

# **INCLUSIVE COUNTIES PRACTICAL GUIDELINES FOR LOCALIZING KENYA'S 2025 GLOBAL DISABILITY SUMMIT (GDS) COMMITMENTS.**



**Developed Jointly by:  
Black Albinism and United Disabled Persons  
of Kenya (UDPK) with CBM support**

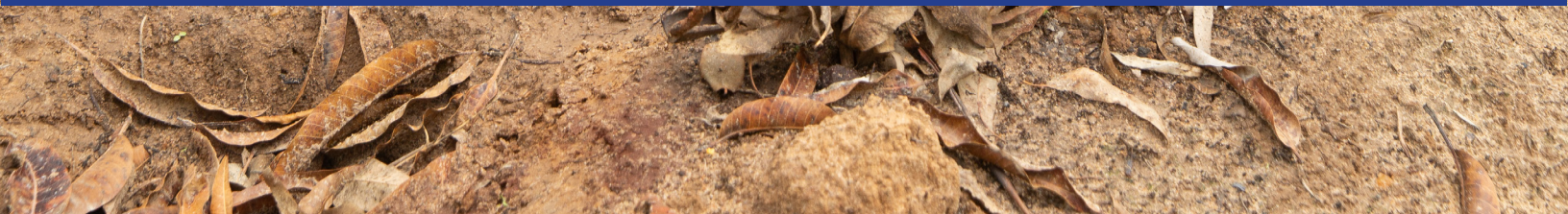
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A person with albinism, Mativo—a climate change champion from Machakos County—sitting outdoors on a tree trunk in a garden setting.





SCAN ME

To access a video of how to use this toolkit.



SCAN ME

To access videos explaining what is the GDS and all the 30 commitments.



SCAN ME

To access an editable version of all the tools referenced in the toolkit.

## Glossary of Key Terms.

| Term                                  | Definition                                                                                                                  |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| OPD                                   | Organization of Persons with Disabilities — an advocacy and representative body led by persons with disabilities.           |
| GDS                                   | Global Disability Summit — an international platform where governments and partners commit to disability inclusion actions. |
| CDC                                   | County Disability Committee — the coordination body responsible for disability inclusion at the county level.               |
| Disability Budget Tagging             | A public finance mechanism that identifies and tracks budget allocations targeting persons with disabilities.               |
| Disability-Responsive Budgeting (DRB) | Budget planning that integrates inclusion objectives and measures outcomes for persons with disabilities.                   |
| Accessibility Audit                   | An assessment of physical, communication, and digital spaces to ensure compliance with accessibility standards.             |
| Community-Based Rehabilitation (CBR)  | A strategy for promoting inclusion and participation of persons with disabilities within their communities.                 |
| CIMES                                 | County Integrated Monitoring and Evaluation System — the framework for tracking county-level development indicators.        |
| Scorecard                             | A participatory tool for measuring inclusion performance using a standardized scale.                                        |

## Executive Summary

The Inclusive Counties: Guidelines for Localizing the 2025 GDS Commitments serves as a practical framework to support county governments in translating Kenya's 30 national commitments made at the 2025 Global Disability Summit (GDS) into actionable local programs. It guides counties in understanding their mandates, planning, budgeting, implementing, and reporting on disability inclusion within devolved systems.

Rooted in the Convention on the Rights of Persons with Disabilities (CRPD), Constitution of Kenya (2010), the County Governments Act (2012), and the Persons with Disabilities Act (2025), the guidelines emphasize the legal and policy foundations that anchor inclusion as a constitutional and statutory obligation of counties. It provides a detailed thematic breakdown of Kenya's GDS commitments, covering inclusive education, employment, health equity, disability financing, accessible infrastructure, political participation, community support, and climate resilience, and maps them to county functions and responsibilities.

The document offers practical entry points for integration within County Integrated Development Plans (CIDPs), Annual Development Plans (ADPs), Program-Based Budgets (PBBs), and performance contracts. It also proposes monitoring and evaluation tools such as the County Inclusion Scorecard and County GDS Monitoring Template to strengthen accountability and transparency.

Ultimately, these guidelines equip counties to institutionalize disability inclusion across governance, planning, and budgeting processes, ensuring that Kenya's GDS 2025 commitments translate into measurable, inclusive outcomes for persons with disabilities in all 47 counties.

## Preface.

The Inclusive Counties Guidelines are developed through collaborative initiative between the United Disabled Persons of Kenya (UDPK) and Black Albinism with support from CBM, to help county governments align their planning, budgeting, and service delivery systems with Kenya's commitments made during the 2025 Global Disability Summit (GDS). The guidelines reflect Kenya's vision of devolution, where every county becomes a driver of equality, accessibility, and participation for persons with disabilities.

This tool draws from Kenya's evolving legal and policy landscape and builds on the collective experiences of stakeholders working to make inclusion a reality at the grassroots level including organizations of persons with disabilities (OPDs). It provides clear guidance, templates, and coordination mechanisms to help counties integrate disability inclusion into their statutory planning cycles and accountability frameworks.

These guidelines reaffirm that disability inclusion is not an act of goodwill but a legal duty and developmental imperative. They encourage counties to strengthen partnerships with Organizations of Persons with Disabilities (OPDs), National Government, the National Council for Persons with Disabilities (NCPWD), and civil society organizations to foster shared accountability and measurable impact.

# 1. Chapter One: Localization of GDS Commitments at the Counties.

At the 3rd Global Disability Summit (Berlin, April 2025), the Government of Kenya made 30 landmark commitments to advance disability inclusion. These commitments are clustered into eight thematic areas, namely: financing, education, employment, health, infrastructure, political participation, community support, and climate action. This toolkit provides OPDs with structured approaches and tools to monitor and influence the localization of these commitments within county systems.

## 1.2. Alignment and Framework

This guideline is grounded in Kenya's strong constitutional, legal, and policy commitment to equality, inclusion, and the realization of the rights of persons with disabilities. It provides a structured framework through which county governments, OPDs and other stakeholders can localize and monitor the 2025 Global Disability Summit (GDS) commitments.

Its foundation rests upon four interrelated instruments, the Constitution of Kenya (2010), the Persons with Disabilities Act (2025), the Convention on the Rights of Persons with Disabilities (CRPD), and the Kenya 2025 GDS commitments, which collectively define the vision, principles, and standards for inclusive governance and development. Each of these instruments serves a distinct yet complementary purpose.

The Constitution provides the overarching human rights and devolution framework; The Persons with Disabilities Act (2025) establishes domestic legal mechanisms for implementation and accountability; the CRPD articulates international obligations and global best practices; and the 2025 GDS commitments provide contemporary, measurable priorities through which Kenya can demonstrate progress. Together, these frameworks create a coherent architecture that guides the monitoring, advocacy, and institutional strengthening efforts reflected in this toolkit.



Four-stage flow: National GDS commitments → Eight themes → County planning tools → Community impact.

## 1.3 Legal and Policy Foundations for Localization of GDS.

### a) The Constitution of Kenya, 2010

The Constitution of Kenya, 2010 provides the overarching legal and institutional foundation for devolution, equality, and inclusion. It establishes county governments as distinct yet interdependent with the national government under Article 6(2). This provision ensures that the two levels of government operate collaboratively while maintaining functional autonomy in delivering public services. Within this structure, counties hold a constitutional obligation to design and implement localized programs that advance the rights and welfare of marginalized groups, including persons with disabilities.

Article 174(c) further strengthens this responsibility by identifying the protection and promotion of the interests and rights of marginalized and vulnerable populations as one of the primary objectives of devolution. This means that disability inclusion is not a discretionary matter for county governments but a constitutional duty integral to their governance and development functions.

Under Article 187(2), the Constitution provides flexibility in the exercise of powers and performance of functions between the national and county levels of government. This allows for the transfer or delegation of disability-related functions when a particular level of government is better positioned to implement them efficiently. For instance, counties can assume expanded roles in community-based rehabilitation, accessibility improvements, and localized awareness programs.

Finally, Article 232 anchors the values and principles of public service, including equality, non-discrimination, inclusiveness, and fair competition. County public service boards and departments are therefore constitutionally mandated to ensure representation of persons with disabilities within county institutions, policies, and service delivery processes. In essence, the Constitution positions county governments as central actors in ensuring that national commitments, such as those made under the Global Disability Summit (GDS), are realized through inclusive governance and equitable development at the local level.

### b) The County Governments Act, 2012

The County Governments Act, 2012 operationalizes the constitutional vision of devolution by establishing the governance, planning, and service delivery framework at county level. It provides the legal architecture through which county governments are expected to institutionalize inclusion, accountability, and public participation, principles that are essential to realizing disability rights.

Section 104 of the Act requires every county to prepare an integrated development plan that forms the basis of all county development programs and activities. This provision establishes a structured planning framework where disability inclusion can be embedded as a cross-cutting priority within county planning instruments such as the County Integrated Development Plan (CIDP), Sectoral Plans, and Annual Development Plans (ADPs).

Section 115 reinforces the principle of participation by mandating counties to facilitate public input in planning and budgeting processes. This provision provides a formal avenue for Organizations of Persons with Disabilities (OPDs) to engage meaningfully in policy formulation, program prioritization, and budget allocation processes. Effective implementation of this section ensures that the voices of persons with disabilities are not only heard but systematically reflected in county plans and budgets.

Under Section 108, the Act makes it mandatory for counties to prepare and implement CIDPs, ADPs, and Sectoral Plans, all of which should integrate indicators of disability inclusion. This legal framework enables counties to align their planning processes with Kenya's GDS commitments by establishing measurable objectives and outcomes related to accessibility, participation, and inclusion.

Finally, Section 102(d) of the Act enshrines the principle of social justice and equitable access to services as a guiding value of county governance. This section underscores the responsibility of counties to ensure that persons with disabilities are not left behind in service delivery. In combination, these provisions situate disability inclusion within the heart of devolved governance, reinforcing the county government's duty to transform national policy objectives into local, tangible results.

### c) The Persons with Disabilities Act, 2025

The Persons with Disabilities Act, 2025 represents Kenya's most comprehensive legislative framework for the protection, promotion, and realization of the rights of persons with disabilities. It embodies Kenya's commitments under the Convention on the Rights of Persons with Disabilities (CRPD) and aligns national obligations with the devolved system of governance. Crucially, the Act recognizes disability inclusion as a shared responsibility between the national and county governments.

The Act assigns county governments a substantive role in implementing disability inclusion measures across various sectors in section 5. Counties are explicitly mandated to implement and enforce accessibility standards in buildings, transport, and public infrastructure within their jurisdictions. This requirement places counties at the centre of ensuring that local environments, services, and public facilities meet universal design principles and national accessibility codes.

Moreover, the Act mandates counties to provide community-based rehabilitation and social support services. This includes promoting independent living, facilitating inclusive community participation, and supporting caregivers and families of persons with disabilities. In doing so, counties are expected to collaborate closely with the National Council for Persons with Disabilities (NCPWD) and OPDs to ensure localized implementation.

The Act also requires counties to mainstream disability inclusion in all planning and budgeting processes, ensuring that persons with disabilities are systematically considered in county resource allocation, employment,

and program design. In addition, it emphasizes inclusive education, employment, and healthcare, acknowledging counties' critical role in delivering these services.

A key innovation under the 2025 Act is the establishment of County Disability Committees. These committees serve as coordination and advisory bodies to facilitate policy coherence, monitor implementation progress, and enhance accountability across county departments. They also serve as a bridge between local OPDs, county leadership, and national agencies.

Finally, the Act requires counties to engage in data collection and reporting, ensuring the generation of disability-disaggregated data to inform evidence-based policy and programming. Through these mechanisms, the Persons with Disabilities Act, 2025 solidifies the county government's mandate as both a duty-bearer and implementation agent for the localization of Kenya's 2025 GDS commitments.

## 2. Overview of Kenya's 2025 Global Disability Summit (GDS) Commitments.

At the 3rd Global Disability Summit (GDS) held in Berlin in 2025, the Government of Kenya reaffirmed its leadership in advancing disability inclusion by making thirty (30) national commitments across eight thematic areas. These commitments reflect Kenya's determination to strengthen legal, policy, and institutional frameworks that promote the rights and inclusion of persons with disabilities.

County governments as the primary agents of devolution are central to realizing these commitments, given their direct mandate in planning, budgeting, and delivering essential services.



Eight-icon grid showing GDS themes: Financing, Education, Employment, Health, Infrastructure, Political Participation, Community Support, and Climate Action.

### 2.1. Disability Inclusion Financing.

Disability inclusion financing forms the financial backbone of Kenya's GDS 2025 commitments. It seeks to ensure that disability inclusion is adequately funded, tracked, and reported across all sectors of government. The commitment recognizes that without dedicated and transparent financial mechanisms, inclusion remains aspirational rather than practical.

Under this theme, Kenya committed to:

- Implement disability budget tagging within national and county budgets to identify and track expenditures benefiting persons with disabilities.
- Enforce the 5% public procurement quota for enterprises owned by persons with disabilities under the Public Procurement and Asset Disposal Act (2015).
- Institutionalize disability-responsive budgeting (DRB) to ensure all departments allocate funds for inclusion.
- Promote Public-Private Partnerships (PPPs) to mobilize additional resources for assistive technology, acces-

sibility, and inclusive services.

- Integrate disability inclusion into development financing frameworks and donor agreements.

## 2.2. Inclusive Education and Training.

Education is both a fundamental right and an equalizer of opportunities. Kenya's GDS 2025 commitments on inclusive education aim to ensure that all learners with disabilities have equitable access to quality education, skills development, and lifelong learning opportunities at all levels.

The commitments include:

- Differentiated capitation grants to cater for the diverse learning needs of learners with disabilities.
- Affirmative action programs to promote the enrolment and retention of learners with disabilities in schools and training institutions.
- Establishment of resource rooms and inclusive learning centres equipped with assistive devices and accessible learning materials.
- Provision of free assessment services for early identification and intervention for children with disabilities.
- Teacher training and capacity building on inclusive pedagogy and accessible curriculum delivery.

## 2.3. Inclusive Employment and Decent Work.

The right to work is central to human dignity and independence. Kenya's GDS 2025 commitments on employment emphasize the creation of inclusive Labor markets where persons with disabilities can access decent work, career growth, and entrepreneurship opportunities.

These commitments include:

- Enforcement of the 5% employment quota in both national and county public services as stipulated in the Persons with Disabilities Act, 2025.
- Awareness campaigns and employer sensitization to combat stigma and promote workplace inclusion.
- Expansion of the NCPWD career portal to facilitate inclusive recruitment, job matching, and mentorship.
- Promotion of inclusive entrepreneurship through training, start-up grants, and access to government procurement opportunities.
- Integration of disability inclusion into Labor inspection and policy frameworks to ensure compliance.

## 2.4. Health Equity.

The GDS 2025 commitments on health equity seek to guarantee that persons with disabilities have equitable access to health services, assistive technologies, and rehabilitation. They also aim to strengthen health systems to be responsive to the needs of persons with disabilities.

Key commitments include:

- Expansion of assistive technology access and integration into the Universal Health Coverage (UHC) program.
- Provision of free medical testing, assessment, and certification for persons with disabilities.
- Inclusion of disability-specific services in the National Health Insurance Fund (NHIF) and county health schemes.
- Training of healthcare workers on disability-sensitive service delivery and respectful communication.
- Investment in community-based rehabilitation (CBR) programs within county health systems.

## 2.5. Accessible Infrastructure.

Accessible infrastructure is a precondition for participation and equality. Kenya's GDS 2025 commitments on infrastructure aim to make physical, digital, and transport environments accessible for all.

The commitments include:

- Enforcement of accessibility standards in all public buildings and facilities.
- Development and Implementation of inclusive transport standards, including accessible public vehicles and stations.
- Promotion of ICT accessibility to ensure digital inclusion.
- Inclusion of accessible housing within affordable housing programs and urban planning frameworks.

## 2.6. Political Participation.

Political participation is the foundation of inclusive democracy. The GDS 2025 commitments recognize that persons with disabilities must have both the right and the opportunity to engage in governance, policy-making, and electoral processes.

Kenya's commitments include:

- Guaranteeing at least 5% representation of persons with disabilities in political and decision-making spaces at all levels.
- Reforming nomination procedures to promote the inclusion of Persons with Disabilities within political party lists.
- Conducting civic education and leadership training for at least 10,000 persons with disabilities nationwide.
- Strengthening accessibility in voting processes, including election materials, polling stations, and voter registration.

## 2.7. Community Support and Care Systems.

Community-based support and care systems are essential for realizing independent living and social inclusion. Kenya's GDS 2025 commitments in this area prioritize strengthening family, community, and social protection systems that support persons with disabilities to live with dignity and autonomy.

Key commitments include:

- Conducting a national disability survey to inform policy and planning.
- Developing community-based support models for independent living.
- Establishing and training foster carers for children and adults with disabilities in family-based care.
- Enhancing social protection coverage for persons with disabilities and their households.

## 2.8. Humanitarian Action and Climate Resilience.

The final theme focuses on ensuring that persons with disabilities are fully included in humanitarian, disaster management, and climate resilience efforts. Climate change and emergencies often disproportionately affect persons with disabilities, who face barriers to evacuation, relief access, and recovery.

Kenya's GDS 2025 commitments under this theme include:

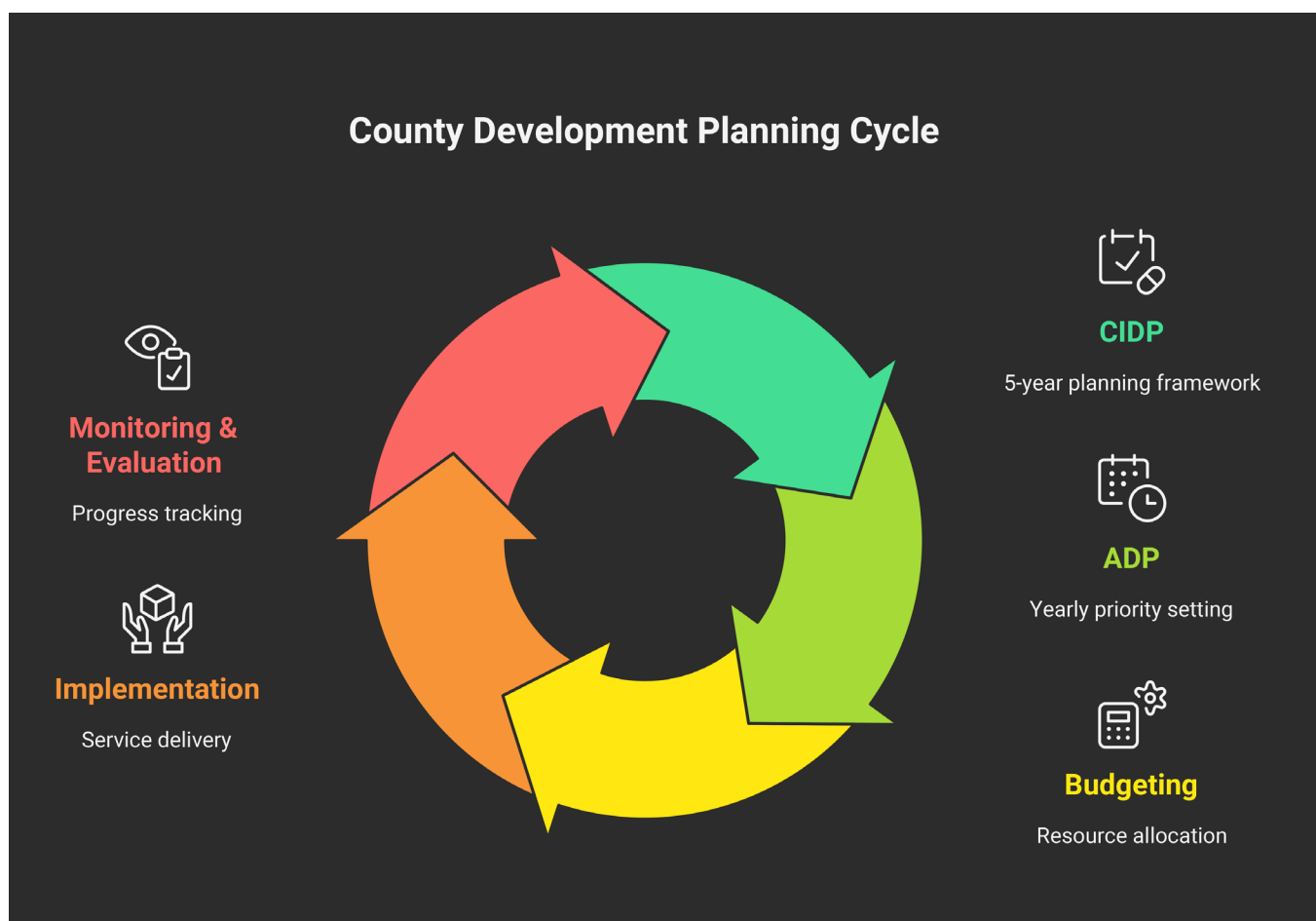
- Prioritization of persons with disabilities in emergency preparedness and response plans.
- Inclusion of disability considerations in county climate change policies and action plans.
- Training of disaster response teams on disability inclusion.
- Promotion of accessible early warning systems and communication technologies.
- Integration of OPDs into climate governance and humanitarian coordination platforms.

### 3. County-Level Responsibilities in Relation to the GDS 2025 Commitments.

Kenya's 2025 Global Disability Summit (GDS) commitments can only be realized through effective localization at the county level. County governments, as the frontline of devolution, play a pivotal role in translating national pledges into practical actions that advance inclusion in education, health, employment, infrastructure, and governance.

Guided by the Constitution of Kenya (2010), the County Governments Act (2012), and the Persons with Disabilities Act (2025), counties act as agents of implementation and accountability, ensuring that GDS commitments are embedded in local plans, budgets, and service delivery systems. Through this localized approach,

Kenya's national vision for disability inclusion becomes a lived reality for communities across all 47 counties. This section outlines how the eight thematic areas of the GDS 2025 commitments intersect with the legal mandates and functional responsibilities of county governments.



Five-step circular planning cycle: CIDP (5-year plan) → ADP (yearly priorities) → Budget allocation → Implementation → Monitoring & Evaluation → returns to CIDP.

### 3.1. Disability Inclusion Financing.

#### County Mandate:

Under the Public Finance Management framework and the County Governments Act (2012), counties have the authority and responsibility to prepare and execute budgets that reflect local development priorities. County Treasuries and Departments of Finance, in collaboration with County Assemblies, therefore play a critical role in ensuring that budget lines and expenditure reports capture disability-related allocations.

#### Localization of the GDS commitment:

Counties are expected to integrate disability-responsive budgeting into their County Integrated Development Plans (CIDPs) and Annual Development Plans (ADPs), ensuring that allocations for inclusive education, assistive technology, rehabilitation, and accessibility improvements are clearly identified.

By tagging and reporting disability spending, counties contribute to the national objective of enhancing transparency and accountability in the use of public resources, a key GDS commitment. This localized financial stewardship transforms disability inclusion from a policy aspiration into a measurable, funded program of action.

### 3.2. Inclusive Education and Training.

#### County Mandate:

Counties are mandated to manage pre-primary education, vocational training centres (VTCs), and adult education, as well as to support learners through bursaries and educational infrastructure.

#### Localization of the GDS commitment:

County Departments of Education, in collaboration with the Ministry of Education and Education Assessment and Resource Centres (EARCs), have a responsibility to expand inclusive education infrastructure and provide reasonable accommodation for learners with diverse needs.

Counties can further advance this agenda by strengthening local VTCs to include adaptive training for persons with disabilities, thereby contributing to both the inclusive education and decent work agendas under the GDS framework.

The integration of inclusive education priorities into county planning documents ensures that no learner is excluded from quality education due to disability.

### 3.3. Inclusive Employment and Decent Work.

#### County Mandate:

County governments, through their Public Service Boards and Departments of Trade, Labor, and Social Services, have the authority to design and implement local economic empowerment initiatives.

#### Localization of the GDS commitment:

The Persons with Disabilities Act, 2025 reinforces the constitutional requirement that at least five percent (5%) of public service positions be held by persons with disabilities. This obligation extends to county public service structures, ensuring representation and diversity within local administration.

Beyond direct employment, counties can create enabling environments for entrepreneurship and self-employment by providing grants, tenders, and training programs tailored for persons with disabilities. This aligns directly with the GDS commitment on inclusive employment and decent work, which calls for partnerships between government, employers, and OPDs to raise awareness and enforce compliance.

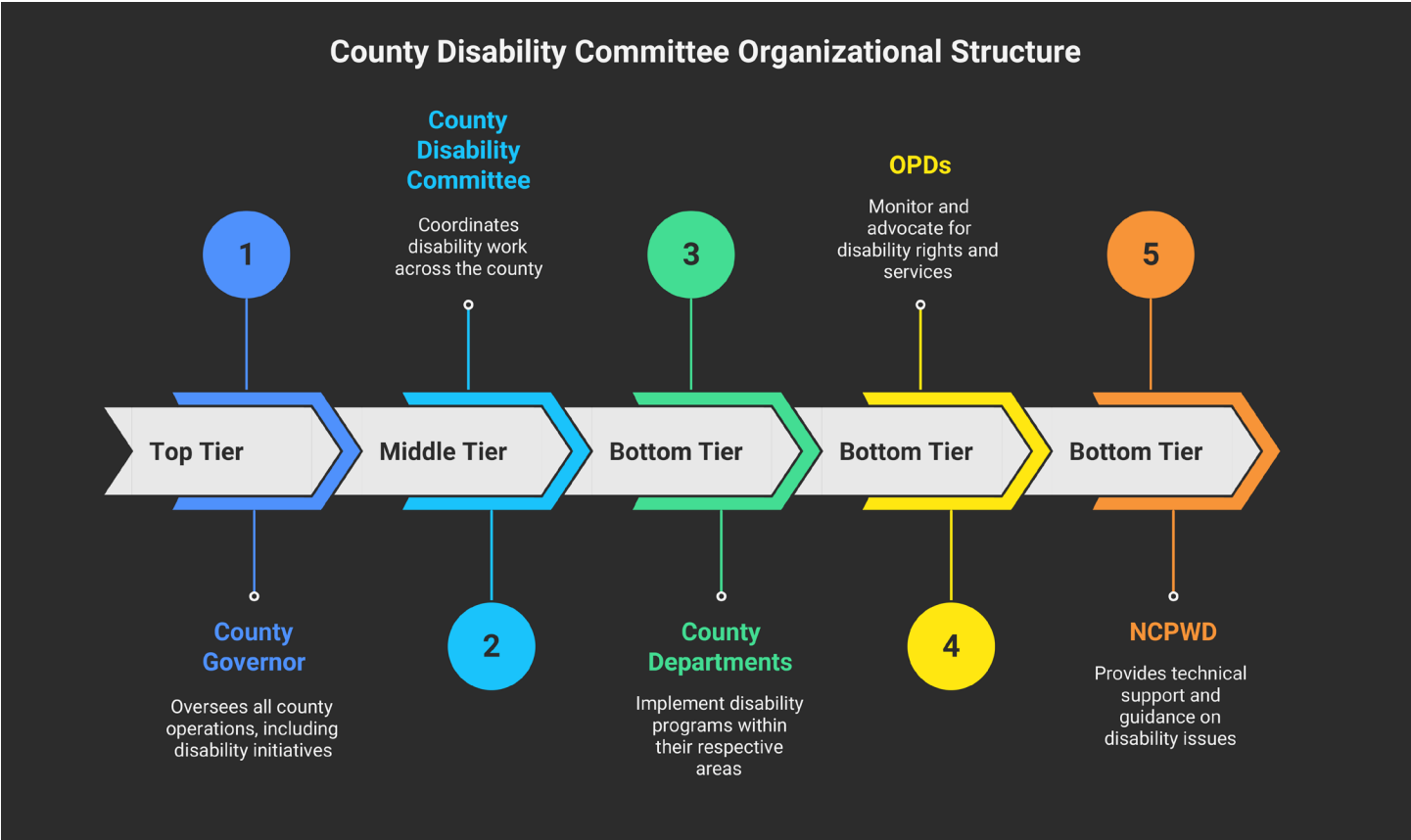
3.4. Health Equity  
County Mandate;

County governments are directly responsible for implementing GDS commitments related to health equity, including the expansion of assistive technology services, the provision of rehabilitation, and the inclusion of persons with disabilities in social health insurance schemes.

Localization of Commitment

County health departments are expected to establish accessible health facilities, integrate rehabilitation units within hospitals, and ensure that medical assessment and certification processes are accessible and free. The Persons with Disabilities Act, 2025 and the Health Act, 2017 provide the legal framework for this mandate, requiring counties to prioritize accessible healthcare for persons with disabilities.

Through county health information systems and partnerships with the National Council for Persons with Disabilities (NCPWD), counties can generate data on disability-related health outcomes, thereby contributing to national monitoring and reporting under the GDS framework



A four-layer pyramid diagram displays the legal framework: Constitution (2010) at the top, County Governments Act (2012) beneath it, Persons with Disabilities Act (2025) on the third layer, and GDS 2025 Commitments forming the base. Each layer is clearly labeled and shown in a different color.

### 3.5. Accessible Infrastructure

#### County Mandate

Under the Fourth Schedule of the Constitution, counties are responsible for county roads, public works, planning, and urban development. This place them at the forefront of implementing GDS commitments related to built environment accessibility, inclusive transport, and ICT accessibility standards.

#### Localization of Commitment

County Departments of Public Works and Transport are mandated to enforce building codes and design standards that promote accessibility in public facilities, markets, schools, health centres, and transport systems. They must ensure that all new constructions adhere to national accessibility standards as prescribed under the Persons with Disabilities Act, 2025 and the Building Code Regulations. Additionally, counties can leverage their planning authority to promote universal design principles in urban and rural infrastructure projects. By doing so, they advance Kenya's commitment to inclusive, safe, and accessible environments for all citizens.

### 3.6. Political Participation

#### County Mandate

County governments have a duty to facilitate the participation of persons with disabilities in decision-making processes, both in elective and appointive positions.

#### Localization of Commitment.

Through civic education, public participation, and devolved governance structures, counties ensure that persons with disabilities are actively involved in shaping public policies and resource allocation.

The County Governments Act, 2012 and the Public Participation Guidelines provide for inclusive participation in all county decision-making forums.

County Departments of Civic Education and Public Administration are expected to design accessible engagement platforms, including sign language interpretation, easy-to-read materials, and accessible venues, to guarantee meaningful involvement of persons with disabilities. Such practices align with GDS commitments to strengthen representation, build leadership capacity, and promote inclusive governance at all levels.

### 3.7. Community Support and Care Systems

Community-based support and care systems are an integral part of both the Persons with Disabilities Act, 2025 and the GDS 2025 commitments.

#### County Mandate.

County governments, through their Departments of Social Services, are responsible for implementing programs that support independent living, family-based care, and the deinstitutionalization of persons with disabilities. This mandate includes identifying and training foster carers, supporting caregivers, and developing community-based rehabilitation centres.

#### Localization of Commitment.

County social officers, in collaboration with OPDs and community organizations, play a critical role in mobilizing local resources and linking beneficiaries with social protection schemes. By promoting inclusive community care systems, counties advance the global and national commitment to dignity, autonomy, and social inclusion for all persons with disabilities.

### 3.8. Humanitarian and Climate Action County Mandate

County governments, under the County Governments Act (Sections 102 and 104) and the Disaster Management Policy Framework, are responsible for disaster preparedness, environmental management, and climate resilience within their jurisdictions. This includes the identification of persons with disabilities as a priority group in emergency response plans and ensuring that disaster risk reduction strategies are inclusive.

#### Localizing the Commitment

Counties are also key actors in localizing climate action. Through their Departments of Environment, Disaster Management, and Planning, they are expected to integrate disability inclusion in county climate action plans, ensuring that adaptation and mitigation strategies address the specific vulnerabilities of persons with disabilities.

In doing so, counties not only meet their constitutional and statutory obligations but also advance Kenya's global leadership in inclusive climate governance.

The successful realization of Kenya's 2025 GDS commitments depends heavily on the actions and priorities of county governments. Each thematic area of the GDS framework finds a direct counterpart within the constitutional and statutory mandates of counties.

By aligning their plans, budgets, and reporting mechanisms with these commitments, counties become the frontline implementers of disability inclusion.

## 4. Coordination Mechanisms and Institutional Linkages.

Effective implementation of Kenya's 2025 Global Disability Summit (GDS) commitments requires robust coordination between the national and county governments, as well as active collaboration with civil society, private sector partners, and Organizations of Persons with Disabilities (OPDs). Given the devolved nature of governance, coordination mechanisms at county level play a critical role in ensuring that disability inclusion is systematically integrated into planning, service delivery, and accountability processes. This section outlines the institutional arrangements and cooperative structures that can facilitate coherent, inclusive, and sustainable implementation of the GDS commitments.

### 4.1 County Disability Committees.

The Persons with Disabilities Act, 2025 provides for the establishment of County Disability Committees (CDCs) as statutory bodies to guide and coordinate disability inclusion at county level. These committees serve as the primary focal points for integrating national disability policies and commitments into county frameworks.

They are intended to operate as advisory and monitoring entities that link county departments, OPDs, and the National Council for Persons with Disabilities (NCPWD). Each committee is expected to comprise representatives from key county departments, including health, education, social services, infrastructure, and finance, as well as representatives of OPDs, youth groups, and caregivers. This multi-sectoral composition ensures that disability inclusion is not confined to one department but treated as a cross-cutting governance issue.

By institutionalizing these committees, counties can ensure a coordinated approach to disability inclusion while strengthening accountability and policy coherence between the national and county levels.



Three-phase implementation timeline:  
 Year 1(Planning and assessments) → Years 2-3 (Building systems) →  
 Years 4-5 (Full institutionalization).

#### 4.2 Interdepartmental Disability Inclusion Focal Points.

Beyond the County Disability Committees, each county department has a specific role to play in advancing the inclusion agenda. To enhance internal coordination, the Persons with Disabilities Act, 2025 encourages counties to designate Disability Inclusion Focal Points within every department. These officers act as liaisons for disability-related issues within their sectors and are responsible for ensuring that departmental plans, budgets, and outputs align with inclusion standards.

#### 4.3 OPD-County Partnership Frameworks.

The Organizations of Persons with Disabilities (OPDs) are critical partners and watchdogs in implementing and monitoring disability inclusion. Their legitimacy derives from lived experience, community reach, and technical expertise in identifying barriers and solutions affecting persons with disabilities. Meaningful partnerships between counties and OPDs therefore represent the most effective pathway for translating policy commitments into social transformation.

Counties are encouraged to develop formal collaboration frameworks with OPDs, typically through Memoranda of Understanding (MoUs) or structured partnership agreements.

#### 4.4 Coordination with National Agencies.

Although disability inclusion functions are shared between the two levels of government, the national government – through the National Council for Persons with Disabilities (NCPWD), the State Department for Social Protection, and sector ministries – retains a critical oversight and support role. Effective intergovernmental collaboration ensures that county-level efforts remain aligned with national standards and Kenya’s international obligations under the Convention on the Rights of Persons with Disabilities (CRPD).

Coordination between the national and county levels typically occurs through the mechanisms such as Intergovernmental Relations Frameworks under the Intergovernmental Relations Act, 2012, which promote consultation and harmonization of policies. The Council of Governors (CoG), which serves as a platform for policy dialogue and peer learning on disability inclusion across counties. Sector Working Groups (SWGs) and Joint Sector Reviews, which enable counties to report progress on disability inclusion as part of broader sectoral performance reviews. And Annual Inclusion Reports, compiled by NCPWD and informed by county data, which feed into Kenya’s national GDS progress reporting.

#### 4.5 Civil Society, Private Sector, and Development Partners.

County governments also benefit from the involvement of civil society organizations (CSOs), development partners, and the private sector, all of whom bring complementary expertise, resources, and innovation. Civil society groups, particularly OPDs and human rights organizations, contribute to public awareness, policy advocacy, and citizen monitoring. Development partners, on the other hand, offer technical assistance, funding, and best practices drawn from international experience.

The private sector, through platforms such as the Kenya Business Disability Network (KBDN), plays a pivotal role in promoting inclusive employment, accessible procurement, and corporate social responsibility programs aligned with the GDS commitments. At the county level, these collaborations help bridge resource gaps, expand outreach, and sustain momentum for inclusive development.

#### 4.6 Reporting and Accountability Channels.

To consolidate coordination efforts, counties are encouraged to institutionalize regular reporting and accountability channels on disability inclusion.

This includes:

- Annual County Disability Inclusion Reports, submitted to the NCPWD and the Council of Governors.
- Public dissemination forums, where progress and challenges are shared with OPDs and community stakeholders.
- Performance review sessions, embedded within county planning cycles to assess achievement of disability inclusion indicators.
- Feedback mechanisms, such as grievance redress platforms and suggestion boxes accessible to persons with disabilities.

Such reporting not only ensures transparency but also provides empirical data to inform national reporting on Kenya’s progress in meeting its 2025 GDS commitments.

# 5. Practical Entry Points for County GDS Commitment Localization and Integration.

The success of Kenya’s 2025 Global Disability Summit (GDS) commitments depends largely on the extent to which county governments integrate disability inclusion into their core planning, budgeting, and performance frameworks.

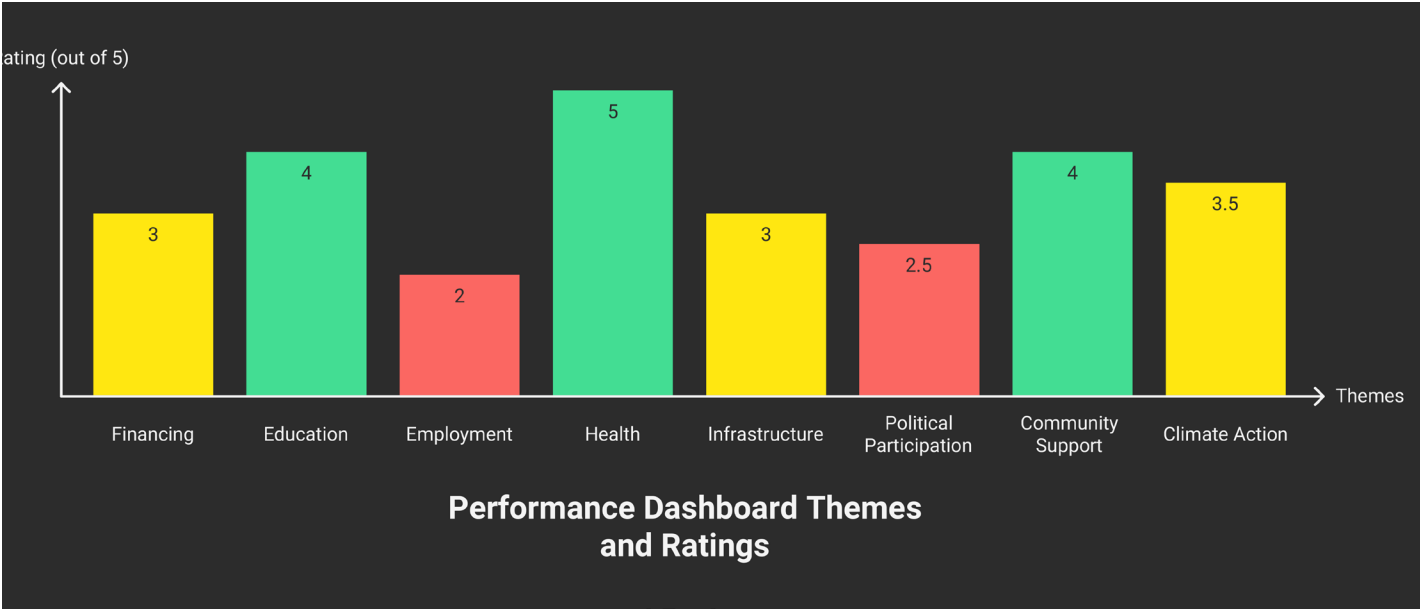
This section highlights key entry points within the county governance cycle where GDS priorities can be mainstreamed, institutionalized, and monitored.

## 5.1 County Integrated Development Plans (CIDPs)

The County Integrated Development Plan (CIDP) is the principal planning instrument for county development, as stipulated under Section 108 of the County Governments Act (2012). It defines a county’s vision, objectives, and strategies for a five-year period and serves as the foundation for all other planning and budgeting processes. The CIDP therefore represents the most strategic entry point for integrating the GDS 2025 commitments at the county level.

To align with the GDS framework, counties should ensure that disability inclusion is articulated as a cross-cutting development priority within the CIDP. This can be achieved by explicitly referencing disability inclusion in sectoral chapters and by incorporating measurable inclusion indicators. The integration of GDS-related objectives within CIDPs ensures that disability inclusion is not treated as an isolated program but as a guiding principle across all county interventions.

In practical terms, this approach institutionalizes inclusion for the entire five-year planning period, providing a structured framework for resource allocation, implementation, and performance monitoring. It also ensures continuity and accountability, as the CIDP forms the benchmark against which progress is assessed by the County Assembly, the Controller of Budget, and development partners.



A dashboard shows eight themes rated on a 5-star scale using traffic-light colors: Financing 3 stars, Education 4, Employment 2, Health 5, Infrastructure 3, Political Participation 2.5, Community Support 4, and Climate Action 3.5.

## 5.2 Annual Development Plans (ADPs)

The Annual Development Plan (ADP) operationalizes the CIDP by outlining the programs and activities to be implemented each financial year. It provides a crucial short-term planning instrument through which counties can progressively realize the GDS 2025 commitments. Under Section 126 of the Public Finance Management Act (2012), counties are required to prepare and table their ADPs before the County Assembly each September, ensuring that annual priorities align with the medium-term vision established in the CIDP.

By integrating GDS-related priorities into the ADP counties can ensure that inclusion remains visible and funded every fiscal year. Additionally, because ADPs are subject to public participation, they provide a practical mechanism for Organizations of Persons with Disabilities (OPDs) to engage county governments in defining yearly targets and budgets. This iterative process enables counties to track incremental progress toward national and global disability inclusion commitments through an annual reporting framework that aligns with GDS indicators.

## 5.3 Program-Based Budgeting and Resource Allocation.

County budgets are the most direct expression of policy priorities. A policy without an accompanying budget remains rhetorical; hence, the mainstreaming of disability inclusion in budgeting is essential for realizing the GDS 2025 commitments.

Under the Public Finance Management Act (2012), counties are required to adopt Program-Based Budgeting (PBB), which links expenditure to measurable outputs and outcomes. Integrating disability inclusion within PBB enables counties to:

Allocate specific funding lines for disability-related activities under respective programs, introduce budget tagging mechanisms to identify and track disability-related expenditure and. evaluate the efficiency and impact of inclusion programs through financial and non-financial performance indicators. When disability inclusion is embedded at the programmatic level of the county budget, it becomes both a financial and accountability priority.

This ensures that the realization of GDS commitments is not contingent on ad hoc donor support but rooted in county fiscal systems. Additionally, the practice of inclusion-oriented budgeting aligns with Kenya's commitment to disability-responsive public finance management, as endorsed during the GDS 2025 Summit.

## 5.4 Sectoral Plans and Departmental Strategies.

Each county department prepares sectoral strategies to guide implementation of its mandate. These sectoral plans provide practical opportunities for translating the broad GDS 2025 commitments into specific, measurable departmental actions.

For instance: The Department of Health can integrate rehabilitation services and assistive device programs into its annual operational plans, and the Department of Education can prioritize inclusive vocational training and special needs education.

By embedding inclusion within sectoral plans, counties create internal ownership of the disability agenda across departments, reducing fragmentation and ensuring collective accountability for results. Such integration also facilitates data collection for reporting on GDS-related indicators, as each department contributes to an inclusive development matrix

## 5.5 County Performance Contracts and Service Charters.

Performance contracts and service charters are important accountability tools within public administration. They provide measurable commitments against which the performance of public officers and departments can be assessed. At the county level, performance contracts can be leveraged as an innovative entry point for institutionalizing disability inclusion.

County Executive Committee Members (CECMs), Chief Officers, and departmental heads can include specific disability inclusion indicators within their annual performance contracts – such as ensuring 5% employment of Persons with Disabilities, conducting accessibility audits, or implementing inclusion awareness training. This not only reinforces personal accountability but also embeds inclusion into the core performance culture of the county administration.

Similarly, County Service Charters should be updated to reflect the right to accessible, inclusive, and equitable service delivery for persons with disabilities. This creates a public-facing commitment that citizens can use to hold county institutions accountable, in alignment with the Public Service (Values and Principles) Act, 2015 and the GDS goal of strengthening transparency and inclusion in public administration.

## 5.6 Public Participation Frameworks.

Public participation remains a cornerstone of devolution and inclusive governance. Under Section 115 of the County Governments Act (2012), counties are required to facilitate citizen involvement in decision-making processes. This provision offers a direct pathway for OPDs and individual persons with disabilities to influence county priorities and monitor implementation of GDS commitments.

Counties should ensure that all public participation mechanisms are fully accessible. This includes the provision of inclusive services, beyond physical access, counties should also establish inclusive participation committees that reflect gender, age, and disability diversity. By ensuring that persons with disabilities are not passive observers but active contributors in public decision-making.

## 5.7 Institutional Policy Frameworks and By-Laws

Counties have the authority to enact local legislation and policies to operationalize national frameworks. This legislative function provides yet another entry point for institutionalizing disability inclusion. County Assemblies can enact County Disability Inclusion Policies, Accessibility By-Laws, or Employment Equity Regulations that reflect the priorities of the GDS 2025 commitments.

Such legal instruments ensure continuity and sustainability of inclusion efforts beyond individual political terms. They also create a strong legal basis for OPDs and citizens to demand accountability and compliance from county administrations. Institutionalizing inclusion through county policies thus serves as both a preventive and transformative mechanism.

# 6. Accountability and Reporting Framework.

Accountability is the cornerstone of effective governance and the foundation upon which Kenya's 2025 Global Disability Summit (GDS) commitments can be translated into measurable impact. For county governments, accountability in disability inclusion entails the systematic collection, analysis, and dissemination of data on progress made in implementing inclusive policies, programs, and budgets. Evaluate disability inclusion within their jurisdictions, while ensuring alignment with national reporting structures.

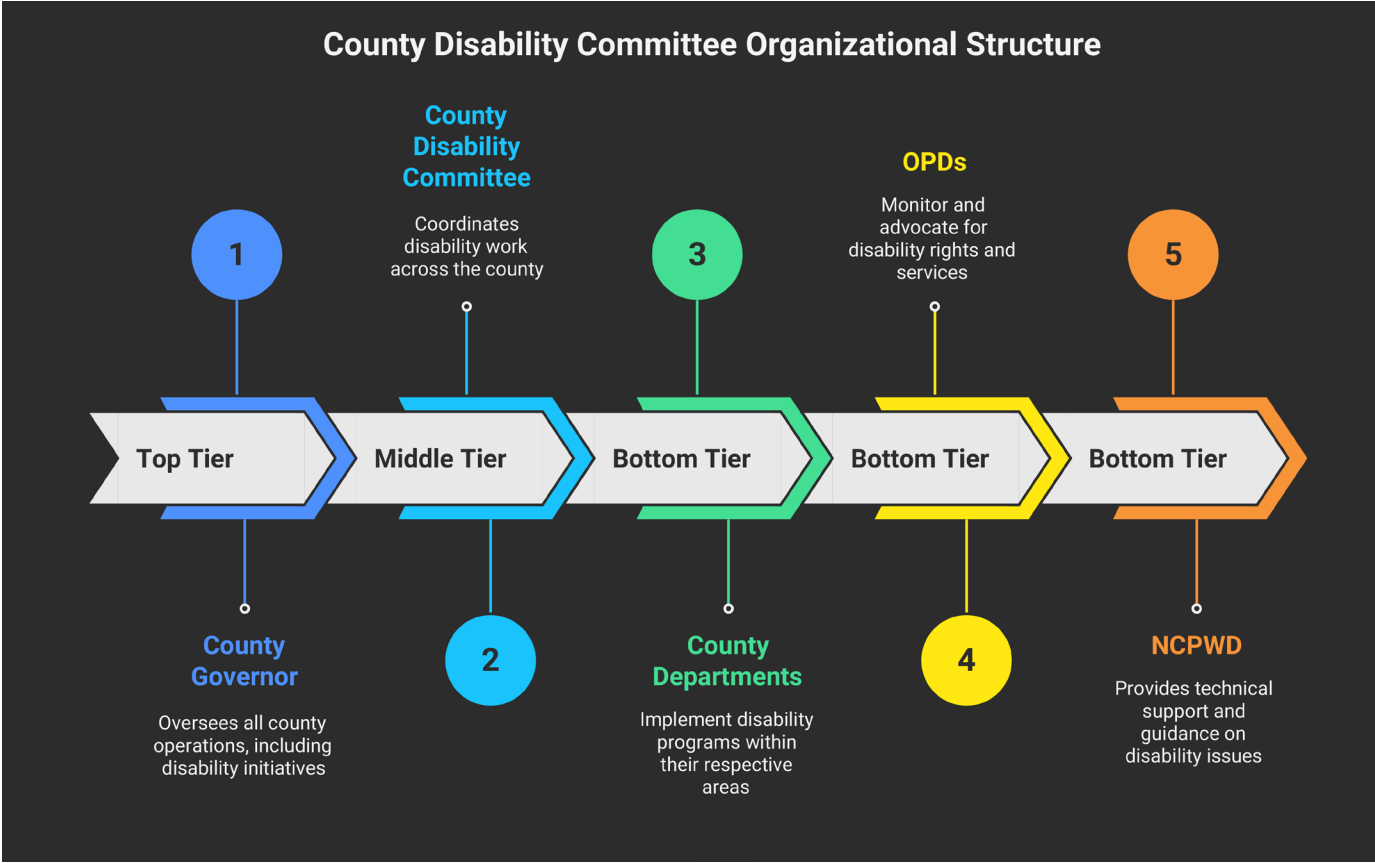
## 6.2 County-Level Monitoring and Evaluation Systems.

Every county is mandated, under the County Governments Act (2012) and the Public Finance Management Act (2012), to establish monitoring and evaluation (M&E) systems to assess the performance of county plans and budgets. These systems provide the backbone for tracking progress on disability inclusion indicators linked to the GDS commitments.

The integration of disability indicators into existing county M&E frameworks ensures that inclusion is mainstreamed within all levels of development reporting.

This includes: Collecting data disaggregated by disability type, gender, and age to assess equity in access to services, Incorporating inclusion metrics into county performance dashboards and scorecards, Utilizing feedback from OPDs, community-based organizations, and beneficiaries to validate reported data, and Aligning M&E frameworks with the National Integrated Monitoring and Evaluation System (NIMES) and the County Integrated Monitoring and Evaluation System (CIMES).

Through these systems, counties can produce credible evidence that demonstrates their contribution to Kenya’s national progress toward the GDS 2025 goals.



A three-tier organizational chart shows the County Governor at the top, the County Disability Committee in the middle, and three parallel boxes at the bottom: County Departments, OPDs, and NCPWD, each connected upward with clear reporting lines.

6.3 County Inclusion Scorecards.

A County Inclusion Scorecard serves as a practical tool for measuring performance across multiple dimensions of disability inclusion. This tool enables counties to conduct annual self-assessments and peer comparisons while identifying gaps that require intervention.

6.4 Annual County Disability Inclusion Reports.

Counties should prepare Annual Disability Inclusion Reports as part of their statutory planning and accountability cycle. These reports consolidate data from various departments and present an overview of county performance against GDS 2025 commitments. They also serve as an essential communication and learning tool between county governments, OPDs, and the public.

Such reports should be submitted to the County Assembly, shared publicly on official websites, and transmitted to the National Council for Persons with Disabilities (NCPWD) for consolidation into the national inclusion report. The process of developing these reports should be participatory, with active involvement from OPDs, community networks, and civil society partners.

### 6.5 Joint Monitoring with OPDs

In line with the principle of inclusion county governments are encouraged to adopt joint monitoring mechanisms with Organizations of Persons with Disabilities. Joint monitoring promotes transparency, builds mutual trust, and ensures that findings reflect lived realities. It also provides an avenue for OPDs to contribute their expertise in identifying barriers, analysing data, and proposing context-sensitive solutions.

Through this partnership, monitoring becomes an inclusive and empowering process, transforming accountability into a platform for dialogue, learning, and continuous improvement.

### 6.6 Feedback and Grievance Mechanisms

Accountability in disability inclusion requires effective feedback channels through which persons with disabilities can raise concerns, report exclusion, or suggest improvements. The Public Service (Values and Principles) Act, 2015 and Article 232 of the Constitution oblige public institutions to establish mechanisms for responsiveness and redress.

County governments can meet this obligation by: up accessible complaint and feedback systems, grievance procedures are inclusive, confidential, and responsive., Publicizing outcomes of complaints and corrective actions taken. Such systems demonstrate commitment to upholding the dignity and rights of persons with disabilities within county service delivery.

### 6.7 Alignment with National and Global Reporting Frameworks.

To maintain coherence between local and national efforts, county reporting should be aligned with the broader National Disability Inclusion Reporting Framework managed by the line ministry. This ensures that data generated at county level contributes directly to national reports submitted to the Global Disability Summit Secretariat and international mechanisms monitoring the Convention on the Rights of Persons with Disabilities (CRPD) and the Sustainable Development Goals (SDGs).

The alignment process entails: Using standardized GDS-aligned indicators in county data collection tools., Submitting periodic reports to the Council of Governors (CoG), and participating in national inclusion dialogues, peer reviews, and joint sector reviews.

### 6.8 Public Dissemination and Learning.

Transparency is reinforced when county inclusion results are shared with the public. Counties should therefore make disability inclusion data and reports publicly accessible through multiple channels, including official websites, county bulletins, public meetings, and media briefings. Additionally, counties can organize annual disability inclusion forums to showcase achievements, innovations, and lessons learned. These forums should involve OPDs, service providers, community organizations, and development partners, fostering dialogue and peer learning.

Public dissemination of results promotes visibility of good practices, inspires replication, and elevates the profile of disability inclusion as a central component of county development.

## 6.9 The Role of County Assemblies and Oversight Bodies

The County Assembly plays a vital role in enforcing accountability by reviewing plans, approving budgets, and scrutinizing performance reports. Committees on Social Services, Finance, and Health have a constitutional duty to examine disability-related programs and ensure that resource allocations are both adequate and effectively utilized.

Oversight institutions such as the Controller of Budget, the Office of the Auditor-General, and the Commission on Administrative Justice (CAJ) complement these efforts by auditing financial and governance compliance.

Regular engagement between County Assemblies, OPDs, and county departments ensures that oversight is inclusive, informed, and responsive to the priorities of persons with disabilities. Such collaboration reinforces a governance ecosystem in which transparency, participation, and results mutually reinforce one another.

## 7.0 Annexes: Practical tools and templates for localization and implementation of GDS at the Counties.

### 7.1: County GDS Localization Standard Operating Procedure (SOP)

A step-by-step guide for county governments to localize and implement GDS commitments.

#### 1. Purpose.

To guide county departments in translating Kenya's Global Disability Summit (GDS) commitments into county-specific actions, budgets, and monitoring plans.

#### 2. Scope

Applies to all county departments, agencies, and units responsible for planning, budgeting, service delivery, M&E, and public participation.

#### 3. Steps for Localization

##### Step 1: Awareness and Sensitization.

- Brief CECMs, departmental directors, and County Assembly committees on the GDS 2025 commitments.
- Share simplified county-friendly summaries of the commitments.

##### Step 2: Identification of Relevant Commitments

Each department:

- Reviews the 30 GDS commitments.
- Selects those applicable to its mandates (education, health, social services, infrastructure, etc.)

##### Step 3: Prioritization.

- Rank commitments as high / medium / low priority.
- Consider resources, mandate, urgency, and alignment with CIDP & ADP.

##### Step 4: Action Planning

For each prioritized commitment, define:

- Activities
- Outputs
- Timelines
- Responsible officers
- Budget requirements
- Indicators

## Step 5: Integration into County Plans

### Embed GDS activities in:

- CIDP
- ADP
- Departmental work plans
- CFSP
- Program-Based Budgets (PBB)

## Step 6: Implementation

Departments execute planned activities with:

- Disability focal persons
- OPDs
- County Disability Committee (CDC)

## Step 7: Monitoring

Quarterly reporting using the County GDS Monitoring Tool

- Internal performance reviews
- Joint monitoring with OPDs

## Step 8: Reporting & Feedback

- Submit quarterly and annual reports to CoG, NCPWD, and the County Executive.
- Share feedback with OPDs for accountability.

## 7. 2: County GDS Prioritization Template.

This tool helps county departments identify which Global Disability Summit (GDS) commitments are most relevant to their mandates and capacity. By ranking commitments based on urgency, impact, and resource availability, counties can focus on the areas where they can make the greatest progress. This tool ensures that GDS implementation is strategic, realistic, and aligned with the County Integrated Development Plan (CIDP), Annual Development Plan (ADP), and departmental workplans.

### County GDS Prioritization Template.

| Department     | Relevant GDS Commitment              | Why it Applies (Mandate)                   | Priority Level (H/M/L) | Expected Outcomes                              | Timeframe |
|----------------|--------------------------------------|--------------------------------------------|------------------------|------------------------------------------------|-----------|
| Health         | Health & Rehabilitation Commitment 4 | County runs hospitals and rehab services   | High                   | Improved access to assistive devices           | 12 months |
| Infrastructure | Accessibility Commitment 2           | Mandated to build roads & public buildings | High                   | Public facilities meet accessibility standards | 24 months |
| ...            | ...                                  | ...                                        | ...                    | ...                                            | ...       |

### Annex 7.3: County GDS Action Plan and Timeline Matrix.

This annex provides a practical implementation matrix that guides counties in localizing Kenya's 2025 Global Disability Summit (GDS) commitments through sequenced and realistic timelines. It helps County Disability Committees (CDCs), OPDs, and departmental focal points to plan, prioritize, and monitor actions across different sectors in alignment with their County Integrated Development Plans (CIDPs) and Annual Development Plans (ADPs).

#### Timeline Key:

- Short-Term (ST): 0-1 year (Immediate or within one fiscal cycle)
- Medium-Term (MT): 2-3 years (Linked to current CIDP period)
- Long-Term (LT): 4-5 years and beyond (Institutionalization and sustainability phase)

#### County GDS Action Plan Matrix

| GDS Theme                            | Key County Actions                                                                                                                                                                             | Output | Lead Department / Agency/Focal person                                          | indicators | Budget | Indicative Time-line                                                              |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------------------------------------------------------------------------------|------------|--------|-----------------------------------------------------------------------------------|
| Disability Inclusion Financing       | Introduce disability budget tagging and reporting; establish dedicated budget lines; enforce 5% procurement rule; integrate inclusion in CIDPs; conduct annual disability expenditure reviews. |        | County Treasury; Finance & Economic Planning; County Assembly Budget Committee |            |        | ST–FY2025/26   MT–FY2026/27   LT–Annual tracking institutionalized                |
| Inclusive Education and Training     | Equip inclusive ECDEs and vocational centers; train inclusive teachers; provide assistive devices; mainstream inclusion in bursaries.                                                          |        | County Education & Vocational Training Dept.; Social Services                  |            |        | ST–Baseline mapping   MT–Resource rooms & training   LT–Policy integration        |
| Inclusive Employment and Decent Work | Enforce 5% employment quota; develop inclusive recruitment policies; support PWD entrepreneurship; hold annual disability employment forums.                                                   |        | County Public Service Board; Labor & Trade Dept.                               |            |        | ST–Audit & compliance   MT–Enterprise programs   LT–Sustained enforcement         |
| Health Equity                        | Audit health facilities; establish CBR centers; integrate assessment services; expand assistive technology; train health staff.                                                                |        | County Health Dept.; CBR Units; Social Services                                |            |        | ST–Assessment integration   MT–CBR establishment   LT–Policy institutionalization |

|                                    |                                                                                                                                                           |  |                                                           |  |  |                                                                         |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------|--|--|-------------------------------------------------------------------------|
| Accessible Infrastructure          | Enforce accessibility standards; conduct audits; apply universal design; promote ICT accessibility; ensure accessible transport.                          |  | Public Works; Transport; ICT; Urban Planning Dept.        |  |  | ST–Audits   MT–Inspections & compliance   LT–Full accessibility         |
| Political Participation            | Include Persons with Disabilities in county boards; conduct inclusive civic education; ensure accessible public participation; strengthen OPD leadership. |  | Civic Education Office; County Assembly; Administration   |  |  | ST–Curriculum update   MT–Inclusive forums   LT–Representation achieved |
| Community Support and Care Systems | Establish CBR centers; train carers; link households to social protection; run awareness campaigns; partner with CSOs.                                    |  | Social Services Dept.; Community Development Office; OPDs |  |  | ST–Mapping   MT–Training & expansion   LT–Institutionalization          |
| Humanitarian and Climate Action    | Integrate disability into climate and disaster plans; train responders; develop accessible warnings; ensure inclusive relief centers.                     |  | Environment; Disaster Management; Planning Dept.          |  |  | ST–Plan review   MT–Training & adaptation   LT–Mainstreamed inclusion   |
|                                    |                                                                                                                                                           |  |                                                           |  |  |                                                                         |

| Phase                     | Period    | Strategic Focus                                                                                  | Key Milestones                                                                        |
|---------------------------|-----------|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Phase I – Foundation      | 2025–2026 | Establish coordination structures, train focal points, initiate budget tagging and data systems. | County Disability Committees functional; inclusion data integrated into CIDP reviews. |
| Phase II – Expansion      | 2027–2028 | Scale up inclusion initiatives across departments, strengthen OPD engagement.                    | Accessibility standards enforced; OPD monitoring reports institutionalized.           |
| Phase III – Consolidation | 2029–2030 | Institutionalize inclusion in planning, legal, and budget frameworks.                            | Inclusion embedded in laws, performance contracts, and service charters.              |

This matrix operationalizes the Global Disability Summit (GDS) commitments within Kenya’s devolved governance framework. By following the sequenced timelines and defined departmental responsibilities, counties can move from policy to implementation with measurable progress each fiscal year. It ensures that inclusion is not a one-off initiative but a sustained process—transforming the GDS 2025 commitments into a living framework for inclusive development at the county level.

## 7.4: County Disability Coordination Framework

### 1. Purpose

To provide a structured mechanism for coordinating countywide disability inclusion and GDS localization across all county departments.

### 2. Structure of Coordination.

#### A. County Disability Committee (CDC)

##### Functions;

- Oversee countywide GDS implementation
- Validate county plans & budgets for disability inclusion
- Coordinate interdepartmental reporting
- Engage OPDs in co-production and monitoring

##### Membership

- CECM Social Services (Chair)
- Disability focal persons from all departments
- County Assembly Committee rep
- OPD representatives (at least 30% PWD)
- NCPWD County Officer (technical role)
- County Planning & Budget Office

#### B. Departmental Disability Focal Points

- Each department appoints one officer to coordinate:
- Mainstreaming disability
- Reporting progress
- Tracking indicators
- Ensuring accessibility

### C. OPD Participation Mechanism

- OPDs provide feedback, evidence, and co-monitor commitments
- Must be included in planning, budgeting, M&E

### 3. Meeting Structure

- CDC meets quarterly
- Focal Points meet monthly
- Reports submitted quarterly to:
  - Governor
  - County Assembly
  - CoG
  - NCPWD

## 7.5 County GDS Monitoring Tool.

The County GDS Monitoring Tool enables county governments to track progress on the localization and implementation of Kenya's Global Disability Summit (GDS) commitments. It serves as the county's official instrument for quarterly and annual monitoring, aligned with national frameworks (NCPWD, CoG) and international reporting expectations.

### The tool ensures:

- Systematic documentation of achievements
- Clear tracking of indicators
- Identification of gaps
- Evidence-based decision-making
- Alignment between county departments and OPDs

This tool should be completed quarterly by all departments and consolidated by the County Disability Committee (CDC).

| GDS Commitment                    | County Specific Target    | Indicator            | Baseline | Current Status | Progress This Quarter | Budget Allocated (KES) | Budget Spent (KES) | Responsible Department | Data Source        | Comments / Action Needed     |
|-----------------------------------|---------------------------|----------------------|----------|----------------|-----------------------|------------------------|--------------------|------------------------|--------------------|------------------------------|
| e.g., Accessible Public Buildings | Modify 10 buildings       | # buildings modified | 2        | 4              | +2 this quarter       | 5M                     | 3.2M               | Public Works           | Photos, audits     | Increase budget next quarter |
| Employment Inclusion              | Train HR staff            | # HR staff trained   | 0        | 15             | +7 this quarter       | 1M                     | 0.8M               | Public Service Board   | Training reports   | Develop follow-up plan       |
| Assistive Technology              | Increase devices supplied | # devices issued     | 300      | 450            | +50 this quarter      | 3M                     | 2.5M               | Health                 | Distribution lists | Procurement delayed          |

## 7.6 County GDS Scorecard.

The County GDS Scorecard is a self-assessment tool used by county departments and the County Disability Committee to evaluate overall performance in delivering GDS commitments. It simplifies performance management by assigning a score (1-5) to each thematic area, identifying gaps, and recommending action.

The scorecard:

- Encourages accountability within counties
- Helps identify high-performing and underperforming departments
- Supports evidence-based advocacy by OPDs
- Feeds into the annual report and national tracking structures

Scores should be agreed jointly by the CDC and OPDs.

### County GDS Scorecard Scoring Scale

- 1 = No progress
- 2 = Minimal progress
- 3 = Moderate progress
- 4 = Significant progress
- 5 = Fully achieved

## County GDS Scorecard

| GDS Commitment Area        | Score (1-5) | Key Achievements             | Gaps / Challenges                | Recommended Actions         | Department Responsible      | Timeline  |
|----------------------------|-------------|------------------------------|----------------------------------|-----------------------------|-----------------------------|-----------|
| Education                  | 3           | 12 new accessible classrooms | Limited sign language support    | Recruit SL interpreters     | Education Dept              | 6 months  |
| Health & Assistive Devices | 4           | Increased A.T provision      | Rural facilities underserved     | Expand outreach clinics     | Health                      | 3 months  |
| Employment                 | 2           | HR trained on inclusion      | No disability quotas             | Amend HR policies           | County Public Service Board | 12 months |
| Accessibility              | 3           | Building audits done         | Compliance low in old structures | Retrofit priority buildings | Public Works                | 9 months  |
| Social Protection          | 5           | 1,000 households enrolled    | None noted                       | Sustain funding             | Social Services             | Ongoing   |

### 7.7 County Disability Grievance & Feedback Mechanism.

This tool provides a structured and accessible way for persons with disabilities, caregivers, and OPDs to report barriers, discrimination, inaccessible services, or challenges related to GDS implementation and general county service delivery.

#### A strong feedback mechanism ensures:

- Government responsiveness
- Transparency and accountability
- Improved quality of services
- Early detection of problems in implementation
- Trust between OPDs and the county

The mechanism must be fully accessible—using voice, SMS, sign language videos, Braille, and plain language formats.

#### A. Accessible Feedback Channels

##### 1. Toll-Free Hotline

- Staffed during working hours
- With options for relay services or Kenya Sign Language support

##### 2. SMS Short Code

- Low-cost reporting option
- Auto-formatting for quick data capture

### 3. WhatsApp Line

Allows:

- Voice notes
- Photos
- Short videos
- Sign language messages
- Easy-to-read text

### 4. Online Accessible Form

- Screen-reader friendly
- Includes drop-down categories
- Option for anonymous reporting

### 5. Physical Accessible Suggestion Boxes

- Located at county offices, hospitals, and social service points
- With tactile/Braille labelling

### 6. Community Focal Points

- Through Ward Social Development Officers
- Linked to OPDs and the County Disability Committee

## B. Grievance Logging Template

| Date Received | Complainant Name (or Anonymous) | Contact | Category of Issue | Description of Grievance      | Location   | Action Taken                            | Responsible Officer       | Resolution Time | Status (Open/Closed) | Remarks                   |
|---------------|---------------------------------|---------|-------------------|-------------------------------|------------|-----------------------------------------|---------------------------|-----------------|----------------------|---------------------------|
|               | Anonymous                       | –       | Accessibility     | No ramp at Sub-county Office  | Mwingi     | Site visit, planned retrofit            | Public Works Focal Person | 3 days          | Closed               | Needs follow-up audit     |
|               | John (OPD rep)                  |         | Discrimination    | PWD denied service at counter | Kitui Town | Officer reprimanded, training scheduled | Social Services           | 5 days          | Closed               | Follow-up in next quarter |

## 7.8 County-OPD Partnership / MoU Template.

This Memorandum of Understanding (MoU) establishes a formal partnership between Organisations of Persons with Disabilities (OPDs) and the County Government to promote meaningful participation, co-production, and accountability in the implementation of disability-inclusive policies and the Global Disability Summit (GDS) commitments.

The MoU provides a structured framework for collaboration, ensuring that OPDs contribute their lived experience, expertise, and community feedback while the county government strengthens inclusive planning, budgeting, service delivery, and monitoring. It aims to foster a long-term, transparent, and mutually beneficial relationship that advances the rights and inclusion of persons with disabilities across all county functions.

## MOU Structure

### 1. Parties

- County Government of \_\_\_\_\_
- Federation/Network of OPDs in \_\_\_\_\_ County

### 2. Purpose

- To formalize collaboration on GDS implementation, monitoring, feedback, and inclusive service delivery.

### 3. Scope of Collaboration

- Co-designing county plans
- Joint monitoring of GDS commitments
- Sharing data and evidence
- Capacity building and awareness
- Public participation and consultations

### 4. Responsibilities

- County Government
- Include OPDs in planning/budgeting processes
- Share reports and data
- Provide reasonable accommodation
- OPDs
- Provide feedback and community-level data
- Participate in monitoring
- Advocate for disability inclusion

### 5. Duration

- 3-year renewable agreement.



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