis eradication activities in Kenya.

Vision

An institution of excellence in creating a healthy, wealthy nation free of Tsetse and Trypanosomiasis (T&T).

Mission

To eradicate T&T in Kenya through efficient, effective, sustainable and environmentally sound technologies in collaboration with stakeholders
1.2 Policy Statement

KENTTEC acknowledges disability as a main concern that requires support from all stakeholders. The Council is committed to take into consideration mainstream staff in sign language and develop selected materials Braille in order to deliver services to visually impaired persons.

The formulation and adoption of this policy is aimed at mainstreaming disability issues in the Council.

1.2.1 Policy Vision
An institution that provides equal opportunities and accessibility to services for PWDs.

1.2.2 Policy Mission
To provide an enabling environment for the empowerment of PWDs to enable them effectively participate and benefit from the development initiatives of the Council.

1.2.3 Objectives
The overall objective of this policy is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

The specific objectives are to;

a. Create awareness on disability issues among the staff and stakeholders.
b. Improve accessibility to the institution's services by PWDs.
c. Provide equal opportunities at the workplace for PWDs and provide a conducive work environment.
d. Mainstream issues of PWDs in programs, plans and M & E systems.
e. Provide care and support to PWDs.
2.0 CHAPTER TWO: GUIDING PRINCIPLES

i) Accessibility and Mobility
The Council shall endeavor to provide barrier-free and disability friendly environment to enable PWDs to have access to its offices and services.

ii) Access to information
The Council shall endeavor to provide information in accessible formats to PWDs.

iii) Recruitment/ Promotion
The Council shall accord equal employment opportunities and promotion to qualified PWDs. The Council shall endeavor to secure the reservation of 5% in recruitment of employees including casual, emergency and contractual position in employment to PWDs.

iv) Compensation
The Council shall endeavor to accord equal compensation, privileges, benefits, fringe benefits, incentives and allowances to PWDs as qualified able-bodied employees.

v) Responsibilities and Duty allocation
The Council shall endeavor to consider every disability case individually and assign appropriate responsibilities and duties with a view to enabling PWDs maximize their full potential.

vi) Training
The Council shall accord equal training opportunities to PWDs.

vii) Transfers/Deployment/Retention
The Council shall consider individual circumstances of PWDs before effecting any transfers, employment and retention.
viii) **Discipline**

The Council shall subject all employees to equal disciplinary procedures.

ix) **Taxation**

The Council shall exempt all registered employees with disability from tax on all income accruing from employment upon receiving Tax Exemption Certificate from the NCPWDs as guided by the relevant laws.

x) **Retirement**

The retirement age for PWDs in the Council shall be 65 years.
3.0 CHAPTER THREE: RATIONALE

According to the Kenya National Disability Survey of 2009, there are 1,330,312 million PWDs in Kenya. The majority of people with disabilities faces economic, social and environmental challenges and constitutes a big segment of those who live below the poverty line. Disability in majority of cases exposes people to limited livelihood opportunities, which consequently lead them into a state of chronic poverty and vulnerability. Many times PWDs are excluded or unable to benefit from socio-economic programmes that would otherwise alleviate their poverty.

Like all the Special Interest Groups (SIGs), PWDs should be treated with dignity and accorded respect. They should enjoy all the rights accorded to the people of Kenya, such as the right to education, food, shelter, life, etc. However, according to the 2016 NGEC survey on status of equality and inclusion in Kenya, nearly 46 per cent of PWDs cannot afford to eat three meals a day, while at least 9 per cent cannot afford a meal a day. The national budgetary allocation for People with Disability Cash Transfer (PWD-CT) is very small and only 8.7 per cent have ever received social assistance from the government. These could be as a result of the targeting, which only caters for People with Severe Disabilities (PWSD).

KENTTEC recognizes that PWDs form part of its employees as well as stakeholders who need to be empowered to fully participate in its development objectives. The Council as a public institution reaches out for PWDs through its Procurement programme as per the Public Procurement and Disposal Act 2005.
The Council has therefore developed a policy to mainstream disability issues in all its programmes.

4.0 CHAPTER FOUR: POLICY AND LEGAL FRAMEWORK
The government of Kenya recognizes that PWDs have equal human, civil, political, social, economic and cultural rights and has put in place several legislations and policies to promote, protect and empower PWDs. KENTTEC disability mainstreaming policy is anchored on the following existing legislations and policies;

- The Convention on the Rights of Persons with Disabilities (CRPD)
- The Constitution of Kenya, 2010
- The PWDs Act of 2003 and Regulations
- Children’s Act No. 8 of 2001
- The Sexual Offences Act of 2006
- National Policy for Development, Vision 2030;
- The National Children’s Policy of 2007;
- National Policy on Special Needs Education of 2007;
- The National Policy on Ageing and older persons of 2007; and
- National Disability Policy of 2006, UN Convention
5.0 CHAPTER FIVE: POLICY ORIENTATION

The Council will maintain a current database of the number and needs of PWDs among its stakeholders. The following policy interventions will be implemented;

5.1.1 Sensitization and awareness creation
The Council shall conduct awareness creation at the national, County and sub-County levels through:

i) Workshops to sensitize and create awareness on PWDs among employees and stakeholders.
ii) Education and Communication Materials (IEC) such as brochures, fliers, banners and posters.

5.1.2 Accessibility to physical facilities and services
The Council shall ensure access to physical facilities and services by PWDs by.

i. Promoting development and establishment of disability user-friendly facilities and infrastructure in its premises.
ii. Training selected staff on use of sign language and Braille.
iii. Developing selected materials in Braille in order to deliver services to visually impaired persons.

5.1.3 Provision of equal opportunities for PWDs
The Council shall ensure equitable access to opportunities by PWD’s through;

i. Ensuring access to training opportunities at all levels for staff and stakeholders.
ii. Supporting training of trainers and counsellors to provide support to PWDs.
iii. Ensuring that 5% of all recruited personnel are PWDs in instances where they apply and without sacrificing merit.
iv. Ensuring that 30% of the Council’s tenders are reserved for PWDs, women and youth.
6.0 CHAPTER SIX: IMPLEMENTATION FRAMEWORK

i) Roles and responsibilities

The CEO of the Council shall;

1. Constitute a Disability Mainstreaming Committee (DMS). The committee members are;

   - Chairman
   - Secretary
   - Four committee members

ii. Provide necessary resources and support for implementation of the policy.

ii) Work plans and Budgets

The Disability Mainstreaming Committee (DMC) shall develop annual work plans and budgets for implementation of disability mainstreaming activities which will be approved by the CEO.

iii) Functions of the Disability Mainstreaming Committee

The committee shall be answerable to the CEO and shall be responsible for;

   - Creating awareness among employees and stakeholders on the needs of PWDs.
   - Implementation and review of the policy.
   - Maintain a data base on employees in KENTTEC with disabilities.
   - Liaise with the National Council of PWDs on all matters concerning disabilities.
• Advise the CEO on emerging issues and matters concerning PWDs.
• Identify and coordinate the rehabilitation of employees who acquire disability while on duty.
• Hold monthly meetings to deliberate on disability issues and activities.
• Coordinate and conduct monitoring and evaluation of the policy.
• Submit bi-annual reports to the National Council of PWDs.
7.0 CHAPTER SEVEN: MONITORING AND EVALUATION

Participatory monitoring and evaluation that involves all stakeholders will be carried out to identify the efficiency and effectiveness of the interventions for PWD’s. It shall entail developing and establishing the following mechanisms;

a) Developing verifiable monitoring indicators for every activity.

b) Establishing evaluation structures.

c) Producing and disseminating reports on regular basis.

d) Reviewing of the policy periodically.