

LIVING BEYOND BOUNDARIES/Living beyond barriers
AN AUTOBIOGRAPHY OF PHITALIS WERE
MASAKHWE



SYNOPSIS.

There are 600 million people with disabilities worldwide who face marginalization and discrimination. In developing countries the situation is compounded by lack of basic services and facilities for disabled people. Attitudinal, INSTITUTIONAL and accessibility/PHYSICAL barriers work intricately to render people with disabilities to a life of confinement, misery and lack of social, economic AND POLITICAL independence.

The story of Phitalis Were MASAKHWE is a story of triumph and inspiration. Living with a disability ESPECIALLY IN DEVELOPING COUNTRIES is a daily struggle punctuated with inaccessible environments, ignorance, discrimination and stigma. I have had to fight many battles to remain in the game. I have endured pain and indignity to see the silver lining behind the dark cloud. This autobiography captures my dark moments

and my moments of glory. Being disabled has enabled me to fight for what I believe in and to contribute in making the world a better place for all. It is devastating to acquire a disability especially out of circumstances that are preventable. I acquired my disability at the age of 3 after contracting polio- a disease that is largely preventable, yet most children in the developing world continue to succumb to its effects.

Poverty forms a vicious cycle, which can only be broken through education. Thus the journey that would thrust me to greater heights began. With a poor or non-existent road network in rural Kenya, attaining my primary education was such an uphill task. The seven years spent at this level of education seemed torturous, with a daily schedule of crawling 3(4) kilometers to and from the nearest public school. My parents could not afford taking me to a boarding school, so this remained a better alternative to staying out of school. During the rainy season, being pounded by the rain and wading through mud was common place. It's no wonder that in Kenya, out of an estimated 1.5 million children with disabilities, only 26, 000 are accessing some form of education. My parents though poor encouraged me to go to school. My mother, like all mothers with disabled children shouldered the greater burden of my disability. She would tirelessly carry me on her back to school, all this because of lack of assistive devices. If ever I acquired a wheel chair, the poor road network with gullies would never have allowed me to move around independently. Going to school generally brought me a mixed feeling- one of excitement and at the same time intimidation.

Families that experience the presence of disability are often pushed to the edge of poverty. What with the medical bills, rehabilitation and other needs that come with disability? In most cases it takes the good will of a philanthropist for children with disabilities to access education especially at higher levels. My local area Member of Parliament agreed to pay my school fees at Secondary AND HIGH SCHOOL levels. Life in secondary school was more bearable – not in terms of social amenities, but for the fact that it was a boarding school, and I did not have to walk the long distance. However traveling to and from school was a nightmare, having to travel in public transport that is not adapted to the needs of people with disabilities. Being taken very far from my home

was also traumatic, but at least I acquired a new community of “comrades in arms”, and I was no longer the odd one out. The greatest challenge however especially for the ordinary school I attended for my A-level education was toileting and bathing. It was a situation of crawling into the slippery and slimy bathrooms which were a health hazard to me. It’s amazing that I came out of this experience without major health problems.

In spite of all these challenges I managed an excellent score which landed in me the prestigious University of Nairobi. At the university, access barriers still persisted, with some of my classes being held on the fifth floor of a building, without a working lift or a ramp. However with the support of valuable friends life was fun. When one has a disability, you realize that people around you make your victories and triumphs enjoyable.

My professional life remains an inspiration to many. Working mostly in the fast-paced NGO sector starting from a humble beginning with the National Council of Churches of Kenya (NCCCK), ACTIONAID INTERNATIONAL, moving on to work with the African Medical and Research Foundation (AMREF), and now with UNDP- Afghanistan. I HAVE EQUALLY TRAVELLED AND ACQUIRED VAST INTERNATIONAL EXPERIENCE AND EXPOSURE. THESE HAS GREATLY ENRICHED AND SHARPENED MY INSIGHT AND PERSPECTIVE TO LIFE AND DISABILITY AND DEVELOPMENT IN PARTICULAR. I love and enjoy what I do and I always do it with an upbeat mood. The resilience of working under pressure and never bowing out is what has brought me this far. I have flexed my muscles; I use my wits and brain to perform to the best of my abilities. I have enjoyed the returns of hard work. I have experienced a world of opportunities by choosing to have control over how to deal with my disability. I had the option to choose to do nothing with my life, and spend a miserable life that is totally dependent on others. I have experienced AND GAINED great independence in how I operate, of course except in those inevitable situations when physical access barriers confront me. SOCIALLY, I MUTUALLY INTERACT WITH FELLOW HUMAN BEINGS. FAMILY-WISE I AM A LOVING HUSBAND AND A PROUD FATHER OF FOUR HANDSOME BOYS. I AM KEEN OBSERVER OF THE

ECONOMIC AND POLITICAL EVENTS AND DISCOURSES WITHIN AND OUTSIDE KENYA. I AM ROMANTICALLY AND INTIMATELY ENGAGED WITH THE ISSUE OF GOOD GOVERNANCE IN KENYA AND BEYOND. FOR I BELIEVE THAT BAD GOVERNANCE IS THE ROOT CAUSE OF THE MYRIAD OF PROBLEMS BEDVILLING AFRICA AND KENYA INCLUDED; AND THAT THE ISSUES AFFECTING THE DISABLED POPULATION ARE JUST A MICROCOSM OF THE SAME.

My passion at the moment is to teach the world to embrace SOCIAL, ECONOMIC AND POLITICAL diversity. I am a catalyst for positive change. I want people with disabilities to realize the INNATE AND LATENT power in them and to unleash THEIR FULL POTENTIAL/ the potential within them. I WANT THEM AND SOCIETY TO KNOW THAT DISABILITY IS JUST ONE OF THE MANY CHALLENGES ON THE WAY TOWARDS A BETTER AND RICHER LIFE! THAT INDEED DISABILITY IS NOT AND SHOULD NEVER BE A PRECURSOR TO A LIFE OF MISERY AND FRUSTRATIONS. My position at the UN is not accidental. I want to influence the UN bodies, INFLUENTIAL WORLD LEADERS and the SO-CALLED DEVELOPMENT PARTNERS, INCLUDING THE World Bank; to move beyond rhetoric and act to enhance SOCIAL JUSTICE, EQUITY AND equality for all. Through my story, I would like people with disabilities to LIVE BEYOND BOUNDARIES/Live beyond barriers.

Mr. Masakhwe's CV

| | |
|----------------------------------|--|
| PHP For MASAKHWE Phitalis | |
| Print PHP Close | |

| | |
|------------------------------|---------------------------------|
| Current Employee | |
| 1. UN Index Number | 2. Category/Grade P-3 |
| 3. Start Date of Appointment | 4. End Date, if any |

| | |
|--|--|
| Apr 2005 | |
| 5. Organization or Agency Programmes and Funds | |
| 6. Department, office or mission United Nations Development Programme | |
| 7. Type of Appointment PKO Mission Appointment including ALD (Appointment with Limited Duration) | |
| 8. Limitations to Appointment Other | |

General Details

| | | | |
|---|-------------------------------------|---|-------------------------------------|
| 1. Family Name Masakhwe | First Name Phitalis | Middle Name Were | Maiden Name, if any |
| 2. Date of Birth 23 Oct 1968 | 3. City of Birth KAKAMEGA | | Country of Birth Kenya |
| 4. Country of Nationality at Birth Kenya | Second Nationality (if any) | 5. Country of Present Nationality Kenya | Second Nationality (if any) |
| 6. Gender Male | 7. Height [cm] 164 | 8. Weight [kg] 64 | 9. Marital Status Married |
| 10. Entry into United Nations service might require assignment to any area of the world in which the United Nations might have responsibilities. Are there any limitations on your ability to engage in all travel? No | | | |
| Are there any limitations on your ability to perform in your prospective field of work? No | | | |
| 11. Have you taken up legal permanent residence status in any country other than that of your nationality? No | | | |
| 12. If you have taken any legal steps towards changing your present nationality, explain the circumstances: | | | |
| 13. What is your preferred field of work? Social scientists | | | |
| 14. Would you accept employment for less than six months? Yes | | | |
| 15. If you have previously submitted an application for employment and/or undergone any tests with the United Nations, indicate when: Jan 2005 | | | |
| 16. Have you ever been arrested, indicted, or summoned into court as a defendant in a criminal proceeding, or convicted, fined or imprisoned for the violation of any law (excluding minor traffic | | | |

violations)?

No

Give explanation of each case:

17. State any other relevant facts include information regarding any residence outside the country of your nationality.

Served for 17 months as International Advisor Disability-Rights and Advocacy for UNDP Mission in Afghanistan, Kabul. Have vast international exposure; travelled to the USA five times, Germany, Italy twice, Japan, South Africa & Tanzania twice each, Pakistan, Sierra Leone, Sudan and Uganda either on study, exposure tours and international meetings and conferences. Four times represented Kenya & AMREF and Afghanistan & UNDP respectively as Advisor in the UN General Assembly's Ad Hoc Committee meetings negotiating and drafting the comprehensive and integral international convention for the protection and promotion of rights and dignity of people with Disabilities, in New York, UN HQs.

18. Email Address

mphitalis@yahoo.com/phitalis@lci-enar.org

Contact Address and Telephone

| | |
|--|---|
| Permanent: | Office: |
| P O BOX 1093,MUMIAS Email: mphitalis@yahoo.com MUMIAS Kenya | LEONARD CHESHIRE INTERNATIONAL (LCI) EAST AND NORTH AFRICA REGIONAL OFFICE P O BOX 38748 00600 NAIROBI-KENYA TELL: +254-20 3872178/97 FAX: +254-20 3872249 EMAIL:phitalis@lci-enar.org CELL: +254 720891777 +254 734 950 398 |
| Telephone Number +254 720 891777 +254 734 950 398 +254 725 824048 | NB: With effect from January 2007 I work for LCI East and North African regional office as the Resource Development Advocacy and campaigns Manager |

Relations

Are any of your relatives employed by a public international organization?

No

If you answered Yes to #1, list any relatives employed by the United Nations or its Specialized Agencies Below:

| <i>Relative Name</i> | <i>Relationship</i> | <i>Organization or Agency</i> |
|----------------------|---------------------|-------------------------------|
|----------------------|---------------------|-------------------------------|

If you have any dependants, list them below.

| <i>Dependant Name</i> | <i>Relationship</i> | <i>Date of Birth</i> | <i>Gender</i> | <i>City , Country</i> | <i>Nationalities</i> |
|-----------------------|---------------------|----------------------|---------------|-----------------------|----------------------|
|-----------------------|---------------------|----------------------|---------------|-----------------------|----------------------|

| | | | | <i>of Birth</i> | |
|---------------------------|--------|--------------------|---------------|------------------------|--------------------|
| MICHAEL WERE were | Son | 6 Jan 1996 | Male | KAKAMEGA, Kenya | Kenya |
| CLEMENTINE CHITAYI | Spouse | 20 Nov 1969 | Female | KAKAMEGA, Kenya | Kenya |
| NELSON P were | Son | 8 Oct 1992 | Male | KAKAMEGA, Kenya | Kenya Kenya |
| GEORGE were | Son | 21 Nov 1994 | Male | KAKAMEGA, Kenya | Kenya |
| CHRISANDUS were | Son | 28 Dec 1998 | Male | KAKAMEGA, Kenya | Kenya |

Education

| List all university degrees or equivalent qualifications obtained. | | |
|--|--|----------------------------|
| <i>University Name</i> | <i>City, Country</i> | <i>Attended From - To</i> |
| LES ASPIN CENTRE FOR GOVERNMENT, MARQUETTE UNIVERSITY | WASHINGTON D.C, United States of America | Jul 2000 - Aug 2000 |
| <i>Main Course of Study</i> | <i>Field of Study</i> | |
| Social & Behavioral Science | Political Science | |
| <i>Degree or Equivalent</i> | <i>Exact Title of Degree (Do Not Equate)</i> | |
| Postgraduate degree | CERTIFICATE IN DEMOCRACY AND GOVERNANCE TRAINING PROGRAM FOR AFRICA | |
| <i>University Name</i> | <i>City, Country</i> | <i>Attended From - To</i> |
| UNIVERSITY OF NAIROBI | NAIROBI, Kenya, Kenya | Aug 1990 - Oct 1993 |
| <i>Main Course of Study</i> | <i>Field of Study</i> | |
| Social & Behavioral Science | Sociology | |
| <i>Degree or Equivalent</i> | <i>Exact Title of Degree (Do Not Equate)</i> | |
| Bachelor of Arts | BACHELOR OF ARTS | |

List schools or other formal training or education from age 14 (e.g. high school, technical school or apprenticeship)

| | | |
|--|---|----------------------------|
| <i>School</i> | <i>City, Country</i> | <i>Attended From - To</i> |
| MUSINGU BOYS HIGH SCHOOL | Kakamega, Kenya | Jan 1988 - Nov 1989 |
| <i>Main Course of Study</i> | <i>Certificates or Diplomas obtained</i> | |
| KENYA ADVANCED CERTIFICATE OF EDUCATION (KACE) | 3 PRINCIPALS AND A SUBSIDIARY | |
| <i>School</i> | <i>City, Country</i> | <i>Attended From - To</i> |
| MOMBASA SECONDARY SCHOOL FOR THE PHYSICALLY HANDICAPPED | Mombasa, Kenya | Sep 1984 - Nov 1987 |
| <i>Main Course of Study</i> | <i>Certificates or Diplomas obtained</i> | |
| 12TH GRADE, FORM FOUR | 1ST DIVISION- Kenya certificate of Education KCE | |
| <i>School</i> | <i>City, Country</i> | <i>Attended From - To</i> |
| MATAWA PRIMARY SCHOOL | Kakamega, Kenya | Jan 1977 - Nov 1983 |
| <i>Main Course of Study</i> | <i>Certificates or Diplomas obtained</i> | |
| 7TH GRADE CERTIFICATE OF PRIMARY EDUCATION | CERTIFICATE OF PRIMARY EDUCATION-23 POINTS | |

List any significant publications you have written.

| <i>Journal/Publisher</i> | <i>Title of Publication</i> | <i>Date</i> |
|--|--|-----------------|
| UNDP GLOBAL BULLETIN | DISABILITY AND DEVELOPMENT: TIME TO WALK THE TALK | Jun 2006 |
| WORLD DISABILITY INSTITUTE/REHABILITATION INTERNATIONAL | CHANGE FROM WITHIN; INTERNATIONAL OVERVIEW ON THE | Jan 2006 |
| INDEPENDENT LIVING INSTITUTE | UN DAY FOR THE DISABLED; EMPTY RHETORIC TWELVE YEAR | Dec 2005 |
| ENABLEDONLINE.COM, DISABILITY AWARENESS AND ACTION, DISABILITY WORLD-RI PUBLICATION | ENABLED IN WORDS- RWANDA GENOCIDE AND THE DISABLED | May 2005 |

| | | |
|--|--|----------|
| THE STANDARD,A LEADING EAST AFRICA DAILY NEWSPAPER | FOR THE DISABLED IN AFRICA,ITS TIME FOR ACTION,NOT | Dec 2004 |
| DISABILITY WORLD, AN ONLINE PUBLICATION OF REHABILITATION INTERNATIONAL&EDAN NEWS OF WORLD | AFRICAN CONFLICTS AND THE DISABILITY TOLL | Jun 2004 |
| THE STANDARD,DISABILITY WORLD&EDAN NEWS OF WORLD COUNCIL OF CHURCHES | WORLD BANK AND STATE OF DISABILITY | Jan 2004 |
| THE KENYA TIMES,A LEADING DAILY NEWSPAPER | THE PERSONS WITH DISABILITY ACT 2003;SOMETHING FOR | Dec 2003 |
| THE SUNDAY NATION | DISABLED MARGINALISED FOR TOO LONG,A COMMENTARY ON | Nov 2003 |
| THE SUNDAY NATION | A CASE FOR CONSTITUTIONAL REDRESS,A COMMENTARY ON | Oct 2003 |
| THE DAILY NATION,PREMIER EAST AFRICA DAILY NEWSPAPER | THE DISABLED ARE NOT OBJECTS OF PITY | Sep 2002 |
| THE DAILY NATION,PREMIER EAST AFRICA DAILY NEWSPAPER | OUR SALVATION LIES IN A DEMOCRATIC CULTURE | Jun 1996 |

List professional societies and activities in civil, public or international affairs.
MEMBER- KENYA NATIONAL COUNCIL FOR PERSONS WITH DISABILITIES(NCPWDS), VICE-CHAIR ECUMINICAL DISABILITY ADVOCATES NETWORK (EDAN) A PROGRAM OF THE WORLD COUNCIL OF CHURCHES,VICE-CHAIR THE INDUSTRIAL REHABILITATION CENTRE AND NATIONAL CHAIR, THE ASSOCIATION OF PEOPLE WITH DISABILITIES FOR EMPLOYMENT(APDEM KENYA). RESEARCHED, WRITTEN AND PUBLISHED WIDELY IN MAINSTREAM MEDIA, JOURNALS, AND CONTRIBUTED CHAPTERS/ARTICLES IN PUBLISHED BOOKS ON DISABILITY, HUMAN RIGHTS AND DEVELOPMENT. MANY OF MY WORKS ARE ON THE WEBSITES UNDER phitalis were masakhwe/phitalis were masakhwe disability/phitalis were masakhwe Rwanda genocide and the disabled.

Employment

26. Starting with your present post, list in reverse order every employment you have had:

| | | | | |
|---|------------|---|--|--|
| Job Title INTERNATIONAL ADVISOR DISABILITY- RIGHTS AND ADVOCACY | | Type of Business Governance and Development- Disability, human Rights and policy advocacy | From - To Apr 2005 - Sep 2006 | |
| Name of Employer UNDP | | Name of Supervisor SARAH DYER TILL DEC05, JAN06 TO SEPT 2006 SHAYA ASINDUA IBRAHIM | Is this a Civil Servant Position of your Government? No | Is this a position within the UN Common System? Yes |
| Salaries per Annum: Starting 60206 | | Final 69500 | Currency Paid United States of America Dollar | |
| Telephone Number +93 799 848026 | Fax Number | Email Address phitalis.masakhwe@undp.org/mphitalis@yahoo.com | | |
| Address of Employer UNDP Kabul, Afghanistan | | | | |
| Field of Work Social sciences related | | | Specialty | |
| Number of Employees Supervised by You 5 | | | Kind of Employees Supervised by You National Disability Advisor, Administration and, information officers, Sign language interpreter and one office Assistant. | |
| <i>Description of Duties</i> Design and develop accessible information on disability and rights of disabled people and develop and implement a processes for sharing and informing disabled people in Afghanistan, b .Coordinate and provide disability awareness and equality training to programme colleagues, NGOs, UN, government and private sector, c. Develop leadership strategies with representatives of national disability organizations (DPOs) based on current needs assessment and ongoing assessment of need and monitoring of interventions ,d. Define and develop with DPOs options and directions for coordination, representation nationally and in relation to government, e. Design and develop an advocacy strategy on disability and coordinate and manage its implementation, f. Provide advice and technical support to DPOs on their organizational and institutional structure and operations, including management, programme planning and priorities and resourcing, g. Coordinate and provide inputs and technical advice to other aspects of the Programme, including technical unit in their work on policy and programming and knowledge management in their resource development, dissemination and communication activities,h.Support and advise the Programme Manager on options for contracting of services to organizations of disabled people in support of the Programmes strategies, I carry out regular capability needs assessment and define and implement capability development strategies with National counterparts and review the impact of these interventions | | | | |
| Summarize Any Of Your Achievements. Sensitization of UN country teams on disability and advocating for enhanced mainstreaming and empowerment of people with disabilities in Afghanistan. | | | | |
| Reason for Leaving Foreclosure of contract due to limited funding to the UNDP/NPAD PROGRAMME. | | | | |

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|---|--|--|---|
| Job Title PROJECT OFICER AND LATER ACTING PROJECT MANAGER | Type of Business POLICY ADVOCACY ,HEALTH,AND DEVELOPMENT | From - To May 1996 - Nov 2005 | |
| Name of Employer AFRICAN MEDICAL& RESEARCH FOUNDATION(AMREF- KENYA) | Name of Supervisor SHAYA ASINDUA IBRAHIM LATER ROBINA BITEYI | Is this a Civil Servant Position of your Government? No | Is this a position within the UN Common System? No |
| Salaries per Annum: Starting 360000 | Final 1248000 | Currency Paid Kenya Shilling | |
| Telephone Number +254 02 604651 | Fax Number | Email Address phitalisw@amrefke.org | |
| Address of Employer P.O.BOX 30125 LANGATA ROAD WILSON AIRPORT NAIROBI, Kenya | | | |
| Field of Work Social sciences related | Specialty | | |
| Number of Employees Supervised by You 36 | Kind of Employees Supervised by You Physiotherapists, occupational therapists, social workers, orthopedic technologists, accountants, secretary, and general support staff | | |
| <i>Description of Duties</i> 1. Overall coordination of project activities, 2. Control and management of project resources, 3. Fundraising and Resource Mobilization, 4. Production of project plans, budgets, and reports including newsletter, 5. Development and nurturing of partnerships, 6. Designing and implementing advocacy interventions for disabled people, 7. Technical backstopping for disability and rehabilitation for AMREF Kenya, 8. Staff supervision and appraisal, 9. Ensure effective implementation of project activities, their review, monitoring and evaluation | | | |
| Summarize Any Of Your Achievements. Effectively mobilised and lobbied for enactment of Kenyans with disabilities Act 2003.Also managed to fund raise in excess of USD100000 for the period I served for 17 months as Acting Project manager July 2003 to April 2005.WINNER OF MARQUETTE UNIVERSITY'S LES ASPIN CENTRE FOR GOVERNMENT SCHOLARSHIP ON DEMOCRACY AND GOVERNANCE FOR AFRICA FOR YEAR 2000 | | | |
| Reason for Leaving To join United Nations | | | |

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|--------------------------------------|---|--|
| Job Title Project Officer | Type of Business DISABILITY AND DEVELOPMENT | From - To May 1995 - Apr 1996 |
| Name of Employer ACTIONAID | Name of Supervisor JOHN NGUGI | Is this a Civil Servant Position within the UN |

| | | | |
|--|-----------------------|---|-----------------------------|
| INTERNATIONAL IN KENYA | | of your Government? No | Common System? No |
| Salaries per Annum: Starting 21000 | Final 21000 | Currency Paid Kenya Shilling | |
| Telephone Number +254 140 | Fax Number | Email Address phitalisw@actionaidke.org | |
| Address of Employer P.O.BOX 150 KIBWEZI MACHAKOS, Eastern Kenya Kenya | | | |
| Field of Work Economics related | | Specialty | |
| Number of Employees Supervised by You 4 | | Kind of Employees Supervised by You project assistant and community development workers | |
| <i>Description of Duties</i> MANAGING THE COMMUNITY BASED REHABILITATION PROJCT, PRODUCTION OF PROJECT PLANS AND BUDGETS, FACILITATING LIVELIHOODS ENTERPRISES FOR DISABLED PERSONS, DOCUMENTATION OF PROJECT ACTIVITIES, DISABILITY MAINSTREAMING INTO OTHER ACTIONAID-KENYA (AAK) ACTIVITIES, NURTURING PARTNERSHIPS AND COMMUNITY SENSITIZATION ON DISABILITY AND DEVELOPMENT | | | |
| Summarize Any Of Your Achievements. MAINSTREAMING OF DISABILITY INTO OTHER ACTION AID DEVELOPMENT INTERVENTIONS | | | |
| Reason for Leaving ACTION AID INTERNATIONAL IN KENYA WAS PHASING OUT OF THE KIBWEZI DEVELOPMENT AREA | | | |

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|---|--|--|---|
| Job Title Resource Centre Clerk/Documentalist | Type of Business Disability and development | From - To Apr 1994 - May 1995 | |
| Name of Employer AMREF KENYA | Name of Supervisor SHAYA ASINDUA IBRAHIM LATER ROBINA BITEYI | Is this a Civil Servant Position of your Government? No | Is this a position within the UN Common System? No |
| Salaries per Annum: Starting 5000 | Final 12000 | Currency Paid Kenya Shilling | |
| Telephone Number | Fax Number | Email Address | |
| Address of Employer AMREFKENYA BOX 72 KIBWEZI | | | |

| | |
|--|---|
| MACHAKOS, EASTERN Kenya | |
| Field of Work Social scientists | Specialty Sociologists |
| Number of Employees Supervised by You N/A | Kind of Employees Supervised by You N/A |
| <i>Description of Duties</i> Documentation of project activities and experiences, creation of a Resource centre, mobilizing and facilitating the formation of parents and disabled persons lobby groups, disability sensitization and awareness initiatives in the community and undertaking clerical duties | |
| Summarize Any Of Your Achievements. Establishment of project resource centre and started the formation of lobbying and advocacy outfits of disabled and parents of disabled children | |
| Reason for Leaving To join Action aid international in Kenya | |

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|--|--|---|--|
| Job Title TRAINER/ RESOURCE PERSON(PART-TIME JOB) | Type of Business CIVIC EDUCATION/ GOVERNANCE | From - To Dec 1993 - Apr 1994 | |
| Name of Employer NATIONAL COUNCIL OF CHURCHES OF KENYA | Name of Supervisor REV. J GATHAKA | Is this a Civil Servant Position of your Government? No | Is this a position within the UN Common System? No |
| Salaries per Annum: Starting 15000 | Final 15000 | Currency Paid Kenya Shilling | |
| Telephone Number | Fax Number | Email Address | |
| Address of Employer 4500 NAIROBI NAIROBI, Kenya | | | |
| Field of Work Education related | Specialty Development training support | | |
| Number of Employees Supervised by You N/A | Kind of Employees Supervised by You N/A | | |
| <i>Description of Duties</i> TRAINING AND DEVELOPMENT, DEVELOPMENT OF TRAINING MATERAILS, WRTING REPORTS, ORGANISING SEMINARS AND WORKSHOPS, MEDIA LIAISON | | | |
| Summarize Any Of Your Achievements. DEVELOPED AND PUT IN PLACE TRAINING SYSTEMS FOR THE ORGANISATION ON GOVERNANCE AND DEMOCRACY | | | |

Reason for Leaving
TO TAKE UP A MORE FULL TIME EMPLOYMENT

Have you any objections to our making inquiries of your present employer?
No

Other Agencies of the United Nations System may be interested in our applicants. Do you have any objection to your Personal History Profile being made available to them?
No

For clerical grades only:

Indicate typing speed in words per minute:

List any office machines or equipment you can use:

List any of the Official Languages of the United Nations you know.

| <i>Language</i> | <i>Mother Tongue</i> | <i>Read</i> | <i>Write</i> | <i>Speak</i> | <i>Understand</i> | <i>Have you passed the UN Proficiency Exam for this language?</i> |
|-----------------|----------------------|---------------|---------------|---------------|-------------------|---|
| English | No | Easily | Easily | Easily | Easily | Yes |

In addition to the six Official United Nations Languages, list any other languages you know.

| <i>Language</i> | <i>Mother Tongue</i> | <i>Read</i> | <i>Write</i> | <i>Speak</i> | <i>Understand</i> |
|-----------------|----------------------|---------------|-------------------|---------------|-------------------|
| Kikamba | No | Easily | Not easily | Easily | Easily |
| Luhya | Yes | Easily | Easily | Easily | Easily |
| Swahili | No | Easily | Easily | Easily | Easily |

References

30. List three persons, not related to you, and who are not current United Nations Staff Members, who are familiar with your character and qualifications. Do not repeat the names of supervisors listed under Employment.

| <i>Reference Name</i> | <i>Business or Occupation</i> | <i>Telephone Number</i> | <i>Address</i> |
|---------------------------|-------------------------------|-------------------------|---|
| Cephas Dr.Lerewonu | Director of | +1 202 | 502 East capitol street,N.E. Washington DC 20003 |

| | | | |
|--|---|--|--|
| | Africa Programmes, Les Aspin Centre for Government | 5446140 Country United States of America | Washington D.C Email Address cephas.lerewonu@marquette.edu |
| <i>Reference Name</i> TOMAS LAGERWALL | <i>Business or Occupation</i> Secretary General Rehabilitation International RI | <i>Telephone Number</i> +1 212 420 1500 <i>Country</i> United States of America | <i>Address</i> 25 East 21 Street,4th floor New York,NY 10010 <i>Email Address</i> sg@riglobal.org |
| <i>Reference Name</i> MS SHAYA IBRAHIM ASINDUA | <i>Business or Occupation</i> REGIONAL PROGRAM OFFICER SNNPR,UNICEF ETHIOPIA | <i>Telephone Number</i> +251 462207028 <i>Country</i> Ethiopia | <i>Address</i> UNICEF,SNNPR PROGRAM,FAX +251 46220 7036 <i>Email Address</i> sasindua@unicef.org |

What Others Say:

Kenyans With Disabilities Must Now Challenge Political Marginalization

By Phitalis Were Masakhwe (mphitalis@yahoo.com, phitalis.masakhwe@undp.org), International Advisor Disability - Rights and Advocacy UNDP/NPAD

“Seek ye the political kingdom first and all else will follow”, urged Kwame Nkrumah, the Ghanaian independence hero. At the time Ghana was in the thick of the liberation struggle. Disease, ignorance and poverty were of course ravaging Ghana like the cursed plaque, but the man thought all these issues could not be squarely assaulted, until and unless the political equation of this former British colony was comprehensively fixed.

In just under 17 months from now, Kenyans will be going to the polls to elect yet another set of leaders from councilors, members of the so called august house up to the new head of state. And it's all systems go as far as the race for those positions goes! Woe unto you if you will be left out of this quest for power. And yet those with disabilities should not be left out of this marathon that has already begun. They should register in droves as voters and ensure that the clamour for minimum constitutional reforms before the next election also includes the issue of their representation.

It's a great shame that 43 years since independence; disabled Kenyans have no representation to write home about at both levels of policy and decision making! Kenya's parliament of 222 members has only one member, the Hon. Sammy Leshore, who through an act of thuggery and gangsterism is known to have a disability. The over 170 local authorities and municipalities across the country have less than 100 councilors with disabilities. What of other important constitutional commissions and offices like Electoral Commission of Kenya ECK? And how about critical committees like Constituency Development Fund committees CDFCs which are vehicles for resources meant to spur rural development? If the disabled, who I thought are part and parcel of the Kenyan diversity, are conspicuously missing in political action, how can Kenya claim to be genuinely liberated? If a part of the whole is under the bondage of political slavery, then I think the whole is cosmetically free. Not yet Uhuru, as the late doyen of the opposition, Jaramogi Oginga Odinga would say!

That politics overrides everything economic and otherwise, especially in developing countries cannot be overemphasized. Those that captain the ship of state invariably control and manipulate the mode of production

