



Inclusive Business (InBusiness) Kenya

Project timeline: June 2019 – December 2025

Project budget: £2.63 million

Capturing the power of collaboration: United Disabled Persons of Kenya (UDPK), Light for the World, Humanity and Inclusion, Sense International, London School of Hygiene and Tropical Medicine, Kenya Private Sector Alliance, Kenya Department of Trade, Kenya Department of Revenue, Enable Me initiative, National Council of Persons with Disabilities, National Chamber of Commerce, County Pension Fund, National Government Affirmative Action Fund, County Governments of Meru, Laikipia, Migori, Turkana and Kakamega

Most of the 1.3 billion people with disabilities around the world are of working age, however less than a third are in employment. Employment opportunities for people with disabilities are frequently limited by discrimination and environmental barriers. **That is why Disability Inclusive Development - Inclusive Futures is working to create more employment opportunities for people with disabilities in line with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) - and to drive commitments from business leaders and governments to make this happen.**



The situation in Kenya

In Kenya, despite government policies recognising the rights of people with disabilities to work, the employment rate for people with disabilities is estimated to be just 1%, compared to 73.8% for people without disabilities¹. Significant progress is needed to achieve the National Government's commitment of 5% of Kenyan company employees to be people with disabilities².

As such, the informal sector and micro enterprises represent a key source of work and income for people with disabilities in Kenya. Around 4.3% of Kenya's micro-enterprises are owned by people with disabilities³. Improved inclusive employment practices in Kenya would provide opportunities to support the growth and professionalisation of micro enterprises and empower people with disabilities to reach their economic potential.

How we are helping

We have brought together a consortium of experts to improve inclusive employment practices and opportunities for people with disabilities in Kenya, including Organisations of Persons with Disabilities (OPDs), local and national government, non-governmental organisations, research institutes and social enterprises.

InBusiness is a large-scale programme reaching from Kakuma Refugee Camp in Northern Kenya to downtown Nairobi and rural counties in between; **testing new approaches, generating evidence and scaling up promising interventions.** InBusiness is fostering growth, encouraging people with disabilities to become entrepreneurs, and pushing for institutional reforms to improve the business climate so people with disabilities can participate on an equal basis. The programme has a particular focus on supporting refugees with disabilities and people who are deafblind.

InBusiness began with an innovation phase from 2019 - 2021 which provided evidence to inform the current scale up phase, active until 2025. Activities are being delivered in 11 counties (Kakamega, Homabay, Migori, Bomet, Kitui, Machakos, Nairobi, Kiambu, Meru, Turkana and Laikipia) as well as Kakuma refugee camp and Kaloeyei refugee settlement. **With strong leadership from partner OPDs, we are delivering key pillars of activity:**

- **At community level – Business Development Services** are provided to people with disabilities operating micro-enterprises, as well as financial support. Services offered following needs assessments include training and mentorship in business skills, financial literacy capacity building and technical training in a wide range of livelihoods from soap making to poultry rearing. We have found this model is helping micro-entrepreneurs develop negotiation skills, improve business recognition and, ultimately, increase profits. Peer advisors



Shopkeeper Ahmed, who has a physical disability, has been supported through training and mentorship to grow his retail business in Kakuma Refugee Camp. He told us his dream is to have many branches of his business elsewhere in the camp.

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from **United Disabled Persons of Kenya (UDPK)** are delivering additional training on personal confidence and safeguarding.

- **At system strengthening level** – the project is creating links with private and public institutions' (PPI) procurement chains to improve access for micro-enterprises run by people with disabilities. We have created Kenya's first Disability Inclusion Academy to train Disability Inclusion Facilitators, who provide inclusion training for PPIs and map inclusion opportunities. InBusiness is also working with targeted companies to improve workplace employment opportunities for people with disabilities.
- **At governance and policy level** – We want to influence government, business and the wider development sector to be more disability inclusive. OPD partner UDPK is spearheading engagement with the Ministry of Labour and Social Protection and realising progress on their goal to enhance implementation and accountability of policy on disability inclusion.

Project impact to date



Business development services have trained and empowered almost 1,500 people with disabilities and their micro-enterprises, with strong proportions of women reached. Microentrepreneurs reported that their business skills and knowledge increased from 45% to 80% following InBusiness training.



Microentrepreneurs have so far made 866 attempts to engage with PPIs, of which 43% have been successful. As a result, 68 PPIs have engaged 146 microentrepreneurs in procurement opportunities in their procurement chains.



Engaging caregivers has also contributed to the growth of micro-enterprises and we will continue to target higher numbers of women through gender inclusion training.
[Watch the CEO of UDPK discussing our impact.](#)



InBusiness Disability Inclusion Facilitators have worked with 11 PPIs to provide inclusion training and align their policies to work with people with disabilities. **As a result, four companies have already updated their policies to procure from micro-enterprises run by people with disabilities, including East Africa Breweries and Maiyan Hotels.**

Discovering what works

Five learning products have already been created, including a [film](#) explaining the right to work for people with disabilities for employers and other stakeholders. Learning from InBusiness has fed into the Inclusive Futures' Livelihoods [resource hub](#) and [webinar](#). A baseline evaluation as part of a [randomised control trial and process evaluation](#) has also been completed.

Breaking barriers for people with disabilities

Disability inclusion is critical for reaching the Global Goals and we are producing the evidence on what works in a range of different areas. We now need the allocation of resources for disability inclusion in employment to turn evidence into action.

To find out more visit

inclusivefutures.org/employment or contact Claire Walsh at cwalsh@sightsavers.org

Endnotes

- 1 Inclusive Futures / Institute of Development Studies (2020), Disability Inclusive Development Kenya Situational Analysis June 2020 update, p.19
- 2 Inclusive Futures / Institute of Development Studies (2020), Disability Inclusive Development Kenya Situational Analysis June 2020 update, p.21
- 3 According to registration data in the targeted Access to Government Procurement Opportunities (AGPO)