



Gender and Disability  
Development Centre

# 3<sup>rd</sup> National Gender and Disability Mainstreaming Excellency Awards 2014



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## Kenya on track in Gender and Disability Mainstreaming

BY JOANNE WANJALA

**I**s Kenya on the right track towards the achievement of equity and inclusiveness especially in the public sector? Are persons living with disabilities treated equally in all aspects just like any other person? Do we still have rampant situations where one is discriminated based on their gender or impairments?

Well, sad as it may sound in the 21<sup>st</sup> Century, the picture is still grim as far as equality is concerned both in the public and private sectors.

Many people still fail to clinch their coveted dream jobs based on their gender or a physical disability.

Some steps have been made though towards achieving an ideal Kenya, where equality will reign. The government has for instance upped their efforts towards attaining this through gender mainstreaming, which entails establishing policies and institutional mechanisms that supports equality.

The Disability Act of 2003 thus states; "A qualified employee with a disability shall be subject to the same terms and conditions of employment and the same compensation, privileges, benefits, fringe benefits, incentives or allowances as qualified able-bodied employees." Section 12 clause 3 says "An employee with a disability shall be entitled to exemption from tax on all income accruing from his employment."

The Act defines disability as any physical, sensory, mental or other impairment, including any visual, hearing, learning or physical incapability, which impacts adversely on social, economic or environmental participation.

According to this Act, assistive devices and services should be availed at all levels to persons with disabilities including implements, tools and specialised services (including the services of qualified interpreters for the deaf and qualified teachers for the blind) to be provided to persons with disabilities to assist them in education, employment or other activities.

Gender and disability mainstreaming was thus enshrined as part of measurable performance indicator for all government agencies in the quest for an equal and just environment for all. With key performance indicators being used as a measurable target, many organizations have included gender and disability mainstreaming in their daily operations.

### ORGANIZATIONS FETED

The 3<sup>rd</sup> Annual gender and disability mainstreaming awards went down last December with the largest social medical scheme National Hospital Insurance Fund (NHIF) bagging the coveted overall gender and disability mainstreaming award.

The colourful gala dinner saw 25 winners feted in different categories. This annual event that was inceptioned in 2012 celebrates



Deputy Governor Kiambu County, H.E Gerald Githinji and the County C.E.C Education, Culture & Social Services Ms Esther Ndirangu (left) receiving trophy from .Dr Leunita Sumba, Director Kenya Water Institute

best performers and diversity in; leadership, governance, excellence in service and excellence in creating environment that is friendly and favorable for men, women and persons with disabilities in the country.

This event was organized by the Gender and Disability Development Centre in collaboration with lead Government Ministries and Agencies, the Council for Persons with Disabilities, National Gender and Equality Commission, the Kenya National Human Rights Commission and the Directorate for Gender.

Categories included; Diversity and Inclusion

Champion of the year, Advocacy for Diversity and Inclusion, Accessibility for PWDs award, The most progressive crusader for Equity and Equality, The most progressive crusader for PWDs inclusion in Development, Gender & Disability Mainstreaming in Health Services award, Compliance with Diversity & Inclusion Media House award, among others.

Standard Media Group's authoritative news channel, KTN, bagged the Compliance with Diversity & Inclusion Media House award. Last year, the Group was crowned winners in the Media and Advocacy award category.



United States  
International  
University-Africa

## Winner

### Gender and Disability Mainstreaming Award

*awarded by the Gender & Diversity Development Centre*

- **ZERO TOLERANCE OF GENDER-BASED VIOLENCE**  
Students receive clear outlines on gender-appropriate standards of behavior while on campus.
- **MOBILITY SCHOLARSHIP**  
The Mobility Scholarship established in 2006 has so far awarded more than US\$ 60,000 in full scholarships to students with physical impairment.
- **INCLUSION IN THE WORKPLACE**  
USIU-Africa hosted a discussion forum composed of employers to explore ways of enabling inclusion of persons with disability in the work-place.
- **COUNSELING SUPPORT**  
Students with diagnosed mental disorders such as schizophrenia, bi-polar and depressive disorders are provided with all-round support by our Counselling Center.

APPLY NOW to be a part of our community from May 2015.

Download forms from [www.usiu.ac.ke/downloads](http://www.usiu.ac.ke/downloads)

Email: [admit@usiu.ac.ke](mailto:admit@usiu.ac.ke) | Cell: 0730116247/503/518





## The Third Annual Gender & Disability Mainstreaming Awards-2014



Richard Simiyu Nasong'o  
Executive Director/Chief  
Awards Convener

17. **Diversity and Transformation Award**-  
Kenya Water Institute.  
18. **Overall Gender and Disability  
Mainstreaming Award Winners**—National  
Hospital Insurance Fund (NHIF)

The Gender and Disability Mainstreaming Awards is an annual event. This year's celebrations will be held on 27 November 2015. We would like to invite Sponsorship, Evaluation and Interested parties to participate as partners in nomination, evaluation and recommendation as active champions for the entire award process. Institutions of and for Persons with Disabilities and Individual Professionals who are Persons with Disabilities are encouraged to participate. Private Institutions are encouraged to participate since they hold the bigger share of development in the Country.

### THE YEAR 2015 PROGRAMS JOINT COMMISSION ACCREDITATION FOR GENDER AND DISABILITY MAINSTREAMING COMMITTEE MEMBERS FOR THE YEAR 2015

The Gender and Disability Development Centre is accrediting all the gender and disability mainstreaming committee members (Focal Persons) in Kenya. We are accrediting committee members who have been appointed to serve and mainstream the welfare of men, women, the youth; persons with disabilities in order to assist them develop of meaningful programs that will address real issues facing MDAs, Public and other Institutions by their set targets for gender and disability mainstreaming. The Centre envisages that beyond 2015 all gender and disability mainstreaming committee members will have acquired competent mainstreaming skills needed to execute their mandates as focal persons. As an association for Professional Certification for gender and disability mainstreaming competence, we will ensure that the recruitment processes in the country has a criteria of diversity and inclusion that fast-tracks two third gender and implementation of Article 100 of the Constitution of Kenya.

The accreditation is ongoing from December 15 to February 28th All accredited Institution will receive certificates of accreditation.

Accreditation fee is KSh. 4,500.00 (Individual)  
KSh. 50,000.00 (Corporate)  
GDCC Calendar of Events

1. Gender and Disability Mainstreaming Advocacy and Training in Public Institutions
2. Gender and Disability Mainstreaming, GBV & Sexual Harassment Policy Development and Reviews
3. Disability Etiquette at Work Place Sensitization
4. Development of Gender and Disability Mainstreaming Action and Work plan
5. Committee for Mainstreaming Advisory Program (Constitution, Formation, Mandate)
6. Accessibility for Persons with Disabilities (Consultancy Advisory on reasonable adjustments to accommodate PWDs)
7. Gender and Disability Mainstreaming, GBV and Sexual Harassment at workplace Sensitization.

The Gender and Disability Development Centre wishes to congratulate the following 2014 winners during the last Diversity & Inclusion Awards held on 5th December 2014 at the Panari Hotel, Nairobi. I strongly encourage all Public and Private Institutions to benchmark with best performers in their mainstreaming Programs and attain verifiable positive impact of diversity and Inclusion at work place and to the society at large. The following were crowned the 2014 winners.

1. **Diversity and Inclusion Champion of The year 2014**- Eng. M.O Kidenda MBS, HSC KeNHA
2. **Advocacy for Diversity and Inclusion 2014**- Kenya National Commission for Human Rights
3. **Accessibility for PWDs 2014 Award**- Winner Kenya International Convention Centre
4. **The most progressive crusader for Equity and Equality 2014**- Mr. Protus Onyango, Ag Director for Arts
5. **The most progressive crusader for PWDs inclusion in Development** - Dr. Ole Sankok Chairman NCPWD
6. **Gender & Disability Mainstreaming in Health Services 2014 Winner**- Kenya National Hosp.
7. **Compliance with Diversity & Inclusion Media House 2014 Winner** - Kenya Television Network
8. **Best Media in Mainstreaming Advocacy Award Winner 2014** Kenya Broadcasting Corporation
9. **The Diversity & Inclusion Most Progressive County 2014**- The County Government of Kiambu
10. **Disability Mainstreaming in Academia- 2014 Winner** - USIU Africa
11. **Gender Mainstreaming in Academia 2014 Winners**- Kenya University
12. **Gender Mainstreaming in Academia-1st Runners up** Kenya Utalii College
13. **Equal Representation and Participation Award 2014 Winners**- Sony Sugar Co. Ltd
14. **Equal Representation & Participation 1st Runners up** - EAPCC
15. **The Most Responsive to GBV Institution of the Year 2014** - Kenya Airports Authority
16. **Diversity in Economic Empowerment 2014 Award Winner** - Local Authority Provident Fund

## LAPFUND REMAINS A FRONT LINER IN GENDER AND DISABILITY MAINSTREAMING

Local Authorities Provident Fund (LAPFUND) has remained vibrant in gender and disability mainstreaming as part of its performance targets in its quest to promote equality for all.

Formed in 1960 through an Act of parliament, LAPFUND continues to offer excellent track record administration of retirement benefits to over 25 000 members of the county governments spread in all the 47 counties and associated Water Companies.

It is a contributory scheme where normal and voluntary monthly contributions are accumulated to earn interest and later paid out to members at old age.

The Fund has a vibrant committee that ensures all staff are sensitized and trained on issues of gender and disability. LAPFUND has continuously nominated different staff to attend Gender and Disability Mainstreaming courses that run throughout the year.

LAPFUND held a participatory and practical training at its head offices where 15 members of staff were sensitized on issues of persons living with disability. The objective was to ensure staff understood the challenges faced by this group and how to best support them to ensure they are able to offer their contribution to society.

An independent survey for the year 2013/2014 carried out by Superman Limited revealed that most employees are familiar with government policies on gender mainstreaming and they also feel it is highly applicable within LAPFUND. 91% of staff agreed that LAPFUND has Human Resource activities that are geared towards creating equal opportunities.



From Right to Left 1. Mr. David Koross- Chief Executive Officer receiving the trophy from 2. Galm Jaldesa Chief Manager Strategy and Business development who is also the chairman of the Gender and disability committee. 3. Rodah Ndiwa. 4. Jane Mmasi 5. Carolyn Magero 5. Edwin Kagiri and 6. Rahab Nyakio, members of the committee look on. Lapfund won the trophy during the awards gala night at Panari Hotel Nairobi.

## COUNTY GOVERNMENT MEMBERSHIP

LAPFUND invests member's contributions in a diversified portfolio which ensures that members' money is not only safe, but also appreciates in value. Most of these investments are held in government securities, equities, property and deposits.

Currently the fund's over Kshs20 billion deposits are backed by assets. Through this, the fund is able to make prompt payments when the terms of service for members expire.

A gratuity is a lump sum payment made to the employees based on the duration of their total service. The gratuity benefit is payable on cessation of employment (either by resignation, death, retirement or termination and is reached at by taking the drawn salary as the basis for the calculation. Currently, LAPFUND has signed up 32 County Assemblies and 20 Public service Boards as listed below. Thank you for believing in LAPFUND:

### COUNTY ASSEMBLY SERVICE BOARDS

1 Nyandarua	7 Elgeyo - Marakwet	13 Bomet	20 Tharaka - Nithi	26 Kisumu
2 Nyeri	8 Nandi	14 Kakamega	21 Embu	27 Kisii
3 Kirinyaga	9 Baringo	15 Bungoma	22 Kitui	28 Nyamira
4 Murang'a	10 Nakuru	16 Busia	23 Machakos	29 Mombasa
5 Trans Nzoia	11 Narok	17 Marsabit	24 Makueni	30 Kwale
6 Uasin Gishu	12 Kajiado	18 Isiolo	25 Siaya	31 Kilifi
		19 Meru		32 Lamu

### COUNTY PUBLIC SERVICE BOARDS

1 Nyandarua	6 Elgeyo - Marakwet	11 Kericho	16 Homa Bay
2 Turkana	7 Nandi	12 Vihiga	17 Migori
3 West Pokot	8 Laikipia	13 Bungoma	18 Nyamira
4 Samburu	9 Nakuru	14 Meru	19 Kwale
5 Trans Nzoia	10 Narok	15 Siaya	20 Kilifi

### OUR GROWTH

As it stands, the package has been well received, with over 32 county assemblies and 20 county public service boards have already signed up. Other county assemblies are in the process of signing up for this package. It is easy to see why the fund is on a growth trajectory over the last few years. For instance, for the last six years, the fund value has grown by an unprecedented 540 per cent from a low of Kshs3.7 billion to a high of Ksh 20 billion as shown below







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## NHIF best in gender and disability mainstreaming

BY JOANNE WANJALA

**W**hat comes into your mind when you hear the National Hospital Insurance Fund (NHIF) being mentioned anywhere? One of the greatest things that could probably cross your mind is the peace that comes after part of the burden of hospital bills are cleared by NHIF.

But did you also know that NHIF is not just a social health insurance scheme but also holds dear issues about gender and disability inclusivity its day-to-day operations?

Well, NHIF is not only committed to providing affordable accessible, affordable, sustainable and quality social health insurance through effective and efficient utilization of resources. It is also committed to ensuring that equity reigns in terms of employment, promotions, internships and procurement.

"For us, all staff are staff. It does not matter if they are disabled or women. We strive to provide a conducive working environment where each employee feels like a valued part of the whole organization," states NHIF's Manager in charge of Health and Safety Charity Kitonga.

### RIGOROUS TRAINING

Kitonga says training remains at the core of gender and disability mainstreaming for the Fund to ensure that all staff understand the challenges faced by persons living with disability and how to best support them to ensure they are able to offer their contribution to the Fund fully.

"We have ensured that we adhere to the 5% employment rule in this organization. We follow this rule not only to fulfill the government's requirement but also to give this minority

group a chance to explore their full potential in their respective areas of training," Kitonga added.

Persons living with disability are also exempted from the Pay As You Earn (PAYE) tax. In addition, all NHIF workplace areas across the country have ramps to aid people living with disability as they access the buildings. Designated parking areas reserved for this group is another thing that NHIF has been keen on in all its parking lots.

"What we want to achieve is to make this people as comfortable as possible so as not to perceive their disabilities as inabilities. A conducive, comfortable and all inclusive work environment is therefore paramount," Kitonga says.

To live to this dream, the firm recently finished constructing designated toilets for their physically challenged staff in Garissa.

### GENDER AND DISABILITY MAINSTREAMING COMMITTEE

NHIF thus set up a gender and disability mainstreaming committee that specifically sets policies with regard to gender and disability. The committee, which includes one NHIF board

member, is thus the central organ in ensuring that the entire organization is in sync with the committee's mandate.

The Committee thus sets policies and ensures that all staff are sensitized and trained on issues of gender and disability throughout the year.

### FUND FETED

These efforts by the Fund have not gone unnoticed. NHIF was recently feted as the overall winner of the coveted gender and disability mainstreaming award for their efforts in promoting diversity and inclusivity. This was during the 3<sup>rd</sup> annual gender and disability mainstreaming awards organized by the Gender and Disability Development



Centre with other partners. Kitonga says the award reflects NHIF's commitment to diversity in leadership, governance, excellence in service and distinction in creating an environment that is favourable for men, women and persons living with disability across the country.

"This award affirms that we are on the right track. It is a great milestone that obviously boosts confidence amongst our key stakeholders that we are an all-inclusive organization. We promise to maintain the tempo," the Health and

Safety Manager says.

The Fund is a state parastatal established in 1966 mandated to provide medical insurance cover to all its members and all declared dependants. The Fund has 31 fully autonomous branches across the country.



**nhif**  
Afya Yetu. Bima Yetu

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