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ANNUAL REPORT

2024-2025



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THE NATIONAL GENDER AND EQUALITY COMMISSION

ANNUAL REPORT

2024-2025

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 28 MAY 2026	DAY: Thursday
TABLED BY:	Hon. Naomi Wago, MP Deputy Majority Whip
CLERK-AT THE-TABLE:	Irene Nduku

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

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LIST OF ACRONYMS

ACRWC	African Charter on the Rights and Welfare of the Child
CIDPs	County Integrated Development Plans
COP29	29th United Nations Climate Change Conference (Conference of Parties)
CRDPs	Care-Responsive Development Plans
CSW69	69th Session of the Commission on the Status of Women
CUCs	Court Users Committees
EW4ALL	Early Warnings for All
FY	Financial Year
GBV	Gender-Based Violence
GDS3	Global Disability Summit, Third Session
GESI	Gender Equality and Social Inclusion
ICPD+25	International Conference on Population and Development, 25th Anniversary
ILO C189	International Labour Organisation Convention No. 189 (Decent Work for Domestic Workers)
ILO C190	International Labour Organisation Convention No. 190 (Violence and Harassment Convention)
KIPPRA	Kenya Institute for Public Policy Research and Analysis
KNBS	Kenya National Bureau of Statistics
MDAs	Ministries, Departments, and Agencies
NCIC	National Cohesion and Integration Commission
NCPD	National Council for Population and Development
NGEC	National Gender and Equality Commission
NHIF	National Health Insurance Fund
PWDs	Persons with Disabilities
R206 ILO	Recommendation No. 206 (Violence and Harassment Recommendation)
RAA	Regulatory Authorities and Agencies
SGBV	Sexual and Gender-Based Violence
SIGs	Special Interest Groups
SOPs	Standard Operating Procedures
SRHR	Sexual and Reproductive Health and Rights
TFGBV	Technology-Facilitated Gender-Based Violence
UPR	Universal Periodic Review
WPS	Women, Peace and Security (UN Security Council Resolution 1325)

PREFACE



The National Gender and Equality Commission presents this Annual Report at a moment when Kenya’s democracy continues to be tested by the gap between constitutional promise and social reality. Fourteen years after the Constitution enshrined equality and freedom from discrimination, much progress has been made, yet persistent inequalities remind us that these rights require constant defense and practical enforcement.

During the year under review, the Commission advanced its constitutional duty to promote equality across all sectors of national life. Through compliance monitoring, legal advisories, and advocacy, NGECC pressed for the realisation of the not more than two-thirds gender principle, implementation of the Persons with Disabilities Act 2005, and integration of Care-Responsive Development Plans

in national and county planning processes. It amplified youth voices in policy processes, supported gender-responsive and child-sensitive budgeting, and addressed emerging forms of gender-based violence, including technology-facilitated harms.

The report identifies several deep-seated policy issues. The not more than two-thirds gender rule remains unfulfilled in both appointive and elective positions. Persons with disabilities still face limited access to education, employment, and infrastructure. Youth continue to be marginalised in governance and economic participation, while older persons, minorities, and pastoralist communities remain underrepresented in planning and resource allocation. These structural gaps weaken cohesion, justice, and equitable growth.

Despite notable achievements, the Commission faced multiple challenges. Budget limitations constrained expansion to underserved regions and uptake of public interest litigations touching on serious violations directed to special interest groups. Limited staffing constrained redress mechanisms, while growing public demand outpaced available resources. Enforcement of compliance among public institutions remains uneven, particularly in disability, minority and marginalized inclusion and gender parity in employment.

The Commission reiterates its call to Parliament to legislate on Article 100 and to fast-track frameworks for the protection of minorities, older persons, and marginalised groups. The Executive has the opportunity to fast-track full operationalisation of the Persons with Disabilities Act and integrate care-responsive planning into the public finance cycle. National and county governments must embed equality and inclusion as measurable standards of governance. We are committed to our role both an oversight body and a partner of the state, working with all actors to ensure that equality is not an aspiration but a lived reality. Kenya’s progress will depend on the courage of institutions to act with integrity, foresight, and fairness.

A blue ink signature of Hon. ReHEMA JALDESA.

HON. REHEMA JALDESA
CHAIRPERSON

STATEMENT FROM THE COMMISSION SECRETARY/CEO



This Annual Report reflects the collective effort of the Commission’s staff, partners, and stakeholders to uphold Kenya’s constitutional commitment to equality and inclusion. It documents a year of progress achieved under significant fiscal constraints, guided by the Commission’s determination to deliver impact across policy, investigation, advocacy, and institutional strengthening.

Operationally, NGEC expanded its footprint to 29 counties, addressing 201 equality-related complaints and conducting over 580 community interventions. Through these engagements, the Commission deepened trust among citizens and strengthened local redress systems. Its participation in international platforms such as COP29, CSW69, and the Global Disability Summit reaffirmed Kenya’s visibility and accountability within the global equality agenda.

Financially, the Commission managed a recurrent allocation of Kshs 437.7 million, achieving 99 percent absorption. Procurement remained compliant with the Access to Government Procurement Opportunities thresholds, with 32 percent of contracts benefiting youth, women, and persons with disabilities. Yet budget adequacy remains a core challenge. Limited funding has constrained staffing, hindered full regional coverage, and slowed implementation of new initiatives.

Institutionally, NGEC made important strides. The launch of the USAWA data management system has improved transparency, efficiency, and coordination. Staff training, promotions, and welfare programs have strengthened internal capacity, while new digital and livestreaming tools enhanced communication and public accountability. The Commission’s media outreach, publications, and policy engagement positioned it as a credible national voice on equality and inclusion.

The year’s performance highlights resilience, but also the scale of work ahead. The demand for redress, policy oversight, and public education continues to grow faster than available capacity. The next financial year will focus on four strategic directions: expanding the reach of NGEC’s services through full staffing and regional coverage; strengthening compliance monitoring across government; deepening data-driven advocacy on gender equality and inclusion; and building partnerships that align with national social development priorities including gender equality and inclusion.

Sustained investment in the Commission’s institutional capacity is not optional but essential to the country’s constitutional integrity. The Commission will continue to work with Parliament, the Executive, counties, and citizens to ensure that NGEC Kenya’s vision of “Usawa kwa Wote” moves beyond commitment to concrete, measurable outcomes.

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

PURITY NGINA, PhD, MBS
COMMISSION SECRETARY/CEO



EXECUTIVE SUMMARY

The 2024/2025 Annual Report of the National Gender and Equality Commission (NGEC) captures the institution's work in advancing Kenya's constitutional commitment to equality and freedom from discrimination. It documents progress across five key result areas: compliance monitoring, investigations and redress, public education and mainstreaming, research and knowledge management, and institutional strengthening.

During the year under review, the Commission monitored adherence to regional and international human rights treaties, contributed to eight state reports, and participated in five global sessions, including COP29, CSW69, the Universal Periodic Review, the Maputo Protocol, and the Global Disability Summit. These engagements positioned Kenya as a country willing to benchmark its progress against international standards of equality and inclusion.

The Commission issued 10 thematic advisories to key state organs, including the Independent Electoral and Boundaries Commission, the County government, Council of Governors and the executive. The advisories addressed compliance with the not more than two-thirds gender principle, reasonable access to public infrastructure, inclusion of persons with disabilities, and mainstreaming gender in performance contracting and development planning.

The Commission received 201 complaints from across the country. Out of the total complaints, 119 (59%) were lodged by women and 82 (41%) by men. Twenty-nine (14%) involved persons with disabilities, 21 (10%) involved children, 75 (37%) involved youth, 81 concerned persons aged between 35 and 60 years, 24 involved older persons, and one was an institutional referral. The Commission successfully resolved 25 cases (12%), referred 156 (78%) to relevant agencies, and carried forward the remainder for processing in the 2025/2026 financial year.

Through advocacy and public education, NGEC engaged communities in over 582 interventions across 29 counties. Nairobi, Isiolo, Kilifi, Kitui, Nakuru, Garissa, and Kisumu recorded the highest coverage. Campaigns such as the 16 Days of Activism Against GBV and youth dialogues on climate change and employment brought visibility to issues affecting special interest groups. The Commission also deepened its role in gender-responsive budgeting, child-sensitive public financial management, and equality in agri-food systems. During the year, the Commission reviewed seventy-four (74) legal and policy instruments at both national and county levels to ensure alignment with the Constitution and Kenya's international obligations on equality and non-discrimination. The reviews informed legislative amendments, harmonisation of frameworks, and development of new laws such as the Persons with Disabilities Act, 2025 and the Social Protection Act, 2025.

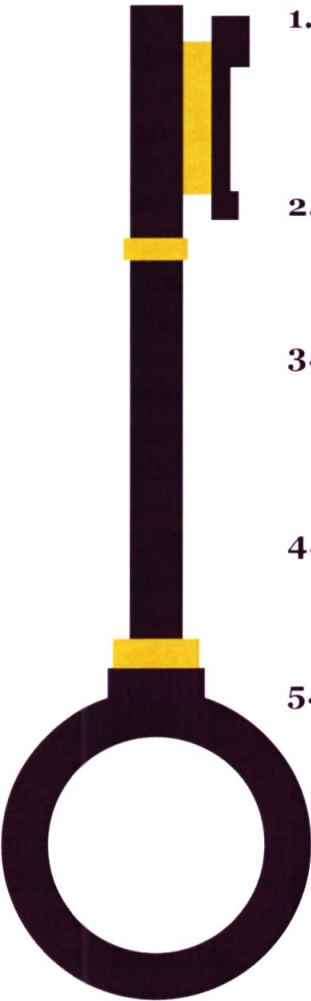
The Commission operated within a recurrent budget allocation of Kshs 437.7 million, achieving a 99 percent absorption rate. Out of procurement, spending of Kshs 50.6 million, Kshs 16.5 million (32 percent) went to youth, women, and persons with disabilities in line with AGPO requirements. Human resource capacity was enhanced through recruitment, training, staff welfare programs, and support for interns and attachments, though full staffing was constrained by budget limitations.

Institutionally, the Commission invested in digital transformation through USAWA, an in-house system for managing complaints, partner engagement, legal reviews, transport, and finance. Livestreaming capacity expanded public engagement, while twelve editions of the Equality Bulletin and multiple reports enriched Kenya's knowledge base on equality

governance.

The year’s achievements highlight the Commission’s resilience and relevance in a complex socio-political environment. Persistent challenges remain in enforcing compliance across government agencies, closing gender and disability gaps, and expanding services to underserved counties. The report concludes with recommendations on strengthening legal frameworks on gender-based violence, technology-facilitated harms, climate justice, inclusive development planning, and full implementation of the Persons with Disabilities Act, 2025.

Key Recommendations



- 1. Legislative Action**
Fast-track enactment of the Older Persons Bill, 2024 and the framework for Minority and Marginalised Communities, 2025. Parliament should also prioritise the full realisation of Article 100 and the not more than two-thirds gender rule.
- 2. Disability Inclusion**
Accelerate implementation of the Persons with Disabilities Act, 2025, including reasonable accommodation in public institutions, compliance with the 5 percent employment threshold, and accessible infrastructure.
- 3. Gender-Based Violence and Femicide**
Adopt and operationalise a comprehensive legal and policy framework on gender-based violence, with specific provisions on femicide and technology-facilitated violence, backed by dedicated budget lines at both national and county levels.
- 4. Child-Sensitive and Gender-Responsive Budgeting**
Continue to institutionalise gender responsive and child-sensitive budgeting processes across all ministries and counties, supported by annual compliance scorecards and performance contracting indicators.
- 5. Climate Justice and Inclusive Development**
Promote further integration of Special Interest Groups into climate change planning and financing frameworks, ensuring equitable resource allocation and accountability for locally-led adaptation.
- 6. Institutional Strengthening of NGE**
Prioritize allocation of adequate budgetary support for at minimum full staffing, expansion of regional offices, and scaling of digital transformation platforms such as USAWA to enhance access, efficiency, and service delivery.



CHAPTER ONE

1.0 The Commission

The National Gender and Equality Commission (NGEC) is a Constitutional Commission established by the National Gender and Equality Commission Act. CAP 7K pursuant to Articles 59 (4) & (5) of the Constitution of Kenya, 2010. The Commission's mandate is to promote gender equality and freedom from discrimination for all people in Kenya with a focus on Special Interest Groups, which include women, children, youth, persons with disabilities (PWDs), older members of society, minorities and marginalised groups.

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

At the close of the 2024-2025 financial year, Hon. Rehema Dida Jaldesa led the Commission as Chairperson, with Thomas Koyier EBS serving as Vice-Chairperson. Commissioners Caroline Naikena Lentupuru MBS, HSC, Dr. Margaret Karungaru MBS and Mbithuka Nzomo completed the Commission's full complement. Purity Ngina, PhD, MBS, held the position of Commission Secretary/CEO.

As of 30 July 2025, the Commission had a total staff complement of 108 employees. Of these, 47 were male, representing 43.5 percent of the workforce, while 61 were female, accounting for 56.5 percent. Within this composition, 7 of the male staff members identified as persons with disabilities, representing 6.4 percent of the total staff establishment.

1.1 Functions of the Commission

The mandate of NGEC spelt out under Section 8 of the National Gender and Equality Commission Act, CAP 7K is to:

- a) Promote gender equality and freedom from discrimination under Article 27 of the Constitution;
- b) Monitor, facilitate and advise on the integration of the principles of equality and freedom from discrimination in all national and county policies, laws, and administrative regulations in all public and private institutions;
- c) Act as the principal organ of the State in ensuring compliance with all treaties and conventions ratified by Kenya relating to issues of equality and freedom from discrimination and relating to special interest groups, including minorities and marginalised persons, women, persons with disabilities, and children;
- d) Co-ordinate and facilitate mainstreaming of issues of gender, persons with disabilities and other marginalised groups in national development and advise the Government on all aspects thereof;
- e) Monitor, facilitate and advise on the development of affirmative action implementation policies as contemplated in the Constitution;
- f) Investigate on its own initiative or the basis of complaints, any matter in respect of any violations of the principle of equality and freedom from discrimination and make recommendations for the improvement of the functioning of the institutions concerned;
- g) Work with other relevant institutions in the development of standards for the implementation of policies for the progressive realisation of the economic and social rights specified in Article 43 of the Constitution and other written laws;
- h) Co-ordinate and advise on public education programmes for the creation of a culture of

respect for the principles of equality and freedom from discrimination;

- i) Conduct and coordinate research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution;
- j) Receive and evaluate annual reports on progress made by public institutions and other sectors on compliance with constitutional and statutory requirements on the implementation of the principles of equality and freedom from discrimination;
- k) Work with the Kenya National Commission on Human Rights, the Commission on Administrative Justice and other related institutions to ensure efficiency, effectiveness and complementarity in their activities and to establish mechanisms for referrals and collaboration in the protection and promotion of rights related to the principle of equality and freedom from discrimination;
- l) Prepare and submit annual reports to Parliament on the status of implementation of its obligations under this Act;
- m) Conduct audits on the status of special interest groups, including minorities, marginalised groups, persons with disabilities, women, youth and children;
- n) Establish, consistent with data protection legislation, databases on issues relating to equality and freedom from discrimination for different affected interest groups and produce periodic reports for national, regional and international reporting on progress in the realisation of equality and freedom from discrimination for these interest groups;
- o) Perform such other functions as the Commission may consider necessary for the promotion of the principle of equality and freedom from discrimination; and
- p) Perform such other functions as may be prescribed by the Constitution and any other written law.

1.2 Powers of the Commission

General functions and powers.

In addition to the powers conferred in Article 252 of the Constitution, Section 26 of the National Gender and Equality Commission Act, CAP 7K confers the Commission powers to:

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

relating to the institution's implementation of the principle of equality and equity, including gender equity.

Vision, Mission and Core Values

The Commission envisions an **inclusive society free from gender inequality and all forms of discrimination. Its mission is 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.** Guided by the core values of **fairness, inclusiveness, accountability, teamwork, and integrity**, the Commission strives to achieve its goals.



CHAPTER TWO:

2.0 Overview of Programmatic Interventions

During the period under review, the Commission intensified its efforts across all five key result areas: compliance monitoring, investigations and redress, public education and mainstreaming, and research and knowledge management. Each intervention was geared towards advancing Kenya's constitutional promise of equality and freedom from discrimination for Special Interest Groups (SIGs), including women, youth, persons with disabilities (PWDs), children, older persons, and minority and marginalised communities. The following sections detail the Commission's programmatic interventions and successes in the FY 2024/25.

2.1 Compliance Monitoring and Reporting

2.1.1 Compliance with Regional and International Treaties/Conventions

a) Technical Support: Country Reports

As the key principal organ of the State in ensuring compliance with regional and international treaties related to Special Interest Groups (SIGs), and the State's lead agency for gender equality and inclusion, the Commission provided technical support to Kenya's reporting on regional and international treaties related to SIGs. It worked closely with government ministries and stakeholders to prepare eight (8) periodic reports documenting the accurate status of Kenya's progress and challenges on equality and inclusion. These reports covered a range of treaties and conventions, including:



8 treaty instruments supported | 5 global sessions attended

- i) 29th UN Climate Change Conference (COP29) – Kenya's national report for COP29 highlighted gender-responsive climate adaptation and the inclusion of vulnerable groups in climate action.
- ii) 69th Session of the Commission on the Status of Women (CSW69) – The national report for CSW69 (Beijing+30 review) detailed strides and gaps in gender equality, from gender-based violence prevention to women's economic empowerment.
- iii) 4th Cycle Universal Periodic Review (UPR) – NGEC contributed equality and non-discrimination perspectives to Kenya's human rights report, particularly regarding the rights of women, children, PWDs, and minorities.
- iv) United Nations Security Council Resolution 1325 on Women, Peace and Security (WPS) – The Commission helped document Kenya's implementation of the WPS agenda, including women's roles in peacebuilding and security sectors.
- v) Global Disability Summit (GDS3) – NGEC supported the preparation of Kenya's commitments for GDS3, emphasising accessibility, inclusive services, and disability rights.
- vi) International Conference on Population and Development @25 (ICPD+25) – The Commission ensured issues of gender and inclusion were reflected in reporting on Kenya's population and development goals.
- vii) 4th State Party Report on the African Charter on the Rights and Welfare of the Child (ACRWC) – NGEC contributed data and analysis on child rights, highlighting progress and areas needing action for children's welfare.
- viii) Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) – The Commission supported the preparation of Kenya's

report on women's rights under the *Maputo Protocol*, underscoring legislative and programmatic measures taken to uphold women's dignity and equality. Through these reports, NGEK ensured Kenya met its reporting obligations and that the voices and experiences of Special Interest Groups were integrated into global dialogues on human rights and development.

b) Engagement in Treaty Sessions and Inter-governmental Fora

Beyond written reports, the Commission actively participated in five (5) high-level treaty sessions and intergovernmental forums to advocate Kenya's positions and influence outcomes towards greater inclusion. Notable engagements included:

- i) **COP29 (11–22 Nov 2024, Baku, Azerbaijan):** NGEK joined Kenya's delegation to the UN Climate Change Conference (COP29) to champion gender-responsive and inclusion-focused climate actions. The Commission advocated for the adaptation of climate finance narratives that prioritise vulnerable groups. It bolstered Kenya's messaging on locally-led climate solutions benefiting women, youth, PWDs, and minority communities.
- ii) **CSW69 (10–21 Mar 2025, New York):** At the 69th Commission on the Status of Women, NGEK delegates contributed to negotiations and side events shaping the *Beijing+30* global agenda. They emphasised Kenya's priorities in the prevention of gender-based violence (GBV), recognition of the care economy, creating leadership pathways for women, and mobilising resources for community-based gender equality programs.
- iii) **Global Disability Summit 2025 (GDS3, 2–3 Apr 2025, Berlin):** The Commission backed Kenya's participation and contributed to the formulation of robust national pledges. NGEK representative highlighted the need for accessible public services, comprehensive disability data, and stronger accountability for disability rights commitments.
- iv) **UN Permanent Forum on Indigenous Issues (UNPFII, 21 Apr–2 May 2025, New York):** The Commission linked issues of land rights, livelihoods, cultural rights, and climate justice for indigenous communities to ongoing international and national policy processes, ensuring international discussions translated into actionable commitments in Kenya.
- v) **18th Conference of States Parties to the CRPD (COSP18, 11–13 Jun 2025, New York):** When supporting Kenya's engagement at the CRPD forum, NGEK advocated for the strengthened implementation of disability rights. The NGEK team pushed for the adoption of accessibility standards, inclusive education and employment opportunities, and improved data for decision-making to monitor CRPD progress.

2.1.2 Review of Policies, Laws, Regulations and Administrative Instruments

Pursuant to its mandate under the National Gender and Equality Commission Act, the Commission monitors, facilitates and advises on the integration of the principles of equality and freedom from discrimination in all laws, policies and administrative practices. In the period under review, the Commission reviewed and issued its contributions contained in written (and where possible oral presentations) on seventy four (74) instruments -: sixteen (16) Senate Bills, eight (8) National Assembly Bills, twelve (12) institutional bills, eight (8) national policies, nine (9) county bills, six (6) county policies, eleven (11) regulations (four at national level and seven at county level), and two (2) administrative guidelines (*Table of legal instruments reviewed annex 1*).

The review ensures conformity with the Constitution and Kenya's international and regional obligations. Where necessary, the Commission recommended amendments, proposed harmonisation across national–county frameworks, and advised on implementation arrangements, indicators of success, and reporting lines.

During the period under review, the Commission proudly celebrated three landmark wins:

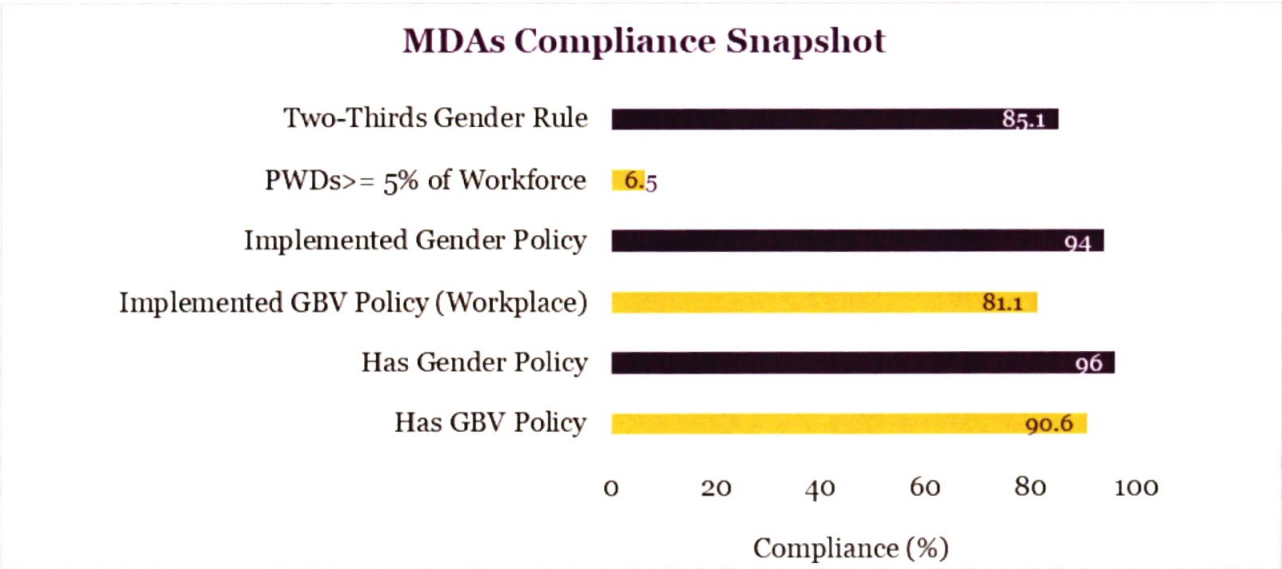
The Persons with Disabilities Act, the Persons with Disabilities National Policy, 2024 and the Social Protection Act, 2025 were assented to by the President and enacted into law. Achieved through sustained advocacy and technical support, these legal frameworks strengthen protection for older persons, persons with disabilities, and other vulnerable members of society by clarifying entitlements, expanding access to services, and setting clear delivery and oversight arrangements.

The Commission continues to champion the enactment of the Older Persons Bill 2024 to operationalise Article 57 of the Constitution of Kenya (2010), and the development of a legislative framework for Minority and Marginalised Communities, 2025.

2.1.3 Institutional Reporting and Gender Mainstreaming

As the agency charged with the mandate of receiving and evaluating annual progress reports made by public institutions and other sectors on compliance with constitutional and statutory requirement on the implementation of the principles of equality and freedom from discrimination, the Commission received and evaluated 201 gender mainstreaming reports from Ministries, Counties, Departments, and Agencies (MCDAs) for the financial year 2023/2024. Each agency was required to submit two reports (one after every 6 months). Additionally, the Commission awarded certificates of compliance and issued advisories on areas of improvement to all agencies that submitted their reports during the FY. *(detailed score card annexe 2).*

Figure 1: MDA Compliance Levels by Indicator



The findings from the 2023/24 reports provide a mixed picture of progress and ongoing challenges. Figure 1 shows that of the 201 MDAs that reported, 85.1% complied with the not-more-than-two-thirds gender rule, while only 6.5% met the $\geq 5\%$ PWD employment threshold in the workforce. Most (96.0%) have a Gender Policy (and 94.0% reported they were currently implementing the policy), and 90.5% have a GBV Policy (with 81.1% reporting that they were currently implementing these policies).

The inclusion of PWDs in employment remains very low. Priority actions should therefore centre on targeted PWD recruitment and retention practices (coupled with reasonable accommodation and budgeted to support decent employment for such groups), tighter implementation oversight strategies for GBV policies, and embedding gender and social inclusion metrics in the routine annual government public performance contracts. There is also an urgent need for routine audits of MDA lagging in gender and social inclusion/mainstreaming.

In light of these findings, NGEC issued 201 tailored organisational advisories to guide MDAs on the next steps. Common advice included: sustaining compliance with the two-thirds gender especially in leadership positions, intensifying efforts to employ persons with disabilities, and expanding recruitment opportunities for youth.

To further support MDAs in improving compliance, the Commission invested in capacity-building and technical assistance. In 2024/25, NGEC provided training and support to five institutions – namely, the National Land Commission, the National Police Service Commission, the Ethics and Anti-Corruption Commission, the State Department for Industry, and the Ministry of Foreign Affairs. These interventions ranged from helping the institutions develop internal gender and inclusion policies, training their staff on gender mainstreaming and reporting, to advising on how to better integrate SIG issues into their mandates. Additionally, through a partnership with the Kenya Association of Manufacturers (KAM), NGEC conducted sensitisation workshops for diverse private sector players in the apparel and textiles industry (covering Nairobi and the Coast region). These sessions revealed the need for a model sector-specific gender policy that companies can adapt.

2.1.4 Audits

In line with its mandate to audit the status of Special Interest Groups in various settings, the Commission conducted several targeted audits. The audits provided informed practical recommendations for improvement. Four (4) strategic audits were completed.

- » **Gender Representation at the Devolution Conference:** A *retrospective audit* of the First Biennial Devolution Conference (Uasin Gishu County, 15–19 August 2023) was conducted to evaluate gender representation across the conference’s key sessions and roles. The findings revealed a pronounced gender disparity in various panels and speaking roles at the 2023 conference. These insights are being used to guide organisers of the next Devolution Conference (scheduled for August 2025) on strategies to promote balanced gender inclusion – for example, by ensuring more women are featured as keynote speakers, panellists, moderators, and in other visible leadership capacities.
- » **Inclusivity of the Kenya Urban Forum:** A *prospective audit* was carried out for the Second Kenya Urban Forum (Naivasha, 2–6 June 2025), organised by the State Department for Housing and Urban Development. The KUF is a platform for urban stakeholders to shape policies and investments for cities and towns. NGEC’s audit aimed to infuse an inclusion lens into the planning of this forum. It uncovered disproportionate gender representation in key technical roles (such as paper presenters) and leadership roles (moderators, discussants). The audit’s recommendations are helping the Ministry ensure future urban forums achieve better gender balance and consider other aspects of inclusion in both participation and agenda setting.
- » **Accessibility of Public Buildings:** The Commission audited 32 public buildings that offer services to the public, assessing their accessibility to SIGs, especially persons with disabilities. The audit examined physical infrastructure (ramps, elevators, door widths), availability of accessible washrooms (with grab bars, low-level sinks), and designated parking for PWDs. Findings indicated significant challenges in many buildings: lack of ramps or presence of ramps that are too steep, absence of escalators or lifts in multi-storey facilities, doors that are too narrow for wheelchair users, washrooms without adaptive features, and insufficient or poorly located accessible parking. These gaps highlight the urgent need for retrofitting public infrastructure to meet accessibility standards. The Commission has since engaged the responsible authorities to address these barriers, recognising that equal access to public services is a fundamental right.
- » **Gender Balance in University Councils:** NGEC finalised an assessment of the

composition of University Councils (the governing bodies of universities) concerning the “not more than two-thirds” gender principle. A total of 69 out of 79 chartered universities and university colleges in Kenya were reviewed. The assessment found that 36 universities (52.7%) complied with the gender principle in their council memberships – meaning in those institutions, neither gender exceeds two-thirds of council members. Conversely, nearly half of the universities had councils that were not gender-balanced, indicating room for improvement. These findings have been communicated to the Ministry of Education and the Commission for University Education with calls for corrective action in future appointments to ensure all university councils meet constitutional requirements.

2.1. 5 Advisories

To enhance compliance, the Commission issued 10 theme-based advisories, including:

- a) To the Council of Governors, to make considerations for better gender balance and other aspects of inclusion, such as ensuring intersectional disability matters receive higher attention in future devolution conferences.
- b) To the State Department for Housing and Urban Development to ensure better gender balance in technical roles (Presentation of papers) and leadership roles (Moderators, Discussants) in the future Kenya Urban Forum Programme.
- c) The Selection Panel of the Independent Electoral and Boundaries Commission on compliance with the not more than two-thirds Gender Principle, 5% of PWDs and Inclusion of other SIGs.
- d) To the Commission on University Education, to make follow-ups to ensure adherence to Constitutional and statutory requirements on gender representation when authorities are making appointments to University Council members
- e) The Chief Executive Officer of the Tea Board of Kenya on compliance with not more than two-thirds Gender Principle and 5% of PWDs in the appointment of board members, including those of various tea companies.
- f) The County Commissioner of Mombasa County on reasonable access to public infrastructure/buildings.
- g) The Governor of Mombasa County Government on ensuring reasonable access to public infrastructure/buildings.
- h) The Speaker of Mombasa County Assembly, concerning reasonable access to public infrastructure in the County.
- i) To the Head of Public Service, to entrench a minimum set of indicators on gender mainstreaming and inclusion in all cycles of public sector performance contracting. The advisory was issued during the 2nd Annual Regulatory Authorities and Agencies (RAA) Conference held from 28th to 30th April, 2025, in Eldoret and during the launch of the NGEK strategic plan 2025-2029.
- j) To the Kenya Meteorological Department, the Ministry of Environment, Climate Change, and Forestry, to integrate inclusive communication strategies and accessible technologies into the Early Warnings for All (EW4ALL) program to ensure early warning systems reach vulnerable and marginalised populations. This engagement contributed to the development of a national implementation roadmap that incorporates equity and social inclusion issues in all weather and climatic early warning systems.

2.2 Investigations and Redress

2.2.1 Complaint handling and processing

During reporting period, the Commission received 201 complaints. Out of the total complaints received, most were from the counties that the Commission has regional offices including 65

from Isiolo county, 29 from Kilifi County, 28 cases from Nairobi, 11 from Kisumu County, 6 from Kitui county, and 4 from Garissa County. The complaints covered wide range of issues, and violations of principles of equality and freedom from discrimination: 18 complaints were on domestic violence, 17 on land dispute, 9 complaints each on defilement, registration for PWDs, and employment dispute, 8 complaints on marginalization and exclusion, and 6 each on child maintenance and discrimination on the basis of status, among others.

Out of the total complaints, 119(59%) were lodged by females, 82(41%) by males; 29(14%) cases involved persons with disabilities, 21 (10%) involved children/minors, 75(37%) involved youth, 81 involved persons ages 35 -60 while 24(12%) involved the elderly and 1 was received was an institutional referral. Out of the received 201 complaints, 25(12%) were successfully resolved, 156 (78%) referred to relevant agencies, while the rest are being processed (carried forward to the 2025/2026FY).

Figure 2:Shows an upward trend over the last five financial years of the complaints received by the Commission from 67 (2020/21) to 201 (2024/25). This is attributed to increased awareness of the Commission’s mandate, free legal aid clinics, access to redress and growth in the informed demand.

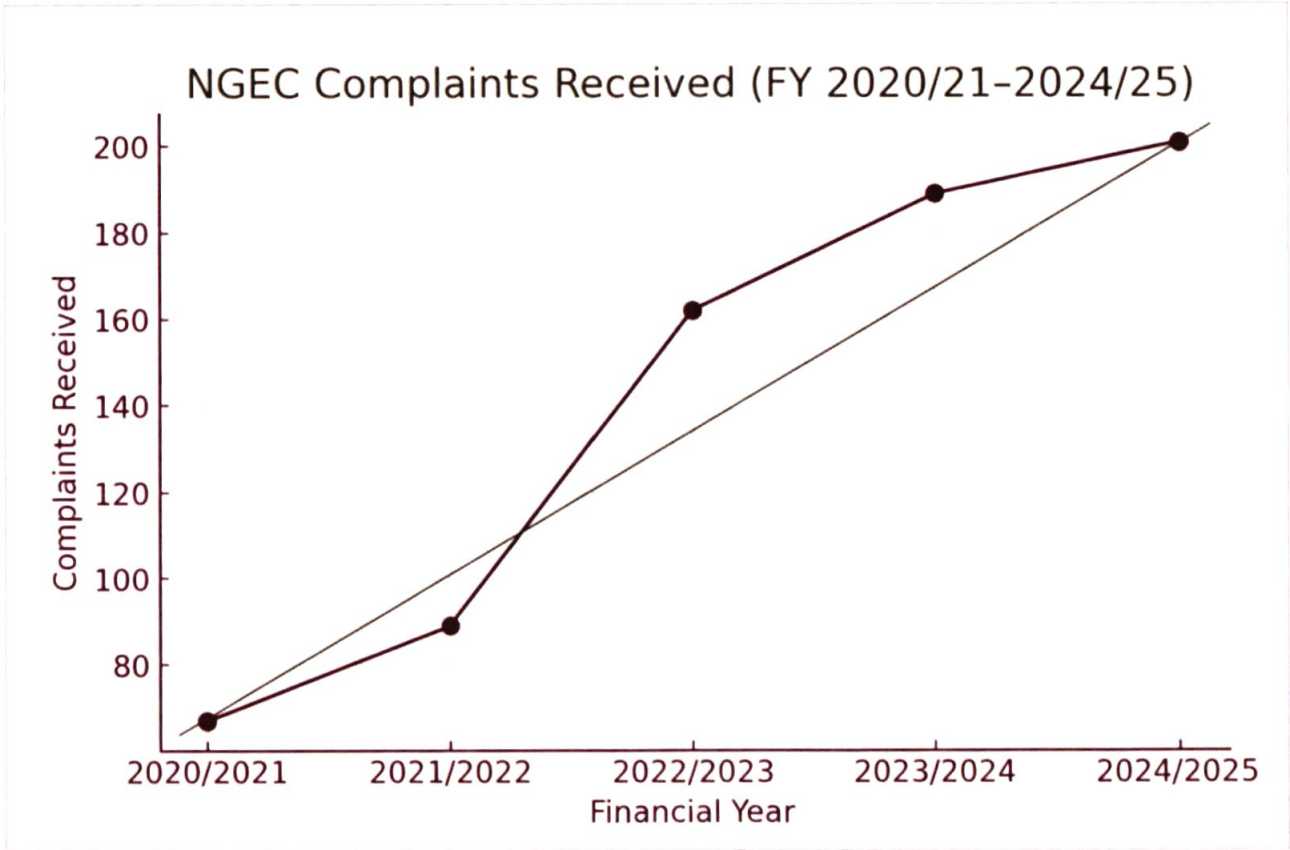


Figure 3: Distribution of complaints by age

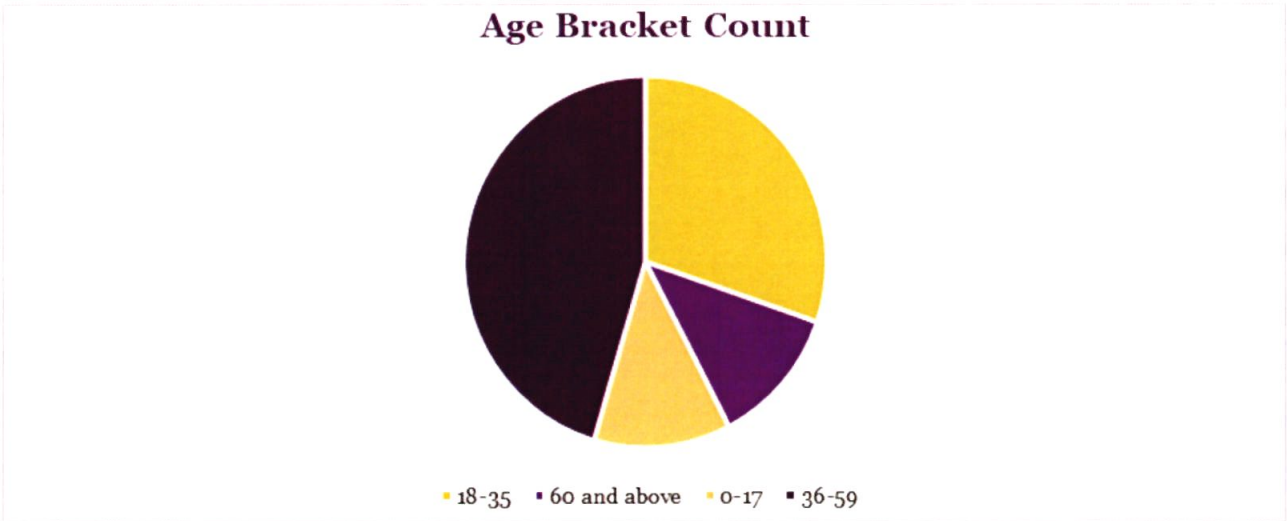


Figure 3:Shows that a majority of complaints were received from persons between the ages of 36 to 59, followed by the youth, while the elderly and children tallied.

Figure 4: Complaints by sex

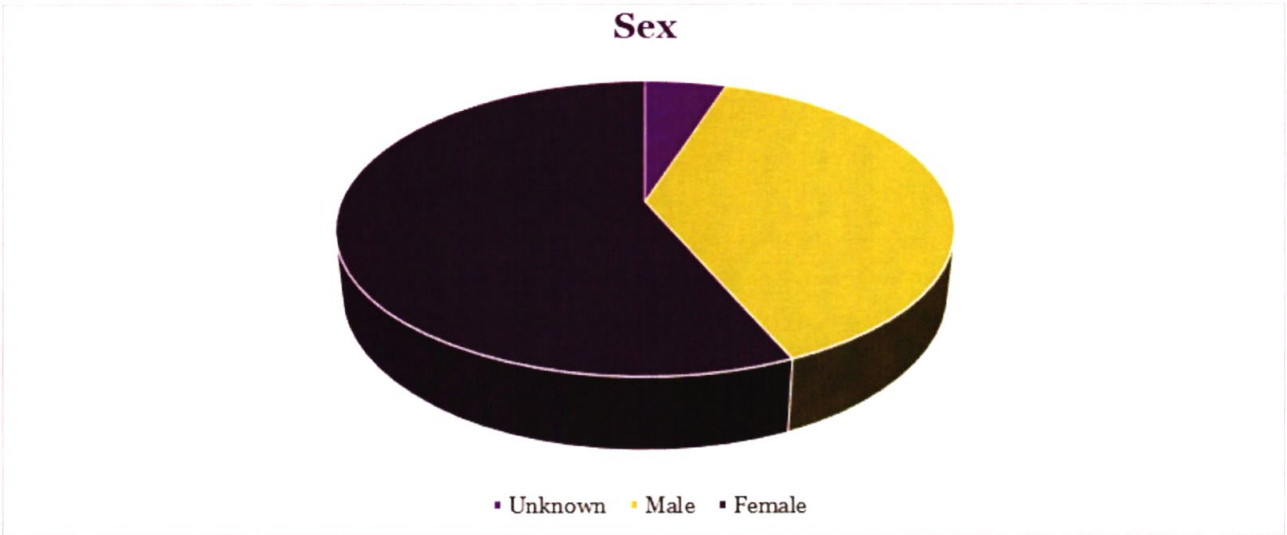


Figure 4:Shows the distribution of complaints by sex. A majority of complaints were received from females, followed by males and unknown.

Figure 5: Distribution of cases by counties

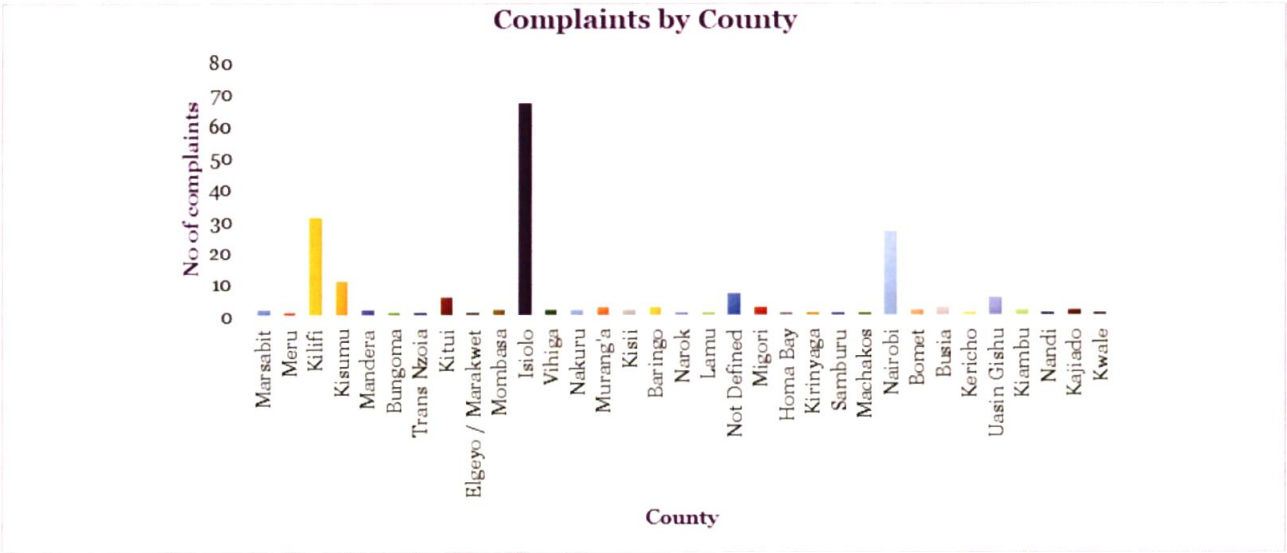


Figure 5: Shows the distribution of cases as received from counties. Isiolo registered the highest number of complaints, followed by Kilifi and Nairobi. This shows that the use of legal aid clinics is one of the best methods of reaching and facilitating vulnerable communities' access to justice.

2.2.2 Legal Aid Clinics

As part of its strategy to enhance access to justice, NGEC conducted free legal aid outreaches during the year. Notably, on 17th April 2025, the Commission held a legal aid and consultation clinic for residents of Kinna ward in Isiolo County. Another outreach was organised alongside International Widows Day celebrations (23rd June 2025) in Kaloleni, Kilifi County, specifically targeting widows. During these clinics, NGEC's legal team offered on-the-spot advice, counselling, and assistance in drafting documents to individuals who might not afford paid legal services.

The issues addressed at the clinics include matrimonial disputes, land issues, denial of women's inheritance rights, discrimination in accessing public services, challenges in obtaining disability assessment and registration, and various GBV incidents. Beyond resolving individual cases, the legal aid forums served as a feedback loop for NGEC, providing firsthand insight into recurring grievances and systemic gaps. This, in turn, informs the Commission's policy advocacy agenda. For example, as and when many widows reported difficulties in inheriting property, NGEC commenced its advocacy on pushing for stronger enforcement of succession laws or targeted interventions in that community.

During the period, the Commission received a petition on tribal coding and recognition of the hunter-gatherer communities. The Commission advised the complainant, Hunters and Gatherers Forum Kenya (HUGAFO-K), to follow the proper procedure for tribal coding and recognition by writing a formal letter to the Kenya National Bureau of Statistics (KNBS).

2.2.3 Redress on Violations of Principles of Equality and Freedom from Discrimination

a) Administrative Guidelines

To redress violations of principles of equality and inclusion, the Commission developed an internal administrative guideline to facilitate management of strategic litigation. The guidelines help the Commission determine which cases are strategic or are of public interest, provide guidance on the best methods of participating in court cases, and provide a framework for partnering, reporting, and monitoring the outcome of cases. The guidelines are instrumental in offering redress to violations of principles of equality and freedom from discrimination to Special Interest Groups through litigation.

b) Rapid Response to Serious Violations of the Right to Equality and Freedom from Discrimination

The Commission conducted 3 rapid response missions to address the following matters:

- i) Defilement of a 7-year-old minor in Skuta, Nyeri County. The minor was waylaid and sodomised by the accused person on his way home from school. Through the intervention of the Commission, the minor received medical and psychiatric treatment, the accused's phone was recovered and handed to the police to aid with the investigation, and the survivor is being represented in court by the Commission.
- ii) Defilement and murder of a minor in Witemere, Nyeri County. The Commission responded by facilitating counselling and support to the family. The Commission is also representing the mother of the victim in the court against the alleged perpetrator.

- iii) The Commission facilitated the filing of victim impact statements, which will be used in the court proceedings.
- iv) As a member of the Kilifi County Elderly Persons Steering Committee, the Commission conducted a rapid assessment of the Malindi District Cultural Association (MADCA) rescue home for the elderly. The assessment was based on complaints received from the older persons within the institution alleging a lack of enough food. The assessment showed that nearly all of the older persons within the home were not registered with the social assistance authority, a matter of priority to the Kilifi County government.

2.2.4 Leveraging Litigation and Courts for Equality

When mediation or administrative solutions are insufficient, NGECE leverages the judicial system to advance equality. Apart from supporting individual litigants, the Commission takes on a strategic litigation role. During the reporting period, the Commission was enjoined as the 7th interested party in a Case Petition e429/2024 - *Hon. Kawira Mwangaza -vs- the Senate*, which was challenging the impeachment of the Meru Governor. NGECE's involvement focused on protecting the Governor from gender-based discrimination and upholding equal protection under the law. Specifically, NGECE submissions challenged the impeachment of the Governor in terms of procedure and substance. The court rendered its judgment on 14th March 2025 by upholding the impeachment of Hon. Kawira Mwangaza.

The Commission also attended a court session on the case of *R vs Julius Nicholas Macharia HCCR E012/2025* (Tamara Blessing Case) in Nyeri Law Courts. The Commission represented the victim. The accused pleaded guilty, and the office of the Director of Public Prosecutions submitted a medical report indicating the accused was of *sound* mind. The Court declined to proceed with the conviction and directed that the plea should be retaken to ensure the accused reflected and understood the gravity of the penalty upon conviction. (See annexe 3 on the table of cases handled during the year)

2.2.5 Femicide and Child Defilement Cases

During the year under review, the Commission amplified its advocacy against femicide (gender-related killings of women) and child defilement through public statements and policy input. The Commission issued multiple press statements decrying spikes in femicide and brutal violence, and demanding stronger accountability by duty bearers. In early 2024, NGECE noted with alarm a series of murders of women and girls and urged for a coordinated national response, emphasising that these were not isolated incidents but part of a disturbing pattern that society must confront.

The Commission submitted memoranda to the National Technical Working Committee on Gender Based Violence (GBV), including femicide. The memoranda highlighted trend, hotspots, and causes contributing to GBV; analysed the adequacy of current legal and policy frameworks in addressing GBV and femicide; provided proposals for amendments to strengthen laws, improve enforcement, and close existing legislative gaps; resource allocation, training levels, and operational effectiveness in managing prevention, response, support, and investigations related to cases of GBV and femicide, and examined the role of social media coverage in GBV and femicide, including its influence on public perception, awareness, and policy making.

The Commission also condemned individual femicide horrific incidents. For example, NGECE strongly condemned the brutal murder of 17-year-old Gaala Aden Abdi, a refugee girl at Dadaab Refugee Camp, which occurred during the year. The Commission called on

government and humanitarian agencies to intensify efforts to prevent and respond to GBV in refugee settings – populations that often face compounded vulnerabilities. NGEC further drew attention to violence against boys by issuing a public statement titled *“Shattered Innocence: A Call to Protect Our Boys”* in June 2025, following reports of schoolboys in Nairobi and other areas being victimised by sexual abuse. This statement urged communities, schools, and authorities to be equally vigilant in protecting male children, underlining that sexual violence is not only a women’s issue and that all survivors deserve protection and justice.

The Commission, through the National Gender and Social Inclusion Research Agenda and as a member of the Kenya Gender Statistics Sector Plan (2025), contributed to the development of the local statistical metrics and formulation of research questions for use by researchers and the Kenya Mini Demographic Health Survey 2025 to obtain proxy estimates of contextual information necessary to understand femicide in Kenya.

2.2.6 Court Users Committee

As part of strengthening systemic responses, NGEC actively participates in the justice sector’s coordination platforms known as Court Users Committees. The Commission is a member of seven (7) CUCs that focus on matters affecting children and other vulnerable groups in the judicial process. These committees, which bring together judges, magistrates, police, probation officers, children’s officers, and other stakeholders at the county level, are crucial for improving access to justice for SIGs. NGEC’s involvement in CUCs has yielded several benefits:

- i) **Awareness and Training:** Through the CUCs, the Commission raised awareness about child-friendly justice, emphasising that court procedures involving children (whether as victims, witnesses, or offenders) must be handled with utmost sensitivity and speed. NGEC contributed to trainings for magistrates and police on handling defilement cases, child custody hearings, and juvenile justice in line with the principles of equality and the foundational right of the child.
- i) **Community Engagement:** NGEC encourages CUCs to extend their outreach to communities, educating the public on the importance of reporting child abuse and the existence of supportive measures such as child protection units or special court sessions. This community linkage is vital in breaking the silence around abuses and encouraging reporting.
- i) **Fast-tracking Cases:** One key outcome of CUC dialogues has been the prioritisation of cases involving children or GBV in court cause lists. By flagging the trauma such cases carry, NGEC and other members have lobbied for the fast-tracking of cases, resulting in reduced delays in hearings. These actions are critical for evidence integrity and victim recovery.
- i) **Development of Standard Operating Procedures (SOPs):** The NGEC took a lead role in helping the Lamu County CUC develop Standard Operating Procedures (SOPs) for handling Sexual and Gender-Based Violence (SGBV) cases. These SOPs provide clear guidelines on how various actors (police, medical personnel, prosecutors, and social workers) should collaborate from the moment a case is reported until its conclusion, ensuring survivors are treated with dignity and support throughout the justice process.
- i) **Integrity Programs:** The Commission contributed to the Garissa Law Courts’ Integrity Program – a forum for assessing how well recommendations on equality and inclusion in judicial services have been implemented. At a convening in Garissa, NGEC advocated for stronger integration of gender perspectives in case management. This included urging courts to collect and analyse data on cases by gender of parties to identify any hidden biases, as well as calling for client-friendly reporting mechanisms (so litigants

can give feedback if they face discrimination or harassment in court). The Commission highlighted the importance of *gender-responsive reporting systems* – for instance, courts reporting not just on the number of cases handled, but also on measures taken to accommodate pregnant women, PWDs, or illiterate persons in proceedings – and *survivor-centred referral pathways* for GBV cases (so that a survivor leaving court is immediately connected to counselling or shelter if needed).

2.3 Public Education and Mainstreaming

A key pillar of NGECE’s mandate is to educate the public and stakeholders on the principles of equality and freedom from discrimination. Through advocacy, training, and community engagement, the Commission works to shift social attitudes that perpetuate inequality and to build the capacity of duty bearers to mainstream gender and inclusion in their work.

2.3.1 Coordination of Meetings

The Commission convened 67 meetings, reaching 3,200 stakeholders. These fora served as platforms to discuss pressing issues affecting Special Interest Groups and to harmonise efforts across different actors.

Key thematic areas addressed included:



- a) Gender-responsive climate action, where NGECE brought together environmental policy-makers and women/youth groups to re-imagine how to integrate gender considerations into climate change responses;
- b) Disability inclusion in politics, collaborating with election bodies and disability organizations to strategize on greater political participation of PWDs;
- c) Prevention of Gender-Based Violence (GBV), through inter-agency meetings that improved referral pathways and data sharing among service providers;
- d) Protection of older persons from elder abuse, child protection, strengthening support systems for caregivers especially those who support elderly, disabled, or chronically ill persons;
- e) Advancing inclusion in Kenya’s built environment;
- f) Women empowerment;
- g) Gender responsive budgeting;
- h) Youth voices in various sectors;
- i) Strengthening data and reporting on equality.

NGECE co-chaired forums on ending violence against children and ensuring inclusive education, and strengthening Equality and Inclusion Technical Working Groups (EITWGs) at the county level to sustain dialogue and action on these issues.

2.3.2 Public Education and Awareness

To enhance awareness and understanding of rights and principles of equality among duty bearers and rights holders, the Commission conducted 60 public education forums across 20 counties, reaching approximately 8,327 stakeholders. These engagements covered a broad range of thematic areas, including gender-based violence (GBV) prevention, youth empowerment, disability rights, and the abandonment of female genital mutilation (FGM). The forums also provided targeted capacity-building for communities on cultural reform,

climate governance, and the rights of older persons, alongside dialogues on teenage pregnancy and Sexual and Reproductive Health and Rights (SRHR). Further, the Commission facilitated school-based mentorship sessions in Isiolo, fostering leadership, life skills, and rights awareness among learners. It collaborated with the National Cohesion and Integration Commission (NCIC) to embed a Gender Equality and Social Inclusion (GESI) lens into the design of *Amani* Clubs in Garissa, promoting peaceful, inclusive school environments.

The Children’s justice and safeguarding forums were held in Kilifi, Isiolo, Nakuru, and Kitui, complemented by targeted engagements with adolescent girls and young mothers in Kisumu and Kilifi to address barriers such as early pregnancy, stigma, and limited access to education. These efforts led to increased public knowledge on gender and inclusion and strengthened community-level demand for accountability and protection, particularly in addressing GBV and harmful practices.

2.3.3 Advocacy During Key Commemorations and Public Events

The Commission used national and international commemoration days to amplify the voices of Special Interest Groups and promote dialogue on equality and inclusion. During the year, the Commission led or participated in events marking 17 key observances. Each occasion provided a platform for advocacy, public awareness, and stakeholder engagement. The commemorations and related activities included:

a) International Youth Day

Held on 12 August 2023, the event was themed *“From Clicks to Progress: Youth Digital Pathways for Sustainable Development.”*

b) International Day of the World’s Indigenous Peoples

Observed annually on 9 August, the 2024 theme was *“Protecting the Rights of Indigenous Peoples in Voluntary Isolation and Initial Contact.”*

c) 9th Annual National Indigenous Women Conference

The conference, held from 11 to 14 August 2024 in Nanyuki, was themed *“Building Opportunities and Challenges Affecting Indigenous Women and Youth in Climate Change Negotiation, Land and Natural Resources Governance.”* It was organised by the Samburu Women Trust and the Indigenous Women Council. The event brought together indigenous women, human rights defenders, government leaders, and development partners to deliberate on issues affecting indigenous women in Kenya.

d) UN International Day for Older Persons

Held on 1 October 2024, the commemoration was guided by the theme *“Ageing with Dignity.”*

e) International Day of the Girl Child

Observed on 11 October 2024 under the theme *“Girls’ Vision for the Future.”* During the commemoration, the Commission, in partnership with the Girl Child Network, launched the Gender and Education Dialogues. This initiative established a platform for sustained advocacy and action towards ensuring that every girl has the opportunity to excel in education. The Kisumu Regional Office participated as a panellist during the county-level commemorations held in Kisumu.

f) 16 Days of Activism Against Gender-Based Violence

The campaign, held from 25 November to 10 December 2024, adopted the theme *“Towards Beijing +30: UNiTE to End Violence Against Women and Girls.”* The Commission

collaborated with State and non-State actors to advocate for an end to gender-based violence and femicide in Kenya.

g) International Day of Persons with Disabilities

Commemorated on 3 December 2024 under the theme *“Amplifying the Leadership of Persons with Disabilities for an Inclusive and Sustainable Future.”*

h) International Human Rights Day

Marked on 10 December 2024, the event adopted the theme *“Our Rights, Our Future, Right Now.”* The day also marked the conclusion of the 2024 Sixteen Days of Activism Against Gender-Based Violence.

i) International Minority Rights Day

Held on 18 December 2024 under the theme *“Embracing Diversity: Ensuring Rights, Fostering Inclusion.”* Kenya domesticated the theme as *“One Kenya for All.”* The Commission participated in planning meetings and the national celebrations held at the Bomas of Kenya.

j) International Men’s Day

Observed on 19 November 2024, with national commemorations held on 22 November 2024. The event, organised by Strathmore University and the Kenya Healthcare Federation, was themed *“The Transformative Power of Male Role Models.”* The Commission participated in a panel discussion during the event.

k) International Albinism Awareness Day

Held on 13 June 2025 under the theme *“Demanding Our Rights: Protect Our Skin, Preserve Our Lives.”* The Commission called for the enforcement of the newly enacted Persons with Disabilities Act, 2025, and a national awareness campaign to dispel myths and end stigma and discrimination associated with albinism.

l) World Elder Abuse Awareness Day (WEAAD)

Commemorated on 15 June 2025 under the theme *“Empowering Older Persons: Building Resilient Communities Free from Abuse.”* The Commission reiterated the need for the enactment of the Older Persons Law to operationalise Article 57 of the Constitution.

m) International Day of Families

Held on 15 May 2025 under the theme *“Building Families: Strengthening Communities Through Intergenerational Solidarity.”* The Commission underscored the importance of safeguarding the family unit amid socio-economic challenges and called for policy reforms and social programmes to support family resilience.

n) Day of the African Child

Observed on 16 June 2025 under the theme *“Planning and Budgeting for Children’s Rights: Progress Since 2010.”* The Commission urged both government and non-State actors to adopt child rights-based approaches in public financial management and accountability processes.

o) International Day of the Boy Child

Commemorated on 16 May 2025 under the theme *“Building Self-Esteem in Boys: Stand Up, Be Heard, Be Seen in 2025.”*

p) International Widows Day

Held on 23 June 2005 under the theme *“Orphans in Need.”* The Commission called for economic empowerment, legal reforms, and social protection measures for widows and

their children to safeguard their rights and well-being.

q) **Africa Public Service Day 2025**

The celebrations were held under the continental theme *“Enhancing the Agility and Resilience of Public Institutions to Achieve Equitable Governance and Rapidly Address Historical Service Delivery Gaps.”* The Commission made two presentations titled *“Leveraging Digitisation to Enhance Access to Information and Accountability”* and *“Civil Society Advocacy and Multi-Stakeholder Collaboration for Inclusive Governance.”*

2.3.4 Strengthening Prevention and Response to Gender-Based Violence

In FY 2024/2025, the Commission scaled up GBV prevention and response through coordinated policy advocacy, stakeholder engagement, and targeted interventions at national, county, and community levels, producing tangible results in survivor protection, reporting, and accountability. The Commission supported the development of national and county-level GBV frameworks, enhanced the capacity of duty bearers, and convened awareness and male engagement forums in Taita Taveta, Isiolo, Meru, Bomet, and Murang’a. The sessions were designed to challenge harmful norms and strengthen prevention structures. In Isiolo and Garissa, the creation of community action teams and anti-FGM referral pathways improved local prevention mechanisms and sought to reduce the time taken to refer survivors to services. In Kilifi, safeguarding measures were integrated into athletic training camps, directly protecting young athletes from sexual abuse.

Under the NGECE–JICA GBV Elimination Project, the Commission deepened institutional capacity within the education and justice sectors in Machakos, Kajiado, and Nairobi. In Machakos, a three-day training was held from 5–7 August 2024. This session equipped teachers and school administrators with skills to manage school-related GBV and child protection cases, promote survivor-centred approaches, effective documentation, and functional referral mechanisms. Complementary Trainers of Trainers sessions built a cadre of educators, including lecturers of teacher training colleges, capable of championing prevention and case management at the school and community levels.

Anti-SGBV committees and consultation rooms were established in schools. A School Policy on Prevention and Response to Sexual and Gender-Based Violence was developed to institutionalise protocols for prevention, reporting, and response. The pilot *karate* programme at Kwanthanze Secondary School engaged 50 students and eight teachers from eight institutions. The program uses sport as a platform to raise awareness and equip learners with self-defence skills. In the justice sector, NGECE–JICA facilitated a study visit for officers from Kajiado and Machakos to the Shanzu Gender Justice Court, Mombasa, on 19–20 September 2024. This exchange mission enhanced officers’ understanding of specialised court operations and the value of seamless access to justice for survivors.

Innovative prevention and empowerment initiatives were implemented to enhance survivor safety, economic resilience, and awareness. In Kajiado, 150 GBV survivors received solar lanterns through the *Light Up the Future* initiative, improving night-time safety and mobility. In Nairobi, the Innovate Against GBV Business contest—organised with Nairobi City County and Growth Africa- connected 30 survivors to entrepreneurship training and incubation support. The contest brought together innovators, investors, and stakeholders to co-create business solutions for addressing GBV and raise public awareness. Through the JICA-GBV project, NGECE developed LIFT- a life board game- that enables women and girls to navigate simulated real-life challenges, fostering practical understanding of empowerment and its application in daily life.

At the policy and legislative level, NGEC played a key role in the Presidential appointed Technical Working Committee on GBV including Femicide, by submitting a detailed memorandum that analysed GBV trends, hotspots, and causes; assessed the adequacy of legal and policy frameworks; proposed amendments to close enforcement gaps; evaluated resource allocation, training levels, and operational readiness; and examined the role of social media in shaping public awareness and policy discourse. These inputs informed the National Report on Gender-Based Violence, Including Femicide, submitted to the President for consideration.

The Commission contributed to discourse on Technology-Facilitated GBV, focusing on refining advocacy strategies, identifying policy reform opportunities, and promoting cross-sector collaboration to address online abuse against women in politics and public life.

On 28th November 2024, the Commission participated in the Second National Shelters Conference, convened by The Centre for Domestic Training and Development (CDTD) and the Jasiri Consortium, in collaboration with the State Department for Gender and Affirmative Action. This was held as part of the 16 Days of Activism Against GBV under the theme *“Safe Shelters: Building Bridges Between County Actors and Survivors of Gender-Based Violence.”* The event highlighted the importance of collaboration between county actors and shelter service providers to strengthen support for GBV survivors. The Commission emphasised the integration of GBV data to drive evidence-based interventions, reinforcing its role in ensuring data-driven policymaking and response mechanisms. The Nakuru regional office participated in the End Femicide Walk on 10th December 2024. The walk was used to sensitise the public on issues of femicide.

2.3.5 Inclusion and Empowerment of Widowed Persons in Kenya

Widows represent a frequently overlooked group in the gender equality landscape, often suffering in silence due to cultural stigmatisation and a lack of targeted support. In FY 2024/2025, NGEC took bold steps to bring the challenges facing widowed persons to the fore and to push for measures that protect and empower them. Key initiatives and outcomes included:

a) High-Level Consultative Forum on Widows’ Protection: To advance the protection of widowed persons, the Commission, in collaboration with the Come Together Widows and Orphans Organisation (CTWOO) and key stakeholders, hosted a three-day High-Level Consultative Forum on the Protection of Widowed Persons in Kenya. The forum brought together advocates, policymakers, and community leaders to draw actionable strategies, policy recommendations, and collaborative frameworks. Over the course of the forum, participants deliberated on the multifaceted problems widows face: disinheritance, harmful cultural practices, social isolation, and economic vulnerability. NGEC played a role in guiding discussions towards actionable solutions. By the forum’s conclusion, a set of policy recommendations and an advocacy roadmap was developed, which included the Review of existing succession and matrimonial property laws, the development of a dedicated legal framework to address the rights of widows and addressing harmful cultural practices, among others.

The Commission also facilitated the International Widows’ Day held on 23rd June, 2025, in Nyamira and Kilifi counties. The Commission highlighted the challenges facing widowed persons in Kenya, including disinheritance, poverty, and harmful practices and called for a coordinated, multi-sectoral response. The Commission condemned the assault of a woman in Nyamira County during her former husband’s burial. In addition, the Commission is a

member of the technical committee developing the Widows bill to address the challenges faced by widows in Kenya.

2.3.6 Male Engagement

In FY 2024/2025, the Commission strengthened the role of men and boys as allies and co-leaders in advancing gender equality, particularly in GBV and the prevention of harmful practices. Through county-level public education forums in Meru, Taita Taveta, Muranga, Isiolo, Bomet, and Kitui, NGECE engaged traditional and faith leaders, male champions, and youth to challenge harmful social norms and promote community-wide accountability. These sessions provided a platform for detailed conversations about masculinity, power dynamics, and the negative impacts of GBV on families and communities.

Men were challenged to reflect on their roles and were encouraged to become champions for change. As a result, dozens of men stepped forward to join local campaigns against GBV, some volunteering to be part of community surveillance teams that report incidents, others mentoring younger men on positive behaviour. Male engagement components were integrated into existing county structures – for instance, in Murang’a, the County GBV Working Group now includes a sub-committee of male leaders who spearhead outreach to peers. Internally, NGECE enhanced the capacity of its officers on male engagement approaches (with a training on engaging men in ending technology-facilitated GBV, among other topics).

The Commission also participated in the International Day of Men and the Day of the Boy Child 2025. By bringing men and boys into the centre of gender equality efforts, NGECE is helping to foster a more supportive environment for women and girls and to reduce resistance to change.

2.3.7 Youth Engagement: Amplifying the Voices of the Young Generation

Kenya’s youth form the majority of the population and are key to the country’s present and future development. Recognising this, NGECE devoted special attention in 2024/25 to engaging youth, capturing their perspectives, and involving them in shaping policies on issues that affect them.

The Commission convened 10 youth consultative forums aimed at amplifying youth voices and shaping policy direction on key national issues. Five forums were held in Nairobi with support from the Hanns Seidel Foundation, focusing on themes such as:



- a) Youth and Climate Change - looking at the intersections of climate, gender and youth; climate-governance literacy; public-private collaboration for youth-led action.
- b) Youth Employment - opportunities, skilling pathways and financing models to tackle the demand–supply gap.
- c) Youth and Digital Pathways - Aligning with the International Youth Day (IYD) 2024 theme “From Clicks to Progress”; mapping public programmes (DLP, Ajira, iHub, AkiraChix) and barriers to participation.
- d) Youth, Business and Economic Empowerment- Access to finance, skills, markets and regulatory ease for youth-led MSMEs.
- e) Youth in E-Mobility Commerce - Inclusion in a fast-growing green sector; financing, skills and infrastructure gaps.

These engagements provided a platform for over 200 youth to articulate lived experiences, challenge systemic exclusion, and propose concrete solutions on governance, innovation, and service delivery. These forums resulted in clear, actionable outcomes: youth-led recommendations on inclusive budgeting, digital access, mental health support, and institutionalised civic engagement structures. The engagements positioned youth as active drivers of accountability, innovation, and policy change in Kenya's development agenda.

2.3.8 Gender Responsive and Child Sensitive Budgeting

During the period under review, the Commission strengthened Kenya's gender-responsive budgeting architecture through strategic coordination and capacity building. With support from Parliamentary Centre Canada, NGECC convened the 2025 meeting of a Technical Working Group bringing together relevant stakeholders, including Treasury officials, parliamentary departments, Ministries, Departments and Agencies and civil society organisations. The TWG resolved that there was a need to review the 2014 National GRB Guidelines published by the NGECC and to publish an annual compliance scorecard for all ministries and counties. In addition, the Commission advocated for children's priorities at the national budget by advocating for increased allocations to health, education, social protection, and financing transfer of constitutionally recognised functions to counties as the minimum standard for child-sensitive budgeting. The Commission convened the Joining Forces Alliance Group to receive and review their proposed child-sensitive budgeting recommendations and committed to making follow-up to ensure such were integrated into the 2024/2025 Budget Policy Statement.

The Commission facilitated the capacity building of 30 parliamentary research and legal officers, covering GRB analytics, inclusive public participation, and litigation avenues for enforcing budget-equality provisions—thereby equipping Parliament's technical cadre to embed gender and inclusion metrics in their routine policy and program work.

Through the Regional Offices, the Commission advocated for consideration of the issues of SIGs in the midterm review of the Integrated County and Annual Development plans. The Commission also advocated for meaningful participation and inclusion of Special Interest Groups in the 2024/2025 County Budget Public Participation forums.

2.3.9 Gender Equality and Inclusion in Agri-Food Systems

Agriculture remains the backbone of Kenya's economy and livelihood for a majority of Kenyans, yet it is a sector rife with gender disparities and barriers for youth. In FY 2024/2025, NGECC strengthened the gender agenda in Kenya's agri-food systems by contributing, through the Technical Linkage Working Group on Women and Youth in Agricultural Food Systems, to the development of the National Agriculture Gender Policy (January 2025). The policy targets structural barriers limiting women's and youth's participation and aims to drive an inclusive agricultural sector growth.

To make climate risk services more responsive to agriculture, NGECC built national capacity on co-producing gender-responsive climate information (October 2024) and joined the WISER Kenya Technical Working Group to address gender gaps in early warning and preparedness in Garissa and Tana River. This improved sectoral skills and embedded a Gender Equality and Social Inclusion (GESI) lens across climate–agriculture programming.

The Commission advanced inclusion in agri-linked livelihoods through youth skilling on climate-smart agriculture within a digital-economy forum (15 August 2024), pastoralist and Indigenous Peoples' climate governance engagement (7–8 October 2024), and county-level

policy coordination that brought together Departments of Trade, Agriculture, Manufacturing and Environment to localize the National Policy for Women's Economic Empowerment (21 May 2025). The partnerships with CABI on "Gender Equality and Inclusion in Agriculture and Environment" and the Isiolo Socio-Economic Gender Analysis, generated data on norms, access to knowledge resources impacts on nutrition, food security, and livelihoods.

2.3.10 Equality and Inclusion in Sports

The Commission contributed to the Gender Conference for Women in Sports in East Africa, organised by the National Olympic Committee of Kenya (NOC-K) from 28th to 29th January 2025 in Nairobi. Held under the theme "*To Disrupt and Redefine the Gender Narrative*", the conference brought together regional stakeholders to tackle gender inequalities in sports. Key outcomes included advancing dialogue on women's leadership and governance in sports, addressing GBV in the sports sector, and sharing best practices to enhance women's participation. The Commission's engagement strengthened collaborative efforts to build an inclusive and equitable sports ecosystem in East Africa.

2.3.11 Inclusion of Special Interest Groups in Climate Change Action

In FY 2024/2025, the Commission advanced gender-responsive and inclusive climate action by contributing to the development of national frameworks, strengthening multi-stakeholder coordination, and advocating for the integration of Special Interest Groups (SIGs) into climate change policies and programmes. These efforts aimed to address the disproportionate impacts of climate change on women, youth, persons with disabilities, Indigenous Peoples, and other marginalised groups, while promoting their active participation in climate resilience and adaptation initiatives. As a member of the National Technical Working Group on climate change, the Commission played a central role in the formulation of the National Gender and Climate Change Action Plan (2024–2027), launched in June 2025.

The plan provides a structured framework for mainstreaming gender equality and social inclusion into climate action, aligning national priorities with constitutional provisions and international commitments. The Commission's input ensured that SIG concerns were explicitly addressed, with clear provisions for monitoring accountability and equitable resource allocation.

In its technical advisory role, the Commission contributed to initiatives aimed at strengthening climate information and early warning systems, including its participation in the Weather and Climate Information Services (WISER) Kenya Project. By embedding Gender Equality and Social Inclusion (GESI) principles into the project framework, the Commission helped shape approaches to ensure that early warning messages and preparedness strategies in Garissa and Tana River Counties are accessible and responsive to the needs of vulnerable groups.

The Commission engaged with civil society, Indigenous Peoples' organisations, and advocacy networks to strengthen inclusion in climate discourse and policy follow-up. This included participation in the review of the Africa Indigenous Peoples' Call to Action, which assessed progress on commitments from the inaugural Africa Climate Summit, and engagement in dialogues convened by the Kenya Climate Change Working Group. These discussions generated key messages for presentation at the 29th UNFCCC Conference of the Parties (COP29), in Azerbaijan, with an emphasis on the intersectionality of climate change, gender, disability, and youth engagement.

To consolidate national advocacy, the Commission convened a stakeholder forum on promoting SIG inclusion in climate change action. The forum brought together government agencies, civil society organisations, and development partners to discuss practical strategies for strengthening participation, identifying gaps in existing frameworks, and agreeing on recommendations for enhanced policy alignment and resource mobilisation. A report with actionable recommendations was produced, providing a roadmap for integrating SIG concerns into climate planning and implementation at both national and county levels. The Commission also enhanced the capacity of youth drawn from marginalised communities to engage in climate-action discourse and to influence localised climate-governance processes.

2.3.12 Disability Inclusion

In FY 2024/2025, the Commission made notable strides in advancing the rights and inclusion of Persons with Disabilities (PWDs) through strategic partnerships, policy engagement, and targeted stakeholder dialogues. These interventions strengthened the capacity of political parties, county governments, and employers to embed disability inclusion in governance, service delivery, and employment practices.

- a) Through its engagement in the Kenya Inclusive Political Parties Programme (KIPP), implemented in collaboration with the Westminster Foundation for Democracy (WFD), the Commission supported 16 political parties to review their internal policies and governance frameworks. This work resulted in improved structures for the representation and participation of PWDs in party leadership and decision-making processes, signalling a shift towards greater accountability in political governance for inclusion.
- b) At the national policy level, the Commission contributed to the “20 Years of Diversity and Disability Inclusion in Kenya” commemoration, which reflected on progress and persisting gaps in disability legislation.
- c) At the county level, the Commission facilitated disability dialogue forums in Mombasa and Nakuru in collaboration with the National Council for Persons with Disabilities (NCPWD), enabling multi-sectoral reviews of achievements, challenges, and strategies for advancing inclusion. Similar efforts in Isiolo County, under the USAID-funded *Jumuisha* Project, focused on addressing barriers to socio-economic participation by PWDs through governance reforms and private sector engagement. The Commission also monitored the PWD tax exemption vetting process at Isiolo Referral Hospital, gathering insights to improve accessibility and efficiency in the administration of exemptions.
- d) In promoting inclusive employment, the Commission, in partnership with the Kilimanjaro Blind Trust, convened a national stakeholder roundtable under the theme “*Disability Inclusion at the Workplace.*” This forum engaged employers on strategies to meet the statutory requirement of reserving at least five percent of positions for PWDs, adopting inclusive workplace policies, and providing reasonable accommodation to ensure equitable participation of employees with disabilities.

2.3.13 Promoting Gender Equality and Inclusion in Leadership

As part of its mandate to promote gender equality and inclusion in leadership, the Commission facilitated a high-level forum under the theme “Accelerating Women’s Political Leadership: From 115 to 750 Female MCAs in the 2027 General Elections.” The event brought together actors under the County Assemblies Forum (CAF) 750 Roadmap, where NGECC provided technical input to inclusive strategies for achieving 50% female representation in county assemblies. Key outcomes included consensus on integrating gender data into candidate selection processes, enhancing party-level reforms, and aligning institutional support to build a stronger pipeline of women candidates.

The Commission contributed to reform-oriented dialogues led by the African Women's Studies Centre at the University of Nairobi, aimed at increasing women's representation in economics and development studies by 2032. NGECE's participation in a panel discussion on *Female Wage Employment and Fertility* sharpened advocacy priorities by linking women's reproductive rights to economic empowerment. Further, the Commission participated in a stakeholder meeting convened by the Senate Standing Committee on Justice, Legal Affairs and Human Rights to discuss electoral reforms, including the realisation of the not-more-than two-thirds gender rule, Article 100 of the COK and Article 54.

2.3.14 Inclusion of Marginalised and Minority Communities

During the period under review, the Commission advanced the inclusion and protection of marginalised and minority communities through facilitating policy development, strategic advocacy, and multi-stakeholder engagement, ensuring that their rights and priorities were meaningfully integrated into national and county development agendas.

A major achievement was spearheading the development of the 2025 Policy Framework for Marginalised Communities in Kenya, in partnership with the Minorities and Marginalised Affairs Unit, Mainyoto Pastoralists Integrated Development Organisation (MPIDO), and the World Bank Group. Two high-level consultative forums, held on 28th February and 17th March 2025 in Nairobi, brought together 85 participants from state and non-state actors to identify existing gaps, challenges, and opportunities for inclusion of the minority and marginalised groups. The sessions produced a roadmap for developing the proposed policy. As of the end of the reporting period, the sector had a draft policy under internal review.

The Commission engaged community leadership, meeting with the Hunters and Gatherers Forum Kenya (HUGAFO-K) on 20th March 2025 to deliberate on tribal coding, recognition processes, and inclusion in the official statistics, planning and reporting. NGECE guided the community on formal procedural steps to follow and consultations required with the Kenya National Bureau of Statistics.

Regionally, the Commission played a pivotal role in the Africa Indigenous Peoples' Dialogue, organised by MPIDO with the World Bank, International Fund for Agricultural Development (IFAD), the National Treasury, and the Ministry of Agriculture. This forum deepened mutual trust among stakeholders and advanced a shared agenda to improve Indigenous Peoples' well-being through targeted investment projects and policy dialogue.

NGECE's contributions emphasised inclusive financing, culturally appropriate service delivery, and accountability in implementation.

At the national level, NGECE participated in the Pastoralist Leadership Summit (PLS) held in Wajir County from 8th–10th December 2024, under the theme “*Unlocking Policy and Financial Bottlenecks to Maximise Pastoralism Potential in Kenya.*” Attended by the President of Kenya, the summit provided a high-profile platform for policy advocacy on the unique socio-economic needs of arid and semi-arid lands (ASALs). NGECE's inputs pushed for investment in education, infrastructure, and markets for pastoralist communities, alongside legal reforms to enhance their political and economic participation.

2.3.15 Inclusion of Older Persons

The Commission strengthened the protection and promotion of the rights of older persons through sustained advocacy, policy engagement, and public awareness. It championed age-responsive reforms by submitting proposals to the Older Persons Bill, 2024, addressing social protection, accessible health care, and protection from abuse, while actively participating in

national consultations.

Beyond legislative processes, NGEC leveraged key national and international platforms to spotlight the rights of older persons. On World Elder Abuse Awareness Day (15 June 2025), the Commission issued a strong public call to end abuse and neglect of the elderly including the enactment of a law to operationalize Article 57 of the Constitution, while on the UN International Day for Older Persons (1 October 2024) under the theme “*Ageing with Dignity*,” it amplified messages on inclusion, respect, and safeguarding the well-being of senior citizens.

In June 2025, during the symposium held at the Kenya Institute of Special Education (KISE), the Commission advanced practical proposals to enhance the protection of older persons.. These included establishing community-based reporting and referral systems for abuse cases, integrating geriatric care into public health facilities, expanding social protection coverage, and ensuring access to legal aid for older persons.

2.3.16 Care Economy and Caregiver Support

The “care economy”, which encompasses the unpaid and paid work of caring for children, the elderly, the sick, and persons with disabilities, is increasingly recognised as a foundation of societal well-being and economic development. However, care work has historically been undervalued and disproportionately borne by women and girls. In 2024/25, the Commission contributed to shaping policies and conversations on the care economy in Kenya, aiming at promoting shared responsibility and state support for care. Key contributions included:

- i) **Development of the National Care Economy Policy:** NGEC was a member of the national technical team formulating this policy. The development of this policy was also supported by the State Department for Gender, with inputs from development partners like Oxfam Kenya. The policy seeks to establish a framework for recognising, reducing, and redistributing unpaid care work. NGEC’s contributions were instrumental in ensuring the policy addresses gender equality in unpaid care and domestic work.
- ii) **Care Economy Policy Brief:** The Commission supported the development of the policy briefs on the Kenya Care Economy that advocated for national investment in care work. The brief leveraged on the Time Use Survey, 2021.
- iii) **Policy on Caregivers for Persons:** NGEC contributed to shaping a national policy on caregivers for persons with non-communicable diseases (NCDs). Caregivers (often family members) for people with conditions like cancer, diabetes, or mental illness often face burnout, financial strain, and a lack of support.
- iv) **Public Engagements on Care:** The Commission contributed to several forums on the care economy. The Commission engaged the Council of Governors and other stakeholders on potentially establishing childcare facilities initially within the county workplaces, and later spread out to other employers, including the national government and the private sector.

2.4 Research and Knowledge Management

2.4.1 Research

To increase evidence-based knowledge on issues of equality and inclusion through research, the Commission undertook the following initiatives:

a) Gender Dimensions in Corruption Perception Survey

To address the gendered impacts of corruption, NGEC partnered with the Ethics and Anti-Corruption Commission (EACC) and United Nations Office on Drugs and Crime (UNODC), to integrate gender perspectives into Kenya's National Corruption Perception Survey. The Commission developed a gender dimensions question bank and coordinated field data collection in Machakos, Embu, Nyeri, Uasin Gishu, Kitale, Kirinyaga, and Nakuru counties for the *Kenya 2025 National Survey on Gender and Corruption*. Thirty-three enumerators and trainers were trained on gender equality and inclusion. For the first time, the survey will provide evidence on how corruption affects women and Special Interest Groups, enabling targeted anti-corruption strategies. The report will be released in FY 2025/2026, positioning Kenya as the third country in Africa after Ghana and Nigeria to integrate gender into national corruption surveys.

b) Establishing the Equality and Inclusion Data Hub (GESI Hub)

Recognising the need for a centralised national data ecosystem on equality and inclusion, the Commission convened a series of meetings with institutions drawn from academia, think tanks, research bodies, State and non-State actors to design the framework for the Gender Equality and Social Inclusion (GESI) Hub. The hub is envisioned as a one-stop, credible platform for gender equality and inclusion research, information, and data in Kenya, providing harmonised datasets that government, researchers, and development partners can use for evidence-based policy-making and programming.

c) Facilitating the Development of the Kenya Action Plan on Inequality Reduction

Following GIZ-supported research on inequalities in Kenya, NGEC began preparations for the country's first Action Plan on Inequality Reduction. Key steps included drafting terms of reference for the task and mapping institutions for the Technical Working Group. This groundwork sets the stage for the commencement of the co-creation of the plan in the FY 2025/2026.

d) Assessment on the Uptake of Green Energy among Special Interest Groups

The Commission completed and published the report on the assessment of the uptake of green energy solutions among Special Interest Groups in Kenya. The report provides insights to inform inclusive energy policies and will be launched in FY 2025/2026.

e) Strengthening Data on Women's Empowerment

The Commission supported the refinement of Women's Empowerment Measurements that feed into the upcoming 2025 Kenya Mini Demographic and Health Survey. These updated indicators will enable the generation of robust, disaggregated data to inform policy formulation, track progress, and strengthen accountability in promoting gender equality across sectors.

f) Developing a Statistical Framework for Measuring Femicide in Kenya

As a member of the National Think Tank convened by the Kenya National Bureau of Statistics and UN Women, the Commission contributed to the development of Kenya's first statistical framework for measuring homicide of women and, by extension, made an attempt to measure femicide. The measurement is adapted from a proven model in Lesotho. The framework will enable accurate national and county-level estimates of gender-related killings of women and girls, capturing factors such as the relationship to the perpetrator, type of perpetrator, method of killing, and associated circumstances. It will draw on both administrative and citizen-generated data, with selected indicators to be piloted in the 2025 Kenya Mini Demographic and Health Survey, providing an evidence base for targeted prevention and protection measures.

Further, the Commission contributed to multiple research efforts designed to advance gender equality and inclusion among them:

- a) Adolescent Mothers' School Re-entry (Mombasa & Siaya): Partnered with Zizi Afrique to identify barriers and motivators for teen mothers returning to school. Recommendations called for policy reforms, counselling, and stronger community engagement.
- b) Women's Economic Empowerment Conference: Participated in Kenyatta University's Women Economic Empowerment (WEE) conference, highlighting research, innovation, and gender-responsive policies to address women's unique challenges, including unpaid care work.
- c) Socio-Economic Gender Analysis (Isiolo): Supported training of research assistants to examine resource distribution, cultural influences, and impacts on health, nutrition, livelihoods, SRHR, and civic engagement.
- d) Advancing Women's Leadership in Health: Partnered with APHRC to disseminate findings on factors shaping women's leadership in health, recommending gender-transformative interventions, mentorship, and flexible work policies.
- e) Population and Sustainable Development Policy (Vihiga): Contributed insights on addressing skills-employment mismatches for Special Interest Groups.
- f) Public Transport System Assessment (Makueni): collaborated with Flone Initiative to review transport accessibility for vulnerable groups, informing safer, more inclusive mobility.
- g) Women Leadership in Health – Barriers and Solutions: Participated in research dissemination by Kenya Health Federation and Strathmore University, identifying structural barriers to women's leadership and pathways to meeting the two-thirds gender principle.

2.4.2 Documentation of Commission Work

During the period under review, the Commission finalised the following reports.

- a) The Assessment of Uptake of Green Energy among Special Interest Groups
- b) Report of the Consultative Meeting on Accessibility to the Built Environment for Persons with Disabilities and/or Those with Limited Mobility
- c) Youth Voices: A Proceedings Report on Youth Engagement in Climate Change, Employment, Digital Economy, Future Businesses, and E-Mobility in Kenya
- d) Multi-Stakeholder Engagement on Repositioning Special Interest Groups in Climate Actions
- e) Assessment of University Councils on Compliance with the Not More than Two-Thirds Gender Principle
- f) The NSE Audit Report

2.4.3 Commission Intervention Efforts Across Counties, FY 2024/2025

The Commission monitored the distribution of its programmatic interventions across counties in the Financial Year 2024/2025. In total, 582 interventions were implemented across 29 counties.

Nairobi County had the highest number of interventions at 265, accounting for 45.5% of the total. Other counties with high to moderate intervention rates were Isiolo 82 (14%), Kilifi 53 (9.1%), Kitui and Nakuru 33 each (5.7%), Garissa 31 (5.3%) and Kisumu 23 (3.9%). Twenty-two (22) counties received minimal interventions, ranging between 0.1% and 1% as shown in Table 1 and Map 1

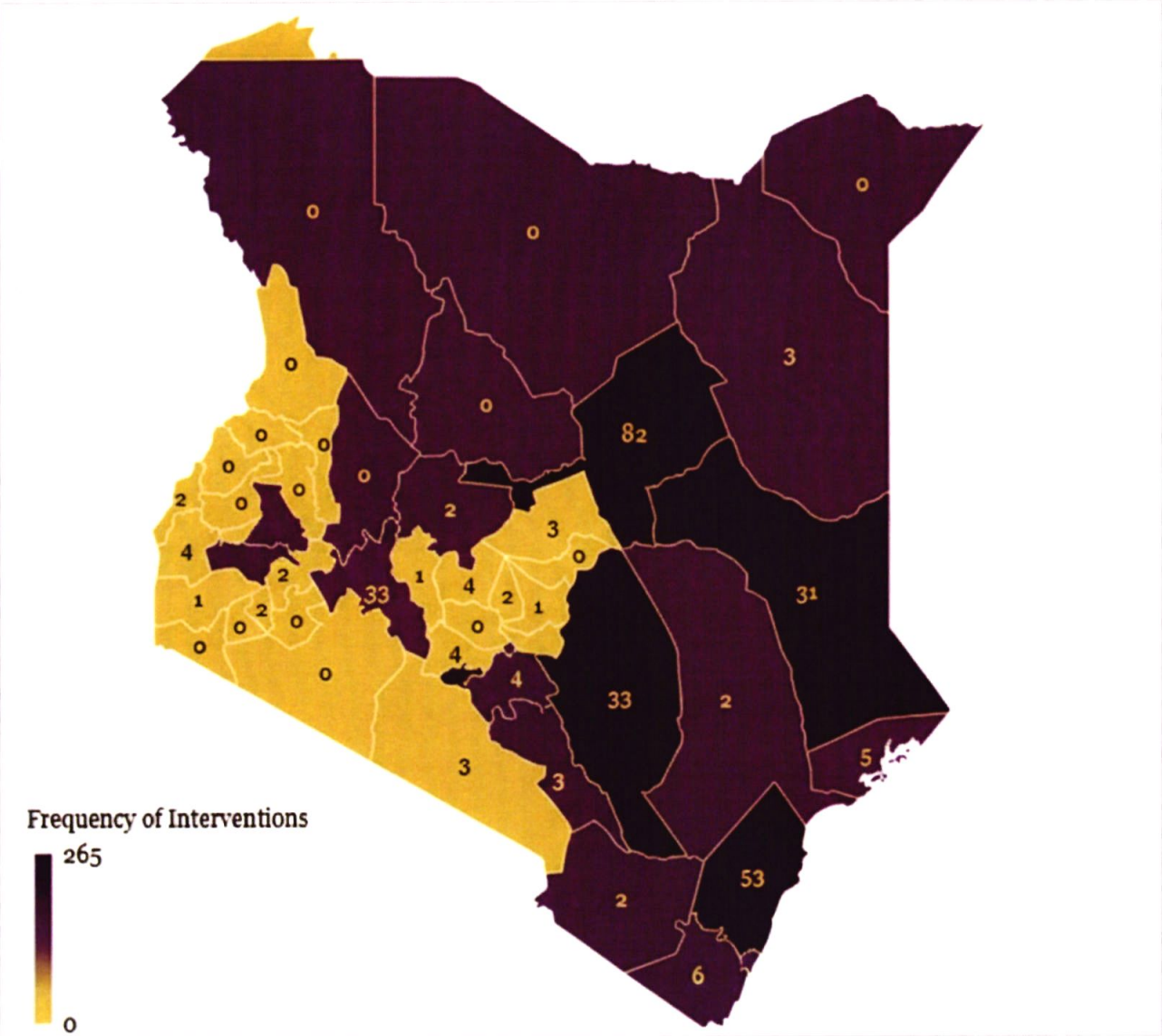
Table 1: Distribution of Interventions by Counties, FY 2024/25

County Code	County	Frequency of Interventions	% of Intervention
1	Mombasa	4	0.69
2	Kwale	6	1.03
3	Kilifi	53	9.11
4	Tana River	2	0.34
5	Lamu	5	0.86
6	Taita–Taveta	2	0.34
7	Garissa	31	5.33
8	Wajir	3	0.52
9	Mandera	0	0.00
10	Marsabit	0	0.00
11	Isiolo	82	14.09
12	Meru	3	0.52
13	Tharaka-Nithi	0	0.00
14	Embu	1	0.17
15	Kitui	33	5.67
16	Machakos	4	0.69
17	Makueni	3	0.52
18	Nyandarua	1	0.17
19	Nyeri	4	0.69
20	Kirinyaga	2	0.34
21	Murang’a	0	0.00
22	Kiambu	4	0.69
23	Turkana	0	0.00
24	West Pokot	0	0.00
25	Samburu	0	0.00
26	Trans-Nzoia	0	0.00
27	Uasin Gishu	0	0.00
28	Elgeyo-Marakwet	0	0.00
29	Nandi	0	0.00
30	Baringo	0	0.00
31	Laikipia	2	0.34
32	Nakuru	33	5.67
33	Narok	0	0.00
34	Kajiado	3	0.52
35	Kericho	2	0.34
36	Bomet	0	0.00
37	Kakamega	0	0.00
38	Vihiga	2	0.34
39	Bungoma	0	0.00

County Code	County	Frequency of Interventions	% of Intervention
40	Busia	2	0.34
41	Siaya	4	0.69
42	Kisumu	23	3.95
43	Homa Bay	1	0.17
44	Migori	0	0.00
45	Kisii	0	0.00
46	Nyamira	2	0.34
47	Nairobi	265	45.53
Total		582	100%

Eighteen (18) counties recorded no interventions in FY 2024/25 compared to 10 counties in FY 2023/24. These are Mandera, Marsabit, Tharaka-Nithi, Murang’a, Turkana, West Pokot, Samburu, Trans-Nzoia, Uasin Gishu, Elgeyo-Marakwet, Nandi, Baringo, Narok, Bomet, Kakamega, Bungoma, Migori and Kisii.

Map 1: Distribution of NGECE interventions by County, FY 2024/2025





CHAPTER THREE

3.0 Financial Overview

The Commission received a budget of Ksh 437.7 million, constituting Ksh 298.7 million for personnel emoluments, Ksh 129.3 million for use of goods and services, Ksh 3.9 million for Social Security Benefits and Kshs 5.7 for Acquisition of Assets. The comparative budget for the previous financial year was Ksh 447.19 million, resulting in a decrease of Ksh 9.5 million.

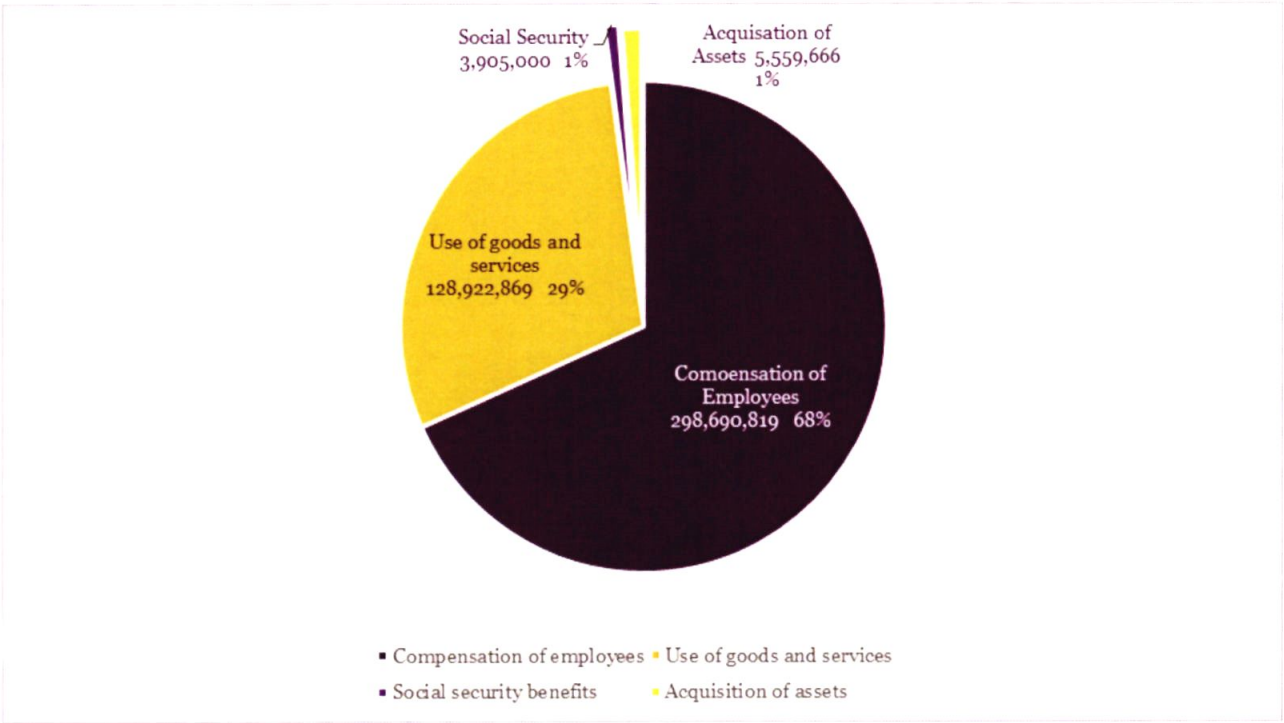
(a) Key Performance Highlights:

Financial Performance Summary

Approved Budget Allocation	Actual Expenditure	Diference in Utilisation	Percentage Absorption
437,702,500	437,078,354	624,146	99%

(i) Expenditure

The Commission spent **Kshs. 437,078,354.00** against an approved budget of **Kshs. 437,702,500** representing absorption of **99%**. The utilization of the budget was carried out through various activities (economic classifications) as shown in the graph below:



It should be noted that 29% of budget allocation for the Commission was used for procure-ment of goods/services and operations, 68% for personnel emoluments, 1% each for gratuity and the acquisition of assets.

Compared to the previous Financial Year 2023/2024 whose Absorption level was 98%, Financial Year 2024/2025 experienced an absorption level of 99% of the approved budget

(ii) Receipt

The Commission receipts mainly comprise exchequer releases from the National Treasury. During the financial year 2024/25, the Commission received a total of Kshs. 437,500,842.00 relating to exchequer releases from National Treasury. The Commission had no development funds. This is a decrease of 1% of total receipts compared to Kshs. 439,777,590.35 received in FY 2023/2024.

(iii) Payments

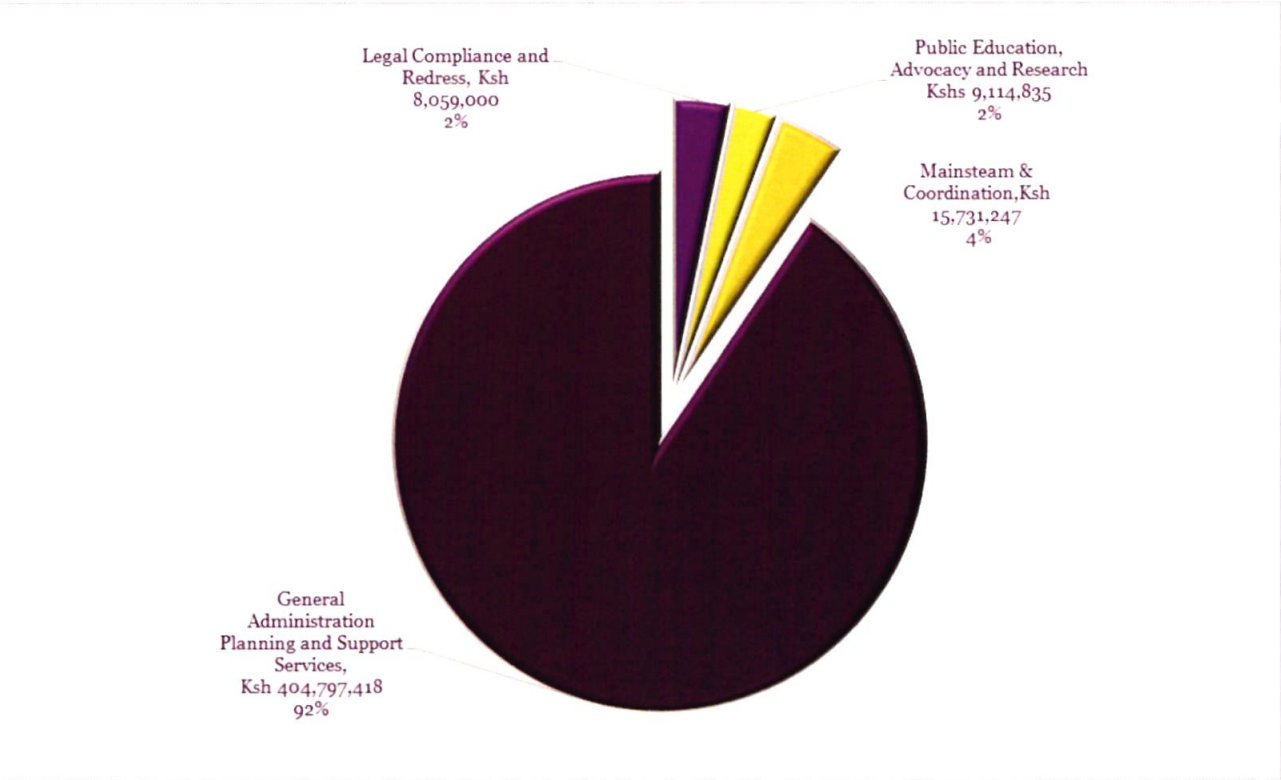
The total payments for the FY 2024/2025 were **Kshs. 437,078,354** compared to **Kshs. 445,089,097** spent in the FY 2023/2024. This represents 2% decrease from last financial year.

The payments for FY 2024/2025 were as follows:

Description	Payments	
	2024/2025	2023/2024
Compensation of Employees	298,690,819	278,162,274
Use of goods and Services	128,922,869	147,564,899
Social Security Benefits	3,905,000	3,900,000
Acquisition of Assets	5,559,666	15,461,924
Total Payments	437,078,354	445,089,097

(b) Budget Allocation FY 2024/2025

This gross budget was allocated under the programme for the promotion of Gender Equality and Freedom from discrimination under the following four sub-programmes as shown in the chart below:



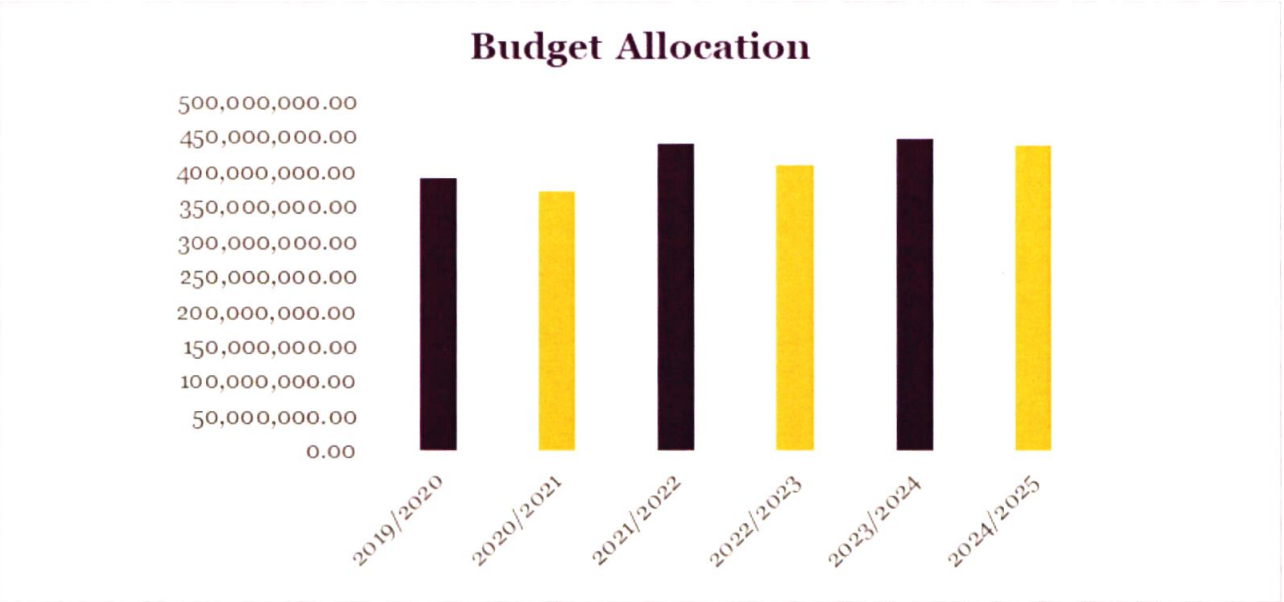
- i) Legal Compliance and Redress:** The objective of the sub-programme is to monitor, facilitate and advise on the integration of the principles of equality, and freedom from discrimination in all national and county policies, laws, and administrative regulations in all public and private institutions. It also includes investigations and redress for violations of principles of equality and inclusion as envisaged under articles 27 and 43 of the Constitution. It was allocated Kshs. 8,059,000.00 representing 2% of the budget.
- ii) Mainstreaming and Co-ordination:** The objective is to co-ordinate and facilitate mainstreaming of issues of gender, persons with disabilities and other marginalized groups in National Development programs and actions. It also advises the Government and facilitates the implementation of affirmative actions and programs. It was allocated Kshs. 15,731,247.00 representing 4% of the budget.
- iii) Public Education, Advocacy and Research:** The main objective is to co-ordinate and advice on public education programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination, conduct and co-ordinate research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution of Kenya, 2010. It was allocated Kshs. 9,114,835.00 representing 2% of the budget.
- iv) General Administration and Support Services:** the objective is to strengthen the institution’s capacity to deliver on its mandate. It was allocated Kshs. 404,797,418.00 representing 92% of the budget. This includes salaries which have the highest budget allocation.

(c) Analysis of Budget Allocations & Expenditure

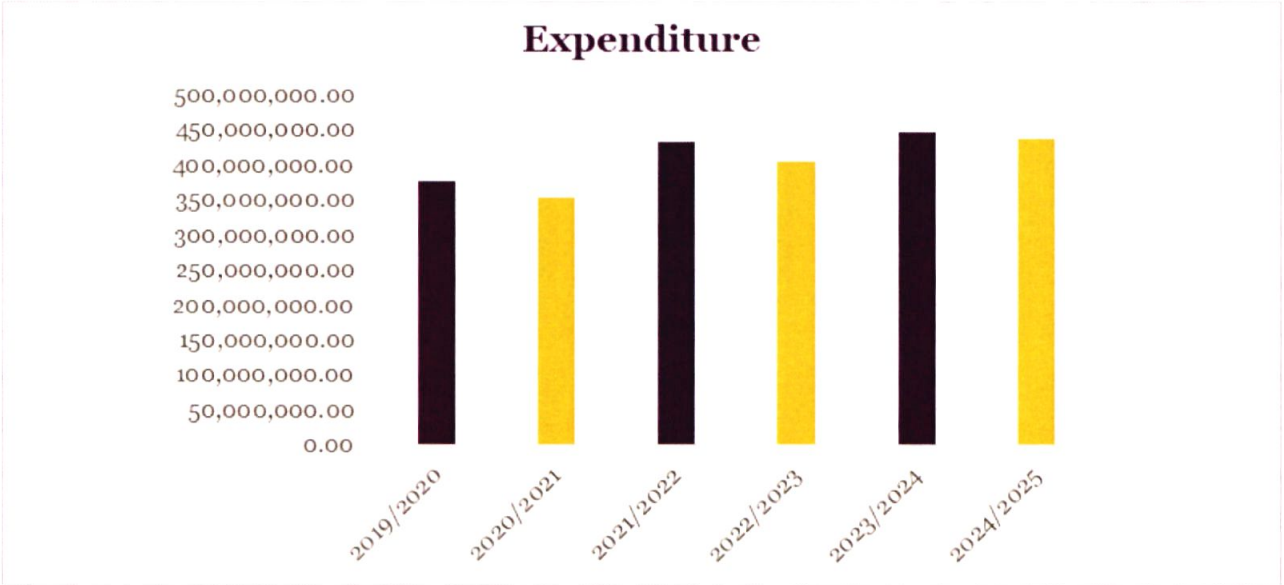
Over the years the Commission budget has been growing steadily over the past six financial years as indicated in the table below. However, in FY 2020/2021 we had a significant reduction in our budget owing to the effects of COVID-19. The Commission has over the years registered an absorption of over 90% with the highest being recorded at 99%. The absorption level during the period under review is 99.86%.

Financial Year	Budget Allocation	Expenditure	Absorption
2019/2020	390,708,973.00	376,118,813.00	96%
2020/2021	372,012,737.00	353,307,823.65	95%
2021/2022	439,762,581.00	432,377,399.05	98%
2022/2023	408,377,176.00	403,541,155.00	99%
2023/2024	447,189,511.00	445,089,097.00	98%
2024/2025	437,702,500.00	437,078,356.00	99%

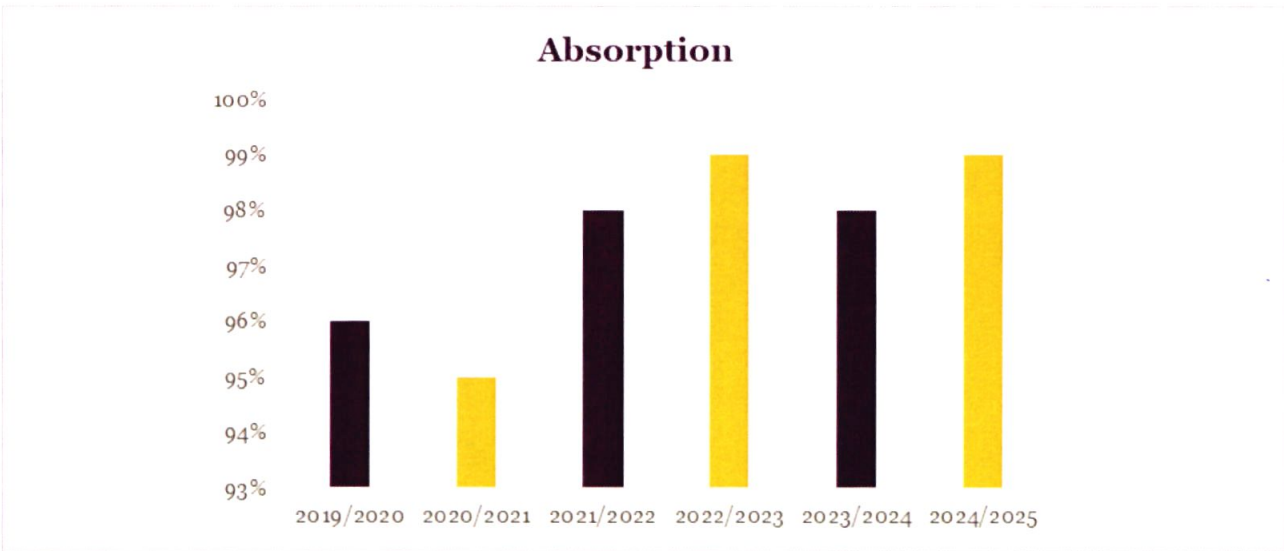
Below is a graphical presentation of the Budget Allocation



Below is a graphical presentation of the Expenditure



Below is a graphical presentation of the absorption

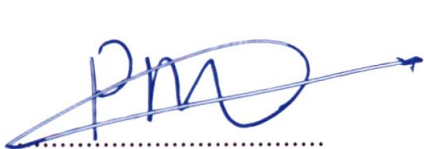


The National Gender and Equality Commission does not have any development projects under implementation.

3.1 Statement of Financial Performance for the year ended 30 June 2025

	Notes	FY 2024-2025
		Kshs
Revenue from non-exchange trans- actions		
Transfers from Exchequer	6	437,500,842
Total		437,500,842
Revenue from exchange transactions		
Miscellaneous income		-
Total revenue		437,500,842
Expenses		
Employee costs	7	302,595,819
Use of goods and services	8	124,604,553
Depreciation and amortization ex- pense	9	1,284,545
Total expenses		428,484,917
Net Surplus/Deficit		9,015,925

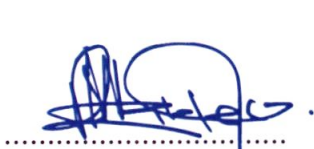
The Financial Statements set out on pages 1 to 29 were signed by:



Purity Ngina, Phd, MBS
CEO/Commission Secretary



CPA Kennedy Mutunga
Ag. Asst Director Accounts
Finance & Planning



Hon. Rehema Jaldesa
Chairperson of the Commission

ICPAK M/No 14331

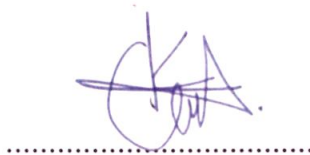
3.2 Statement of Financial Position as at 30th June 2025

	Notes	FY 2024 - 2025	Opening Statement 1st July 2024
		Kshs	Kshs
Assets			
Current Assets			
Cash and Cash equivalents	10	7,057,472	21,121,153
Receivables from Exchange Transactions	11	3,458,240	-
Total Current Assets		10,515,712	21,121,153
Non-Current Assets			
Property, Plant and Equipment	12	4,129,521	-
Total Non- Current Assets		4,129,521	-
Total Assets (a)		14,645,233	21,121,153
Liabilities			
Current Liabilities			
Trade and Other Payables	13	126,000	1,130,176
Refundable Deposits	14	6,633,483	21,107,620
Total Current Liabilities		6,759,483	22,237,795
Non-Current Liabilities			
Total Non- Current Liabilities		-	-
Total Liabilities (b)		6,759,483	22,237,795
Net Assets (a-b)		7,885,750	(1,116,642)
Represented by:			
Accumulated Surplus		7,885,750	(1,116,642)
Net Assets		7,885,750	(1,116,642)

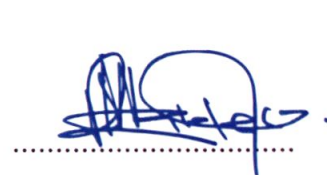
The financial statements set out on pages 1 to 29 were signed by:



Purity Ngina, Phd, MBS
CEO/Commission Secretary



CPA Kennedy Mutunga
Ag. Asst Director Accounts
Finance & Planning



Hon. Rehema Jaldesa
Chairperson of the Commission

ICPAK M/No 14331

3.3 Notes to the financial statements

1. Transfer from Exchequer

Nature of transfer	Amount recognized to Statement of Financial performance	Amount deferred under deferred income	Total transfers Period ended June 2025
	Kshs	Kshs	Kshs
Recurrent	437,500,842	-	437,500,842
Development	-	-	-
Total	437,500,842	-	437,500,842

2. Employee Costs

Description	FY 2024/25
	Kshs
Basic salaries of permanent employees	183,253,302
Personal allowances – part of salary	87,468,689
Employer contributions to compulsory national social security schemes	27,968,828
Government Pension and Retirement Benefits	3,905,000
Employee costs	302,595,819

3. Use of Goods and Services

Description	FY 2024/25
	Kshs
Utilities, supplies and services	2,525,524
Communication, supplies and services	5,093,598
Domestic travel and subsistence	14,873,190
Foreign travel and subsistence	9,014,650
Printing, advertising, and information supplies & services	1,139,200
Rentals of produced assets	43,594,707
Training expenses	7,711,693
Hospitality supplies and services	3,046,786
Insurance costs	17,291,202
Office and general supplies and services	1,956,718
Fuel Oil and Lubricants	5,233,060
Routine maintenance – vehicles and other transport equipment	2,648,870
Routine maintenance – other assets	1,083,776
Other operating expenses	9,391,578
Total	124,604,553

4. Depreciation and Amortization Expense

Description	FY 2024/25
	Kshs
Property, plant and equipment	1,284,545
Total	1,284,545

5. Cash and Cash Equivalents

Description	FY 2024-2025	Opening statement 1st July 2024
	Kshs	Kshs
Recurrent Account	423,988	13,533
Development Account	-	-
Deposits Account	6,633,483	21,107,620
Total	7,057,472	21,121,153

6. Bank Accounts

		FY 2024-2025	Opening statement 1st July 2024
Financial Institution	Account number	Kshs	Kshs
Recurrent Account		423,988	13,533
CBK001	1000181532		
Development Accounts		-	-
CBK002	1000414855		
Deposits Accounts	1000182385	6,633,483	-
Sub- Total		7,057,472	13,533
Grand Total		7,057,472	13,533

7. Third-party deposits and retention

Description	FY 2024-2025		Opening Statement 1st July 2024	
	Kshs		Kshs	
Customer deposits	6,633,483		21,107,620	
Prepayments	-		-	
Other deposits	-		-	
Total deposits	6,633,483		21,107,620	
Ageing analysis: (Refundable deposits)	Current FY	% of the Total	1st July	% of the Total
Under one year	6,633,483	100%		%
1-2 years		%		%

2-3 years		%		%
Over 3 years		%		%
Total	6,633,483	100%	-	

8. Related Party Disclosures

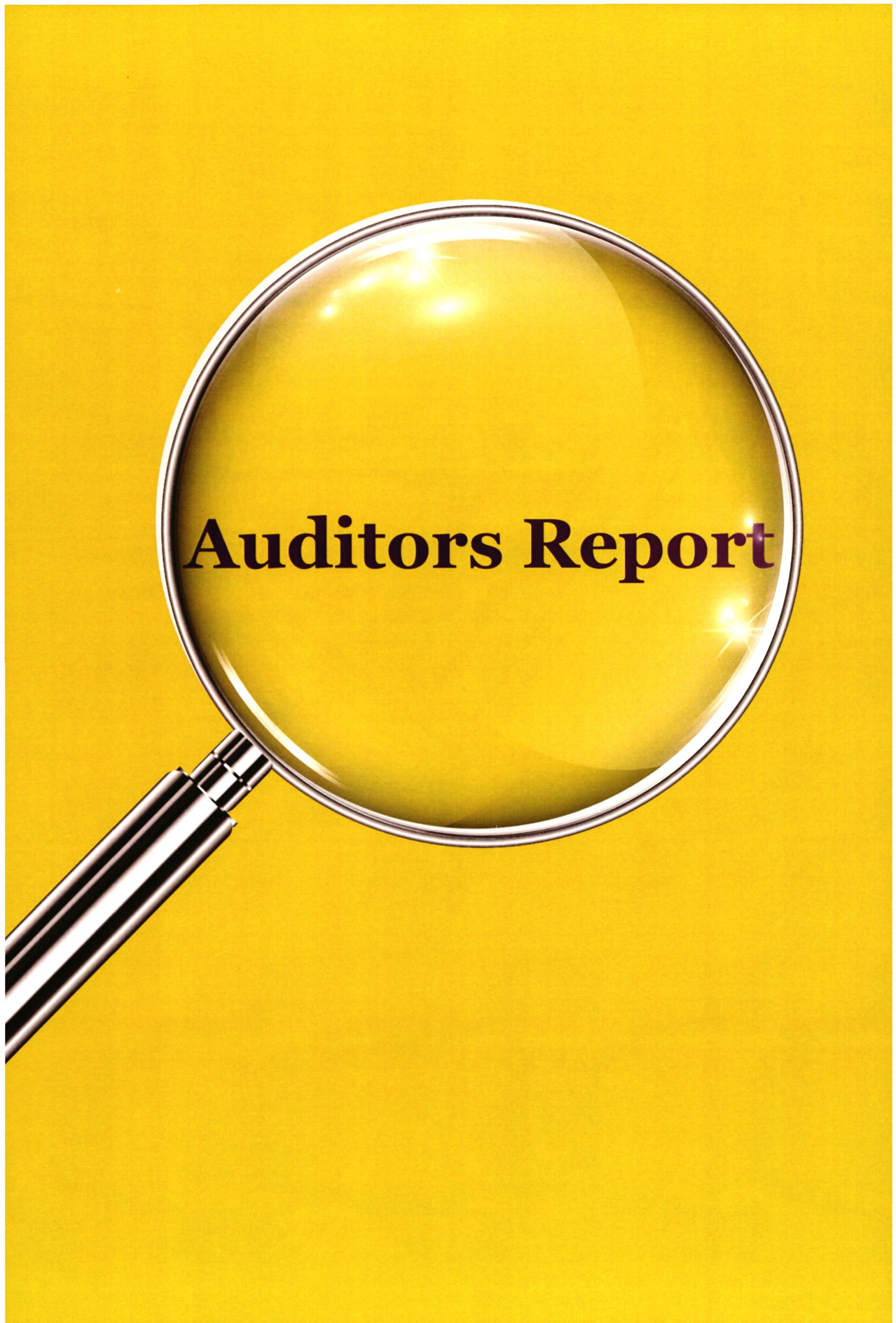
Entities and other parties related to the Commission include those parties who have ability to exercise control or exercise significant influence over its operating and financial decisions. Related parties include management personnel, their associates and close family members.

Government of Kenya

The Government of Kenya is the principal shareholder of the Commission, holding 100% of the Commission’s equity interest. The Government of Kenya has provided full guarantees to all long-term lenders of the Commission, both domestic and external.

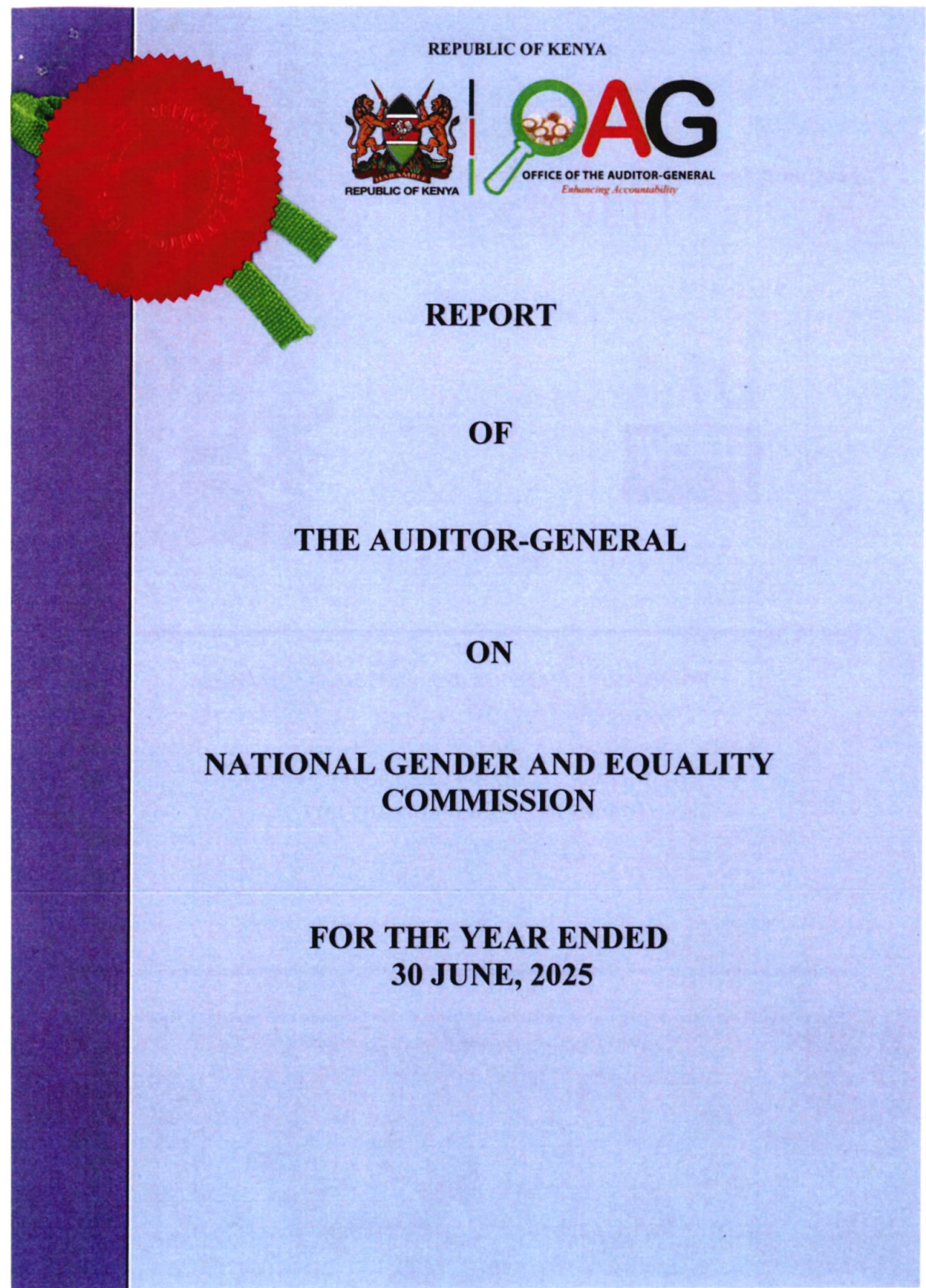
Other related parties include:

- i) The National Treasury.
- ii) County Governments
- iii) Other State Corporations and SAGAs
- iv) Other State Departments.
- v) Key management Staff
- vi) Chairperson and Commissioners.
- vii) Chief Executive Officer/ Commission Secretary

A magnifying glass with a silver handle and frame is positioned over a yellow background. The lens of the magnifying glass is centered on the text "Auditors Report", which is written in a bold, black, serif font. The magnifying glass's frame and handle are visible, with the handle extending from the bottom left towards the center. The lens shows some reflections and a slight vignette effect, focusing attention on the text within it.

Auditors Report

REPORT OF THE INDEPENDENT AUDITORS OF THE FINANCIAL STATEMENTS FOR THE NATIONAL GENDER AND EQUALITY COMMISSION.



REPUBLIC OF KENYA

Phone: +254-(20) 3214000
Email: info@oagkenya.go.ke
Website: www.oagkenya.go.ke



HEADQUARTERS
Anniversary Towers
Monrovia Street
P.O Box 30084-00100
NAIROBI

REPORT OF THE AUDITOR-GENERAL ON NATIONAL GENDER AND EQUALITY COMMISSION FOR THE YEAR ENDED 30 JUNE, 2025

PREAMBLE

I draw your attention to the contents of my report which is in three parts:

- A. Report on Financial Statements that considers whether the financial statements are fairly presented in accordance with the applicable financial reporting framework, accounting standards and the relevant laws and regulations that have a direct effect on the financial statements;
- B. Report on Lawfulness and Effectiveness in the Use of Public Resources which considers compliance with applicable laws, regulations, policies, gazette notices, circulars, guidelines and manuals and whether public resources are applied in a prudent, efficient, economic, transparent and accountable manner to ensure the Government achieves value for money and that such funds are applied for the intended purpose; and,
- C. Report on Effectiveness of Internal Controls, Risk Management and Governance which considers how the entity has instituted checks and balances to guide internal operations. This responds to the effectiveness of the governance structure, risk management environment and internal controls, developed and implemented by those charged with governance for orderly, efficient and effective operations of the entity.

An Unmodified Opinion is issued when the Auditor-General concludes that the financial statements are fairly presented in accordance with the applicable financial reporting framework. The Report on Financial Statements should be read together with the Report on Lawfulness and Effectiveness in the Use of Public Resources, and the Report on Effectiveness of Internal Controls, Risk Management, and Governance.

The three parts of the report aim to address the Auditor-General's statutory roles and responsibilities as provided by Article 229 of the Constitution, the Public Finance Management Act, 2012, and the Public Audit Act, 2015. The three parts of the report when read together constitute the report of the Auditor-General.

REPORT ON THE FINANCIAL STATEMENTS

Opinion

I have audited the accompanying transitional IPSAS financial statements of National Gender and Equality Commission set out on pages 1 to 27, which comprise of the statement of financial position as at 30 June, 2025 and the statement of financial

Report of the Auditor-General on National Gender and Equality Commission for the year ended 30 June, 2025

performance, statement of changes in net assets, statement of cash flows and statement of comparison of budget and actual amounts for the year then ended and a summary of significant accounting policies and other explanatory information in accordance with the provisions of Article 229 of the Constitution of Kenya and Section 35 of the Public Audit Act, 2015. I have obtained all the information and explanations, which to the best of my knowledge and belief were necessary for the purpose of the audit.

In my opinion, the transitional IPSAS financial statements present fairly, in all material respects, financial position of the National Gender and Equality Commission as at 30 June, 2025 and of its financial performance and its cash flows for the year then ended, in accordance with transitional International Public Sector Accounting Standards (Accrual Basis-Transitional) and comply with the Public Finance Management Act, 2012 and The National Treasury and Economic Planning Circular No.3 of 14 April, 2025.

Basis for Opinion

The audit was conducted in accordance with International Standards of Supreme Audit Institutions (ISSAIs). I am independent of National Gender and Equality Commission Management in accordance with ISSAI 130 on Code of Ethics. I have fulfilled other ethical responsibilities in accordance with the ISSAI and in accordance with other ethical requirements applicable to performing audits of financial statements in Kenya. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgement, are of most significance in the audit of the financial statements. There were no key audit matters to report in the year under review.

Other Matter

Unresolved Prior Year Matters

In the audit report of the previous year, a number of paragraphs were raised. However, Management has not resolved the prior year matters and has not explained the delay in resolving the issues as at 30 June, 2025.

Other Information

The Management is responsible for the Other Information set out on pages ii to li which comprise of Key Entity Information and Overall Performance, Statement of Governance, Statement of the Chairperson, Statement of the Commission Secretary, Management Discussion and Analysis, Statement of Performance Against Predetermined Objectives, Environmental and Sustainability Reporting and Statement of Management Responsibilities. The Other Information does not include the financial statements and my audit report thereon.

Report of the Auditor-General on National Gender and Equality Commission the year ended 30 June, 2025

REPORT OF THE AUDITOR-GENERAL ON NATIONAL GENDER AND EQUALITY COMMISSION FOR THE YEAR ENDED 30 JUNE, 2025

PREAMBLE

I draw your attention to the contents of my report which is in three parts:

- A. Report on Financial Statements that considers whether the financial statements are fairly presented in accordance with the applicable financial reporting framework, accounting standards and the relevant laws and regulations that have a direct effect on the financial statements;
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- C. Report on Effectiveness of Internal Controls, Risk Management and Governance which considers how the entity has instituted checks and balances to guide internal operations. This responds to the effectiveness of the governance structure, risk management environment and internal controls, developed and implemented by those charged with governance for orderly, efficient and effective operations of the entity.

An Unmodified Opinion is issued when the Auditor-General concludes that the financial statements are fairly presented in accordance with the applicable financial reporting framework. The Report on Financial Statements should be read together with the Report on Lawfulness and Effectiveness in the Use of Public Resources, and the Report on Effectiveness of Internal Controls, Risk Management, and Governance.

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REPORT ON THE FINANCIAL STATEMENTS

Opinion

I have audited the accompanying transitional IPSAS financial statements of National Gender and Equality Commission set out on pages 1 to 27, which comprise of the statement of financial position as at 30 June, 2025 and the statement of financial

Report of the Auditor-General on National Gender and Equality Commission for the year ended 30 June, 2025

REPORT ON EFFECTIVENESS OF INTERNAL CONTROLS, RISK MANAGEMENT AND GOVERNANCE

Conclusion

As required by Section 7(1)(a) of the Public Audit Act, 2015 and based on the audit procedures performed, except for the effects of the matter described in the Basis for Conclusion on the Effectiveness of Internal Controls, Risk Management and Governance section of my report, I confirm that nothing else has come to my attention to cause me to believe that internal controls, risk management and governance were not effective.

Basis for Conclusion

Non-Harmonization of Salary Structure

Review of Human Resource documents revealed that the Commission continued to operate a two (2) staff salary structure. An analysis of the payroll in June, 2025 revealed that sixty-three (63) staff were remunerated based on December, 2013 salary structure with a gross model where 60% forms the basic salary and 40% allowances. The remaining forty-two (42) staff were remunerated based on the December, 2017 salary structure which has the basic, house allowance and the commuter allowance. The Commission has not yet harmonized the salary structure in consultation with the Salaries and Remuneration Commission.

In the circumstances, the controls in relation to remuneration of staff could not be confirmed.

The audit was conducted in accordance with ISSAI 2315 and ISSAI 2330. The standards require that I plan and perform the audit to obtain assurance about whether effective processes and systems of internal controls, risk management and overall governance were operating effectively in all material respects. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

Responsibilities of Management and those Charged with Governance

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Public Sector Accounting Standards (Accrual Basis-transitional) and for maintaining effective internal controls as the Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error and for its assessment of the effectiveness of internal controls, risk management and governance.

In preparing the financial statements, the Management is responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Management is aware of the intention to cease operations.

Management is also responsible for the submission of the financial statements to the Auditor-General in accordance with the provisions of Section 47 of the Public Audit Act, 2015.

In addition to the responsibility for the preparation and presentation of the financial statements described above, the Management is also responsible for ensuring that the activities, financial transactions and information reflected in the financial statements comply with the authorities which govern them and that public resources are applied in an effective way.

Those charged with governance are responsible for overseeing the Commission's financial reporting process, reviewing the effectiveness of how the Management monitors compliance with relevant legislative and regulatory requirements, ensuring that effective processes and systems are in place to address key roles and responsibilities in relation to governance and risk management and ensuring the adequacy and effectiveness of the control environment.

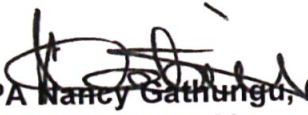
Auditor-General's Responsibilities for the Audit

My responsibility is to conduct an audit of the financial statements in accordance with Article 229(4) of the Constitution, Section 35 of the Public Audit Act, 2015 and the International Standards of Supreme Audit Institutions (ISSAIs). The standards require that, in conducting the audit, I obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error and to issue an auditor's report that includes my opinion in accordance with Section 48 of the Public Audit Act, 2015. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

In conducting the audit, Article 229(6) of the Constitution also requires that I express a conclusion on whether or not in all material respects, the activities, financial transactions and information reflected in the financial statements are in compliance with the authorities that govern them and that public resources are applied in an effective way. In addition, I consider the entity's control environment in order to give an assurance on the effectiveness of internal controls, risk management and governance processes and systems in accordance with the provisions of Section 7 (1) (a) of the Public Audit Act, 2015.

Further, I am required to submit the audit report in accordance with Article 229(7) of the Constitution.

Detailed description of my responsibilities for the audit is located at the Office of the Auditor-General's website at: <https://www.oagkenya.go.ke/auditor-generals-responsibilities-for-audit/>. This description forms part of my auditor's report.


FCPA Nancy Gathungu, CBS
AUDITOR-GENERAL

Nairobi

11 December, 2025



CHAPTER FOUR

4.0 Overview of institutional capacity in fulfilling the Commission's mandate.

4.1 Overview of supply chain systems and compliance with the AGPO requirement

In the Financial Year 2024-2025, the Commission's total expenditure on the procurement of goods and services was **Kshs. 50,632,944.19** out of which **Kshs. 16,588,002.00**, equivalent to 32 per cent, was awarded to Youth, Women and Persons with Disabilities

4.2 Key achievements or challenges related to human resource capacity that impact the Commission's performance.

During the reporting period, various cadres ranging from Legal, Finance, procurement, internal Audit and Human Resources were trained on continuous professional development to enhance knowledge base, refine skills and build professional expertise. The training helped improve the efficiency and effectiveness in line with various operations of the Commission, focusing on citizen-centric service delivery and especially special interest groups.

The Commission, as part of building internal capacity and processes, recruited the Chairperson and Member of the Audit Committee, Senior Legal Officer, Two (2) Programme Officers, and Two (2) Office Assistants. The Commission also promoted three (3) officers to Senior positions for career progression to higher grades. It ensured a healthy workforce by onboarding staff Medical Cover, Group Life Insurance, and Work Injury Benefits Administration (WIBA). To support institutional capacity building, online education of Staff on medical cover benefits, Mtiba access, stress management, work burnout, work-life and family integrations, besides boosting your brain health with nutrition. Commission Staff were trained on Employee Resource Groups (ERGs), Building high Performing Teams, A culture of excellence, performance and continuous improvement and Employee Engagement.

The Commission further embraces and supports the Public Service Internship Programme (PSIP), Attachment programme, Performance Management processes and the National values and principles as entrenched in the Constitution 2010. The Commission operates a contributory pension scheme as a compliance requirement under the pension rules and regulations.

The Commission faces the challenge of budget constraints to facilitate the full capacity of its staff establishment to operate fully in the demarcated ten regions. This would expand Commission services to interior areas 'huduma mashinani' to the special interest groups.

4.3 Key communication outcomes and how they support the Commission's mandate.

In the 2024–2025 financial year, the Public Communications Division reinforced NGECS leadership in championing equality and inclusion through media engagement, public education, digital outreach, and stakeholder coordination.

a) Strategic Communication and Media Relations

The Division sustained a visible and responsive public profile, disseminated 14 press statements on national observances and urgent human rights concerns, including International Women's Day, International Widows Day, and Zero Tolerance for FGM. It also responded firmly to cases of violence and discrimination, positioning NGECE as a national voice for vulnerable groups. Media coverage was amplified through high-profile interviews, county forums, and livestreaming of major events such as the unveiling of the Persons with Disabilities Act.

b) Public Education and Advocacy

Community-driven campaigns, including the 16 Days of Activism Against GBV and forums in several counties, provided practical knowledge on prevention and survivor rights. Information booths at national events and continuous online education extended outreach to women, youth, persons with disabilities, older persons, and minority groups.

c) Stakeholder Engagement

The Division facilitated NGECE's active role in national and inter-agency forums, such as the RAAs Conference and Equality and Inclusion Data Hub workshop. Chairperson-led delegations to safe house inspections and GBV workshops underscored NGECE's advocacy for survivor-centred services and inclusive policing.

d) Institutional Strengthening

Internally, the Division enhanced institutional accountability by documenting key deliverables, including the Chairperson's Exit Report, the Annual Report 2023–2024, and the Risk Management Framework.

e) Publications and Knowledge Sharing

Twelve editions of the Equality Bulletin were produced, keeping stakeholders updated on Commission programs and legislative developments. The Division also authored key reports from national forums, contributing to Kenya's growing body of knowledge on equality governance.

f) Digital Engagement and Media Monitoring

The Division maintained a strong digital presence through real-time event coverage, campaigns aligned to national days, and continuous monitoring of issues affecting special interest groups. Insights from media tracking informed NGECE's advisories and strengthened its rapid response on emerging issues such as GBV, femicide, youth unemployment, and disability rights.

4.4 Impact of ICT initiatives on efficiency, data management, and stakeholder engagement.

Over the past year, the ICT Unit has significantly advanced the Commission's mandate of operational excellence, transparency, and stakeholder engagement through innovative technological interventions. A key achievement was the initiation of USAWA, a bespoke, centralised data management application internally developed to streamline critical Commission processes. USAWA integrates modules for online leave management, transport requests, asset lifecycle management, complaints handling, legal instrument reviews, partner management, and votebook management. By digitising these functions, USAWA enhances operational efficiency, strengthens audit trails, and supports the Commission's sustainability

goals by reducing paper-based processes, thereby minimising the carbon footprint.

To bolster public engagement and transparency, the ICT Unit acquired state-of-the-art livestreaming equipment, enabling real-time coverage of key Commission events on platforms such as X, YouTube, and Facebook. This initiative significantly expanded the Commission's reach, fostering greater stakeholder interaction and public awareness of its activities. Additionally, the ICT Unit equipped 10 officers with laptops, enhancing their productivity and enabling seamless execution of their duties. These efforts underscore the ICT Unit's commitment to leveraging technology to drive efficiency, accountability, and alignment with the Commission's strategic objectives.

4.5 Key internal audit outcomes that strengthen institutional governance and accountability.

The Commission complied with the provisions of the Public Finance Management Act, 2012 (Section 73(5)) and the Public Finance Management Regulations, 2015 (Sections 174(1–10)), which require all national government entities to establish an Audit Committee. The Commission maintains an internal audit function in line with Section 73(1) of the Public Finance Management Act, 2012, which mandates national government entities to implement appropriate internal audit mechanisms in accordance with guidelines set by the Accounting Standards Board.

The Audit Committee was appointed in the fourth quarter of the 2024/2025 financial year. It plays a crucial role in the Commission's governance structure, with key responsibilities that include overseeing financial reporting, internal controls, and risk management. Its mandate also covers the review of financial statements and reporting processes, supervision of the Internal Audit Unit's activities, and evaluation of the External Audit report. During the 2024/2025 financial year, the Committee held three meetings. The Internal Audit Unit for the Committee's review and approval submitted Nineteen (19) audit reports.

4.6 Administration

During the 2024–2025 financial year, the Commission maintained operations across six regional offices, supported by the headquarters in Nairobi to enhance service accessibility across the country. However, the Commission continued to face constraints related to office space adequacy and the level of equipment in regional offices. In addition, the existing vehicle fleet is aged and incurs high maintenance costs, while regional offices remain without dedicated transport vehicles.



CHAPTER FIVE

5.0 Recommendations

5.1 Institutionalising Equality and Inclusion in Governance and Public Finance

The Commission recommends that compliance audits on equality and inclusion be institutionalised across Ministries, Departments, Agencies (MDAs), County Governments, and State Corporations. These audits should be embedded in planning, budgeting, and reporting frameworks to strengthen accountability and transparency. To make this feasible, the Commission will require a significant budget to conduct independent and robust audits.

This work should be supported by policy research and statistical bodies such as the Kenya Institute for Public Policy Research and Analysis (KIPPRA), the National Council for Population and Development (NCPD), the Kenya National Bureau of Statistics (KNBS), and universities.

The Commission further recommends mainstreaming equality and inclusion within public finance management. This includes institutionalizing gender-responsive and child-sensitive budgeting through statutory instruments. By embedding such provisions in law, the government will be required to allocate minimum resources to Special Interest Groups in key sectors such as health, education, and social protection.

On employment and leadership, stronger accountability mechanisms must be enforced to realise the five percent employment quota for Persons with Disabilities and the not-more-than-two-thirds gender principle in public appointments. These requirements should extend to the private sector. Compliance can be encouraged through a combination of statutory penalties and sanctions for public bodies that fall short, as well as incentives for private sector actors who embrace inclusive frameworks. The Commission also proposes the institutionalisation of equality standards across all sectors, with NGECC mandated as a key compliance partner in the process.

5.2 Recommendations on Legal and Administrative Measures

The Commission recognises that a strong legal and policy framework is indispensable for safeguarding equality, non-discrimination, and inclusion. To this end, several urgent legislative priorities require action. The Older Persons Bill, 2024, should be enacted to operationalise Article 57 of the Constitution, providing comprehensive social protection, healthcare, and protection against abuse. Equally pressing is the Widows Bill, 2025, which seeks to address systemic discrimination against widowed persons, secure their rights to property and inheritance, and outlaw harmful widowhood practices.

Further, there is a need for a legislative framework for Minority and Marginalised Communities to give effect to Article 56. Such a framework would safeguard recognition, representation, and equitable participation of these groups in governance and development. Parliament should also move to enact a legal framework to give full effect to Article 27(8) by embedding the not-more-than-two-thirds gender principle in both elective and appointive offices, as well as the long-pending legislation under Article 100 of the Constitution. The Commission urges the enactment of regulations to operationalise the Persons with Disabilities Act No. 4 of 2025. Kenya should also fully ratify and implement ILO Convention 189 on decent work

for domestic workers, which provides protections on work hours, rest periods, wages, and social security, as well as ILO Convention 190 and Recommendation 206 to prevent and address violence and harassment in the workplace.

To strengthen the response to gender-based violence and femicide, the Sexual Offences Act, 2006, and related laws require amendment to address contemporary challenges such as technology-facilitated GBV and femicide. Survivors need comprehensive legal safeguards, including mandatory survivor-centred protocols, state-funded shelters, and integrated referral pathways. The Victims Protection Act should be amended to establish an accessible and sustainable fund for victim services, including compensation. The Commission also underscores the importance of finalising the national care policy to guide the recognition, reduction, and redistribution of unpaid care and domestic work, which has become a growing national concern.

5.3 Emerging Issues

The Commission draws attention to emerging issues that demand targeted policy responses. Technology-Facilitated Gender-Based Violence (TFGBV) is a growing threat, particularly for women, youth, and persons with disabilities. Specific legislation, redress mechanisms, and safeguards are needed to address online harms and ensure accountability. Climate justice and inclusion must also be embedded in national climate change policies and adaptation programmes. A gender-responsive and SIG-focused approach will ensure that vulnerable communities are protected from disproportionate impacts while also participating meaningfully in climate action.

Finally, inclusive development planning must be strengthened at the county level. County Governments should integrate Care-Responsive Development Plans into their County Integrated Development Plans (2022–2027). This would allow unpaid care and domestic work to be recognised and addressed systematically, ensuring that local development processes reflect the lived realities of families and caregivers.

APPENDIX: NGECE Leadership Profile

THE COMMISSION



HON. REHEMA DIDA JALDESA, CHAIRPERSON

Rehema was appointed as the Chairperson of the National Gender and Equality Commission (NGEC) on December 5, 2024, and was sworn into office on December 9, 2024. Her leadership reflects a steadfast commitment to advancing gender equality, equity, and social justice in Kenya. She holds a Master of Science in Governance and Leadership (Ongoing) from Jomo Kenyatta University of Agriculture and Technology, a Bachelor of Arts in Leadership and Management (First Class Honours) from St. Paul's University, in 2015, a Graduate Diploma in Management from Dublin Adult Learning Centre, 2012 and a Diploma in Public Relations from the University of Nairobi, 2001

Before she was appointed the Chair of the Commission, she was a Woman Representative in Isiolo County (2017–2022), where she advocated for residents' rights and championed legislative initiatives, including the successful enactment of key laws and oversight of government projects. She served as Board Chairperson of Kenya Industrial Estates (2014–2017), and she spearheaded financial recovery and strategic organisational restructuring to restore institutional success. She also served as the Chairperson of Ewaso Nyiro North Development Authority (2014–2016) and led transformative governance reforms, earning recognition for her strategic vision and management excellence. She was appointed as the Chief Administrative Secretary of the Ministry of Tourism, Wildlife, and Heritage (2023) and focused on enhancing Kenya's cultural and ecological heritage before the role was rendered unconstitutional by the High Court. In the course of her career, she has made achievements which include: Successfully advocating for the amendment of the Health Act of 2007 to mandate organ donor banks in all Level 5 hospitals. Championed legislation benefiting pastoralist communities, including the National Council of Nomadic Education in Kenya (NACONEK) Bill and the Livestock and Livestock Products Marketing Bill, 2019. Advocated against gender-based violence, early marriages, FGM, and teenage pregnancies, utilising platforms such as media and parliamentary forums.

Rehema is a passionate advocate for social justice and equality, driven by the belief that inclusivity and good governance are pillars of national development. She has consistently demonstrated the ability to bridge the gap between policy and practice, fostering collaboration among diverse stakeholders to achieve impactful change.



**THOMAS OKOTH KOYIER, EBS
VICE CHAIRPERSON**

Thomas Okoth Koyier is currently serving as the Vice Chairperson, having been appointed by His Excellency the President as a Member of the National Gender and Equality Commission (NGEC) on 22nd December 2021 as per the Kenya Gazette Notice No 14017m dated 21st December 2021. Commissioner Thomas Okoth Koyier holds a Master’s Degree in Business Administration from Southern Oregon University, Ashland, Oregon, U.S.A. and a Bachelor’s Degree from Central Washington University in Ellensburg, U.S.A. He has served as a Banker in the Financial Sector in the U.S.A. and Kenya, as well as a Member of the Insurance Appeals Tribunal from the year 2019 to 2021 with the Insurance

Regulatory Authority under the Ministry of Finance. He has also served as a Board Member for Biblia Sacco, Head of the Commerce Department at Daystar University and a Member of the University Council representing Senior Staff at the University. Before his appointment, Commissioner Koyier was a Lecturer at the School of Business and Economics at Daystar University.



**CAROLINE N. LENTUPURU, MBS, HSC
COMMISSIONER**

Commissioner Caroline Lentupuru was appointed on December 21, 2021, and sworn in on Wednesday, December 22, 2021. She holds a Master of Arts Degree in International Development and Social Change from Clark University, USA and a Bachelor of Education (Arts) degree from Moi University. Before her appointment, Commissioner Caroline was the Director of Governance Affairs at the Intergovernmental Relations Technical Committee. She also served as a County Executive Committee Member of the Baringo County Government. She has also been a Gender Resource Specialist/Consultant. She has participated in various works of charity and proposal writing in aid of the less privileged in society.



**DR. MARGARET KARUNGARU, MBS
COMMISSIONER**

Dr. Margaret Karungaru was appointed to the National Gender and Equality Commission on April 25, 2023. She is a highly accomplished and experienced leader with a passion for gender equality and inclusion. She has served in various capacities, including as the First Lady of Nyeri County, Director of Amani Empowerment Foundation, and Chairperson of Maendeleo Ya Wanawake-Nyeri County. She is also a member of the National Board of the Kenya Girl Guides Association and a life member of the Kenya Red Cross-Nyeri Branch. Dr. Karungaru is a recipient of the 2021-2022 top 100 International Business Style East Africa Award

and an Honorary Doctorate Degree in Community Service and Development from Kingdom University International, USA. She brings to the National Gender and Equality Commission a wealth of knowledge and experience in matters of Gender Equality and Inclusion.



MICHAEL NZOMO
COMMISSIONER

Commissioner Nzomo Mbithuka was sworn into office on December 9, 2024, becoming the first person with albinism to be appointed to a constitutional commission in Kenya. With over 19 years of experience in the ICT industry across Africa and Asia, he has worked in banking, telecommunications, cloud technology, and ICT for Development (ICT4D). Before his appointment, Nzomo served as the Market Engagement and Partnerships Development Lead at GSMA, where he supported agri-tech, humanitarian, health, education, and digital identity initiatives for underserved populations. He also worked with innovators and industries on an FCDO-backed innovation fund to mainstream underserved communities into the digital economy. Previously, Nzomo was the Cloud Technology Lead at Oracle Corporation, driving digital transformation in the public and financial services sectors to enhance service delivery and citizen experience. He has also served as a non-executive director of KIPPRA through a presidential appointment and is on the boards of Riziki Source and the Albinism Society of Kenya. Nzomo holds a BSc in IT from Moi University and is a member of the Institute of Directors, Kenya

Table 1: Legal instruments reviewed, Year 2024/2025

S/NO	BILLS	COUNTY	NATIONAL	SENATE	OTHERS
1	National Disaster Management Bill (National Assembly Bill No 24 of 2023	✓			
2	The Sexual Offences (Amendment) National Assembly Bill No 78 of 2023)	✓			
3	National Assembly Sessional Paper No 7 of 2024 National Sanitation Management Policy	✓			
4	The National Transport & Safety Authority (Amendment) National Assembly Bill No. 24 of 2024	✓			
5	Constitution of Kenya Amendment Bill 2022- National Assembly	✓			
6	Constitution of Kenya Amendment Bill 2024- National Assembly	✓			
7	The Industrial Training (Amendment) Bill (National Assembly Bills No 50 of 2024	✓			
8	The Penal Code (Amendment) Bill No. 53 of 2024	✓			
9	Equalisation Fund (Administration) Bill (Senate Bills) No 14 of 2023)			✓	
10	The Livestock Production and Sustainability (Senate Bills No.32 of 2024			✓	
11	The County Governments (State Officers Removal from Office) Senate Bills No. 34 of 2024			✓	
12	Legal Framework for recall of nominated members of the County Assembly 2024			✓	
13	The Provision of Sanitary Towels Bill (Senate Bill No 7 of 2024			✓	
14	The County Government Election (Amendment) Senate Bill No 2 of 2024)			✓	
15	The Political Parties (Amendment) Senate Bill No. 26 of 2024)			✓	
16	The Elections Offences (Amendment) Senate Bills No. 28 of 2024			✓	
17	The Elections (Amendment) Senate Bill No. 29 of 2024			✓	
18	The County Civic Education Bill (Senate Bill No. 4 of 2024			✓	
19	The Technopolis (National Assembly) Bill No. 6 of 2024- Senate Bill			✓	
20	County Library Services Bill- Senate Bill No 40 of 2024			✓	

S/NO	BILLS	COUNTY	NATIONAL	SENATE	OTHERS
21	Office of the County Attorney Amendment Bill 2024-Senate Bills No 47 of 2024			✓	
22	Labour Migration Management Bill – Senate Bill No 42 of 2024			✓	
23	The Environment Laws (Amendment) Bill, Senate Bill No 23 of 2024			✓	
24	The Social Protection Bill -National Assembly Bills No 12 of 2025			✓	
25	Election (Amendment) Bill 2024(Senate Bills No 29 Of 2024)			✓	
26	County Government Elections Laws (Amendment) Senate Bills No. 2 Of 2024			✓	
27	Draft Kisumu County Equality and Gender Bill 2024	✓			
28	Nakuru County Gender and Reproductive Health Education Bill 2024	✓			
29	Garissa County Social Protection Bill 2024	✓			
30	Kwale County Biashara Fund Bill 2024	✓			
31	Nakuru County Persons with Disabilities (Amendment) Bill 2024	✓			
32	Nyeri County ECDE and Pre-Primary Education Bill 2025	✓			
33	Kisumu County Sexual and Reproductive Health Care Bill,2025	✓			
34	The Nakuru County Access to Information Bill 2025	✓			
POLICIES					
35	Garissa County Social Protection Policy 2024	✓			
36	Garissa County Anti-FGM policy 2024	✓			
37	Garissa Draft FGM Policy 2024	✓			
38	The Kwale County Gender and Social Inclusion Policy 2024	✓			
39	Siaya County Gender Equality and Women's Empowerment Policy 2025	✓			
40	The Kilifi County Draft Land Policy 2025	✓			
INSTITUTION BILLS					
41	Information, Communication, and Technology Draft Bill 2024				✓

S/NO	BILLS	COUNTY	NATIONAL	SENATE	OTHERS
42	The Draft Railways Bill 2024				✓
43	The Whistleblower Protection Bill 2024- Office of the Attorney General				✓
44	The Public Participation Bill-2024- Office of the Attorney General				✓
45	Wildlife Management and Conservation Bill 2025				✓
46	Tourism (Amendment) Act				✓
47	Legal Framework on Correctional Services 2024				✓
48	Youth Draft Bill 2024				✓
49	Draft Correctional Services Bill 2024				✓
50	Victim Protection Amendment Bill 2024				✓
51	Anti-Corruption (Amendment) Laws-2025				✓
52	The Quality Health Care and Patient Safety Bill 2025				✓
NATIONAL POLICIES					
53	Draft Kenya Revenue Authority Diversity and Inclusion Policy 2025				✓
54	Draft National Tourism Policy 2024				✓
55	Draft National Correctional Services Policy 2024				✓
56	National Cotton, Textile, and Apparel Policy 2024				✓
57	Draft National Energy Policy 2025				✓
58	The PSC (Affirmative Action) Regulations 2025				✓
59	The Draft Kenya Children's Policy, 2025				✓
60	National Communication Policy 2025				✓
STATUTORY INSTRUMENTS					
REGULATIONS					
61	Public Finance Management (Disaster Risk Management Fund) Regulations				✓

S/NO	BILLS	COUNTY	NATIONAL	SENATE	OTHERS
62	Judicial Service (Processing of Petitions and Complaints Procedures) Regulations, 2024				✓
63	Digital Health (Health Information Management) Regulations 2024				✓
64	Nairobi City County Transport Act Regulations -Billboard in Road Reserve				✓
65	Nairobi City County Transport Act Regulations -Sign or Billboard Permit				✓
66	Nairobi City County Transport Act Regulations -Public Transport Fare Table				✓
67	Nairobi City County Transport Act Regulations Motorcycle Taxi Boda Boda Permit				✓
68	Nairobi City County Transport Act Regulations -Three-Wheeled Motorcycle Taxi (Tuk Tuk)				✓
69	Nairobi City County Transport Act Regulations -Designated Area Parking Fees				✓
70	Nairobi City County Transport Act Regulations -Public Transport Fare Table				✓
71	Nairobi City County Transport Act Regulations- Public Service Vehicle Terminal				✓
GUIDELINES					
72	Industry Guidelines for Child Online Protection and Safety in Kenya				✓
COUNTY-STANDARD OPERATING PROCEDURES					
73	Lamu County sexual and Gender Based Violence Standard Operating Procedures for the court users Constitution				✓
AD HOC REPORTS					
74	Memoranda to the Technical Working Group on GBV and Femicide				✓

Table 2: MDAs Compliance Score Sheet

Serial No.	Institutions	(5%) Have a dedicated budget for GMI	(5%) Have at least 5% PWDs of the total workforce	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	2nd Biannual (5%)	1st Biannual (5%)	(10%)Has a GBV Policy	(20%)Implemented the Gender Policy	(10%) Has a Gender policy	(5%) Have a dedicated budget for GMI	(20%)Implemented GBV Policy at the Workplace
MINISTRIES/ STATE DEPARTMENTS												
1	Ministry of Agriculture and Livestock Development	0	5	0	0	5	0	0	0	0	0	10
2	Ministry of Defence	0	5	5	15	5	0	10	15	10	20	85
3	Ministry of Energy and Petroleum	5	5	5	15	5	0	10	20	10	0	75
4	Ministry of Foreign and Diaspora Affairs	5	0	5	15	5	0	10	15	10	20	85
5	Ministry of Water, Sanitation and w Irrigation	0	5	5	0	5	0	10	15	10	20	70
6	National Council for Population and Development	0	5	5	15	5	0	10	20	10	20	90

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
7	Office of the Attorney General and Department of Justice	0	5	5	15	5	0	10	15	10	20	85
8	State Department For Basic Education	5	0	5	15	5	0	10	10	0	0	50
9	State Department for Labour and Skills Development	0	5	5	15	5	0	0	20	0	0	50
10	State Department for Public Service	0	5	5	15	5	0	10	15	10	20	85
11	State Department for Public Works	5	0	5	15	0	0	10	15	0	0	50
12	State Department for the Blue Economy and Fisheries	5	0	5	15	5	0	10	15	0	20	75
13	State Department for Transport	5	0	5	0	5	0	10	15	10	0	50
14	State Department for Wildlife	5	0	5	15	5	0	10	0	10	0	50

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
	STATE CORPORATIONS											
15	Agricultural Development Corporation	5	0	5	15	0	0	10	15	10	20	80
16	Agriculture and Food Authority	0	5	5	0	5	0	10	20	10	20	75
17	Agro-Chemical and Food Company Limited	5	5	5	15	5	0	10	15	10	20	90
18	Anti-Counterfeit Authority	5	0	5	15	5	0	10	20	10	20	90
19	Assets Recovery Agency	5	0	5	15	0	0	10	20	0	0	55
20	Biosafety Appeals Board	5	5	5	15	0	0	10	10	10	20	80
21	Bukura Agricultural College	0	5	5	15	5	0	10	15	10	20	85

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
22	Capital Markets Authority	5	0	5	15	5	0	10	20	10	20	90
23	Centre for Mathematics, Science & Technology Education in Africa	5	5	0	0	5	0	10	20	10	20	75
24	Coast Water Works Development Agency	5	5	5	15	0	0	10	15	10	20	85
25	Commodities Fund	5	0	5	0	5	0	10	20	10	20	75
26	Communications Authority of Kenya	0	5	5	0	5	0	10	20	10	20	75
27	East African Portland Cement Co. Ltd	5	0	5	15	0	0	10	15	10	20	80
28	Energy and Petroleum Regulatory Authority	5	5	5	15	5	0	10	20	10	20	95
29	Ewaso Ngiro North Development Authority	0	5	5	15	5	5	10	15	10	20	90

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
30	Fish Levy Trust Fund	0	5	5	0	5	0	10	15	10	20	70
31	Geothermal Development Company	0	5	5	15	0	0	10	20	10	20	85
32	Higher Education Loans Board	0	5	5	15	5	0	10	20	10	20	90
33	Kenya Accountants and Secretaries National Examination Board (KASNEB)	0	5	5	15	5	0	10	20	10	20	90
34	Kenya Agricultural and Livestock Research Organisation (KALRO)	5	0	5	15	5	0	10	20	10	20	90
35	Kenya Agricultural Research Institute	0	5	5	15	5	0	10	20	10	20	90
36	Kenya Airports Authority	0	5	5	15	5	0	10	20	10	20	90
37	Kenya Bureau of Standards	0	5	5	15	5	0	10	15	10	20	85

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
38	Kenya Civil Aviation Authority	5	5	5	15	5	0	10	20	10	20	95
39	Kenya Copyright Board	0	5	5	15	5	0	10	20	10	0	70
40	Kenya Depository Insurance Corporation	0	5	5	0	5	0	10	15	10	20	70
41	Kenya Electricity Generating Company Limited	5	0	5	15	0	0	10	20	10	20	85
42	Kenya Electricity Transmission Company Limited	0	5	5	0	0	0	10	20	10	20	70
43	Kenya Film Classification Board	5	0	5	15	5	0	10	15	10	20	85
44	Kenya Fish Marketing Authority	0	5	5	0	5	0	10	10	10	20	65
45	Kenya Forest Service	5	0	5	15	5	0	10	0	10	0	50

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
46	Kenya Forestry Research Institute	0	5	5	15	5	0	10	20	10	20	90
47	Kenya Industrial Estates Limited	0	5	5	15	5	0	10	15	10	20	85
48	Kenya Industrial Research and Development Institute (KIRDI)	0	5	5	15	5	5	10	15	0	0	60
49	Kenya Institute for Curriculum Development	0	5	5	0	5	0	10	20	10	20	75
50	Kenya Literature Bureau	0	5	5	15	5	0	10	20	10	20	90
51	Kenya Marine and Fisheries Research Institute	5	5	5	0	5	0	10	20	10	0	60
52	Kenya Medical Research Institute (KEMRI)	0	5	5	15	5	0	10	20	10	20	90
53	Kenya Medical Training College (KMTC)	0	5	5	15	5	0	10	20	10	20	90

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
54	Kenya National Bureau of Statistics	0	5	5	15	5	0	10	20	10	20	90
55	Kenya National Highways Authority	0	5	5	15	5	0	10	20	10	20	90
56	Kenya National Library Services Board	5	5	5	0	5	0	10	15	10	20	75
57	Kenya National Qualifications Authority	5	5	0	0	5	5	10	20	10	0	60
58	Kenya National Trading Corporation	0	5	0	0	0	0	0	0	0	0	5
59	Kenya Plant Health Inspectorate Services (KEPHIS)	0	5	5	15	5	0	10	20	10	20	90
60	Kenya Power and Lighting Company Limited	0	5	5	15	0	0	10	20	10	0	65
61	Kenya Railways Corporation	5	0	5	0	0	0	10	20	10	20	70

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
62	Kenya Reinsurance Corporation Ltd	5	0	5	15	5	0	10	20	10	20	90
63	Kenya Revenue Authority	5	0	5	15	5	0	10	20	10	20	90
64	Kenya Roads Board	5	5	5	0	5	0	10	15	10	20	75
65	Kenya School of Government	0	5	5	15	5	0	10	20	0	0	60
66	Kenya School of TVET	5	0	5	15	5	0	10	5	10	20	75
67	Kenya Space Agency	0	5	5	0	0	0	10	15	10	20	65
68	Kenya Trade Network Agency	0	5	5	15	5	0	10	20	10	20	90
69	Kenya Universities and Colleges Central Placement Service	0	5	5	15	5	0	10	20	10	0	70

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
70	Kenya Urban Roads Authority	0	5	5	15	0	0	10	5	10	20	70
71	Kenya Veterinary Vaccine Production Institute	0	5	5	15	0	0	10	10	10	20	75
72	Kenya Wildlife Service	0	5	5	15	0	0	10	20	10	20	85
73	Kenyatta International Convention Centre	0	5	5	15	5	0	10	20	10	20	90
74	Kenyatta National Hospital	0	5	5	15	5	0	10	20	10	20	90
75	Kenyatta University Teaching, Referral and Research Hospital	0	5	5	15	5	0	10	20	10	20	90
76	Lake Victoria North Water Works Development Agency	0	5	5	15	0	0	10	20	10	20	85
77	Lake Victoria South Water Works Development Agency	5	0	5	15	5	5	10	15	10	20	90

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
78	Lapsset Corridor Development Authority	0	5	0	0	5	0	10	0	0	0	20
79	Local Authorities Provident Fund	0	5	5	0	5	0	10	20	10	20	75
80	Moi Teaching and Referral Hospital	5	5	5	15	5	0	10	20	10	20	95
81	National Authority for the Campaign Against Alcohol and Drug Abuse (NACADA)	0	5	0	15	5	5	10	20	10	20	90
82	National Commission for Science, Technology and Innovation	5	5	5	15	5	5	10	20	10	20	100
83	National Construction Authority	5	5	5	15	5	0	10	20	10	20	95
84	National Council for Persons with Disabilities	0	5	0	0	5	5	10	10	10	0	45
85	National Drought Management Authority	5	0	5	15	5	0	10	15	10	20	85

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
86	National Health Insurance Fund (NHIF)	0	5	5	15	5	0	10	20	10	20	90
87	National Housing Corporation	0	5	5	0	5	0	10	20	10	20	75
88	National Oil Corporation of Kenya	0	5	5	15	5	0	10	20	10	20	90
89	National Social Security Fund	0	5	5	15	5	0	10	20	10	20	90
90	North Rift Valley Water Works Development Agency	5	0	5	15	0	0	10	10	10	0	55
91	Northern Water Works Development Agency	5	5	5	0	0	0	10	20	10	20	75
92	Nursing Council of Kenya	5	5	5	15	5	5	10	15	10	20	95
93	Office of the Data Protection Commissioner	5	0	5	0	5	0	0	15	0	0	30

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
94	Pest Control Products Board	0	5	5	15	5	0	10	15	10	20	85
95	Policy Holders Compensation Fund	5	0	5	15	0	0	10	20	10	20	85
96	Privatization Authority	0	5	5	0	5	0	10	20	10	20	75
97	Public Benefit Organisations Regulatory Authority	5	5	5	15	5	0	10	15	10	20	90
98	Pyrethrum Processing Company of Kenya Limited	0	5	5	0	0	0	10	15	10	20	65
99	Regional Centre on Ground Water Resources Education, Training and Research	0	5	5	15	5	0	10	20	10	20	90
100	Retirement Benefits Authority	5	5	5	15	5	0	10	20	10	20	95

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
101	Rural Electrification and Renewable Energy	0	5	5	15	5	0	10	10	10	0	60
102	South Nyanza Sugar Company Limited	5	5	5	15	0	0	10	20	10	20	90
103	Tana Water Works Development Agency	0	5	5	15	5	0	10	15	10	20	85
104	Tanathi Water Works Development Agency	5	5	5	15	0	0	10	15	10	20	85
105	Technical and Vocational Education and Training Authority	0	5	5	15	5	0	10	15	10	20	85
106	Unclaimed Financial Assets Authority	0	5	5	15	0	0	10	20	10	20	85
107	Universities Fund	0	5	5	15	5	0	10	20	10	20	90
108	Veterinary Medicines Directorate	0	5	5	0	5	0	10	10	10	20	65

Serial No.	Institutions			1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
109	Water Resources Authority	0	5	5	15	5	0	10	10	10	20	80	
110	Water Services Regulatory Board	0	5	0	0	5	0	0	15	10	20	55	
111	Wildlife Research and Training Institute	5	5	5	15	5	0	10	20	10	20	95	
112	Youth Enterprise Development Fund Board	5	5	5	15	5	0	10	10	0	0	55	
PUBLIC UNIVERSITIES													
113	Bomet University College	0	5	5	15	5	0	10	15	10	20	85	
114	Chuka University	0	5	5	0	5	0	10	15	10	20	70	
115	Dedan Kimathi University of Technology	5	5	5	15	5	0	10	15	10	20	90	

Serial No.	Institutions	Percentage of Institutions Meeting the Criteria										
		(5%) Have a dedicated budget for GMI	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	2nd Biannual (5%)	1st Biannual (5%)	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace	Total Score
116	Egerton University	5	0	5	5	0	10	15	10	20	75	
117	Jaramogi Oginga Odinga University of Science and Technology	5	15	5	0	0	10	15	10	20	85	
118	Jomo Kenyatta University of Agriculture and Technology	5	15	5	5	0	10	20	10	20	95	
119	Kenyatta University	5	15	5	5	0	10	20	10	20	90	
120	Kibabii University	5	15	5	5	0	10	20	10	20	90	
121	Kirinyaga University	5	15	5	5	0	10	10	10	20	80	
122	Kisii University	5	15	5	5	0	10	10	10	20	80	
123	Koitalel Arap Samoei University College	5	0	5	5	0	10	15	10	20	70	

Serial No.	Institutions	Percentage of Institutions Meeting the Criteria										
		(20%) Implemented GBV Policy at the Workplace	(10%) Has a GBV Policy	(20%) Implemented the Gender Policy	(10%) Has a Gender policy	(5%) Have at least 5% PWDs of the total workforce	(5%) Met not more than 2/3 gender rule of the total workforce	(15%) Have a dedicated budget for GMI	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	2nd Biannual (5%)	1st Biannual (5%)	
124	Laikipia University	75	20	10	20	10	0	5	0	5	5	0
125	Maasai Mara University	75	20	10	5	10	0	5	15	5	5	0
126	Mama Ngina University College	90	20	10	15	10	0	5	15	5	5	5
127	Maseno University	90	20	10	15	10	0	5	15	5	5	5
128	Masinde Muliro University of Science and Technology	90	20	10	20	10	0	5	15	5	5	0
129	Moi University	85	20	10	15	10	0	5	15	5	0	5
130	Multimedia University of Kenya	85	20	10	15	10	0	5	15	5	5	0
131	Murang'a University of Technology	90	20	10	15	10	0	5	15	5	5	5

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace	
132	South Eastern Kenya University	0	5	5	15	5	0	10	20	10	20	90	
133	Taita Taveta University	0	5	5	15	5	0	10	15	10	20	85	
134	University of Eldoret	5	5	5	0	5	0	10	15	10	20	75	
135	University of Embu	0	5	5	15	5	0	10	20	10	20	90	
136	University of Kabianga	0	5	5	15	5	0	10	20	10	20	90	
TERTIARY INSTITUTIONS													
137	Ahmed Shahame Mwidani Technical Training Institute	0	5	5	15	0	0	10	20	10	20	85	
138	Aldai Technical Training Institute	0	5	5	15	5	0	10	20	0	0	60	

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
139	Baringo Technical College	5	0	5	15	5	0	10	20	10	20	90
140	Bungoma North Technical and Vocation-al College	0	5	5	15	5	0	10	0	10	0	50
141	Butere Technical and Vocational College	5	0	5	15	5	0	10	15	10	20	85
142	David Mbiti Wambuli Technical and Vocational College	5	5	5	15	0	0	10	15	10	20	85
143	Dr. Daniel Wako Murende Technical and Vocational College	0	5	5	15	5	0	0	15	10	20	75
144	Ebukanga Technical and Vocational College	0	5	5	15	5	0	10	0	10	0	50
145	Ekerubo Getai Technical Training Institute	5	5	5	15	5	0	10	5	10	20	80
146	Eldoret National Polytechnic	0	5	5	15	5	0	10	20	10	20	90

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
147	Emining Technical Training Institute	0	5	0	0	5	0	10	15	10	20	65
148	Endebess Technical and Training Institution	5	0	5	15	0	0	0	0	10	20	55
149	Friends College Kaimosi	0	5	0	15	5	0	10	20	10	20	85
150	Godoma Technical Training Institute	5	0	5	15	5	5	10	20	10	0	75
151	Ikutha Technical and Vocational College	0	5	5	15	5	0	10	15	10	20	85
152	Kaloleni Technical and Vocational College	5	0	0	0	5	0	10	10	10	20	60
153	Kapcherop Technical and Vocational College	0	5	5	15	5	0	0	0	10	20	60
154	Karumo Technical Training Institute	0	5	5	15	5	0	10	20	10	20	90

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
155	Kenya Coast National Polytechnic	5	5	5	15	5	0	10	15	10	20	90
156	Kenya Institute for the Blind	0	5	5	15	5	5	10	15	10	20	90
157	Keroka Technical Training Institute	5	0	5	15	5	0	10	15	10	20	85
158	Kiminini Technical and Vocational College	0	5	5	15	5	0	10	15	10	20	85
159	Kipipiri Technical and Vocational College	0	5	5	15	5	0	10	10	10	0	60
160	Kipkabus Technical and Vocational College	0	5	5	15	5	0	10	15	10	20	85
161	Kisii National Polytechnic	0	5	5	15	5	0	10	20	10	20	90
162	Kitale National Polytechnic	0	5	5	15	5	0	10	15	10	20	85

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
163	Laikipia North Technical and Vocational College	0	5	0	0	0	0	10	20	10	0	45
164	Laisamis Technical Training Institute	0	5	5	15	5	0	10	15	10	0	65
165	Maasai Mara Technical and Vocational College	0	5	5	15	5	0	10	20	10	20	90
166	Machakos Technical Institute for the Blind	0	5	5	15	5	5	10	5	10	20	80
167	Masai National Polytechnic	5	0	5	0	5	0	10	15	10	20	70
168	Mathenge Technical Training Institute	0	5	5	15	5	0	10	20	0	0	60
169	Meru National Polytechnic	0	5	5	15	5	0	10	20	10	20	90
170	Michuki Technical Training Institute	0	5	5	15	5	0	10	15	10	20	85

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
171	Msambweni Technical and Vocational College	0	5	0	15	5	0	10	0	0	0	35
172	Mukurwe-ini Technical Training Institute	0	5	5	15	5	0	10	20	10	20	90
173	Musakasa Technical Training Institute	5	5	5	15	5	0	10	15	10	20	90
174	Nairobi Technical Training Institute	5	0	5	15	5	0	10	20	10	20	90
175	Naivasha Technical and Vocational College	5	5	5	15	0	0	10	10	0	0	50
176	Navakholo Technical and Vocational College	0	5	5	15	5	0	10	20	10	20	90
177	Ndia Technical and Vocational College	0	5	5	15	0	0	10	15	10	20	80
178	Nyakach Technical and Vocational College	5	0	5	15	5	0	10	15	10	20	85

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
179	Nyeri National Polytechnic	0	5	5	15	5	0	10	20	10	20	90
180	Okame Technical and Vocational College	5	5	5	15	5	0	10	15	10	20	90
181	Ol'Lessos Technical Training Institute	0	5	5	15	5	0	10	15	10	20	85
182	Rift Valley National Polytechnic	0	5	5	15	5	0	10	15	10	20	85
183	Rift Valley Technical Training Institute	0	5	5	15	5	0	10	15	10	20	85
184	Riragia Technical and Vocational College	0	5	5	15	5	0	10	20	10	20	90
185	Siala Technical Training Institute	5	0	5	15	5	0	10	10	10	20	80
186	Siaya Institute of Technology	0	5	5	15	5	0	10	20	10	20	90

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%) Implemented the Gender Policy	(10%) Has a GBV Policy	(20%) Implemented GBV Policy at the Workplace
187	Sirisia Technical and Vocational College	5	0	5	15	5	5	10	5	10	20	80
188	Siruti Technical and Vocational College	0	5	0	15	5	0	10	15	10	20	80
189	Sot Technical Training Institute	0	5	5	15	5	0	10	15	10	20	85
190	Taita Taveta National Polytechnic	0	5	5	15	5	0	10	20	10	20	90
191	The Kisumu National Polytechnic	0	5	5	15	5	0	10	20	10	20	90
192	Thika Technical Training Institute	0	5	5	15	5	0	10	20	10	20	90
193	Tigania East Technical and Vocational College	0	5	0	0	5	0	10	0	0	0	20
194	Ugenya Technical and Vocational College	0	5	5	15	5	0	10	15	10	0	65
195	Wote Technical Training Institute	5	0	0	0	5	0	10	0	10	0	30

Serial No.	Institutions		1st Biannual (5%)	2nd Biannual (5%)	(5%) Have Gender Mainstreaming & Inclusion (GMI) activities in the FY Work plan	(15%) Have a dedicated budget for GMI	(5%) Met not more than 2/3 gender rule of the total workforce	(5%) Have at least 5% PWDs of the total workforce	(10%) Has a Gender policy	(20%)Implemented the Gender Policy	(10%)Has a GBV Policy	(20%)Implemented GBV Policy at the Workplace
SEMI-AUTONOMOUS GOVERNMENT AGENCIES												
196	Kenya Institute of Mass Communication (KIMC)	0	5	5	15	5	0	10	20	10	20	90
197	Kenya Institute of Special Education (KISE)	0	5	5	15	5	5	10	20	10	20	95
198	New Kenya Co-operative Creameries	0	5	5	15	5	0	10	20	10	20	90
COUNTIES												
199	County Assembly of Bungoma	0	5	5	15	5	0	10	20	0	0	60
200	Nairobi City County	0	5	5	15	5	0	10	15	10	20	85
CONSTITUTIONAL COMMISSIONS AND INDEPENDENT OFFICES												
201	Teachers Service Commission	5	5	5	0	5	0	10	15	0	0	45

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Table 3: Complaints Received in FY 2024/2025

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
1	NGEC/129/2024	Female					82		Unresponsiveness by police	Bungoma	Referred to court
2	NGEC/130/2024	Female					71		Elder abuse & Succession	Vihiga	Referred to court
3	NGEC/131/2024	Male	PWD			45			Defamation	Nairobi	Referred to court
4	NGEC/132/2024	Female		17					Child Abuse	Kisii	Referred to ministry of interior
5	NGEC/134/2024	Female			32				Sexual harassment	Kericho	Referred to court
6	NGEC/135/2024	Female		14					Defilement	Nairobi	Referred to court
7	NGEC/136/2024	Male				51			Discrimination	Kitui	Referred to County Assembly Forum
8	NGEC/137/2024	Male				40			Child maintenance	Chuka	Referred to court
9	NGEC/138/2024	Female	PWD			47			Election dispute	Nairobi	Referred to Political Parties dispute tribunal
10	NGEC/139/2024	Female			23				System generated complaint	NGEC portal	Closed

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE				INSTITU- TION	SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY				
11	NGEC/140/2024	Female				43			Discrimination in Employment	Mandera	Referred to ministry of interior
12	NGEC/141/2024	Male				47			Unresponsiveness	Kisumu	Referred to Advocates Complaints Commission
13	NGEC/142/2024	Male				50			Employment dispute	Nairobi	Referred to ministry of labour
14	NGEC/143/2024	Male	PWD		32				Enquiry on Public edu- cation	Uasin Gishu	Closed
15	NGEC/144/2024	Female				46			Marginalization	Samburu	Closed
16	NGEC/145/2024	Female				46			Exclusion	Samburu	Closed
17	NGEC/146/2024	Female		14					Defilement	Samburu	Referred to court
18	NGEC/147/2024	Female	PWD		30				Job seeker	Samburu	Closed
19	NGEC/148/2024	Female				46			unresponsiveness	Samburu	Referred to court
20	NGEC/149/2024	Female			34				Sexual Harassment by foreigner	Nairobi	Referred to ministry of foreign affairs

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
21	NGEC/150/2024	Female	PWD	14					Discrimination	Nairobi	Resolved
22	NGEC/151/2024	Female				54			Land dispute	Malindi	Referred to lands commission
23	NGEC/152/2024	Female			30				Breach on contract	Malindi	Referred to KWFT
24	NGEC/153/2024	Female			28				Employment dispute	Malindi	Referred to Ministry of Labour
25	NGEC/154/2024	Male		15					Defilement	Lamu	Referred to court
26	NGEC/155/2024	Male				44			Criminal matter	Malindi	Referred to police
27	NGEC/157/2024	Male	PWD		23				Unresponsiveness	Nairobi	Referred to Kenya Taekwondo Federation
28	NGEC/158/2024	Female	PWD		34				Medical malpractice	Nairobi	Referred to KMPDU
29	NGEC/159/2024	Female				41			Domestic violence	Nairobi	Referred to police
30	NGEC/160/2024	Female				39			Domestic violence	Nakuru	Referred to Police
31	NGEC/161/2024	Female			30				Enquiry on environment	NGEC on-line portal	Closed

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
32	NGEC/162/2024	Male			27				Blog on sea bed	NGEC on-line portal	Closed
33	NGEC/163/2024	Not mentioned			21				System generated complaint	NGEC on-line portal	Closed
34	NGEC/164/2024	Female				32			Domestic violence	Nairobi	Referred to police
35	NGEC/165/2024	Female	PWD			37			Discrimination	Kigumo	Referred to Kigumo County CDF chairperson
36	NGEC/166/2024	Female			20				Domestic violence	Nairobi	Waiting for particulars
37	NGEC/167/2024	Female				39			Unresponsiveness	Kigumo	Referred to Kigumo County CDF chairperson
38	NGEC/168/2024	Female				40			Domestic violence	Kiambu	Referred to police
39	NGEC/169/2024	Female			27				Rape	Bomet	Referred to court
40	NGEC/170/2024	Female				39			Child custody & maintenance	Nairobi	Referred to court
41	NGEC/171/2024	Male				42			Child abuse	Kiambu	Resolved and closed
42	NGEC/172/2024	Female		Group of minors					Sexual abuse	Nairobi	Waiting for particulars

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025

S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITU- TION			
43	NGEC/173/2024	Male	PWD		23				Lack of SLI in court	Nairobi	Referred to NCPWD
44	NGEC/174/2024	Female					64		Land dispute	Kisumu	Referred to court
45	NGEC/175/2024	Female				43			Succession	Kisumu	Referred to court
46	NGEC/176/2024	Female				45			Land dispute	Kisumu	Referred to court
47	NGEC/177/2024	Female				46			Rape	Malindi	Referred to court
48	NGEC/178/2024	Female				38			Harassment	Malindi	Referred to children's department
49	NGEC/179/2024	Female		11					Child in conflict with the law	Kitui	Referred to children's department
50	NGEC/180/2024	Female		10					Defilement	Garissa	Referred to court
51	NGEC/181/2024	Female		17					Defilement	Garissa	Referred to court
52	NGEC/1/2025	Female		14					Defilement	Machakos	Referred to court
53	NGEC/2/2025	Male		17					Discrimination	Busia	Resolved & closed

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
54	NGEC/3/2025	Male				52			Land dispute	Kisumu	Referred to National Lands Commission
55	NGEC/4/2025	Female			22				Employment dispute	Nairobi	Resolved
56	NGEC/5/2025	Female		19					Child maintenance	Nairobi	Resolved
57	NGEC/6/2025	Male				44			Discrimination	Nairobi	Referred to Public Service Commission
58	NGEC/7/2025	Male	PWD			44			Rape	Baricho	Referred to court & resolved
59	NGEC/8/2025	Tea Board	N/A	N/A	N/A	N/A	N/A	1	Two thirds gender principle	Nairobi	Investigation ongoing
60	NGEC/9/2025	5 Females &1 Male			22				Discrimination	Nairobi	Referred to court
61	NGEC/10/2025	Female		16					Child abuse	Homabay	Referred to Teachers Service Commission
62	NGEC/11/2025	Female				38			Incitement to sexual violence	Nairobi	Investigation ongoing
63	NGEC/12/2025	Male				44			Land dispute	Malindi	Referred to National Lands Commission
64	NGEC/13/2025	Male			30				Succession	Uasin Gishu	Referred to court

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025

S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
65	NGEC/14/2025	Male			27				Child custody	Garbatulla	Referred to court & resolved
66	NGEC/15/2025	Female			21				Employment dispute	Nairobi	Referred to ministry of Labour
67	NGEC/16/2025	Male				47			Land dispute	Migori	Referred to court
68	NGEC/17/2025	Female	PWD	17					Defilement	Nairobi	Referred to court
69	NGEC/18/2025	female				36			Vandalism/unresponsiveness by police	Uasin Gishu	Referred to Ombudsman
70	NGEC/20/2025	Female				37			Domestic violence	Uasin Gishu	Referred to State department for gender
71	NGEC/21/2025	Female			34				Sexual harassment	Nairobi	Referred to Public works
72	NGEC/22/2025	Female				42			Financial Aid	Isiolo	Resolved & closed
73	NGEC/23/2025	Female	PWD		24				Marginalization	Isiolo	Referred to NCPWD
74	NGEC/24/2025	Female				38			Domestic violence	Isiolo	Closed
75	NGEC/25/2025	Female				38			Land dispute	Isiolo	Referred to NLAS

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
76	NGEC/26/2025	Female			31				Domestic violence	Isiolo	Closed
77	NGEC/27/2025	Male	PWD			51			Land Dispute	Isiolo	Referred to NLAS
78	NGEC/28/2025	Female				38			Domestic violence	Isiolo	Referred to court
79	NGEC/29/2025	Female				43			Child maintenance	Isiolo	Referred to children's department
80	NGEC/30/2025	Male			22				Unresponsiveness	Isiolo	Referred to Ombudsman
81	NGEC/31/2025	Male			23				Unresponsiveness	Isiolo	Referred to Ombudsman
82	NGEC/32/2025	Male				40			Unresponsiveness	Isiolo	Referred to Ombudsman
83	NGEC/33/2025	Female	PWD		30				NCPWD registration	Isiolo	Referred to NCPWD
84	NGEC/34/2025	Female	PWD		30				Assistive devices	Isiolo	Referred to NCPWD
85	NGEC/35/2025	Female	PWD		30				Access to education	Isiolo	Referred to NCPWD
86	NGEC/36/2025	Female			34				Discrimination in education	Isiolo	Referred to county director of education

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025

S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE				INSTITUTION	SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY				
87	NGEC/37/2025	Male	PWD		21				NCPWD registration	Isiolo	Referred to NCPWD
88	NGEC/38/2025	Male	PWD			40			NCPWD registration	Isiolo	Referred to NCPWD
89	NGEC/39/2025	Male	PWD			42			Marginalization	Isiolo	Referred to NCPWD
90	NGEC/40/2025	Male				42			Discrimination	Isiolo	Referred to NCPWD
91	NGEC/41/2025	Male	PWD			42			Exclusion	Isiolo	Referred to NCPWD
92	NGEC/42/2025	Female	PWD		19				PWD Registration	Isiolo	Referred to NCPWD
93	NGEC/43/2025	Male					60		Marginalization/ Exclusion	Isiolo	Referred to NCPWD
94	NGEC/44/2025	Male					60		Discrimination	Isiolo	Referred to state department for social protection
95	NGEC/45/2025	Male			27				NCPWD Registration	Isiolo	Referred to NCPWD
96	NGEC/46/2025	Male			27				Marginalization	Isiolo	Matter in Court
97	NGEC/47/2025	Male			27				Unresponsiveness	Isiolo	Referred to CEEC responsible

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE				INSTITUTION	SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY				
98	NGEC/48/2025	Male			27				Exclusion	Isiolo	Refereed to NCPWD
99	NGEC/49/2025	Male	PWD				63		PWD Registration	Isiolo	Refereed to NCPWD
100	NGEC/50/2025	Male	PWD				70		PWD Fund Allocation	Isiolo	Refereed to NCPWD
101	NGEC/51/2025	Male	PWD				69		Disability Discrimination	Isiolo	Refereed to Ministry of Labor
102	NGEC/52/2025	Male				55			PWD Fund Allocation	Isiolo	Refereed to NCPWD
103	NGEC/53/2025	Male			35				Matrimonial Dispute	Isiolo	Advised to seek counselling services
104	NGEC/54/2025	Male	PWD		35				PWD Registration	Isiolo	Refereed to NCPWD
105	NGEC/55/2025	Male			32				Employment Dispute	Isiolo	Refereed to NLAS
106	NGEC/56/2025	Male			30				Medical Malpractice	Isiolo	Refereed to NLAS
107	NGEC/57/2025	Female			30				Child Maintenance	Isiolo	Referred to Children Department

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025

S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITU- TION			
108	NGEC/58/2025	Male				42			Lack of government rehabilitation center in the subcounty	Isiolo	Referred to county CEEC
109	NGEC/59/2025	Male				42			Lack of shelters for elderly persons	Isiolo	Referred to county CEEC
110	NGEC/60/2025	Male				51			Lack of rehabilitation centers for mentally challenged persons	Isiolo	Referred to county CEEC
111	NGEC/61/2025	Male				51			Lack of assessment centers for PWD children	Isiolo	Referred to NCPWD
112	NGEC/62/2025	Male				51			Lack of public run GVRC in the subcounty	Isiolo	Referred to county CEEC
113	NGEC/63/2025	Male				51			Lack of psychological support for SGBV and child abuse partners	Isiolo	Referred to state department for gender and county CEEC
114	NGEC/64/2025	Male			22				Employment Dispute	Isiolo	Referred to ministry of labor
115	NGEC/65/2025	Male				42			Child Maintenance	Isiolo	Referred to Department of children services
116	NGEC/66/2025	Male					70		Registration of inua jamii cash transfer	Isiolo	Referred to state department for social protection

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
117	NGEC/67/2025	Female				38			Discrimination in disbursement of women enterprise fund	Isiolo	Referred to NGAAF
118	NGEC/68/2025	Female				38			Discrimination in in registration of PWD children	Isiolo	Referred to NCPWD
119	NGEC/69/2025	Male					60		Discrimination	Isiolo	Referred to county government
120	NGEC/70/2025	Male					60		Land Dispute	Isiolo	Referred to court
121	NGEC/71/2025	Male					60		Employment Dispute	Isiolo	Awaiting particulars
122	NGEC/72/2025	Male				44			PWD Registration	Isiolo	Referred to NCPWD
123	NGEC/73/2025	Male				40			Injury by Wildlife	Isiolo	Waiting for particulars
124	NGEC/74/2025	Male				40			Land Dispute	Isiolo	Waiting for particulars
125	NGEC/75/2025	Female			25				Criminal matter	Isiolo	Referred to court
126	NGEC/76/2025	Female			28				Criminal matter	Isiolo	Referred to court
127	NGEC/77/2025	Female			27				Criminal matter	Isiolo	Referred to court

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
128	NGEC/78/2025	Female			25				Criminal matter	Isiolo	Referred to court
129	NGEC/79/2025	Female			35				Accused for child abuse	Isiolo	Referred to court
130	NGEC/80/2025	Female				38			Criminal matter	Isiolo	Referred to court
131	NGEC/81/2025	Male	PWD			37			Employment Dispute	Online	Referred to Ministry of labour
132	NGEC/82/2025	Male	PWD			40			Criminal Matter	Refereed by NCPWD	Referred to court
133	NGEC/83/2025	Male				41			Unresponsiveness	Online	Investigation ongoing
134	NGEC/84/2025	Female			30				Domestic Violence	Isiolo	Investigation ongoing
135	NGEC/85/2025	Female			35				Domestic Violence	Isiolo	Investigation ongoing
136	NGEC/86/2025	Male	PWD			37			Matrimonial dispute	Nairobi	Resolved
137	NGEC/87/2025	Male					62		Marginalization	Nairobi	Referred to Court
138	NGEC/89/2025	Male			29				Advised to seek psychological support	Kwale	Referred to counselling

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE				INSTITUTION	SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY				
139	NGEC/90/2025	Female	PWD			41			Sexual harassment	Kisumu	Referred to court
140	NGEC/91/2025	Female			32				Domestic Violence	Nairobi	Referred to head of community Policing
141	NGEC/92/2025	Male				42			Discrimination	Migori	Investigation ongoing
142	NGEC/150/2025	Female			34				Lack of job	Kwale	Closed
144	NGEC/152/2025	Female			30				Lack of job	Kwale	closed
145	NGEC/93/2025	Male				51			Lack of Compliance of Court Decree	Kisii	Referred to court
146	NGEC/94/2025	Female				42			Domestic Violence	Busia	Referred to Court
147	NGEC/95/2025	Female			35				Unresponsiveness	Kisumu	Referred to Internal Affairs
148	NGEC/96/2025	Male			24				Death Threats	Kisumu	Referred to Police
149	NGEC/97/2025	Female		18					Child custody	Kisumu	Referred to Department of Children Services
150	NGEC/98/2025	Female				56			Domestic violence	Meru	Referred to police

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025

S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITU- TION			
151	NGEC/99/2025	Male			31				Child custody	Isiolo	Referred to Department of children services
152	NGEC/100/2025	Female		18					Matrimonial dispute	Isiolo	Referred to court
153	NGEC/101/2025	Female			30				Divorce	Isiolo	Referred to court
154	NGEC/102/2025	Female		17					Defilement	Malindi	Referred to police
155	NGEC/103/2025	Female			26				Domestic violence	Malindi	Referred to police
156	NGEC/104/2025	Male			35				Discrimination	Malindi	Investigation ongoing
157	NGEC/105/2025	Female			27				Domestic violence	Malindi	Referred to police
158	NGEC/106/2025	Female			30				Domestic violence	Malindi	Referred to police
159	NGEC/107/2025	Female		18					Child custody	Kisumu	Referred to department of children services
160	NGEC/108/2025	Male				43			Employment dispute	Kisumu	Referred to Ministry of Labour
161	NGEC/109/2025	Female				56			Matrimonial Dispute	Kitui	Referred to court

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025

S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITU- TION			
162	NGEC/110/2025	Female				45			Domestic violence	Kitui	Referred to police
163	NGEC/111/2025	Female				51			Assault	Kitui	Referred to police
164	NGEC/112/2025	Male			24				Land dispute	Kitui	Referred to police
165	NGEC/113/2025	Female					62		Land dispute	Kilifi	closed
166	NGEC/114/2025	Female					62		Land dispute	Kilifi	Referred to ministry of lands
167	NGEC/115/2025	Female					61		Change of names	Kilifi	Referred to court
168	NGEC/116/2025	Male				57			Land dispute	Kilifi	Closed
169	NGEC/117/2025	Male				49			Land dispute	Kilifi	Referred to police
170	NGEC/118/2025	Male		17					Unresponsiveness	Kilifi	Referred to Police
171	NGEC/119/2025	Female				54			Succession	Kilifi	Referred to court
172	NGEC/120/2025	Female					64		Land dispute	Kilifi	Referred to NLAS

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025

S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE				INSTITU- TION	SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY				
173	NGEC/121/2025	Female				53			Child maintenance	Kilifi	Referred to department of child services
174	NGEC/122/2025	Female			31				Defamation	Kilifi	Waiting particulars
175	NGEC/123/2025	Female					61		Land dispute	Kilifi	Waiting particulars
176	NGEC/124/2025	Female					65		Land dispute	Kilifi	Referred to NLAS
177	NGEC/125/2025	Female					70		Land dispute	Kilifi	Waiting Particulars
178	NGEC/126/2025	Female					63		Succession	Kilifi	Referred to court
179	NGEC/127/2025	Female					76		Processing of work benefits	Kilifi	Waiting particulars
180	NGEC/128/2025	Female				52			Matrimonial dispute	Kilifi	Referred to chief
181	NGEC/129/2025	Female					61		Plea for financial assistance	Kilifi	Referred to CDF office
182	NGEC/130/2025	Female				51			Sexual harassment	Isiolo	Referred to court
183	NGEC/131/2025	Male				50			Discrimination in employment	Nakuru	Referred to ministry of Labour

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025											
S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE				INSTITUTION	SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY				
184	NGEC/132/2025	Female			35				Sexual abuse-immaculate	Busia	Investigation ongoing
185	NGEC/133/2025	Female			19				Rape	Garissa	Referred to police
186	NGEC/134/2025	Female		14					Defilement	Garissa	Referred to police
187	NGEC/135/2025	Male				42			Job seeker	Online	Closed
188	NGEC/136/2025	Male					56		Succession and probate-grace wanjohi	Kiambu	Referred to court
189	NGEC/137/2025	Female			34				System generated complaint lacking details	Online	Closed
190	NGEC/138/2025	Female		18					Job seeker	Online	Closed
191	NGEC/139/2025	Female				43			Maladministration	Mombasa	Referred to CAJ
192	NGEC/140/2025	Female			27				Sexual abuse	Online	Investigation ongoing
193	NGEC/141/2025	Male			24				System generated complaint lacking details	Online	Closed
194	NGEC/142/2025	Male				40			Marital dispute	Kitui	Referred for counselling

COMPLAINTS RECEIVED IN THE FINANCIAL YEAR 2024- 2025

S/NO	REGISTRATION NUMBER	GENDER	PWD STATUS	AGE					SUMMARY OF COMPLAINT	REGION	STATUS
				MINOR	YOUTH	MIDDLE AGE	ELDERLY	INSTITUTION			
195	NGEC/143/2025	Female			21				Discrimination on the basis of status		Referred to court
196	NGEC/144/2025	Female			27				Discrimination on the basis of status		Referred to court
197	NGEC/145/2025	Male			22				Discrimination on the basis of status	Nairobi	Referred to court
198	NGEC/146/2025	Female			23				Discrimination on the basis of status		Referred to court
199	NGEC/147/2025	Male			25				Discrimination on the basis of status		Referred to court
200	NGEC/148/2025	Female			22				Discrimination on the basis of status		Referred to court
201	NGEC/149/2025	Female				36			Marginalization	Uasin Gishu	Referred to court
29				21	74	81	24	1			

Total number of PWDS 29; Children (Minors)- 21; Youths- 74; Middle age- 81 Elderly – 24; Institution 1= ∑201

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