



**EFFECT OF IMPLEMENTATION OF FIVE PERCENT JOB RESERVATIONS FOR PERSONS WITH DISABILITIES ON
EMPLOYMENT BY COUNTY GOVERNMENT OF KAKAMEGA; KENYA**

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ABSTRACT

This study sought to investigate the effect of implementation of five percent job reservations for persons with disabilities on employment by county government of kakamega; kenya. The study applied descriptive survey research design. Target population comprised of two hundred and sixty one persons with disabilities belonging to employees of both County Government Kakamega and National Government. Purposive sampling was applied to selected key respondents. Primary data was collected using structured questionnaires. Data was analyzed using both descriptive and inferential statistics by use of Statistical Package of Social Sciences (SPSS version 24). The results indicated that implementation of five per cent job reservations had significant influence on Employment of persons with disabilities within County Government of Kakamega; Kenya. The study therefore concluded that five percent job reservations for people with disabilities influenced employment of persons with disabilities in the County Government of Kakamega; Kenya. The study recommended that County Governments in Kenya should come up with robust initiatives that would ensure person with disabilities are aware of various employment opportunities in the counties. There was need to sensitize Persons with Disabilities on factors that affect them in their environment places. This study recommended for further research by applying different methods of analysis on similar variables in different sectors.

Key Words: *Employment Reservations, People with Disabilities*

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INTRODUCTION

Persons with disabilities in Kenya and around the world have fewer economic opportunities, higher rates of poverty, poorer health and lower education than persons without disabilities (Crawford, 2013; World Health Organization & World Bank, 2011). The profound poverty of persons with disabilities has been found to be both a cause and consequence of exclusion from social, economic, legal and political life (General Assembly Resolution, 2015). Employment provides a gateway to increased incomes, empowerment, high quality of life and wellbeing; but for persons with disabilities, job opportunities are still limited, in spite of many legislatives supporting employment for persons with disabilities (International Labour Organization, 2015). To address this situation, the report suggests a number of measures to improve accessibility and equality of opportunity and promotion of participation and inclusion in the society. This will lead to respect for the autonomy and dignity of persons with disabilities. Globally we can say that there has been an increase in awareness of disability-inclusive development. The access to employment of persons with disabilities is hinged on a number of international legal instruments such as the UN convention on the rights of persons with disabilities (United Nations, 2006). The article 27 provides for the rights of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or acceptable in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

At continental level, African has not been left behind on disability issues. There has been a number of approaches such as the African decade of persons with disabilities (1999-2009) (World Bank, 2014). This was adopted by OAU in 1999 and the decade was extended to 2010-2019. The goal of the extended African decade of persons with disabilities is the full participation, equality, inclusion and empowerment of people with disabilities in Africa. To achieve this goal the AU

commission department of social affairs came up with strategic thematic areas. One of the thematic areas is livelihoods, work and employment. Here persons with disabilities are to enjoy non-discrimination with regard to all forms of employment and self –employment, including condition of recruitment and hiring, retention, career advancement, safe and healthy working conditions as well as basic business skills training and access to credit facilities (African Union, 2009).

In Kenya Persons with disabilities represent a critical segment. According to the 2009 population census, Kenya has a population of 1,330,212 persons with disabilities, this account for 3.5% of the population (Kenya National Bureau of Statistics, 2010). However, it should be noted that the census data gave this as a conservatory figure because only the traditional areas of disability were considered for example; physical, mental, hearing, visual and speech. The other disabilities such as persons with albinism, epilepsy, short stature etc were never captured. Persons with disabilities face many challenges from inaccessible physical facilities, positive attitudes and cultural practices, discrimination in socio-economic activities such as education, health and without forgetting employment. In Kenya person with disabilities are protected by various laws. The right to employment and non- discrimination of persons with disabilities is found in the 2010 constitution and the various Acts. The constitution of Kenya 2010 article 27(3) guarantees equal treatment, including the right to equal opportunities in political, economic, cultural social spheres. Articles 27(4) and (5) prohibit discrimination on any ground including disability. Article 27(6) requires the state to take measures of a legislative nature such as affirmative action program and policies to address any disadvantage suffered by individuals or groups because of past discrimination (Government of Kenya, 2010).

The persons with disabilities Act No. 14 of 2003 promotes and protects the rights of persons with disabilities. It prohibits discrimination of any kind in the areas of employment, education and health

among others. It gives the government responsibility to avail resources and policies in the realization of the rights of persons with disabilities. This Act requires the government to ensure the reservation of 5% of employment in both public and private sectors for persons with disabilities (GOK, 2004).

Kakamega County is situated in the western part of the country with an area of 3,051.3 square km and estimated population of 2,079,669 and density of 682. The County is the second populous county after Nairobi with the largest rural population. Administratively it is divided into 12 sub-counties, 60 wards, 187 village units and 400 community administrative areas. (County Integrated Development Plan (CIDP), 2018). The county labour force (15-64) was projected to be 1,033,512 in the year 2018 consisting of 485,383 males and 548,129 female. This population was projected to be 1,086,501 and 1,142,207 by the year 2020 and 2022 respectively. This high labour force implies that the county government and national government should put appropriate policies in place to create employment and encourage setting up of private enterprises to absorb this big labour force.

The county public service boards are established by article 235 of the Kenyan constitution 2010. Every county should have a county public service board, which primarily handles the county's human resources management issues. The article contains the provision for the staffing of county government and specific responsibilities includes; establishing and abolishing offices in its public services, appointing persons to hold or act in those offices and confirming appointment and exercising disciplinary control over and removing persons holding or acting in those offices. The county government Act provides the framework of uniform norms and standard for staffing for county government. The Kakamega county public service board in its compliance report June 2017 to National Gender and Equality Commission, states that it is working toward 5% job placement in the service pursuant to the constitution of Kenya 2010

and the PWDs Act No. 14 of 2003. The report stated that the board had initiated the process of formulating a public service board code of practice on mainstreaming disability, which will guide and give the realization of full inclusion of persons with disabilities in the public service. The board compliance report to NGECE showed that the county has 30 employees with disabilities out of 1852 of the entire county workforce which translated to 1.6% which is far much less than the legal requirement of at least 5%. Despite the efforts by international communities and the government of Kenya, persons with disabilities are less employed. In the public service (both national and county governments), the number of employees with disabilities is less than the envisaged constitutional threshold of 5%. The level of representation at various levels of the public service is also not adequate, (PSC, 2018)

Statement of the Problem

Employment plays a very critical role in one's socio-economic life. Employment provides income that is needed to pay for one's basic needs such as food, clothing and shelter (Delvin & Pother, 2006, ILO, 2015). Persons with disabilities just like other persons need employment in order to provide for their basic needs. In Kenya Persons with disabilities Act No. 14 of 2003 provides for reservation of 5% of employment to persons with disabilities in both public and private sectors. In spite of these effort made by international community, government of Kenya and non-state actors, many persons with disabilities are not employed (WHO & WB, 2011). Winnie *et al.*, (2016) in their bridging the gap on disability policy analysis report, indicated there is minimal tangible evidence to demonstrate impact with regards to improved right to labour markets and related benefits for persons with disabilities. Kwena (2010) established that persons with disabilities especially those using wheelchairs do not access employment opportunities due to their nature as they cannot utilize the organizational facilities. Wanjala (2016) contemplated that in Kenya, besides presence of many organizations

lobbying for the increased employment of persons with disabilities as amplified by the 2010 constitution, there is less employment opportunities for persons with disabilities. In the public sector, the public service commission values and principles report of 2014, established that for the institutions that fall under the commission's jurisdiction, the aggregate percentage of persons with disabilities was less than one per cent (1%) against the constitutional requirement of at least 5% (Government of Kenya, 2014). The case of the County government of Kakamega, the County Public Servicer Board in her compliance Report to NGENC 2016 indicated that the county has 30 employees with disabilities out of 1852 of the entire county workforce which translates to 1.6 % (County Government of Kakamega , 2016).

As evidenced from the above efforts, accessibility to employment for persons with disabilities in Kenya is still a big challenge despite of the existence of a number of policies that promotes their employment. Therefore, this study sought to examine the effect of implementation of 5% job reservations for persons with disabilities on employment by County Government of Kakamega; Kenya.

Research objective

The objective of this study was to establish the effect of implementation of five percent job reservations for persons with disabilities on employment by County Government of Kakamega; Kenya.

The research was guided by the following hypothesis;

H₀: There is no significant effect of the level of compliance with the 5% jobs reservation policy on the employment of Persons with disabilities by county of Kakamega; Kenya

LITERATURE REVIEW

The Theoretical Review

The Empowerment theory

Empowerment as a term originates from American community psychology and is associated with the social scientist Julian Rappaport (1981). However, the roots of empowerment theory extends further into history and linked to Marxist sociological theory.

A central tenant of empowerment theory is that empowerment is both a process and outcome. is the process of increasing personal, relational and collective power, so that individual, organization and communities can take action to improve the conditions and outcome of such process results in increased empowerment (Prilleltensky, 2003). the theory suggests that actions, activities or structures may be empowering, and that the outcome of such processes results in a level of being empowered. a distinction between empowering processes and outcome is critical in order to clearly define empowerment theory. Empowering process are one in which attempts to gain control, obtain needed resources and critically understand ones social environment are fundamental. The process is empowering if it helps people develop skills so they can become independent problem solvers and decision-makers. Empowering outcomes refers to operationalization of empowerment so we can study the consequences of citizens' attempts to gain greater control in their community, or the effect of intervention designed to empower participation.

The theory says that empowerment may occur at 3 levels; individual, organization and community. Each of level, although described separately is inherently connected to the other. Empowered persons are the basis of developing responsible and participatory organization and communities. It is difficult to imagine an empowered community or organization devoid of empowered individuals. At individual level, it advocates for the individual control and mastery over their lives (Zimmerman, 2000). The theory holds that individual take on active role in the change process

(Zimmerman,2000).This can happen when such individual’s assets and capabilities are enhanced. Such individuals may engage in community-based activities toward social change, and in –directly experience greater social group connection (Christens, 2019) and reduction in positive outcome behaviours including substance use (christens & Peterson 2012; Opera *et al*, 2019).

Empowerment theory concerns individual persons with disabilities wellbeing with the larger social and

political environment and suggest that persons with disabilities need opportunities to become active in organization and community decision making in order to improve their lives, organization and communities. Both organizations and communities need to enhance opportunities for persons with disabilities in the policy formulation and implementations. Empowerment of persons with disabilities just like of other individuals should be multilevel construct in terms of social and economic affairs.

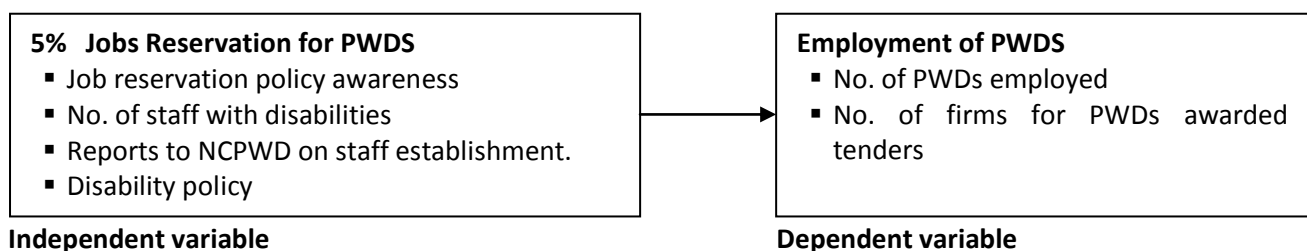


Figure 1: Conceptual Framework

In many countries , until recently persons with disabilities (PWDs) would not work, for example in the United States of America, prior to the Rehabilitation Act of 1973, employment policies rarely aimed to place PWDs in competitive employment positions. Benefit programs for PWDs largely remained tied to income and it was only persons below a certain threshold income that received assistance. With the passage of the Individuals with Disabilities Act (1975) and the Americans with Disabilities Act (ADA) of 1990 (as amended in 2008), employment discrimination was reduced and employment opportunities for PWDs improved in the United States. This trend is not exclusive to the United States. Employment outcomes for PWDs continue to lag behind those of persons without disabilities in the United States and worldwide (Black, 2007; Blanck, 2008).

Owing to attitudes held by employers and co-workers, PWDs face restricted access to employment. They are often disregarded and considered as “second class citizens” or objects of charity giving them a feeling of inadequacy, dependence and insecurity. Such prevailing social

attitudes not only determine the social expectation and treatment accorded to PWDs in the society but also their self-image and function. Over the years perceptions towards PWDs varied and have changed from community to community. Hunks and Hunks (1948) observed that PWDs were completely rejected by some cultures and in others they were outcasts, while in some they were treated as liabilities. In other community settings, they were given respected status and allowed to participate to the fullest extent of their capacity (Amoake, 1977; Chakuchichi & Mutamiswa, 2004; Wright, 1960).

In Kenya the Government established a policy to ensure 5% of the total staff establishment in organizations especially public sector to have persons with disabilities. The rule was to establish the current status of employees with Disabilities as a Percentage of the entire staff. Quarterly projections could be achieved by having Interns, Attaches and Casuals with Disabilities where applicable as deliberate efforts are put in place to employ PWDs in the Institution. Hence Provision of an affirmative Plan was necessary to enable the

Institution to Achieve the Minimum Requirement of 5% Employment for PWDs.

The regulation was to carry out accessibility and usability audit and submit the report to NCPWD. Accessibility and Usability Audits carried out by the National Council for Persons with Disabilities and the Report shared, cascaded and adopted by Management and or the Board

Of various organizations and where Accessibility and Usability Audits has been done by NCPWD and the Report Submitted to the Institution; Develop an Implementation Plan of the Recommendations in form of Quick Wins, Short Term and Long Term Plans.

The Government policy focused on the increase of equal and easy access of products and services/ programmes to PWDS, Put in Place a Disclosure Mechanism that shall ensure that Persons with Disabilities Working, Visiting or Participating in the Institutional programmes and activities as well capturing, keeping and securing confidentiality clause where required as enshrined in various legal and policy provisions. More so, accessing information by providing Sign Language Interpreters, Braille Material and adoptive technology in line with Rights for Persons with Disabilities was to be availed. Adherence to AGPO Regulations on Tenders Reserved to Persons with Disabilities; where a list of Tenders Awarded to PWDs required Quarterly indicating what Percent out of the 30% was awarded to PWDs.

Accessible Website for PWDs was a Principle of leaving no one behind in Communication and access to Information as enshrined in the Constitution of Kenya 2010 and other Legal provisions both Internationally, Regionally, Nationally and in various Institutions. Deliberate inclusion of PWDs in Programmes, Activities and Public Participation for the purposes of inclusion and Involvement, share any information target PWDs to NCPWD. Most of the organizations have tried to implement the policy of 5% reservation for persons with disabilities; there still exist structural

managerial issues affecting the policy implementation in Kenya; there are three key reasons for the low productivity of jobs in Kenya's economy. First, there is significant a locative inefficiency in the formal sector, that is, diversion of labour and capital from more productive to less productive firms. Second, firm creation in the formal sector remains low. Third, there is limited productivity growth in the informal sector where the majority of jobs are located. These factors constrain the creation of better jobs.

Empirical Review

The reporting by business representatives of actual experiences with employing workers with mental retardation has also assisted in dispelling other longstanding myths and misconceptions about employing PWDs. For instance, employing persons with mental retardation does not result in an increase in health insurance rates or workers' compensation claims (Blanck, 1998; Olson *et al.*, 2000; Shafer *et al.*, 1987) or pose a safety risk in the workplace (Blanck, 1998; Olson *et al.*, 2000). Findings regarding the social skills of workers with disabilities and their ability to interact or get along with co-workers were also inconsistent in studies investigating different disability types. In some instances, employers expressed little concern with co-worker acceptance or the ability of workers with disabilities to interact with co-workers (Fuqua *et al.*, 1984; McFarlin *et al.*, 1991).

In more recent studies, employers have not only expressed more favorable attitudes toward employing persons with severe disabilities in the workplace but also viewed workers with severe disabilities as dependable, productive workers who can interact socially and foster positive attitudes on the part of their co-workers (Levy, Jessop, Rimmerman, Francis, & Levy, 1993).

Several studies have explored employer attitudes toward individuals with disabilities in the workforce according to the type or severity of the disability (e.g., Fuqua, Rathburn, & Gade, 1984; Johnson, Greenwood, & Schriener, 1988; McFarlin, Song, & Sonntag, 1991; Thakker, 1997). The results indicate

that employers expressed greater concerns over employing persons with mental or emotional disabilities than employing persons with physical disabilities. For example, they examined eight areas of disability in a mail survey sent to randomly selected urban employers. The disability areas included blindness, cerebral palsy, paraplegia, emotional problems, epilepsy, amputation, deafness, and mental disabilities. Employers expressed the greatest concern toward employing individuals with mental disabilities and blindness and were least concerned about hiring individuals with epilepsy.

Similarly, employers from a variety of businesses and industries located in Arkansas and Oklahoma believed that workers with mental disabilities and emotional disabilities were of greater concern than workers with physical or communication disabilities (Johnson *et al.*, 1988). Although McFarlin and colleagues (1991) found that attitudes toward workers with disabilities tended to be more positive with respect to turnover, absenteeism and work performance, their results contrast with other reported findings (Fuqua *et al.*, 1984; Johnson *et al.*, 1988). Employers with experience in supervising PWDs also indicated they were pleased with the individuals' work quality (Nietupski *et al.*, 1996) or work performance (Marcouiller, Smith, & Bordieri, 1987). Previous Experience with Individuals with Disabilities Employers' previous experiences with individuals with specific disabilities such as deafness (Phillips, 1975), mental retardation (Gibson & Groeneweg, 1986; Gruenhagen, 1982), epilepsy (Gade & Toutges, 1983), psychiatric disability (Diksa & Rogers, 1996) also reported more favorable attitudes toward hiring applicants with the same disability. For example, in a study of employers' attitudes toward hiring individuals who are deaf, the results indicated that employers with previous experience employing individuals who are deaf have more positive attitudes toward hiring such a person again.

METHODOLOGY

This study adopted descriptive survey research design. The target population comprised of members of Kakamega county public services board, county assembly service board, revenues officers, procurement officers, DPOS leadership, Kakamega county employees with disabilities, persons with disabilities doing business in Kakamega county and the National Council for persons with disabilities officers at Kakamega county office. The study key informants were purposively selected to ensure that those rich in the information being sought were included in the study. Key informants were drawn from the key county government of Kakamega departments, persons with disabilities in employment & in business in Kakamega County and the staff of the National Council for persons with disabilities Kakamega county office. The questionnaire was used to collect primary data. The questionnaire was structured so that both qualitative and quantitative data were collected from the respondents. Qualitative data was descriptively analysed and presented in discussion form, while quantitative data was analyzed using the embedded methods in Statistical package for social scientists (SPSS) version 22.0 and presented in the form of numbers, figures, tables and charts.

FINDINGS

Descriptive Statistics: 5% jobs reservation for PWDS and Employment of persons with disabilities

The objective of the study was to establish the implementation of 5% job reservations for persons with disabilities by county government of Kakamega. The respondents were expected to indicate their agreement in regard to six statements related to 5% jobs reservation for PWDS and employment of persons with disabilities. The pertinent descriptive results were presented in table 1.

Table1: Descriptive statistics; 5% jobs reservation for PWDS

Statement	5	4	3	2	1	Mean	Std. Dev
The Kakamega county public service board is aware of the policy on reservation of at least 5% of jobs to persons with disabilities.	24 (20.7)	50 (43.1)	37 (31.9)	3 (2.6)	2 (1.7)	3.78	.863
The county government of Kakamega has attained 5% job reservation for persons with disabilities	30 (25.9)	40 (34.5)	31 (26.7)	8 (6.9)	7 (6)	3.03	1.03
County government of Kakamega reports to NCPWD & NGEC on PWDS staff establishment	15 (12.9)	50 (43.1)	35 (30.2)	11 (9.5)	5 (4.3)	3.51	0.98
Kakamega county public service board has disability mainstreaming policy	21 (18.1)	64 (55.2)	17 (14.7)	7 (6)	7 (6)	3.73	1.02
We have professional persons with disabilities who work in senior positions in the county government of Kakamega	14 (12.1)	42 (36.2)	33 (28.4)	21 (18.1)	6 (5.2)	3.32	1.07
Kakamega county government workplaces are accessible to staff with disabilities	10 (8.6)	49 (42.2)	41 (35.3)	9 (7.8)	7 (6)	3.40	10 (8.6)
Valid list wise=116							
Grand mean =3.46							

Results in Table 1 indicated that slight majority of the respondents agreed (43.1%) that Kakamega county public service board was aware of the policy on reservation of at least 5% of jobs to persons with disabilities while 20.7% of the respondents strongly agreed. However, 1.7% of the respondents were undecided indicating that small number of respondents were not sure whether Kakamega county public service board was aware of the policy on reservation of at least 5% of jobs to persons with disabilities. The results further revealed that a slight majority of respondents agreed (34.5%) that the county government of Kakamega had attained 5% job reservation for persons with disabilities while 25.9 % strongly agreed to the statement. However, 6 % of the respondents were undecided implying that some respondents were not sure whether the county government of Kakamega had attained 5% job reservation for persons with disabilities.

Further, 43.1% of the respondents agreed while 12.9% of respondents strongly agreed that County government of Kakamega reported to NCPWD & NGEC on PWDS staff establishment. However, with 30.2% of the respondents strongly disagreed that County government of Kakamega do report to NCPWD & NGEC on PWDS staff establishment. However, 55.2% of the respondents agreed that Kakamega county public service board had disability mainstreaming policy and 18.1 % of the respondents strongly agreed on the same. However, 6% of the respondents were undecided and additional 6 % disagreed that Kakamega county public service board has disability mainstreaming policy.

The results also revealed that 36.2% of the respondents agreed and 12.1% of them strongly agreed that they had professional persons with disabilities who worked in senior positions in the county government of Kakamega. However, 28.4%

of the respondents strongly disagreed that there were professional persons with disabilities who worked in senior positions in the county government of Kakamega. Finally, majority of respondents agreed (42.2%) and strongly agreed (8.6%) that Kakamega county government workplaces were accessible to staff with disabilities. A mean of 3.40 revealed that some Kakamega county government workplaces were accessible to staff with disabilities.

Inferential Analysis

Direct Linear Influence of Implementation 5% jobs reservation for PWDS on Employment of persons with disabilities

The objective of this study was to determine effect of 5% jobs reservation for PWDS employment of persons with disabilities by county government of Kakamega. Direct linear regression was used to test the direct influence of 5% jobs reservation for PWDS on employment of persons with disabilities by county government of Kakamega. The results were shown table 2.

Table 2: Direct Influence of 5% jobs reservation for PWDS on Employment of persons with disabilities

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.667 ^a	.445	.440	.4579498	.445	91.375	1	114	.000

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	19.163	1	19.163	91.375	.000 ^b
	Residual	23.908	114	.210		
	Total	43.071	115			

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	T	
1	(Constant)	1.163	.248		4.683	.000
	5% Reservation	.720	.075	.667	9.559	.000

a. Dependent Variable: Employment of persons with disabilities

As in indicated in table 2, the model summary showed that $R^2 = 0.445$; implying that 44.5% variations in the employment of persons with disabilities by county government of Kakamega was accounted for by implementation of 5% jobs reservation for PWDS while other factors not in the study model accounted for 55.5% of variation in employment of persons with disabilities by county government of Kakamega. This variation was significant as indicated by $F(1,115) = 91.375$, $P=0.000$ implying that implementation 5% jobs

reservation for PWDS was significant predictor of employment of persons with disabilities.

Further, coefficient analysis showed that implementation 5% jobs reservation for PWDS has positive significant influence on employment of persons with disabilities by county government of Kakamega ($\beta = 0.720$, $P=0.000$). This implied that a single increase in implementation 5% jobs reservation for PWDS will lead to 0.720 units increase in the employment of persons with

disabilities by county government of Kakamega. Therefore, the linear regression equation was;

$$y = 1.163 + 0.720X_1$$

Where;

y = employment of persons with disabilities by county government of Kakamega.

X_1 = Implementation of 5% jobs reservation for PWDS

Testing of Study Hypothesis

The study hypothesis stated that there is no significant level of compliance with the 5% jobs reservation policy on the employment of Persons with disabilities by county of Kakamega. Results indicated that implementation of 5% jobs reservation for PWDS significantly influence employment of persons with disabilities by county government of Kakamega ($\beta = 0.360$, $P=0.009$). The hypothesis was therefore rejected. The results indicated that that a unit increase in implementation of 5% jobs reservation for PWDS will lead to 0.360 units increase in the employment of persons with disabilities by county government of Kakamega.

CONCLUSIONS AND RECOMMENDATIONS

This study tested whether implementation 5% jobs reservation for PWDS has an effect on employment of persons with disabilities by county government of Kakamega. From descriptive statistics, majority of the respondents were in agreement that Kakamega county public service board was aware of the policy on reservation of at least 5% of jobs to persons with disabilities. Similarly, respondents further revealed that Kakamega county public service board had disability mainstreaming policy. However, the county government of Kakamega had fairly attained 5% job reservation for persons with disabilities and they had fairly professional persons with disabilities who worked in senior positions in the county government of Kakamega.

Simple linear regression revealed that the implementation 5% jobs reservation for PWDS has direct influence on employment of PWD and it

significantly accounted for changes in employment of persons with disabilities by county government of Kakamega. Multiple regression results indicated that there exists a positive and significant effect of implementation of 5% jobs reservation for PWDS on the employment of persons with disabilities by county government of Kakamega. This implies that increase in the implementation 5% jobs reservation for PWDS would results to increase in the employment of persons with disabilities by county government of Kakamega.

The study conclusion was derived from study findings after testing the study hypothesis which was derived from the study objective.

The study concluded that there was significant positive effect of implementation of 5% jobs reservation for PWDS on employment of persons with disabilities by county government of Kakamega. Thus, the research hypothesis was not supported. An increase in 5% jobs reservation for PWDS, increasing the number of staff with disabilities, and enacting disability policy would results to increase in number of persons with disability being employed.

From the results, implementation of 5% jobs reservation for PWDS has an effect on employment of persons with disabilities by county government of Kakamega, the study therefore recommended that County Governments in Kenya should come up with robust initiatives that would ensure person with disabilities are aware of various employment opportunities in the counties. Further, some job opportunities should be entirely reserved for PWD to attain 5% policy requirement.

Areas of Further Studies

Future studies should empirically examine on other strategies and aspects affecting employability of PWDs such as promoting their talents through exhibitions and show casing and monitoring and evaluation of implementation of the government social protection programs that are meant to promote inclusion of persons with disabilities in socioeconomic spheres.

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