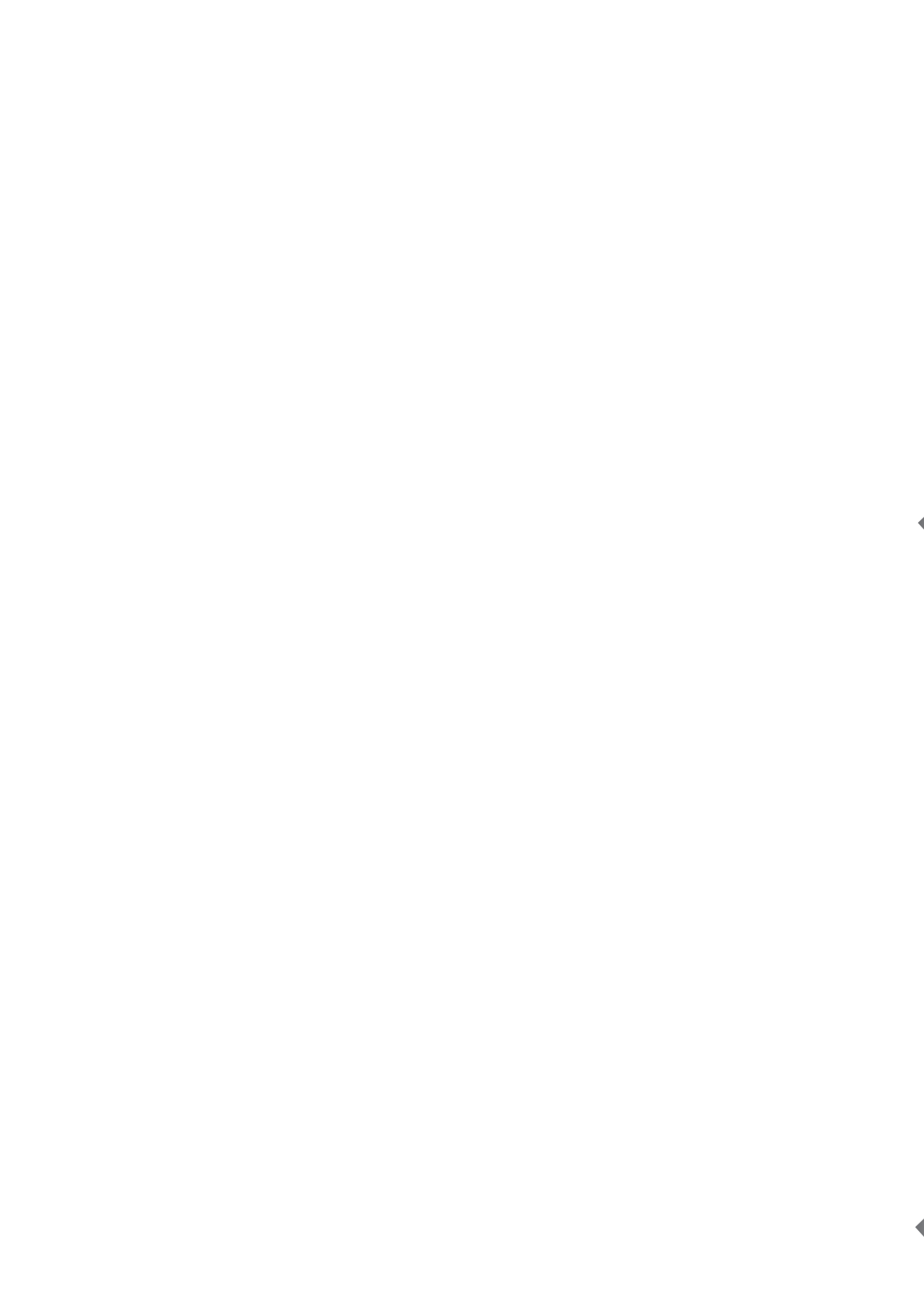
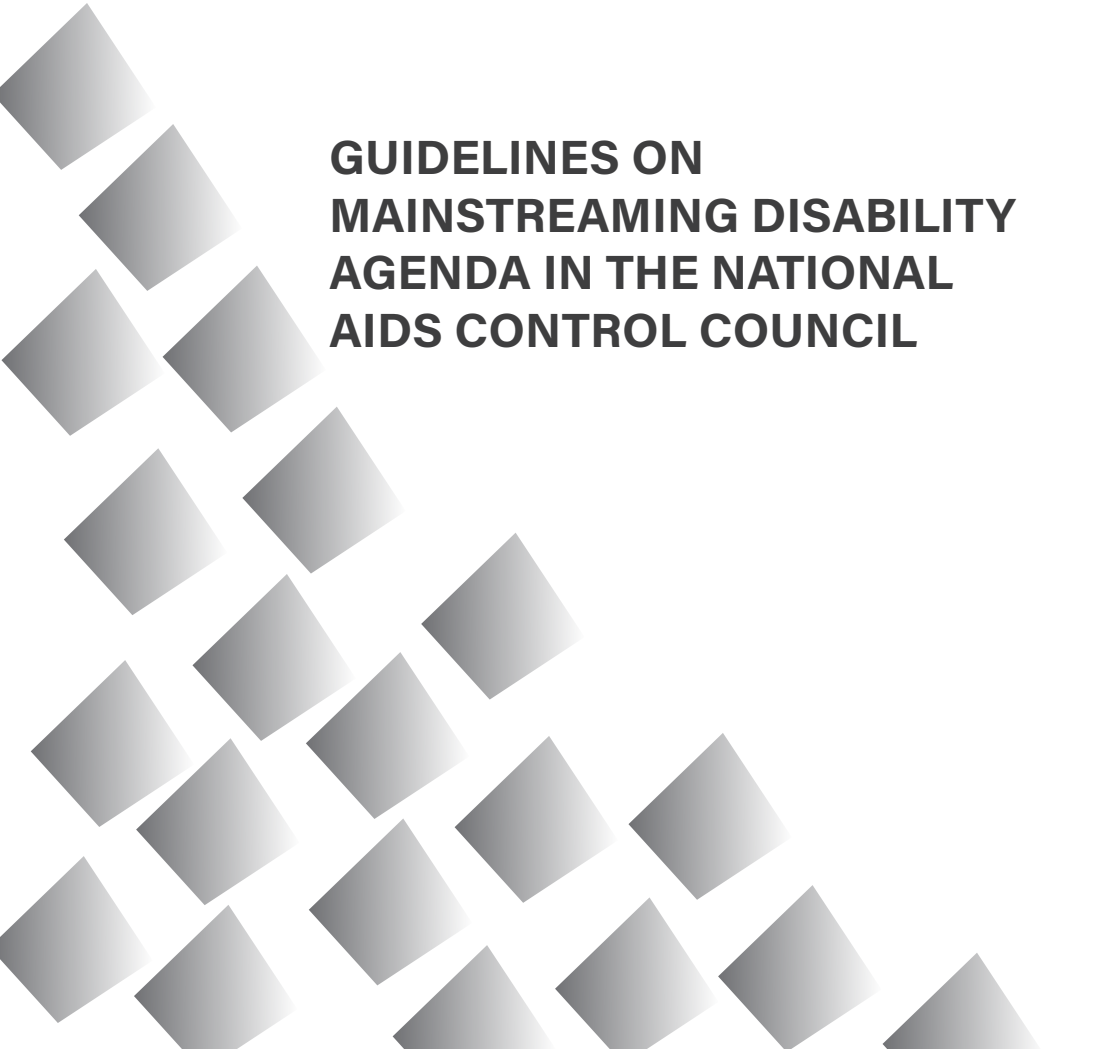




**GUIDELINES ON  
MAINSTREAMING DISABILITY  
AGENDA IN THE NATIONAL  
AIDS CONTROL COUNCIL**



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**GUIDELINES ON  
MAINSTREAMING DISABILITY  
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AIDS CONTROL COUNCIL**



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## LIST OF ABBREVIATIONS AND ACRONYMS

AIDS	- Acquired Immunodeficiency Syndrome
APDK	- Association of Physically Disabled of Kenya
CRPD	- Convention on the Rights of Persons with Disabilities
DMC	- Disability Mainstreaming Committee
HIV	- Human Immunodeficiency Virus
KASF	- Kenya AIDS Strategic Framework
M&E	- Monitoring and Evaluation
NACC	-National AIDS Control Council
PwD	- Persons with Disability
SRH	- Sexual and Reproductive Health
TOWA	- Total War against AIDS
VCT	- Voluntary Counseling & Testing

## FOREWORD

The Government of Kenya recognizes the Disability agenda as one of the cross-cutting developing issues to be mainstreamed into sectoral and institutional frameworks for programming. Disability means any physical, sensory, mental, or other impairment including visual, hearing, learning and physical incapability, which impacts adversely on social, economic or environmental participation (PWD Act 2003 and Constitution 2010). This is anchored in the 2010 constitution that recognizes the fundamental Human Rights of every citizen as stated in the Bill of Rights. This resonates with the UN Convention on the Rights of Persons with Disability, which stipulates that disability issues should be addressed from a rights-based perspective.

In line with the 2010 Constitution, the National AIDS Control Council (NACC) has developed the *Disability Mainstreaming Guidelines* to guide in internal and external mainstreaming. Disability Mainstreaming is about building Disability aspects in already existing Frameworks, Policies and Structures. The need to address gaps existing in programme interventions aimed at enhancing mainstreaming disability in HIV and AIDS interventions forms the basis for developing these guidelines. The guidelines seek to guide in the mainstreaming disability agenda in the core functions of the NACC departments for effective service delivery to PWD in the National HIV and AIDS response.

NACC therefore, calls upon all Departments and Divisions in the NACC to use the guidelines to mainstream issues of disability agenda in the HIV response. The guidelines seek to ensure the development of an all-inclusive environment that addresses the needs of staff and stakeholders with disabilities. The overall goal is to reduce new infections, provide care and support to those living with HIV among people with disabilities.

The NACC wishes to thank the National Council for Persons with Disability (NCPWD), the Disability Mainstreaming Committee (DMC), stakeholders and people with a disability that contributed to the development of this guidelines.

Dr. Ruth Laibon- Masha  
**Chief Executive Officer**  
**National AIDS Control Council**



## ACKNOWLEDGEMENT

The development of this Person With Disability guidelines has come at a time when the Government of Kenya is keen on ensuring that PWDs are treated with dignity and access services equally like all other persons. Persons with disabilities (PWDs) are a distinct group whose needs, capacities and aspirations require special attention. Most often, they are left behind when it comes to programming.

The NACCs Disability mainstreaming Committee led by the Chairperson Reuben Musundi guided the process of developing these guidelines. I hereby thank the Disability committee members who include Mercy Khasiani, Ezekiel Mwabili, Jannet Aluoch, Vincent Kemoli, Jennifer Ndegwa, Irene Oregu, and Mercy Kavengi. Their input in all the stages of the development of this guidelines is acknowledged. I wish to acknowledge Bryan Okiya who provided technical advice and guidance in improving the guidelines in line with KASF 2014/15-2018/19 and the NACC strategic Plan.

The main purpose of this disability guidelines shall be to guide disability mainstreaming at NACC for both internal and external customers towards the achievement of the national HIV response.

Special thanks goes to Isaac Manyonge and Blaise Anne Ochieng of the National Council for Persons with Disability (NCPWD) for their technical support in aligning the guidelines to the international regulations, Kenyan Constitution 2010, the Disability Act 2003 and other Government Policy guidelines.

Dr. Emmy J. Chesire  
**Deputy Director Coordination and Support**  
**National AIDS Control Council**

## DEFINITION OF TERMS

**Assistive Devices and Services:** Implements, tools and specialized services, including services of qualified interpreters for the deaf and qualified teachers for the blind, provided to PWDs to assist them participate in educational, employment or other activities by reducing disabilities resulting from impairments. Examples are special software, text phones for the deaf, hearing devices, magnified glasses, and wheelchairs, among others.

**Braille:** Embossed maps and touch sign for the blind.

**Disability Mainstreaming:** Monitoring and evaluating to ensure that there is non-discrimination of persons with disabilities and that there is compliance with CU disability policies.

**Disability:** A physical or other impairment, including visual, hearing, learning or physical incapability which impacts adversely on social, economic or environmental participation.

**Discriminate:** To accord different treatment to different persons solely or mainly as a result of their disabilities and includes words, gestures or caricatures that demean, scandalize or embarrass a person with disability.

**Equity in Opportunities:** Degree of fairness in the distribution of human and material resources across the board so that each person regardless of sex or his or her socio-economic background gets a fair share.

**Equity:** Refers to the practice of fairness and justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services.

**Inclusion:** This is a philosophy which focuses on the process of adjusting the learning and training institutions and the society so that all the individuals regardless of their differences can have the opportunity to interact, play, learn, work and experience the feeling of belonging and develop in accordance with their potentials and difficulties.

**Integration:** This is the process through which PWDs are involved meaningfully in the workplace to the maximum extent possible in a least restrictive environment.

**Rehabilitation:** This is a strategy for habilitating and rehabilitating, equalization of opportunities and social inclusion of all persons with disabilities.

**Sign Language:** This is a visual language that uses manual signs that has structure and meaning like the ordinary language. In this case, the primary or first language of deaf persons is Kenyan sign language, which is used for instruction, and communication both in educational and in general settings.

# CHAPTER ONE

## 1.0 Introduction

The National AIDS Control Council (NACC) was established under Section 3 of the State Corporations Act Cap 446 through the National AIDS Control Council Order, 1999 published vide Legal Notice No. 170 of 1999.

### 1.1. Mandate

The overriding mandate of National AIDS Control Council (NACC) is to coordinate stakeholders in the multi-sectoral response to HIV and AIDS in Kenya. To realize this mandate, NACC has developed a Service Charter to communicate its commitment to provide quality services to all stakeholders. The Charter provides information to stakeholders including PwD on what service they can expect from NACC and what they can do to help NACC serve them better.

### 1.2 Vision of NACC

To be a responsive authority in the multi-sectoral coordination of the Kenya HIV and AIDS response

### 1.3 Mission Statement

Provide policy and Strategic framework for mobilizing and coordinating resources for the prevention of HIV transmission and provision of care and support to the infected and affected people in Kenya.

### 1.4 Core Values

- Transparency
- Integrity
- Professionalism
- Accountability
- Diversity
- Inclusivity
- Equality

### 1.5 Aim of the guideliness

The disability mainstreaming guidelines is the blue-print that shall guide NACC in ensuring that disability agenda is mainstreamed within NACC.

- To enhance early identification, assessment, intervention, rehabilitation and placement of PwDs in the NACC work environment.
- To ensure disability friendly environment in the NACC.
- To establish mechanisms for providing assistive devices, adaptive technologies and support services to PwDs
- To enhance access to HIV information and other services by PwDs.

- To promote awareness on needs and capabilities of PWDs in the NACC
- To promote partnerships and collaborations with other stakeholders on PWDs issues.
- To mobilize resources for disability activities.

## 1.6 Scope

This Policy applies to the NACC staff with disabilities and covers the following areas: Human Resources Management (HRM), Physical Facilities Development, Compliance with regulations, Civic Rights and Funds Allocation. Application and implementation of the Disability Guideliness about financing, management, coordination and governance of PWDs at all levels are covered within these guideliness.

## 1.7 Legal and Regulatory Framework

The NACC will be guided by existing statutes and regulations for mainstreaming disability-related issues in the workplace. Other relevant legal and regulatory provisions to be relied on include the following;

- The Constitution of Kenya, 2010
- Persons with Disability Act, 2003
- The Employment Act, 2007
- Occupational, Health and Safety Act, 2007
- Work Injury Benefit Act, 2007
- Public Service Commission Code of Practice on Mainstreaming Disability, 2014
- Legal Notice No. 170 of 1999
- NACC Human Resource Manual
- Any other government circulars on disability mainstreaming

### 1.7.1 The Constitution of Kenya

The Bill of Rights in the Constitution of Kenya (2010) represents a real change in the protection of the rights to equality and non-discrimination in Kenya. Article 54 specifically focuses on the rights of persons with disabilities including the right to be treated with dignity and respect.

Chapter 4 of the Constitution, Under the Bill of Rights, the dignity of individuals and communities recognized and protected including their fundamental freedoms to preserve to promote social justice and the realization of the potential of all human beings. It is a fundamental duty of the state and every state organ to observe, respect, protect, promote and fulfill the rights and fundamental freedoms in the Bill of Rights. In addressing equality and freedom from discrimination, under this constitution, the state shall not discriminate directly or indirectly against any person on any ground, including disability.

### **1.7.2 Persons with Disabilities Act 2003**

The Act was passed by parliament in 2003 and came into force in 2004. It recognizes persons with disabilities face discrimination in various forms and that the government shall take steps to the maximum of its resources to achieve the realization of the rights of persons with disabilities as set out in the Act. All sections of the Act were gazetted in January 2010. Act of parliament on persons with disabilities (Disabilities Act 2003) provides for the rights, rehabilitation and achieving equalization of opportunities for persons with disabilities. The Act created the National Council for Persons with Disabilities (NCPWD) – a semi-Autonomous Government Agency (SAGA), with wide mandates on persons with disabilities. The Act provides for the equalization of opportunities and the right to health, education, and employment, access to buildings, information and services.

### **1.7.3 Convention on the Rights of Persons with Disabilities**

At the International level, Kenya is a signatory to Convention on Rights of Persons with Disabilities (CRPD) and standard rules on the equalization of opportunities and the World Programme of Action on PWDs. Kenya signed and ratified the CRPD in March 2007 and May 2008 respectively and has to submit annual reports to Geneva on PWDs.

The convention obliges states; Kenya included to ensure the promotion of the full realization of all human rights and fundamental freedoms for persons with disabilities without discrimination. The CRPD requires taking measures to ensure personal mobility, access to justice, the physical environment and information technology. The government of Kenya has taken upon itself to include disability matters into performance contracting for all government ministries, departments and agencies (MDAs).

### **1.7.4 NACC Performance Contract**

As part of cross cutting agenda, Disability Mainstreaming forms part of the targets in Performance Contracts

### **1.7.5 Guiding Principles**

The general guiding principles for this guidelines shall be to:

- a) Uphold respect for inherent dignity,
- b) Equal opportunity,
- c) Non-discrimination,
- d) Accessibility,
- e) Full and effective participation.
- f) Inclusion of all irrespective of their ability status.

### **1.8 Declaration of disability**

The NACC in collaboration with the NCPWD shall determine the type, nature and degree of disability of its employees.

## CHAPTER TWO

### **2.0: Disability Mainstreaming Intervention Areas**

#### **2.1 Policies and legal frameworks**

Most policies within NACC are not responsive to rights and privileges for persons with disabilities. Through disability mainstreaming the NACC endeavours to comply with all the laws and regulations relating to PWD rights. Further, the NACC shall ensure that all policies and guidelines within the organization address PWD rights and privileges.

##### **2.1.1 Strategy**

Adherence to legislation relating to rights and privileges of PWDs.

#### **2.2 HIV Programming**

The Vision of Kenya is to have a country free of HIV infections, stigma and AIDS-related deaths. This will contribute to achieving Vision 2030 through universal access to comprehensive HIV prevention, treatment and care. The Kenya AIDS Strategic Framework has thus prioritized the reduction of new HIV infections through prevention of HIV transmission, provision of care and support for those infected and affected by HIV and AIDS, reduction of AIDS-related mortality and HIV related stigma and discrimination.

Key Strategies in Mainstreaming PwD in HIV programming:

- i) Develop strategies that mainstream disability in HIV programmes.
- ii) Put in place HIV and AIDS programmes for all staff including those with disabilities, covering HIV and AIDS prevention, care and support and responding appropriately to different disability needs.
- iii) Maintain disability agenda in all HIV programmes, reviews and meetings.
- iv) Involve PwD in communities HIV and AIDS outreach campaigns
- v) Enhance self-efficacy skills in use of HIV prevention devices such as condoms by PwDs.
- vi) Develop community-based HIV and AIDS interventions that respond to the needs of persons with multiple disabilities such as deafness and physical challenges.
- vii) Involve PwD (including PwD living with HIV) in the design and implementation of information programmes/projects that aim to benefit them.

#### **2.3 Accessibility**

A rapid assessment on disability mainstreaming conducted by NACC in five out of eighteen regions in which NACC operates as well as a desktop review of literature



on disability and HIV and AIDS in Kenya and other parts of the world revealed that persons with disabilities face numerous challenges including access to services and information. The NACC will strive towards removing all forms of social, structural and other environmental barriers that enhance disability mainstreaming within the organization.

For the NACC to address this challenge within the national response to HIV and AIDS, it shall endeavour to adopt an environment within its premises that suits the needs of Persons With Disabilities including but not limited to facilities, transport systems and a workplace environment that adhere to the PWDs universal standards of design.

### **2.3.1 Strategies**

- i) Carry out an accessibility audit and implement proposed recommendations
- ii) Ensure that all procurement processes for facilities and office blocks at the national and regional level adhere to PWDs universal standards of design.
- iii) Facilitate accessible transport services for staff and stakeholders with disabilities on NACC assignment
- iv) Ensure that social support programs are available within NACC for the wellbeing of staff and family members with disabilities.

## **2.4 Information, Communication and Technology**

### **2.4.1 Right to Information**

Integrating HIV and Sexual Reproductive Health (SRH) information and services has the potential of increasing efficiency and effectiveness of health providers and better meet the need of clients. Findings from a disability mainstreaming rapid assessment conducted by NACC in 2017 revealed that lack of information and challenges in communication were among the barriers to effective HIV prevention among persons with disabilities.

A brief assessment of the NACC website by the NCPWDs on compliance with public service guideliness on communication and awareness revealed that the website did not take into consideration PWDs and was not friendly to people with visual impairment. To address these challenges and close the information gap, NACC will develop appropriate communication strategies to ensure that all Persons with Disabilities have reasonable access to information as enshrined in the Bill of Rights. Furthermore, it will not only promote the use of appropriate communication media to ensure PWDs have timely access to relevant information on HIV prevention, treatment and care but also ensure that all disseminated information is accessible to PWDs in appropriate formats.

## **2.4.2 Strategies**

- i) The NACC shall send its advertisements to the Council for distribution to its networks in addition to the NACC website and digital media platforms.
- ii) The NACC shall ensure that its website and all other communication media are compatible with personal assistive technologies to promote accessibility (directly and indirectly) by persons with disabilities.
- iii) The NACC shall ensure all customer information and documents are made available in accessible formats.
- iv) The NACC shall ensure that front office staff and those that deal directly with stakeholders are trained in sign language to facilitate effective communication with PWD.
- v) The NACC shall provide promotional materials in alternative modes (e.g. audio, visual, large prints, large fonts, Braille etc.) to allow all individuals to be fully informed about the organization's products and services.

## **2.5 Employment, Remuneration and Compensation**

### **2.5.1 Access to opportunities to suitable employment**

Article 12 of the Persons with Disabilities Act, No. 14 of 2003 prohibits discrimination of persons with disabilities by employers. According to this act, 'No person shall deny a person with disability access to opportunities for suitable employment' (Kenya gazette Supplement, 2004, p. 11). The NACC is committed to be an equal opportunity employer and shall strive to progressively implement the principle that at least 5% of its employees should be PWDs as stipulated under the Constitution of Kenya and PWDs Act 2003.

### **2.5.2 Strategies**

- i) The NACC shall include on all the advertisements for employment that "qualified applicants with disabilities are encouraged to apply."
- ii) The NACC shall ensure that job advertisements and internships are sent to the NCPWD for circulation to PWDs networks.
- iii) The NACC commits to cooperate with relevant organisations of persons with disabilities and advertising associations to develop advertising practises which attract application from job seekers with disabilities
- iv) The NACC shall ensure that the processes of recruitment and procurement adhere to the Public Service Commission code of practice on mainstreaming [Article 9 (2a)] to accommodate persons with disabilities
- v) The NACC shall ensure that where a candidate with disability is invited for an interview, the organisation shall encourage the candidate to state in advance any specific needs or reasonable accommodation or adaptation the candidate may require in order to participate in the interview effectively, and effectively

- disclosure shall not be used to disadvantage the candidate
- vi) The NACC shall ensure that its recruitment policy incorporates the 5% requirement to recruit PWDs.
  - vii) Depending on the nature of disability, the NACC shall ensure appropriate assistive devices and services are availed to interviewees with disabilities.
  - viii) The NACC shall consider treating, rehabilitation, retraining and redeployment where necessary, for employees who acquire disability.

## **2.6 Training, Capacity Building and Empowerment**

There is heightened HIV risk among vulnerable populations which include PwDs (NACC, 2014, p. 27). A rapid assessment of disability mainstreaming carried out by NACC in 2014 revealed that there was a gap in HIV information and knowledge among persons living with disabilities. This was attributed to many factors including communication challenges, low literacy levels and poverty.

According to the KASF, the success of the HIV response is dependent on protecting and promoting the rights of those who are socially excluded by creating an enabling and secure environment that discourages discrimination and encourages inclusivity.

A combination prevention approach that takes into consideration synergetic integration of biomedical, behavioural and structural interventions was adopted in 2014 to address population that require targeted interventions. Some of the interventions identified under structural interventions include sensitization, capacity building, implementing structural interventions among others.

Training and capacity building enhances the adoption of new skills and knowledge. To ensure that persons with disabilities are not left behind in the HIV response the NACC shall ensure that training and capacity building opportunities on HIV and disability mainstreaming are availed to employees and stakeholders with disabilities.

### **2.6.1 Strategies**

- i) The NACC to train personnel manning key serving points on the use of adaptive technologies and disability etiquette for effective communication and ensure effective service delivery to PWDs.
- ii) The NACC shall ensure that information is availed in all formats accessible to persons with disabilities to enable them acquire knowledge on HIV prevention, treatment and care.
- iii) The NACC shall ensure equal training and career progression opportunities for persons with disability.

## **2.7 Advocacy, Inclusion and Stakeholder Participation**

Article 10 (2b) of Constitution of Kenya (KLR, 2010) under national values and principle of governance highlights inclusiveness as one of the guiding principles for the governance of all state organ (p. 23). Article 7(2) of the Public Service Commission code of practice on mainstreaming disability requires that ‘Every public service entity to provide for a forum for genuine dialogue on mainstreaming disability-related issues at the workplace and induction programmes for new staff and every public officer assuming managerial or supervisory role shall include a disability awareness session’ (PSC, 2014). To achieve this expectation as NACC carries out its day to day HIV programming it will create awareness and highlight the needs, aspirations and rights of PWDs to both internally and externally through validation meetings, sensitization workshops and training.

### **2.7.1 Strategies:**

- i) Sensitize staff on disability etiquette.
- ii) Undertake annual awareness training and sensitization of staff on the rights and privileges of PWDs to raise awareness of disability issues and how to integrate the needs of persons with disabilities into programming and activities.
- iii) Incorporate PWDs representation in the NACC Occupational Safety and Health (OSH) and Disability mainstreaming committee (DMC) in line with NCPWD guideliness of 30% membership.
- iv) Enlist the full and effective participation of PWDs in the operations of the NACC at all levels.
- v) Enlist the services of sign language interpreters in all stakeholder fora.
- vi) Inform staff and partners on the rights of persons with disabilities. Emphasizing that responses need to be designed in consultation with persons with disabilities so that these are inclusive and accessible.

## **2.8 Disclosure and Acceptance**

Research has shown that stigma largely mediates disability and acceptance (McLaughlin, Bell, & Stringer, 2004). Enable institutions to provide reasonable accommodation as stipulated in the persons with disability act No.14 of 2003 it is prudent that an institution cultivates an environment that is free from stigma and discrimination. To cultivate such an environment, NACC will work on strategies towards encouraging staff with disabilities to disclose their disability status and be accepted within the NACC, especially those members of staff who progress into disability.

### **2.8.1 Strategies:**

- i) Avail counseling services to members of staff especially to PWDs whenever required.
- ii) Develop and operationalize disclosure mechanisms.
- iii) Set up a rehabilitation and intervention system to serve those who transition from being able to become disabled progress to PWDs.
- iv) Seek professional counseling services as and when required for staff who transition from being able to PwD status progress to PWDs status.

## **2.9 Assistive Devices, Services and Social Support**

### **2.8.1 Realization of rights of persons with disabilities**

Assistive Technology (AT) is any device or product that helps a person with disability perform a task that would otherwise be difficult or impossible. According to the World Health Organization, only 5-15% of people in low-income and middle-income countries who require assistive devices and technologies have access to them.

Many persons with disabilities need assistance and support to achieve a good quality of life and to be able to participate in social and economic life on an equal basis with others. A sign language interpreter, for instance, enables a Deaf person to work in a mainstream professional environment while a personal assistant helps a wheelchair user travel to meetings or work with ease (WHO, 2011).

The persons with disabilities act of 2003 article 21 promotes 'Accessibility and mobility' and stipulates that persons with disabilities are entitled to assistive devices and other equipment to promote their mobility (Kenya gazette Supplement, 2004, p. 14). To achieve the full realization of what is expected according to the rights and privileges of PwDs, institutions are required to use available resources to achieve this realization.

### **2.9.2 Strategies:**

#### **Personal Assistant Services**

- i) Establish a personal assistance service programme through the HR (provision of assistants, guides, sign language interpreters and other ICT enabled plan).
- ii) Facilitate personal assistance services to PWDs where required.
- iii) Sensitize members of staff on how to offer personal assistance services to PWDs.

#### **Assistive Devices and services**

- i) Provide PWDs with relevant assistive devices, support instruments and services enhance their ability to deliver on core functions.
- ii) Provision of sign language and communication code via Braille.

- iii) Make NACC offices PWD friendly to our clients and stakeholders
- iv) These instruments and services may primarily be for PWDs' sensory-motor needs and make it is easy for them to use other social support systems within the work environment or society.
- v) Ensure an effective social support system is in place that caters for the needs of PwDs
- vi) Avail hearing aids, Braille and wheelchairs for PWDs while on duty.
- vii) Endeavour to provide a working environment that is as normal as possible.
- viii) Negotiate with Insurance to allow for provision of user-friendly medical terms for staff living with disabilities

## **2.10 Mobilization and Coordination of Resources**

Previous studies on the National AIDS Spending indicates heavy reliance on external funding for the national HIV response with development partners contributing more than 70% of the total budget. However, contribution by National and County Governments has been increasing over the years through the domestic financing options. To effectively undertake PwD HIV programs it is prudent to undertake resource mobilization strategies.

### **2.10.1 Strategies**

In order to enhance resource mobilization and allocation focusing on PwDs, NACC will undertake the following;

#### **Institutions:**

- i) Develop HIV and AIDS funding guideliness to address specific needs of PwDs.
- ii) Advocate for agencies to allocate funds for disability mainstreaming in their HIV and AIDS response programmes as per their workplans.
- iii) Integrate disability dimension into existing criteria for funding large scale HIV and AIDS programmes.

### **PWD and PWD Organizations**

- i) Provide technical support towards development of proposals on HIV and AIDS funding in accessible communication formats for PwDs.
- ii) Involve PwDs at the stages of development and review of funding proposals that respond to HIV and AIDS.
- iii) Involve persons with disability in determining funding priorities and in designing of funding guideliness for HIV and AIDS programmes.
- iv) Link PwDs organizations involved in the HIV and AIDS response with other Implementing Partners or Development Partners with funding opportunities.

## **2.11 Procurement Services and Opportunities**

The Access to Government Procurement Opportunities (AGPO) program is founded on the Constitution of Kenya, 2010 Article 227 on the fair equitable, transparent and cost-effective public procurement of goods and services, the Constitution of Kenya, 2010 Article 55 on affirmative action and the Public Procurement and Asset Disposal Act, 2015. The aim of the AGPO program is to facilitate the enterprises owned by women, youth and persons with disability to be able to participate in Government opportunities.

The legal requirement for women, youth and persons with disabilities to access 30% of Government Procurement opportunities is being implemented within the context of the AGPO program which was officially launched by His Excellency the President, Uhuru Kenyatta on 16th October, 2013 in Nairobi County. To achieve this, the Council will endeavor to undertake the following;

- i) Reserve at least 30% of procurement for goods, works and services to youth, women and persons with disability.
- ii) Facilitate enterprises owned by youth, women and PwDs to be able to participate in GOK opportunities.
- iii) Encourage PwDs to participate in the pre-qualification process.
- iv) Redesign the pre-qualification-to-supply advertisement to include: “Youth, Women and PwDs are encouraged to apply” statement and a copy of the advertisement forwarded to NCPWD via email.
- v) Maintain a disaggregated database of PwDs who are beneficiaries of NACC services. The registered businesses should have at least 70% shares being owned by youth, women and PwDs.

## **2.12 Emergency**

Persons with disabilities are at particular risk in an emergency because they are not always identified. The UN Convention on the Rights of Persons with Disabilities and its Optional Protocol (2006) Article 11 of the CRPD refers to the safety and protection of persons with disabilities in conflict and emergency situations (UNHCR, 2015). To provide safety for PwDs during emergencies NACC endeavours to:

### **2.12.1 Strategies**

- i) Provide emergency training services that are sensitive to PwDs.
- ii) Ensure that arrangements for emergency aid distribution address the access needs of persons with disabilities.

## **2.13 Corporate Social Responsibility (CSR)**

Corporate Social Responsibility (CSR) has become an integral part of corporate strategy in recent years. It consists of a multifaceted approach that has an impact on both society and the organization (Cordero, Ortiz de Zúñiga, & Rueda, 2014). It encompasses human rights and environmental issues, contributing to community development aimed to improve organizations' brand, image and corporate culture.

NACC will endeavor to integrate the human rights impact approach fostered by the UN in its CSR strategy to ensure that it captures disability as a priority issue for the organization and its stakeholders.

### **3.13.1 Strategies**

- i) Facilitate participation of organizations working with PwDs in international, national and county events such as IAS, ICASA or World AIDS Day among others.
- ii) Capture disability among the priority issues within NACCs CSR strategy and giving special consideration to PwDs.



## CHAPTER THREE

### 3.0 Implementation of Strategy

#### 3.1 General Implementation Approach

Effective implementation shall require a detailed financing strategy, management and coordination of structures, information and communication, monitoring and evaluation frameworks, contextual interpretation, review and amendment of the Policy to align with changing trends and emerging issues.

#### 3.2. Requirements

Implementation of the stipulated commitments will be overseen by a standing Committee on disability, appointed by the NACC CEO.

The following components will form implementation modalities of these guidelines:

#### 3.3. The NACC CEO shall:

- Be the custodian of the guideline.
- Appoint the Disability Mainstreaming Committee.
- Facilitate implementation of the guideline and creation of partnerships.

#### 3.4. The Disability Mainstreaming Committee's Obligations

The Committee shall:

- Formulate guideline on disability mainstreaming
- Review the guideline periodically
- Carry out a survey on PWDs with the NACC departments
- Sensitize and create awareness on disability issues
- in the NACC Disability Mainstreaming guideline.
- Plan and budget for disability programmes.
- Play advisory role to the Management on disability issues
- Disseminate the Disability Guideline.
- Monitor and evaluate disability programmes and activities.
- Establish counseling desks and employee support programmes for PWDs

### **3.5 The NACC Employees' Obligations.**

The employees shall:

- Participate in training sessions organized on disability mainstreaming.
- Maintain a conducive environment for PWDs in the stakeholders meetings and workplaces.
- Participate in disability baseline survey

### **3.6 Implementation Costs:**

The NACC will provide within the budgetary allocations

- a) Provide or contribute assistive devices and services.
- b) Pay usual allowances to PWDs as it would to normal persons.
- c) Provide resources to comply with regulatory requirements for stakeholders and customers living with Disability engagements.

### **3.7 Monitoring and Evaluation**

Monitoring and evaluation of disability programmes will be conducted periodically by the NACC Disability Mainstreaming Committee to ensure efficient and effective implementation of the guidelines. Performance monitoring and evaluation tools will be developed to include disability responsive indicators. The Committee will further ensure that data relating to persons with disabilities in the NACC is updated annually.

The Committee will also monitor both staff and customers to evaluate the degree of satisfaction with the services provided and then strive to implement the recommendations made in the assessments. Subsequently, the guidelines will be reviewed regularly in consultation with the NACC Disability Mainstreaming Committee as necessary.

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