

Innovation to Inclusion

Understanding data systems for employment and social protection of persons with disabilities in Kenya and Bangladesh

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Acronyms

BBDN	Bangladesh Business and Disability Network
BBS	Bangladesh Bureau of Statistics
B-SEP	Bangladesh Skills for Employment and Productivity
CRPD	Convention on the Rights of Persons with Disabilities
DoSS	Department of Social Services (Bangladesh)
DFID	Department for International Development (UK)
DPO	Disabled People's Organization
FKE	Federation of Kenyan Employers
FGD	Focus-Group Discussion
HHFE	household fixed effect
HIES	Household Income and Expenditure Survey
ILO	International Labour Organization
i2i	Innovation to Inclusion
KNAD	Kenya National Association of the Deaf
KNBS	Kenya National Bureau of Statistics
KNCHR	Kenya National Commission on Human Rights
KUB	Kenya Union for the Blind
LFS	Labour Force Survey
LFTW	Light for the World
NCPWD	National Council of Persons with Disabilities
MoSW	Ministry of Social Welfare (Bangladesh)
ML&SP	Ministry of Labour and Social Protection
NGO	Non-Governmental Organisation
SDGs	Sustainable Development Goals

TVET	Technical and Vocational Education and Training
UDPK	United Disabled Persons of Kenya
UN	United Nations
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
VSO	Voluntary Services Overseas
WG	Washington Group on Disability Statistics
WHO	World Health Organisation

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Introduction

The World Bank and the World Health Organization (WHO) estimate that 15% of the global population have some form of disability.¹ This figure was compiled from two global surveys. While useful, it does not replace the need for national level disability data to be generated.

Disability is a complex phenomenon; any measurement of disability needs to be carried out carefully. Currently, the internationally recommended way to measure disability prevalence in censuses, labour force surveys (LFS) and other instruments are the Washington Group Questions, created by the Washington Group on Disability Statistics. There is a 'short-set' of six questions, which have a focus on functional limitations. Each of the six questions asks about a specific area of functioning, and has responses based on perceived level of difficulty.

These questions ensure that there is comparable data on disability available. They support the monitoring of progress towards the Sustainable Development Goals (SDGs) and the United Nations Convention on the Rights of Persons with Disabilities (CRPD). They also ensure that governments are following through on commitments made during the Global Disability Summit 2018, including to "gather and use better data".

Disability-disaggregated data is required to monitor the access of persons with disabilities to services and provisions at country level and is essential for influencing legislation and policy. It is important to understand disability status in order to assess the need or eligibility for social protection services, and to understand the number of persons with disabilities who are not accessing or receiving social protection. National censuses and surveys, including LFS, provide an opportunity to understand the employment status of persons with disabilities. Together with the inclusion of the Washington Group Short-Set of Questions and questions on disability-related barriers and attitudes, they have the potential to provide profound insights into the employment of persons with disabilities. This information is essential for advocacy and policy purposes.

This study was conducted by the International Labour Organisation (ILO), a consortium partner of the Innovation to Inclusion (i2i) programme. i2i is a 3-year programme preceded by an 8-month research and scoping phase, led by Leonard Cheshire with funding from the Department for International Development (DFID UK). It is designed to develop, test and validate effective ways to engage and retain persons with disabilities in waged employment in the private sector in Bangladesh and Kenya.

¹ The World Report on Disability, The World Bank, 2011
<http://documents.worldbank.org/curated/en/665131468331271288/pdf/627830WP0World00PUBLIC00BOX361491B0.pdf>

The purpose of this study was to understand existing data systems on employment and social protection relevant for persons with disabilities in Kenya and Bangladesh. The aims of the study were to:

- Assess the capacities and needs of relevant ministries and other national actors (eg national statistics offices) on employment and social protection data on persons with disabilities.
- Assess the existing data and the mechanisms for its collection and analysis in Bangladesh and Kenya.
- Input to the i2i national programme development workshops in Kenya and Bangladesh in January 2019 and December 2018 respectively.

Methodology

This desk-based review and field research was conducted by ILO, one of the lead partners of the i2i programme.

The data was collected through key informant interviews and focus group discussions with Disabled People's Organisations (DPOs), Government representatives from relevant ministries and NGOs.

The study was based on a quick review of the situation due to the need to get an overview of the current status to inform the programme design.

Context

Bangladesh

Bangladesh is a lower-middle income country with an estimated population of 163.6 million people.² The country signed and ratified the CRPD in 2007. In 2013 the Disability Rights and Protection Act was introduced, which includes provisions for the collection of disability data. Article 31 of the Disability Rights and Protection Act details the registration process for persons with disabilities and sets out how to get a disability identification card, which is the current method of collecting data on persons who self-identify as disabled. Access to the register is challenging with eligibility for a disability card and benefits variable and often not conforming to the international understanding of disability.

More recently, a National Plan of Action on Disability, approved in January 2019, details the measures to be taken to identify persons with disabilities in national censuses and other surveys. The aim to systematically include disability data represents an important step in the acknowledgement of persons with disabilities.

The Ministry of Social Welfare (MoSW) is currently responsible for identifying persons with disabilities and chairs a national monitoring committee for implementation of the CRPD. The committee members include representatives from a range of ministries, NGOs and DPOs. The Department of Social Services (DoSS) is responsible for the implementation of the identification process and the Bangladesh Bureau of Statistics (BSS) is responsible for the census and national surveys.

An SDG Implementation and Monitoring Committee addresses disability issues but does not include a focal person on disability. It was established by the government of Bangladesh and is chaired by the Prime Minister's office. The 2017 Voluntary National Review (VNR) references persons with disabilities in the annex.³ The handbook mapping government ministries and SDG alignment with the 7th Five Year Plan (2016-2020) includes several actions for ministries on disability. The 2017 SDG Data Gap Analysis highlights the need for further data on employment of persons with disabilities; including under remarks for SDG target 8.5, modification of the LFS will be "required regarding disability, gender and age segregation of data".

There is a commitment to work on inclusion in Bangladesh. The Prime Minister's daughter is advocating for disability issues, particularly those for persons with autism. Reference to the disability database set up by the government on the International Day of Persons with Disabilities in 2018 and her participation in the launch of the Bangladesh Business and Disability Network (BBDN), along with the ILO Director General, demonstrate active engagement in the disability sector.

² Bangladesh population 2019 <http://worldpopulationreview.com/countries/bangladesh-population/>

³ This and the other documents mentioned in this paragraph can be accessed through the Government's SDG Tracker: <http://www.sdg.gov.bd/>

The ILO has worked on the labour market inclusion of persons with disabilities and provided considerable support on skills development programmes in Bangladesh. This includes the development of pilot initiatives, a national strategy on the inclusion of persons with disabilities in skills development and the reform of technical and vocational training authorities and institutes.

Kenya

Kenya is a lower-middle income country, with an estimated population of 45.8 million people.⁴ Kenya signed the CRPD in 2007 and ratified it in 2008. The Persons with Disabilities Act 2003, under review at the time of this report, covers rights and equal opportunities for persons with disabilities. The Constitution of Kenya, 2010, includes specific provisions for persons with disabilities.

The government of Kenya has also made commitments following the Global Disability Summit 2018 to strengthen disability data in national surveys “to promote the collection of accurate data disaggregated by gender, age, disability and geographic location for use in planning.”

The Committee on the Rights of Persons with Disabilities highlighted in 2015 the “lack of systems to collect information on the situation of persons with disabilities, including the barriers that they face to exercise their rights.”⁵ The Committee recommended the systematic collection and disaggregation of disability data. It was noted that there is an indicator on disability mainstreaming for public service contracts.

The responsibilities of different institutions in Kenya are potentially overlapping:

- The Kenya National Commission on Human Rights (KNCHR) is the monitoring agency of the CRPD in Kenya, in line with Article 33. The Commission collaborates with the National Gender and Equality Commission.
- A "National Plan of Action" to implement recommendations of the Committee of the Rights of Persons with Disabilities (2015-2022) was elaborated by the then Ministry for East African Community, Labour and Social Protection. This ministry was then reorganized into separate ministries: the Ministry of East African Community and Regional Development; and the Ministry of Labour and Social Protection..
- The National Council for Persons with Disabilities (NCPWD) will oversee the implementation of the CRPD and ensure Government decisions on the rights of persons with disabilities are fully implemented. The NCPWD is a state

⁴ The State of Kenya Population 2017 by the National Council for Population and Development, June 2015: <http://www.ncpd.go.ke/wp-content/uploads/2018/11/STATE-OF-KENYA-POPULATION-JUNE-2018.pdf>

⁵ Concluding observations on the initial report of Kenya by the Convention on the Rights of Persons with Disabilities: <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G15/223/37/PDF/G1522337.pdf?OpenElement>

corporation formed of representatives from key government ministries and from organizations of/for persons with disabilities..

- The 2017 Ministry of Devolution and Planning's report on SDG implementation mentions disability throughout. The SDG Kenya Forum's (a civil society initiative), submission to the 2017 VNR included a call for government to collect, gather and disseminate further data on disability. A national steering committee consisting of DPOs working with the Kenya National Bureau of Statistics was also set up. The Ministry of Labour and Social Protection has committed to ensure disability data disaggregation is mainstreamed in national surveys and included this in the action plan for the implementation of the Inclusion Data Charter. Collaboration is essential to ensure that government development plans are disability inclusive.⁶ The action plan calls for the use of the Washington Group Questions in the 2019 census and "all other surveys."

The ILO has previously worked to promote the inclusion of persons with disabilities, particularly women, to become entrepreneurs in Kenya.

⁶ [Government of Kenya commitments at Global Disability Summit 2018.](#)

Data systems for employment and social protection of persons with disabilities

Bangladesh

Existing data and data sources

In Bangladesh, there are currently two key sources of disability data; the Household Income and Expenditure Survey (HIES) and the Disability Information System (discussed further below). The 2010 and 2016 HIES reported a disability prevalence of 9.07% and 6.94% respectively. Both HIES surveys used the Washington Group Questions but did not use the recommended internationally comparable cut-off but rather a lower cut-off, possibly to generate a higher prevalence of disability.

The HIES 2017 report, based on the HIES 2016 survey, reported a higher prevalence of disability amongst women compared to men, 7.59% and 6.27% respectively. The prevalence was also higher in rural areas compared to urban areas, 7.27% and 6.04% respectively. (Table 1)

Table 1: Percentage of population having any type of difficulty by gender and living area (HIES 2016)

Residence	Total (men and women)	Men	Women
Total (National)	6.94	6.27	7.59
Rural	7.27	6.53	8.0
Urban	6.04	5.57	6.5

Studies using the 2010 HIES found that disability was more prevalent amongst poorer families.⁷ Amongst persons with disabilities, rates of unemployment and of employment in domestic work were higher than those for persons without disabilities. Men with disabilities were more likely to be employed than women with disabilities.⁸

Analysis of the 2010 HIES in the 2017 Chronic Poverty Advisory Paper⁹ reports that 20.8% persons with severe disabilities and 34.2% of persons with moderate disabilities were participating in the labour force. This is compared to 29.2% of those without disabilities. Persons with severe disabilities were equally likely to be self-employed than those without disabilities, 40.8%. Persons with moderate disabilities were more likely to be self-employed than those without disabilities; 51.7% and

⁷ Tareque MI, Begum S, Saito Y (2014) Inequality in Disability in Bangladesh. PLoS ONE 9(7).

⁸ BBS 2015, Disability in Bangladesh: Prevalence and Pattern.

⁹ Binayak Sen, Mainul Hoque, 2017. Unpacking Disability - Extreme Poverty Links in Bangladesh through Household Income and Expenditure Survey: A Quantitative Exercise.

40.8% respectively. 17% of moderately or severely disabled persons were engaged in the industry sector, compared to 35% of those without disabilities. 16.9% of men with disabilities were accessing social protection programmes, compared to 8.81% of women with disabilities. There was no further gender analysis given in the report. Intersectionality of poverty and disability was also detailed in the report, with per capita income found to decrease as the severity of disability increased. For households without a person with a disability, the income was 29,324 BDT, those with a household member with a moderate disability 28,162 BDT and with a severe disability 26,424 BDT.

A Rapid Assessment of Disability Survey most recently conducted in 2017 in Kurigram and Narsingdi districts¹⁰ indicates the gap in paid work for persons with and without disabilities. This was particularly evident amongst men with disabilities, who were approximately 50% less likely to be in paid employment in both districts. The gap between women with and without disabilities was less pronounced, indicating that disability is more likely to be a significant factor for men, and gender a more significant factor for women.

Table 2: Percentages of men and women with and without disabilities in paid work¹¹

Location	Persons with disabilities			Persons without disabilities		
	Both	Men	Women	Both	Men	Women
Kurigram	19.2	32.0	6.1	32.0	62.0	6.0
Narsingdi	11.0	23.0	2.0	22.0	50.0	3.0

The 2011 Census reported a disability prevalence of 1.41%.¹² The question administered was based on type of disability and had seven response categories: None, Speech, Vision, Hearing, Physical, Mental and Autistic. Unexpectedly, the prevalence amongst men (1.51%) was higher than women (1.30%).¹³

Other systems containing disability data are limited. The LFS 2017 collected information on occupational injuries and illness.¹⁴ A recent quota system, which has

¹⁰ HI, 2018, Rapid Assessment of Disability in Kurigram and Narsingdi Districts of Bangladesh, 2017.

¹¹ The report does not present total for the districts combined.

¹² A question that asks about disability directly in this way is expected to get a low prevalence because it will depend on the understanding of – and stigma towards – the term “disability” among enumerators and respondents.

¹³ This report uses “men” and “females” rather than “men” and “women” because many of these statistics include people under the age of 18.

¹⁴ The survey defines occupational injury and illness as “any personal injury resulting from a work-related accident”. It also offered “injury or illness” as a response category for the question of why respondents were not looking for work. Of those not looking for work, 25.3% of men gave this answer, and 3.1% of females.

since been abolished, did advocate for 1% of 1st and 2nd grade public sector jobs and 10% of 3rd and 4th grade jobs to employ persons with disabilities. The Ministry of Public Administration report on “Statistics of Civil Officers and Staff 2017” did not provide information on numbers of persons with disabilities employed under this quota or otherwise.

Data and social protection

The Disability Information System managed by the DoSS provides the most in-depth source of social protection data. Historically, persons with disabilities have registered via the disability detection survey, with information available on the Disability Information System website. The system is continuously updated with the original data collected during a nationwide door-to-door survey which started in 2013. Not all households were surveyed, and inconsistencies were found in the identification of persons with disabilities. Persons with disabilities can now register themselves at DoSS offices.

At the time of writing there were 1,620,064 persons with disabilities (approximately 1.0% of Bangladesh population) registered. 987,751 were men (61.0%), 629,891 women (38.9%) and 2,422 third gender (0.1%). The gap between men and women was highlighted by DPOs and others to be due to the initial registration process (generalised questions at household level rather than on an individual basis), challenges in urban areas of door-to-door surveys, accessibility barriers, errors in disability cards, migration within the country and in some cases persons paying to register.

Twelve types of impairment are listed. The majority of persons with disabilities registered have a physical impairment – 719,808 persons (44.4%). The survey also contains information on the social protection and economic situation of the registered persons with disabilities. These questions cover: occupation, income, benefits received, whether the person has received the disability certificate, and whether they are “eligible” for a job, benefits or loan.¹⁵ Registration in the system is a requirement to get the disability identification card. It is unknown if all registered persons have received a card, and there is no process for follow-up or tracking people that have been registered. Despite this, the Disability Information System is promoted at national level, including by the Prime Minister's daughter, and is actively seeking further registration of persons with disabilities.

DPOs also reported that some disability-related privileges may require different proofs of disability. For example, the work commission has been requiring the disability certificate (an older system) rather than the current registration or identification card. There is limited cross-department collaboration on disability data use. However, scope for strengthening analysis and use of this data may improve policy, service design and delivery and provision of benefits.

¹⁵ The study team requested summary information from DoSS but at the time of writing this process was too long to obtain this information.

Information on the allocation of benefits concerning persons with disabilities is found in budget figures. In 2017/2018, 825,000 persons were allocated an allowance for disability. This increased to 1,000,000 persons in the 2018/2019 budget. 80,000 disabled students were in receipt of a stipend in 2017/2018. This also increased in 2018/2019 to 90,000 students with disabilities. There is no gender-disaggregated data available for these allowances.

Ministries and departments responsible for a range of social protection benefits were contacted about disability-disaggregated data – none had this information available.¹⁶ Persons with disabilities were not seen as being eligible for some benefits (eg old-age allowance), as they should be receiving the disability allowance instead. Further review would need to be conducted to understand whether this is policy that is being implemented, or if it was reporting bias introduced by those interviewed.¹⁷

Capacity and processes

The capacity to collect disability data in Bangladesh is evident given that the Washington Group Questions have been administered on a large scale as part of the HIES surveys. Despite this, consistency in their application is an issue, with relatively low numbers of persons with disabilities identified. Insight into training of enumerators on questions and how they are applied would provide further information into these inconsistencies.

The Disability Information System also provides substantial information on registered persons with disabilities. However, it does not give an indication of prevalence within the country and has limitations in data collection and application.

To complement these information systems, the upcoming LFS is expected to include questions on disability. Advocacy for the inclusion of the Washington Group Questions has commenced, but there is no commitment made at the time of writing to include the questions. Close follow-up and policy-level commitment would be required to ensure the inclusion of the Washington Group Questions and their correct application. The BBS is also planning a disability survey, but no timeframe has been stipulated. The disability sector is currently advocating for this to be included in the upcoming financial budget, 2019/2020. The 2021 census was being planned at the time of writing. This would be a key opportunity to include the Washington Group Questions. However, the team was informed of a limited number of questions to be included in the census, with currently only one or two questions relating to disability planned.

At present, there is a gap between policy or service-related decisions and the data being generated. This is a result of a lack of clarity amongst stakeholders, including

¹⁶ The study team asked the Department of Disaster Management, Department of Social Services, and the Department of Women Affairs. Together these departments do not cover all social benefits in Bangladesh, but they cover a wide range of the important ones.

¹⁷ Mainstream benefits giving priority to disabled people include those under the Ministry of Women and Children Affairs. Maternity allowance and working lactating mothers gives priority to poor disabled women. Vulnerable Group Development gives priority if there is a disabled family member.

the private sector, on what type of data could be gathered to inform decision-making, and a lack of understanding of the data. The awareness of different prevalence rates and analysis in complex reports has resulted in confusion amongst disability organisations and policy makers. The need for systemic data collection on accessibility and inclusion is required for a more comprehensive understanding of the situation of persons with disabilities and to ensure links between data and policy are effective.

Kenya

Existing data and data sources

There are three key surveys which contain disability information in Kenya: a National Survey for Persons with Disabilities (2007), the Kenya Population and Housing Census (2009) and the Kenya Integrated Household Budget Survey (2015/2016). Kenya also has a registry of persons with disabilities (see below).

The National Survey of Persons with Disabilities (2007)¹⁸ remains one of the most important sources of disability data in Kenya. 14,000 households were screened with support from a range of ministries, DFID, USAID and UNFPA. Individuals were screened at household level, and identified persons with disabilities were asked further questions based on those from WHO and the Washington Group. The methodology for identifying persons with disabilities is unclear. 4.6% of surveyed persons had some form of disability, with 52% of these persons being female and aged 15 years and above. Persons with disabilities were more likely to engage in paid employment in urban areas (26%) than rural areas (9%), with the highest proportion in urban areas based in Nairobi (32%). Men with disabilities were also more likely to be engaged in employment than women with disabilities:

- Men working for pay (17.7%); women working for pay (7.5%).
- Men working in family business (31.4%), women working in family business (28.5%).
- Men as homemakers (2.7%), women as homemakers (21.8%).
- Men who did not work (31.0%), women who did not work (31.5%).

The survey reported significant numbers of persons with disabilities having to cease employment due to their disability. 13% of persons with disabilities stopped working because of their disabilities and 9% because to illness, while 8% were dismissed and another 8% were retrenched. 5.9% of persons with disabilities were receiving financial support from disability grants, 1.6% from social security, 4.2% from private insurance/pension, 15.4% from old-age pension and 72.9% from other sources.

The 2009 Kenyan Population and Housing Census estimated a disability prevalence of 3.5%, with two disability questions applied: one on type of disability with eight

¹⁸ National Coordinating Agency for Population and Development and Kenya National Bureau of Statistics 2008, Kenya National Survey for Persons with Disabilities.

response categories, and the second question assessing if the persons experienced difficulties engaging in economic activities due to their disability.¹⁹

There was a slightly higher prevalence amongst women than men in both urban (3.2% and 3.1% respectively) and rural (3.9% and 3.7% respectively) settings. 14% of men had worked for pay compared to only 6.6% of women. 5.4% of men were primarily employed by the private sector compared to 2.5% of women. Women were more likely to have worked on their family agricultural holding than men (30.3% and 26.0% respectively). Women and men with disabilities reported similar rates of not being engaged in economic activity because of their disability (18% and 16% respectively).

The Kenyan Integrated Household Budget Survey (2015/2016) estimates a disability prevalence of 2.8%, but the method of detection is unclear. The response categories used are: visual, hearing, speech, physical, mental, self-care and others, but the question asked is unknown. The Kenyan National Bureau of Statistics (KNBS) raised concerns about the methodology used to detect disability in this survey and did not view the results as reliable. The findings report a disability prevalence of 3.3% in rural areas and 2.0% in urban areas. More than half of persons with disabilities reported difficulty engaging in economic activities; 54.7% compared to 38.7% who did not. None of the findings were disaggregated by gender.²⁰

In addition to the surveys, the 2013 Public Service Commission report conducted on 335 of the 411 ministries, departments and agencies in the Kenyan Public Service captured data on the adaptations made to improve accessibility and inclusion. 13.9% had made Braille available, 17.4% had Kenyan Sign Language, 66.0% had ramps for use by disabled people, 28.9% had customized toilets, 21.6% had lifts, 14.7% had wheelchairs available and 48.6% had parking bays for use by persons with disabilities.²¹ Amongst the ministries, departments and agencies surveyed, 76.6% had conducted awareness trainings on service provision to persons with disabilities and 64.7% had a disability policy.

Other data sources were limited or did not exist. For example, the registry of companies in the Ministry of Labour and Social Protection who get a tax exemption for employing persons with disabilities did not contain any information. Processes and procedures had inhibited companies from accessing this exemption.

Data and social protection

The availability of social protection data in Kenya is limited, with information not disaggregated by gender or disability. The NCPWD does have a registration system for persons with disabilities. Approximately 1% of the population, which is less than 500,000 persons, are reported to be registered. Examinations of persons with

¹⁹ KNBS 2012, Kenya 2009 Population and Housing Census, Analytical Report on Disability.

²⁰ KNBS 2018, Basic Report Based on 2015/16 Kenya Integrated Household Budget Survey.

²¹ Public Service Commission, 2013, Report to the President and Parliament on compliance with values and principles in the public service for the period 1st July 2012 to 30th June 2013.

disabilities are conducted by a team of doctors that attend hospitals on a rotating basis. Identified individuals are then referred on to government hospitals for medical examinations, with the exception of those who have an obvious physical impairment. The NCPWD receives a final report and then issues a registration card where deemed applicable. Registration links persons with disabilities to a range of social protection benefits, including exemptions, priority services, cash or in-kind benefits. It also allows persons with disabilities to access free physiotherapy via the National Hospital Insurance Fund. The government uses the data to support budgeting at national and county levels for cash transfers, but it is currently not seeking further registration of persons with disabilities.

Registration for the system is seen as an expensive process which is not fully accessible, particularly for persons with disabilities in remote areas who cannot access the NCPWD offices. Registration forms are often unavailable and hospital appointments for assessments can take up to three months. In some cases they may incur a cost ranging between KES 200 to KES 1,000. In addition, the assessment questions are medically based and may miss persons with some forms of disability which inhibit social interactions. The entire process takes approximately one year with final registration only carried out in Nairobi. There are two registration processes: one registration for recognition as a person with a disability and the other for a tax exemption certificate.

Members of vulnerable groups can access a range of cash transfers in Kenya. The policy intention is to provide one transfer per household. It is not based on the individual, resulting in households with multiple members with vulnerabilities/disability often requiring more support than provided. One cash transfer programme is aimed at persons with disabilities but at the time of writing coverage was low, at 5.4% of all cash transfer programmes. 51,890 households in receipt of this cash transfer receive KES 2,000 per month. Coverage is smaller for this cash transfer than for orphans or vulnerable children (359,770 households) or older persons (345,314 households).²²

Capacity and processes

To date, there has been no application of the Washington Group Questions in national censuses or surveys. The government has made a commitment to use the Washington Group Questions in the 2019 National Population and Housing Census. Following the census, the KNBS anticipates a monograph on disability to be launched by 2020/2021. The civil society Working Group on Statistics and the 2019 Census, whose members include CBM, Voluntary Services Overseas (VSO), and United Disabled Persons of Kenya (UDPK), also support the collection of disability data and application of the Washington Group Questions.

There are currently no plans to include the Washington Group Questions in other national surveys. The need for systemic data collection on accessibility and inclusion

²² Social Protection, 2019: www.socialprotection.or.ke/social-protection-components

is required. The surveys with the potential to provide important data on the employment status of persons with disabilities include:

- Integrated Household Budget Survey - it currently has data on disability, but this would be improved by using Washington Group Questions
- Census of Establishments
- Census of Industrial Production
- Democratic Health Survey
- Micro, Small and Medium Enterprises Survey

At the time of field work, the team was unable to meet with the NCPWD. Further scoping would be required to assess the capacity of stakeholders, including the NCPWD, to collect disability data and to understand their existing dissemination and communication processes.

DPOs' understanding of available disability data and its limitations is evident. They acknowledge the need for further collection of disability data, with some focusing on this and others on collaboration with the NCPWD to register persons with disabilities. Generation of disability data and strengthening the link between disability data and policy is required for a more informed decision-making processes.

Analysis and discussion

Disability issues have become an integral part of the Agenda 2030 for Sustainable Development, and its related SDGs, adopted by UN Member States. Disability data has been highlighted as a key area for improvement required to inform programme delivery, policy decisions and budgetary decisions. This study was commissioned to inform i2i programme interventions towards strengthening disability data sources and its use in Kenya and Bangladesh.

At the time of writing, information relating to disability and employment exists in both Bangladesh and Kenya. The 2010 and 2016 HIES in Bangladesh estimated a disability prevalence of 9.07% and 6.94% respectively. In Kenya, a 2007 National Survey for Persons with Disabilities screened 14,000 households to enumerate persons with disabilities with a resulting prevalence of 4.6% persons with disabilities. The 2009 Kenya Population and Housing Census estimated a disability prevalence of 3.5% and the 2015/2016 Kenya Integrated Household Budget Survey a disability prevalence of 2.8%.

The study identified the following as main gaps relating to reliable disability data systems in the two countries.

While disability information is available the findings indicate that the information is often incomplete, inaccurate and/or is not comparable with other data relating to disability in the same country or in other countries. There is some capacity in Bangladesh to apply internationally recognised disability tool, the Washington Group Questions, which they have administered on a large scale as part of the HIES survey. Kenya has yet to apply any internationally recognised tool including the Washington Group Questions in the national census or surveys. Where the application of disability questions, including the Washington Group Questions, has been made the training of enumerators and method of application is variable resulting in differences in disability prevalence estimates. There is currently no reliable baseline disability data in either country to evaluate the effectiveness of existing employment interventions.

Both Bangladesh and Kenya have registration schemes for persons with disabilities. The Disability Information System has the most comprehensive information on social protection in Bangladesh with 1,620,064 persons with disabilities registered. Less than 500,000 persons with disabilities are registered for social protection benefits in Kenya. Only approximately 1% of the population in both countries have registered with these schemes, underrepresenting the proportion of the population living with a disability. This data, while detailed, poses challenges and is incomplete for informing programme delivery, service delivery, policy design and budgetary decisions. The Bangladesh Disability Information System is promoted at national level, including by the Prime Minister's daughter, and is actively seeking further registration of persons with disabilities while the Kenyan disability registration system is not. To improve this registration system further, interventions would be required. These would include, but are not limited to, making sure women with disabilities are accessing it and changing the idea that these systems can 'solve' all the needs for data on disability.

The study highlighted several other commonalities between Kenya and Bangladesh. This included the need for an increased capacity amongst stakeholders, including but not limited to the private sector, government and national statistics offices, to contribute to disability data gathering and monitoring as well as improved understanding and dissemination of data findings. Both Bangladesh and Kenya have gaps in other types of disability data. The need for systematic data collection on accessibility and inclusion is required for a more comprehensive understanding of the situation experienced by persons with disabilities.

Strengthening of the existing links between data and policy is also required to ensure access to a range of services for persons with disabilities. This includes strengthening stakeholder understanding of how this will work in practice. Current gaps in this process mean that there are opportunities for further analysis and stronger communication of existing data in both countries. Social protection schemes also need to disaggregate data by gender and disability in order to further understand how persons with disabilities are being targeted, how they use the schemes and what further needs they have. This disaggregation is only informative if people with disabilities are enumerated individually and not at a household-level.

The opportunity to include the Washington Group Questions in upcoming censuses or surveys is promising – as long as the right support is available for capacity, monitoring, lessons-learned and in developing the analysis and communications of the results. In Bangladesh, the LFS is expected to resume in 2019. Advocacy for the inclusion of the Washington Group Questions has commenced, but there is no commitment made at the time of writing to include the questions. In Kenya, the government has committed to the inclusion of the Washington Group Questions in the 2019 National Population and Housing Census. The inclusion of the Washington Group Questions in other national surveys would be important, but is not yet prioritised by statistics agencies.

i2i will evaluate the most suitable and appropriate interventions to be addressed by the programme. This will be conducted in consultation with key stakeholders in country to ensure the interventions remain contextually relevant with recommendations made in the following section.

Recommendations

The i2i programme will use the findings from this study to inform programme delivery and link this with advancing commitment to the CRPD and SDGs.

i2i will do this by assessing the extent it wants to influence data. There are many possible interventions relating to data, and it is important to ensure the data generated is useful to promote the employment of persons with disabilities.

In Bangladesh, i2i will support the incorporation of the Washington Group Questions on disability into the upcoming LFS. This support will involve influencing key government agencies, including the BBS and the Ministry of Planning, building capacity on the disability module and its application for trainers of enumerators, technical guidance on data analysis, dissemination of results and development of a policy analysis based on findings. i2i will also consider the financial support for the process. i2i will strengthen the existing Bangladesh Business and Disability Network (BBDN) to support this process. Capacity of DPOs in Bangladesh will be enhanced to conduct advocacy relating to improved disability data collection, social protection mechanisms and inclusive policies and legislation.

In Kenya, i2i will support the application of the Washington Group Questions on disability in the 2019 National Census. This support will involve collaboration with the civil society working group on statistics to co-ordinate input, capacity building and training on implementation of the Washington Group Questions, evaluating lessons learned due to their application, and developing a report on disability and policy implications as a result of findings and dissemination of the results. i2i will also work to establish the Kenyan Business and Disability Network (KBDN) which will promote the inclusion of persons with disabilities in the work force and support these processes in country. Capacity of DPOs in Kenya will be enhanced to conduct advocacy relating to improved disability data collection, social protection mechanisms and inclusive policies and legislation.

i2i will also support the collection of further data on private sector employment of persons with disabilities. This may comprise of assessments and studies of current employment experiences of persons with disabilities and those seeking employment, links between social protection policies and services, identification of good inclusive practices and dissemination of disability data and employment. This will be complemented by strengthening the understanding of data systems relating to employment and social protection by mainstreaming the Washington Group Questions and reforming the registration of persons with disabilities in both countries.

Appendix 1: Summary of key data sources in Bangladesh

Date	Source	Method	Key results	Comments
2010	HIES (sample survey)	Washington Group	9.07% disabled (lower cut-off) 1.51% disabled (higher cut-off) <ul style="list-style-type: none"> • 8.13% among men • 10.00% among women 	Cut-offs discussed above. This is the most analysed data on disability in Bangladesh.
2011	Census (nationwide)	Single question	1.41% disabled <ul style="list-style-type: none"> • 1.51% among men • 1.30% among women 	
2016	HIES (sample survey)	Washington Group	6.94% disabled (lower cut-off) <ul style="list-style-type: none"> • 6.27% men • 7.59% women 	Cut-offs discussed above.
2018	Rapid Assessment of Disability (sample survey)	Washington Group and further domains on psychological issues	5.00% using further domains 4.00% and 4.40% using Washington Group Questions (higher cut-off)	The survey was undertaken in two unions of Kurigram and Narsingdi districts.

Present (since 2013)	Disability Information System (nationwide)	Registration	1.6 million persons with disabilities <ul style="list-style-type: none"> • 61.00% men • 39.00% women 	Discussed in section on data and social protection.
Other sources	<p>Directorate of Technical Education maintains a database on students with disabilities in Technical and Vocational Education and Training. In 2015-2016 there were 329 students, of whom 274 (83.00%) were men and 55 (17.00%) women. NGOs and DPOs have a range of ad-hoc surveys. These are often of disability prevalence, but in some cases also of accessibility or other inclusion issues.</p> <p>Other nationwide surveys have some assessment of disability but with different methodologies and/or low prevalence rates. For example, the Education Survey (2014), Health and Morbidity Survey (2014), Sample Vital Registration System (SVRS, 2017) all include some information on disability.</p>			

Appendix 2: Summary of key data sources in Kenya

Date	Source	Method	Key results	Comments
2007	Kenya National Survey for Persons with Disabilities	Exact method unclear. Tools developed by WHO and Washington Group.	4.60% rate of disability. <ul style="list-style-type: none"> 52.00% of disabled people over 15 are female 	
2009	Kenya Population and Housing Census	Single question on 'type of disability'	3.50% rate of disability. <ul style="list-style-type: none"> Men: rural 3.70%; urban 3.10% Women: rural 3.90%; urban 3.20% 	
2015/16	Kenya Integrated Household Budget Survey	Unclear, probably single question on type.	2.80% rate of disability. <ul style="list-style-type: none"> No breakdown by gender 	Methodology on disability potentially unreliable.
Present	Disability Registration Service	Registration	Less than 500,000	Figure reported by stakeholders.
Other sources	<p>Kenya National Association of the Deaf (KNAD) is a DPO and has introduced identification cards to aid them in the identification of persons with hearing impairments. They are now working on a mobile application which will be more efficient in capturing registration data. KNAD uses the data to try to secure further benefits, services or job opportunities.</p> <p>The Public Service Commission report 2012-2013 shows information on persons with disabilities employed among staff (1.00%) and provisions made on accessibility and inclusion.</p> <p>2019 Population and Housing Census will use the Washington Group Short Set of Questions.</p>			



Leonard Cheshire | Action Network for the Disabled Kenya
Bangladesh Business and Disability Network | CBM | European Disability Forum
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