



REPUBLIC OF KENYA



NGEC

National Gender and
Equality Commission

The National Gender and Equality Commission

Chairperson's Exit Report

Dr. Joyce B. M. Mutinda PhD, EBS.

2018 - 2024



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2018-2024

Table of Contents

List of Tables.....	iii
List of Figures	iii
List of Acronyms.....	iv
Letter of Transmittal.....	v
Structure of the Report.....	vi
Context and Purpose of the Exit Report	vii
Executive Summary: NGECE’s Achievements in Promoting Equality and Inclusion (2018-2024).....	viii
1.0 Introduction	1
2.0 The Commission	4
3.0 Strategic Objectives and Goals	5
4.0 Key Achievements	6
4.1 Development and Operationalization of <i>the National Gender and Equality Commission (Complaints Handling Procedure) Regulations, 2022</i>	6
4.2 Policy Development and Advocacy	6
4.3 Contribution to National and International Policy Frameworks.....	8
4.4 Legislative and Regulatory Impact	11
4.5 Public Awareness and Education.....	13
4.6 Monitoring and Compliance	14
4.7 Partnerships and Collaborations	16
4.8 Institutional Strengthening	18
4.9 Impact on Special Interest Groups	19
5.0 Case Studies and Success Stories (2018-2024)	22
5.1 Addressing Child Pregnancy in Coastal Counties.....	22
5.2 Empowering Older Persons and Combating Abuse	22
5.3 Ensuring Transparency and Equity in the 2019 Census.	22
5.4 Promoting Action on Gender-Based Violence (GBV).	22
5.5 Safeguarding Children’s Rights: Age of Consent Debate.	23
6.0 Financial Overview	24
7.0 Challenges and Mitigation Strategies.....	25
7.1 Challenges.....	25
7.2 Strategies Employed to Overcome Challenges	25
7.3 Lessons Learned.....	26

8.0 Recommendations for Future Action	27
8.1 Policy and Legislative Recommendations.	27
8.2 Strategic Priorities for 2024-2029	27
8.3 Suggestions for Institutional Improvements.	27
8.4 Unfinished business.....	28
Appendices	30
Appendix 1: Complaints Handled.....	30
Appendix 2: Commemoration Statements Issued-(2018-2024)	31
Appendix 3: Publications Inventory	36
Appendix 4: NGECS Facilitation on Gender Mainstreaming-(2018-2024).....	38
Appendix 5: NGECS Staff Composition	43
Appendix 6: NGECS Intervention Efforts Across Counties- (2018-2024).....	46
Appendix 7: Annual Reports Links.....	47

List of Tables

Table 1: Contribution to National and International Policy Frameworks (2018-2024).....	9
Table 2: List of Memoranda submitted to the National Assembly, Senate, County Assemblies and Other Public Bodies	12
Table 3: Number of Complaints Handled.....	30
Table 4: Summary of Commemoration Statements Issued (2018-2024).....	31
Table 5: Publications Inventory: 2018-2024	36
Table 6: Ministries, Departments, Agencies and Institutions Facilitated to Align their Workplace Policies, Action Plans, and Activities to the Basic Requirements of Gender Mainstreaming Between 2018-2023	38
Table 7: Staff Composition	43
Table 8: Summary of NGECS Staff Ethnic Composition.....	44

List of Figures

Figure 1: Overall Number of Strategic Interventions from 2018-2024	ix
Figure 2: Annual Exchequer Allocations	26
Figure 3: Complaints Handled.....	30
Figure 4: NGECS Staff Composition as at 30 th June 2024	43
Figure 5: Summary of NGECS Staff Ethnic Composition	45
Figure 6: Frequency of NGECS interventions by County, 2018-2024	45

List of Acronyms

ACHPR	African Charter on Human and People's Rights
ACWRC	African Charter on the Welfare and Rights of the Child
BETA	Bottom-Up Transformation Agenda
BPFA	Beijing Declaration and Platform for Action
CEO	Chief Executive Officer
COP	Conference of the Parties
COSP	Conference of State Parties
CRPD	Convention on the Rights of Persons with Disabilities
CSOs	Civil Society Organizations
CSW	Commission on the Status of Women
EBS	Elder of the Burning Spear
EITWGs	Equality and Inclusion Technical Working Groups
FBOs	Faith-Based Organizations
GBV	Gender-Based Violence
GRC	Governance, Risk and Compliance
ICCPR	International Convention on Civil and Political Rights
ICERD	International Convention on Elimination of All Forms of Racial Discrimination
ICPD	International Conference on Population and Development
IDLO	International Development Law Organization
MSMEs	Micro, Small and Medium Enterprises
NGEC	National Gender and Equality Commission
OEWG	Open-Ended Working Group on Ageing
PhD	Doctor of Philosophy
PWDs	Persons with Disabilities
SGBV	Sexual and Gender-Based Violence
SIGs	Special Interest Groups
TVET	Technical and Vocational Education and Training
UNCRC	United Nations Convention on the Rights of the Child
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UPR	Universal Periodic Review

Letter of Transmittal

H.E. Dr. William Samoei Ruto, PhD, C.G.H,
President of the Republic of Kenya and
Commander-In-Chief of the Defence Forces,
P.O. Box 40530-00100
Statehouse,
NAIROBI

Your Excellency Sir,

Transmittal of Exit Report for the Chairperson of the National Gender and Equality Commission.

I have the honour to transmit herewith my Exit Report as the Chairperson of the National Gender and Equality Commission for the period August 2018 to August 2024.

I was appointed the Chairperson of the National Gender and Equality Commission on 17th August 2018 vide Gazette Notice No.8534 of 20th August 2018 for a non-renewable term of six (6) years. Consequently, I was sworn into office on 29th August 2018. It has been a great honour and privilege to serve my beloved country.

During my tenure, the Commission's work has been guided by the Constitution of Kenya, 2010, the National Gender and Equality Commission Act No. 15 of 2011 (CAP 7K), Vision 2030, Medium Term Plan III and IV, the Government of Kenya Covid-19 Response Guidelines, and the Commission's Strategic Plan 2019-2024.

This Exit Report encapsulates the Commission's endeavours during my tenure as Chairperson. It provides a comprehensive overview of the Commission's interventions aligned with the Big FOUR Agenda and the Bottom-Up Economic Transformation Agenda (BETA) initiatives. It underscores the Commission's commitment to advancing gender equality and freedom from discrimination for all, but with particular attention to women, children, youth, persons with disabilities, older members of society, minorities, and marginalized groups.

The report presents a detailed account of the Commission's achievements, challenges encountered, lessons learned, and best practices during my tenure. It also proposes some strategic priorities for the future. It is my hope that this document will serve as a valuable resource for informing policy decisions, program implementation, and future strategies for promoting gender equality and social inclusion in Kenya.

Thank you for the honour and privilege of serving our country.

Yours respectfully,



Dr. Joyce M. Mutinda, PhD, EBS.
Chairperson
The National Gender and Equality Commission

Structure of the Report

This exit report for the Chairperson of the National Gender and Equality Commission (NGEC) August 2018-August 2024, comprises eight (8) sections. It begins with an Executive Summary, which provides a concise overview of NGEC's achievements, challenges, and recommendations for the future. After this section is the introduction, which sets the scope and purpose, the report delves into the background of NGEC, detailing its establishment and evolution in promoting gender equality and combating discrimination.

Strategic Objectives and Goals are outlined next, aligning NGEC's mission with national frameworks such as Vision 2030 and the National Gender and Equality Commission Act. No. 15 of 2011 (also CAP 7K). The next section is on Key Achievements highlighting NGEC's significant contributions during the reporting period, on various aspects including policy development, legislative impact, public awareness campaigns, monitoring compliance, fostering partnerships, institutional strengthening, and enhancing the lives of Special Interest Groups (SIGs).

Case studies and success stories are presented to illustrate NGEC's initiatives and their impact. A Financial Overview provides transparency on NGEC's resource management. Challenges faced and mitigation strategies employed are discussed, followed by a documentation of unfinished business/pending issues and recommendations for Future Action to guide NGEC's continued efforts in advancing gender equality and social inclusion.

Context and Purpose of the Exit Report

This report captures the National Gender and Equality Commission's interventions spanning two administrations, aligned with the Big Four and Bottom Up Economic Transformation Agenda (BETA) initiatives. It underscores the Commission's commitment to promoting gender equality and freedom from discrimination focusing on women Children, Youth, Persons with Disabilities, Older Members of Society, Minorities and Marginalized Groups and Communities, guided by the Constitution of Kenya 2010, Vision 2030, Medium Term Plan III and IV, the Government of Kenya Covid-19 response guidelines, the National Gender and Equality Commission Act No. 15 of 2011 (now CAP 7K), and the Strategic Plan 2019-2024.



This report outlines, comprehensively, the achievements, challenges, lessons learned, best practices, and plans of the National Gender and Equality Commission during the period from 2018 to 2024, under my leadership as Chairperson. It serves as a testament to NGECS commitment to transparency and accountability in fulfilling our mandate.

Through this report, I seek to display the impact of the National Gender and Equality Commission initiatives on gender equality and inclusion, highlighting challenges faced and strategies employed to overcome them. The report also shares best practices that have proven effective in advancing our goals, offering insights for future decision-making and program implementation.

Looking ahead, the report outlines the Commission's vision and strategic priorities for sustaining and enhancing key achievements, providing a roadmap for continued impact. By documenting NGECS journey comprehensively, I aim to inspire confidence among stakeholders, foster dialogue on critical issues, and reinforce dedication to creating a more equitable society in Kenya.

A handwritten signature in black ink, appearing to be 'J. Mutinda', written over a white background.

Dr. Joyce M. Mutinda, PhD, EBS.
Chairperson,
The National Gender and Equality Commission

Executive Summary: NGEK's Achievements in Promoting Equality and Inclusion (2018-2024)

Over the past six years spanning two administrations, the National Gender and Equality Commission has diligently worked to fulfil its mandate in alignment with the Constitution of Kenya, 2010, the National Gender and Equality Commission Act No. 15 of 2011 (CAP7K), the NGEK Strategic Plan 2019-2024, the Big Four Agenda, the Government of Kenya Covid-19 response guidelines, Vision 2030, the Medium Term Plan III and IV, and the Bottom Up Economic Transformation Agenda (BETA). Operating with an annual average budget of KES. 400 million, significantly below the required KES. 800 million, the Commission has achieved the following:

- 1. Institutions Facilitated:** 45 institutions were guided to align their workplace policies, action plans, and activities to the basic requirements of gender mainstreaming.
- 2. Publications Inventory:** Produced 27 data-driven reports.
- 3. Commemoration Statements during International Days for SIGs:** Issued 62 statements.
- 4. Complaints Handled:** Addressed 624 complaints regarding gender equality and non-discrimination.
- 5. Policy Contributions:** Contributed to 25 national and international policy frameworks.
- 6. Memorandums Submitted:** Submitted 308 memorandums to the National Assembly, the Senate, County Assemblies, and other public bodies.
- 7. Regional and International Reporting and Monitoring:** Contributed to 42 Country Reports to regional and international commitments on equality and inclusion thus positioning Kenya at a global level as a pacesetter for substantive equality.

45

Institutions
Facilitated

27

Data-driven
reports produced

62

Commemoration
statements issued

624

Complaints
addressed

25

National and International
Frameworks contributed to

308

Memorandums
submitted

42

Country Reports on
equality and inclusion
contributed to

These achievements are a product of our strategic focus on gender mainstreaming, monitoring and evaluation, research, capacity building, advocacy, and public education. However, challenges such as underfunding, inadequate staffing, limited regional presence, and societal resistance to gender equality continue to impede progress.

Strategic Planning and Policy Advocacy

We launched the 2019-2024 Strategic Plan, establishing NGEC as a leader in evidence-based interventions. We reviewed and influenced numerous legal instruments to ensure compliance with equality principles, shaping legal and policy frameworks. Partnering with government institutions and stakeholders, we facilitated the development of policy documents and model policies for promoting gender equality and inclusion.

Capacity Building and Awareness

We facilitated sensitization programs for government officials and non-state actors across 47 counties on mainstreaming equality for Special Interest Groups (SIGs) including women, youth, persons with disabilities, and minority and marginalized groups. We trained 415 government gender focal points per year, totaling 2,400 contact sessions on utilizing gender mainstreaming tools effectively.

Public Education and Advocacy

We coordinated 288 public education sessions on the rights of SIGs, focusing on emergencies like COVID-19, drought, and floods. We strengthened Equality and Inclusion Technical Working Groups in 39 counties and mobilized male leaders to champion gender equality.

Monitoring, Evaluation, and Research

We monitored government reports and conducted audits to assess compliance with equality and inclusion principles across various sectors. We analyzed gender representation in leadership roles and researched critical issues such as women in manufacturing, the uptake of green energy solutions by SIGs, and the impact of COVID-19 on SIGs.

Complaints Handling and Legal Support

We processed 624 complaints related to gender equality and discrimination, including those arising during the COVID-19 pandemic. We engaged in public interest litigation, issued advisories to ensure compliance with equality principles, and participated in 25 sessions at international treaty body hearings.

Challenges and Recommendations

Despite significant achievements, we faced challenges including inadequate funding, limited regional reach, and non-compliance with existing equality provisions. To address these issues, I recommend:

1. Increasing funding to NGECC and programs on gender equality and inclusion to scale up interventions.
2. Strengthening enforcement mechanisms for all legal provisions that promote gender equality and inclusion.
3. Expanding the physical presence of NGECC in counties to reach the most needy and vulnerable populations.
4. Enhancing opportunities for NGECC to participate in international and regional treaties and conventions reporting.
5. Implementing affirmative actions and programs for vulnerable persons as a measure for promoting gender equality and inclusion.
6. Considering placing NGECC in the Justice and Legal Affairs Committee (JLAC) at the National Assembly.
7. Ensuring the immediate protection of NGECC from dissolution or merger to maintain its critical role in advancing gender equality and freedom from discrimination in Kenya.

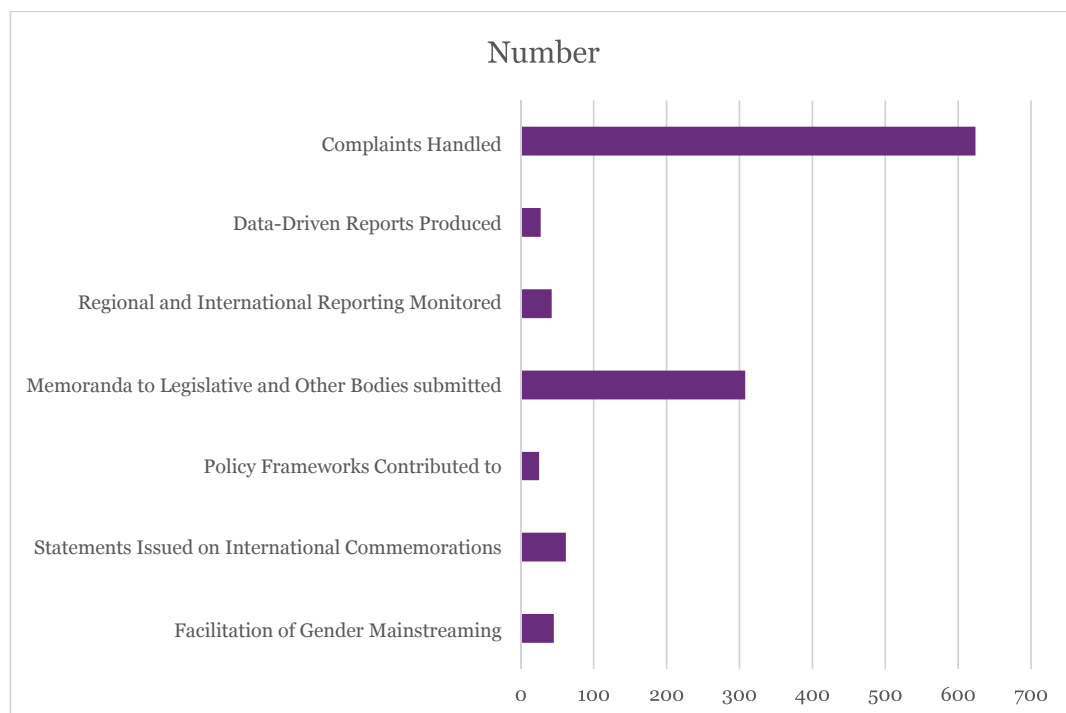


Figure 1: Overall Number of Strategic Interventions from 2018-2024

1.0 Introduction

Functions of the Commission

The mandate of NGECE spelt out under Section 8 of the National Gender and Equality Commission Act No. 15 of 2011 (Cap 7k) is to:

- a) promote gender equality and freedom from discrimination under Article 27 of the Constitution;
- b) monitor, facilitate and advise on the integration of the principles of equality and freedom from discrimination in all national and county policies, laws, and administrative regulations in all public and private institutions;
- c) act as the principal organ of the State in ensuring compliance with all treaties and conventions ratified by Kenya relating to issues of equality and freedom from discrimination and relating to special interest groups including minorities and marginalized persons, women, persons with disabilities, and children;
- d) co-ordinate and facilitate mainstreaming of issues of gender, persons with disabilities and other marginalized groups in national development and advise the Government on all aspects thereof;
- e) monitor, facilitate and advise on the development of affirmative action implementation policies as contemplated in the Constitution;
- f) investigate on its own initiative or the basis of complaints, any matter in respect of any violations of the principle of equality and freedom from discrimination and make recommendations for the improvement of the functioning of the institutions concerned;
- g) work with other relevant institutions in the development of standards for the implementation of policies for the progressive realization of the economic and social rights specified in Article 43 of the Constitution and other written laws;
- h) co-ordinate and advise on public education programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination;
- i) conduct and coordinate research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution;
- j) receive and evaluate annual reports on progress made by public institutions and other sectors on compliance with constitutional and statutory requirements on the implementation of the principles of equality and freedom from discrimination;
- k) work with the Kenya National Commission on Human Rights, the Commission on Administrative Justice and other related institutions to ensure efficiency, effectiveness and complementarity in their activities and to establish mechanisms for referrals and collaboration in the protection and promotion of rights related to the principle of equality and freedom from discrimination;
- l) prepare and submit annual reports to Parliament on the status of implementation of its obligations under this Act;

- m) conduct audits on the status of special interest groups including minorities, marginalized groups, persons with disabilities, women, youth and children;
- n) establish, consistent with data protection legislation, databases on issues relating to equality and freedom from discrimination for different affected interest groups and produce periodic reports for national, regional and international reporting on progress in the realization of equality and freedom from discrimination for these interest groups;
- o) perform such other functions as the Commission may consider necessary for the promotion of the principle of equality and freedom from discrimination; and
- p) perform such other functions as may be prescribed by the Constitution and any other written law.

Powers of the Commission

General functions and powers.

In addition to the powers conferred in Article 252 of the Constitution, Section 26 of the National Gender and Equality Commission Act No. 15 of 2011 confers the Commission powers to; –

- a) issue summons as it deems necessary for the fulfilment of its mandate;
- b) require that statements be given under oath or affirmation and to administer such oath or affirmation;
- c) adjudicate on matters relating to equality and freedom from discrimination;
- d) obtain, by any lawful means, any information it considers relevant, including requisition of reports, records, documents and any information from any person, including governmental authorities, and to compel the production of such information for the proper discharge of its functions;
- e) by order of the court, enter upon any establishment or premises, and to enter upon any land or premises for any purpose material to the fulfilment of the mandate of the Commission and for the purpose of obtaining information, inspecting any property or taking copies of any documents, and for safeguarding any such property or document;
- f) interview any person or group of persons;
- g) subject to the adequate provision being made to meet his expenses for the purpose, call upon any person to meet with the Commission or its staff, or to attend a session or hearing of the Commission, and to compel the attendance of any person who fails to respond to a request of the Commission to appear and to answer questions relevant to the subject matter of the session or hearing;
- h) conduct audits of any public or private institution to establish the level of compliance with the Constitution with regard to integrating the principle of equality and equity in its operations; and
- i) require any public or private institution to provide any special report on matters relating to the institution's implementation of the principle of equality and equity including gender equity.

Vision, Mission and Core Values

The Commission envisions *a society free from gender inequality and all forms of discrimination*. Its mission is *to promote gender equality and freedom from all forms of discrimination in Kenya, especially for special interest groups, by ensuring compliance with policies, laws, and practices*. Guided by the core values of *fairness, inclusiveness, accountability, teamwork, and integrity*, the Commission strives to achieve its goals.



2.0 The Commission

The National Gender and Equality Commission (NGEC) is a Constitutional Commission established by the National Gender and Equality Commission Act. No. 15 of 2011 (CAP 7K) pursuant to Article 59 (4) & (5) of the Constitution of Kenya, 2010. The Commission's mandate is to promote gender equality and freedom from discrimination for all people in Kenya with a focus on special interest groups, which include women, children, youth, persons with disabilities (PWDs), older members of society, minorities and marginalized groups.

The headquarters of the Commission is in Nairobi with six regional offices in Garissa, Kisumu, Nakuru, Kitui, Kilifi and Isiolo counties. As per the provisions of the National Gender and Equality Commission Act No. 15 of 2011, the Commission consists of a Chairperson and four other members appointed per its constitutive Act. The Chairperson and members serve on a full-time basis for a non-renewable term of six years.

At the close of the 2023-2024 financial year, I, Dr. Joyce M. Mutinda, PhD, EBS led the National Gender and Equality Commission as Chairperson, with Dr. Chomba Munyi, PhD, MBS, serving as Vice-Chairperson. Commissioners Thomas Koyier, EBS, Caroline Naikena Lentupuru, MBS, HSC, and Dr. Margaret Karungaru, MBS, appointed on April 25, 2023, completed the Commission's leadership. Betty Sungura, EBS, MBS held the position of Commission Secretary/CEO until her tenure ended on March 7, 2024. From March 8, 2024, to July 21, 2024, the position was held by Paul Kihugu Kuria, OGW in an acting capacity. With effect from July 22, 2024, the position is held by Dr. Purity Muthoni Ngina, PhD.

As of July 31st 2024, the Commission comprised 108 staff members out of the approved staff compliment of 197. Of this total, 50 were male (46.3%) and 58 were female (53.7%). Notably, 5 staff members, representing 4.63% of the workforce, identified as Persons with Disabilities (PWDs).

3.0 Strategic Objectives and Goals

The Commission implemented its Strategic Plan 2019-2024 through a multifaceted approach that emphasized rigorous monitoring, strategic partnerships, and targeted capacity-building efforts. This comprehensive strategy focused on five key themes: **compliance, redress, public education, research, and capacity building**. These efforts have significantly advanced gender equality, freedom from discrimination and inclusion across Kenya.

The Commission ensured compliance through regular audits and monitoring of both public and private institutions. This involved strengthening the capacity of these institutions through training and technical assistance. The Commission also monitored the implementation of constitutional provisions on gender equality and non-discrimination and prepared reports for Parliament on compliance with international treaties and conventions.

To provide redress for victims of inequality, the Commission collaborated with stakeholders to ensure timely resolution. This included establishing efficient complaint-handling systems for a swift response to reported violations and engaging with relevant authorities and organizations to facilitate the resolution of cases.

Public education and mainstreaming were cornerstones of the Commission's strategy. Extensive public awareness campaigns and educational programs were conducted in collaboration with the public and private sectors. Workshops, seminars, and forums were organized to educate individuals and institutions on their roles in promoting equality and inclusion. Importantly, the Commission addressed emerging issues like climate change and cybercrime through targeted educational initiatives.

Research played a crucial role in informing policy and program development. NGEK coordinated research initiatives on gender equality and inclusion in partnership with public and private institutions. A comprehensive database on the status of Special Interest Groups (SIGs) was developed and maintained. Additionally, knowledge management practices were implemented to convert tacit knowledge into actionable insights for policy formulation.

The Commission focused on strengthening its operational capabilities. This involved getting approval for Staff Establishment in October 2018, Developing Career Progression Guidelines 2019, establishing the NGEK Staff Pension Scheme, Converting the terms of service for the serving staff from contract to Permanent and Pensionable in March 2020, recruiting and training staff to enhance expertise and efficiency. Similarly, the Commission implemented performance management systems to monitor employee performance and productivity, while corporate governance practices were enhanced to improve overall organizational effectiveness. Furthermore, the Commission provided capacity-building support to regional offices to ensure consistent service delivery across the country.

Building on this strong foundation, NGEK remains committed to striving towards greater inclusivity, equity, and protection of rights for all citizens, with a particular focus on empowering Special Interest Groups.

4.0 Key Achievements

4.1 Development and operationalization of *the National Gender and Equality Commission (Complaints Handling Procedure) Regulations, 2022*.

As the Chairperson of the National Gender and Equality Commission, I recognized the need for a robust regulatory framework to effectively investigate violations of the principles of equality and freedom from discrimination. Although the Commission, under Section 8(f) of the National Gender and Equality Commission Act, Cap 7K, has the mandate to conduct such investigations, hearings, and inquiries, it previously lacked the necessary regulatory tools to carry out these functions comprehensively.

In response to this gap, I spearheaded the drafting and subsequent gazettment of the Complaints Handling Procedure Regulations, 2022, on May 4th, 2022, with the support of the International Development Law Organization (IDLO). These regulations provide a detailed and simplified process for lodging and receiving complaints, as well as clear procedures and timelines for conducting investigations, public inquiries, hearings, and making recommendations to the relevant parties, including the National Assembly.

Furthermore, I ensured that Commissioners and selected staff from both the headquarters and regional offices received training in mediation, a critical skill essential for the effective handling and processing of complaints.

4.2 Policy Development and Advocacy

4.2.1 Development and Implementation of Gender Equality Policies

a) Model Legislative Framework on Gender-Based Violence (GBV) for County Governments

In alignment with the Commission's mandate, I led the development of a Model Legislative Framework to guide county governments in formulating laws addressing Gender-Based Violence (GBV). This framework provides essential guidelines for coordinating responses to the prevention and management of Sexual and Gender-Based Violence (SGBV) within counties.

To ensure widespread understanding and adoption, the Commission reprinted 700 copies of both the County Government Policy on Sexual and Gender-Based Violence and the Model Legislative Framework on Sexual and Gender-Based Violence. These materials were disseminated in Bomet, Kitui, Kwale, Meru, and Kirinyaga counties, reaching 117 participants, including representatives from County Executives, County Assemblies, learning institutions, Faith-Based Organizations (FBOs), and Civil Society Organizations (CSOs).

As a result, several counties, including Bomet, Kilifi, and Kwale, have developed draft SGBV policies based on the guidelines. Notably, Meru County successfully formulated and approved a robust SGBV policy, which was passed through procedural debate in the County Assembly.

b) Policy on the Prevention, Response, and Protection from Unlawful Sexual Acts

In collaboration with Civil Society Organizations (CSOs), I coordinated the submission of comments and inputs on the Draft Policy on the Prevention, Response, and Protection from Unlawful Sexual Acts. These contributions were shared with the task force established by the Office of the Attorney General, where the Commission holds membership. This collaborative effort focused on refining the administration of justice in sexual offences and amending the Sexual Offences Act, 2006.

c) Model Gender Policy for Technical and Vocational Education and Training (TVET)

With support from GIZ-Kenya, the Commission coordinated and facilitated the development of a Model Gender Policy for the Technical and Vocational Education and Training (TVET) sector. This policy aims to guide both private and public institutions, as well as other actors in the TVET sector, in developing gender mainstreaming policies to promote gender equality and inclusion within technical education and training.

The model policy, which was launched and disseminated in January 2024, represents a significant step towards enhancing gender mainstreaming and inclusion across the country.

4.2.2 Advocacy for Non-Discrimination and Protection of Marginalized Groups

In line with promoting the realization of Article 56 of the Constitution of Kenya, 2010, the Commission conducted a scoping study on inclusive development for marginalized communities in Kenya. The study highlighted historical and systemic disparities, identified specific needs and challenges, and reviewed existing policy and legal frameworks. This study serves as a roadmap for designing minimum standards for inclusive development, formulating a national inclusive development framework, and ultimately crafting a policy for marginalized communities in Kenya.

One of the key outcomes of this study was an advisory issued to His Excellency, The President, on discrimination and inequality faced by minority and marginalized groups. The advisory recommended the establishment of a dedicated agency, such as a State Department, responsible for the development of national policies on ethnic minorities and marginalized communities. This recommendation played a critical role in the establishment of the Minorities and Marginalised Affairs Unit under the Presidency through Executive Order Number 2 of 2023.

Additionally, the Commission issued advisories to the Public Service Commission and Teachers Service Commission to ensure the correct listing of minority and marginalized communities in government records. This effort aims to enhance visibility and ensure the accurate representation of marginalized communities, thus promoting recognition, respect, and protection of their rights.

To advance the enactment of a law that gives effect to Article 100 of the Constitution of Kenya, 2010, the Commission engaged in numerous national and county-level consultative forums. These forums involved key stakeholders from both state and non-state actors, including political and faith-based leaders, community opinion makers, and organizations working on the interests of marginalized groups and Special Interest Groups (SIGs). The discussions focused on the implementation of Article 100 (d & e) in line with the 2/3rd gender principles and the representation of minority and marginalized communities. A Bill for Article 100 was developed and presented to the Twelfth Parliament; however, it is yet to be enacted into law.

In line with Kenya's commitment to the Cancun Agreements reached at the 16th Conference of the Parties (COP 16) to the United Nations Framework Convention on Climate Change (UNFCCC), the Commission facilitated the Ministry of Environment and Forestry in designing a gender vulnerability assessment for forest-dependent communities in the REDD+ initiative. This initiative aims to address the threats of climate change by reducing emissions from deforestation and forest degradation while fostering conservation, sustainable management of forests, and enhancement of forest carbon stocks.

The Commission further spearheaded the assessment of forest-dependent communities in forest protection, conservation, and management across 20 counties, including Narok, Nakuru, Baringo, and others. The key findings and recommendations from this assessment will inform strategies to ensure the realization of equality and inclusion principles in the REDD+ initiative.

In collaboration with the Ministry of Environment and Forestry, UNDP, and other stakeholders, the Commission also facilitated the development of the REDD+ Indigenous Peoples and Gender Action Plan. This Action Plan is intended to guide indigenous people in the implementation and monitoring of REDD+ in Kenya.

4.3 Contribution to National and International Policy Frameworks

As the Chairperson, I have actively ensured that the National Gender and Equality Commission fulfills its role as the principal organ of the State in ensuring compliance with all treaties and conventions ratified by Kenya related to equality and freedom from discrimination. This includes issues affecting special interest groups such as minorities, marginalized persons, women, persons with disabilities, and children.

Under my leadership, the Commission has contributed to the development of various country reports and, in several instances, participated in hearing sessions organized by international treaty bodies. This involvement has reinforced Kenya's commitment to upholding its international obligations on equality and non-discrimination.

Table 1: Contribution to National and International Policy Frameworks (2018-2024)

SN	Convention / Event	Year	Contribution / Participation
1.	Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	2018	Participated in the development of Kenya's interim report.
2.	Sessions of the Commission on the Status of Women (CSW)	2019	<ul style="list-style-type: none"> Facilitated the development of the country statement. Participated in Hearing Sessions and Side-events during the CSW 63
3.		2020	<p>Contributed to the country report Prepared a presentation on the economic burden of sexual and gender-based violence. drafted a technical paper on financing gender equality.</p> <ul style="list-style-type: none"> Contributed to the preparation of the Kenya Country Position paper for CSW 64
4.		2021	<ul style="list-style-type: none"> Contributed to the preparation of the Kenya Country Position paper for CSW 65. Presented a paper on barriers to participation of women and girls with disabilities. Participated in 9 side events and global meetings.
5.		2022	Contributed to the dissemination of the concluding observation of CSW 66.
6.		2023	<ul style="list-style-type: none"> Supported the planning and execution of CSW 67. Participated in Hearing Sessions and Side-events during the CSW 68 Co-hosted a side event with South Africa: Commission for Gender Equality
7.	Beijing Declaration and Platform for Action (BPFA)	2020	Participated in consultative forums for the review process on BPFA implementation in Kenya.
8.	Universal Periodic Review (UPR)	2020	Facilitated the preparation of the state report for the UPR. Developed an implementation matrix for the 3rd cycle review recommendations.
9.		2021	Contributed to the validation forum for the development of the implementation matrix for the 3 rd cycle review recommendations.
10.	African Charter on Human and People's Rights (ACHPR)	2020-2021	Facilitated the drafting of the 12 th and 13 th periodic state reports. Participated in dissemination forums for the recommendations from the periodic reports.
11.	United Nations Convention on the Rights of the Child (UNCRC) and the African Charter on the Welfare and Rights of the Child (ACWRC)	2020	Worked on the state report for the ACWRC.
12.		2021	Facilitated the development of a roadmap for State reporting for the UNCRC.

13.	International Convention on Civil and Political Rights (ICCPR)	2018-2020	Facilitated the preparation of the 4 th -period report. Presented data on women's political participation and violence against women in politics.
14.	International Convention on Elimination of All Forms of Racial Discrimination (ICERD)	2020-2023	Facilitated the preparation of the 8 th and 9 th state reports. Participated in the body session held in March 2023. Hosted a side event on gender equality with Zimbabwe and South Africa Gender Commissions.
15.	Open-Ended Working Group (OEWG) on Ageing	2023	Contributed to the development of Kenya's position paper and supported the planning of the 12 th and 13 th sessions.
16.	Conference of State Parties (COSP) on the UN Convention on the Rights of Persons with Disabilities (CRPD)	2022	<ul style="list-style-type: none"> Contributed to the country report and reviewed guidelines for the de-institutionalization of PWDs. Participated in Hearing Sessions and Side-events during the CRPD
17.		2023	Issued advisories for compliance and preparation for country status reporting.
18.	UN Convention Against Torture and Other Cruel, Degrading Treatment or Punishment and ICCPR	2023	Participated in a meeting organized by the Office of the Attorney General.
19.	Global Disability Summit	2023	Participated in consultative meetings on the Inclusive Data Charter.
20.	United Nations Framework Convention on Climate Change (UNFCCC)	2022	Participated in the 56 th session of the UNFCCC in Germany.
21.	Engendering REDD+ Readiness Process in Kenya	2022	Participated in the National REDD+ Strategy and County approach to safeguards.
22.	International Covenant on Civil and Political Rights (ICCPR)	2022	Participated in the validation workshop for the implementation plan of concluding observations on Kenya's 4 th Periodic Report.
23.	International Conference on Population and Development (ICPD+25)	2019	Facilitated the development and review of implementation indicators for the ICPD+25 and the respective annual reports
24.	UN Sustainable Development Cooperation Framework (2022-2026) for Kenya	2022	Contributed to the development of the UN Sustainable Development Cooperation Framework and Kenya's SDG recovery strategy.
25.	Ratification of the Protocol to the African Charter on Human and Peoples' Rights	2022	Facilitated the ratification process for the rights of older persons and PWDs in Africa.

4.4 Legislative and Regulatory Impact

The Commission submitted a total of 308 memorandums to the National Assembly, the Senate, County Assemblies, and other Public bodies as summarized in Table 2.

Table 2: List of Memoranda submitted to the National Assembly, Senate, County Assemblies and Other Public Bodies

MEMORANDA REVIEWED AND SUBMITTED-308			SAMPLED BILLS, REGULATIONS AND POLICIES		
2018-19 (30)	N/ASSEMBLY -12	SENATE- 10	COUNTY-6	REGULATIONS	POLICIES-3
	Uwezo Fund Bill -2019	County wards Development equalization Bill 2018	Kisumu County Persons with Disability Bill		Kisumu County SGBV Policy
	Equalisation Bill 2019	Sexual Assault Forensic Bill 2018			Nakuru County SGBV Policy
2019-2020 (38)	N/ASSEMBLY -8	SENATE-5	COUNTY-1	REGULATIONS/ RULES-13	POLICIES-11
	1. Representation of Special Interest Groups Bill 2019	Political Primaries Nomination Bill 2019		Public Health (COVID) Regulations 2020 The data protection (civil registration) regulations 2020 Registration of Person Act (National Integrated Identity Management System NIIMS) regulations 2020	National Youth Policy TVETA guidelines for gender mainstreaming policy Siaya County SGBV Policy 2020 Garissa County Gender Policy 2020
2020-2021 (67)	N/ASSEMBLY-16	SENATE- 13	COUNTY-6	REGULATIONS-13	POLICIES 19
	Care Bill 2019 Narcotics, Drugs, and Psychotropic Substances (Amendment) Bill Law of Succession (Amendment) Bill Children's (Amendment) Bill Community health workers and services Bills Sexual Offences (Amendment) Bill Mental Health (Amendment) Bill	Street Vendors (Protection Livelihood) Bill County Vocational Education and Training Bill Kenya Sign Language Bill Breastfeeding Mothers Bill	Nakuru County Disability Bill Garissa County Immunization Bill, 2020 Nakuru County Gender Equality Bill 2019	Victims Protection Fund and General Regulations PFM (Social Assistance Fund) Regulations PFM (Biashara Fund) Regulations Various Persons with Disabilities Regulations	Kitui County Gender Policy Meru County Gender Policy Migori County SGBV Policy Busia County SGBV Policy Vihiga County SGBV Policy

2021-2022(56)	N/ASSEMBLY-14	SENATE-10	COUNTY-7	REGULATIONS/GUIDELINES 14	POLICIES 11
	Special Education Needs Bill Care and Protection of Child Parents Bill Military Veterans Bill Start-Up Bill Geriatric Bill	County Oversight and Accountability Bill Elections Campaign Bill	Wajir County Minority and Marginalised Bill Baringo County Climate Change Bill		National Policy on prevention and response to Gender-Based Violence Trukana County SGBV Policy Lamu County Drugs and Substance Abuse Policy
2022-23 (56)	N/ASSEMBLY-10	SENATE-10	COUNTY-3	REGULATIONS/GUIDELINES /ACTION PLANS-18	POLICIES/DRAFT BILLS -15
	National Lottery Bill Control of Gambling Bill Assistive Productive and Technology Bill	Kenya Sign Language Bill	Kisumu County Gender Bill Kwale County Sexual and Gender-Based Violence Bill	PFM (Financial Inclusion) Regulations Draft National Health Insurance Regulations 2023 The Victim Protection (Trust Fund) Regulations 2021	The Intersex Draft Bill-2023 Draft National Gambling Policy
2023-24-59	N/ASSEMBLY-21	SENATE- 21	COUNTY-5	REGULATIONS-3	POLICIES/DRAFT BILLS/ Reports-9
	Higher Education Loans (Amendment) Bill Social Health Insurance Bills IEBC (Amendment) Bill Affordable Housing Bill National Cohesion and Integration Bill The Culture Bill Law of Succession (Amendment) Bill Pension (Amendment) Bill	Rice Bill Maternal, New-born and Child Health Bill Learners with Disability Bill Early Childhood Education (Amendment) Bill Public Participation Policy	The Kilifi County Sexual and Gender-Based Violence Bill 2023 The Embu County Sexual and Gender-Based Violence Bill 2023 The Siaya County Persons with Disabilities Bill 2023 The Nairobi City County Early Child Development Education Bill 2023	Child Adoption Regulations Affordable Housing Regulations Public Service (Affirmative Action) Regulations	Persons with Disabilities National Policy Kilifi County SGBV policy Kilifi County Gender Development Policy Older Persons Draft Bill- 2024 Labour Migration Management Draft Bill

The analysis and comments submitted by the Commission on the Bills, Policies and Regulations sought to address-;

1. Equality, non-discrimination, and inclusion of issues of all special interest groups in all the laws passed by the National Assembly, Senate, and County Assemblies.
2. The guarantee, protection, and promotion of the rights and freedoms of the groups in the political, economic, and social space.
3. Compliance with the Constitution and the principles of the international and Regional treaties, Conventions, and Protocols that the Country is a State Party.
4. Compliance with Government policies.
5. Compliance with the Gender Parity rule and representation of persons with disabilities in all Governance frameworks in line with the *Mwongozo Code* on governance
6. The language used by drafters to deter any derogatory terms and phrases in describing the status and needs of SIGs.

Impact

The memorandums in totality in terms of both procedure, form and substance have had the following impact:

1. Lawmakers are more enlightened on the rights of special interest groups in legislative drafting and enactment
2. Duty bearers have been made aware of their duties and obligations towards rights holders
3. Right holders have become more aware of their rights
4. Compliance with the Constitution and International/Regional instruments
5. A legal framework that progressively recognizes, promotes and protects the rights of special interest.

4.5 Public Awareness and Education

From 2018 to 2024, the Commission undertook a multi-pronged approach to promoting public education, equality, and inclusion. A key focus was establishing Equality and Inclusion Technical Working Groups (EITWGs) across several counties. These groups were instrumental in strengthening capacity and fostering collaboration on issues like gender equality and the prevention of violence against children in schools.

The fight for gender equality extended beyond education. Consultative meetings with teachers and legislators, alongside workshops and public awareness campaigns, aimed to mainstream gender perspectives and empower marginalized groups. This work also involved advocating for children's rights and inclusion in national agendas, exemplified by the contribution to the National Plan of Action on Violence Against Children.

Responding to the critical issue of gender-based violence (GBV), the Commission participated in discussions with stakeholders and sensitized relevant authorities on their role in curbing GBV. Additionally, recommendations were presented to ensure inclusivity and address GBV concerns effectively.

Emerging challenges like the rise in child pregnancies during COVID-19 were not ignored. The Commission actively addressed this by advocating for a national strategy. Similarly, discussions were held to revise youth development strategies in the face of the pandemic. Land and resource management were also brought to the forefront, with a specific focus on protecting the rights of minority and marginalized groups.

The commitment to equality and inclusion remained steadfast throughout the years. The Commission's efforts continued through ongoing coordination meetings, commemorations of international days related to these themes, and public education forums. Notably, the Commission actively participated in conferences that championed the rights of Indigenous women and promoted male involvement in achieving gender equality.

4.6 Monitoring and Compliance

Mechanisms for Monitoring Compliance with Gender Equality Laws and Policies: A Strengthened Approach (2018-2024).

The Commission plays a crucial role in ensuring compliance with gender equality laws and policies in Kenya. From 2018-2024, the Commission has continuously strengthened its mechanisms for monitoring and promoting gender equality. This section details NGEK's comprehensive approach, highlighting the key methods used and the significant progress made.

4.6.1 Data-Driven Approach: Informing Policy and Action

Data Collection and Research: NGEK conducts regular surveys and studies to gather data on the status of gender equality and discrimination. This data serves as a vital foundation for informing policy decisions and identifying areas where improvement is most needed. During that period, the Commission developed a research policy to guide the Commission in conducting surveys and studies on gender equality and freedom from discrimination. The Commission conducted three key audits namely: The judiciary gender audit; the audit of boards of NSE-listed companies and the audit of the SIGs in the political parties' nominations in the 2022 general elections. Further, the Commission conducted key research on the assessment of the plight of older members of society in times of COVID-19; assessment of gender vulnerabilities of communities living in forest lands; status of equality and inclusion among children living with incarcerated mothers; assessment of rights to dignity among school going children; descriptive analysis of child pregnancy during times of COVID-19 by counties; assessment of uptake of green energy among Special Interest Groups in Kenya; study on friendly workplaces for working mothers to promote

women's labour force participation and productivity; the Inequality Diagnostics Kenya; monitoring of Population and Housing Census in Kenya and monitoring of the 2022 general elections.

4.6.2 Policy Reviews, Audits, and Compliance

The Commission conducts comprehensive reviews of existing laws and policies to ensure their alignment with gender equality principles. This involves rigorous audits of both public and private institutions to assess their adherence to gender-related legislation. To monitor compliance, the Commission implements initiatives such as Performance Contracting, requiring government ministries and counties to submit gender mainstreaming reports. These reports are meticulously evaluated to assess progress in integrating gender equality principles.

Based on these evaluations, the Commission issues certificates of compliance to institutions demonstrating full adherence to constitutional and statutory gender equality requirements. Additionally, the Commission provides constructive feedback on areas requiring improvement to strengthen the entrenchment of equality and inclusion.

Between 2018/2019 and 2022/2023, a total of 1,050 certificates of compliance were awarded to institutions meeting the stipulated standards. The breakdown is as follows: 110 in 2018/2019, 113 in 2019/2020, 84 in 2020/2021, 352 in 2021/2022, and 391 in 2022/2023.

a) Building Capacity and Awareness, Sensitization and Training:

NGEC provides training programs for government officials, policymakers, and other stakeholders on gender equality issues. This capacity building aims to equip individuals with the knowledge and skills necessary for the effective implementation and enforcement of gender laws.

- b) Public Awareness Campaigns:** The Commission engages in public education campaigns to raise awareness about gender equality and the rights enshrined in the law. These campaigns play a crucial role in changing societal attitudes and fostering a culture of compliance.

4.6.3 Addressing Grievances and Promoting Collaboration

a) Complaints and Redress Mechanism:

NGEC developed and Gazetted *the National Gender and Equality Commission (Complaints Handling Procedure) Regulations 2022* through Legal Notice No. 78 of 4th May 2022. These Regulations provide procedures that facilitate fair, impartial, Just, expeditious, proportionate and affordable determination of complaints lodged with the Commission under its constitutive Act. To date, the Commission has not fully operationalized these Regulations due to financial

constraints. The Commission has however institutionalized mechanisms for receiving and addressing complaints related to gender discrimination. These include setting up a Toll-free line Number: 0-800-720-187 and online platforms for individuals to report violations.

b) Partnerships and Collaborations: NGEC collaborates with other government agencies, NGOs, and bilateral and multilateral agencies/bodies to promote gender equality, and non-discrimination and monitor compliance. These partnerships strengthen the Commission's reach and effectiveness. Furthermore, NGEC actively participates in conventions and treaties ratified by Kenya that address equality and freedom from discrimination.

4.7 Partnerships and Collaborations

4.7.1 Building a Stronger Ecosystem for Equality: Collaborations and Partnerships

The Commission recognized that achieving its goals for equality and inclusion hinged on strong partnerships with development partners. During my tenure (2018-2024), the Secretariat implemented key policy decisions to bolster these collaborations.

A cornerstone of this approach was the NGEC's dedicated research policy. This framework guided research efforts on specific needs related to special interest groups, like gender equality. The policy outlined areas where external expertise or funding could be crucial, fostering collaboration from the outset.

The Commission actively sought out partners with aligned interests. This focus on specific needs, such as data collection and policy advocacy for marginalized groups, resonated with development partners working on gender equality. The Commission fostered connections through various means: attending conferences, workshops, and events. Additionally, regional offices coordinated Technical Working Groups, bringing together stakeholders to address the unique needs of these groups.

These efforts yielded a robust network of partners. The Commission collaborated with a diverse range of organizations, including:

- a) The Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, (GIZ)
- b) United Nations Department of Economic and Social Affairs (UNDESA)
- c) World Bank Group
- d) International Development Law Organization (IDLO)
- e) UN Women
- f) UNICEF Kenya
- g) United Nations Office on Drugs and Crime (UONDC)
- h) Marine Institute Canada (Fisheries and Conservations Department)

- i) Program for Appropriate Technology in Health (PATH) (Kisumu office)
- j) Independent Physician Associations (IPAS) (Nakuru office)
- k) The Collaborative Centre for Gender and Development (CCGD)
- l) European Union-Humanity and Inclusion
- m) UK-Reinvent
- n) UN-Habitat
- o) Equality Now
- p) UNDP
- q) Ford Foundation
- r) UNFPA
- s) German Embassy in Kenya
- t) International Development Law Organization (IDLO)
- u) Japan International Cooperation Agency (JICA)
- v) United Nations Office on Drugs and Crime (UNODC)
- w) United States Agency for International Development (USAID)
- x) Forum for African Women Educationalists Kenya (FAWE-K) (Kitui Regional Office)
- y) Undugu Society of Kenya
- z) Marine Institute Canada (Fisheries and Conservations Department -Kisumu office)
- aa) Program for Appropriate Technology in Health (PATH) (Kisumu office)
- ab) Independent Physician Associations (IPAS) (Nakuru office)
- ac) Sisters Maternity Home (SIMAHO)
- ad) Abdul Latif Jameel Poverty Action Lab (JPAL)
- ae) Help-Age International
- af) Organization of Women in International Trade (OWIT)
- ag) Centre for Transformational Leadership
- ah) Sight Savers
- ai) IDInsight
- aj) Mastercard Foundation
- ak) World Vision
- al) Innovations for Poverty Action (IPA) Kenya
- am) African Gender and Media Initiative Trust

The Commission's membership in the JICA Public Transport Project exemplifies this collaborative spirit. By actively participating in steering and technical committees, the Commission ensured that principles of equality, inclusion, and non-discrimination were central to public transport development in Nairobi.

Through these strategic partnerships, the Commission effectively mobilized resources and expertise to propel its programs forward. This collaborative approach creates a stronger ecosystem for achieving its goals of equality and inclusion for all.

4.8 Institutional Strengthening

From 2018 to 2024, comprehensive capacity-building initiatives significantly enhanced the competencies of the secretariat and other staff across various professional development areas, including governance, human resources, financial management, legal compliance, procurement, and technical skills. Key initiatives include:

4.8.1 2018/2019 Financial Year

- a) **Staff Retreat:** Training session for employees.
- b) **Conferences and Workshops:** Participation in major events such as the Seventh Annual Constitutional Commissions and Independent Offices Conference, the 22nd Annual National Human Resource Conference, and the First National Forum for Auditors of Management Systems.
- c) **Specialized Training:** Senior management courses and workshops on topics like genital mutilation, national cohesion, devolution, and internal audits.
- d) **Parliamentary Seminar on Advancing Gender Equality**

4.8.2 2019/2020 Financial Year

- a) **Tax and Financial Training:** Events like the 6th Annual Tax Convention and the Annual Regional Tax Seminar.
- b) **GRC and Internal Audit Training:** Focused on governance, risk, compliance, and forensic audits.
- c) **Legal and HR Development:** Participation in the Law Society of Kenya Annual Conference and various HR seminars.
- d) **Board and Trustee Retreats:** Retreats to enhance governance and oversight.

4.8.3 2020/2021 Financial Year

- a) **Inductions and Workshops:** Including I-Procurement Induction and technical workshops on green energy and public procurement.
- b) **Annual Conferences:** Attendance at the 36th Annual ICPAK Seminar and Youth International Day Conference.
- c) **Public Investment Management and Procurement Workshops:** Emphasizing guidelines and the Public Procurement and Asset Disposal Act 2015.

4.8.4 2021/2022 Financial Year

- a) **Audit Committee and Procurement Training:** Inductions for the NGEC Audit Committee and executive procurement training.
- b) **Joint Capacity Building Workshops:** Collaborations with the government and UN on public financial management.
- c) **Sensitization Programs:** Training needs assessment tool and performance appraisal tool sensitization.

4.8.5 2022/2023 Financial Year

- a) **Tax Seminars and Master Classes:** Focused on indirect tax and audit committee master classes.
- b) **Youth, Women, and Peace and Security Forum:** Addressing UNSCR 2250 and UNSCR 1325.
- c) **Law Society of Kenya Conference:** Continued legal development through annual participation.
- d) **KISM Workshops:** Regular workshops to improve procurement practices.

4.8.6 2023/2024 Financial Year

Conferences and Advanced Workshops: Emphasis on strategic management, legal compliance, and financial integrity through advanced training sessions and international conferences.

4.9 Impact on Special Interest Groups

As Chairperson, I built upon the prior Commission's work by embarking on a series of initiatives aimed at bolstering equality and inclusion for various special interest groups in Kenya. The initial years, from 2018 to 2020, focused on strengthening the foundation for future efforts. The Commission reviewed significant bills and policies to ensure alignment with Kenya's constitutional mandates.

Public interest litigation cases tackled human rights and gender representation issues. Additionally, NGEK issued advisories to improve non-discrimination practices in public administration and handled complaints, while also participating in international forums to contribute to Kenya's international reports. The Commission's reach and impact expanded during 2019-2020. The Commission monitored the 2019 Census for inclusivity and initiated projects to make public transport accessible for people with disabilities (PWDs) and older adults.

Capacity-building efforts included training stakeholders on gender and equality policies, while also playing a key role in advocating for inclusive public health and urban development policies. The Commission further ensured vulnerable groups were protected during the COVID-19 pandemic by monitoring interventions and advocating for inclusive response strategies. From 2020-2021, the Commission's focus shifted to enhancing compliance and inclusivity. Tools for gender mainstreaming in government ministries were developed, and personnel were trained to improve adherence to gender equality standards.

The Commission also distributed dignity kits to children and audited companies listed on the Nairobi Stock Exchange for gender compliance on boards. Additionally, the Commission advocated for inclusive election management and contributed to public transport policies that accommodated PWDs. The period from 2022-2023 saw NGEK's work deepen its impact through policy and monitoring.

The Commission monitored the 2022 General Elections with a specific focus on participation by special interest groups (SIGs) and initiated anti-corruption projects that specifically involved PWDs. Educational and governmental policies were also addressed; a gender policy for the TVET sector was developed, and county governments' gender representation was analyzed. Public awareness campaigns on gender equality were led, and numerous policies were reviewed to ensure they met equality standards.

4.9.1 NGECE's Interventions on Specific Groups from 2018 to 2024

Children: Children benefited from NGECE's work through public educational initiatives on child protection and public awareness programs on children's rights. The Commission closely monitored Kenya's reporting to the United Nations Committee on the Rights of the Child (CRC) in 2021, ensuring compliance with international standards and advocating for the implementation of recommendations made by the Committee.

Youths: Youths were empowered with opportunities for civic participation and influence in national policy through political engagement initiatives, capacity-building programs, and programs focused on employment and entrepreneurship. The Youth Policy 2019, which NGECE supported, was pivotal in providing a comprehensive framework for youth development, addressing issues such as education, health, employment, and participation in governance. NGECE's role included advocating for the policy's implementation and monitoring its impact.

Women: NGECE's actions directly resulted in improved conditions and greater equity for women. The Commission advocated for and monitored adherence to the two-thirds gender rule, while also facilitating the development of policies that promoted women's participation in the workplace and public life. Legal and policy advocacy efforts led to reforms in handling gender-based violence and discrimination. The Gender and Development Policy 2019, which NGECE helped to formulate and promote, was a significant milestone in addressing gender disparities and ensuring women's rights were integrated into national development plans.

Persons with Disabilities (PWDs): PWDs received greater consideration in public policy and infrastructure due to the Commission's focused efforts. NGECE advocated for inclusive policies, improved public accessibility, and anti-corruption measures that included PWDs. The Commission played a critical role in the signing of the Protocol to the African Charter on Human and Peoples Rights on Rights of Persons with Disabilities in Africa in 2022, which aimed to strengthen the legal framework for PWDs' rights. Additionally, NGECE was actively involved in the reporting process to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), ensuring Kenya's compliance with international obligations and the implementation of the Committee's recommendations.

Minority and Marginalized Groups: Minority and marginalized communities saw an improvement in their visibility and rights through NGECC's initiatives. The Commission conducted studies to understand their challenges and demographics, advocated for legal recognition of these communities, and organized forums to empower them. The Commission advised on establishment of a government Agency to handle development of national policies on ethnic minorities and marginalized communities. These efforts were crucial in shaping policies that promoted their inclusion and addressed systemic inequalities.

Older Members of Society: The Commission's work aimed at improving the quality of life for older members of society. NGECC participated in international forums including the United Nations Open-Ended Working Group on Ageing, to influence local healthcare and social protection policies for the elderly, while also raising public awareness about the challenges they face. The signing of the Protocol to the African Charter on Human and Peoples Rights on the Rights of Older Persons in Africa in 2022, which NGECC championed, was a landmark achievement, providing a robust framework for protecting and promoting the rights of older persons in Kenya.

The Commission's efforts led to more inclusive practices and better awareness of equality principles across all sectors. Gender mainstreaming efforts and public education campaigns were instrumental in fostering a cultural shift towards inclusivity. NGECC made significant progress in embedding principles of equality and non-discrimination into Kenya's social, economic, and legislative fabric, ensuring that marginalized groups received the attention and support necessary for their empowerment and inclusion.

5.0 Case Studies and Success Stories- Delivering Positive Change (2018-2024)

The Commission has made significant strides in promoting gender equality and upholding human rights in Kenya between 2018 and 2024. This report highlights their successful programs and the impact they have had on beneficiaries.

5.1 Addressing Child Pregnancy in Coastal Counties

In collaboration with the Ministry of Interior and National Coordination, the NGEC played a critical role in tackling the rising number of child pregnancies in coastal counties. They gathered data that informed policy changes and interventions. This data was instrumental for a Technical Committee formed by the State Department for Gender, who used it to formulate strategies that have led to a significant reduction in child pregnancies in Kilifi County.

5.2 Empowering Older Persons and Combating Abuse

The Commission actively addressed the issue of elderly abuse in Kilifi County by facilitating a stakeholder forum at Pwani University in December 2019, bringing together duty bearers (government officials) and right holders (older persons) to discuss the problem. The forum focused on documenting abuse cases, identifying their root causes, and developing mitigation strategies. It also provided a platform for right holders to learn about available services. This initiative raised awareness about the various drivers of elderly abuse and sensitized government representatives on the rights of older persons.

5.3 Ensuring Transparency and Equity in the 2019 Census

The Commission played a crucial oversight role during the 2019 Census activities. They monitored the recruitment and training of enumerators, pre-enumeration processes, and the actual census exercise. Furthermore, as part of the Inter-Agency Gender Statistics Committee, the Commission contributed to developing a draft gender monograph based on the census data. This monograph aims to analyze gender disparities across various aspects like fertility, education, and labour force participation. It serves to identify areas where women, men, girls, and boys have different experiences and access to services. This data will be vital for informing policy formulation and decision-making to promote gender equality.

5.4 Promoting Action on Gender-Based Violence (GBV)

The NGEC, with support from UNFPA, conducted a policy advocacy forum in September 2019. This forum targeted top officials from Kilifi County and the national government. It aimed to understand the measures being taken to prevent and respond to GBV. Participants engaged in discussions on developing relevant policies, enacting legislation, providing support to service providers, and raising awareness. This forum played a key role in mobilizing action against GBV in Kilifi County.

5.5 Safeguarding Children's Rights: Age of Consent Debate

The NGEC actively participated in the debate surrounding the lowering of the age of sexual consent from 18 to 16 years. They developed a draft report recommending against this change. Recognizing the importance of children's voices in this matter, the NGEC partnered with Plan International to collect and document children's views in Kilifi County. This ensured that children's perspectives were incorporated into the final report.

The Commission's work across these areas demonstrates its dedication to promoting gender equality and protecting vulnerable groups in Kenya. The successful programs have had a tangible impact on the lives of many Kenyans.



6.0 Financial Overview

A breakdown by year reveals a consistent pattern of responsible budgeting and spending. The table below details the annual allocations and how much was used:

Year	Budget Allocation (KES)	Utilization (KES)
2018/2019	361,815,032	345,905,870
2019/2020	401,349,273	376,118,813
2020/2021	374,886,737	353,307,823
2021/2022	449,893,581	432,503,584
2022/2023	408,377,176	403,541,155
2023/2024	447,189,511	441,915,185

Figure 2: Annual Exchequer Allocations

Commitment to Transparency

The Commission takes pride in its commitment to financial transparency. The Commission has received unqualified audit reports for five consecutive years, starting from the 2018/2019 to 2022/2023 financial years.¹ An unqualified audit report signifies that the NGECE's financial statements are fair, transparent, and compliant with all accounting standards and regulations. This clean audit record strengthens the Commission's reputation with stakeholders and demonstrates its dedication to strong internal controls and ethical practices at all levels.

The establishment of Audit Committees further reinforces the NGECE's commitment to internal control and prudent resource management. These committees act as safeguards to ensure transparency, integrity, and accountability in all financial matters.

¹ Annual Reports Links

7.0 Challenges and Mitigation Strategies

This section details the challenges faced by the Commission in fulfilling its mandate and the strategies employed to overcome them.

7.1 Challenges

- a) **Financial Constraints:** The Commission struggles with inadequate funding, hindering its ability to deliver on its complex mandate.
- b) **Limited Legal Framework:** Limited legal framework weakens the enforcement of equity and inclusion provisions in the Constitution, such as the two-thirds gender principle and representation of Persons With Disabilities (PWDs).
- c) **Weak Enforcement Mechanisms:** The absence of strong enforcement mechanisms for non-compliance with equality and inclusion principles hinders progress.
- d) **Cultural Barriers:** Deeply rooted cultural norms, traditions, and patriarchy create barriers to translating affirmative action policies into substantive equality.
- e) **Limited Regional Coverage:** The Commission's six regional offices lack sufficient staffing and resources to effectively address issues across the country.
- f) **Variable Funding for Special Interest Groups (SIGs):** Limited and unpredictable funding for programs promoting gender equality, inclusion, and freedom from discrimination affects these critical initiatives.
- g) **Non-Compliance by Public and Private Sectors:** Public and private sectors often fail to comply with minimum requirements for gender equality and inclusion.
- h) **Limited Staffing:** The Commission has insufficient staff to handle the high volume of cases and issues related to discrimination and inequality.

7.2 Strategies Employed to Overcome Challenges

The Commission has adopted various strategies to address these challenges:

- a) **Partnerships:** The Commission collaborates with development partners to leverage resources and address emerging needs.
- b) **Advocacy:** The Commission advocates for stronger legal frameworks and enforcement mechanisms to promote compliance with gender equality and non-discrimination principles.
- c) **Regional Outreach:** The Commission leverages its existing regional offices and proposes establishing more to improve accessibility for the populations they serve.
- d) **Strengthening Procedures:** The Commission aims to fully operationalize its Regulations, 2022 to enhance investigation procedures and complaints management.

- e) **Recognition and Capacity Building:** The Commission recognizes institutions promoting gender mainstreaming and invests in building the capacity of its commissioners and staff on alternative dispute resolution approaches.
- f) **Expanding Interventions:** The Commission works to expand its reach on issues like universal access to public infrastructure, such as public transport.
- g) **Standardized Monitoring:** The NGEC develops guidelines and checklists to monitor the involvement of marginalized groups in national programs.
- h) **Litigation and Dispute Resolution:** The Commission undertakes public interest litigation on key matters affecting SIGs and invests in alternative dispute resolution mechanisms.
- i) **Monitoring Affirmative Action Funds:** The Commission monitors the uptake and identifies inequalities in youth and women empowerment funds.

7.3 Lessons Learned

The Commission's experiences have yielded valuable lessons that inform future actions:

- a) **Community Programming:** Community-level and workplace programs are important for elimination of discrimination and gender-based violence (GBV) .
- b) **Two-Thirds Gender Principle:** Advocacy is key in the development of a framework to achieve the two-thirds gender principle in Parliament.
- c) **Inclusion Audits:** Conducting audits ensures the inclusion of SIGs in government and the private sector.
- d) **Technical and Vocational Education and Training (TVET):** Facilitation, especially through the development of model policies, offer vital support to TVET institutions in adopting and applying principles of equality and inclusion.
- e) **Recognition for Gender Mainstreaming and Inclusion Initiatives:** Recognition enhances gender mainstreaming and inclusion of SIGs in National development.
- f) **Ensuring Compliance with Treaties and Conventions Relating to issues of Equality and Freedom from Discrimination and Relating to SIGs, Ratified by the Country:** Effective oversight requires facilitation of the complying Ministry during the preparation of the Country Report, Country Position Paper and active participation during the State Parties meetings and side events.

8.0 Recommendations for Future Action

To build upon the successes achieved during the 2018-2024 term, the Commission should consider the following recommendations for the next strategic planning cycle:

8.1 Policy and Legislative Recommendations

- a) Advocate for the inclusion of special interest groups (SIGs) in national and County development plans, ensuring their participation and benefit from development initiatives.
- b) Develop and monitor policies that implement affirmative action for women, youth, persons with disabilities (PWDs), minority and other marginalized groups, ensuring equitable access to opportunities.
- c) Propose amendments and new legislation to strengthen protection and rights of SIGs, aligning them with the constitutional mandates and international standards.

8.2 Strategic Priorities for 2024-2029

- a) Implement robust monitoring and evaluation frameworks aligned with the Government's BETA Agenda and Vision 2030, ensuring accountability and transparency in gender and equity interventions.
- b) Strengthen mechanisms for investigating and addressing gender-based discrimination and equity violations promptly and effectively.
- c) Conduct extensive public education campaigns to promote gender equality, non-discrimination, and inclusion across all sectors of society.
- d) Conduct research to inform evidence-based policies and programs that address the specific needs and challenges faced by SIGs, particularly in areas of agriculture, climate change, MSMEs, healthcare, digital access, and housing.
- e) Enhance NGECE's institutional capacity through training, resource allocation, and technology adoption to improve service delivery and responsiveness to stakeholders.

8.3 Suggestions for Institutional Improvements

- a) Strengthen partnerships with government agencies, civil society organizations, and international bodies to leverage resources and expertise in advancing gender equality and equity.
- b) Develop responsive strategic planning processes that can respond effectively to dynamic social, economic, and political environments, ensuring the relevance and impact of NGECE's initiatives.
- c) Embrace ICT solutions for outreach and service delivery, improving accessibility for vulnerable populations and enhancing efficiency in data management and reporting.

- d) Invest in continuous capacity development for NGEK staff to enhance skills in advocacy, policy analysis, and program management, aligning with best practices in gender and equity advocacy.
- e) Strengthen internal governance mechanisms to ensure transparency, accountability, and integrity in all operations and interactions with stakeholders.

By focusing on these recommendations, the Commission can continue to play a pivotal role in promoting gender equality, equity, and inclusion in Kenya's development agenda over the next strategic planning cycle.

8.4 Unfinished Business

- a) Full operationalization of *The National Gender and Equality Commission (Complaints Handling Procedures) Regulations, 2022*.
- b) Conducting an audit of Parliament to ensure compliance with the principles of equality and non-discrimination.
- c) Implementing the revised NGEK Organizational Structure, Career Progression Guidelines, and other Human Resource management instruments.
- d) Relocating the NGEK Headquarters to a publicly funded building.
- e) Establishing at least three additional regional offices, preferably in Central, Northern Rift, and Western counties.
- f) Improving NGEK infrastructure, including vehicles, office furniture, and partitioning of regional offices.
- g) Finalizing and implementing the 2024-2029 Strategic Plan.

Appendices

Appendix 1: Complaints Handled

Table 3: *Number of Complaints Handled*

S/NO	Financial Year	Complaints Handled
1	2018 - 2019	105
2	2019 – 2020	91
3	2020 – 2021	67
4	2021 – 2022	89
5	2022 - 2023	162
6	2023 - 2024	110

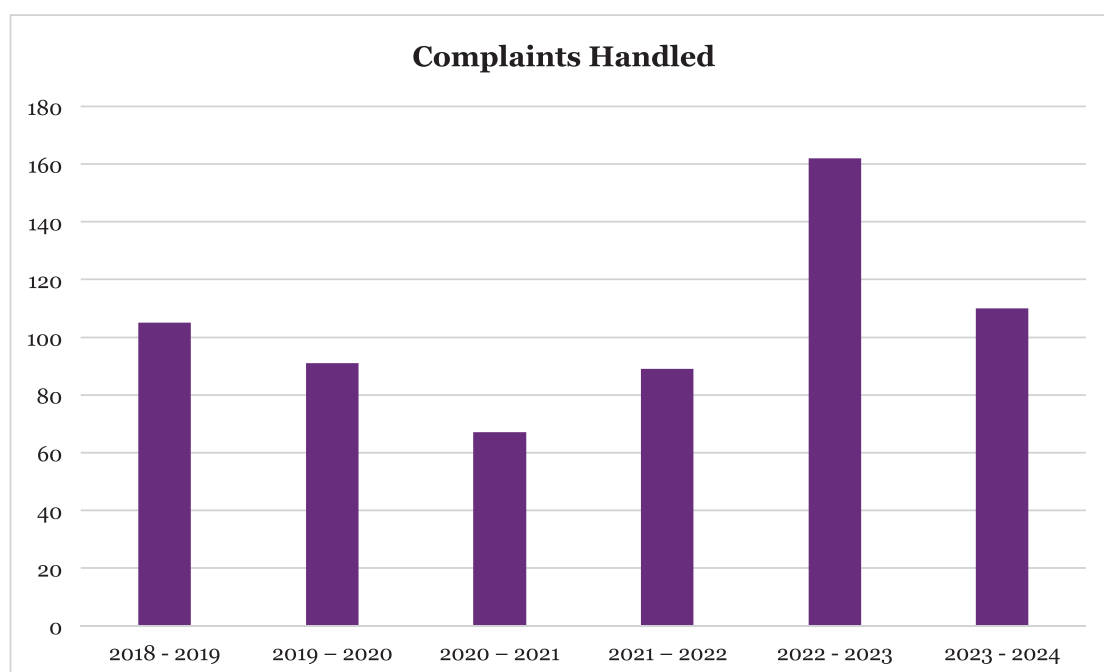


Figure 3: *Complaints Handled*

Appendix 2: Commemoration Statements Issued-(2018-2024)

Table 4: *Summary of Commemoration Statements Issued (2018-2024)*

S/No	Year	Day	Theme
1	2018		
International Day of the World's Indigenous Peoples: 9 th of August		International Youth Day: 11 th August	"Safe Spaces for Youth"
International Rural Women's Day: October 15		"Indigenous People's Migration and Movement"	
International Day of the Girl Child: 11 th October		"Sustainable infrastructure, services and social protection for gender equality and the empowerment of rural women and girls"	
International Day of the Older Members of Society: October 1		"With Her: A Skilled Girl Force"	
16 Days of Activism against Gender-Based Violence: 25 th November to 10 th of December		"Celebrating Older Human Rights Champions"	
United Nations International Day of Persons with Disabilities: 3 rd December		"A time to galvanize action to end violence against women and girls around the world"	
		"Empowering persons with disabilities and ensuring inclusiveness and equality"	
2	2019		
The International Day of Zero Tolerance for FGM: 6 th February		Day of the African Child June 16 th	"Humanitarian Action in Africa: Children's Rights First"
International Women's Day: 8 th March			
World Elder Abuse Day: 15 th of June		"Translate political decisions into concrete actions at the national and grassroots level to reach the goal of zero tolerance to female genital mutilation by 2030"	
International Youth Day: 11 th August		"Think Equal, Build Smart, Innovate for Change"	
International Day of the Girl Child: 11 th October		"Transforming Education"	
International Day of the World's Indigenous Peoples: 9 th of August		"Transforming Education"	
International Day of the Older Members of Society: October 1		"Girl Force: Unscripted and Unstoppable"	
International Rural Women's Day: October 15		"Indigenous Languages"	
16 Days of Activism against Gender-Based Violence: 25 th November to 10 th of December		"The Journey to Age Equality"	
United Nations International Day of Persons with Disabilities: 3 rd December		"Rural Women Cultivating Good Food for All"	
		"Orange the World: Generation Equality Stands against Rape"	
		"Promoting the Participation of persons with disabilities and their leadership: taking action on the 2030 Development Agenda"	

3	2020	
Day of the African Child: June 16 th International Youth Day: 12 th August International Day of the Girl Child: 11 th October International Women's Day: 8 th March World Elder Abuse Day: 15 th of June International Day of the World's Indigenous Peoples: 9 th of August. International Day of the Older Members of Society : October 1 International Day of Rural Women: October 15 16 Days of Activism against Gender-Based Violence on Women and Girls: 25 th November to 10 th of December United Nations International Day of Persons with Disabilities 3rd December	International Day of Zero Tolerance for FGM 6 th February	"Unleashing Youth Power: one decade of accelerating actions for zero genital mutilation"
	"Access to a child-friendly justice system in Africa"	
	"Youth Engagement for Global Action"	
	"My Voice, Our Equal Future"	
	"I am Generation Equality: realizing Women's Rights"	
	"Lifting Voices"	
	"COVID-19 and Indigenous People's Resilience"	
	"Pandemics: Do they Change How We Address Age and Ageing?"	
	"Building Rural Women's Resilience in the Wake of COVID-19"	
	"Orange the World: Fund, Respond, Prevent, Collect"	
	"Building Back Better: toward a disability –inclusive, accessible and sustainable post-COVID-19 World"	
4	2021	
International Women's Day : 8 th March International Youth Day: 12 th August International Day of the Girl Child: 11 th October International Day of the world's Indigenous peoples: 9 th August International day for older Persons : 1 st October International Rural Women's Day: 15 th October 16 days of activism against GBV: 25 th Nov-10 th December International Day for PWDs: 3 rd December	The International Day of Zero Tolerance for FGM celebrated on 6 th February	"No Time for Global Inaction, Unite, Fund, and Act to End Female Genital Mutilation"
	"Women in Leadership: Achieving an Equal Future in a COVID-19 World"	
	"Transforming Food Systems: Youth Innovation for Human and Planetary Health"	
	"Digital Generation. Our Generation"	
	"Leaving no one behind Indigenous people and a new social contract"	
	"Digital equity for all ages"	
	"Rural women cultivating Good food for all"	
	"Orange the world: end Violence against women"	
	"Leadership and participation of PWDs toward an inclusive, accessible and sustainable post-COVID-19 world"	

5	2022	
Day of the African Child: June 16 th	International Day of Zero Tolerance for FGM	“Accelerating Investment to End Female Genital Mutilation”
International Youth Day: 11 th August	6 th February	
International Day of the Girl Child: 11 th October	“Eliminating Harmful Practices Affecting Children: Progress on Policy and Practice since 2013”	
International Women’s Day: 10 th March	“Intergenerational Solidarity: Creating a World for all Ages”	
World Elder Abuse Day: June 15 th	“Our Time is Now: Our Rights, Our Future”	
International Day of the World’s Indigenous Peoples : 9 th August	“Gender equality today for a sustainable tomorrow: Breaking the bias”	
International Day of the Older Members of Society: October 1 st	“Building strong support for elders”	
16 Days of Activism against Gender-Based Violence on Women and Girls: 25 th November to 10th of December	“The Role of Indigenous Women in the Preservation and Transmission of Tradition	
International Day of Persons with Disabilities: 3 rd December	“The Resilience and Contributions of Older Women”	
	“UNITE! Activism to end violence against women and girls”	
	“Transformative solutions for inclusive development: the role of innovation in fueling an accessible and equitable world”	

6	2023	
<p>International Women's Day : March 8th</p> <p>World Elder Abuse Day : 15th June</p> <p>Day of the African Child: June 16th</p> <p>International Youth Day : 11th August</p> <p>International Day of the Girl Child: 11th October</p> <p>International Day for Persons With Disabilities : 3rd December</p> <p>World Elder Abuse Awareness Day: 15th June</p> <p>International Day of the world's Indigenous peoples: 9th August</p> <p>16 Days of activism against Gender-Based Violence: 25th November-10th December</p>	International Day of Zero Tolerance for FGM 6 th February	"Partnering with men and boys to transform social and gender norms to End Female Genital Mutilation"
	"DigitALL: Innovation and technology for gender equality"	
	"Closing the Circle: Addressing Gender-Based Violence (GBV) in Older Age Policy, Law and Evidence-based Responses"	
	"The Rights of the Child in the Digital Environment"	
	"Green Skills for Youth: Towards a Sustainable World"	
	"Invest in Girls' Rights: Our Leadership, Our Well-being"	
	"United in action to rescue and achieve the Sustainable Development Goals (SDGs) for, with, and by persons with disabilities"	
	"Closing the circle: addressing gender-based violence (GBV) in older age policy, law and evidence-based responses".	
	"Indigenous Youths as Agents of Change for Self-Determination"	
	" <i>UNITE!</i> Invest to Prevent Violence against Women and Girls"	
7	2024	
<p>International Women's Day March 8th</p> <p>World Elder Abuse Awareness Day (WEAAD) June 15th</p> <p>Day of the African Child June 16th</p>	International Day of Zero Tolerance for FGM 6 th February	"Her Voice Her Future. Investing in survivor-led movements to end Female Genital Mutilation"
	"Invest in Women: Accelerate Progress"	
	"Spotlight on Older Persons in Emergencies"	
	"Education for all Children in Africa: the time is now"	

Appendix 3: Publications Inventory

Table 5: Publications Inventory: 2018-2024

No	Publications Inventory from 2018-2024	Year of Publication
1.	The Research Policy for the National Gender and Equality Commission	2024
2.	Framework for the Inclusion of Persons with Disabilities in Anti-Corruption Programming in Kenya	2024
3.	Building the Agency of Persons with Disabilities and their Networks to Amplify their Voices in the Fight Against Corruption in Kenya. Proceedings from National and Regional Consultative Fora. Documentation of Good Practices and Opportunities	2024
4.	A Scoping Review: A National Inclusive Development Framework for Marginalized Communities in Kenya	2023
5.	Model Gender Mainstreaming Policy for the Technical and Vocational Education and Training (TVET) Sector (With Elements of Inclusion)	2023
6.	Status of Gender Equality and Inclusion in the Public Sector Performance Contracting, Financial Year 2022/2023 (19th Cycle)	2023
7.	Mind the Gap – Towards A More Equal Kenya Report Prepared for the National Gender and Equality Commission	2023
8.	Involvement and Participation of Special Interest Groups (SIGs) in the 2022 General Elections in Kenya. Report on Monitoring of the Campaigns, Administration and Logistics, Polling and Post-Polling Activities	2023
9.	NGEC Complaints Handling Practice and Procedure Regulations	2022
10.	Report on Distribution of Food and non-food Items to Drought Displaced Persons from Wajir County on International Women's Day 2023	2023
11.	Assessment of Firms Listed in the Nairobi Securities Exchange (NSE) on Compliance with the Not More Than Two-Thirds Gender Principle in Leadership and Decision Making (Board Of Directors), November 2022	
12.	Monitoring Tool For Assessing Compliance with Concluding Observations and Recommendations Issued to the Government of Kenya Under CEDAW, CRC, and CRPD. A Color Scheme Score Card	2020
13.	The First Decade of National Gender and Equality Commission 2011-2022	2022
14.	National Monitoring and Evaluation Framework Towards the Prevention of and Response to Gender-Based Violence in Kenya Second Edition	2022
15.	Constitutional Commissions and Independent Offices Cc1. The Anniversary Taking Stock	2021
16.	Child Pregnancies in the Context of the Covid-19 Pandemic in Kenya	2020

17.	Promoting Participation and Inclusion of Special Interest Groups in the 2022 Electoral Processes Monitoring Report of the 2021 Phase One of the Enhanced Mass Voter Registration	2021
18.	A Scorecard for the Evaluation of Progress Made by the State in the Implementation of the Protocol to the African Charter on Human and Peoples Rights on the Rights Of Women in Africa(Maputo)	2021
19.	Minimum Age of Consent for Sex: Addressing the Dilemma. A Summary Report of Discussions and Proposals from Multi-Sectoral Stakeholders' Fora	2019
20.	Guidelines for Establishing and Managing Equality and Inclusion Technical Working Group (EITWG)	2020
21.	The 2019 Kenya Population and Housing Census. An Observation Report of the National Gender and Equality Commission: Emerging Issues, Gaps, Good Practices and Recommendations	2020
22.	The Judiciary Gender Audit	2019
	NGEC Annual Reports	
23.	Annual Report	2022-2023
24.	Annual Report	2021-2022
25.	Annual Report	2020-2021
26.	Annual Report	2019-2020
27.	Annual Report	2018-2019

Appendix 4: NGECE's Facilitation on Gender Mainstreaming-(2018-2024)

Table 6: Ministries, Departments, Agencies and Institutions Facilitated to Align their Workplace Policies, Action Plans, and Activities to the Basic Requirements of Gender Mainstreaming Between 2018-2023

FINAN- CIAL YEAR	MINIS- TRIES	STATE CORPORA- TIONS/ SEMI-AUTON- OMOUS GOVERNMENT AGENCIES	PUBLIC UNIVERSI- TIES	TVETS	COUNTIES
2018- 2019	✓ Ministry of Energy	<ul style="list-style-type: none"> ✓ Kenya Institute of Special Education (KISE Kenya Roads Board ✓ Unclaimed Financial Assets Authority ✓ Kenya Roads Board ✓ Kenya Universities and Colleges Central Place-ment Services 	✓ Taita Tav- eta Univer- sity	-	-
FINAN- CIAL YEAR	MINIS- TRIES	STATE CORPORA- TIONS/ SEMI-AUTON- OMOUS GOVERNMENT AGENCIES	PUBLIC UNIVERSI- TIES	TVETS	COUNTIES
2019- 2020	-	<ul style="list-style-type: none"> ✓ Competition Authority ✓ Technical and Vocational Education and Training Authority (TVETA) ✓ Kenya National Highway Authority (KENHA), ✓ Energy and Petroleum Regulatory Authority (EPRA) ✓ Women Enterprise Fund (WEF) 	✓ Chuka Uni- versity	<ul style="list-style-type: none"> ✓ Nyeri National Polytechnic ✓ Kabete National Polytechnic 	✓ County Government of Isiolo

FINAN- CIAL YEAR	MINIS- TRIES	STATE CORPORA- TIONS/ SEMI-AUTON- OMOUS GOVERNMENT AGENCIES	PUBLIC UNIVERSI- TIES	TVETS	COUNTIES
2020- 2021	✓ Ministry of Health,	<ul style="list-style-type: none"> ✓ State House, Kenya Med- ical Training College ✓ Kenya Industrial Proper- ties Institute ✓ the Kenya Roads Board ✓ Industrial and Commer- cial Development Corpo- ration ✓ Local Authorities Provi- dent Fund ✓ National Irrigation Au- thority 	✓ Kirinyaga University	-	<ul style="list-style-type: none"> ✓ County Govern- ment of Nandi ✓ County Govern- ment of West Pokot
FINAN- CIAL YEAR	MINIS- TRIES	STATE CORPORA- TIONS/ SEMI-AUTON- OMOUS GOVERNMENT AGENCIES	PUBLIC UNIVERSI- TIES	TVETS	COUNTIES
2021- 2022	✓ National Treasury	<ul style="list-style-type: none"> ✓ Kenya Medical Training Institute ✓ Kenya National Commis- sion for UNESCO ✓ Kenya Industrial Proper- ty Institute (KIPI) ✓ Agricultural and Food Authority ✓ Anti-Counterfeit Author- ity ✓ Athi Water Works Devel- opment Agency ✓ Export Processing Zones Authority ✓ Kenya Accountants and Secretaries 	✓ Tharaka Nithi Uni- versity	<ul style="list-style-type: none"> ✓ Emining Technical Training Institute ✓ Kabete National Polytechnic 	<ul style="list-style-type: none"> ✓ County Govern- ment of Elgeyo Marakwet ✓ County Govern- ment of Ua- sin Gishu

FINAN- CIAL YEAR	MINIS- TRIES	STATE CORPORA- TIONS/ SEMI-AUTON- OMOUS GOVERNMENT AGENCIES	PUBLIC UNIVERSI- TIES	TVETS	COUNTIES
2022- 2023	<ul style="list-style-type: none"> ✓ Ministry of Petro- leum and Mining ✓ State De- partment for East African Communi- ty ✓ State De- partment for Public Service 	<ul style="list-style-type: none"> ✓ National Examinations Board ✓ Kenya Accreditation Service ✓ Kenya Airports Authority ✓ Kenya Civil Aviation Authority ✓ Kenya National Shipping Line ✓ Kenya National Trading Corporation ✓ National Council for Law Reporting ✓ Water Services Regulatory Board ✓ New Kenya Cooperative Creameries Limited ✓ NGO's Coordination Board ✓ North Rift Valley Water Development Agency ✓ Retirement Benefits Authority ✓ Sports Kenya ✓ Universities Fund Board ✓ Uwezo Fund secretariat ✓ Vision 2030 Delivery Secretariat ✓ Kenya Institute of Curriculum Development (KICD) ✓ Kenya Institute of Mass Communication ✓ Kenya National Highways Authority ✓ Kenya National Library Services ✓ Women Enterprise Fund ✓ Media Council of Kenya (MCK) 	<ul style="list-style-type: none"> ✓ Masinde Muliro University of Science and Technology ✓ Technical University of Mombasa (TUM) 	<ul style="list-style-type: none"> ✓ Karumo Technical Training Institute ✓ Nyandarua National Polytechnic 	<ul style="list-style-type: none"> ✓ County Government of Turkana ✓ County Government of Machakos ✓ County Government of Baringo ✓ County Government of Samburu

Appendix 5: NGEC’s Staff Composition

Table 7: Staff Composition as at 31st July 2024

S/N	CATEGORY	NUMBER	PERCENTAGE
1	TOTAL NO. OF STAFF	108	100
2	MALE	50	46.3
3	FEMALE	58	53.7
4	PWDs	5	4.63

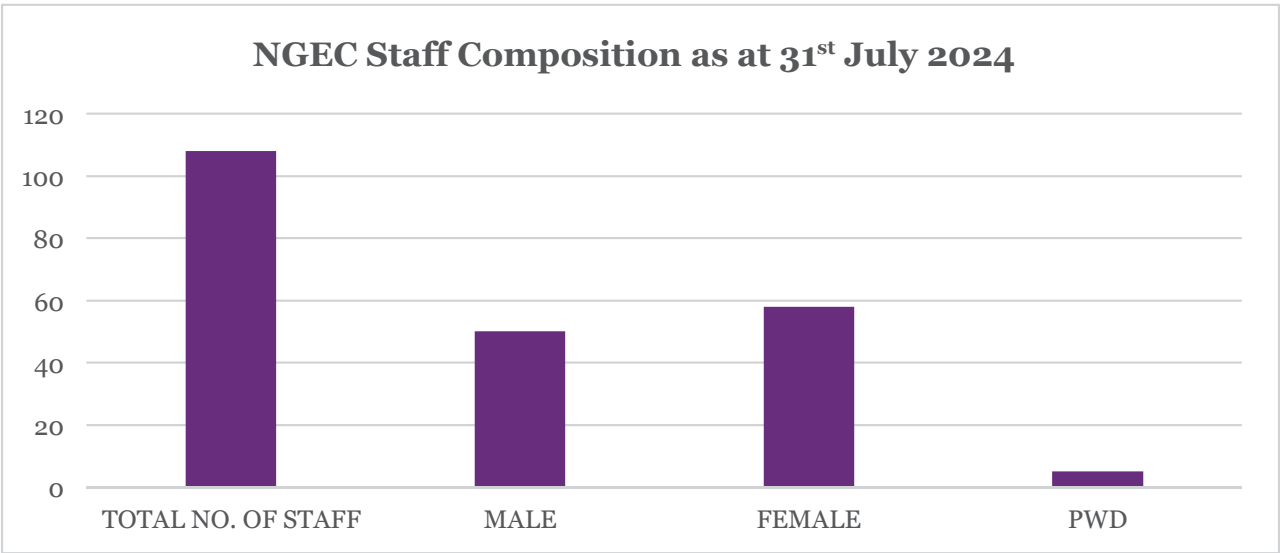


Figure 4: NGEC Staff Composition as at 31st July 2024

Table 8: Summary of NGEN Staff Ethnic Composition

S/N	TRIBE	NO. OF STAFF	% (percentage)
1	Borana	2	1.9
2	Embu	6	5.6
3	Gabra	6	5.6
4	Garre	1	0.9
5	Giriama	1	0.9
6	Kalenjin	6	5.6
7	Kamba	13	12.0
8	Kikuyu	25	23.1
9	Kisii	3	2.8
10	Luhya	12	11.1
11	Luo	14	13.0
12	Maasai	2	1.9
13	Meru	6	5.6
14	Rendile	1	0.9
15	Somali	1	0.9
16	Taita	3	2.8
17	Teso	2	1.9
18	Turkana	1	0.9
19	Digo	1	0.9
20	Ilchamus	2	1.9
	TOTAL	108	100.0

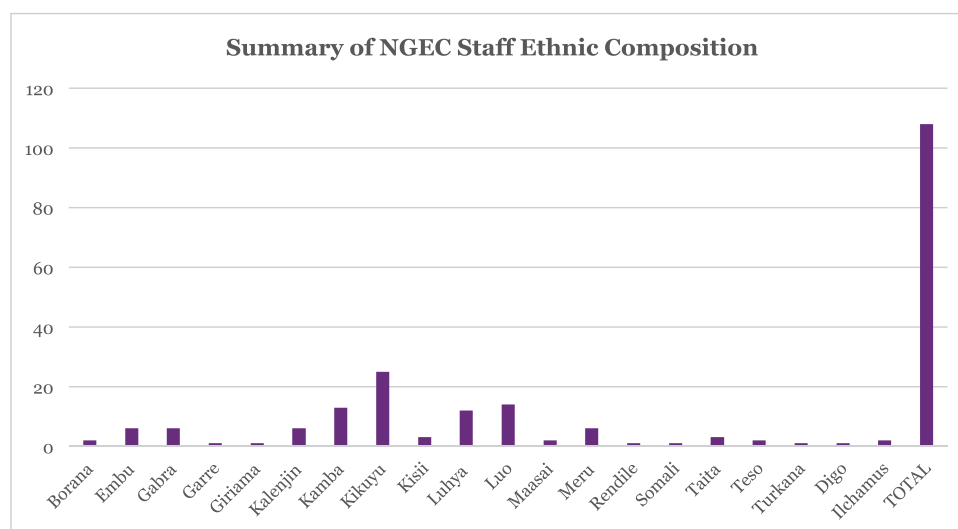


Figure 5: Summary of NGEN Staff Ethnic Composition

Appendix 6: NGEK's Intervention Efforts Across Counties- (2018-2024)

The Commission in its endeavour to ensure equality and inclusion of all Counties and areas during the implementation of its intervention and activities by internal monitoring system. This deliberate measure ensures that far, hard-to-reach areas benefit from the Commissions intervention relative to their needs, and that all areas receive services of the Commission as per Article 6(2) of the Constitution of Kenya. The internal program-monitoring framework informs spread and allocation of interventions across counties.

The frequency of interventions undertaken by the Commission by counties is summarized in Figure 4. Majority of NGEK interventions for the period 2018 to 2024 were largely concentrated in counties where the Commission has established offices. Nairobi (17.68%), Nakuru (13.53%), Kitui (12.75%), Kilifi (8.84%), Kisumu (8.30 %), Garissa (6.49%), Kitui and Isiolo (5.29%) with significantly lower activity in other counties (**Map 1**). Trans-Nzoia, Kericho and Kisii Counties saw the least intervention (0.24% each). Figure 4 shows the distribution of interventions implemented by NGEK across various counties in Kenya.

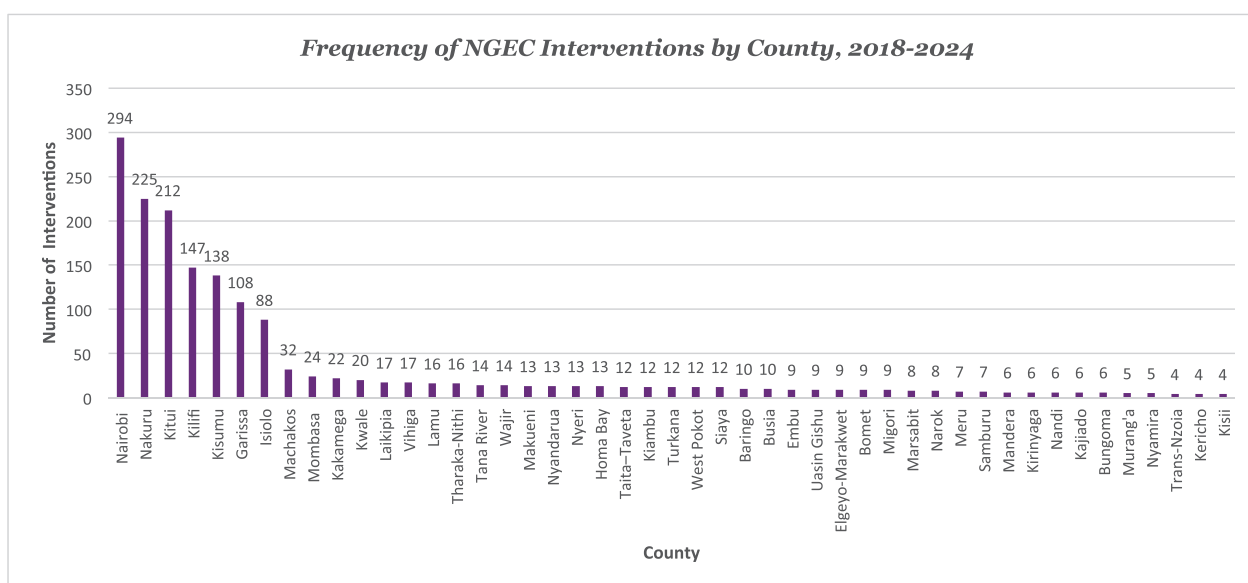


Figure 6: Frequency of NGEK interventions by County, 2018-2024

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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