



REPUBLIC OF KENYA



# Equality Bulletin



## Breaking Barriers: Employers Urged to Foster Disability Inclusion in Workplaces

### HEADLINE STORIES

- NGEK Defends Governor Kawira Mwangaza, Calls Impeachment Proceedings Discriminatory
- The Future of Mobility: Multi-Stakeholder Training Equips Leaders for Inclusive Transport Systems
- Revitalizing Gender Equality: NGEK Champions Research and Data-Driven Action
- IGAD Delegation Engages NGEK in Talks on Gender Equality and Leadership
- Kitui Regional Office Champions Gender Equality at Intergovernmental Forum

**Nairobi, Kenya** – Employers in both the public and private sectors have been urged to adopt disability-inclusive hiring practices and create accessible work environments to ensure equal opportunities for all.

This call to action was made during a half-day forum on Disability Inclusion, hosted by the National Gender and Equality Commission (NGEC) in partnership with Kilimanjaro Blind Trust Africa and the UN Global Compact Network Kenya.

The event, held in Nairobi, brought together key stakeholders from



NGEC Head of Disability and Elderly Division, John Nzioka, speaking at the Corporate Roundtable on Workplace Disability Inclusion.

government agencies, corporate entities, civil society organisations, and disability rights advocates to discuss and develop strategies for improving workplace inclusion.

The Disability Inclusion Forum provided a platform for dialogue, equipping employers with practical strategies to close these gaps.

»» SEE PAGE 2

## A Message from the Chief Executive Officer

It is my pleasure to introduce the 9th edition of Equality Bulletin a publication that continues to serve as a key platform for showcasing our collective strides in advancing equality and non-discrimination across Kenya.

One of the key interventions that exemplify our commitment to safeguarding constitutionalism and the rule of law is our engagement in strategic public interest litigation. This approach enables us to clarify and strengthen the interpretation and application of equality and non-discrimination principles in governance. It is within this framework that the Commission has engaged in select legal matters of significant public concern, including our ongoing interventions to uphold fairness, due process, and the principles of natural justice in various governance contexts.

As a constitutional Commission, NGEK remains steadfast in executing its mandate within the confines of the law. We are guided by the fundamental principle that access to justice and respect for human rights are central to a progressive society. Our engagement in legal processes is always informed by the need to ensure that constitutional safeguards protecting special interest groups are neither undermined nor selectively applied.

In this edition, we highlight key milestones and celebrate the resilience and achievements of women, persons with disabilities, youth, older members of society, minorities, and marginalized groups who continue to make significant contributions to Kenya's development. As we navigate the evolving landscape of equality and governance, NGEK remains committed to reinforcing its watchdog role, holding duty bearers accountable, and championing the rights of all Kenyans. We invite you to engage with the content of this Bulletin share insights, and join us in advancing the mission of creating a just and equitable society.



**Purity Ngina, PhD, MBS**  
Chief Executive Officer  
**National Gender and Equality Commission**

## THE COMMISSION



Hon. Rehema Jaldesa  
**Chairperson**



Thomas Okoth Koyier, **EBS**  
**Vice Chairperson**



Caroline N. Lentupuru, **MBS, HSC**  
**Commissioner**



Michael Nzomo  
**Commissioner**



Dr. Margaret Karungaru, **MBS**  
**Commissioner**



>>> CONTINUATION

## Disability Inclusion: The Key to Thriving Workplaces!



Participants at the Corporate Roundtable on Workplace Disability Inclusion pose for a group photo

Despite Kenya’s progressive legal framework—including the Persons with Disabilities Act, 2003, and the Employment Act, 2007, which prohibit workplace discrimination—unemployment rates among PWDs remain disproportionately high. Many businesses still lack the knowledge, policies, or infrastructure to support an inclusive workforce.

The Disability Inclusion Forum provided a platform for dialogue, equipping employers with practical strategies to close these gaps. Experts emphasised the importance of shifting mindsets, implementing inclusive hiring policies, and ensuring workplace accessibility.

The discussions centred on breaking down systemic barriers that hinder employment opportunities for persons with disabilities, promoting accessibility, and highlighting the benefits of diversity in the workforce.

The forum underscored that individuals with disabilities face numerous challenges, from social stigma and workplace discrimination to physical barriers that

prevent them from accessing job opportunities. However, research has shown that diverse workplaces not only enhance innovation but also improve overall productivity and employee satisfaction.

**Why Inclusion Matters:** According to the World Health Organization (WHO), an estimated 15% of the world’s population lives with some form of disability. Despite this significant representation, employment rates among people with disabilities remain disproportionately low. In Kenya, the 2019 Census revealed that over 900,000 individuals identify as having a disability, yet only a small fraction have access to formal employment.

Incorporating disability-inclusive policies is not merely a corporate social responsibility move—it is a strategic business decision. Studies have indicated that companies that embrace diversity, including disability inclusion, experience higher levels of innovation, improved team morale, and stronger financial performance.

Additionally, fostering an inclusive work culture helps organisations comply with national and international disability rights laws, reducing the risk of legal challenges while enhancing corporate reputation.

Speaking at the event, NGEC Assistant Director, Programs Winfred Wambua emphasized the need for employers to view disability inclusion not as an act of charity but as an opportunity to harness a diverse talent pool. “People with disabilities possess immense skills and potential. When given the right opportunities, they can contribute meaningfully to the growth and success of organisations,” she stated.

Participants called for stronger policy frameworks, better enforcement of existing disability laws, and increased collaboration between the private sector, government agencies, and advocacy groups. Employers were also urged to tap into resources and networks that support disability inclusion, such as Kilimanjaro Blind Trust Africa and the UN Global Compact Network Kenya.

With growing recognition of the value that persons with disabilities bring to the workforce, the push for inclusive workplaces is gaining momentum. The success of businesses in the 21st century will be defined not just by profitability but by their commitment to equity, inclusion, and social impact.

## NGEC Defends Governor Kawira Mwangaza, Calls Impeachment Proceedings Discriminatory

The Commission (NGEC) has strongly opposed the impeachment of Meru Governor Kawira Mwangaza, terming the process unconstitutional and discriminatory. In a submission filed at the High Court as the 7th Interested Party in Petition No. E429 of 2024, the Commission argues that the impeachment proceedings violated Mwangaza's fundamental rights, particularly her right to equal protection under the law and freedom from discrimination.

The case, currently before the Constitutional and Human Rights Division of the High Court in Nairobi, challenges the Senate's decision to uphold the Meru County Assembly's resolution to remove Governor Mwangaza from office. Through Advocate Desire Njamwea the Commission asserts that the impeachment was orchestrated not on legal grounds but as a systematic effort to undermine Mwangaza due to her gender and independent political standing.

The Commission contends that the impeachment process violated Articles 27, 38, 47, and 50 of the Constitution and argues that the proceedings lacked fairness and procedural integrity, arguing that the impeachment process at the County Assembly and at the Senate were conducted in breach of the law and therefore unlawful.

"The Senate disregarded legal conservatory orders barring the County Assembly from proceeding with impeachment, effectively denying the Governor the protection of the law that she had already secured," NGEK's submission states. The Commission also points out that the same set of charges had been previously dismissed, making the impeachment a case of double jeopardy, which contravenes Article 50(2)(o) of the Constitution.



Public participation, a key tenet of democratic governance, was also allegedly compromised in the impeachment process. NGEK argues that the County Assembly failed to conduct substantive and meaningful public consultations before instituting the impeachment motion.

"The public was not adequately informed of the specific grounds of impeachment. Instead, it became an open forum for airing general grievances against the Governor without proper analysis," the submission states.

The Commission further argued that the public participation disregarded the aspect of the secrecy of the ballot through which Governor Mwangaza was elected.

NGEK cites Supreme Court precedent affirming that public participation must be "real and not illusory," emphasizing that mere attendance at meetings does not constitute meaningful engagement.

In its strongest argument, NGEK insists that the impeachment was rooted in gender bias.

It highlights that Governor Mwangaza, the only female governor elected as an independent candidate in a predominantly patriarchal society, has faced relentless political hostility.

The Commission points to cultural and political resistance against Mwangaza's leadership, citing derogatory remarks made by male political figures and traditional leaders. During an October 14, 2023 meeting of the Njuri Ncheke, a powerful Meru council of elders, Mwangaza was likened to a "female male circumciser" rejected by the community—language NGEK describes as both degrading and emblematic of the patriarchal structures working against her.

Further, NGEK highlights inflammatory remarks by politicians inciting gender-based violence against Mwangaza. A notable example is a recorded speech by Hon. Mpuru Aburi, who used crude language to demean the Governor, reinforcing the argument that the impeachment was motivated by gender discrimination rather than legal merit.

Given the blatant violations of constitutional rights, NGEK has urged the High Court to declare the impeachment null and void. The Commission seeks orders preventing further impeachment attempts on similar grounds and a permanent injunction against profiling Mwangaza based on her gender.

"This impeachment is not just about Governor Mwangaza—it is about upholding the rule of law and ensuring that women leaders are not systematically targeted and removed through unconstitutional means," NGEK states.

As the legal battle unfolds, the case is expected to set a crucial precedent for gender equality in political leadership in Kenya. The High Court's judgement which is to be delivered on 14th March 2025 will determine whether Mwangaza's impeachment was a legitimate exercise of legislative oversight or a discriminatory political maneuver aimed at silencing a female leader in a male-dominated political space.



## NGEC and Germany Strengthen Partnership to Tackle Inequality

*The National Inequality Reduction Action Plan, which is at the core of the partnership, is expected to provide a structured framework for tackling disparities across various sectors, including education, employment, political representation, and access to essential services.*

**Nairobi, Kenya** — In a strategic move to advance Kenya’s National Inequality Reduction Action Plan, the National Gender and Equality Commission (NGEC), led by Chairperson Hon. Rehema Dida Jaldesa, held a high-level meeting with Ms. Alena Kern, Deputy Head of Development Cooperation at the German Embassy in Nairobi. The discussions marked a significant step towards reinforcing Kenya’s commitment to fostering equity and inclusion across all sectors of society.

Backed by the German government through the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the collaboration is set to accelerate targeted initiatives aimed at bridging inequality gaps, enhancing social justice, and creating equal opportunities for all Kenyans. The German Embassy reaffirmed its commitment to supporting Kenya’s efforts, pledging continued technical and financial assistance as the country advances in implementing key reforms.



NGEC Chairperson Hon. Rehema Jaldesa, Vice Chairperson Thomas Koyier, and Ms. Alena Kern, Deputy Head of Development Cooperation, at the German Embassy in Nairobi.

“The National Inequality Reduction Action Plan is a transformative roadmap that seeks to address disparities affecting marginalized communities, including women, youth, persons with disabilities, and minority groups,” stated Hon. Jaldesa. “We welcome the German government’s support in this endeavor, as we work towards building a more inclusive society.”

According to recent research, Kenya faces widening economic and social inequalities, with disparities in education, employment, and access to essential services disproportionately affecting vulnerable populations.

The NGEN, in collaboration with international partners, is spearheading measures to close these gaps through policy advocacy, public awareness campaigns, and strategic interventions.

Ms. Kern commended Kenya’s proactive approach to tackling inequality and emphasized Germany’s readiness to explore new avenues for meaningful cooperation. “Germany remains committed to fostering sustainable development and social equity in Kenya. We look forward to working closely with NGEN to support policies and programmes that empower communities and promote inclusive growth,” she affirmed.

The engagement between NGEN and the German Embassy signals a renewed momentum in the fight against inequality, with stakeholders optimistic about the far-reaching impact of these joint efforts. The ongoing commitment from both parties sets the stage for long-term solutions that will transform the lives of millions and reinforce Kenya’s vision of a just and equitable society.

## The Future of Mobility: Multi-Stakeholder Training Equips Leaders for Inclusive Transport Systems



Participants at the Multi-Stakeholder Training pose for a group photo

In a bid to foster safe, inclusive, and sustainable transport systems, the Nairobi Metropolitan Area Transport Authority Board of Management (NaMATA) has spearheaded a multi-stakeholder training programme aimed at equipping key decision-makers with advanced skills in negotiation, influence, and collaboration. The initiative, held in partnership with urban planners, transport authorities, and community representatives, seeks to embed people-centred approaches in transport planning to benefit older members of society, children, persons with disabilities, and other vulnerable groups.

The training session, attended by government officials, transport engineers, and civil society organisations, underscored the urgency of integrating inclusive mobility into urban development strategies.

According to recent urban transport studies, poorly designed infrastructure disproportionately affects marginalised populations, limiting their access to essential services, employment, and economic opportunities. By engaging diverse stakeholders, the Commission is advocating for equitable transport policies that prioritise accessibility, safety, and efficiency.

The training emphasised the importance of collaborative engagement, ensuring that transport

solutions are informed by the lived experiences of different groups.

Speaking at the training, NGEN representatives reiterated the significance of an intersectional approach. “When we plan our cities, we must ensure that transport systems are safe and accessible to everyone. This means engaging communities in decision-making and promoting policies that leave no one behind,” noted a senior official.

Experts at the training highlighted the role of innovative urban mobility solutions, such as pedestrian-friendly streets, universally accessible transport hubs, and digital technology to streamline transit services.

## Kitui Regional Office Champions Gender Equality at Intergovernmental Forum

**Kitui, Kenya** – The National Gender and Equality Commission (NGEC) Kitui Regional Office actively participated in the Intergovernmental County Forum to advance critical discussions on gender policies, care work, male engagement, and gender-based violence (GBV) prevention. The forum, held in Kitui County, brought together key stakeholders to review and disseminate policy drafts aimed at promoting gender equality and strengthening community interventions.



Dr. Moses Saranta, Kitui Regional Head, speaking at the Intergovernmental County Forum.

The event provided a platform for policymakers, gender advocates, and county officials to engage in meaningful dialogue on implementing policies that address unpaid care work, encourage male involvement in gender equity efforts, and enhance GBV prevention strategies. Among the key contributors was Madam Phoebe Mutemi, Kitui County Executive Committee Member (CECM) for Gender, who underscored the significance of multi-sectoral collaboration in driving sustainable change.

The discussions further underscored the role of men as allies in gender equality efforts. Research presented at the forum indicated that increasing male engagement in caregiving and gender advocacy contributes to stronger families and more equitable communities. Participants called for deliberate policy measures, including workplace support for caregivers, educational programs on shared responsibilities, and community-led interventions to challenge harmful gender norms.

In addition to policy dissemination, the forum marked the official commencement of planning for International Women’s Day (IWD) 2025. Madam Mutemi formally launched the preparations, emphasising the need for inclusive and impactful celebrations that reflect the progress and challenges in gender equality. Stakeholders agreed to collaborate on a comprehensive plan that highlights women’s achievements while advocating for policy and structural reforms to address existing gaps.

The Intergovernmental County Forum reaffirmed the commitment of Kitui County and its partners to advancing gender-responsive policies and ensuring that legislative frameworks translate into tangible benefits for communities. With the launch of IWD 2025 planning, stakeholders are set to engage further in designing initiatives that foster gender equity and social transformation across the county and beyond.

## Revitalizing Gender Equality: NGEN Champions Research and Data-Driven Action



NGEC CEO Dr. Purity Ngina alongside representatives from the State Department for Gender and Affirmative Action, KIPPRA, and Zizi Afrique Foundation during the multi-agency meeting

**Nairobi, Kenya** – The National Gender and Equality Commission (NGEC) has taken a decisive step toward strengthening Gender Equality and Social Inclusion (GESI) by spearheading a multi-agency meeting focused on research, data, and collaboration.

Led by NGEN CEO Dr. Purity Ngina, the high-level meeting brought together policymakers, researchers, and development partners to explore strategies for leveraging data-driven insights to enhance equality initiatives across Kenya. The forum underscored the critical role of accurate research and evidence-based decision-making in addressing gender disparities and promoting inclusivity in all sectors. Speaking at the meeting, Dr. Ngina emphasized that meaningful impact can only be achieved through robust research frameworks and strategic partnerships. “Data is the foundation of effective policy development. Without credible research, interventions risk being misaligned with the realities on the ground. We must prioritize data-driven strategies to bridge inequality gaps,” she stated.

Discussions highlighted the need for a centralized gender research repository to track progress and inform policy adjustments. Additionally, stakeholders called for enhanced coordination between governmental bodies, civil society organizations, and academic institutions to strengthen gender-focused research and improve evidence-based advocacy.

According to the latest findings from the Kenya National Bureau of Statistics (KNBS), gender disparities persist in key sectors, with women and marginalized communities disproportionately affected by economic hardship and limited access to essential services. The meeting stressed that sustained investment in gender-focused research would help tailor interventions to the unique needs of different demographics.

Dr. Ngina reiterated NGEN’s commitment to positioning research at the core of national gender equality efforts. She also advocated for technology-driven data collection methods to improve accuracy and accessibility. “Harnessing digital tools for gender research will not only enhance efficiency but also ensure that no one is left behind in policy formulation,” she added.



Participants of the Intergovernmental County Forum in Kitui County pose for a group photo.



## Strengthening Legal and Policy Frameworks for Marginalized Communities



Commissioner Dr. Margaret Karungaru addressing the high-level consultative forum.

The Commission (NGEC), with support from the World Bank and in collaboration with the Ministry of Public Service, Gender, and Affirmative Action, is spearheading a high-level consultative forum to develop a robust legal and policy framework for Kenya's marginalized communities.

The ongoing forum has brought together key stakeholders, including representatives from organizations advocating for the rights of minority and marginalized groups.

Among the notable participants is Mr. Josphat Lodeya, Director of the Minority and Marginalized Unit in the Executive Office of the President, whose presence underscores the government's commitment to inclusive governance.

In a speech delivered on behalf of NGECKENYA Chairperson Hon. Rehema Jaldesa Commissioner Dr. Margaret Karungaru reaffirmed the Commission's commitment to advancing the rights and welfare of special interest groups. She emphasized that strengthening legal and policy structures is critical to ensuring equity, inclusion, and social justice for all Kenyans.



Commissioner Dr. Margaret Karungaru joins participants for a group photo at the high-level consultative forum.

The forum is expected to generate actionable recommendations that will guide legislative reforms and policy interventions aimed at safeguarding the rights of marginalized communities across the country.

## NGECKENYA Nakuru Regional Office Partners with County to Launch GBV & PWD Data System

The Nakuru Regional Office joined the County Government of Nakuru and other stakeholders, both state and non-state actors, in launching the Gender-Based Violence (GBV) and PWD Information Management System. The system, supported by the Lithuanian Government and the Lithuanian Chamber of Commerce, is set to enhance data collection to inform policy direction and programming.

H.E. David Kones, graced the launch event, held in Nakuru County, the Deputy Governor of Nakuru County, who commended the Lithuanian partners for their support in developing the web application. He reaffirmed the county government's commitment to fighting GBV and ensuring efficient service delivery for PWDs.



Participants at the launch of the GBV & PWD Data System pose for a group photo.

"This system is a crucial tool that will enhance our ability to collect accurate data on GBV, which will, in turn, guide our policies and interventions. Additionally, it will fast-track service delivery for PWDs, ensuring they receive timely and adequate support," said Hon. Kones.

The newly launched web application is expected to revolutionize data-driven decision-making by providing real-time insights into GBV trends and challenges faced by PWDs in the county. The system will facilitate prompt response mechanisms, improve survivor support services, and aid in developing targeted policies and interventions.

Stakeholders at the event emphasized the need for a multi-sectoral approach in tackling GBV, with various government and civil society organizations pledging to leverage the new system to enhance collaboration and service delivery. The initiative aligns with national and county government efforts to promote gender equality and inclusivity.

## IGAD Delegation Engages NGEC in Talks on Gender Equality and Leadership

**Nairobi, Kenya**— The National Gender and Equality Commission (NGEC) welcomed a high-level delegation from the Intergovernmental Authority on Development (IGAD) for a courtesy visit, fostering critical discussions on advancing gender equality and women's empowerment. The engagement, attended by NGEC Chairperson, Commissioners, and the Chief Executive Officer, underscored the shared commitment to breaking barriers that hinder women's full participation in leadership, economic empowerment, and societal transformation.

The discussions centred on three key themes: empowering women to recognize their worth and potential, tackling gender-based violence, and creating leadership opportunities for women to take their rightful place in society. These pressing issues, which remain at the heart of sustainable development, were addressed through data-driven insights, policy recommendations, and a collaborative approach to regional solutions. Gender disparities continue to limit opportunities for women and girls in various spheres of life, from education to economic participation.

The IGAD delegation and NGEC leadership explored strategic interventions to boost women's self-worth and agency, emphasizing education, skills development, and financial inclusion as key drivers of empowerment. Research by the World Bank indicates that closing gender gaps in economic participation could increase Africa's GDP by up to 10% by 2025, making gender equality an economic imperative as well as a human rights issue.

Gender-based violence (GBV) remains a critical human rights concern in Kenya and across the IGAD region, with reports showing that one in three women experience some form of violence in their lifetime. The meeting highlighted the urgent need for strengthened legal frameworks, enforcement mechanisms, and survivor-centred approaches to address GBV.



NGEC Chairperson Hon. Rehema Jaldesa, Commissioner Caroline Lentupuru, and Commission Secretary/CEO Dr. Purity Ngina pose with IGAD Secretariat Gender Department, led by Dr. Fatuma Adan, IGAD Head of Mission to Kenya.

IGAD and NGEC underscored the importance of community-driven interventions, increased funding for GBV prevention programmes, and cross-border collaboration to curb the prevalence of violence against women and girls.

Women's participation in leadership and decision-making processes remains significantly low, despite constitutional and policy frameworks advocating for increased representation. The discussions reinforced the necessity of creating enabling environments for women to ascend to leadership roles in governance, corporate spaces, and civil society.

Kenya's 2010 Constitution mandates a two-thirds gender rule, yet women's political representation falls short of this threshold. The meeting called for renewed efforts in mentorship, affirmative action policies, and political will to bridge this gap.

The IGAD delegation and NGEC leadership reaffirmed their commitment to a collaborative approach in tackling gender inequalities across the region. They explored opportunities for knowledge-sharing, policy harmonization, and joint initiatives to accelerate progress in gender mainstreaming. As discussions concluded, the parties underscored the need for sustained engagement to transform commitments into tangible action.

The visit highlighted the pivotal role of regional partnerships in addressing gender inequalities and ensuring that women across IGAD member states have the opportunity to thrive in safe, inclusive, and empowering environments. With shared resolve, the momentum generated by this engagement is poised to drive substantive change in gender equality across the region.

### NGEC Bulletin Editorial Team

Produced by the Public Communications Division under the Executive Office of the Commission Secretary/CEO

Daniel Waitere - Head of Public Communications

Eric Muchiri - Graphic Designer, Photographer and Writer

Alice Njeri- Writer

Ngina Mainah - Writer





## CONTACT US

P.O. Box 27512-00506, Nairobi, Kenya  
1st Floor, Solution Tech Place, 5 Longonot Rd, Upper Hill,  
Nairobi, Kenya

Toll Free : 0800 720 187  
HQ Reception : +254 709 375 100

Kisumu Regional Office  
Reinsurance Plaza, 3rd Floor, Wing B,  
Oginga Odinga Street,  
Kisumu Town.

Nakuru Regional Office  
Tamoh Plaza, 1st Floor, Kijabe Street,  
Nakuru Town.

Garissa Regional Office  
KRA Route off Lamu Road, Province,  
Garissa Town.

Kilifi Regional Office  
Malindi Complex, off Lamu-Malindi Road,  
Malindi Town.

Kitui Regional Office  
Nzambani Park, off Kitui Referral Hospital Road,  
Kitui Town.

Isiolo Regional Office  
County Estate, Along Kiwanjani Road  
Isiolo Town