

**BASELINE ASSESSMENT ON INCLUSIVE PARTICIPATION
IN GOVERNANCE AND LIVELIHOODS PROMOTION FOR
PERSONS WITH DISABILITIES IN SIAYA COUNTY, KENYA**



**FINAL REPORT
2018**

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ACRONYMS

AGPO	Access to Government Procurement Opportunity
ANDY	Action Network for the Disabled
APDK	Association of Persons with Disabilities in Kenya
CBO	Community Based Organization
CDF	Constituency Development Fund
CEC	County Executive Committee
CIDP	County Integrated Development Plan
CDW	Children with Disability
CRPD	Convention on the Rights of Persons with Disabilities
DFID	Department for International Development
DPO	Disabled Persons Organization
ECD	Early Childhood Development
FGD	Focus Group Discussion
GWD	Girls with Disability
HLPF	High Level Political Forum [SDGs]
ICT	Information Communication Technology
IEBC	Independent Electoral and Boundaries Commission
KERRA	Kenya Rural Roads Authority
KII	Key Informant Interview
KNBS	Kenya National Bureau of Statistics
MCA	Member of County Assembly
MP	Member of Parliament
NCPWD	National Council for Persons with Disability
NGO	Non-Governmental Organization
NHIF	National Hospital Insurance Fund
NITA	National Industrial Training Authority
ODM	Orange Democratic Movement
PWD	Persons with Disability
SDGs	Sustainable Development Goals
SIBO	Siaya Bondo Water and Sanitation Company
VNR	Voluntary National Review [SDGs]
WHO	World Health Organization
WWD	Woman with Disability
YWD	Youth with Disability

EXECUTIVE SUMMARY

Background

This Report is an analytical aggregation of the outcomes of a Baseline Survey commissioned by Action Network for the Disabled (ANDY) with support from the United Kingdom's Department for International Development (DFID) and conducted by Action Research and Consultancy Services Limited between October and November 2018 within Siaya County. The Report was subjected to a Validation Forum held at the Mwisho Tourist Hotel in Siaya Town on Monday 19th November 2018.

Objectives of Survey

The overarching objective of the baseline survey was to assess the correlation between disability and employment among the youth and women with disability within Siaya County, get a clear insight into the existing social protection schemes and their alignment to the County's employment policies and strategies. It further exhaustively reviewed the situation of persons with disabilities residing in Siaya County, and provided detailed analytical (qualitative and quantitative), and interpretive inferences and perspectives about their employment status within the County. The assessment also focused on the socio-economic status of persons with disabilities and the barriers they face, including the specific barriers faced by youth and women with disabilities and inclusion rights and entitlements.

Scope of the survey

The survey covered the whole of Siaya County. Specifically, questionnaires were administered in four sub-counties, namely: Rarieda, Alego-Usonga, Ugunja and Bondo. Information was obtained from a variety of target groups including Persons with Disabilities; Community members; National and County Government officials; National Council for Persons with Disabilities, Political Leaders within Siaya County; Credible NGOs, Private Sector entities, including the Kenya National Chamber of Commerce and Industries, Siaya Chapter and CBOs already working with PWDs in Siaya County. The quantitative sample targeted 380 respondents from four of the six sub-counties in Siaya County, namely Rarieda (92 respondents/24.2%); Alego-Usonga (99 respondents); Ugunja (97 respondents) and Bondo (92 respondents). Among the PWDs who participated in the survey, 51.3% were female, while males were 47.4%. Four FGDs were undertaken with mixed gender groups composed of different disabilities in Rarieda, Gem, Ugunja and Alego-Usonga. Key Informant Interviews were undertaken with National and

County Government Officials, Political Offices and PWD leaders among others.

Limitations

1. **Lack of accurate demographic data.** As is the case with national and global levels, lack of consistent accurate data on the number and categories of Persons with Disabilities within the County was observed. An estimate of 70,000 PWDs was mentioned by several stakeholders during KIIs without scientific data to support the estimate.
2. **Expansive survey catchment area.** The target PWDs are dispersed across the length and breadth of the survey Sub-Counties. There was also the challenge relating to poor road networks, especially in remote areas of Bondo. It was not possible for example to reach Kanyamodi Island.
3. **Concealment of PWDs.** There were instances where families denied existence of PWDs in given homesteads.
4. **Research fatigue and suspicions.** Research fatigue and suspicion was observed. The PWDs interviewed were weary of several research having been conducted but with little or no feedback to them or accrued benefits leading to deep rooted suspicion of possible ill-motives of the study; especially the fear of manipulation by self-serving individuals and organizations.

A. SURVEY FINDINGS

1.0 Socio-Economic Status of PWDs In Siaya County

90% of PWDs living in Siaya County are very poor. This is against an absolute poverty level in the County of 42%.¹ Fewer of them are gainfully employed in offices and other places in the County. When there are job opportunities PWDs don't get them due to discrimination. There are thus some PWD in formal employment as teachers, health workers and employees in government and private sector. Very few PWDs are found in higher-ranking job positions in the County because of challenges including the fact that only a few PWDs in the County got a chance to go to school, entrenched poverty within their families and the fact that for a long time PWDs were considered as a curse to the family and were hence sidelined with regard to education.

Most of the PWDs in the four sub-counties are subsistent farmers growing crops and vegetables and rearing livestock like chicken, cows and goats. A few

¹2009 CBS Census

of them are engaged in horticultural farming growing such fast moving crops like tomatoes, kales and water melon, while others are tending tree nurseries.

a) The State of Employment among PWDs in Siaya County

Employment by the County Government: There are so many qualified but unemployed YWD in Siaya County. During its first term (2013-2017), the devolved government only employed one PWD as a Ward Administrator out of the 30 Ward Administrator positions in the County. There is also a PWD employed as a manager in the Finance Department of the County Government. Most of the PWD's who participated in the survey were unemployed (54.8%). Others were in unstable self-employment (22.6%), while 11.8% were in seasonal employment. Only 6.5% and 2.7% were in employment and sustainable self-employment respectively.

Private Sector Employment: Even though private sector is the engine of job creation world over, there are very few mid or large scale private sector enterprises in the County. Those that are there like banks, hotels, super markets, NGOs and shops have not employed many youths. This situation is worsened by the fact that most youths without disability in the County are jobless.

Awareness on Siaya County Employment Policy/Strategy: Most of the stakeholders interviewed were only aware of the National Government employment policy on PWD but not the County Government employment policy. When interviewed, over half the respondents (58.8%) revealed that they were not aware of any county government policy/ strategy on employment of persons with disability. On the other hand, 41.2% were aware.

b) Barriers to Employment of Young PWDs in Siaya County

PWDs identified the following barriers: discrimination and stigmatization, lack of requisite education skills; Bureaucracy and endemic corruption; poor mainstreaming of PWD issues; lack of access to information on employment opportunities; Lack of funds for individuals and groups; and disregard for and poor sensitization on Affirmative Action

c) Opportunities that are Available to Youth with Disability in the County

Employment Opportunities PWDs in the survey identified recognition of PWDs' rights (62.6%), opportunities associated with Affirmative Action (59%), presence of funds to assist PWDs (54.6%), increasing awareness of the need to promote equality (38.6%) and creation of PWD groups for assistance among others as some of the opportunities available for youth with disability

in the County. Employment opportunities for the youth identified by PWDs included servicing County tenders since they have registered companies that could service the 30% county tenders reserved for the special interest groups. Opportunities for PWDs within the County Government include cleaning/sweeping markets, work as marketing clerks, cleaning offices, supervisors and flower tending jobs. They could also work in the Customer Care desks of County Offices.

2.0 Participation in Governance

Participation in executive activities: Most PWDs noted that the Governor is not accessible: The County Governor's office is upstairs and the security does not allow PWDs to see him to share their views with him. The PWDs representative in the County Assembly, pointed out that the executive, including the County Governor have become proactive with regard to involvement/participation of PWDs in county governance, especially by ensuring that they participate in important county forums. There are groups that are registered with the Social Services Department that hold their meetings in the Department and the Department support their celebration of their significant days. Social Services Department has also partly equipped for them donor funded Sheltered Workshops for economic empowerment.

Employment of PWDs in the Executive: Only 32.8% of the respondents were aware of employment opportunities in the county government. Majority of the PWDs interviewed (96.5%) were of the view that PWDs are not well represented in the County Assembly. Even worse were their perception of their representation in the Siaya County Executive, where an overwhelming majority (99%) said that they were not well represented. Indeed, most of them (95.6%) further pointed out that no PWDs have been appointed to the executive in positions like CECs, Senior Administrators and other senior positions. PWDs were unanimous that they are not adequately represented in the County Executive as employees. Other stakeholders concurred with this observation, noting that this is a clear sign that the Executive could be covertly discriminating against resident PWDs when they apply for jobs.

County Disability Law and Policy: Most of the respondents (73.5%) pointed out that the County Executive lacked explicit policies and strategies to ensure that PWDs are involved in management of the County. PWD representatives in the First Assembly (2013-17) brought up a Disability Bill in the Assembly. The Bill did not sail through because it had issues with its stand on the functions of County Government on PWD issues vis-à-vis the National Government.

3.0 Participation of PWDs in Elections

PWDs as Voters: Most of the adult PWDs in the County are registered voters, who participate actively in general elections. Most of them voted in the 2017 elections.

PWDs as candidates in elections: Only one of the PWDs in the county who contested for leadership positions in the 2017 elections was elected as an MCA. One woman who vied for the County Senator position did not succeed. PWDs identified the impediments to their accessing political/leadership positions to include lack of resources, huddles by sponsoring parties, discrimination and stigma, violence associated with party activities and campaigns in the County, high party registration rates and education qualifications.

PWD Representation in the County Assembly: Most of the respondents (67.2%) were not aware of any elected leader based on affirmative action. Only 10.9% of the respondents were aware of an elected PWD in the Siaya County Assembly. On the other hand, majority of the PWD interviewed were aware of there being a nominated PWD among the members of the County Assembly. In the current County Assembly there is one elected MCA. The Assembly has strived to make the Assembly environment PWD friendly by building special toilets and ramps to ease PWD accessibility.

PWD Participation in CIDP and County Budget: During the 2018/2019 financial year, the County Assembly was able to give opportunity for PWDs who were invited both at county and sub-county levels to participate in the CIDP and the budget process. The wishes and needs of PWDs were therefore included in both the CIDP and the annual county budget proposals.

Challenges to Political Participation among PWDs: Most of the respondents identified, lack of funds for successful election campaign (71.1%), discrimination on PWD representation abilities (53.7%), lack of awareness among PWDs (47.2%), discrimination by major political parties (43.1%) and steep competition from other community members (37.5%) among others as the most formidable barriers to PWDs' representation in Siaya County Assembly. Other stakeholders in the survey also identified Stigma and discrimination, Lack of initiative among PWDs, elitism among educated PWDs; insensitive Political Parties; and infighting among the PWD groups as some of challenges to PWD participation.

4.0 Social Protection Schemes

Provision of social protection support in the County is still low. Many PWDs have not accessed social protection funds because they do not understand their requirements. Majority of the PWDs interviewed (69.3%) said there were none, while 30.7% agreed that such schemes existed, including cash transfers (51.8%), assistance services (31.3%), and bursaries (18.1%), supportive materials for PWDs (13.3%) and other affirmative action supports like tenders, waivers and NHIF cards (10.8%).

Cash transfer for Persons with Severe Disability: There is a social protection scheme run by the National Government to ensure that Persons with severe disability benefit from monthly cash transfer program. The term “severe disability” has brought a lot of controversy among PWDs in the County. Others revealed that they were beneficiaries but had been discontinued because it was believed that they were “doing well” because they were trying to “work hard” and had “good homes”.

National Hospital Insurance Fund: There was a program for NHIF payment for PWDs by the national government but it died. The County Government is planning to implement a Health Support System for PWDs in Siaya.

Other Affirmative Action Funds: These include activities from the Constituency and County Offices (CDF and County Women's Representative),

Other Relief Support Strategies: These include tax exemptions for PWD businesses and vehicle purchases, provision of crutches and wheelchairs from the government, occasional relief food support in the form of rice and beans during disasters to all community members, with NCPWD advocating for prioritization of PWDs.

5.0 Awareness and Sensitivity on PWDs

Most government officials, political and community leaders in Siaya are not sensitive to the plight and the needs of PWDs. Most of the leaders who participated in this survey acknowledged that they had never attended any sensitization forum on disability. This lack of sensitization gives credence to the allegations by most PWDs that politicians and county officials are neglecting PWD issues.

The communities are either aware or care for the plight and needs of PWDs among them. Youth with disability noted that Members of the community do

not see Youth With Disability as capable of doing anything. This insensitivity to the plight of PWD is evident in the disability unfriendly way the schools in the county are constructed.

B. CONCLUSIONS

- Most YWDs living in Siaya are extremely poor, discriminated against and stigmatized and have poor access to education (hence low grades) making it difficult for them to get employed in the few openings available in the County.
- Employers in Siaya have not employed the many qualified YWDs in the County because of myriad barriers;
- There are no laws, policies and procedures developed by Siaya County Government to ensure mainstreaming of YWDs with regard to gainful employment and livelihoods;
- Representation of PWDs in Siaya County Government is inadequate hence perception that they are discriminated against;
- There are however many employment and business opportunities in the County that YWDs could utilize to ensure better livelihoods if the National Affirmative Action strategy was operationalized;
- Participation by YWDs in Siaya County government is still low. However, there have been efforts by the County Executive and County Assembly to ensure their inclusion and participation in County Affairs;
- Political Participation by YWD is varied. While they have been very active as voters, competing for elective offices has been impeded by numerous insurmountable barriers;
- Uptake and inclusion into social protection schemes is still low due poor access caused by lack of awareness among PWDs, discretion associated with the scheme's administration and politicization of the devolved funds;
- There is low awareness of and sensitivity among public officials, private sector actors and members of the community to the situation and needs of PWDs.

C. RECOMMENDATIONS

a. Need to promote sensitivity to the rights, plight and responsibilities of PWDs

It is imperative that all National and County Government officials and employees, private sector actors and community members in Siaya

County are sensitized on the rights, needs and responsibilities of PWDs in the County. Similarly they need to understand that PWDs are also residents of the county who need inclusion. Mainstreaming PWD issues should be implemented across the board through forums with political leaders, county government department and ministries and PWDs. In this endeavor the National Council for Persons with Disabilities should take lead. Sensitization should be broad spectrum, by targeting schools, community, institutions, private sector etc.

b. Ensure PWD friendly infrastructure in all public utilities throughout the county

Relevant public and private institutions in the County should ensure there is infrastructure compliance with the Needs of PWDs throughout the county. This should include constriction of ambulant design of access facilities to offices and other utilities frequently used by PWDs including PWD friendly toilets, ramps etc.

c. Ensure employment Creation for PWDs in the County

Disability mainstreaming is important such that when PWDs ask to be employed they are understood and seen as capable on the basis of disability. The County officials should be made to understand that PWDs could do the jobs they are asking for. Representatives of PWDs should lead them in advocacy for more job inclusion in offices, private sector and in self-employment. Database of PWDs who qualify for employment should be readily available to government officials concerned, political leaders and prospective private sector employers in the County. A lot more emphasis should be placed on targeting private companies since it is the sector that has the greatest opportunities for employment. This could be done through fostering of meaningful partnership between the County Government, Disability Fraternity and private sector players in Siaya County like banks, supermarkets and other enterprises for the benefit of youth with disability in Siaya County.

d. Ensure adequate participation and inclusion of PWDs in the County Affairs

Inclusivity should be promoted to take care of all categories of people including PWDs, who should be involved in all sectors of development in the County. This should take cognizance of the fact that there are existent factions within the PWD fraternity (Siaya Network for the Disabled and Siaya Forum for Persons with

Disability) and non-aligned individuals, all of who need to be included. This could be boosted by fostering collaborative partnerships between County Government and PWDs NGOs to pass information to the PWDs. Appropriate mediums of communicating information like radio should be explored to ensure that YWDs get requisite information in good time to facilitate their wholesome participation in the County Affairs.

e. Need to strengthen the Disability fraternity through concerted capacity building

PWD fraternity in Siaya County is currently fractured. This impedes its effectiveness in advocating for the rights of PWDs. PWDs and their leaders should be brought together and if possible capacity built in terms of organization capacity management. PWDs should be supported to lobby for their rights from a point of knowledge and information so that they know what they are lobbying for and what approach to take. Most of the time PWDs talk about issues that they are not well versed in. This could include capacity building with regard to rights awareness and how to demand for them, especially the 5% quota.

f. Need to strengthen the Disability businesses through concerted skills training and provision of funds

Most of the self-employed YWD in the survey lamented lack of capital to start or boost their businesses as one of the key drawbacks in their quest for sustainable livelihoods. As such, there is need to have programs that support them with such capital. Such a program could take advantage of the existing PWD groups that are quite well organized. They could also receive training in business management to ensure that they transact their businesses sustainably. PWDs with ongoing businesses could also do with credit. Such credit could target the ongoing table banking groups and ride on their established structures and discipline. They could also be assisted to tap into the new knowledge and potentials in modern farming, craft and value addition in the County for local and external market. This coupled with capacity building in product salesmanship and networking could be supported to ensure that PWDs move out of local production and explore the lucrative export market outside the County to greatly enhance their productivity and concomitant incomes. There is need to scout for and nurture PWD talents in the county with the aim of promoting them to achieve their dreams as a way of enhancing their livelihoods.

g. Need to deal with the issues of Corruption and nepotism within the County Government and County Assembly

Many PWDs lamented that corruption and nepotism were some of the biggest huddles they face with regard to employment, accessing social protection services and affirmative action funds targeting them and also in their ability to earn their living. There is thus the need to deal with the issue especially within the County Government and Assembly. There is also need for a proper monitoring system to ensure that PWDs receive what is due to them from both National and County governments. This could entail lobbying for more representation of PWDs in all these funds and services.

h. Need for strong explicit PWD Policy and laws at the County level

Siaya County Government and all other institutions in the county currently lack coherent PWD policy. The County Assembly is yet to pass the Disability Bill. Relevant stakeholders should ensure that the County Disability Law is passed as a priority. Similarly, all institutions in the County should be encouraged and supported to develop Disability Policy whose compliance should then be properly monitored. MCAs should be capacity built with regard to legislation during which laws dealing with disability in the county should be prioritized.

i. Need for proper documentation of PWD in Siaya County

Currently there is dearth of accurate data on disability in the County. There should be concerted collaborative efforts by the disability stakeholders to harvest all vital data on PWDs in the county to support their outreach and advocacy programs. County Government should facilitate registration of PWDs into their system so that the actual number of PWDs is known.

j. Need to strengthen the Social Protection System for PWDs in the county

There is need to strengthen the Social Protection sector in the county. This would mean the County Government coming up with and publicizing clear social protection vessels that it would like to use to serve those who need them. These could include County Government Cash Transfer, Health Insurance, Education, and Livelihoods programs targeting special groups. To ensure that the current PWD cash transfer is effective, the national government should come out clearly on defining the beneficiaries and operationalize the term

“severe” as it is currently confusing. PWD leaders should be part of the vetting committee to ensure that the funds reach the deserving beneficiaries. Protection support could also target transport needs of PWDs and education of their children. Information about all social protection services and how to access them should be made readily available to all PWDs.

k. Strengthen implementation of Affirmative Action for PWDs in Siaya County

PWDs and other stakeholders should ensure that all affirmative action services to the PWDs are on the ground. The services could also be extended to the spouses and children of PWDs. Again the stakeholder should ensure that business-persons with disability are supported to fulfill the 30% quota especially with regard to County tenders.

l. Ensure that complementary synergy and linkages are established with National, Regional and International Processes and Opportunities

In translating the outcomes of this assessment into tangible benefits for PWDs/YWDs, ANDY should be alive to opportunities that exist at national, regional and international levels to further its work in the course of implementing the Pilot Project. Where resources permit and there is confluence of interventions, complementing synergy and linkages should be established. Some of these processes include implementation of Kenya Vision 2030, SDGS & 2030 Agenda on Sustainable Development. Kenya Vision 2030 has elaborate interventions for PWDs in the Social and Political Pillar.

1.0 INTRODUCTION

1.1 BACKGROUND TO THE ASSESSMENT

Action Network for the Disabled (ANDY) is an NGO working at all levels of the community with persons with disabilities to bring about positive change. ANDY is dedicated to achieve equality, inclusion and empowerment of children and youth with disabilities in Kenya through mainstreaming them in all aspects of daily life. ANDY is a unique initiative that provides an inspiring environment for people with different types of disabilities and people without disabilities to work together.

The baseline assessment was to comprehensively gather information on the status of persons with disabilities residing in Siaya County, highlighting their employment situation, barriers they encounter and the employment policies and strategies in place to help mainstreaming them as a special group within the county. The fulfillment of the terms spelt out in the TOR was of special interest to the research team, as it would give a clear insight to the overall situation of this group of people.

1.1.1 Objective of the assessment

The broad objective of the baseline survey was to assess the correlation between disability and employment among youth with disabilities (YWD) within Siaya County, and to get a clear insight into the existing social protection schemes align to the County's employment policies and strategies. The baseline survey was to exhaustively review the situation of persons with disability residing in Siaya County, and provide detailed analytical (qualitative and quantitative), and interpretive inferences and perspectives about their employment status within the County. The assessment also focused on the socio-economic status of persons with disabilities and the barriers they face, including the specific barriers faced by youth and women with disabilities.

Specifically, the assessment looked into:

- Key barriers and enablers to access, uptake of employment opportunities among persons with disabilities;
- Interaction of persons with disabilities with the politics and economics matrices within the county and how they fare with regard to distribution and contestation for power and resources within the county.

- Knowledge, attitude and practice towards improving of economic levels among youth with disabilities within Siaya County and contribution of politics on the same.
- The capacity of the County policies and formal response systems to provide employment opportunities as well as increase economic levels among the persons with disabilities and the various platforms targeting them.

1.1.2 Scope and Coverage of the assessment

The baseline survey covered the whole of Siaya County. Specifically, questionnaires were administered in 4 sub-counties, namely Rarieda, Bondo, Alego-Usonga and Ugunja. The assessment drew information from a variety of target groups including Persons with Disabilities; Community members; National and County Government officials; National Council for Persons with Disabilities, Political Leaders within Siaya County; Credible NGOs, Private Sector entities, including the Kenya National Chamber of Commerce and Industries, Siaya chapter and CBOs already working with PWDs in Siaya County.



Map 1, Siaya County

1.2 STUDY METHODOLOGY

The Baseline Survey was broadly executed along the lines of the set objectives anticipated in the TOR. Both primary and secondary data gathering methods were used as explained hereunder.

1.2.1 Desk review

The Survey team reviewed all relevant secondary materials, which included among other documentation ANDY's Strategic Plan, Program reports, background documents, proposals, baseline reports carried out in the previous financial years, as well as other documents/reports by ANDY and its partners that were deemed relevant to the Baseline survey.

1.2.2 Key informant interviews

The Survey team carried out interviews with persons strategically placed to possess vital perspectives and insights within the target population, based on an initial mapping. These included relevant personnel at ANDY, representatives of persons with disabilities, Siaya County officials; Government officers at the national level in the County including Social Services officers, political leaders in the county including MCAs, MPs, the representatives of County Governor, County Secretary and Head of County Public Service, the Senator's representative; National Government Administrators including County Commissioner's representative and Sub-County officials; Credible NGOs and CBOs already working with persons with disabilities in Siaya County and other opinion leaders.

1.2.3 Focus Group Discussions

This baseline survey employed FGDs with persons with disabilities in Siaya County for the purpose of examining their level of interaction with key study issues. The FGDs were also used to triangulate the information got from KIIs and Field Survey. The groups responded to a checklist of issues, focusing on participation in the county by persons with disabilities including employment and representation among other aspects. Each group consisted of between 8-15 people.

1.2.4 Field Survey

The Survey team undertook a field survey that covered the Target population. The survey employed a questionnaire, which was administered to a representative sample of 380 PWD respondents in four Sub-Counties, namely Rarieda, Bondo, Alego-Usonga and Ugunja. The study choice of population was a non-probability choice as it was made through convenience, which

means that the interviewer contacted PWDs who were available. Convenience choice means that the respondents are chosen because they are available.

1.2.5 The Survey Instruments

Three sets of instruments were used to collect data from the respondents on various issues under investigation. One set comprised a questionnaire that was administered to the Persons with Disabilities in sampled sub-counties while the other sets comprised of an interview guide and an FGD guide that were used to interview key informants and FGD groups respectively in order to gather the necessary information.

1.2.6 Recruitment and Training of survey Personnel

The consultants identified and engaged appropriately qualified personnel familiar with issues of surveys to collect primary data. All the four interviewers were Persons with Disabilities resident in Siaya County. They included two people with physical disability, a visually impaired person and a person with albinism. It was imperative that the personnel engaged were Persons with Disability in order to impart amongst them necessary research experience, aptitudes, demeanor and skills for working with a variety of clients. The enumerators were not only competent in both Dholuo and English but were also familiar with PWD issues in the County. A one-day training workshop of enumerators was conducted to prepare them to gather data accurately.

1.2.7 Fieldwork Management (Data Collection)

The consultants reviewed the available secondary literature and administered the KII and FGD guides, while the enumerators collected primary data. The consultants ensured that the enumerators understood sampling and interviewing methodology and executed it correctly. The consultants also spot-checked a sample of interviews to verify that they were conducted ethically and that mistakes were minimized and corrected.

1.2.8 Data Processing and Analysis

The consultants aggregated all the data that emerged from literature review, survey, KIIs and FGDs. A thorough analysis was then done which produced the report hereunder in prose, computer generated charts, graphs and tables.

1.3 SURVEY LIMITATIONS

1.3.1 Lack of accurate demographic data

The baseline survey was confronted by lack of consistent accurate data on the

number and categories of Persons with Disabilities within the County. This is not unique to the County as it is a national and global challenge. There is no recent data on the situation of people with disabilities in Kenya. Some numbers are available, although these do not give an accurate picture of the number of disabled people living in the country. Applying the WHO recommended 10 per cent to today's Kenyan population of approximately 47 million² would indicate that there may be some 4 million Persons with Disabilities. Many disabled people in Kenya, as in most developing countries in the world, live in poverty, have limited opportunities for accessing education, health, and suitable housing and employment opportunities.

1.3.2 Expansive survey catchment area

The target PWDs were thinly dispersed across the length and breadth of the survey Sub-Counties. There was also the challenge relating to poor road networks, especially in remote areas of Bondo. This impacted negatively on the pace with which research assistants conducted interviews. It took long for interviewees to be reached. The affected researchers however designed innovative ways of reaching the targeted interviewees such as using assistance from PWD group leaders and local administrators to mobilize PWDs for interviews.

1.3.4 Concealment of PWDs

Although the research assistants were made aware of the existence of PWDs in given homesteads, the residents of such homes denied having any PWDs in the family folds.

1.3.5 Research fatigue and suspicions

Research fatigue and suspicion was observed. The PWDs interviewed were weary of several researches having been conducted but with little or no feedback to them or accrued benefits. The suspicion is founded on the real fear that individuals and organizations have in the past conducted research and interviews and manipulated the data to exploit the plight of PWDs. There was also the legitimate expectation that interviewees would be paid for granting interviews. This was however mitigated by a full disclosure about the research design by ANDY's Siaya team.

²*World Report on Disability, World Health Organization and World Bank, 2011*

2.0 SURVEY FINDINGS

2.1 SURVEY DEMOGRAPHICS

According to APDK, there is no current data on the actual number of PWDs in Siaya County; however going by the experience they have had dealing with PWDs the number is estimated at approximately 70,000. The 2009 KNBS census put the total number of persons with disabilities in the County at 7.7% of a total population of 839,420, as follows:

	Gender	Visual	Hearing	Speech	Physical	Mental	Others	= Pop	% PWD
Siaya	Male	4246	2219	1602	5112	1569	1355	256,474	6.3
	Female	6179	3241	1425	7216	1275	1918	291,921	7.3
Bondo	Male	1659	812	506	1766	401	377	75,895	7.3
	Female	2141	1004	363	2111	336	469	80,811	7.9
Rarieda	Male	1452	757	518	1431	492	572	64,323	8.1
	Female	2140	955	397	1931	357	732	69996	9.3
Total		17,817	8,988	4,813	19,567	4,430	5423	839,420	7.7

2009 PWD population in the present Siaya County³

a) Respondents by Sub-Counties

The Baseline survey targeted 380 respondents from four of the six sub-counties in Siaya County, namely Rarieda (92 respondents/24.2%); Alego-Usonga (99 respondents/ 26.1%); Ugunja (97 respondents/25.5%) and Bondo (92 respondents/24.2), as shown in Chart 1, below.

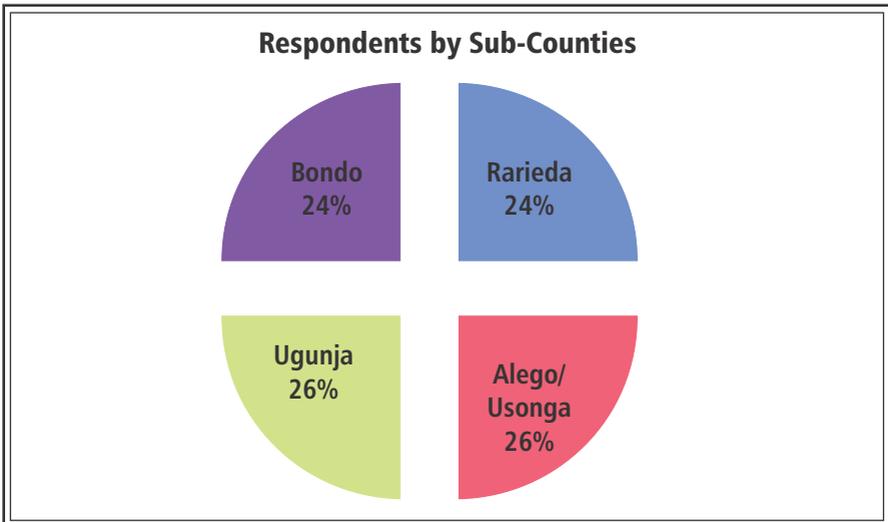


Chart 1: Respondents by Sub-Counties

b) Age and Gender of the Respondents

Majority of the respondents in the survey were aged between 51 and 65 years of age (24.6%) followed by those aged 65 and above. The others were 19-30 years (18.2%), 31-40 years (17.1%) and 41-50 years (13.4%), as shown in Chart 2, below.

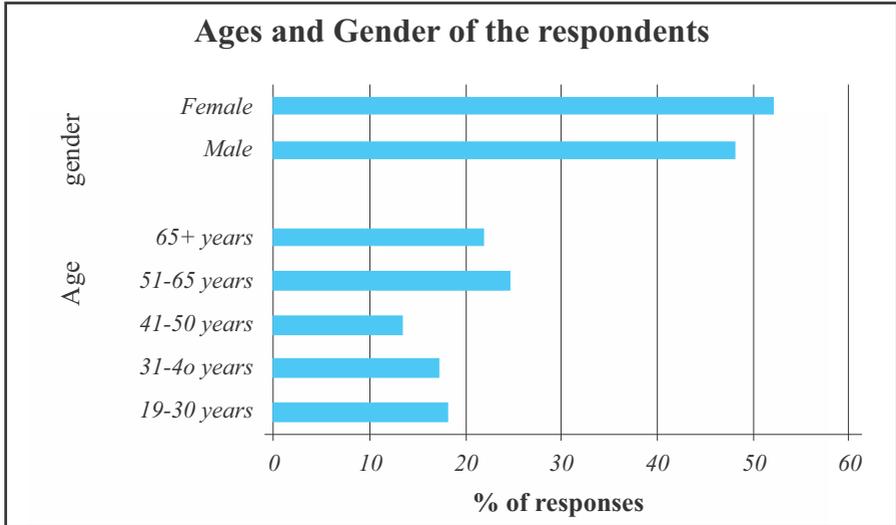


Chart 2: Ages and Gender of the respondents

Among the PWDs who participated in the survey, 51.3% were female, while males were 47.4%. 1.3% of the respondents did not mention their gender (research assistants error), as shown in Chart 2, above.

c) Types of Disability

Majority of the PWDs who participated in the survey were the physically handicapped (67.8%) and visually impaired/blind (13.6%). The others included the deaf/hearing impaired (6.3%), those falling within the Autism Spectrum Disorders (ASD) namely, Epilepsy (5.2%), the intellectually/mentally challenged (4.1%), those with albinism (2.5%), speech/dumb (0.3%) and PWD with elephantiasis (0.3%), as shown in Chart 3, below.

³2009 KNBS Census

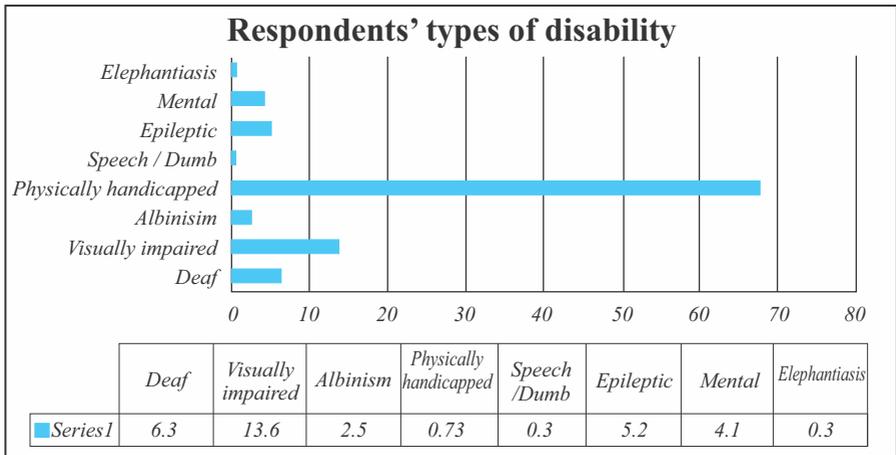


Chart 3: Respondents types of disability

d) PWD's highest level of education and Marital status

Most of the PWD had primary education (45.8%), 26.8% had secondary education, while 5.3% had vocational training. 4.2% had diploma level education, while 2.6% had university education. A significant 15.3% did not have any education at all as shown in Chart 4 below.

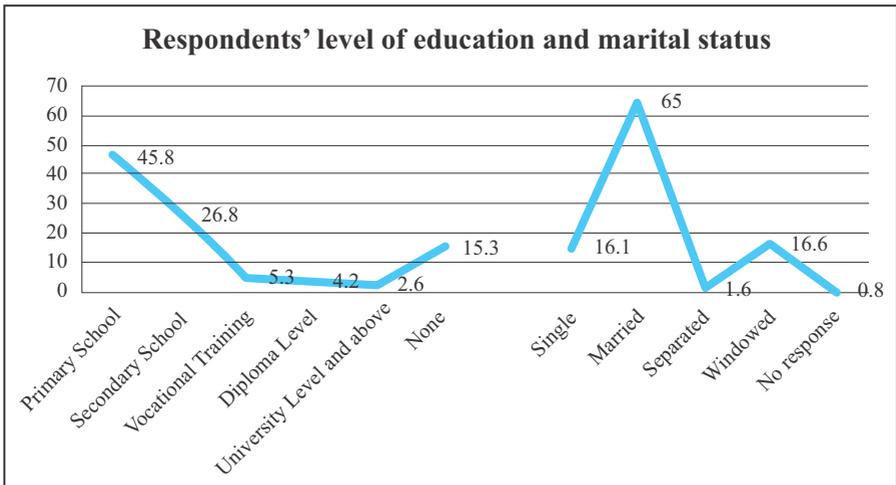


Chart 4: Respondents level of education and marital status

Most of the PWDs who participated in the study (247 or 65%) were married. 16.1% were single, while 16.6% were widowed. 1.6% were separated, as shown in Chart 4, above.

2.2 SOCIO-ECONOMIC STATUS OF PWDS IN SIAYA COUNTY

Majority of PWDs living in Siaya County (over 90%) are very poor. This is against an absolute poverty level in the County of 42%.⁴ According to FGDs conducted with PWDs in the four sub-counties, the rate of employment among YWDs in offices and other places in the County is very low largely due to entrenched discrimination of PWDs by prospective employers and historical low educational qualifications among the YWD because most of them never got a chance to go to school. This is because for a long time children with disabilities (CWDs) were considered as a curse to the family and were hence sidelined with regard to accessing education. As such very few YWDs have diplomas and degrees in the County. This has translated to very low incomes in most of the PWD households. The low incomes among YWDs are attributed to rampant unemployment that has worsened their poverty situation. Indeed, APDK representative pointed out that most PWDs are not able to afford the services they offer unless they are grossly subsidized. PWDs participation in the economy is further hampered by the disproportionately high transport costs associated with disability.

The survey component of this study revealed that most of the PWDs in the County are either subsistence farmers (28.3%), or unemployed (23.7%). Only 5.7% reported being in formal employment as shown in Chart 5, below.

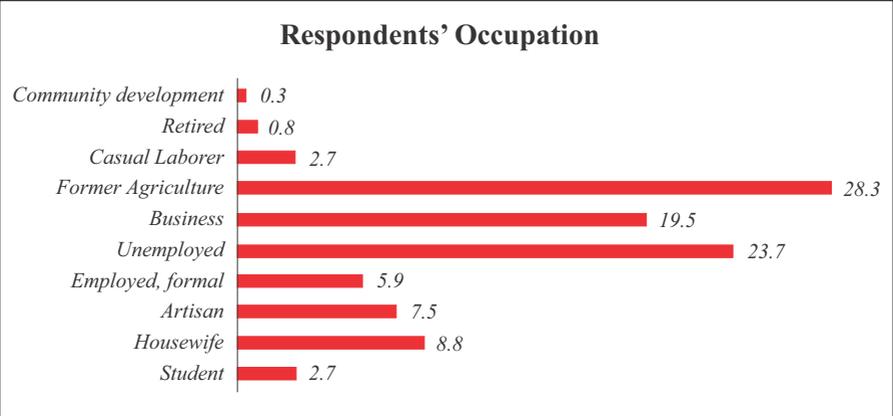


Chart 5: Respondents occupation

⁴2009 CBS Census

The survey findings are consistent with responses from the FGDs and KIIs which revealed that most of the PWDs in Siaya County are subsistent farmers growing crops and vegetables and rearing livestock like chicken, cows and goats. The farmers are in constant mercy of scarce and often unpredictable rains, suffer chronic scarcity of farm inputs like certified seeds, fertilizer, pesticides and herbicides; farm implements like tractors and irrigation equipment; and modern farming technologies, leading to low crop yields.

A few farmers are engaged in horticultural farming of such fast moving crops like tomatoes, kales and watermelon, while others are tending tree nurseries. Some farmers have benefitted from support from NGOs like One Acre Fund. Many PWDs farmers reported not being able do heavy work in the farm and mostly depend on others for support in their work. Many of them expressed the need to be provided with seed capital, graded cows, tractors and fertilizer to improve their yields.

Others PWDs are self-employed artisans making jiko, handicraft, repairing shoes, hawking, and leatherworks, weaving mats at the lakeshore, carpentry, tailoring and masonry. Some are in small-scale businesses such as running grocery kiosks, selling juice or vending water for community water projects.

2.3 EMPLOYMENT OF YOUTH WITH DISABILITY

2.3.1 The State of Employment among YWDs in Siaya County

The study noted that many of the YWDs in Siaya County are qualified but are not employed. This is in spite of the 5% constitutional entitlement of all employment opportunities in the county to PWDs. Only a few PWDs are gainfully employed in government and private sector institutions in the County as teachers, health workers, civil servants etc. Indeed very few PWDs are found in higher-ranking occupations in the County. This dearth of inclusion of PWDs in formal employment within the Siaya County was reflected in the survey where 54.8% of the PWDs interviewed said they were unemployed, while 22.6% were in unstable self-employment and 11.8% were in seasonal employment. Only 6.5% and 2.7% were in formal employment and sustainable self-employment, respectively as shown in Chart 6, below.

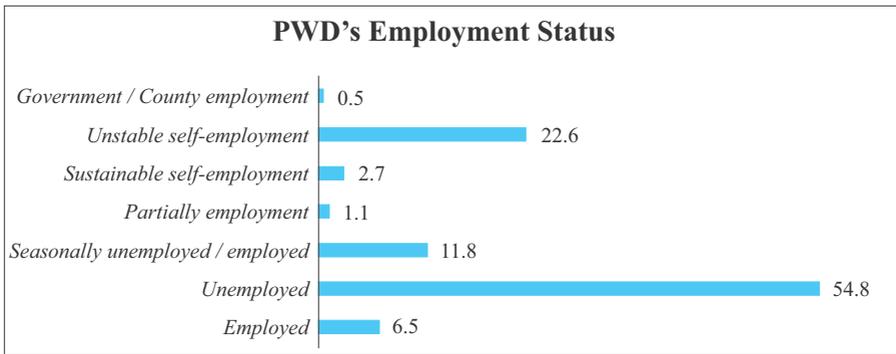


Chart 6: PWDs Employment Status

a) Employment by the County Government

PWDs were unanimous that they are not adequately represented in the County Executive as employees. Other stakeholders concurred with this observation, noting that this is a clear sign that the Executive could be covertly discriminating against resident PWDs when they apply for jobs. According to a PWD stakeholder, Siaya County government only employed one PWD as a Ward Administrator out of the 30 such positions in the County. Similarly, there is only one manager who is a PWD in the Finance Department of the County Government. Many stakeholders noted that there were many qualified youths with disability who applied for vacancies advertised by the County Government but were not considered. For example, there were many young women PWDs with Form Four Certificates who were trained as ECD teachers but County Government has not considered them. Siaya Bondo Water and Sanitation Company (SIBO) refused to absorb YWD job applicants in Gem with skills in plumbing and instead only absorbed youths without disability. Similarly, some women with disability (WWDs) reported that they were promised priority in job placement at SIBO as water kiosk vendors in 2017 but this has not materialized and the board has not responded to their enquiries. In yet another incident, a CISCO certified YWD from Ugunja Sub-County sat for an interview at the ICT department during recruitment by the County government in 2017, where he emerged the most suitable for the position. The job was eventually given to a candidate without disability who had inferior qualifications.

The PWD representative in the County Assembly, concurred that lack of employment of PWDs in the executive is a big challenge but noted that the Executive is not wholly to blame because his follow-ups with the Siaya County Public Service Board, consistently reveals that most of the time the PWDs do not apply for the jobs. And even when they do apply, they don't

explicitly indicate that they are PWDs. This, according to him is apart from the fact that most PWDs do not qualify for the advertised jobs. Similarly, many of the PWDs do not know that there is a dedicated MCA to look into their issues. As a result, he has opened a file with detailed database of all qualified but unemployed PWDs in the County to deal with the issue.

A key informant familiar with human resource outlay in the county executive revealed that he knew of only one County employee who is a PWD with visual impairment. Another key informant noted that there are one or two at mid level due to prohibitive qualification requirements. An MCA at the County Assembly concurred that the 5% required threshold has not been achieved and the County Assembly has noted and taken it up with the executive where the accounting officers have been summoned by the line committee to justify the status quo.

b) Private Sector Employment

Even though private sector is the engine of job creation world over, there are very few mid or large scale private sector enterprises in the County. Private institutions in the County such as banks, hotels, super markets, NGOs and shops have not employed many YWDs. This situation is worsened by the presence of large numbers of jobless youths without disability in the County. It was noted that only SAMCO Supermarket/hardware has employed some PWDs. In fact, the MCA representing PWDs in the County assembly observed that the County and its leaders have not put much stress in the private sector. It was established that the Siaya Branch of the Kenya National Chamber of Commerce and Industry (KNCCI) is active and the CEO, Siaya Branch indicated a willingness to facilitate employment opportunities for PWDs/YWDs among the 450 registered members of KNCCI in Siaya. The Chamber further indicated its willingness to provide immediate assistance to ANDY in imparting business skills for startups including incorporating businesses and accessing available affirmative action funds as well as AGPO. The KNCCI, Siaya Branch further offered to facilitate business opportunity linkages with State agencies such as the Kenya Industrial Estates and access to credit for PWDs/YWDs. The Kenya National Industrial Training Authority (NITA) also expressed their willingness to render targeted training for PWDs/YWD.

2.3.2 Awareness on Siaya County Employment Policy/Strategy

Most of the stakeholders interviewed were only aware of the National Government employment policy on PWD but not the County Government. However, the Head of Social Services Department of the County revealed that

they have a deliberate policy on employment with special slots for PWD for inclusivity and social protection. He noted that the County Government observes the 30% AGPO, and as such the Social Services Department has put aside 7.5% of the 2018-2019 budgetary resources specifically to cater for PWDs. The other support activities for PWDs by the Department include financial support for observation of the annual Disability Day and related functions; unconditional bursaries for all students with disabilities in high school and colleges. The County is currently supporting 4500 with the Universal Health Insurance support. There is plan to roll out a Kshs. 20 million insurance cover for PWDs in the County.

When interviewed, over half the respondents (58.8%) revealed that they were not aware of any county government policy/strategy on employment of persons with disability. On the other hand, 41.2% were aware.

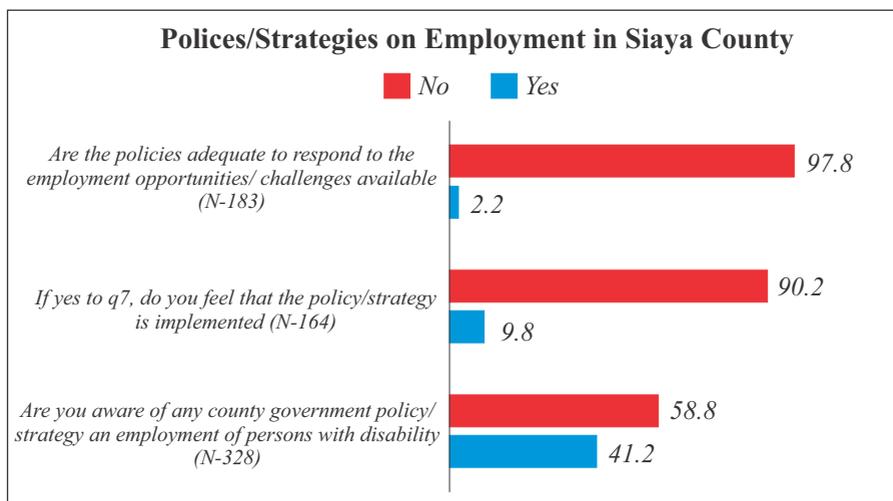


Chart 7: Policies and strategies on employment in Siaya County

When further asked if they felt that Siaya County government was implementing its employment policy/strategy, most of the respondents (90.2%) said that it was not, while only 9.8% said that it was. Furthermore, most of the respondents 97.8% were of the view that there were no adequate policies to respond to the employment opportunities and challenges faced by YWD within the county. Most of the PWD who responded to the question (38.9%) were of the view that the County employment policy/strategy was not being implemented. Only 4.2% insisted that it was, as shown in Chart 7, above.

Further asked if they felt that the employment policies/strategies by the County Government were adequate to respond to existing employment opportunities and challenges faced by YWDs in the County, most of the PWDs who responded (47.1%) provided negative responses while 1.1% said they were adequate, as shown in Chart 7, above.

2.3.3 Barriers to Employment of Young PWDs in Siaya County

Most of the PWD in the survey identified discrimination due to their disability status (54.8%), lack of requisite education skills (54.4%), limited job specifications that PWDs can do (48.5%) and the general lack of opportunities for employment (43.7%) as key barriers that youth with disability face when seeking employment. Other barriers included corruption disadvantaging youths / women (37.0%); Lack of structures to facilitate business startups (36.7%); No technical support to start business (31.3%); inappropriate budgetary allocations (25.0%); and the perception that many employers would feel challenged (17.5%), as shown in Chart 8, below.

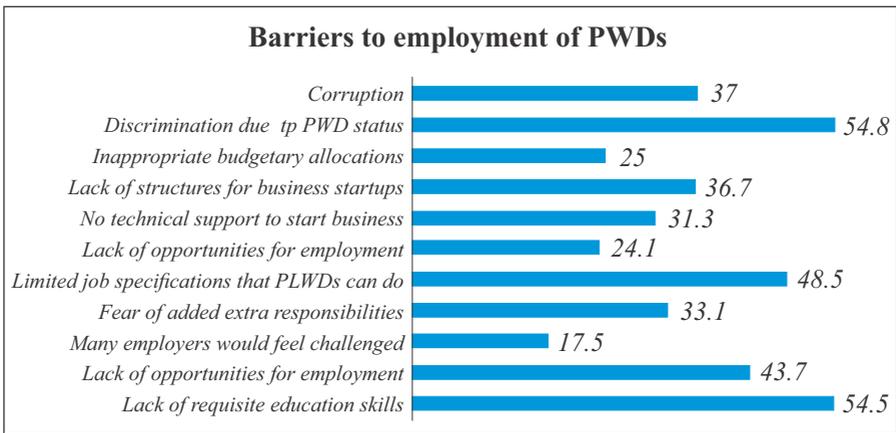


Chart 8: Barriers to employment of PWDs

PWDs FGDs and key informants expressed similar sentiments. The two groups of respondents identified the following barriers:

a) Discrimination and Stigmatization

PWDs have been systematically denied their rights to gainful employment in the County. They attributed the rampant dearth of their members in employment positions in the County to the fact that County officers were not receptive in absorbing PWDs by giving them opportunities when available. One PWD had this to say:

“As PWDs even our leaders despise us-the able bodied in the offices do not sympathize with us. I have not seen an office run by a PWD”.

PWDs are excluded from joining Development Committees in the County such as schools and health committees. When they visit public offices they are not received positively. Instead they are suspected to be beggars. Negative public and community perception has made many PWDs dislike visiting government and public offices to seek available opportunities. Many public infrastructure including roads, buildings and other facilities are constructed in such a way that precludes their unimpeded participation. Markets have trenches that make it difficult for PWDs to access.

b) Lack of Requisite Education Skills

Majority of the YWDs in the job market do not have the required grades to enable them get the advertised positions, due to their disadvantaged backgrounds. Their general poor performance is attributable to the difficult learning environment they were forced to endure in schools that were not disability friendly, with regard to physical infrastructure like classes, dorms, ablution blocks etc. Most of them were not able to pay school fees regularly. Perception of both teachers and the community were negative. Most parents believed that children who are PWD should not go to school. Some parents refused to pay school fees for their children because they did not believe that the CWDs could never succeed in life. Similarly, special education was and is still expensive even now that mainstream education is free. Transport to school for a CWD is a challenge. Most of them have no access to tri-circles and some of them have to crawl to school, reaching much later when others had started. It is even harder for girls with disability (GWD) especially during their monthly periods. As such when advertising the opportunities, most employers forget that there is need for affirmative action by lowering the requirements to accommodate the challenges that PWDs went through. The County Government standards for employment is a minimum requirement of Form Four Certificate, which most PWDs have not attained yet jobs such as clerking and sweeping do not need a lot of education and training. There is a high school dropout rate among CWDs because some schools do not accept them. Similarly, for many CWDs, affording food is a problem, leading to their early school dropout in a bid to help their parents with work.

c) Bureaucracy and endemic corruption

There is a lot of bureaucracy and corruption faced by YWDs when seeking employment in the County. Some PWDs alleged that for one to secure an advertised County government jobs they are often asked for a bribe of roughly

about Kshs100, 000 by the recruiting officials. Most of the time people are employed in the county based on nepotism and most of the PWDs interviewed noted that they do not have such connections. Bureaucracy in tendering processes, where one must use a registered company, comply with all tax requirements and write a proposal that complies with elaborate public procurement requirements and produce many hard copies is often a barrier to many of the YWDs. Similarly, many of them cannot afford the payment of a minimum of one thousand shillings to buy a tender floated by the County Government.

d) Poor mainstreaming of disability issues

Most of the employers, including people in higher offices do not understand challenges faced by PWDs since they do not understand what disability is and are not able to integrate disability issues in their workplaces. This is largely because there has not been adequate sensitization on disability and implementation of the PWD employment policies. Similarly, there have not been any stakeholder forums in Siaya for the issues to be sorted out.

e) Lack of Access to information on employment opportunities

Information is not readily available to most YWDs. It was noted that most of the time they only get to hear about advertised job opportunities after the deadlines have expired because most of them are mostly at home yet these jobs are advertised on notice boards in the chief's camp or the County Commissioner's office. Many of them do not go to chief's *barazas* due to mobility challenges. Persons with hearing impairment have additional challenges, as many forums do not have sign language interpreters.

f) Lack of funds for individuals and groups

Most PWDs lack income and as such have no access to adequate funding from credit facilities. Most of the respondents were emphatic that young men and women with disability were denied access to county resources. Only 13.7% were of the view that they had access, while 72.9% said they did not. 13.4% of the respondents did not answer the question as shown in Chart 9, below.

Are young men / women with disabilities given access to County Resources?

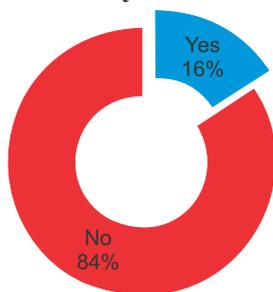


Chart 9: PWDs access to County Resources

Group initiatives like table banking and merry-go-round that the PWDs participate in cannot raise meaningful funds for their livelihoods. Many of them lamented that their groups are not considered when it comes to funding. PWDs who are farmers noted that they do not have capital to invest in their activities, yet farming has become a very expensive enterprise. Others noted that when they engage in businesses costs that they incur is higher than the normal person, especially businesses that have transport component. This leads to stagnation of their small businesses.

g) Disregard for and Poor Sensitization on Affirmative Action

Some PWDs pointed out that all government officials in the County are aware of the Affirmative Action provisions for PWDs but they never follow them. Some County Officials are very negative and are known to stigmatize PWDs. As such the 5% slot for PWDs is currently being underutilized because of poor sensitization, hence the need for lobby groups and the national government to come up with effective sensitization strategies that target senior government employees in the County, private sector and individual business owners.

2.3.4 Opportunities that are Available to Youth with Disabilities in the County

a) Current Employment of PWDs within the County

PWDs in the study identified small businesses, shoe repair, self-help groups, table banking, tailoring, value addition and hawking of groundnuts and cigarettes as some of the livelihood activities that most of them are currently engaged in. Only a few of them could remember knowing of anybody employed within the County Government.

Others noted that there are a few PWDs in the County Government but fewer than the stipulated 5%.

In terms of self-employment, many PWDs identified brickmaking, poultry, livestock, bee-keeping, tree planting, and farming as some of the areas they could be supported to work in. They also pointed out that they could be supported to expand their businesses like shoe making and repair-salon and tailoring materials. They could be supported to start factories for *Jikos* (stoves) and expand chicken farming. Others pointed out that some PWDs had artistic talents in drama and comedy that could be nurtured for them. Many of them expressed the need to be supported in courses for shoe repair, poultry rearing, tailoring, and knitting and small retail businesses for women.

b) Employment Opportunities

PWDs in the survey identified some of the opportunities available for youth with disability to include recognition of PWDs' rights (62.6%), opportunities associated with Affirmative Action (59%), presence of funds to assist PWDs (54.6%), increasing awareness of the need to promote equality (38.6%) and creation of PWD groups for assistance among others, as shown in Chart 10, below.

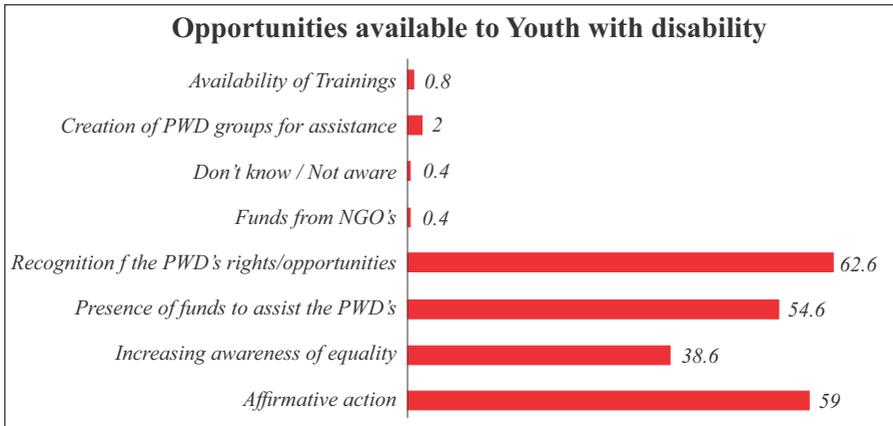


Chart 10: Opportunities available to youth with disability

These findings were consistent with responses from Key Informants and Focus Group Discussions. Employment opportunities for the youth identified by PWDs included servicing County tenders since they have registered companies that could service the 30% county tenders reserved for the special interest groups. PWDs who do not have could register the groups as companies and then apply for the tenders, both as individuals or groups.

Within the County Government, group discussions and Key Informant Interviews identified cleaning/sweeping markets, work as marketing clerks, cleaning offices, supervisors, and flower tending jobs in the County Government as some of the opportunities that could be given to PWDs to ensure that 5% representation is achieved. They could also work in the Customer Care desks of County Offices, in Sheltered Workshops and economic stimulus/poverty eradication programs that were started long time ago in the County but have not taken off properly. After training they could be provided with capital in groups.

2.4 PARTICIPATION IN GOVERNANCE

2.4.1 Interaction between PWDs and the County Executive

a) Participation in executive activities

Most PWDs noted that the Governor is not accessible largely because his office is on the first floor of the County Government Headquarters and his security personnel do not allow PWDs to see him to share their views with him. However, some PWDs were of the contrary opinion with regard to his accessibility. The PWDs representative in the County Assembly, pointed out that the executive, including the Governor have become proactive with regard to involvement/participation of PWDs in county governance, especially by ensuring that they participate in important county forums like meetings such as budget and CIDP hearings.

Officials at the Department of Social Services in Siaya County revealed that it is providing support to PWD groups that are registered with them. The groups hold their meetings regularly in the Department's premises. The Department also supports the celebration of the Disability Day and has also liaised with donors to build sheltered workshops for economic empowerment of PWDs in Gem, Bondo and Alego-Usonga. The Department reported having well defined programs in the 2017–2022 County CIDP where Kshs 7.5 million has been set aside for PWD specific programs.

b) Appointment to the County Executive based on the affirmative action

32.8% of the respondents were aware of some appointments to the County Executive based on affirmative action. Further asked if PWDs were well represented in the County Assembly, majority of the PWDs interviewed (96.5%) were of the view that they are not. Even worse were their perception of their representation in the Siaya County Executive, where an overwhelming majority (99%) said that they were not well represented. Indeed, most of them

(95.6%) further pointed out that no PWDs have been appointed to the executive in positions like CECs, Senior Administrators and other senior positions.

c) Representation of PWDs in Affirmative Action Offices

The Alego-Usonga CDF office has one representative of PWDs. There is another PWD in KERRA to ensure that when roads are built perspectives of PWDs is taken into account. The office however does not have a PWD as an employee. The office also lacks a written policy on how to mainstream disability in all its affairs and the positions currently held by PWDs in every committee are ad-hoc. A PWD who worked previously in the Alego-Usonga CDF committee pointed out that PWDs had challenges in fulfilling their duties and responsibilities in the committee. She noted that she protested when it came to her attention that students with disability were routinely discriminated against and that on some occasion they would be allocated Kshs. 5000, while students without disability received Kshs. 20,000. She further noted that PWDs were not able to access tenders floated by the CDF Committee because according to her the Funds Manager was compromised by big contractors. It was noted that CDF Act demands that PWDs elect their representative, which did not happen in 2018 as most of the MPs in the County chose their own people to the committees. In Ugenya, a PWD noted that even those supposed to represent PWDs in committees such as CDF are not well informed and are not actively involved in helping PWDs access funds.

d) County Disability Law and Policy

Most of the respondents (73.5%) pointed out that the County Executive lacked explicit policies and strategies to ensure that PWDs are involved in management of the County.

PWD representatives in the First Assembly (2013-17) brought up a Disability Bill in the Assembly. The Bill did not sail through because it had issues with its stand on the functions of County Government on PWD issues vis-à-vis the National Government. Others pointed out that the Bill was a copy and paste job from the National Disability Law and could therefore not pass scrutiny by the County Assembly. Some stakeholders attributed its failure to the fact that the MCA who presented it took it as a personal property. The Bill has been reintroduced in the House and is due for debate before being passed into county law, and the inclusion of a board as the mechanism for management of Disability Affairs in the County, which has been replaced with a committee. All the stakeholders were unanimous that the County has not developed a Policy on Persons with Disability, and as such, has not domesticated the

National Policy on Persons with Disability. They noted that the issue has neither been discussed nor presented in any stakeholders' forum since there seem to be no interest in it. This they pointed out has had a negative effect when it comes to prioritizing disability programs and issues such as allocating funds for disability programs like observation of the Annual Disability Day and the disability wing of the County Referral Hospital. Discussions with members of the County Executive revealed that County does not have an explicit employment policy, and rely largely on the National Human Resource Policy when dealing with employment. The representative of NCPWD confessed that absence of clear policy on employment is a challenge in the county when it comes to employment of PWDs.

2.4.2 Participation of PWDs in Elections as voters and candidates

a) PWDs as Voters

PWDs in the County were unanimous that they participate actively in general elections. Most of the adult PWDs in the County are registered voters. They confirmed that Siaya County PWDs participated fully in the 2017 elections. They even facilitated PWDs who could not walk to ensure that they voted. Indeed PWDs were given the first opportunity to vote during the Election Day. PWDs were also given jobs by IEBC as elections facilitators and clerks. In the run-up to the 2017 elections ANDY also sensitized PWDs on why, how and where to vote for their favorite candidates. They further pointed out that there are PWDs who tried to vie for elective positions. Some PWDs however pointed out that political candidates canvass them as voters through their groups during campaigns but do not give them opportunity to campaign for them.

b) PWDs as candidates in elections

Only one PWD in the County who contested for leadership position in 2017 was elected (an MCA). One lady vied for the County Senator position but did not succeed. Similarly, many PWDs vied for the position of MCAs in many of the wards but none was elected in 2017 as opposed to 2013, when one was elected to the County Assembly. PWDs identified the impediments to PWD accessing political/leadership positions include lack of resources including money since the current politics is money driven. They noted that the biggest impediment is the sponsoring party. One PWD had this to say about the party:

“If you cannot take vehicles to party convoy, feed followers, fuel party cars you can't get nominated.”

They also blamed discrimination and stigma that the PWDs face from the larger society and the resultant reluctance of most PWDs to offer themselves for public office. Others said they were deterred by violence associated with party activities and campaigns in the County, especially since those with physical challenge cannot manage violent situations. They also noted that to participate as a contestant you need money and education, which most PWDs do not have. The requirements put by the party are high and could do with a reduction when it comes to PWDs. Similarly, the rules put by the party are high grades and the registration fee is high. Many PWDs also noted that dominant political party discriminates against youth and PWDs.

2.4.3 PWD Representation in the County Assembly

Most of the respondents (67.2%) were not aware of any elected leader based on affirmative action. When further asked if there are PWDs among the elected leaders of the Siaya County Assembly, only 10.9% answered in the affirmative. On the other hand, majority of the PWD interviewed were aware of a nominated PWD among the members of the County Assembly.

In the current County Assembly there is only one elected MCA who is a person with disability. All the nominations to fulfill Affirmative Action requirements for Political Parties were done by the dominant party in the County. The party nominated only one male PWD representative instead of two (male and female) as was done in the 2013-17 assembly. According to the MCA representing PWDs in the Siaya County Assembly, the County has not met the requirement of at least 2 PWDs nominated to the Assembly. He pointed out that he raised the issue during the assembly sitting with the speaker regarding the female representation. PWDs in Siaya County are very upset with the party with regard to party nominations. A PWD from Alego-Usonga had the following to say:

“We nominated our favorite PWDs for nomination but the party had its own lineup. Their handpicked man can't represent our interest. They want us during their campaigns but promptly forget about us afterwards.”

As such PWDs in the County went to court to ask for a female representative since the second special interest group's representative in the County Assembly is neither a PWD nor a woman. Most of the PWDs noted that they had petitioned the party to appoint a person they had chosen to be nominated by the party. However, the person that they were finally given was not the one they had requested. Currently there is an ongoing court case since PWDs feel

that their two representatives' slot has not been fully achieved by the status quo. An MCA in Siaya County Assembly noted that representation of PWDs in the County Assembly is currently not much because out of forty-two MCAs there are only two PWD representatives (one elected and another nominated). He stressed that there is need to have a discussion as a county on the best method to ensure that PWDs are well represented. Currently it is the party determining this.

The MCA further noted that the Assembly has strived to make its environment PWD friendly. There is now a ramp to allow PWDs to access the chambers to listen to assembly debates. Similarly, disability friendly toilets have been built within the assembly precinct. The Assembly has employed one sign language interpreter to cater for the persons with hearing impairment. The PWD representative has been provided with a dedicated office and an assistant.

c) PWD Participation in CIDP and County Budget

During the 2018/2019 financial year the County Assembly invited PWDs both at county and sub-county levels to participate in the CIDP and the budget making processes. Their wishes and needs were therefore included in both the CIDP and the annual county budget proposals. Siaya County Assembly has a special committee that ensures participation of special interest groups including PWDs in County affairs. This included ensuring that these groups participate in budget making processes, CIDP and compliance with the 30% of County business tenders for these groups.

In the 2018/19 annual budget for Siaya County, Kshs. 20 million was allocated for Special Interest Groups. This included Kshs. 5 million for PWDs, Kshs. 7.5 million for women programs and another 7.5 million for youth programs. This idea was a result of a consultative meeting between representatives of PWD at the assembly, with representatives of PWD fraternity and the County Assembly Budget Committee. The county assembly wants to have the habit of having forums with PWDs every year before the budget where it receives their proposals on what they want funded for them to the committee on the budget appropriation and include it in the subsequent budget allocation. It was noted that lack of County specific policy guidelines for participation in the County activities has been a great barrier to participation by PWDs on the same. Other barriers to PWDs meaningful participation include inadequate number of sign language interpreters, failure to provide braille copies of documents for the blind, failure of the county teams to provide documents in advance to give PWDs ample time to respond, and use of English and Kiswahili, which some of the PWDs don't understand. Concurrence and difference during debates is

also done by show of hands which tend to disadvantage some PWDs. The issues raised during special sittings organized for PWDs also don't seem to be given adequate priority.

The County Assembly was not aware of the status of the County Government tenders since returns for the previous financial year were yet to be submitted by the executive for scrutiny. An MCA lamented that most of the PWDs in the County were not aware of the assembly's oversight functions to ensure that they get their proportion/percentage of tenders. He noted that quite a number of PWDs are informed but not on the issue of tendering that are available to PWDs.

d) Achievements of Representatives in the Assembly

A member of the county assembly pointed out that during his 6 years in the Assembly he had advocated for the PWDs in the County on issues including: 30% procurement quota for Special Interest Groups, where he sought to know, the percentage of the 30% reserved specifically for PWDs from the Executive. Similarly, since the County Executive has not achieved the 5% inclusion of PWDs with regard to employment, he made a statement in the assembly regarding this breach, especially inclusion of PWDs as ECD teachers during the just ended recruitment. He is planning to develop a statement, which he hopes will be adopted to lower the required qualifications for employment to accommodate the disadvantages that the PWDs face in school.

However, other PWDs rated their representatives in the County Assembly for the past six years of devolved government very poorly. They noted that their two representatives in the 2013-2017 Assembly performed very poorly, as they lacked unity of purpose. They fought each other throughout their tenure instead of legislating on behalf of PWDs. As a result, the County Disability law that one of them brought to the assembly could not pass. Others felt that their current nominated representative in the county assembly does not have their interest at heart because the nominating party handpicked him without concurrence from the PWD fraternity in the County. They further attributed poor performance of their representatives to inadequate resources for execution of PWD agenda in the whole County, coupled with the fact that as a representative of all PWDs in the whole County he overwhelmed by wide geographical coverage equal to an area covered by the County Governor, Women's Representative and Senator, all of whom are well resourced.

2.4.4 Challenges to Political Participation among PWDs

Most of the respondents identified, lack of funds for successful election campaign (71.1%), discrimination on PWD representation abilities (53.7%), lack of awareness among PWDs (47.2%), discrimination by major political parties (43.1%) and steep competition from other community members (37.5%) among others as the most formidable barriers to PWDs' representation in Siaya County Assembly as shown in Chart 11, below.

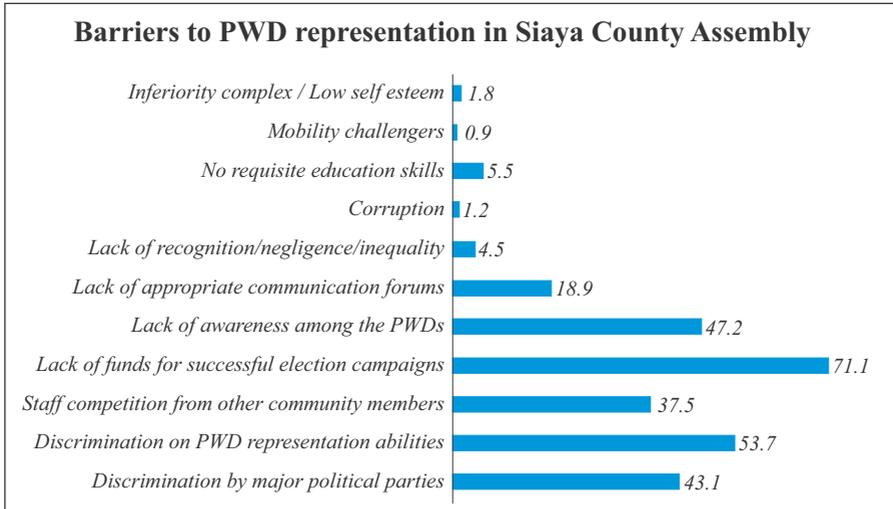


Chart 11: Barriers to PWDs representation in Siaya County

a) Stigma and discrimination

Discussions with PWDs in the county revealed that many of them do not attend Public Participation forums such as those hosted annually by the County Board of Finance. Most of them attributed this partly to stigma that is associated with disability. They noted that many people have derogatory or bitter words for them. One PWD in Rarieda had the following to say about his experience during a public participation forum:

“On one occasion I was denied a chance to eat with others because of my disability 'should we also give this PWD a soda?' Many a times we are given food after the others during functions”.

The current MCA representing PWDs in the current Assembly concurred pointing out that PWDs in the County are not looked at positively.

b) Lack of initiative among PWDs

Others noted that most PWDs are not aggressive/proactive and shy away from going for leadership positions. This is largely because they fear that they would not be considered positively owing to their status. Similarly, representation of PWDs in governance is said to be low because most of them have not realized the need to participate.

c) Elitism among educated PWDs

On the occasions that PWDs have lobbied to have their own absorbed in the County Government, their preferred candidates have disowned them immediately after appointment. PWDs in Rarieda narrated a case where they successfully lobbied for an engineer PWD to be absorbed in by Siaya Bondo Water and Sanitation Company (SIBO) Board. It is then that they realized that PWDs who are employed immediately forget their situation and do not want to associate with or champion their cause. They noted that the PWD now feels that he is there because of his qualification and not disability. They pointed out that this phenomenon is widespread among PWDs in the County. They gave another example of the former County Minister for Finance, who refused to acknowledge the fact that he was a PWD and treated other PWDs with contempt. He never lobbied for PWDs when they sought funding.

d) Insensitive Political Parties

The nomination of PWDs to the County Assembly is a big problem because it is done by the party and not by PWDs to be represented. Most of the time the party's choices are not the same as that of the PWD fraternity. They are therefore unable to properly articulate the issues of the PWDs. Most of them were not happy with their current representative whom they saw as owing them no obligation since they did not nominate him to the assembly. PWDs lamented their politicians have abandoned them and they don't listen to them anymore.

e) Infighting among the PWD groups

PWDs are not united and are reputed to dislike each other most of the time. As the study was ongoing, a case challenging the nomination of the sole representative of PWDs was still in court. In the 2013-17 assembly, the two PWD representatives fought viciously to the extent that they delivered very little on behalf of PWDs in the County. This could have informed the party's decision to reduce their representation in the 2017-2022 County Assembly to one nominee.

2.5 SOCIAL PROTECTION SCHEMES

Discussions with PWD leaders in Siaya County pointed out that provision of social protection support is still low. They noted that its availability depends on the passion and understanding of the leaders of the areas because as much as Social Protection was a concept from the National Government and other partners like World Bank, many PWDs have not accessed social protection funds because they do not understand the funds' requirements and the fact that the funds are for particular groups of people. When asked if there were any social protection schemes targeting PWDs in Siaya County, majority of the PWDs interviewed (69.3%) said there were none, while 30.7% agreed that such schemes existed. When asked to identify the existing schemes, they nominated cash transfers (51.8%), assistance services (31.3%), bursaries (18.1%), supportive materials for PWDs (13.3%) and other affirmative action supports like tenders, waivers and NHIF cards (10.8%) as shown in Chart 12, below.

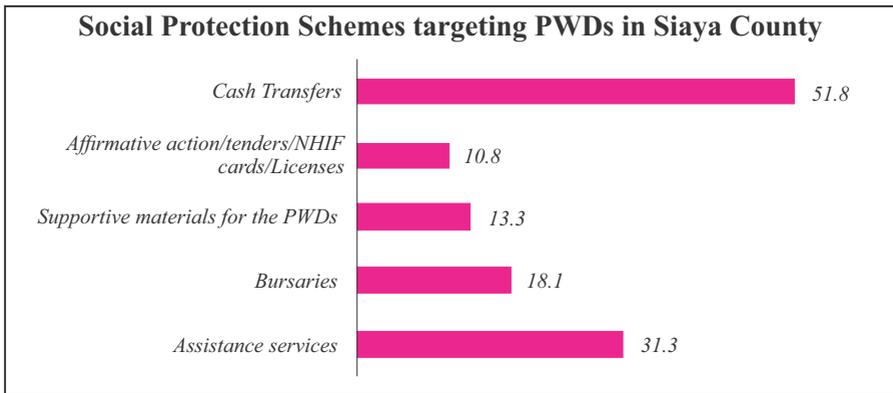


Chart 12: Social Protection Schemes targeting PWDs in Siaya County

When further asked if the mentioned schemes were aligned to the County Employment policies and strategies, most of the respondents (85.6%) said they were not. When asked to enumerate the challenges faced by the existing social protection schemes in the county, most of the respondents identified lack of access by most of the targeted PWD beneficiaries (82.1%), inadequate funding for the schemes (59.5%) and low consumption by targeted PWDs (35.7%) among other challenges, as shown in Chart 13, below.

Challenges faced by County Social Protection Schemes

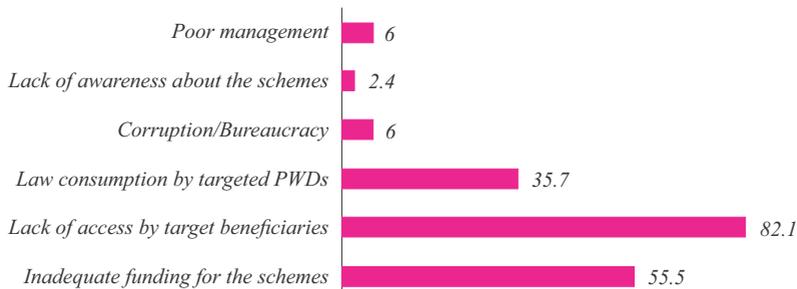


Chart 13: Challenges faced by County Social Protection Schemes

The above-mentioned challenges were corroborated by the other stakeholders during FGDs and Key Informant Interviews as articulated hereunder.

2.5.1 Cash transfer for Persons with Severe Disability

There is a social protection scheme run by the National Government to ensure that PWDs with severe cases of disability benefit from monthly cash transfer program. At the time of the assessment, the Coordinator, Siaya County National Government Social Services Development Office indicated that there were a total of 174 beneficiaries of the cash transfer program in Alego Usonga Sub-County. Of these, female were 76 and the male 98. The term “severe disability” has brought a lot of controversy among PWDs in the County. A PWD had the following to say about the term:

“This word is disturbing-operationalizing it exclude a lot of us who consider themselves PWD-to them it means those who cannot move, feed, toilet themselves-but still most of the beneficiaries are not in these categories”.

Many PWDs were of the view that this term is discretionary to those selecting the beneficiaries and is at times misused to deny some deserving PWDs while awarding those they feel do not deserve. They were concerned that using the term severe disability was an impediment to their ability to access the fund. Others revealed that they were beneficiaries but had been discontinued because it was believed that they were “doing well” through “working hard” and had “good homes”. They retorted that the government would like PWDs to be beggars in order to benefit from the cash transfer.

Chiefs and their Assistants were accused of registering PWDs in the program on condition that they give periodic kickback. The amount of cash transferred to the PWDs is not enough to cater for their needs.

The other misgivings the PWDs had for the fund was that vetting for the program is done by persons without disability including national government officials from the Interior Ministry and politicians, who neither understand or empathize with PWDs and have turned the program into a cash cow. There were claims of PWDs whose names were included in the list but it is the local administrators who get their cash, while others claimed that persons without disability who were slightly injured in accidents were included in the list while genuine PWDs excluded.

Because disbursement of the cash is always announced on radio it is believed that all PWDs benefit from it, which is not true thus exposing them to hostility from the community and preventing them from receiving other relief support. There are cases of PWDs in Rarieda who had died but their moneys were still being received. In some cases the program was being undertaken in an unduly secretive manner, and the money does not help the targeted beneficiaries as the caretakers were diverting it for their own use. On several occasions the Cash came after two months and the skipped months are not paid. Many of PWDs in the County have a problem accessing NCPWD cards, while the national government also has challenges with ensuring that many severe cases receive their money. Many PWDs are not aware of the social protection services available to them and those who are, have attitude problems about such support.

2.5.2 National Hospital Insurance Fund

Discussions with some of the stakeholders revealed that there was a program for NHIF payment for PWDs but it died. They further pointed out that people were being encouraged to have cards since the facilities are very expensive. The County Government was also said to be in the process of implementing Health Support System for PWDs in Siaya. A misgiving among the PWDs with regard to NHIF was the fact that it did not cover issues dear to PWDs like amputation and prevention. The County Government is assisting all PWDs with NHIF card, however awareness about this among PWDs is not fully achieved.

2.5.3 Other Affirmative Action Funds

The PWDs noted that the political leaders have not considered them for funding from the Affirmative Action funds and activities in their respective Constituency and County Offices (CDF and County Women's Representative). Most of the PWD staff in these offices are appointees of the elected political leaders to fulfill the 5% affirmative action requirement but it is the persons without disability who do the work. Since access to these funds

is politicized qualification for accessing the funds is often tagged on having connections to the office holder. As a result, most of the PWD groups in the County do not pursue it. Some PWD groups that were awarded tenders 2 years ago had not been paid to date pointing to a lot of discouraging bureaucracy.

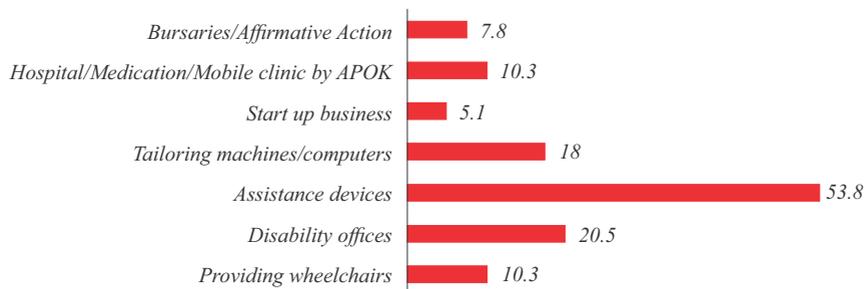
2.5.4 Other Relief Support Strategies

PWDs in Siaya County identified the other reliefs they get to include tax exemptions for businesses and vehicle purchases, however they decried the bureaucracy and the expense in terms of effort, time and money associated with seeking the waiver in Nairobi. Others identified provision of crutches and wheelchairs from the government but again decried the delays and bureaucracy attached to the process. There were also the occasional relief food support distributed to all community members during disasters in the form of rice and beans. NCPWD normally advocate for PWDs to be accorded priority on those occasions. PWDs reported that these distributions were challenged by cases of corruption among the concerned government officers. The Office Manager at Alego-Usonga Constituency office pointed out that they do not have a stated policy on social protection but at personal level the MP has been constructing houses for them especially where such a person is a woman and a widow with children and living in grass thatched houses. Before this intervention, the MP's office coordinator conducts an assessment. The office has built houses for PWDs in Mur-Ng'iya, Usingo and Usonga. The challenge that they encountered was lack of critical information/data on PWDs and other vulnerable persons in the Constituency.

2.5.6 Presence of Affirmative Action Policies

When asked if there were any affirmative action policies implemented in the County that target PWD, most of the respondents (76.6%) responded in the negative. Specifically majority of the respondents (76.8%) said the County Government has not implemented any affirmative action policy on employment creation and social protection. Similarly, most of the PWDs interviewed (86.4%) said that the County Government has neither provided PWDs with requisite infrastructure or supporting equipment to support PWDs in the County. Among the 13.6% who said that they were provided with requisite infrastructure and equipment most said they were provided with assistive devices (53.8%), tailoring machines and computers (18%), disability offices (20.5%), wheel chairs (10.3%), hospital and clinical support (10.3%), bursaries (7.8%) and start up cash for business (5.1%) as shown in Chart 14 below.

Affirmative Action support provided to PWDs



2.6 AWARENESS ABOUT/SENSITIVITY TO PWD ISSUES

2.6.1 Awareness and sensitivity among leaders in the county

Most stakeholders were of the view that most government officials, political and community leaders in Siaya are not sensitive to the plight and the needs of PWDs right from the Governor, Senator, MPs, MCAs and other community leaders. Indeed most leaders who participated in this survey acknowledged that they had never attended any sensitization forum on disability. This lack of sensitization gives credence to the allegations by most PWDs in the study who accused politicians and county officials for neglecting PWD issues. A PWD had the following to say about politicians in the County:

“We have tried several times to seek for funds from the leaders to no avail. Yet when they need votes they come to PWD groups but once elected they don't want to listen to them pretending that they are very busy.”

To the PDW, the politicians are very much aware of the plight of PWDs, only that they don't care. PWDs who were critical of government employees said that they do not understand the needs of PWDs and cannot therefore cater for their inclusion and participation in County activities and processes. They were particularly critical of the Siaya County Government, which they indicted for not taking PWDs proposals on water, health and livestock seriously. They attributed this to the fact that the officials were not properly sensitized to deal with PWDs. An example was given of the Chief Finance Officer who is a PWD but turned down the Siaya County PWD sitting volleyball team fund despite the County Governor promising to support them after a successful demonstration of their abilities. The MCA representing PWDs in the assembly concurred that the county assembly is not yet properly sensitized on disability.

They have only had one sensitization workshop on disability organized by the National Government.

2.6.2 Community awareness and sensitivity on issues of PWDs

Many PWDs noted that their communities were neither aware nor care for the plight and needs of PWDs among them. A youth with disability noted that members of his community do not see him as capable of doing anything and when he goes to work in the farm they doubt his ability to complete the task. This insensitivity is evident in the way schools in the county are constructed. Most of them are not disability friendly. A PWD who is a member of a school committee had the following to say:

“The school in which I am a member of the board is not disability friendly. I went to my chief's office which -had steps-I told him to make it disability friendly. There has not been adequate sensitization on disability in Siaya County-some know while some don't. Some contractors are stubborn and don't want to conform. They should be taught in public forums for us to be sure that they know.”

Another example of lack of awareness and sensitivity on the needs of PWDs in the County was the manner in which public buildings like hospitals; public offices are constructed in a PWD unfriendly manner. Sections of Siaya Referral Hospital, Bishop Plaza which houses many government offices, Governor's Office and CDF building in the county were given as disability unfriendly. PWDs noted that they had lobbied the government to have all public buildings disability friendly and the County Government promised to have this achieved by 2015. Others also pointed out that relatives and families of PWDs in the community take advantage of them especially on issues of land and other inheritance. Similarly, there are cases of females with mental disability being sexually abused by other members of the community.

2.6.3 Stigma and Discrimination of PWDs in Siaya County

In some cases stigma and discrimination of an individual PWD received is based on his perceived worth. Some people will respect a PWD based on his or her conduct and activities. Financially endowed PWD are well regarded within the community compared to those who are poor.

Some families and guardians were reported to be hiding children and even adults with disability. Some of the reasons given for this phenomenon included cases where a child may be staying with a grandparent, relative or even parents but they don't want to take them to school because of lack of

resources or are unable to provide for them in a way they believe would be acceptable within the community. They hide them to avoid community disapproval. PWDs in Rarieda noted that persons with physical impairment are worst hit by stigmatization and discrimination and are not allowed to sit on clean chairs.

Even though concealment of persons with disability is an offence against the disability law attracting very stiff penalty, many members of the community are not aware. However, some are aware that it is an offence but still ignore. They could be dealt with through counseling, imprisonment for the worst cases. One PWD noted that stigma and discrimination changes for an individual as life continues. He had the following to say about his experience:

I started living in Siaya in 1988. I used to walk with one of my children. Whenever I entered an office, an officer would ask my child “baba anataka nini” (what does your father want) and yet it is me who knows what took me there and my child was just a guide. I would chide them for that. We have passed that. The stigma has reached another level. Someone would see me and would knowingly twist me so that wdislikever I want may not succeed.

It was noted that some leaders in the county also discriminate PWDs. However it depends on whom the PWD come into contact with. Some have sense of human being. They view PWDs differently. Some may see a PWD as somebody who has come to beg, some may view him as a sick person, while others will see him as a normal person and will be able to attend to him so it is upon the PWDs to make them understand what they want.

3.0 CONCLUSIONS

- Most YWDs living in Siaya are extremely poor, discriminated against and stigmatized and have poor access to education (hence low grades) making it difficult for them to get employed in the few openings available in the County.
- Employers in Siaya have not employed the many qualified YWDs in the County because of myriad barriers;
- There are no laws, policies and procedures developed by Siaya County Government to ensure mainstreaming of YWDs with regard to gainful employment and livelihoods;
- Representation of PWDs in Siaya County Government is inadequate hence perception that they are discriminated against;
- There are however many employment and business opportunities in

- the County that YWDs could utilize to ensure better livelihoods if the National Affirmative Action strategy was operationalized;
- Participation by YWDs in Siaya County government is still low. However, there have been efforts by the County Executive and County Assembly to ensure their inclusion and participation in County Affairs;
 - Political Participation by YWD is varied. While they have been very active as voters, competing for elective offices has been impeded by numerous insurmountable barriers;
 - Uptake and inclusion into social protection schemes is still low due poor access caused by lack of awareness among PWDs, discretion associated with the scheme's administration and politicization of the devolved funds;
 - There is low awareness of and sensitivity among public officials, private sector actors and members of the community to the situation and needs of PWDs.

4.0 RECOMMENDATIONS

a. Need to promote sensitivity to the rights, plight and responsibility of PWDs

It is imperative that all National and County Government officials and employees, private sector actors and community members in Siaya County are sensitized on the rights, needs and responsibilities of PWDs in the County. Similarly they need to understand that PWDs are also residents of the county who need inclusion. Mainstreaming PWD issues should be implemented across the board through forums with political leaders, county government department and ministries and PWDs. In this endeavor the National Council for Persons with Disabilities should take lead. Sensitization should be broad spectrum, by targeting schools, community, institutions, private sector etc.

b. Ensure PWD friendly infrastructure in all public utilities throughout the county

Relevant public and private institutions in the County should ensure there is infrastructure compliance with the Needs of PWDs throughout the county. This should include constricting of ambulant design of access facilities to offices and other utilities frequently

used by PWDs including PWD friendly toilets, ramps etc.

c. *Ensure employment Creation for PWDs in the County*

Disability mainstreaming is important so that when PWDs ask to be employed they are understood and seen as capable on the basis of disability. The County officials should be made to understand that PWDs could do the jobs they are asking for. Representatives of PWDs should lead them in advocacy for more job inclusion in offices, private sector and in self-employment. Database of PWDs who qualify for employment should be readily available to government officials concerned, political leaders and prospective private sector employers in the County. A lot more emphasis should be placed on targeting private companies since it is the sector that has the greatest opportunities for employment. This could be done through fostering of meaningful partnership between the County Government, Disability Fraternity and private sector players in Siaya County like banks, supermarkets and other enterprises for the benefit of youth with disability in Siaya County.

d. *Ensure adequate participation and inclusion of PWDs in the County Affairs*

Inclusivity should be promoted to take care of all categories of people including PWDs, who should be involved in all sectors of development in the County. This should take cognizance of the fact that there are existent factions within the PWD fraternity (Siaya Network for the Disabled and Siaya Forum for Persons with Disability) and non-aligned individuals, all of who need to be included. This could be boosted by fostering collaborative partnerships between County Government and PWDs NGOs to pass information to the PWDs. Appropriate mediums of communicating information like radio should be explored to ensure that YWDs get requisite information in good time to facilitate their wholesome participation in the County Affairs.

e. *Need to strengthen the Disability fraternity through concerted capacity building*

PWD fraternity in Siaya County is currently fractured. This impedes its effectiveness in advocating for the rights of PWDs. PWDs and their leaders should be brought together and if possible capacity built in terms of organization capacity management. PWDs should be supported to lobby for their rights from a point of knowledge and information so that they know what they are lobbying for and what

approach to take. Most of the time PWDs talking about issues that they are not well versed in. This could include capacity building with regard to rights awareness and how to demand for them, especially the 5% quota.

f. Need to strengthen the Disability businesses through concerted skills training and provision of funds

Most of the self-employed YWD in the survey lamented lack of capital to start or boost their businesses as one of the key drawbacks in their quest for sustainable livelihoods. As such, there is need to have programs that support them with such capital. Such a program could take advantage of the existing PWD groups that are quite well organized. They could also receive training in business management to ensure that they transact their businesses sustainably. PWDs with ongoing businesses could also do with credit. Such credit could target the ongoing table banking groups and ride on their established structures and discipline. The viable enterprises that the PWDs identified for possible support include: poultry and livestock rearing; bee keeping; farm mechanization; provision of farm inputs; provision of seed capital for table banking projects; rehabilitation; and building of vocational training centers.

There is new knowledge and potentials in modern farming, craft and value addition in the County for local and external market, which PWDs are yet to exploit. This coupled with capacity building in product salesmanship, provision of business capital and networking could be supported to ensure that PWDs move out of local production and explore the lucrative export market outside the County would greatly enhance the PWDs productivity and concomitant incomes. There is need to scout for and nurture PWD talents in the county with the aim of promoting them to achieve their dreams as a way of enhancing their livelihoods.

g. Need to deal with the issues of Corruption and nepotism within the County Government and County Assembly

Many PWDs lamented that corruption and nepotism were some of the biggest huddles they face with regard to employment, accessing social protection services and affirmative action funds targeting them and also in their ability to earn their living. There is thus the need to deal with the issue especially within the County Government and Assembly. There is also need for a proper monitoring system to ensure that PWDs receive what is due to them

from both the national and county governments. This could entail lobbying for more representation of PWDs in all these funds and services.

h. Need for strong explicit PWD Policy and laws at the County level

Siaya County Government and all other institutions in the county currently lack coherent PWD policy. The County Assembly is yet to pass the Disability Bill. Relevant stakeholders should ensure that the County Disability Law is passed as a priority. Similarly, all institutions in the County should be encouraged and supported to develop Disability Policy whose compliance should then be properly monitored. MCAs should be capacity built with regard to legislation during which laws dealing with disability in the county should be prioritized.

i. Need for proper documentation of PWD in Siaya County

Currently there is dearth of accurate data on disability in the County. There should be concerted collaborative efforts by the disability stakeholders to harvest all vital data on PWDs in the county to support their outreach and advocacy programs. County Government should facilitate registration of PWDs into their system so that the actual number of PWDs is known.

j. Need to strengthen the Social Protection System for PWDs in the county

There is need to strengthen the Social Protection sector in the county. This would mean the County Government coming up with and publicizing clear social protection vessels that it would like to use to serve those who need them. These could include County Government Cash Transfer, Health Insurance, Education, and Livelihoods programs targeting special groups. To ensure that the current PWD cash transfer is effective, the national government should come out clearly on defining the beneficiaries and operationalize the term “severe” as it is currently confusing. PWD leaders should be part of the vetting committee to ensure that the funds reach the deserving beneficiaries. Protection support could also target transport needs of PWDs and education of their children. Information about all social protection services and how to access them should be made readily available to all PWDs.

k. Strengthen implementation of Affirmative Action for PWDs in Siaya County

PWDs and other stakeholders should ensure that all affirmative action services to the PWDs are on the ground. The services could also be extended to the spouses and children of PWDs. Again the stakeholder should ensure that business-persons with disability are supported to fulfill the 30% quota especially with regard to County tenders.

l. Ensure that complementary synergy and linkages are established with National, Regional and International Processes and Opportunities

In translating the outcomes of this assessment into tangible benefits for PWDs/YWDs, ANDY should be alive to opportunities that exist at national, regional and international levels to further its work in the course of implementing the Pilot Project. Where resources permit and there is confluence of interventions, complementing synergy and linkages should be established. Some of these processes include implementation of Kenya Vision 2030, SDGS & 2030 Agenda on Sustainable Development. Kenya Vision 2030 has elaborate interventions for PWDs in the Social and Political Pillar. There is need for example to track implementation of Kenya Vision 2030 at the County level. Kenya subscribes to SDGs. Indeed, Kenya played a lead role in the formulation of the SDGs and is also one of the countries that have submitted to the SDG Voluntary National Review (SDGVNR) at the High Level Political Forum (HLPF) which is a forum for review of progress made in realizing implementation of the 2030 Agenda on Sustainable Development. Kenya has submitted its Initial State Party Report to the UN CRPD Committee; which has in turn made Concluding Observations and made recommendations on what steps Kenya needs to take in furthering implementation of CRPD. Subsequent to the Concluding Observations, the Government, in collaboration with DPOs has developed an Implementation Action Plan for the Concluding Observations. There are complementary roles for the Government and DPOs. Finally, Kenya and the United Kingdom through DFID co-hosted the 1st Global Disability Summit in London in July 2018. Kenya made commitments at the Summit. A complementary working relationship with the County and National governments in realizing these commitments will be a strategic value adding endeavor.

ANNEXURE

ANNEX ONE: RESEARCH TEAM

- Joshua Onyango Aridi - Lead Consultant
- Paddy Onyango Ouma - Consultant
- Millicent Juma - Research Assistant - Alego Usonga
- Judith Ajwala - Research Assistant - Ugunja
- Elizabeth Achayo - Research Assistant - Bondo
- John Onyango Ochwal - Research Assistant - Rarieda



Front: L-R: Mr. John, Onyango Ochwal-RA-Rarieda; Elizabeth Achayo-RA Bondo; Joshua O. Aridi-Lead; Judith Ajwala RA Ugunja; Paddy Onyango-Consultant. **Back L-R:** John Oyieyo Ocholla-Aid to Mr. Ochwal; Steve Juma (ANDY M&E) and Millicent Juma-RA Alego Usonga

ANNEX TWO: BASELINE SURVEY INSTRUMENTS

ACTION NETWORK FOR THE DISABLED (ANDY) -KENYA) BASELINE ASSESSMENT ON INCLUSIVE PARTICIPATION IN GOVERNANCE AND LIVELIHOODS PROMOTION FOR PERSONS WITH DISABILITIES IN SIIAYA COUNTY, KENYA

KEY INFORMANTS INTERVIEW GUIDE

Introduction

1. Comment on the general status of PWD in Siaya County (numbers, prevalence of types of disability, socio economic status etc.)

Governance

2. Comment on the level of representation of persons with disabilities in decision making in Siaya Government? (County Assembly and Executive)
3. Are there explicit policies to ensure that YWD are represented adequately in the County Government? Elaborate.
4. Would you say that YWD currently participate adequately in governance of the county?
5. What are some of the barriers that YWD face (access and uptake of opportunities in the county)? What of opportunities that they could use?
6. Have the YWD received any support from National/County Government/NGOs/Private sector to improve their participation in governance? Elaborate.
7. How could YWD participation in Siaya County government processes be improved?

Livelihoods Promotion

a) Employment

8. Comment on the employment status of YWD in Siaya County (including self employment)
9. Comment on your policy/strategy on employment of YWD as a County Government (specifically youth and women living with disability)
10. Would you say that as a County Government you have appropriate policies and formal response systems to provide employment opportunities as well as increase economic levels among the youth with disabilities? Elaborate. (Gov. officials only)

11. As a government official/NGO/FBO/Private Sector, what in your view are Barriers/Opportunities to employment faced by YWD in Siaya County? What of those faced by youth/women with disability?
12. What are some of the opportunities for employment that the County Government/NGOs/FBOs have availed for YWD?

b) Social Protection

13. Comment on the Social protection schemes that Siaya County/NGOs has put in place to cushion needy YWD from adversity (e.g. livelihoods, health, education, social e.g. sports etc.), what challenges do you face with these schemes? (if they are there, to what level?).
14. What are some of the mechanisms that you use to target YWD with regard to employment, education, training, health support, livelihoods support etc.?

c) Awareness about YWD issues

15. Comment on the level of awareness/Knowledge among the County Government officials/NGOs/FBOs with regards to Disability issues like rights and privileges of Persons with Disabilities and the government policies and initiatives meant to support them (government policies).
16. Overall, what recommendations would you give to improve the wellbeing of YWD in Siaya County? (Focus more on socio-economic wellbeing, accessibility in infrastructure, work environment, access to information, attitudinal aspect).

**ACTION NETWORK FOR THE DISABLED (ANDY - KENYA)
 BASELINE ASSESSMENT ON INCLUSIVE PARTICIPATION IN
 GOVERNANCE AND LIVELIHOODS PROMOTION FOR PERSONS
 WITH DISABILITIES IN SIAYA COUNTY, KENYA**

PWDs SURVEY INSTRUMENT

Name of the Respondent

Name of the Sub-County Village/Town.....

INFORMED CONSENT

Good morning / afternoon. My name is _____

I am working with ANDY, which is an independent non-profit, non-governmental organization (NGO) spearheading inclusion of persons with disabilities in Kenya. We are conducting a baseline survey that asks about inclusion and participation of YWD in governance and economy of Siaya County. The survey will take about 25-35 minutes to complete. Whatever information you provide will only be used for general reporting. No response will be associated with you or any group.

Participation in this survey is voluntary, and if we should come to any question you don't want to answer, just let me know and I will go to the next question; or you can stop the interview at any time

Note: the person must give his or her consent by answering positively. If participation is refused, walk away to the next respondent.

May I begin the interview now?

Signature of interviewer: _____ Date: _____

Demographic and Socio-economic status			
Q1	What is your current age? Years	1 2
Q2	Type of disability		
Q3	What is your highest level of education (Please tick one)	a. Primary School [] b. Secondary school [] c. Vocational Training [] d. Diploma level [] e. University level and above [] f. None []	1 2 3 4 5
Q4	What is your marital status (Please tick one)	a. Single [] b. Married [] c. Separated [] d. Widowed []	1 2 3 4
Q5	What is your occupation (Tick one or more)	a. Student [] b. Housewife [] c. Artisan (Jua Kali) [] d. Employed (formal) [] e. Unemployed [] f. Business [] g. Farmer (livestock) [] h. Farmer (Agriculture) [] i. Fishing [] j. Casual laborer [] k. Retired [] l. Civil Servant [] m. Religious leaders [] n. Community development [] o. Boda Boda [] p. Other (Specify): _____	1 2 3 4 5 6 7 8 9 10 11 12 14 15 16

Disability/employment correlation			
Q6	What is your employment (Socio- economic) status? (Tick one or more)	a. Employed b. Unemployed c. Seasonally unemployed/employed d. Partially employment e. Sustainable Self-employment f. Unstable self-employment g. Government/County employment	1 2 3 4 5 6 7
Q7	Are you aware of any County Government policy/strategy on employment of youths with disability (YWDs)? (If NO go to Q10)	a. Yes [] b. No []	1 2 3
Q8	If yes to Q7, do you feel that the policy/strategy is implemented?	a. Yes [] b. No []	1 2
Q9	Are the policies/strategies adequate enough to respond to the employment opportunities/challenges available	a. Yes [] c. No []	1 2
Q10	Are young men with disabilities are given access to County resources	a. Yes [] b. No []	1 2
Q11	Are young women with disabilities are given access to County resources	c. Yes [] d. No []	1 2
Q12	What actions are required of the County government of Siaya to increase employment opportunities for the YWDs?		1 2
Access to employment for PWDs			
Q13	What are the general barriers that all the youths and women face in terms of accessing employment?	a. Lack of requisite education skills [] b. Lack of opportunities for employment [] c. No technical support to start businesses [] d. Lack of structures to facilitate business startups [] e. Inappropriate budgetary allocations [] f. Discrimination based on gender and age [] g. Corruption disadvantaging youths/women [] h. Others _____	1 2 3 4 5 6 7 8
Q14	What are the specific barriers that the youths and women with disability face in terms of accessing employment?	a. Lack of requisite education skills [] b. Lack of employment opportunities fitting the skills of the PWDs [] c. Many employers would feel challenged [] d. Fear of added extra responsibilities [] e. Limited job specifications that PLWDs can do [] f. Lack of opportunities for employment [] g. No technical support to start businesses [] h. Lack of structures to facilitate business startups [] i. Inappropriate budgetary allocations [] j. Discrimination based on gender and age [] k. Corruption disadvantaging youths/women [] i. Others _____	1 2 3 4 5 6 7 8 9 10 11
Q15	What specific opportunities are available that the youths and women with disability can bank on in terms of accessing employment?	a. Affirmative action implementation [] b. Increasing awareness of promoting equality [] c. Presence of funds to assist the PWDs [] d. Recognition of the PWDs' rights [] e. Others	1 2 3 4 5

Access to participation in Governance				
Q16	Are there county leaders who have been elected based on the affirmative action?	a. Yes b. No	[] []	1 2
Q17	Do you feel the PWDs are well represented in the county assembly in Siaya County?	a. Yes b. No	[] []	1 2
Q18	Do you feel the PWDs are well represented in executive in Siaya County?	a. Yes b. No	[] []	1 2
Q19	Have PWDs been appointed to the executive (In positions like CEC, Administrators and other senior positions)?	a. Yes b. No	[] []	1 2
Q20	Are there PWDs among the elected members of the Siaya county assembly?	a. Yes b. No	[] []	1 2
	Are there nominated PWDs among the members of the Siaya county assembly?	a. Yes b. No	[] []	1 2
Q21	Does the County Executive have an explicit policy and strategies to ensure PWDs are represented in county administration?	a. Yes b. No	[] []	1 2
	Does the County Assembly have an explicit policy and strategies to ensure PWDs are represented in county governance?	a. Yes b. No	[] []	1 2
Q22	What are some of the barriers to YWDs' representation in Siaya County Assembly?	a. Discrimination by major political parties b. Discrimination by the public on ability to represent the community c. Stiff competition from other well community members d. Lacks of adequate funds to fund successful elective campaigns e. Lack of awareness among the PWDS f. Lack of appropriate communication forums g. Other barriers.....	[] [] [] [] [] [] []	1 2 3 4 5 6 7
Q15	What specific opportunities are available that the youths and women with disability can bank on in terms of accessing employment?	a. Affirmative action implementation b. Increasing awareness of promoting equality c. Presence of funds to assist the PWDs d. Recognition of the PWDs' rights e. Others	[] [] [] [] []	1 2 3 4
Access to participation in Governance				
Q16	Are there county leaders who have been elected based on the affirmative action?	a. Yes b. No	[] []	1 2
Q17	Do you feel the PWDs are well represented in the county assembly in Siaya County?	a. Yes b. No	[] []	1 2
Q18	Do you feel the PWDs are well represented in executive in Siaya County?	a. Yes b. No	[] []	1 2
Q19	Have PWDs been appointed to the executive (In positions like CEC, Administrators and other senior positions)?	a. Yes b. No	[] []	1 2

Q20	Are there PWDs among the elected members of the Siaya county assembly?	a. Yes [] b. No []	1 2
	Are there nominated PWDs among the members of the Siaya county assembly?	a. Yes [] b. No []	1 2
Q21	Does the County Executive have an explicit policy and strategies to ensure PWDs are represented in county administration?	a. Yes [] b. No []	1 2
	Does the County Assembly have an explicit policy and strategies to ensure PWDs are represented in county governance?	c. Yes [] d. No []	1 2
Q22	What are some of the barriers to YWDs' representation in Siaya County Assembly?	a. Discrimination by major political parties [] b. Discrimination by the public on ability to represent the community [] c. Stiff competition from other well community members [] d. Lacks of adequate funds to fund successful elective campaigns [] e. Lack of awareness among the PWDS [] f. Lack of appropriate communication forums [] g. Other barriers.....	1 2 3 4 5 6
	What are some of the barriers to YWDs' representation in Siaya County Government?	h. Discrimination by major political parties [] i. Discrimination by the public on ability to represent the community [] j. Stiff competition from other well community members [] k. Lacks of adequate funds to fund successful elective campaigns [] l. Lack of awareness among the PWDS [] m. Lack of appropriate communication forums [] Other barriers.....	1 2 3 4 5 6
Q23	What are the opportunities for participation/representation of YWD in Siaya County?	a. Presence of affirmative action provisions [] b. Political goodwill from the elected county executive [] c. Strong advocacy by the PLWD groups [] d. Pushing for special groups representation by the citizens [] e. Other opportunities	1 2 3 4
Social protection schemes for PWD			
Q24	Are there any social protection schemes for PWDs in Siaya County?	a. Yes [] b. No []	1 2
Q25	If yes to Q22, what are some of the available social protection schemes for PWDs?	a. b. c.	1 2 3
Q26	If answer to Q23 above is yes; Are the above mentioned schemes aligned to the County Employment Policies and Strategies?	a. Yes [] b. No []	1 2

Q27	If answer to Q23 above is yes; What are the existing challenges to the social protection schemes in Siaya County?	a. Lack of adequate funds to enroll in the schemes [] b. Lack of access to the expected benefits from the schemes [] c. Low consumption of the schemes among the PWDs [] d. Other challenges	1 2 3
Q27	What platforms are available that targets YWDs in Siaya County?	a. For employment..... b. For education c. For health support d. Others	1 2 3
Knowledge, attitude and practice on PWD			
Q28	Are you aware of the rights, privileges policies and initiatives presented by the Siaya county for the PWDs? Could you mention some of the rights, privileges policies and initiatives presented by the Siaya county for the PWDs that you are aware of?	a. Yes [] b. No [] a) b) c)	
Q29	Are there affirmative action policies that are currently implemented that target PWDs?	a. Yes [] b. No []	
Q30	Does the county implement the PWD affirmative actions in terms of employment creation and social protection?	a. Yes [] b. No []	
Q 31	Are there provisions of infrastructure and other supporting equipment for the PWDs by the county government of Siaya	a. Yes [] b. No []	
	If yes to Q 31 above, mention the infrastructure and other supporting equipment for the PWDs by the county government of Siaya that you know of	a. b.	
Q 32	What would you like done to improve the situation of YWD in Siaya County?	d) e) f)	

ACTION NETWORK FOR THE DISABLED (KENYA)

BASELINE ASSESSMENT ON INCLUSIVE PARTICIPATION IN GOVERNANCE AND LIVELIHOODS PROMOTION FOR PERSONS WITH DISABILITIES IN SIIAYA COUNTY, KENYA

FOCUS GROUP DISCUSSION GUIDE

17. How would you describe the economic situation of majority of youths with disabilities in Siaya County?

18. **Disability/employment correlation**
 - a) In your experience, what are some of the areas where YWD are currently employed? (County Government, National Government, Private Sector, Self employed)
 - b) Do you think Siaya County Government care about young persons with disability in the county? Why? What of youth with disabilities?
 - c) Are the YWD given any special treatment by the Siaya County Government when employment opportunities arise?
 - d) Do you know of any PWD who got employed in the County Government of Siaya owing to the fact that he/she was a person with disabilities?
 - e) Could you tell me some of the challenges that persons living with disabilities in Siaya County face when it comes to absorption in the workforce? Are these barriers specific to PWD? What of youth, women?
 - f) Could you tell me some of the employment opportunities available to youth with disabilities in Siaya County? Are these opportunities specific to YWD? What of youth, women with disability?

19. **Tell me about YWD in your community who are:**
 - a) Elected/nominated Political leaders in County Assembly/elsewhere in the County (including gender/age)
 - b) Religious leaders, community leaders or any other leadership positions in the community
 - c) What are the challenges preventing YWD from assuming more leadership roles in your community?
 - d) What roles do PWD play when it comes to politics political issues/affairs in the county?
 - e) Would you say there is enough space for YWD to participate in county political processes? Elaborate?

- 20. Social protection schemes for PWD in Siaya County (livelihoods, health, education, social e.g. sports etc.)**
- a) Tell me about facilities put in place to ensure that poor YWD in Siaya County do not suffer because of their disability status?
 - b) Are there job opportunities reserved for them by the County Government?
 - c) Tell me about relief support in the County targeting YWD like financial support, food, health or education support/waivers etc.?
 - d) What are challenges to YWD livelihoods support system that you know of?
- 21. How PWD are viewed within the Community:**
- e) Generally, what do members of this community attribute disability to? (Witchcraft, sickness, curse etc.)?
 - f) What is the view of members of your community/politician/government officials/religious leaders of persons with disability. Discuss the various categories of disability
 - g) Would you say that government officials/employers/politicians care about YWD? What have they done in the past to prove this? Do you expect this to change in the near future? Why?
 - h) Are there facilities within your community to ensure that YWD are comfortable? (Disability friendly facilities) Which are they?
 - I) In your view, what could be done to improve wellbeing of YWD in Siaya County? (Categories).

ANNEX THREE: LIST OF LITERATURE REVIEW / REFERENCES

A. LITERATURE REVIEW

1. ANDY Log-frame
2. ANDY-TOC
3. ANDY Work Plan 2018
4. Inclusive Participation in governance and livelihood promotion for Persons with Disabilities-Proposal
5. ANDY Website <http://andy.or.ke/>
6. ANDY Constitution

B. ARCHIVAL RETRIEVAL & REFERENCES

1. Kenya National Policy and Sessional Paper on Disability 2006/2016
2. National Budget Policy Statements (BPS) 2013/2014 – 2018/2019
3. Kenya Social Protection Policy, 2017
4. The Employment Act, 2005 (Amended)
5. Devolution Policy 2011
6. The County Government's Act 2012
7. Final Report of the Taskforce on Devolved Government (TFDG), Volume I: A Report on the Implementation of Devolved Government in Kenya, 2011.
8. Proposed Siaya County Persons with Disabilities Act 2017
9. Kenya Public Participation Policy and Guidelines
10. The Constitution of Kenya 2010
11. Siaya County Annual Plan 2014 -2018
12. Siaya County Integrated Development Plan (CIDP), 2013-2017, 2018 – 2022
13. The Kenya Economic Stimulus Program (ESP), 2009/2010
14. Persons with Disabilities Act (Cap. 133, Laws of Kenya), No.14 of 2003
15. The Independent Electoral and Boundaries Commission (IEBC) results data bases 2013, 2017
16. The Big Four Agenda
17. Kenya Vision 2030
18. SDG Vision 2030 on Sustainable Development, 2016
19. Kenya's Commitments, Global Disability Summit, London, July 2018
20. Concluding Observations by the Committee on UN Convention on the Rights of Persons with Disabilities (UN CRPD) on Kenya's Initial State Party Report.



DEEPENING
DEMOCRACY
PROGRAMME



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