

The Kenya Business and Disability Network

**Status Of Inclusion
Survey April 2020**

Introduction

The Kenya Business and Disability Network aims to be a safe space for companies and private sector employers to share peer to peer on disability inclusion and find contextualized solutions for their needs.

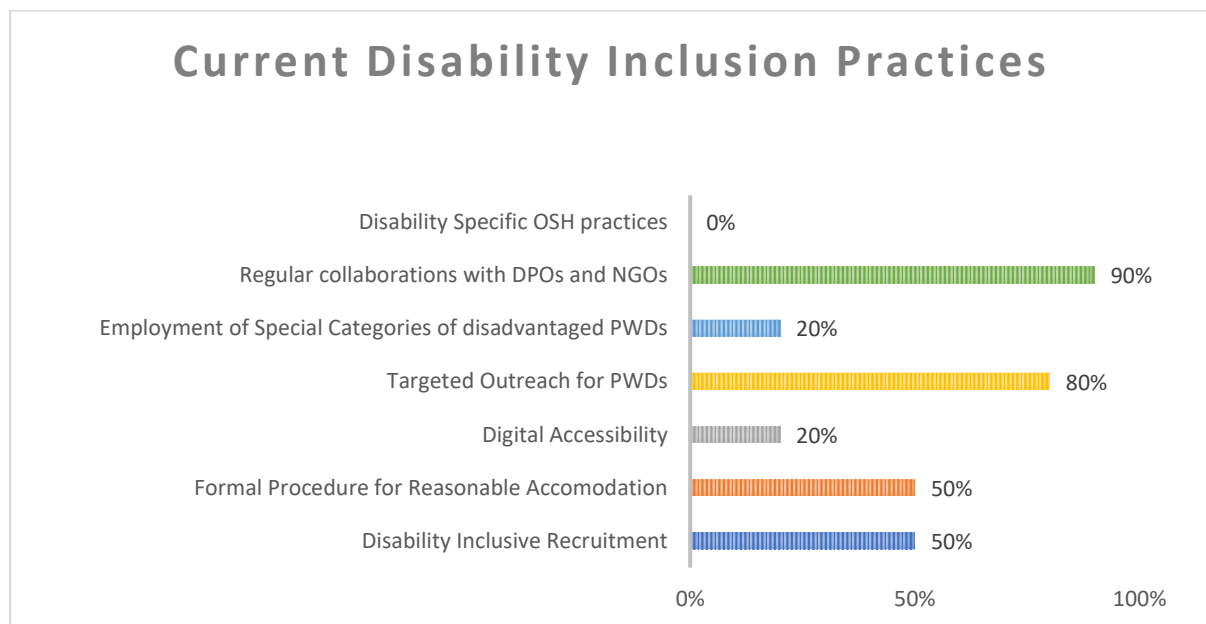
The survey, carried out in April 2020, aimed to gain a preliminary understanding of the disability inclusion practices and needs of private companies in Kenya, so as to address identified needs within the framework of the Kenya Business and Disability Network and its partners.

Company Size

30% of respondents represented MSMEs, 20% represented large National Companies and 50% represented Multi-National Companies with operations in Kenya.

Current Inclusion Practices

It was noted that all the respondents had disability inclusive strategies, policies and programs as charted below:



Disability-specific measures in Occupational Safety and Health practices had no company reporting on them as a practice with Digital accessibility and employment of special categories of disadvantaged persons with disabilities also being lowly reported.

Public Statement to Disability Inclusion.

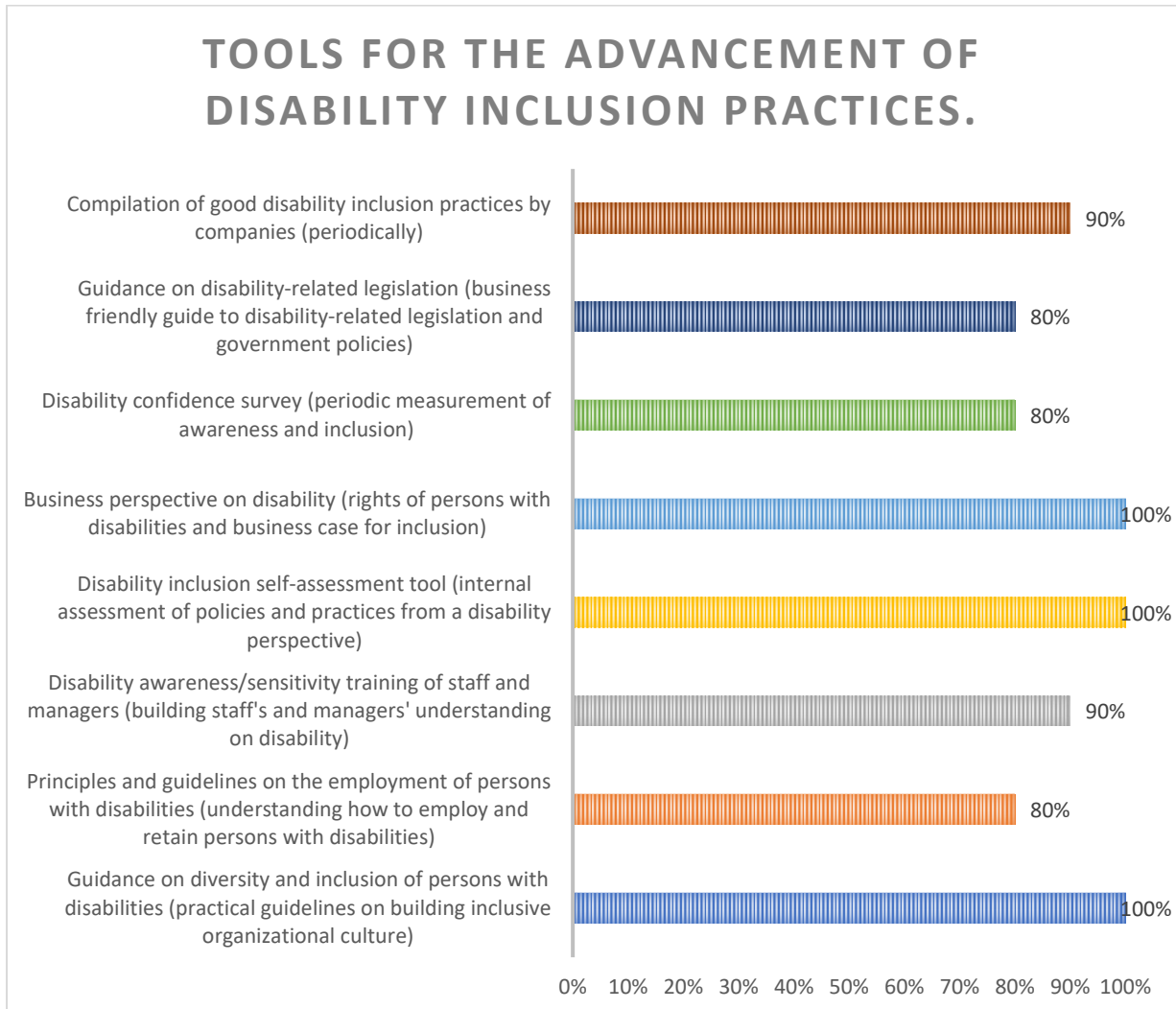
Most of the companies surveyed agreed to making public statements in support of inclusion of persons with disabilities with 80% agreeing strongly.

Sharing Good Practices.

Most companies surveyed would be willing to share disability inclusion practices in a network of its peers with 50% agreeing and 40% agreeing strongly.

Tools for the advancement of the inclusion of persons with disabilities

All the tools presented in the survey were considered important by the companies to advance their disability inclusion practices as charted below:



Conclusion

The findings of this survey would greatly assist the KBDN in developing resources to address some of the gaps in the current disability inclusion practices of companies in Kenya such as Occupational Health and Safety measures, increasing digital accessibility standards (with view of persons with disabilities as customers, clients and suppliers) and finding an understanding towards the inclusion of persons with disabilities who face particular challenges in accessing the labour market.

The findings of this survey would also enable the KBDN and its associates, provide the right tools for the businesses in advancing greater inclusion of persons with disabilities.