



REPUBLIC OF KENYA



NGEC
National Gender and
Equality Commission

AUDIT OF STATE CORPORATIONS IN KENYA, 2025

BOARDS AND TOP MANAGEMENT



201 STATE CORPORATIONS

FEMALE CHAIRPERSON
AGE DISTRIBUTION

BOARD
COMPOSITION

184

TOTAL IN-F
BOARD ME

78%

Overall female
chairpersons aged
35-59 are about
13% of all board
members in this
age group.

FEMALE CHAIRPERSON
AGE DISTRIBUTION

67%

30%

Overall female
chairpersons aged
35-59 are about
13% of all board
members in this
age group.

FEMALE CHAIRPERSON
AGE DISTRIBUTION

67%

AGE
35-59

30%

AGE
60+

Overall female
chairpersons aged
35-59 are about
13% of all board
members in this
age group.



THE NATIONAL GENDER AND EQUALITY COMMISSION

AUDIT OF STATE CORPORATIONS IN KENYA, 2025

BOARDS AND TOP MANAGEMENT

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ISBN -978-9914-27-573-5

KENYA VISION 2030

TOWARDS A GLOBALLY COMPETITIVE
AND PROSPEROUS NATION



VISION

An inclusive society free from gender inequality and all forms of discrimination



MISSION

To promote and protect gender equality and freedom from all forms of discrimination in Kenya, especially for Special Interest Groups through ensuring compliance with policies, laws and practice



CORE
VALUES

- Dignity
- Equality
- Teamwork
- Integrity
- Inclusivity

Published by

The National Gender and Equality Commission

1st Floor, Solution Tech Place, 5 Longonot Road, Upper Hill, Nairobi

P.O BOX 27512-00506

Nairobi, Kenya

Mobile: +254 (709)375100

Toll Free: 0800720187

www.ngeckkenya.org

X: @NGECKENYA

www.facebook.com/NGECKKenya

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

Barsalinga Towers, 2nd Floor RM 2004,
Along Isiolo Girls Road

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ACRONYMS AND ABBREVIATIONS

NGEC — National Gender and Equality Commission

PWDs — Persons With Disabilities

SIGs — Special Interest Groups

SCAC — State Corporations Advisory Committee

FOREWORD



The National Gender and Equality Commission (NGEC), established under Article 59 of the Constitution of Kenya and operationalized through the National Gender and Equality Commission Act, CAP 7K, is mandated to promote gender equality, inclusion, and freedom from discrimination for all persons. In line with this mandate, the Commission undertook an audit of 202 State Corporations between March and June 2025 to assess the extent to which these institutions comply with constitutional and statutory requirements on equality and inclusion within their Boards of Management and Top Management structures.

This audit provides a comprehensive and evidence-based assessment of representation across key demographic dimensions, including gender, disability, age, and ethnicity. The findings indicate notable progress in gender representation, with approximately half of the audited institutions meeting the not-more-than-two-thirds gender principle in both boards and top management. However, the results also reveal persistent and significant gaps in the inclusion of persons with disabilities, youth, and minority ethnic communities. Representation of persons with disabilities remains markedly below the constitutional threshold, youth participation is minimal, and ethnic diversity in leadership positions continues to be concentrated within a limited number of communities.

The audit was conducted during a period of substantial reforms within the State Corporations sector, including mergers, dissolutions, and restructuring aimed at strengthening governance and enhancing efficiency. These reforms underscore the need for deliberate, sustained, and measurable efforts to embed equality and inclusion within governance frameworks. The insights generated through this audit are intended to inform policy interventions, strengthen institutional accountability, and guide the implementation of affirmative action measures to ensure that State Corporations reflect Kenya's diverse social fabric.

It is my expectation that this report will contribute meaningfully to ongoing national efforts to advance equality, strengthen governance, and promote inclusive leadership across public institutions.

HON. REHEMA DIDA JALDESA

CHAIRPERSON

ACKNOWLEDGEMENT



I take this opportunity to thank all State Corporations which participated in this Audit as well as the State Corporations Advisory Committee for facilitating data collection and responses. This audit would not have been possible without the individual and collective cooperation of each of your entities.

I also wish to appreciate the Commission led by the Chairperson and Commissioners for the policy guidance throughout this process. Finally, I commend the team from the Commission Secretariat¹ that participated in the conceptualization of the study, including tool development, data entry, analysis and report writing for your dedication in the entire exercise.

A blue ink handwritten signature, appearing to be 'P. Ngina', with a long horizontal stroke extending to the right.

PURITY NGINA, PHD, MBS

COMMISSION SECRETARY/CEO

¹ Mr. Paul Kuria, OGW Director Programmes and Research (Team Leader)

Dr. Anyango Ochieng Assistant Director, Research Monitoring Evaluation and Documentation

Mr. George Kimani Principal Monitoring & Evaluation Officer

Mr. Benard Sompoika Senior Monitoring and Evaluation Officer

Ms. Josephine Kagucia Principal Research Officer

Mr. John Munene Principal ICT Officer

Ms. Shanta Odera Senior Research Officer

Ms. Emma Kimencu Research Officer

Mr. Melvin Muthongo Aide to Mr. Kimani

EXECUTIVE SUMMARY

The National Gender and Equality Commission (NGEC) undertook an audit of 202 State Corporations between March and June 2025 to assess their compliance with constitutional and statutory requirements on equality, inclusion and diversity. The audit examined the composition of Boards of Management, Top Management personnel, and the headship of governance structures, with a focus on gender balance, representation of persons with disabilities, youth, and older members of society.

The findings reveal that out of 1,848 board members across 201 State Corporations, women accounted for 33 percent, with half of the boards meeting the constitutional requirement of not more than two-thirds gender representation. Four boards had more female membership than men. Representation of persons with disabilities in boards was at 0.9 percent, with only 14 corporations having at least five percent Persons with Disabilities (PWD). Age distribution showed that the majority of female board members were ages 35-59, while female youth representation was 3.8 percent. Ethnic diversity was at 79 percent of board members drawn from seven dominant communities in Kenya. In terms of board leadership, only 19 percent of chairpersons were female, three chairpersons were persons with disabilities. Ethnic composition in chairperson position had nine communities accounting for 83 percent of board chairpersons.

At top management, the audit recorded 2,434 personnel, of whom 32.6 percent were female. 52% of corporations complied with the not more than two-thirds gender principle. Persons with disabilities accounted for 1.3 percent of top management staff, with only 16 corporations meeting the five percent quota. Age distribution was at 93 percent of top management staff aged 35- 59, and youth at 2.5 percent. Ethnic communities representation had 80 percent of top management drawn from six communities.

Headship of secretariats, represented by Chief Executive Officers, Director Generals, or equivalent positions, showed that out of 163 substantive secretariat heads, only 20 percent were female. The majority of heads were aged between 35 and 59 years, with only one head of secretariat being a person with disabilities. Ethnic diversity in headship of secretariat had six ethnic communities occupying 75 percent of the headship positions.

Overall, the audit highlights positive narrative in gender representation, particularly in compliance with the not more than two-thirds gender principle but underscores persistent gaps in inclusion for persons with disabilities, youth, and minority ethnic groups. The findings point to the need for stronger enforcement of constitutional provisions, deliberate affirmative action, and targeted reforms to ensure that State Corporations reflect Kenya's diverse social fabric and uphold the values of gender equality and inclusion in governance.



202

*State Corporations
Audited*

1848

Board Members

2434

Top Management

163

Secretariat Heads



CHAPTER ONE

INTRODUCTION

1.1 Background

The National Gender and Equality Commission (NGEC) is a Constitutional Commission established by the National Gender and Equality Commission Act, CAP 7K, pursuant to Article 59 (4) & (5) of the Constitution of Kenya, 2010. The mandate of the Commission is to promote gender equality and non-discrimination for all persons in Kenya, with a focus on Special Interest Groups (SIGs) which include: Women, Persons with Disabilities (PWDs), Children, Youth, Older Members of Society, Minority and Marginalized groups.

Section 8 of the National Gender and Equality Commission Act CAP 7 K enumerates the functions of the Commission. Among these functions, the Commission is mandated to:

- 
- i) 8(a) *Promote gender equality and freedom from discrimination in accordance with Article 27 of the Constitution;*
 - ii) (d) *Co-ordinate and facilitate mainstreaming of issues of gender, persons with disability and marginalised groups in national development and to advise the Government on all aspects thereof;*
 - iii) (m) *Conduct audits on the status of special interest groups including minorities, marginalised groups, persons with disability, women, youth and children.*

In line with these functions, NGEC in March 2025 conducted an Audit of State Corporations with a focus on composition of Boards and Top Management. The audit assessed compliance of these agencies with principles of equality and inclusion in accordance with various Constitutional and Statutory requirements.

Chapter 2 of this report presents results while **Chapter 3** presents the recommendations.

1.2 Audit of State Corporations in Kenya

State Corporations are legal entities created to undertake specific developmental or strategic programmes for the Government and they operate within the Constitution of Kenya, enabling legislation, and government policy directives.

Governance of state corporations in Kenya is anchored in several legislative and executive policy frameworks, among them the State Corporations Act, Cap 446, the Companies Act 2015, individual entities enabling statutes, the *Mwongozo* Code of Governance, 2015, and the Guidelines on the Management of State Corporations, 2024, just to mention a few. The Constitution of Kenya sets legal foundations for inclusion in all state organs.

Article 10(2)(b) enshrines national values and principles of governance, which include inclusiveness, equality, human rights, non-discrimination and protection of the marginalized ensuring that

governance reflects diversity and promotes equitable participation across all sectors.

Section 10 of the Public Service (Values and Principles) Act, 2015 operationalizes Article 232 of the Constitution and empowers public institutions to take deliberate steps to ensure that recruitment and promotion reflect ethnic and regional diversity, thereby fostering national cohesion. Further, it espouses proportionate representation of Kenya's diverse communities and affirmative action measures to address underrepresentation of ethnic groups, women, persons with disabilities, and other marginalized populations. The Values and Principles in Articles 10 and 232 are not only a constitutional ideal but a measurable and enforceable standard in public service delivery. Section 10 of the Framework for Implementation of Values and principles in Articles 10 and 232 of the Constitution in the Public Service, 2015 provides policy and institutional guidelines for mainstreaming inclusion and equity in recruitment, training, and career advancement.

Between March and June 2025, NGECA audited State Corporations to assess compliance with principles of gender equality and inclusion. The audit covered composition by gender, representation of persons with disabilities (PWDs), youth and ethnic distribution in the governance structures at policy level (Boards) and Secretariat Top Management personnel.

This Audit was conducted within a period of ongoing institutional reforms targeting State Corporations. In January 2025, the government approved a radical restructuring impacting over 43 state corporations to streamline governance, reduce fiscal waste, and eliminate duplication of mandates through mergers, dissolutions, and reclassifications². These reforms are part of a broader government drive to ensure fiscal discipline, enhance service delivery. The reforms are aligned with the *2024 Guidelines on the Management of State Corporations* and the evolving governance needs. They complement the *2015 Mwongozo Code* to strengthen corporate governance. The 2024 Guidelines interfaces with constitutional values and principles of equality and inclusion by prescribing that replacements of board members shall secure the requisite regional, gender and disability considerations in overall board composition³.

The primary objective of the audit was to assess the governance structures of State Corporations compliance with constitutional and statutory requirements on gender equality and other aspects of inclusion such as persons with disability, age, minorities and marginalized groups to inform broader strategies of inclusion in staffing in boards and top management. Other objectives of the audit was to collect information on size of boards to establish alignment with statutory requirements for size as per establishing statutes of the respective state corporations.

1.3 Scope and methodology

This audit covered 202 out of 343² state corporations. Two hundred and sixty-four (264) state corporations were emailed a circular requesting them to provide data on members of their boards and top management using a standard template developed by the Commission.

The 202 State Corporations responded equivalent to a response rate of 77%. Other agencies did not respond due to various reasons including they were implementing transition and reform agenda including mergers and /or dissolutions. The information requested included disaggregation by sex, age, disability status and ethnicity of board members and top management staff as of March 2025.

² CABINET-RESOLUTION_-_January-21-2025.pdf

³Republic of Kenya. 2024. Guidelines for the Management of State Corporations. Issued under Executive Order No. 3 of 2024 via Gazette Notice No. 6265. Nairobi: Government Printer

1.4 Limitations

Missing data on age of some Board Members. These records were noted and such institutions were excluded in the intersectional analysis section. Some institutions submitted incomplete tools. There are cases of non-responsiveness of some institutions while others submitted the data post the stipulated timelines.



CHAPTER TWO

RESULTS

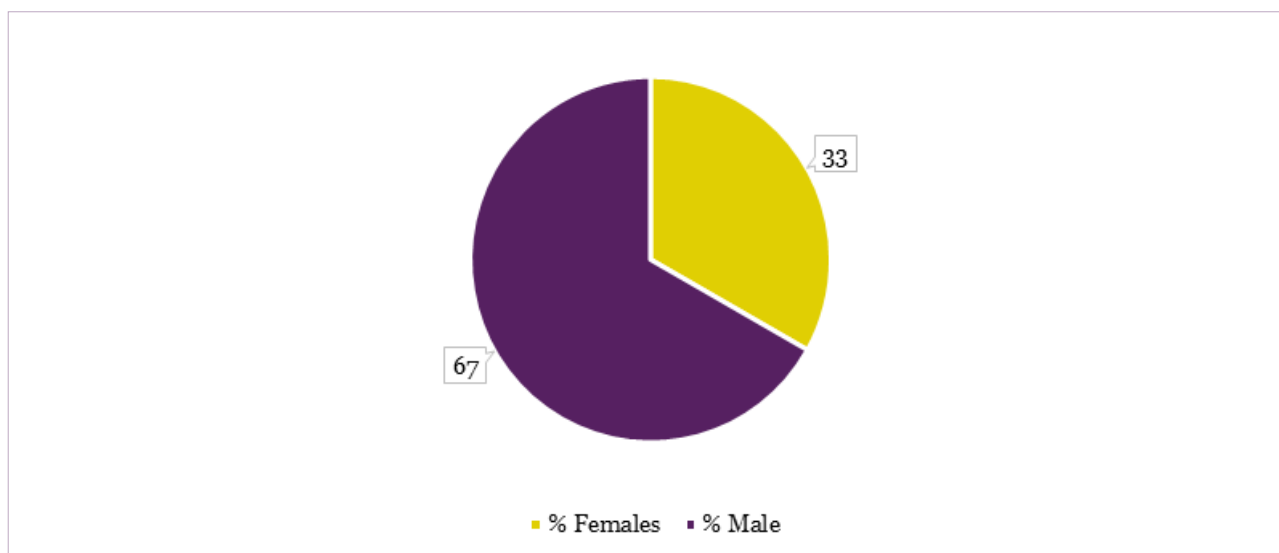
2.1 Boards Of Management Of State Corporations

Out of 202 State Corporations that were audited, 201 provided data on Members of their Boards.

2.1.1 Percentage of Females in Boards of Management

In 201 state corporations, there were 1848 in post board members. Female board members were 614 accounting for 33% of the total as illustrated in Figure 1.

Figure 1: Percentage of Females in Boards of State Corporations



2.1.2 Compliance with the not more than two-thirds gender principle in State Corporations boards

Out of 201 audited State Corporations Boards, half were compliant with the not more than two thirds gender principle in their board membership.

Out of the non-compliant state corporation boards, 4 state corporations had more women board members as illustrated in Table 1.

Table 1: State Corporations with more women than men boards members

Institution Name	M	F	Total	% Female
Kenya Law Reform Commission	0	2	2	100
Nairobi Centre for International Arbitration	1	6	7	85.7
Mama Ngina University College	1	4	5	80
Anti Female Genital Mutilation	2	7	9	77.8

2.1.3 Persons with Disabilities in Boards of Management

There were 1848 board members in 201 state corporation. Out of these, persons with disabilities were 17 representing less than 1%.

Table 2: Representation of Persons with Disabilities in boards of state corporations by gender

PWD	Male	Female	Total	% of PWDs
Non-PWD	1221	610	1831	99.1
PWD	13	4	17	0.9
	1234	614	1848	100

Fourteen 14 (7%) out of 201 state corporations, met the threshold of at least 5% representation of Persons with Disabilities (PWDs) in their Boards of Management.

2.1.4 Distribution of Youth and Older Members of Society in Boards of State Corporations by Sex

Out of 608 female board members, 3.8% were youth and 17.1% were persons ages 60 or more as illustrated in Table 3.

Table 3: Distribution of Youth and Older Members of Society in Boards by Sex

Age Category	Male	Female	Total	% of Females by Age Category
18-34 Years	27	23	50	3.8
35-59 Years	880	481	1361	79.1
60+ Years	313	104	417	17.1
	1220	608	1828	100

2.1.5 Distribution of Boards Members by Ethnicity

Seventy nine percent of board members in state corporations are drawn from 7 ethnic communities namely Kikuyu, Kalenjin, Luhya, Luo, Kisii, Kamba, and Meru with the rest of communities sharing one fifth of the slots as shown Table 4.

Table 4: Representation of ethnic communities in state corporations boards

Ethnic Community	Total	Percentage
Kikuyu	422	22.84
Kalenjin	284	15.37
Luhya	202	10.93
Luo	185	10.01
Kisii	146	7.9
Kamba	123	6.66
Meru	99	5.36
Kenyan Somali	87	4.69
Maasai	58	3.14
Turkana	21	1.14
Embu	21	1.14
Taita	18	0.97
Samburu	17	0.92
Mijikenda	17	0.92
Borana	12	0.65

Kenyan Asians	11	0.6
Teso	11	0.6
Giriama	10	0.54
Gabbra	10	0.54
Kenyan Europeans	8	0.43
Kuria	7	0.38
Digo	7	0.38
Rendille	7	0.38
Nandi	7	0.38
Bajuni	6	0.32
Swahili	6	0.32
Kenyan Arabs	5	0.27
Mbeere	4	0.22
Pokot	4	0.22
Tharaka	3	0.16
Pokomo	3	0.16
Sabaot/Kony/Bong'omek	3	0.16
Suba	3	0.16
Kauma	2	0.11
Kipsigis	2	0.11
Burji	2	0.11
Orma	2	0.11
Duruma	1	0.05
Walwana/Malakote	1	0.05
Kabras	1	0.05
Rabai	1	0.05
Amu	1	0.05
Marakwet	1	0.05
Chonyi	1	0.05
Kenyan American	1	0.05
Nubi	1	0.05
Tugen	1	0.05
Ogiek	1	0.05
Kisa	1	0.05
Jibana	1	0.05

2.2.1 Headship of State Corporation Boards of Management

Out of the 201 state corporation boards assessed, 190 had a substantive chairperson. The rest had a vacancy or an individual serving in acting capacity. One (1) state corporation did not indicate the age of the chairperson.

2.2.2 Female Chairpersons in Boards of State Corporations

Out of the 190 chairpersons, females were 36 equivalent to 19% of the total substantive chairs as shown in Table 5.

Table 5: Percentage of Female Chairpersons in Boards

Male	Female	Total	% Female Chairperson	% Male Chairperson	%Total
154	36	190	18.9	81.1	100

2.2.3 Distribution of Female Chairperson by Age and Sex

Table 6 shows that among all board members ages 35-59, the female chairpersons were about 13%. 67% of female chairpersons were aged 35-59 while 30 percent are ages 60 and above.

Table 6: Distribution of Board Chairperson by Age and Sex

Age Category	Male	Female	Total	Females by Age Category as % of the Total	Females by Age Category as % of Total Females
18-34 Years	2	1	3	0.5	3
35-59 Years	68	24	92	12.7	67
60+ Years	83	11	94	5.8	31
Total	153	36	189*	19	100

n=189 due to missing age data of one Chairperson*

2.2.4 Distribution of Chairpersons by Age and Disability

Table 7 shows that out of 189 State Corporations, 3 had a chairperson with disabilities

Table 7: Persons with Disabilities among Chairpersons of Boards

Age Category	Non-PWD	PWD	Total
18-34 Years	3	0	3
35-59 Years	90	2	92
60+ Years	93	1	94
Total	186	3	189*

n=189 due to missing age data of one Chairperson*

2.2.5 Distribution of Ethnic Communities in Board Headship

Seventy two percent of chairpersons of boards are drawn from 6 ethnic communities namely Kikuyu, Luo, Kalenjin, Luhya, Kenyan Somali and Meru. Overall, 83% of chairpersons in 190 state corporations are drawn from 9 ethnic communities with other ethnic communities making less than one fifth as shown in Table 8.

Table 8: Distribution of Ethnic Communities in Board Headship

Ethnic Community	Total	Percentage
Kikuyu	41	21.58
Luo	26	13.68
Kalenjin	25	13.16
Luhya	15	7.89
Kenyan Somali	15	7.89
Meru	15	7.89
Kamba	7	3.68
Maasai	7	3.68
Kisii	6	3.16
Mijikenda	4	2.11
Nandi	4	2.11
Giriama	4	2.11
Embu	3	1.58
Taita	2	1.05
Swahili	2	1.05
Turkana	2	1.05
Gabbra	2	1.05
Mbeere	1	0.53
Teso	1	0.53
Chonyi	1	0.53
Kenyan Asians	1	0.53
Kipsigis	1	0.53
Digo	1	0.53
Borana	1	0.53
Kauma	1	0.53
Kenyan Europeans	1	0.53
Kenyan Arabs	1	0.53
Total	190	100

2.2.6 Optimally constituted boards in terms of size

Each state corporation is governed through a statute or legal instrument establishing it. Each statute specifies the maximum number of members of the board of the state corporation.

Out of 202 State Corporations assessed, 201 submitted data on in-post board members while 1 did not have any board members in post or did not have a board established by the time of the assessment. One hundred and seventy-five (175) out of 201 state corporations provided data indicating the prescribed number of board members as reflected in their respective governance instrument. Of these, 83 (47%) had fewer total board members currently serving compared to the number reflected in the statute or constitutive instrument, indicating vacancies at board level. 75 State Corporations (43%) had board members currently serving equal to the vacancies provided for in the establishment, while 17 state corporations (10%) had a higher number of board members serving as compared to the approved establishment as shown in Table 9.

This variance could be attributed to incorrect data provided, lack of clarity in statutes establishing such agencies, and/or lack of clarity in board composition, inaccurate data provided by institutions.

Table 9: Percentage of boards that are optimally constituted in accordance with the prescribed board size in their establishing statutes.

Board Size	Total	Percentage
Optimal Composition	75	42.9
Below Statutory Composition	83	47.4
Above Statutory Composition	17	9.7
Total	175	100

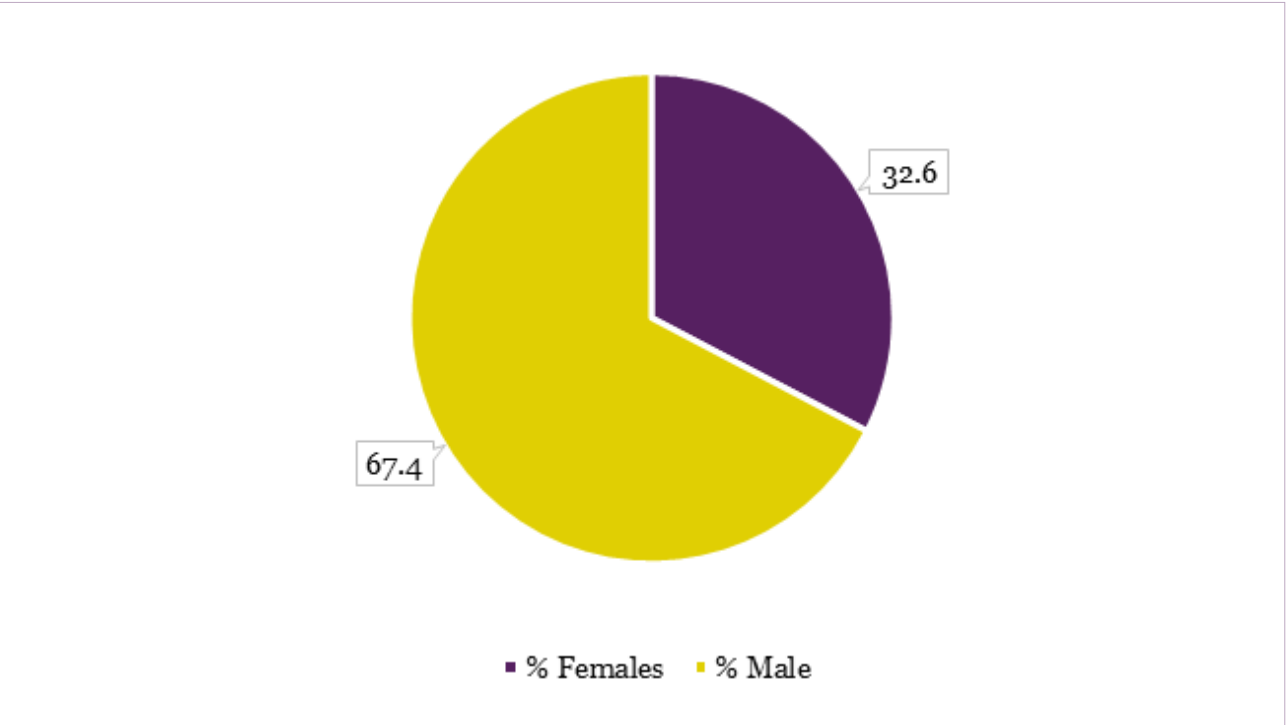
2.3 Top Management Of State Corporations

State corporations were required to provide data on distribution of personnel in top management. Out of 202 State Corporations, 198 provided data and categorized 2434 staff as member of Top Management.

2.3.1 Percentage of Females in Boards of Management

In 198 state corporations, there were 2434 Top Management Employees. Female employees’ members were 794 accounting for 32.6% of the total as illustrated in Figure 2.

Figure 2: Percentage of Females in Top Management of State Corporations



2.3.2 Compliance with the not more than two-thirds gender principle in state corporations top management

Out of 198 State Corporations 102 (52%) were compliant with the not more than two thirds gender principle in their top management.

Out of the non-compliant state corporation Top Management, 3 state corporations had more women Top Management personnel as illustrated in Table 10.

Table 10: State Corporations with more women than men top management personnel

Institution Name	Female	Male	Total	% Female	Compliance
Council of Legal Education	1	0	1	100	Non-Compliant
Kenya National Trading Corporations	4	1	5	80	Non-Compliant
Anti-Doping Agency of Kenya	3	1	4	75	Non-Compliant

2.3.3 Persons with Disabilities in Top Management

There were 2434 top management personnel in 198 state corporations. Out of these, persons with disabilities were 31 equivalent to 1.3%.

Table 11: Representation of Persons with Disabilities in Top Management of State Corporations by Sex

PWD	Female	Male	Total	% PWDs
Non-PWD	784	1619	2403	98.7
PWD	10	21	31	1.3
Total	794	1640	2434	100

Sixteen (8%) out of 198 State Corporations met the threshold of at least 5% representation of Persons with Disabilities (PWDs) in their Top Management

2.3.4 Distribution of Youth and Older Members of Society in Top Management by Sex

Out of 794 female top management personnel, 3% were youth and 2.6% were persons ages 60 or more as illustrated in Table 12.

Table 12: Distribution of Youth and Older Members of Society in Top Management Personnel by Sex

Age Category	Female	Male	Total	Percentage	Females by Age Category as % of Total Females
18-34 Years	24	38	62	2.5	3.0
35-59 Years	749	1517	2266	93.1	94.3
60+ Years	21	85	106	4.4	2.6
Total	794	1640	2434	100	100

2.3.5 Distribution of Ethnic Communities in Top Management

Eighty Percent (80%) of Top Management Personnel in state corporations are drawn from 6 ethnic communities namely Kikuyu, Luo, Kalenjin, Luhya, Kamba and Kisii with the rest of communities sharing about one fifth as shown in the Table 13.

Table 13: Representation of ethnic communities in Top Management

Ethnic Community	Total	Percentage
Kikuyu	528	21.69
Luo	385	15.82
Kalenjin	371	15.24
Luhya	300	12.33
Kamba	238	9.78
Kisii	140	5.75
Meru	120	4.93
Kenyan Somali	59	2.42
Maasai	47	1.93
Embu	32	1.31
Mijikenda	27	1.11
Borana	24	0.99
Taita	19	0.78
Teso	14	0.58
Samburu	10	0.41
Sabaot/Kony/Bong'omek	9	0.37
Tharaka	8	0.33
Gabbra	8	0.33
Kuria	8	0.33
Suba	7	0.29
Turkana	7	0.29
Mbeere	6	0.25
Digo	6	0.25
Kipsigis	6	0.25
Chonyi	5	0.21
Ilchamus/Njemps	5	0.21
Nandi	5	0.21
Swahili	4	0.16
Bajuni	3	0.12
Rendille	3	0.12
Kenyan Asians	2	0.08
Bukusu	2	0.08
Degodia	2	0.08
Pokot	2	0.08
Duruma	2	0.08

Ethnic Community	Total	Percentage
Maragoli	2	0.08
Rabai	2	0.08
Sakuye	2	0.08
Ogaden	2	0.08
Murule	1	0.04
Giriamia	1	0.04
Kenyan Arabs	1	0.04
Gurreh	1	0.04
Marakwet	1	0.04
Merile	1	0.04
Keiyo	1	0.04
Banyala	1	0.04
Tachoni	1	0.04
Pokomo	1	0.04
Kenyan Europeans	1	0.04
El Molo	1	0.04
Lembus	1	0.04
Kabras	1	0.04
Kambe	1	0.04
Kauma	1	0.04
Samia	1	0.04
Nubi	1	0.04
Total	2434	99.99

2.4.1 Headship of State Corporations Top Management

By structure, State Corporations have a secretariat. In this context, headship refers to the senior most leader of the secretariat, in this case, the Chief Executive Officer, Director General, Executive Director or equivalent.

Out of the 198 state corporations top management assessed, 163 had a substantive head of secretariat. The rest had a vacancy or an individual serving in acting capacity.

2.4.2 Female Heads of Secretariat in State Corporations

Out of the 163 heads of secretariat in state corporations, females were 33 equivalent to one fifth of the total as shown in Table 14.

Table 14: Percentage of Females in Top Management Headship

Male	Female	Total	% Females in Headship	% Males in Headship
130	33	163	20.2	79.8

2.4.3 Distribution State Corporations Heads of Secretariat by Age and Sex

Table 15 shows that among the 33 Female Secretariat Heads, 79% were aged between 35-59 years.

Table 15: Distribution of Heads of Secretariat by Age and Sex in State Corporations

Age Category	Female	Male	Total	Percentage	As % among Females
35-59 Years	26	112	138	84.7	78.8
60+ Years	7	18	25	15.3	21.2
Total	33	130	163	100	100

2.4.4 Distribution of State Corporations Secretariat Heads by Age and Disability

Table 16 shows that out of 163 State Corporations, 1 had a head of secretariat with disabilities.

Table 16: Persons with disabilities among heads of State Corporations Secretariat

Age Category	Non-PWD	PWD	Total
35-59 Years	137	1	138
60+ Years	25	0	25
Total	162	1	163

2.4.5 Distribution of ethnic communities in headship of state corporations secretariat

Seventy-five percent of state corporations secretariat heads are drawn from 6 ethnic communities with the other ethnic communities making about one quarter as illustrated in the Table 17.

Table 17: Representation of ethnic communities in headship of state corporations secretariat

Ethnic Community	Total	Percentage
Kalenjin	31	19.02
Kikuyu	31	19.02
Luo	22	13.5
Luhya	18	11.04
Kisii	11	6.75
Meru	9	5.52
Kamba	8	4.91
Kenyan Somali	8	4.91
Maasai	3	1.84
Teso	3	1.84
Borana	3	1.84
Suba	2	1.23
Ilchamus/Njemps	2	1.23
Swahili	1	0.61
Chonyi	1	0.61

Ethnic Community	Total	Percentage
Kauma	1	0.61
Mbeere	1	0.61
Kenyan Asians	1	0.61
Gabbra	1	0.61
Embu	1	0.61
Sabaot/Kony/Bong'omok	1	0.61
Tharaka	1	0.61
Mijikenda	1	0.61
Rendille	1	0.61
Samburu	1	0.61
Total	163	99.99



CHAPTER THREE

RECOMMENDATIONS



- i. Cabinet Secretaries responsible for appointment of board members in the respective state corporations should consider gender balance and other aspects of inclusion when appointing alternate members representing them in state corporation boards taking into consideration the current membership to ensure alignment with various constitutional and statutory requirements. Similar consideration should also be applicable where a Principal Secretary is specified as a board member under the enabling statutes of the different state corporations where they are represented by an alternate member.
- ii. The State Corporations Advisory Committee (SCAC) should take into consideration gender balance and other aspects of inclusion in staffing levels in its advisory role on the appointments of officers and staff of State Corporations as well as in Board including nomination of new members of the Board, or constitution of a new board as provided for in its establishing statute. This is critical in ensure compliance with various articles of the constitution and related statutes aimed at ensuring equality and inclusion of the Public Service.
- iii. Each state corporation should comply with the values and principles in Articles 10 and 232 of the Constitution, Article 27(8) as well as other policies such as the Sessional Paper No. 2 of 2019 on National Policy on Gender and Development which among other factors promotes balanced representation of women and men in leadership and policy-making, strengthening inclusiveness in public institutions.

ANNEXURES

Annex I: Compliance with the not-more than two thirds gender principle by State Corporations Boards

S/ No	Institution Name	Male	Female	Total	% Female	Compliance
1.	Agricultural Development Corporation	11	3	14	21.43	Non-Compliant
2.	Agricultural Finance Corporation	7	1	8	12.5	Non-Compliant
3.	Agro-Chemical and Food Company Ltd	6	2	8	25	Non-Compliant
4.	Anti Female Genital Mutilation	2	7	9	77.78	Non-Compliant
5.	Athi Water Works Development Agency	7	1	8	12.5	Non-Compliant
6.	Bandari Maritime Academy	8	2	10	20	Non-Compliant
7.	Bomet University College	7	3	10	30	Non-Compliant
8.	Bukura Agricultural College	11	1	12	8.33	Non-Compliant
9.	Capital Markets Authority	8	3	11	27.27	Non-Compliant
10.	Central Rift Valley Water Works Development Agency	6	2	8	25	Non-Compliant
11.	Chuka University	7	2	9	22.22	Non-Compliant
12.	Coast Water Works Development Agency	6	2	8	25	Non-Compliant
13.	Commission for University Education	4	1	5	20	Non-Compliant
14.	Communications Authority of Kenya	8	3	11	27.27	Non-Compliant
15.	Competition Authority of Kenya	5	0	5	0	Non-Compliant
16.	Egerton University	6	1	7	14.29	Non-Compliant
17.	Energy and Petroleum Regulatory Authority	7	2	9	22.22	Non-Compliant
18.	Ewaso Ng'iro North Development Authority	13	3	16	18.75	Non-Compliant
19.	Insurance Regulatory Authority	9	2	11	18.18	Non-Compliant
20.	Jaramogi Oginga Odinga University of Science and Technology	7	2	9	22.22	Non-Compliant
21.	Karatina University	6	2	8	25	Non-Compliant
22.	Kenya Airports Authority	8	2	10	20	Non-Compliant
23.	Kenya Academy of Sports	5	2	7	28.57	Non-Compliant
24.	Kenya Accreditation Service	6	2	8	25	Non-Compliant
25.	Kenya Animal Genetic Resources Centre	8	0	8	0	Non-Compliant
26.	Kenya Copyright Board	6	1	7	14.29	Non-Compliant
27.	Kenya Education Management Institute	8	3	11	27.27	Non-Compliant
28.	Kenya Electricity Generating Company Plc	11	2	13	15.38	Non-Compliant

29.	Kenya Film Classification Board	8	3	11	27.27	Non-Compliant
30.	Kenya Fish Marketing Authority	5	1	6	16.67	Non-Compliant
31.	Kenya Fisheries Service	7	2	9	22.22	Non-Compliant
32.	Kenya Forest Service	7	2	9	22.22	Non-Compliant
33.	Kenya Forestry Research Institute	9	3	12	25	Non-Compliant
34.	Kenya Industrial Research and Development Institute	7	3	10	30	Non-Compliant
35.	Kenya Institute of Curriculum Development	8	2	10	20	Non-Compliant
36.	Kenya Institute of Special Education	7	2	9	22.22	Non-Compliant
37.	Kenya Law Reform Commission	0	2	2	100	Non-Compliant
38.	Kenya Marine and Fisheries Research Institute	7	3	10	30	Non-Compliant
39.	Kenya Maritime Authority	7	3	10	30	Non-Compliant
40.	Kenya Medical Practitioners and Dentist Council	7	3	10	30	Non-Compliant
41.	Kenya Medical Supplies Authority	5	2	7	28.57	Non-Compliant
42.	Kenya Medical Training Collage	6	2	8	25	Non-Compliant
43.	Kenya National Bureau of Statistics	5	1	6	16.67	Non-Compliant
44.	Kenya National Highways Authority	6	2	8	25	Non-Compliant
45.	Kenya National Innovation Agency	8	1	9	11.11	Non-Compliant
46.	Kenya National Shipping Line Ltd.	8	1	9	11.11	Non-Compliant
47.	Kenya Plant Health Inspectorate Service	8	3	11	27.27	Non-Compliant
48.	Kenya Ports Authority	12	2	14	14.29	Non-Compliant
49.	Kenya Railways Corporation	6	2	8	25	Non-Compliant
50.	Kenya Revenue Authority	5	2	7	28.57	Non-Compliant
51.	Kenya Roads Board	5	2	7	28.57	Non-Compliant
52.	Kenya School of Government	8	2	10	20	Non-Compliant
53.	Kenya Seed Company Limited	6	2	8	25	Non-Compliant
54.	Kenya Trade Network Agency	7	2	9	22.22	Non-Compliant
55.	Kenya Tsetse and Trypanosomiasis Eradication Council	8	3	11	27.27	Non-Compliant
56.	Kenya Universities and Colleges Central Placement Service	9	1	10	10	Non-Compliant
57.	Kenya Urban Roads Authority	6	2	8	25	Non-Compliant

58.	Kenya Utalii College	9	3	12	25	Non-Compliant
59.	Kenya Veterinary Board	11	5	16	31.25	Non-Compliant
60.	Kenya Veterinary Vaccines Production Institute	8	3	11	27.27	Non-Compliant
61.	Kenya Vision 2030 Delivery Board	1	0	1	0	Non-Compliant
62.	Kenyatta University	8	1	9	11.11	Non-Compliant
63.	Kerio Valley Development Authority	13	4	17	23.53	Non-Compliant
64.	Kirinyaga University	5	2	7	28.57	Non-Compliant
65.	Lake Victoria North Water Works Development Agency	7	1	8	12.5	Non-Compliant
66.	Lake Victoria South Water Works Development Agency	6	2	8	25	Non-Compliant
67.	Mama Ngina University College	1	4	5	80	Non-Compliant
68.	Maseno University	6	1	7	14.29	Non-Compliant
69.	Micro and Small Enterprises Authority	12	3	15	20	Non-Compliant
70.	Nairobi Centre for International Arbitration	1	6	7	85.71	Non-Compliant
71.	National Authority for The Campaign Against Alcohol and Drug Abuse	11	4	15	26.67	Non-Compliant
72.	National Biosafety Authority	6	2	8	25	Non-Compliant
73.	National Cereals and Produce Board	8	1	9	11.11	Non-Compliant
74.	National Commission for Science, Technology and Innovation	4	0	4	0	Non-Compliant
75.	National Council for Children's Services	5	2	7	28.57	Non-Compliant
76.	National Irrigation Authority	7	3	10	30	Non-Compliant
77.	National Museums of Kenya	9	2	11	18.18	Non-Compliant
78.	National Oil Corporation of Kenya	11	3	14	21.43	Non-Compliant
79.	Nuclear Power and Energy Agency	6	2	8	25	Non-Compliant
80.	Numerical Machining Complex Limited	7	2	9	22.22	Non-Compliant
81.	Pest Control Products Board	10	2	12	16.67	Non-Compliant
82.	Policyholders Compensation Fund	6	1	7	14.29	Non-Compliant
83.	Private Security Regulatory Authority	8	1	9	11.11	Non-Compliant
84.	Privatization Commission	3	1	4	25	Non-Compliant
85.	Public Procurement Regulatory Authority	6	2	8	25	Non-Compliant
86.	Pwani University	8	1	9	11.11	Non-Compliant
87.	Regional Centre on Groundwater Resources Education, Training and Research	7	2	9	22.22	Non-Compliant
88.	Retirements Benefits Authority	8	1	9	11.11	Non-Compliant

89.	School Equipment Production Unit	8	3	11	27.27	Non-Compliant
90.	South Eastern Kenya University	5	2	7	28.57	Non-Compliant
91.	Special Economic Zones Authority	7	1	8	12.5	Non-Compliant
92.	Tana and Athi River Development Authority	11	3	14	21.43	Non-Compliant
93.	Tea Board of Kenya	5	2	7	28.57	Non-Compliant
94.	The Kenya Cultural Centre	8	1	9	11.11	Non-Compliant
95.	The Technical University of Kenya	9	1	10	10	Non-Compliant
96.	Tourism Fund	7	3	10	30	Non-Compliant
97.	Turkana University College	7	2	9	22.22	Non-Compliant
98.	Unclaimed Financial Assets Authority	5	2	7	28.57	Non-Compliant
99.	University of Kabianga	6	2	8	25	Non-Compliant
100.	Water Services Regulatory Board	6	2	8	25	Non-Compliant
101.	Anti Counterfeit Authority	5	3	8	37.5	Compliant
102.	Anti-Doping Agency of Kenya	4	5	9	55.56	Compliant
103.	Assets Recovery Agency	6	3	9	33.33	Compliant
104.	Business Registration Service	4	4	8	50	Compliant
105.	Centre for Mathematics, Science and Technology in Africa	4	3	7	42.86	Compliant
106.	Coast Development Authority	10	6	16	37.5	Compliant
107.	Commodities Fund	2	4	6	66.67	Compliant
108.	Co-operative University of Kenya	4	4	8	50	Compliant
109.	Council of Legal Education	5	4	9	44.44	Compliant
110.	Dedan Kimathi University of Technology	4	4	8	50	Compliant
111.	Engineers Board of Kenya	8	4	12	33.33	Compliant
112.	Ewaso Ng'iro South River Basin Development Authority	10	6	16	37.5	Compliant
113.	Export Processing Zones Authority	8	5	13	38.46	Compliant
114.	Higher Education Loans Boards	6	4	10	40	Compliant
115.	Human Resource Management Professionals Examination Board	5	3	8	37.5	Compliant
116.	Hydrologists Registration Board	5	3	8	37.5	Compliant
117.	Jomo Kenyatta Foundation	3	5	8	62.5	Compliant
118.	Kenya Accountants and Secretaries National Examination Board	6	5	11	45.45	Compliant
119.	Kenya Bureau of Standards	6	4	10	40	Compliant

120.	Kenya Civil Aviation Authority	6	3	9	33.33	Compliant
121.	Kenya Deposit Insurance Corporation	6	5	11	45.45	Compliant
122.	Kenya Development Corporation	5	3	8	37.5	Compliant
123.	Kenya Electricity Transmission Company Limited	6	3	9	33.33	Compliant
124.	Kenya Export Promotion and Branding Agency	4	3	7	42.86	Compliant
125.	Kenya Film Commission	4	5	9	55.56	Compliant
126.	Kenya Industrial Estates	4	5	9	55.56	Compliant
127.	Kenya Industrial Property Institute	7	5	12	41.67	Compliant
128.	Kenya Institute for the Blind	6	5	11	45.45	Compliant
129.	Kenya Institute of Mass Communication	7	5	12	41.67	Compliant
130.	Kenya Investment Authority	8	8	16	50	Compliant
131.	Kenya Leather Development Council	7	4	11	36.36	Compliant
132.	Kenya Literature Bureau	3	5	8	62.5	Compliant
133.	Kenya National Commission for UNESCO	4	3	7	42.86	Compliant
134.	Kenya National Library Service	5	4	9	44.44	Compliant
135.	Kenya National Qualifications Authority	7	4	11	36.36	Compliant
136.	Kenya National Trading Corporations	4	5	9	55.56	Compliant
137.	Kenya Pipeline Company Limited	5	4	9	44.44	Compliant
138.	Kenya Post Office Savings	3	2	5	40	Compliant
139.	Kenya Rural Roads Authority	3	3	6	50	Compliant
140.	Kenya School of Law	3	5	8	62.5	Compliant
141.	Kenya Space Agency	7	4	11	36.36	Compliant
142.	Kenya Tourism Board	6	4	10	40	Compliant
143.	Kenya Water Institute	4	4	8	50	Compliant
144.	Kenya Wildlife Service	6	6	12	50	Compliant
145.	Kenya Yearbook Editorial Board	5	3	8	37.5	Compliant
146.	Kenyatta International Convention Centre	6	3	9	33.33	Compliant
147.	Kibabii University	5	4	9	44.44	Compliant
148.	Koitaleel Samoei University College	5	4	9	44.44	Compliant
149.	Konza Technopolis Development Authority	6	4	10	40	Compliant
150.	Laikipia University	5	3	8	37.5	Compliant
151.	Lake Basin Development Authority	16	8	24	33.33	Compliant

152.	Lapsset Corridor Development Authority	8	4	12	33.33	Compliant
153.	Maasai Mara University	5	4	9	44.44	Compliant
154.	Machakos University	4	4	8	50	Compliant
155.	Masinde Muliro University of Science and Technology	3	5	8	62.5	Compliant
156.	Meru University of Science and Technology	5	3	8	37.5	Compliant
157.	Moi University	5	3	8	37.5	Compliant
158.	Multimedia University	5	4	9	44.44	Compliant
159.	Murang'a University of Technology	3	3	6	50	Compliant
160.	National Cancer Institute of Kenya	5	6	11	54.55	Compliant
161.	National Construction Authority	8	6	14	42.86	Compliant
162.	National Council for Nomadic Education in Kenya	7	4	11	36.36	Compliant
163.	National Council for Persons with Disabilities	2	2	4	50	Compliant
164.	National Council for Population and Development	8	4	12	33.33	Compliant
165.	National Crime Research Centre	3	5	8	62.5	Compliant
166.	National Drought Management Authority	4	4	8	50	Compliant
167.	National Employment Authority	7	4	11	36.36	Compliant
168.	National Environment Management Authority	7	4	11	36.36	Compliant
169.	National Government Constituencies Development Fund	6	5	11	45.45	Compliant
170.	National Research Fund	6	3	9	33.33	Compliant
171.	National Syndemic Diseases Control Council	5	4	9	44.44	Compliant
172.	National Transport and Safety Authority	6	4	10	40	Compliant
173.	National Youth Council	2	4	6	66.67	Compliant
174.	National Youth Service	7	4	11	36.36	Compliant
175.	New Kenya Co-operative Creameries Ltd	4	3	7	42.86	Compliant
176.	New Kenya Planters Cooperation Union Public Limited Company	6	5	11	45.45	Compliant
177.	North Rift Valley Water Works Development Agency	4	3	7	42.86	Compliant
178.	Northern Water Works Development Agency	3	2	5	40	Compliant
179.	Nursing Council of Kenya	5	5	10	50	Compliant
180.	Nyayo Tea Zones Development Corporation	6	3	9	33.33	Compliant
181.	Postal Corporation of Kenya	6	3	9	33.33	Compliant

182.	Public Benefit Organizations Regulatory Authority	6	5	11	45.45	Compliant
183.	Pyrethrum Processing Company of Kenya Limited	6	3	9	33.33	Compliant
184.	Rongo University	4	3	7	42.86	Compliant
185.	South Nyanza Sugar Company Limited	4	3	7	42.86	Compliant
186.	Taita Taveta University	4	4	8	50	Compliant
187.	Tana Water Works Development Agency	4	4	8	50	Compliant
188.	Technical and Vocational Education and Training Authority	4	3	7	42.86	Compliant
189.	Tharaka University	5	4	9	44.44	Compliant
190.	The President's Award Kenya	2	2	4	50	Compliant
191.	The Sacco Societies Regulatory Authority	4	3	7	42.86	Compliant
192.	The Universities Fund	5	3	8	37.5	Compliant
193.	Tom Mboya University	6	4	10	40	Compliant
194.	Tourism Regulatory Authority	6	4	10	40	Compliant
195.	University of Eldoret	4	4	8	50	Compliant
196.	University of Nairobi	1	2	3	66.67	Compliant
197.	Veterinary Medicines Directorate	6	4	10	40	Compliant
198.	Warehouse Receipt System Council	6	3	9	33.33	Compliant
199.	Water Sector Trust Fund	7	4	11	36.36	Compliant
200.	Women Enterprise Fund	5	5	10	50	Compliant
201.	Youth Enterprise Development Fund Board	5	6	11	54.55	Compliant

Annex II: Compliance with at Least 5% Persons with Disabilities in Boards of Management by State Corporation

S/No	Institution Name	Non-PWD	PWD	Total	5% Compliance	Compliance
1.	Agricultural Development Corporation	14	0	14	0	Non-Compliant
2.	Agricultural Finance Corporation	8	0	8	0	Non-Compliant
3.	Anti Counterfeit Authority	8	0	8	0	Non-Compliant
4.	Anti Female Genital Mutilation	9	0	9	0	Non-Compliant
5.	Anti-Doping Agency of Kenya	9	0	9	0	Non-Compliant
6.	Assets Recovery Agency	9	0	9	0	Non-Compliant
7.	Athi Water Works Development Agency	8	0	8	0	Non-Compliant
8.	Bandari Maritime Academy	10	0	10	0	Non-Compliant
9.	Bomet University College	10	0	10	0	Non-Compliant
10.	Bukura Agricultural College	12	0	12	0	Non-Compliant
11.	Business Registration Service	8	0	8	0	Non-Compliant
12.	Capital Markets Authority	11	0	11	0	Non-Compliant
13.	Central Rift Valley Water Works Development Agency	8	0	8	0	Non-Compliant
14.	Centre for Mathematics, Science and Technology in Africa	7	0	7	0	Non-Compliant
15.	Chuka University	9	0	9	0	Non-Compliant
16.	Co-operative University of Kenya	8	0	8	0	Non-Compliant
17.	Coast Water Works Development Agency	8	0	8	0	Non-Compliant
18.	Commission for University Education	5	0	5	0	Non-Compliant
19.	Commodities Fund	6	0	6	0	Non-Compliant
20.	Communications Authority of Kenya	11	0	11	0	Non-Compliant
21.	Competition Authority of Kenya	5	0	5	0	Non-Compliant
22.	Council of Legal Education	9	0	9	0	Non-Compliant
23.	Dedan Kimathi University of Technology	8	0	8	0	Non-Compliant
24.	Egerton University	7	0	7	0	Non-Compliant
25.	Energy and Petroleum Regulatory Authority	9	0	9	0	Non-Compliant
26.	Engineers Board of Kenya	12	0	12	0	Non-Compliant
27.	Ewaso Ng'iro North Development Authority	16	0	16	0	Non-Compliant

28.	Ewaso Ng'iro South River Basin Development Authority	16	0	16	0	Non-Compliant
29.	Export Processing Zones Authority	13	0	13	0	Non-Compliant
30.	Higher Education Loans Boards	10	0	10	0	Non-Compliant
31.	Human Resource Management Professionals Examination Board	8	0	8	0	Non-Compliant
32.	Hydrologists Registration Board	8	0	8	0	Non-Compliant
33.	Insurance Regulatory Authority	11	0	11	0	Non-Compliant
34.	Jaramogi Oginga Odinga University of Science and Technology	9	0	9	0	Non-Compliant
35.	Jomo Kenyatta Foundation	8	0	8	0	Non-Compliant
36.	Karatina University	8	0	8	0	Non-Compliant
37.	Kenya Airports Authority	10	0	10	0	Non-Compliant
38.	Kenya Academy of Sports	7	0	7	0	Non-Compliant
39.	Kenya Accountants and Secretaries National Examination Board	11	0	11	0	Non-Compliant
40.	Kenya Accreditation Service	8	0	8	0	Non-Compliant
41.	Kenya Animal Genetic Resources Centre	8	0	8	0	Non-Compliant
42.	Kenya Bureau of Standards	10	0	10	0	Non-Compliant
43.	Kenya Civil Aviation Authority	9	0	9	0	Non-Compliant
44.	Kenya Copyright Board	7	0	7	0	Non-Compliant
45.	Kenya Deposit Insurance Corporation	11	0	11	0	Non-Compliant
46.	Kenya Development Corporation	8	0	8	0	Non-Compliant
47.	Kenya Education Management Institute	11	0	11	0	Non-Compliant
48.	Kenya Electricity Generating Company Plc	13	0	13	0	Non-Compliant
49.	Kenya Export Promotion and Branding Agency	7	0	7	0	Non-Compliant
50.	Kenya Film Classification Board	11	0	11	0	Non-Compliant
51.	Kenya Film Commission	9	0	9	0	Non-Compliant
52.	Kenya Fish Marketing Authority	6	0	6	0	Non-Compliant
53.	Kenya Fisheries Service	9	0	9	0	Non-Compliant
54.	Kenya Forest Service	9	0	9	0	Non-Compliant
55.	Kenya Forestry Research Institute	12	0	12	0	Non-Compliant
56.	Kenya Industrial Estates	9	0	9	0	Non-Compliant

57.	Kenya Industrial Property Institute	12	0	12	0	Non-Compliant
58.	Kenya Industrial Research and Development Institute	10	0	10	0	Non-Compliant
59.	Kenya Institute of Curriculum Development	10	0	10	0	Non-Compliant
60.	Kenya Institute of Mass Communication	12	0	12	0	Non-Compliant
61.	Kenya Law Reform Commission	2	0	2	0	Non-Compliant
62.	Kenya Leather Development Council	11	0	11	0	Non-Compliant
63.	Kenya Literature Bureau	8	0	8	0	Non-Compliant
64.	Kenya Marine and Fisheries Research Institute	10	0	10	0	Non-Compliant
65.	Kenya Maritime Authority	10	0	10	0	Non-Compliant
66.	Kenya Medical Practitioners and Dentist Council	10	0	10	0	Non-Compliant
67.	Kenya Medical Supplies Authority	7	0	7	0	Non-Compliant
68.	Kenya Medical Training Collage	8	0	8	0	Non-Compliant
69.	Kenya National Bureau of Statistics	6	0	6	0	Non-Compliant
70.	Kenya National Commission for UNESCO	7	0	7	0	Non-Compliant
71.	Kenya National Highways Authority	8	0	8	0	Non-Compliant
72.	Kenya National Innovation Agency	9	0	9	0	Non-Compliant
73.	Kenya National Library Service	9	0	9	0	Non-Compliant
74.	Kenya National Qualifications Authority	11	0	11	0	Non-Compliant
75.	Kenya National Shipping Line Ltd.	9	0	9	0	Non-Compliant
76.	Kenya National Trading Corporations	9	0	9	0	Non-Compliant
77.	Kenya Pipeline Company Limited	9	0	9	0	Non-Compliant
78.	Kenya Plant Health Inspectorate Service	11	0	11	0	Non-Compliant
79.	Kenya Ports Authority	14	0	14	0	Non-Compliant
80.	Kenya Post Office Savings	5	0	5	0	Non-Compliant
81.	Kenya Railways Corporation	8	0	8	0	Non-Compliant
82.	Kenya Revenue Authority	7	0	7	0	Non-Compliant
83.	Kenya Roads Board	7	0	7	0	Non-Compliant
84.	Kenya Rural Roads Authority	6	0	6	0	Non-Compliant
85.	Kenya School of Government	10	0	10	0	Non-Compliant
86.	Kenya School of Law	8	0	8	0	Non-Compliant

87.	Kenya Seed Company Limited	8	0	8	0	Non-Compliant
88.	Kenya Space Agency	11	0	11	0	Non-Compliant
89.	Kenya Tourism Board	10	0	10	0	Non-Compliant
90.	Kenya Trade Network Agency	9	0	9	0	Non-Compliant
91.	Kenya Tsetse and Trypanosomiasis Eradication Council	11	0	11	0	Non-Compliant
92.	Kenya Universities and Colleges Central Placement Service	10	0	10	0	Non-Compliant
93.	Kenya Urban Roads Authority	8	0	8	0	Non-Compliant
94.	Kenya Utalii College	12	0	12	0	Non-Compliant
95.	Kenya Veterinary Board	16	0	16	0	Non-Compliant
96.	Kenya Veterinary Vaccines Production Institute	11	0	11	0	Non-Compliant
97.	Kenya Vision 2030 Delivery Board	1	0	1	0	Non-Compliant
98.	Kenya Water Institute	8	0	8	0	Non-Compliant
99.	Kenya Wildlife Service	12	0	12	0	Non-Compliant
100.	Kenya Yearbook Editorial Board	8	0	8	0	Non-Compliant
101.	Kenyatta International Convention Centre	9	0	9	0	Non-Compliant
102.	Kenyatta University	9	0	9	0	Non-Compliant
103.	Kerio Valley Development Authority	17	0	17	0	Non-Compliant
104.	Kibabii University	9	0	9	0	Non-Compliant
105.	Kirinyaga University	7	0	7	0	Non-Compliant
106.	Koitaleel Samoei University Collage	9	0	9	0	Non-Compliant
107.	Konza Technopolis Development Authority	10	0	10	0	Non-Compliant
108.	Laikipia University	8	0	8	0	Non-Compliant
109.	Lake Victoria North Water Works Development Agency	8	0	8	0	Non-Compliant
110.	Lake Victoria South Water Works Development Agency	8	0	8	0	Non-Compliant
111.	Lapsset Corridor Development Authority	12	0	12	0	Non-Compliant
112.	Maasai Mara University	9	0	9	0	Non-Compliant
113.	Machakos University	8	0	8	0	Non-Compliant
114.	Mama Ngina University College	5	0	5	0	Non-Compliant
115.	Maseno University	7	0	7	0	Non-Compliant

116.	Meru University of Science and Technology	8	0	8	0	Non-Compliant
117.	Micro and Small Enterprises Authority	15	0	15	0	Non-Compliant
118.	Moi University	8	0	8	0	Non-Compliant
119.	Multimedia University	9	0	9	0	Non-Compliant
120.	Murang'a University of Technology	6	0	6	0	Non-Compliant
121.	Nairobi Centre for International Arbitration	7	0	7	0	Non-Compliant
122.	National Authority for the Campaign Against Alcohol and Drug Abuse	15	0	15	0	Non-Compliant
123.	National Biosafety Authority	8	0	8	0	Non-Compliant
124.	National Cancer Institute of Kenya	11	0	11	0	Non-Compliant
125.	National Cereals and Produce Board	9	0	9	0	Non-Compliant
126.	National Commission for Science, Technology and Innovation	4	0	4	0	Non-Compliant
127.	National Construction Authority	14	0	14	0	Non-Compliant
128.	National Council for Children's Services	7	0	7	0	Non-Compliant
129.	National Council for Population and Development	12	0	12	0	Non-Compliant
130.	National Crime Research Centre	8	0	8	0	Non-Compliant
131.	National Drought Management Authority	8	0	8	0	Non-Compliant
132.	National Employment Authority	11	0	11	0	Non-Compliant
133.	National Environment Management Authority	11	0	11	0	Non-Compliant
134.	National Government Constituencies Development Fund	11	0	11	0	Non-Compliant
135.	National Irrigation Authority	10	0	10	0	Non-Compliant
136.	National Museums of Kenya	11	0	11	0	Non-Compliant
137.	National Oil Corporation of Kenya	14	0	14	0	Non-Compliant
138.	National Research Fund	9	0	9	0	Non-Compliant
139.	National Syndemic Diseases Control Council	9	0	9	0	Non-Compliant
140.	National Transport and Safety Authority	10	0	10	0	Non-Compliant
141.	National Youth Service	11	0	11	0	Non-Compliant
142.	New Kenya Co-operative Creameries Ltd	7	0	7	0	Non-Compliant
143.	New Kenya Planters Cooperation Union Public Limited Company	11	0	11	0	Non-Compliant

144.	North Rift Valley Water Works Development Agency	7	0	7	0	Non-Compliant
145.	Northern Water Works Development Agency	5	0	5	0	Non-Compliant
146.	Nuclear Power and Energy Agency	8	0	8	0	Non-Compliant
147.	Numerical Machining Complex Limited	9	0	9	0	Non-Compliant
148.	Nursing Council of Kenya	10	0	10	0	Non-Compliant
149.	Nyayo Tea Zones Development Corporation	9	0	9	0	Non-Compliant
150.	Pest Control Products Board	12	0	12	0	Non-Compliant
151.	Policyholders Compensation Fund	7	0	7	0	Non-Compliant
152.	Postal Corporation of Kenya	9	0	9	0	Non-Compliant
153.	Private Security Regulatory Authority	9	0	9	0	Non-Compliant
154.	Privatization Commission	4	0	4	0	Non-Compliant
155.	Public Benefit Organizations Regulatory Authority	11	0	11	0	Non-Compliant
156.	Public Procurement Regulatory Authority	8	0	8	0	Non-Compliant
157.	Pwani University	9	0	9	0	Non-Compliant
158.	Pyrethrum Processing Company of Kenya Limited	9	0	9	0	Non-Compliant
159.	Retirements Benefits Authority	9	0	9	0	Non-Compliant
160.	Rongo University	7	0	7	0	Non-Compliant
161.	School Equipment Production Unit	11	0	11	0	Non-Compliant
162.	South Eastern Kenya University	7	0	7	0	Non-Compliant
163.	Special Economic Zones Authority	8	0	8	0	Non-Compliant
164.	Taita Taveta University	8	0	8	0	Non-Compliant
165.	Tana Water Works Development Agency	8	0	8	0	Non-Compliant
166.	Tana and Athi River Development Authority	14	0	14	0	Non-Compliant
167.	Tea Board of Kenya	7	0	7	0	Non-Compliant
168.	Technical and Vocational Education and Training Authority	7	0	7	0	Non-Compliant
169.	Tharaka University	9	0	9	0	Non-Compliant
170.	The Kenya Cultural Centre	9	0	9	0	Non-Compliant
171.	The President's Award Kenya	4	0	4	0	Non-Compliant
172.	The Sacco Societies Regulatory Authority	7	0	7	0	Non-Compliant
173.	The Technical University of Kenya	10	0	10	0	Non-Compliant

174.	Tom Mboya University	10	0	10	0	Non-Compliant
175.	Tourism Fund	10	0	10	0	Non-Compliant
176.	Tourism Regulatory Authority	10	0	10	0	Non-Compliant
177.	Turkana University College	9	0	9	0	Non-Compliant
178.	Unclaimed Financial Assets Authority	7	0	7	0	Non-Compliant
179.	University of Eldoret	8	0	8	0	Non-Compliant
180.	University of Kabianga	8	0	8	0	Non-Compliant
181.	University of Nairobi	3	0	3	0	Non-Compliant
182.	Veterinary Medicines Directorate	10	0	10	0	Non-Compliant
183.	Warehouse Receipt System Council	9	0	9	0	Non-Compliant
184.	Water Sector Trust Fund	11	0	11	0	Non-Compliant
185.	Water Services Regulatory Board	8	0	8	0	Non-Compliant
186.	Women Enterprise Fund	10	0	10	0	Non-Compliant
187.	Youth Enterprise Development Fund Board	11	0	11	0	Non-Compliant
188.	Agro-Chemical and Food Company Ltd	7	1	8	12.5	Compliant
189.	Coast Development Authority	15	1	16	6.3	Compliant
190.	Kenya Electricity Transmission Company Limited	8	1	9	11.1	Compliant
191.	Kenya Institute for The Blind	9	2	11	18.2	Compliant
192.	Kenya Institute of Special Education	7	2	9	22.2	Compliant
193.	Kenya Investment Authority	15	1	16	6.25	Compliant
194.	Lake Basin Development Authority	22	2	24	8.3	Compliant
195.	Masinde Muliro University of Science and Technology	7	1	8	12.5	Compliant
196.	National Council for Nomadic Education in Kenya	10	1	11	9.1	Compliant
197.	National Council for Persons with Disabilities	3	1	4	25	Compliant
198.	National Youth Council	5	1	6	16.7	Compliant
199.	Regional Centre on Groundwater Resources Education, Training and Research	8	1	9	11.1	Compliant
200.	South Nyanza Sugar Company Limited	6	1	7	14.3	Compliant
201.	The Universities Fund	7	1	8	12.5	Compliant

Annex III: Board membership as per establishing statute vs in post board members by state corporation

S/No	Name	In post Board Members	Board Membership as per Statute	Difference	Board Size
1.	Agricultural Development Corporation	14	14	0	Well Constituted
2.	Agricultural Finance Corporation	8	8	0	Well Constituted
3.	Agro-Chemical and Food Company Ltd	8	9	1	Not well constituted
4.	Anti Female Genital Mutilation	9	9	0	Well Constituted
5.	Anti-Doping Agency of Kenya	9	11	2	Not well constituted
6.	Assets Recovery Agency	9	10	1	Not well constituted
7.	Athi Water Works Development Agency	8	8	0	Well Constituted
8.	Bomet University College	10	6	-4	Over Size
9.	Bukura Agricultural College	12	13	1	Not well constituted
10.	Business Registration Service	8	8	0	Well Constituted
11.	Capital Markets Authority	11	11	0	Well Constituted
12.	Central Rift Valley Water Works Development Agency	8	8	0	Well Constituted
13.	Centre for Mathematics, Science and Technology in Africa	7	9	2	Not well constituted
14.	Chuka University	9	9	0	Well Constituted
15.	Co-operative University of Kenya	8	9	1	Not well constituted
16.	Coast Development Authority	16	16	0	Well Constituted
17.	Coast Water Works Development Agency	8	8	0	Well Constituted
18.	Commission For University Education	5	9	4	Not well constituted
19.	Commodities Fund	6	9	3	Not well constituted
20.	Competition Authority of Kenya	5	10	5	Not well constituted
21.	Council of Legal Education	9	9	0	Well Constituted
22.	Dedan Kimathi University of Technology	8	9	1	Not well constituted

23.	Ewaso Ng'iro South River Basin Development Authority	16	24	8	Not well constituted
24.	Egerton University	7	9	2	Not well constituted
25.	Energy and Petroleum Regulatory Authority	9	12	3	Not well constituted
26.	Engineers Board of Kenya	12	12	0	Well Constituted
27.	Ewaso Ng'iro North Development Authority	16	27	11	Not well constituted
28.	Export Processing Zones Authority	13	13	0	Well Constituted
29.	Higher Education Loans Boards	10	10	0	Well Constituted
30.	Hydrologists Registration Board	8	9	1	Not well constituted
31.	Insurance Regulatory Authority	11	11	0	Well Constituted
32.	Jaramogi Oginga Odinga University of Science and Technology	9	9	0	Well Constituted
33.	Kenya Airports Authority	10	10	0	Well Constituted
34.	Kenya Revenue Authority	7	9	2	Not well constituted
35.	Kenya Seed Company Limited	8	9	1	Not well constituted
36.	Karatina University	8	9	1	Not well constituted
37.	Kenya Academy of Sports	7	11	4	Not well constituted
38.	Kenya Accountants and Secretaries National Examination Board	11	12	1	Not well constituted
39.	Kenya Accreditation Service	8	9	1	Not well constituted
40.	Kenya Animal Genetic Resources Centre	8	8	0	Well Constituted
41.	Kenya Bureau of Standards	10	22	12	Not well constituted
42.	Kenya Civil Aviation Authority	9	10	1	Not well constituted
43.	Kenya Copyright Board	7	10	3	Not well constituted
44.	Kenya Deposit Insurance Corporation	11	10	-1	Over Size
45.	Kenya Education Management Institute	11	11	0	Well Constituted
46.	Kenya Electricity Generating Company PLC	13	13	0	Well Constituted

47.	Kenya Electricity Transmission Company Limited	9	9	0	Well Constituted
48.	Kenya Export Promotion and Branding Agency	7	7	0	Well Constituted
49.	Kenya Film Classification Board	11	11	0	Well Constituted
50.	Kenya Film Commission	9	9	0	Well Constituted
51.	Kenya Fish Marketing Authority	6	5	-1	Over Size
52.	Kenya Fisheries Service	9	8	-1	Over Size
53.	Kenya Forestry Research Institute	12	11	-1	Over Size
54.	Kenya Industrial Estates	9	9	0	Well Constituted
55.	Kenya Industrial Property Institute	12	14	2	Not well constituted
56.	Kenya Industrial Research and Development Institute	10	9	-1	Over Size
57.	Kenya Institute for the Blind	11	11	0	Well Constituted
58.	Kenya Institute of Curriculum Development	10	8	-2	Over Size
59.	Kenya Institute of Mass Communication	12	14	2	Not well constituted
60.	Kenya Institute of Special Education	9	9	0	Well Constituted
61.	Kenya Investment Authority	16	16	0	Well Constituted
62.	Kenya Law Reform Commission	2	9	7	Not well constituted
63.	Kenya Leather Development Council	11	11	0	Well Constituted
64.	Kenya Literature Bureau	8	8	0	Well Constituted
65.	Kenya Maritime Authority	10	10	0	Well Constituted
66.	Kenya Medical Practitioners and Dentist Council	10	9	-1	Over Size
67.	Kenya Medical Supplies Authority	7	7	0	Well Constituted
68.	Kenya Medical Training Collage	8	8	0	Well Constituted
69.	Kenya National Bureau of Statistics	6	9	3	Not well constituted
70.	Kenya National Commission for UNESCO	7	9	2	Not well constituted

71.	Kenya National Highways Authority	8	9	1	Not well constituted
72.	Kenya National Innovation Agency	9	9	0	Well Constituted
73.	Kenya National Library Service	9	9	0	Well Constituted
74.	Kenya National Qualifications Authority	11	11	0	Well Constituted
75.	Kenya National Shipping Line Ltd.	9	9	0	Well Constituted
76.	Kenya Pipeline Company Limited	9	9	0	Well Constituted
77.	Kenya Plant Health Inspectorate Service	11	11	0	Well Constituted
78.	Kenya Ports Authority	14	11	-3	Over Size
79.	Kenya Railways Corporation	8	11	3	Not well constituted
80.	Kenya Roads Board	7	9	2	Not well constituted
81.	Kenya Rural Roads Authority	6	9	3	Not well constituted
82.	Kenya School of Government	10	12	2	Not well constituted
83.	Kenya Tourism Board	10	10	0	Well Constituted
84.	Kenya Trade Network Agency	9	9	0	Well Constituted
85.	Kenya Tsetse and Trypanosomiasis Eradication Council	11	11	0	Well Constituted
86.	Kenya Universities and Colleges Central Placement Service	10	13	3	Not well constituted
87.	Kenya Urban Roads Authority	8	9	1	Not well constituted
88.	Kenya Utalii College	12	12	0	Well Constituted
89.	Kenya Veterinary Board	16	17	1	Not well constituted
90.	Kenya Veterinary Vaccines Production Institute	11	11	0	Well Constituted
91.	Kenya Vision 2030 Delivery Board	1	32	31	Not well constituted
92.	Kenya Water Institute	8	9	1	Not well constituted
93.	Kenya Wildlife Service	12	14	2	Not well constituted
94.	Kenya Yearbook Editorial Board	8	9	1	Not well constituted
95.	Kenyatta International Convention Centre	9	9	0	Well Constituted

96.	Kenyatta University	9	9	0	Well Constituted
97.	Kerio Valley Development Authority	17	17	0	Well Constituted
98.	Kibabii University	9	9	0	Well Constituted
99.	Kirinyaga University	7	9	2	Not well constituted
100.	Koitaleel Samoei University Collage	9	9	0	Well Constituted
101.	Konza Technopolis Development Authority	10	12	2	Not well constituted
102.	Lake Victoria North Water Works Development Agency	8	8	0	Well Constituted
103.	Lake Victoria South Water Works Development Agency	8	9	1	Not well constituted
104.	Lapsset Corridor Development Authority	12	12	0	Well Constituted
105.	Maasai Mara University	9	9	0	Well Constituted
106.	Mama Ngina University College	5	10	5	Not well constituted
107.	Masinde Muliro University of Science and Technology	8	9	1	Not well constituted
108.	Micro And Small Enterprises Authority	15	17	2	Not well constituted
109.	Moi University	8	9	1	Not well constituted
110.	Multimedia University	9	9	0	Well Constituted
111.	Murang'a University of Technology	6	9	3	Not well constituted
112.	National Council for Children's Services	7	10	3	Not well constituted
113.	Nairobi Centre For International Arbitration	7	11	4	Not well constituted
114.	National Authority for the Campaign Against Alcohol and Drug Abuse	15	15	0	Well Constituted
115.	National Cancer Institute of Kenya	11	10	-1	Over Size
116.	National Cereals and Produce Board	9	12	3	Not well constituted
117.	National Commission for Science, Technology and Innovation	4	9	5	Not well constituted
118.	National Construction Authority	14	14	0	Well Constituted

119.	National Council for Population and Development	12	12	0	Well Constituted
120.	National Council for Nomadic Education in Kenya	11	13	2	Not well constituted
121.	National Crime Research Center	8	15	7	Not well constituted
122.	National Drought Management Authority	8	8	0	Well Constituted
123.	National Environment Management Authority	11	12	1	Not well constituted
124.	National Government Constituencies Development Fund	11	11	0	Well Constituted
125.	National Museums of Kenya	11	13	2	Not well constituted
126.	National Oil Corporation of Kenya	14	16	2	Not well constituted
127.	National Research Fund	9	9	0	Well Constituted
128.	National Syndemic Diseases Control Council	9	9	0	Well Constituted
129.	National Transport and Safety Authority	10	11	1	Not well constituted
130.	National Youth Council	6	9	3	Not well constituted
131.	National Youth Service	11	12	1	Not well constituted
132.	New Kenya Planters Cooperation Union Public Limited Company	11	7	-4	Over Size
133.	North Rift Valley Water Works Development Agency	7	7	0	Well Constituted
134.	Northern Water Works Development Agency	5	8	3	Not well constituted
135.	Nuclear Power and Energy Agency	8	10	2	Not well constituted
136.	Numerical Machining Complex Limited	9	13	4	Not well constituted
137.	Nursing Council of Kenya	10	9	-1	Over Size
138.	Nyayo Tea Zones Development Corporation	9	9	0	Well Constituted
139.	Pest Control Products Board	12	15	3	Not well constituted
140.	Postal Corporation of Kenya	9	9	0	Well Constituted
141.	Private Security Regulatory Authority	9	9	0	Well Constituted

142.	Privatization Commission	4	11	7	Not well constituted
143.	Public Benefit Organizations Regulatory Authority	11	12	1	Not well constituted
144.	Public Procurement Regulatory Authority	8	9	1	Not well constituted
145.	Pwani University	9	9	0	Well Constituted
146.	Pyrethrum Processing Company of Kenya Limited	9	8	-1	Over Size
147.	Regional Centre on Groundwater Resources Education, Training and Research	9	9	0	Well Constituted
148.	Rongo University	7	9	2	Not well constituted
149.	School Equipment Production Unit	11	10	-1	Over Size
150.	South Eastern Kenya University	7	9	2	Not well constituted
151.	Special Economic Zones Authority	8	10	2	Not well constituted
152.	Tana and Athi River Development Authority	14	17	3	Not well constituted
153.	The Technical University of Kenya	10	9	-1	Over Size
154.	The Universities Fund	8	9	1	Not well constituted
155.	Taita Taveta University	8	8	0	Well Constituted
156.	Tana Water Works Development Agency	8	8	0	Well Constituted
157.	Tea Board of Kenya	7	11	4	Not well constituted
158.	Technical and Vocational Education and Training Authority	7	9	2	Not well constituted
159.	Tharaka University	9	9	0	Well Constituted
160.	The President's Award Kenya	4	10	6	Not well constituted
161.	The Sacco Societies Regulatory Authority	7	7	0	Well Constituted
162.	Tom Mboya University	10	10	0	Well Constituted
163.	Tourism Fund	10	10	0	Well Constituted
164.	Tourism Regulatory Authority	10	11	1	Not well constituted
165.	Turkana University College	9	9	0	Well Constituted

166.	Unclaimed Financial Assets Authority	7	7	0	Well Constituted
167.	University Of Eldoret	8	9	1	Not well constituted
168.	University of Kabianga	8	9	1	Not well constituted
169.	University of Nairobi	3	9	6	Not well constituted
170.	Veterinary Medicines Directorate	10	9	-1	Over Size
171.	Warehouse Receipt System Council	9	10	1	Not well constituted
172.	Water Sector Trust Fund	11	11	0	Well Constituted
173.	Water Services Regulatory Board	8	6	-2	Over Size
174.	Women Enterprise Fund	10	11	1	Not well constituted
175.	Youth Enterprise Development Fund Board	11	12	1	Not well constituted

Annex IV: Compliance with the not-more than two thirds gender principle in Top Management by State Corporation

S/No	Institution Name	Female	Male	Total	% Female	Compliance
1.	Council of Legal Education	1	0	1	100	Non-Compliant
2.	Kenya National Trading Corporations	4	1	5	80	Non-Compliant
3.	Anti-Doping Agency of Kenya	3	1	4	75	Non-Compliant
4.	Tea Board of Kenya	6	13	19	31.58	Non-Compliant
5.	Kenya Post Office Savings	5	11	16	31.25	Non-Compliant
6.	Tourism Regulatory Authority	5	11	16	31.25	Non-Compliant
7.	Anti Counterfeit Authority	4	9	13	30.77	Non-Compliant
8.	Kenya Trade Network Agency	4	9	13	30.77	Non-Compliant
9.	Public Benefit Organizations Regulatory Authority	4	9	13	30.77	Non-Compliant
10.	Kenya Wildlife Service	16	37	53	30.19	Non-Compliant
11.	Agricultural Finance Corporation	3	7	10	30	Non-Compliant
12.	Business Registration Service	3	7	10	30	Non-Compliant
13.	Central Rift Valley Water Works Development Agency	3	7	10	30	Non-Compliant
14.	Kenya National Innovation Agency	3	7	10	30	Non-Compliant
15.	Export Processing Zones Authority	5	12	17	29.41	Non-Compliant
16.	National Construction Authority	5	12	17	29.41	Non-Compliant
17.	Competition Authority of Kenya	4	10	14	28.57	Non-Compliant
18.	Kenya Copyright Board	2	5	7	28.57	Non-Compliant
19.	Kenya Leather Development Council	2	5	7	28.57	Non-Compliant
20.	Kibabii University	2	5	7	28.57	Non-Compliant
21.	Multimedia University	2	5	7	28.57	Non-Compliant
22.	Pest Control Products Board	2	5	7	28.57	Non-Compliant
23.	Retirements Benefits Authority	4	10	14	28.57	Non-Compliant
24.	Tharaka University	2	5	7	28.57	Non-Compliant

25.	Kenya Electricity Generating Company Plc	12	31	43	27.91	Non-Compliant
26.	Kenya Maritime Authority	8	21	29	27.59	Non-Compliant
27.	Ewaso Ng'iro North Development Authority	3	8	11	27.27	Non-Compliant
28.	Kenya Railways Corporation	3	8	11	27.27	Non-Compliant
29.	Kenya Revenue Authority	3	8	11	27.27	Non-Compliant
30.	Public Procurement Regulatory Authority	3	8	11	27.27	Non-Compliant
31.	Athi Water Works Development Agency	4	11	15	26.67	Non-Compliant
32.	Capital Markets Authority	4	11	15	26.67	Non-Compliant
33.	Chuka University	2	6	8	25	Non-Compliant
34.	Ewaso Ng'iro South River Basin Development Authority	5	15	20	25	Non-Compliant
35.	Kenya Literature Bureau	5	15	20	25	Non-Compliant
36.	Kirinyaga University	1	3	4	25	Non-Compliant
37.	Machakos University	1	3	4	25	Non-Compliant
38.	National Council for Children's Services	1	3	4	25	Non-Compliant
39.	New Kenya Planters Cooperation Union Public Limited Company	2	6	8	25	Non-Compliant
40.	Nuclear Power and Energy Agency	2	6	8	25	Non-Compliant
41.	Regional Centre on Groundwater Resources Education, Training and Research	3	9	12	25	Non-Compliant
42.	Kenya Seed Company Limited	6	19	25	24	Non-Compliant
43.	Communications Authority of Kenya	3	10	13	23.08	Non-Compliant
44.	Kenya Water Institute	3	10	13	23.08	Non-Compliant
45.	Postal Corporation of Kenya	3	10	13	23.08	Non-Compliant
46.	Kenya Airports Authority	7	24	31	22.58	Non-Compliant
47.	Egerton University	2	7	9	22.22	Non-Compliant
48.	Kenya Electricity Transmission Company Limited	2	7	9	22.22	Non-Compliant
49.	National Oil Corporation of Kenya	2	7	9	22.22	Non-Compliant

50.	National Youth Service	4	14	18	22.22	Non-Compliant
51.	National Drought Management Authority	7	27	34	20.59	Non-Compliant
52.	Kenya National Bureau of Statistics	1	4	5	20	Non-Compliant
53.	Kenya National Shipping Line Ltd.	1	4	5	20	Non-Compliant
54.	Lake Victoria North Water Works Development Agency	1	4	5	20	Non-Compliant
55.	Unclaimed Financial Assets Authority	2	8	10	20	Non-Compliant
56.	University of Nairobi	1	4	5	20	Non-Compliant
57.	Kerio Valley Development Authority	4	17	21	19.05	Non-Compliant
58.	South Nyanza Sugar Company Limited	6	26	32	18.75	Non-Compliant
59.	Kenya Ports Authority	2	9	11	18.18	Non-Compliant
60.	Bandari Maritime Academy	1	5	6	16.67	Non-Compliant
61.	Coast Water Works Development Agency	2	10	12	16.67	Non-Compliant
62.	Higher Education Loans Boards	2	10	12	16.67	Non-Compliant
63.	Laikipia University	1	5	6	16.67	Non-Compliant
64.	Moi University	1	5	6	16.67	Non-Compliant
65.	North Rift Valley Water Works Development Agency	1	5	6	16.67	Non-Compliant
66.	Tana Water Works Development Agency	2	10	12	16.67	Non-Compliant
67.	Agro-Chemical and Food Company Ltd	2	11	13	15.38	Non-Compliant
68.	Numerical Machining Complex Limited	2	11	13	15.38	Non-Compliant
69.	Kenya Urban Roads Authority	9	51	60	15	Non-Compliant
70.	Kenya Space Agency	2	12	14	14.29	Non-Compliant
71.	Kenya Vision 2030 Delivery Board	1	6	7	14.29	Non-Compliant
72.	Kenya National Highways Authority	6	37	43	13.95	Non-Compliant
73.	Energy and Petroleum Regulatory Authority	1	7	8	12.5	Non-Compliant
74.	Jomo Kenyatta Foundation	1	7	8	12.5	Non-Compliant
75.	Northern Water Works Development Agency	1	7	8	12.5	Non-Compliant
76.	Kenya Medical Practitioners and Dentist Council	1	8	9	11.11	Non-Compliant

77.	Kenyatta University	1	8	9	11.11	Non-Compliant
78.	South Eastern Kenya University	1	8	9	11.11	Non-Compliant
79.	Special Economic Zones Authority	1	8	9	11.11	Non-Compliant
80.	National Cereals and Produce Board	3	25	28	10.71	Non-Compliant
81.	Kenya Roads Board	1	9	10	10	Non-Compliant
82.	Lapsset Corridor Development Authority	1	16	17	5.88	Non-Compliant
83.	Bomet University College	0	1	1	0	Non-Compliant
84.	Karatina University	0	3	3	0	Non-Compliant
85.	Kenya Institute of Special Education	0	3	3	0	Non-Compliant
86.	Maasai Mara University	0	3	3	0	Non-Compliant
87.	Masinde Muliro University of Science and Technology	0	4	4	0	Non-Compliant
88.	National Commission for Science, Technology and Innovation	0	3	3	0	Non-Compliant
89.	National Crime Research Centre	0	3	3	0	Non-Compliant
90.	National Research Fund	0	1	1	0	Non-Compliant
91.	Nyayo Tea Zones Development Corporation	0	5	5	0	Non-Compliant
92.	The Technical University of Kenya	0	7	7	0	Non-Compliant
93.	Turkana University College	0	3	3	0	Non-Compliant
94.	University of Eldoret	0	4	4	0	Non-Compliant
95.	University of Kabianga	0	4	4	0	Non-Compliant
96.	Youth Enterprise Development Fund Board	0	5	5	0	Non-Compliant
97.	Pwani University	2	1	3	66.67	Compliant
98.	Micro and Small Enterprises Authority	9	5	14	64.29	Compliant
99.	National Council for Population and Development	7	4	11	63.64	Compliant
100.	Coast Development Authority	5	3	8	62.5	Compliant
101.	Privatization Commission	8	5	13	61.54	Compliant
102.	Bukura Agricultural College	3	2	5	60	Compliant

103.	Centre for Mathematics, Science and Technology In Africa	3	2	5	60	Compliant
104.	Kenya Pipeline Company Limited	6	4	10	60	Compliant
105.	Kenya Yearbook Editorial Board	3	2	5	60	Compliant
106.	Nursing Council of Kenya	6	4	10	60	Compliant
107.	Insurance Regulatory Authority	10	7	17	58.82	Compliant
108.	Kenya National Commission for UNESCO	7	5	12	58.33	Compliant
109.	Engineers Board of Kenya	8	6	14	57.14	Compliant
110.	Kenya Industrial Property Institute	4	3	7	57.14	Compliant
111.	Kenya Animal Genetic Resources Centre	6	5	11	54.55	Compliant
112.	Kenya Development Corporation	8	7	15	53.33	Compliant
113.	The President's Award Kenya	9	8	17	52.94	Compliant
114.	Human Resource Management Professionals Examination Board	4	4	8	50	Compliant
115.	Hydrologists Registration Board	1	1	2	50	Compliant
116.	Kenya Civil Aviation Authority	4	4	8	50	Compliant
117.	Kenya Film Classification Board	1	1	2	50	Compliant
118.	Kenya Fisheries Service	2	2	4	50	Compliant
119.	Kenya Institute for The Blind	3	3	6	50	Compliant
120.	Kenya Institute of Curriculum Development	9	9	18	50	Compliant
121.	Kenya Law Reform Commission	5	5	10	50	Compliant
122.	Kenya Tourism Board	6	6	12	50	Compliant
123.	Kenya Utalii College	3	3	6	50	Compliant
124.	Kenya Veterinary Board	2	2	4	50	Compliant
125.	Koitaleel Samoei University Collage	3	3	6	50	Compliant
126.	Murang'a University of Technology	5	5	10	50	Compliant
127.	Nairobi Centre for International Arbitration	2	2	4	50	Compliant

128.	National Biosafety Authority	4	4	8	50	Compliant
129.	National Irrigation Authority	5	5	10	50	Compliant
130.	Pyrethrum Processing Company of Kenya Limited	6	6	12	50	Compliant
131.	Rongo University	3	3	6	50	Compliant
132.	School Equipment Production Unit	3	3	6	50	Compliant
133.	The Kenya Cultural Centre	3	3	6	50	Compliant
134.	Tom Mboya University	1	1	2	50	Compliant
135.	Women Enterprise Fund	5	5	10	50	Compliant
136.	National Environment Management Authority	10	11	21	47.62	Compliant
137.	Kenya Deposit Insurance Corporation	7	8	15	46.67	Compliant
138.	Kenya Universities and Colleges Central Placement Service	6	7	13	46.15	Compliant
139.	Kenya Academy of Sports	5	6	11	45.45	Compliant
140.	Kenya Accreditation Service	5	6	11	45.45	Compliant
141.	National Council for Persons with Disabilities	5	6	11	45.45	Compliant
142.	The Universities Fund	5	6	11	45.45	Compliant
143.	Kenyatta International Convention Centre	9	11	20	45	Compliant
144.	Assets Recovery Agency	4	5	9	44.44	Compliant
145.	Kenya Forest Service	8	10	18	44.44	Compliant
146.	Kenya School of Government	4	5	9	44.44	Compliant
147.	National Youth Council	4	5	9	44.44	Compliant
148.	Media Council of Kenya	7	9	16	43.75	Compliant
149.	Tana and Arthi River Development Authority	7	9	16	43.75	Compliant
150.	Kenya Education Management Institute	3	4	7	42.86	Compliant
151.	Kenya Film Commission	3	4	7	42.86	Compliant
152.	Kenya School of Law	6	8	14	42.86	Compliant
153.	National Syndemic Diseases Control Council	3	4	7	42.86	Compliant
154.	Private Security Regulatory Authority	3	4	7	42.86	Compliant

155.	Warehouse Receipt System Council	3	4	7	42.86	Compliant
156.	Kenya Accountants and Secretaries National Examination Board	5	7	12	41.67	Compliant
157.	Commodities Fund	4	6	10	40	Compliant
158.	Kenya Institute of Mass Communication	4	6	10	40	Compliant
159.	Kenya Veterinary Vaccines Production Institute	6	9	15	40	Compliant
160.	National Council for Nomadic Education in Kenya	4	6	10	40	Compliant
161.	National Employment Authority	4	6	10	40	Compliant
162.	National Government Constituencies Development Fund	6	9	15	40	Compliant
163.	Kenya Plant Health Inspectorate Service	12	19	31	38.71	Compliant
164.	Kenya Industrial Research and Development Institute	5	8	13	38.46	Compliant
165.	National Museums of Kenya	5	8	13	38.46	Compliant
166.	Kenya Medical Supplies Authority	11	18	29	37.93	Compliant
167.	Kenya Export Promotion and Branding Agency	3	5	8	37.5	Compliant
168.	Kenya National Qualifications Authority	3	5	8	37.5	Compliant
169.	Meru University of Science and Technology	3	5	8	37.5	Compliant
170.	Technical and Vocational Education and Training Authority	3	5	8	37.5	Compliant
171.	The Sacco Societies Regulatory Authority	6	10	16	37.5	Compliant
172.	Kenya Forestry Research Institute	7	12	19	36.84	Compliant
173.	Kenya Industrial Estates	4	7	11	36.36	Compliant
174.	Water Sector Trust Fund	5	9	14	35.71	Compliant
175.	Kenya Bureau of Standards	37	67	104	35.58	Compliant
176.	Agricultural Development Corporation	6	11	17	35.29	Compliant
177.	Kenya Investment Authority	6	11	17	35.29	Compliant
178.	Konza Technopolis Development Authority	7	13	20	35	Compliant

179.	National Transport and Safety Authority	7	13	20	35	Compliant
180.	Tourism Fund	9	17	26	34.62	Compliant
181.	New Kenya Co-operative Creameries Ltd	15	29	44	34.09	Compliant
182.	Anti Female Genital Mutilation	1	2	3	33.33	Compliant
183.	Co-operative University of Kenya	1	2	3	33.33	Compliant
184.	Commission for University Education	5	10	15	33.33	Compliant
185.	Dedan Kimathi University of Technology	1	2	3	33.33	Compliant
186.	Jaramogi Oginga Odinga University of Science and Technology	2	4	6	33.33	Compliant
187.	Kenya Fish Marketing Authority	3	6	9	33.33	Compliant
188.	Kenya Medical Training Collage	5	10	15	33.33	Compliant
189.	Kenya Rural Roads Authority	3	6	9	33.33	Compliant
190.	Kenya Tsetse and Trypanosomiasis Eradication Council	2	4	6	33.33	Compliant
191.	Lake Basin Development Authority	14	28	42	33.33	Compliant
192.	Lake Victoria South Water Works Development Agency	3	6	9	33.33	Compliant
193.	Maseno University	3	6	9	33.33	Compliant
194.	National Authority for the Campaign Against Alcohol and Drug Abuse	5	10	15	33.33	Compliant
195.	Policyholders Compensation Fund	4	8	12	33.33	Compliant
196.	Taita Taveta University	1	2	3	33.33	Compliant
197.	Veterinary Medicines Directorate	2	4	6	33.33	Compliant
198.	Water Services Regulatory Board	4	8	12	33.33	Compliant

Annex V: Compliance with at Least 5% Persons with Disabilities in Top Management by State Corporation

S/ NO	Institution Name	Non-PWD	PWD	Total	5% PWD Compliance	Compliance
1.	Agricultural Development Corporation	17	0	17	0	Non-Compliant
2.	Agricultural Finance Corporation	10	0	10	0	Non-Compliant
3.	Agro-Chemical and Food Company Ltd	13	0	13	0	Non-Compliant
4.	Anti Counterfeit Authority	13	0	13	0	Non-Compliant
5.	Anti Female Genital Mutilation	3	0	3	0	Non-Compliant
6.	Anti-Doping Agency of Kenya	4	0	4	0	Non-Compliant
7.	Assets Recovery Agency	9	0	9	0	Non-Compliant
8.	Athi Water Works Development Agency	15	0	15	0	Non-Compliant
9.	Bandari Maritime Academy	6	0	6	0	Non-Compliant
10.	Bomet University College	1	0	1	0	Non-Compliant
11.	Bukura Agricultural College	5	0	5	0	Non-Compliant
12.	Business Registration Service	10	0	10	0	Non-Compliant
13.	Capital Markets Authority	15	0	15	0	Non-Compliant
14.	Central Rift Valley Water Works Development Agency	10	0	10	0	Non-Compliant
15.	Centre for Mathematics, Science and Technology in Africa	5	0	5	0	Non-Compliant
16.	Chuka University	8	0	8	0	Non-Compliant
17.	Coast Development Authority	8	0	8	0	Non-Compliant
18.	Coast Water Works Development Agency	12	0	12	0	Non-Compliant
19.	Commission for University Education	15	0	15	0	Non-Compliant
20.	Commodities Fund	10	0	10	0	Non-Compliant
21.	Communications Authority of Kenya	13	0	13	0	Non-Compliant
22.	Competition Authority of Kenya	14	0	14	0	Non-Compliant
23.	Co-Operative University of Kenya	3	0	3	0	Non-Compliant

24.	Council of Legal Education	1	0	1	0	Non-Compliant
25.	Dedan Kimathi University of Technology	3	0	3	0	Non-Compliant
26.	Egerton University	9	0	9	0	Non-Compliant
27.	Energy and Petroleum Regulatory Authority	8	0	8	0	Non-Compliant
28.	Engineers Board of Kenya	14	0	14	0	Non-Compliant
29.	Ewaso Ng'iro North Development Authority	9	2	11	18.2	Compliant
30.	Ewaso Ng'iro South River Basin Development Authority	20	0	20	0	Non-Compliant
31.	Export Processing Zones Authority	17	0	17	0	Non-Compliant
32.	Higher Education Loans Boards	12	0	12	0	Non-Compliant
33.	Human Resource Management Professionals Examination Board	8	0	8	0	Non-Compliant
34.	Hydrologists Registration Board	2	0	2	0	Non-Compliant
35.	Insurance Regulatory Authority	17	0	17	0	Non-Compliant
36.	Jaramogi Oginga Odinga University of Science and Technology	6	0	6	0	Non-Compliant
37.	Jomo Kenyatta Foundation	8	0	8	0	Non-Compliant
38.	Karatina University	3	0	3	0	Non-Compliant
39..	Kenya Airports Authority	31	0	31	0	Non-Compliant
40.	Kenya Academy of Sports	11	0	11	0	Non-Compliant
41.	Kenya Accountants and Secretaries National Examination Board	12	0	12	0	Non-Compliant
42.	Kenya Accreditation Service	11	0	11	0	Non-Compliant
43.	Kenya Animal Genetic Resources Centre	11	0	11	0	Non-Compliant
44.	Kenya Bureau of Standards	101	3	104	2.9	Non-Compliant
45.	Kenya Civil Aviation Authority	8	0	8	0	Non-Compliant
46.	Kenya Copyright Board	7	0	7	0	Non-Compliant
47.	Kenya Deposit Insurance Corporation	15	0	15	0	Non-Compliant
48.	Kenya Development Corporation	15	0	15	0	Non-Compliant

49.	Kenya Education Management Institute	7	0	7	0	Non-Compliant
50.	Kenya Electricity Generating Company Plc	43	0	43	0	Non-Compliant
51.	Kenya Electricity Transmission Company Limited	9	0	9	0	Non-Compliant
52.	Kenya Export Promotion and Branding Agency	8	0	8	0	Non-Compliant
53.	Kenya Film Classification Board	2	0	2	0	Non-Compliant
54.	Kenya Film Commission	7	0	7	0	Non-Compliant
55.	Kenya Fish Marketing Authority	9	0	9	0	Non-Compliant
56.	Kenya Fisheries Service	4	0	4	0	Non-Compliant
57.	Kenya Forest Service	18	0	18	0	Non-Compliant
58.	Kenya Forestry Research Institute	19	0	19	0	Non-Compliant
59.	Kenya Industrial Estates	11	0	11	0	Non-Compliant
60.	Kenya Industrial Property Institute	7	0	7	0	Non-Compliant
61.	Kenya Industrial Research and Development Institute	13	0	13	0	Non-Compliant
62.	Kenya Institute for the Blind	4	2	6	33.3	Compliant
63.	Kenya Institute of Curriculum Development	18	0	18	0	Non-Compliant
64.	Kenya Institute of Mass Communication	10	0	10	0	Non-Compliant
65.	Kenya Institute of Special Education	3	0	3	0	Non-Compliant
66.	Kenya Investment Authority	17	0	17	0	Non-Compliant
67.	Kenya Law Reform Commission	9	1	10	10	Compliant
68.	Kenya Leather Development Council	7	0	7	0	Non-Compliant
69.	Kenya Literature Bureau	20	0	20	0	Non-Compliant
70.	Kenya Maritime Authority	29	0	29	0	Non-Compliant
71.	Kenya Medical Practitioners and Dentist Council	9	0	9	0	Non-Compliant
72.	Kenya Medical Supplies Authority	27	2	29	6.9	Compliant
73.	Kenya Medical Training College	15	0	15	0	Non-Compliant
74.	Kenya National Bureau of Statistics	5	0	5	0	Non-Compliant
75.	Kenya National Commission for UNESCO	12	0	12	0	Non-Compliant

76.	Kenya National Highways Authority	42	1	43	2.3	Non-Compliant
77.	Kenya National Innovation Agency	10	0	10	0	Non-Compliant
78.	Kenya National Qualifications Authority	7	1	8	12.5	Compliant
79.	Kenya National Shipping Line Ltd	5	0	5	0	Non-Compliant
80.	Kenya National Trading Corporations	5	0	5	0	Non-Compliant
81.	Kenya Pipeline Company Limited	10	0	10	0	Non-Compliant
82.	Kenya Plant Health Inspectorate Service	30	1	31	3.2	Non-Compliant
83.	Kenya Ports Authority	11	0	11	0	Non-Compliant
84.	Kenya Post Office Savings	16	0	16	0	Non-Compliant
85.	Kenya Railways Corporation	11	0	11	0	Non-Compliant
86.	Kenya Revenue Authority	11	0	11	0	Non-Compliant
87.	Kenya Roads Board	10	0	10	0	Non-Compliant
88.	Kenya Rural Roads Authority	8	1	9	11.1	Compliant
89.	Kenya School of Government	9	0	9	0	Non-Compliant
90.	Kenya School of Law	14	0	14	0	Non-Compliant
91.	Kenya Seed Company Limited	25	0	25	0	Non-Compliant
92.	Kenya Space Agency	14	0	14	0	Non-Compliant
93.	Kenya Tourism Board	12	0	12	0	Non-Compliant
94.	Kenya Trade Network Agency	13	0	13	0	Non-Compliant
95.	Kenya Tsetse and Trypanosomiasis Eradication Council	6	0	6	0	Non-Compliant
96.	Kenya Universities and Colleges Central Placement Service	13	0	13	0	Non-Compliant
97.	Kenya Urban Roads Authority	59	1	60	1.7	Non-Compliant
98.	Kenya Utalii College	6	0	6	0	Non-Compliant
99.	Kenya Veterinary Board	4	0	4	0	Non-Compliant
100.	Kenya Veterinary Vaccines Production Institute	15	0	15	0	Non-Compliant
101.	Kenya Vision 2030 Delivery Board	7	0	7	0	Non-Compliant
102.	Kenya Water Institute	13	0	13	0	Non-Compliant

103.	Kenya Wildlife Service	51	2	53	3.8	Non-Compliant
104.	Kenya Yearbook Editorial Board	5	0	5	0	Non-Compliant
105.	Kenyatta International Convention Centre	20	0	20	0	Non-Compliant
106.	Kenyatta University	9	0	9	0	Non-Compliant
107.	Kerio Valley Development Authority	21	0	21	0	Non-Compliant
108.	Kibabii University	7	0	7	0	Non-Compliant
109.	Kirinyaga University	4	0	4	0	Non-Compliant
110.	Koitaleel Samoei University College	6	0	6	0	Non-Compliant
111.	Konza Technopolis Development Authority	20	0	20	0	Non-Compliant
112.	Laikipia University	6	0	6	0	Non-Compliant
113.	Lake Basin Development Authority	42	0	42	0	Non-Compliant
114.	Lake Victoria North Water Works Development Agency	5	0	5	0	Non-Compliant
115.	Lake Victoria South Water Works Development Agency	9	0	9	0	Non-Compliant
116.	Lapsset Corridor Development Authority	17	0	17	0	Non-Compliant
117.	Maasai Mara University	3	0	3	0	Non-Compliant
118.	Machakos University	4	0	4	0	Non-Compliant
119.	Maseno University	9	0	9	0	Non-Compliant
120.	Masinde Muliro University of Science and Technology	4	0	4	0	Non-Compliant
121.	Media Council of Kenya	16	0	16	0	Non-Compliant
122.	Meru University of Science and Technology	7	1	8	12.5	Compliant
123.	Micro and Small Enterprises Authority	14	0	14	0	Non-Compliant
124.	Moi University	6	0	6	0	Non-Compliant
125.	Multimedia University	7	0	7	0	Non-Compliant
126.	Murang'â™A University of Technology	8	2	10	20	Compliant
127.	Nairobi Centre for International Arbitration	4	0	4	0	Non-Compliant
128.	National Authority for the Campaign Against Alcohol and Drug Abuse	14	1	15	6.7	Compliant
129.	National Biosafety Authority	8	0	8	0	Non-Compliant

130.	National Cereals and Produce Board	28	0	28	0	Non-Compliant
131.	National Commission for Science, Technology and Innovation	3	0	3	0	Non-Compliant
132.	National Construction Authority	17	0	17	0	Non-Compliant
133.	National Council for Children's Services	4	0	4	0	Non-Compliant
134.	National Council for Nomadic Education in Kenya	10	0	10	0	Non-Compliant
135.	National Council for Persons With Disabilities	8	3	11	27.3	Compliant
136.	National Council for Population and Development	11	0	11	0	Non-Compliant
137.	National Crime Research Center	3	0	3	0	Non-Compliant
138.	National Drought Management Authority	33	1	34	2.9	Non-Compliant
139.	National Employment Authority	10	0	10	0	Non-Compliant
140.	National Environment Management Authority	21	0	21	0	Non-Compliant
141.	National Government Constituencies Development Fund	15	0	15	0	Non-Compliant
142.	National Irrigation Authority	10	0	10	0	Non-Compliant
143.	National Museums of Kenya	13	0	13	0	Non-Compliant
144.	National Oil Corporation of Kenya	9	0	9	0	Non-Compliant
145.	National Research Fund	1	0	1	0	Non-Compliant
146.	National Syndemic Diseasesâ Control Council	7	0	7	0	Non-Compliant
147.	National Transport and Safety Authority	20	0	20	0	Non-Compliant
148.	National Youth Council	8	1	9	11.1	Compliant
149.	National Youth Service	18	0	18	0	Non-Compliant
150.	New Kenya Co-Operative Creameries Ltd	44	0	44	0	Non-Compliant
151.	New Kenya Planters Cooperation Union Public Limited Company	8	0	8	0	Non-Compliant
152.	North Rift Valley Water Works Development Agency	5	1	6	16.7	Compliant

153.	Northern Water Works Development Agency	8	0	8	0	Non-Compliant
154.	Nuclear Power and Energy Agency	8	0	8	0	Non-Compliant
155.	Numerical Machining Complex Limited	13	0	13	0	Non-Compliant
156.	Nursing Council of Kenya	10	0	10	0	Non-Compliant
157.	Nyayo Tea Zones Development Corporation	5	0	5	0	Non-Compliant
158.	Pest Control Products Board	7	0	7	0	Non-Compliant
159.	Policyholders Compensation Fund	11	1	12	8.3	Compliant
160.	Postal Corporation of Kenya	13	0	13	0	Non-Compliant
161.	Private Security Regulatory Authority	7	0	7	0	Non-Compliant
162.	Privatization Commission	13	0	13	0	Non-Compliant
163.	Public Benefit Organizations Regulatory Authority	13	0	13	0	Non-Compliant
164.	Public Procurement Regulatory Authority	11	0	11	0	Non-Compliant
165.	Pwani University	3	0	3	0	Non-Compliant
166.	Pyrethrum Processing Company of Kenya Limited	12	0	12	0	Non-Compliant
167.	Regional Centre on Groundwater Resources Education, Training and Research	12	0	12	0	Non-Compliant
168.	Retirements Benefits Authority	14	0	14	0	Non-Compliant
169.	Rongo University	6	0	6	0	Non-Compliant
170.	School Equipment Production Unit	6	0	6	0	Non-Compliant
171.	South Eastern Kenya University	9	0	9	0	Non-Compliant
172.	South Nyanza Sugar Company Limited	32	0	32	0	Non-Compliant
173.	Special Economic Zones Authority	9	0	9	0	Non-Compliant
174.	Taita Taveta University	3	0	3	0	Non-Compliant
175.	Tana and Arthi River Development Authority	15	1	16	6.2	Compliant
176.	Tana Water Works Development Agency	12	0	12	0	Non-Compliant
177.	Tea Board of Kenya	19	0	19	0	Non-Compliant
178.	Technical and Vocational Education and Training Authority	8	0	8	0	Non-Compliant

179.	Tharaka University	7	0	7	0	Non-Compliant
180.	The Kenya Cultural Centre	6	0	6	0	Non-Compliant
181.	The President’S Award Kenya	17	0	17	0	Non-Compliant
182.	The Sacco Societies Regulatory Authority	16	0	16	0	Non-Compliant
183.	The Technical University of Kenya	7	0	7	0	Non-Compliant
184.	The Universities Fund	11	0	11	0	Non-Compliant
185.	Tom Mboya University	2	0	2	0	Non-Compliant
186.	Tourism Fund	26	0	26	0	Non-Compliant
187.	Tourism Regulatory Authority	15	1	16	6.2	Compliant
188.	Turkana University College	3	0	3	0	Non-Compliant
189.	Unclaimed Financial Assets Authority	10	0	10	0	Non-Compliant
190.	University of Eldoret	4	0	4	0	Non-Compliant
191.	University of Kabianga	4	0	4	0	Non-Compliant
192.	University of Nairobi	5	0	5	0	Non-Compliant
193.	Veterinary Medicines Directorate	5	1	6	16.7	Compliant
194.	Warehouse Receipt System Council	7	0	7	0	Non-Compliant
195.	Water Sector Trust Fund	14	0	14	0	Non-Compliant
196.	Water Services Regulatory Board	12	0	12	0	Non-Compliant
197.	Women Enterprise Fund	10	0	10	0	Non-Compliant
198.	Youth Enterprise Development Fund Board	5	0	5	0	Non-Compliant
199	Total			2434		

AUDIT OF STATE CORPORATIONS, UNIVERSITIES AND AGENCIES BOARDS AND MANAGEMENT

NAME OF THE INSTITUTION:

SECTION A.		LEGAL FRAMEWORK, BOARD STRUCTURE AND SIZE					
i.	Statute/law establishing the Board						
ii.	Total In-post Board Members	iii.	Total Board Membership as per the establishing statute				
SECTION B.							
BOARD COMPOSITION: DIVERSITY AND INCLUSION							
S.No.	Name	Designation	Sex (Male/ Female/ Intersex)	PWD (Yes/No)	Age (Years)	Ethnic Community	Date of Appointment
1.							
2.							
3.							
4.							
5.							
6.							
7.							
8.							

SECTION C.		TOP MANAGEMENT COMPOSITION: DIVERSITY AND INCLUSION					
S.No.	Name	Designation	Sex (Male/ Female/ Intersex)	PWD (Yes/No)	Age (Years)	Ethnic Community	Date of Appointment
1.							
2.							
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The National Gender and Equality Commission

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

☎ +254 (709)375100

☎ 0800720187

✉ info@ngeckkenya.org

🌐 www.ngeckkenya.org

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ISBN 978-9914-27-573-5



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