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NGEC
National Gender and Equality Commission

Annual Report

2023 - 2024





The National Gender and Equality Commission Annual Report

2023-2024

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List of Acronyms

AADPD	Addis Ababa Declaration on Population and Development
ACHPR	African Charter on Human and Peoples' Rights
ALMGG	Africa Led Movement and the Girl Generation
APHRC	African Population and Health Research Centre
BFfA	The Beijing Platform for Action
BHR	Business and Human Rights
CBOs	Community-Based Organizations
CEO	Chief Executive Officer
CEWARN	Conflict Early Warning in the Horn
CiCan	Colleges and Institutes in Canada
CMD-Kenya	Centre for Multiparty Democracy
CPiE	Child Protection in Emergencies
CRPD	Convention on the Rights of PWDs
CSA	Center for Adolescents Studies U
CSB	Child-Sensitive Budgeting
CSW	Commission on the Status of Women
CUCs	Court Users' Committees
DDI	Digital Democracy Initiative
DIHR	Danish Institute for Human Rights
ESP	Economic Stimulus Programme
FLLOCA	Financing Locally-Lead Climate Action programme
FY	Financial Year
GBV	Gender-Based Violence
GEF	Generation Equality Forum
GEM	African Gender and Media Initiative Trust
GRB	Gender Responsive Budgeting
HIV	Human Immune Deficiency Virus
HSF	Hanns Seidel Foundation
ICPD	International Conference on Population and
ICT	Information, Communication and Technology
IDP	Internally Displaced Persons
ILO	International Labour Organization
IPRF	Indigenous People Resilience Framework
IRCK	Inter-Religious Council of Kenya
IREX	International Research and Exchanges Board
JICA	Japan International Cooperation Agency
KEWOPA	Kenya Women Parliamentarians Association
KEWOPA	Kenya Women Parliamentary Association
KIPPRA	Kenya Institute for Public Policy Research and Analysis
KNAD	Kenya National Association of the Deaf
KNBS	Kenya National Bureau of Statistics
KUSSCO	Kenya Union Of Savings and Credit Cooperatives Officer
MDAs	Ministries, Departments and Agencies

MID-P	Merti Integrated Development Program
MPIDO	Manyoito Pastoralist Integrated Development Organization
NACCSC	National Anti Corruption Steering Committee
NAMATA	Nairobi Metropolitan Area Transport Authority
NANHRI	Network of African National Human Rights Institutions
NCP	National Council for Persons with Disabilities
NGEC	National Gender and Equality Commission
NOREB	North Rift Economic Bloc
NRT	Northern Rangelands Trust
OCPD	Commanding Station
OEWGA	Open-Ended Working Group on Ageing
OPDP	Ogiek People Development Program
OWIT	Organization of Women in International Trade
PMA	Performance Monitoring for Action
PPA	Pregnant Parenting Adolescents
PVE	Preventing Violent Extremism
PWDs	Persons with Disabilities
SBI 60	Sixtieth session of the Subsidiary Body for Implementation
SBSTA 60	Sixtieth Session of the Subsidiary Body for Scientific and Technological Advice
SIGs	Special Interest Groups
TFGBV	Technology-Facilitated Gender-Based Violence
TI	Transparency International;
UDHR	Universal Declaration of Human Rights
UN	United Nations
UNCAT	United Nations Convention Against Torture
UNCRC	United Nations Convention on the Rights of the Child
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNGPs	United Nations Guiding Principles on Business and Human Rights
UoN	University of Nairobi;
UPR	Universal Peer Review
VOWWEK	Voices of Women in Western Kenya
WFD	Westminster Foundation for Democracy

Foreword from the Chairperson

It is my honour to present this report, which provides a comprehensive reflection on the activities and milestones of the National Gender and Equality Commission (NGEC) for the Financial Year 2023/2024, which ended in June 2024. This period was pivotal in advancing the cause of gender equality and inclusion across Kenya, highlighting both our progress and the persistent challenges that demand focused attention.

Having been sworn in as Chairperson of NGEC in December 2024, during the Financial Year 2024/2025, I have had the privilege of being apprised of the Commission's achievements and challenges during the preceding financial year. I wholeheartedly concur with the Commission's assessment of the progress made and the recommendations outlined in this report.

The 2023/2024 financial year witnessed notable strides in driving gender mainstreaming and inclusivity across public and private spheres. However, critical gaps remain, including achieving full compliance with gender equality standards, increasing female representation in leadership, and addressing systemic barriers facing Persons with Disabilities (PWDs) and marginalized groups.

To address these issues effectively, this report emphasizes the following key recommendations:

1. **Increased Funding and Institutional Support**: Adequate financial resources are critical to scaling up initiatives and ensuring the full implementation of gender-responsive policies. Without this support, our ability to drive meaningful change will be severely hindered.
2. **Amendments to Legal Frameworks**: Revising existing legislation and enacting new laws to address gender and inclusion challenges is crucial. These legal reforms will dismantle systemic barriers, promote equity, and ensure the inclusion of marginalized groups.
3. **Improved Public Infrastructure Accessibility**: Achieving true inclusivity requires prioritizing accessibility in public infrastructure, ensuring that all individuals, especially marginalized and disadvantaged groups, have equal opportunities to participate in public life.

As we look ahead, I urge the State to act decisively on these recommendations. Doing so will not only uphold the principles of gender equality and non-discrimination but will also accelerate our collective journey toward a fairer and more inclusive society.

I extend my gratitude to our partners and stakeholders for their firm support and collaboration. Together, we can ensure that Kenya remains steadfast in its commitment to equity and inclusion.



HON. REHEMA JALDESA
CHAIRPERSON

Statement from the Commission Secretary/Chief Executive Officer

As we reflect on the Financial Year 2023-2024, which concluded in June 2024, I am pleased to present this progress report on the National Gender and Equality Commission's (NGEC) strides in enhancing operational efficiency and institutional capacity. This report underscores our commitment to advancing gender equality and inclusion across Kenya and beyond.

It is important to note that I assumed office as NGEC's CEO in August 2024, during the Financial Year 2024-2025. However, I have had the opportunity to review and be apprised of the Commission's activities for the Financial Year 2023-2024 and I am in full concurrence with the outcomes and reflections presented herein.

Our budget for FY 2023-2024, initially estimated at Kshs. 468.1 million, was revised to Kshs. 440.1 million due to national austerity measures. While this reduction presented constraints on both programmatic and operational priorities, NGEC demonstrated prudent financial management, achieving a budget absorption rate of 98%. Expenditures were strategically allocated as follows: 33% for procurement and operations, 62% for personnel emoluments, 1% for gratuity, and 4% for asset acquisition.

Institutionally, the Commission has made significant progress in strengthening human resources and ICT infrastructure. Key appointments and promotions, including Assistant Director and Principal Accountant roles, have enhanced our capacity for effective service delivery. Additionally, our migration to Microsoft 365 Cloud has greatly improved data management, stakeholder engagement, and overall operational efficiency.

Our staff pension scheme has also seen commendable growth, with a net asset value of Kshs. 175.2 million. During this period, we convened our third annual general meeting and introduced new policies to align with emerging regulations, ensuring the scheme's sustainability and robustness.

I must also acknowledge the vital contributions of our stakeholders, whose unwavering support and collaboration have been instrumental in our achievements.

I extend my heartfelt gratitude to our dedicated staff, stakeholders, and partners. Together, we are building a more inclusive and equitable society, and I am confident that the future holds even greater promise for our shared mission.



PURITY NGINA, PhD, MBS

COMMISSION SECRETARY/CEO

Executive Summary

In the Financial Year 2023-2024, the National Gender and Equality Commission (NGEC) made substantial strides in advancing gender equality, inclusion, and non-discrimination throughout Kenya. The Commission's comprehensive efforts encompassed compliance monitoring, advocacy for legal reforms, public education, and the formulation of strategic frameworks.

The Commission assessed 389 gender-mainstreaming reports from public sector institutions, noting a commendable 92% adherence to the two-thirds gender rule. However, challenges remained in female leadership representation at 37% and the inclusion of Persons with Disabilities (PWDs) in the workforce at 1.6%. In the private sector, while there was a positive trend in female board representation among Nairobi Securities Exchange (NSE)--listed firms, the presence of female CEOs continued to be insignificant

Significant progress was made in reviewing 73 policy and legal instruments, enhancing inclusion for Special Interest Groups (SIGs). The Commission's advocacy was marked by influential memoranda and active participation in national dialogues and working groups. Collaborations with county governments led to the development of gender-responsive policies and inclusive budget monitoring, fostering more equitable resource allocation across counties.

The Commission also advanced strategic frameworks such as the North Rift Economic Bloc Gender Strategy, aimed at integrating gender equality and PWD participation into governance and anti-corruption efforts. The Commission issued 392 advisories addressing discriminatory practices and significantly contributed to international human rights discussions and treaty body sessions, including drafting national progress reports and providing human rights advocacy training.

The Commission received **189** complaints, representing a 16.7% increase from the 162 complaints received in the financial year 2022/2023. The Commission played a role in national debates through memoranda and submissions on various issues, including the proliferation of religious organizations.

In public education, the Commission conducted 70 consultative meetings, organized 18 international commemorations, and held 46 public forums focused on gender equality and gender-based violence (GBV). Advocacy for Gender-Responsive and Child-Sensitive Budgeting influenced the 2024/2025 National Budget Policy Statement. Research efforts included the publication of "Inequality Diagnostics: Mind the Gap - Towards A More Equal Kenya," monitoring the *Inua Jamii* Program, and assessments on child protection and green energy uptake. NGEC engaged in 17 research studies, enhanced capacity through training, and strengthened partnerships to advance research and advocacy.

Institutional capacity saw notable improvements, particularly in supply chain systems, human resources, and ICT initiatives. A specialized training event significantly boosted staff capabilities in procurement, and new recruitments and promotions, including positions such as Assistant Director and Principal Accountant strengthened service delivery. Despite these advancements, budget constraints limited the full realization of staffing potential.

The Commission Staff Pension Scheme demonstrated healthy growth, with a total membership of 103 and a net asset value of Kshs. 175.2 million by the end of the period. The scheme conducted its third annual general meeting and facilitated extensive training for members and trustees, introducing new policies and provisions to align with emerging regulations.

In communication, the Commission achieved significant outcomes aligned with its strategic objectives, promoting compliance with gender equality principles through advisories and public statements, and enhancing public awareness through media engagements and key document publications. Governance and stakeholder engagement were strengthened through high-level forum participation and partnerships with various organizations.

ICT initiatives included a migration to Microsoft 365 Cloud and enhanced digital infrastructure, improving data management, stakeholder engagement, and the facilitation of hybrid and virtual meetings. Internal audits and the establishment of an Audit Committee strengthened governance and accountability, ensuring rigorous financial and operational scrutiny.

The Commission's budget for FY 2023/2024 was initially estimated at Kshs. 468.1 million but revised to Kshs. 440.1 million following a Kshs. 28 million rationalization. A development grant of Kshs. 4.68 million from the Ford Foundation and UN-Habitat brought the total budget to Kshs. 451.8 million. Actual expenditure for the year was Kshs. 445.0 million, reflecting a budget absorption rate of 98%, consistent with the previous fiscal year. Expenditure allocation included 33% for procurement and operations, 62% for personnel emoluments, 1% for gratuity, and 4% for asset acquisition. Revenue receipts totaled Kshs. 439,777,590.35 from exchequer releases and Kshs. 5,325,040 from development funds, marking a 10.5% increase from FY 2022/2023. Total payments for the year were Kshs. 445,089,097, a 10.3% increase from the previous year.

To strengthen the Commission's mandate, recommendations include increasing funding and institutional support, amending relevant laws for gender and inclusion considerations, enhancing compliance with constitutional requirements, and implementing programs to combat discrimination. There is also a call for increased youth involvement in governance and regular reviews of gender equality commitments, alongside improvements in public infrastructure accessibility.

These measures aim to enhance the Commission's effectiveness in fostering a more inclusive and equitable society, ensuring that its strategic goals are achieved and its capacity to influence policy and practice is strengthened.

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 marginalized groups.

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

At the close of the 2023-2024 financial year, Dr. Joyce M. Mutinda, PhD, EBS led the Commission as Chairperson, with Dr. Chomba Munyi, PhD, MBS, serving as Vice-Chairperson. Commissioners Thomas Koyier, EBS, Caroline Naikena Lentupuru MBS, HSC, and Dr. Margaret Karungaru MBS. Betty Sungura, EBS, MBS held the position of Commission Secretary/CEO until her tenure ended on March 7, 2024. From March 8, 2024, to the end of the Financial Year, Paul Kihugu Kuria, OGW, in an acting capacity, held the position.

As of July 30, 2024, the Commission comprised 108 staff members out of the approved staff compliment of 197. Of this total, 46 were male (42.59%) and 57 were female (52.78%). Notably, 5 staff members, representing 4.63% of the workforce, identified as Persons with Disabilities (PWDs).

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 marginalized persons, women, persons with disabilities, and children;

d) co-ordinate and facilitate mainstreaming of issues of gender, persons with disabilities and other marginalized groups in national development and advise the Government on all aspects thereof;

e) monitor, facilitate and advise on the development of affirmative action implementation policies as contemplated in the Constitution;

f) investigate on its own initiative or the basis of complaints, any matter in respect of any violations of the principle of equality and freedom from discrimination and make recommendations for the improvement of the functioning of the institutions concerned;

g) work with other relevant institutions in the development of standards for the implementation of policies for the progressive realization of the economic and social rights specified in Article 43 of the Constitution and other written laws;

h) co-ordinate and advise on public education programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination;

i) conduct and coordinate research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution;

j) receive and evaluate annual reports on progress made by public institutions and other sectors on compliance with constitutional and statutory requirements on the implementation of the principles of equality and freedom from discrimination;

k) work with the Kenya National Commission on Human Rights, the Commission on Administrative Justice and other related institutions to ensure efficiency, effectiveness and complementarity in their activities and to establish mechanisms for referrals and collaboration in the protection and promotion of rights related to the principle of equality and freedom from discrimination;

l) prepare and submit annual reports to Parliament on the status of implementation of its obligations under this Act;

m) conduct audits on the status of special interest groups including minorities, marginalized groups, persons with disabilities, women, youth and children;

n) establish, consistent with data protection legislation, databases on issues relating to equality and freedom from discrimination for different affected interest groups and produce periodic reports for national, regional and international reporting on progress in the realization of equality and freedom from discrimination for these interest groups;

o) perform such other functions as the Commission may consider necessary for the promotion of the principle of equality and freedom from discrimination; and

p) perform such other functions as may be prescribed by the Constitution and any other written law.

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

VISION

A society free from gender inequality and all forms of Discrimination

MISSION

To promote 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

Fairness
Inclusiveness
Accountability
Teamwork
Integrity

CHAPTER TWO

2.0 Overview of Programmatic Interventions

The National Gender and Equality Commission (NGEC) has continued to advance its mandate of promoting gender equality, inclusion, and non-discrimination through various strategic interventions. These initiatives focus on enhancing compliance, investigating violations, educating the public, and building evidence-based knowledge on equality and inclusion. The section highlights the Commission's strategic efforts to address gender equality and freedom from discrimination in Kenya.

2.1 Compliance Monitoring and Reporting

2.1.1 Compliance in the Public Sector

The Commission employed multiple strategies to monitor compliance with gender equality and inclusion standards in the public sector:

a) Evaluation of Gender Mainstreaming Reports

The National Gender and Equality Commission Act, 2011 mandates the Commission to "*receive and evaluate annual progress reports 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*".

The Commission received and evaluated gender-mainstreaming reports from 389 agencies including Ministries, Departments, and Agencies (MDAs). In 2021/2022, the Commission received 359 reports. The 2023/2024 return presents a 9.5 per cent increase. The evaluation highlighted the progress made in gender mainstreaming and areas of improvement in gender equality and inclusion within the public sector.The findings revealed areas requiring further attention.

A significant achievement is that **92%** of public sector institutions have successfully adhered to the principle of not more than two-thirds gender representation. However, despite this progress, the proportion of women in leadership positions remains a concern. Only **37%** of leadership positions are occupied by women highlighting the need for targeted efforts to improve women's representation in leadership.

The inclusion of youth, Persons with Disabilities (PWDs), and minority and marginalized communities within the public sector workforce is low. PWDs constitute **1.6%** of the total public sector workforce.

Following the evaluation, the Commission issued **389 certificates** of recognition for mainstreaming issues of SIGs in their past 2022-2023 work plan, formulated Equality and Equality and Inclusion, Gains and Gaps, 2022-2023 scoreboard; and a dashboard on the status of gender equality and inclusion in the public sector.

Some of the challenges facing the public sector include negative attitudes and perceptions about gender equality and inclusion, and inadequate budget allocation for gender mainstreaming.

b) Development of a Tool for Ensuring Compliance with the Principle of Equality and Inclusion

The Commission in collaboration with the State Department for Gender and Affirmative Action provided a robust tool and indicators for assessing equality and inclusion in the public sector. This tool was used by Ministries, Departments, and Agencies (MDAs) to report on progress made in mainstreaming issues of SIGs in the public sector for the financial year 2023/2024.

c) *USAWA* Awards

The Commission honoured several institutions for their excellent performance in gender mainstreaming and inclusion in the Financial Year 2022/2023. They included the Ministries, Constitutional Commissions, Parastatals, Universities and Technical and Vocational Education and Training (TVET) Institutes, and Constitutional bodies

d) Support to Public Institutions

The Commission supported three (**3**) institutions to integrate the principles of equality and inclusion in their workplaces. They include the Agricultural Finance Corporation, the State Department for Public Service, and the Kenya National Library Services.

2.1.2 Compliance in the Private Sector: Firms listed in the Nairobi Securities Exchange (NSE)

The Commission conducted a desk assessment of the gender diversity of NSE-listed companies in 2023 and the final results are scheduled for release in 2024/2025 FY. The primary focus of the assessment was compliance with the not more than two-thirds gender principle in leadership and decision-making in publicly quoted companies.

Preliminary results indicate a positive trend: Of the 517 board members across these companies, 143 (27.6%) were women, compared to 133 (25%) out of 540 board members in 2022. Additionally, the number of companies with no female board members dropped from 15.5% in 2022 to 9% in 2024, indicating improved recruitment practices for women in leadership roles.

However, the assessment identified stagnation in executive leadership outcomes. In 2024, only 7 companies (12.7%) had female Chief Executive Officers, a slight decline from

8 companies (14%) in 2022. These preliminary results signal the ongoing challenges in achieving gender equality at the highest levels of corporate leadership.

2.1.3 Inclusion of PWDs: Compliance Accessibility of the Built Environment Standards

The Constitution of Kenya enshrines the principles of equality and non-discrimination, particularly for Persons with Disabilities (PWDs), guaranteeing their right to equal protection under the law and access to public services and facilities. Article 54 specifically affirms the rights of PWDs to dignity and equal access to services. The Persons with Disabilities Act, 2003, and the Building Code of Kenya 2022 specify accessibility standards and requirements for public buildings and services.

Based on its mandate and in response to a petition filed by the Coast Civil Society Network for Human Rights, the NGEC conducted a rapid assessment of the accessibility of public buildings in Mombasa County. The petition raised concerns that many government buildings providing services to Persons with Disabilities (PWDs) and the general public were largely inaccessible.

There was increased awareness among key stakeholders, in Mombasa County, about the need for compliance with accessibility standards and the building code. This marks an important step toward making public services more inclusive and responsive to the needs of PWDs.

To build on this progress, NGEC plans to conduct further audits and consultations on selected buildings in the 2024/2025 financial year. These audits will provide more detailed insights into compliance levels and identify specific areas that require intervention. The findings will inform broader reforms, including policy recommendations and advocacy efforts, to ensure long-term accessibility improvements across Kenya's public infrastructure.

2.1.4 Review of Legislative Instruments

During the period under review, the Commission reviewed and submitted memoranda (written, orally, or in both formats) on **73** Policy and Legal instruments at both the National and County Levels. This represents a **30.36%** increase compared to the **56** instruments reviewed in the FY 2022/2023. At the county level, the NGEC specifically conducted reviews of 26 county policies and legislative frameworks *(annexe 1)*

The analysis and comments submitted by the Commission specifically sought to address-;

- ✓ Equality, non-discrimination, and inclusion of issues of all special interest groups in reviewed laws

- ✓ The guarantee, protection, and promotion of the rights and freedoms of the groups in the political, economic, and social spaces
- ✓ Reaffirm compliance with the Constitution and salient provisions in the International and Regional treaties, Conventions, and Protocols that the Country is a member of.
- ✓ Ensure alignment with existing Government policies and other existing laws.
- ✓ Emphasis on the need for compliance with the Gender Parity rule and representation of persons with disabilities in all Governance frameworks. This is largely in line with existing laws and the *Mwongozo* code of governance.
- ✓ The language used by drafters is devoid of any derogatory terms and phrases in describing the status and needs of SIGs.

As a result, the Commission has observed a shift towards more inclusive and gender-sensitive policy and legislative frameworks that are well aligned with both constitutional and international standards. Policy and Lawmakers are also more enlightened on the rights of special interest groups in legislative drafting and enactment. The Commission, however, noted that putting out calls for public participation for multiple instruments coupled with a limited window for submission has the negative effect of the public making submissions that are not quality enough or not making any at all. The Commission made these observations in the Public Participation Policy Sessional Paper No. 3 of 2023 (Senate).

2.1.5 NGEC's Contribution to the Realization of the Not More Than Two-Thirds Gender Principle

During the period under review, the Commission intensified its efforts to fast-track the realization of the Not More Than Two-Thirds Gender Principle.

a) Memoranda to the National Dialogue Committee (NADCO)

As part of its advocacy strategy, NGEC presented memoranda to the National Dialogue Committee (NADCO), highlighting the urgency of fully implementing the not more than two-thirds gender principle. The memoranda outlined specific recommendations for legislative and policy reforms to ensure compliance with the constitutional requirement. The Commission called for the enactment of laws that would enforce the not more than two-thirds gender principle in all elective and appointive positions. This included proposing mechanisms for achieving gender balance in cases where the principle is not met through the normal electoral or appointment processes.

b) Participation in the Multi-Sectoral Working Group on the Two-Thirds Gender Principle

NGEC served as a member of the secretariat for the Multi-Sectoral Working Group on the not more than two-thirds gender principle. The working group brought together stakeholders from various sectors, including government ministries, independent

commissions, civil society, and international partners, to develop legal, policy, and administrative measures to promote the implementation of the gender principle. The NGEC's role in the Committee included the provision of technical support in drafting the policy and legal proposals and coordination with stakeholders. The Commission also leveraged its position within the working group to advocate for the adoption of specific measures that would advance the realization of the two-thirds gender principle.

c) Assessment on the Effectiveness of Special Seats in Promoting Gender Equality and Representation of SIGs in Governance.

The NGEC assessed the effectiveness of special seats in promoting gender equality and representation of SIGs in governance, highlighting the progression of women from nominated positions to elected seats. The assessment, which focused on nominated Members of the County Assembly from the General Elections of 2013, 2017, and 2022 across a sample of twenty-one (21) counties, provides insights into the impact of special seats. It highlights the progression of women from nominated positions to elected seats within County Assemblies and some to the National Assembly and supports the need for affirmative action policies aimed at enhancing gender equality and representation in governance structures. The assessment supports the inclusion of a sunset clause in any mechanisms proposed for the not more than two-thirds gender principle.

2.1.6 Equality and Inclusion in County Governments

The Commission, through its regional presence, continued to strengthen the capacity of County Governments to integrate the principles of Equality, Freedom from Discrimination, and Inclusion. As a result, the Commission has observed that counties have incorporated these principles into their policy and legal frameworks and development processes. This was achieved through various initiatives, including:

i. Facilitate the Development of Gender-Related Policies

The Commission provided technical assistance to County Governments in the development and implementation of gender-responsive policies. They include Isiolo County Anti-FGM Policy; Laikipia County Gender Policy 2024; West Pokot County and Nakuru County Gender Development Policies. The development of these policies continues to improve the capacity of county governments to design and execute gender-responsive strategies, leading to more effective and equitable governance at the local level.

ii. Monitoring County Budgeting Processes

In the advancement of more gender-responsive and inclusive resource allocation practices, the Commission monitored the budgeting processes of 3 County Governments to ensure that resource allocation is gender-responsive and inclusive (Kilifi, West Pokot

and Kitui Counties). This resulted in publicly approved budgets considerate, sensitive and specific to gender equality and inclusion principles.

2.1.7 Facilitating the Formulation of Frameworks and Strategies for Integrating Principles of Equality and Inclusion in Development

During the period under review, the Commission facilitated the development of **two (2)** key frameworks and strategies aimed at integrating the principles of equality and inclusion into development initiatives.

a) North Rift Economic Bloc Gender Strategy (2024-2028)

The Commission with Support from Reinvent facilitated the development of the North Rift Economic Bloc (NOREB) Gender Strategy (2024-2028). The NOREB comprises 8 Counties (Baringo, Elgeyo-Marakwet, Nandi, Samburu, Trans Nzoia, Turkana, West Pokot and Uasin Gishu) in the Northern part of the Rift Valley in Kenya, which have come together to create a partnership and benefit from an enhanced level playing field; contributing to deeper trade and investment integration. The strategy sets the pace for prioritizing social, economic, and financial inclusion, combatting sexual and gender-based violence, especially among sports women, promoting peace and security in conflict countries, and enhancing the participation of women in leadership and climate change initiatives.

b) Framework for the Inclusion of Persons with Disabilities in Anti-Corruption Programming in Kenya

The Commission in partnership with public entities with primary and/or secondary anti-corruption mandates namely the Ethics and Anti-Corruption Commission (EACC), the National Anti-Corruption Steering Committee (NACCSC), and the National Council for Persons with Disabilities (NCPWD) facilitated the development of the Framework for Inclusion of Persons with Disabilities in Anti-Corruption Programming in Kenya. The Framework seeks to address the longstanding issue of exclusion and marginalization of Persons with Disabilities in anti-corruption efforts in Kenya. It establishes standards that agencies with primary or secondary anti-corruption mandates, and anti-corruption non-state actors will adopt to ensure that their anti-corruption initiatives and programming are disability-inclusive. The framework was created through a consultative process involving PWDs, their representative organizations, and key anti-corruption stakeholders. It establishes standards for ensuring that all anti-corruption initiatives are disability-inclusive. One of the key results of this engagement is the commitment by the EACC and the National Anti-Corruption Campaign Steering Committee (NACCSC) to ensure the inclusion of PWDs in all their anti-corruption efforts. Specifically, EACC committed to including a PWD Dimension in the Corruption Perception Survey, ensuring anti-corruption materials are provided in accessible formats, and have structured

engagement of PWDs. The NACCSC committed to collaborating with NGEC, NCPWDS, and organizations for and of PWDS in their work at the National and sub-national Levels.

2.1.8 Issuing Targeted Advisories

Section 8 (b) of the National Gender and Equality Commission Act, CAP 7 mandates the Commission 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.

During the period under review, the NGEC issued **392** advisories addressing various compliance issues, including discriminatory recruitment practices, accessibility of public facilities, and the recognition of marginalized communities.

The advisories include:

a) Advertisement of the recruitment of Cadets (Assistant Warden I) and Rangers by the Kenya Wildlife Service. The Commission noted that the criteria of eligibility were discriminatory and contrary to the principles of gender equality, equity, and fairness and advised the KWS to rectify the anomaly;
b) The inclusive planning, design, and implementation of Economic Stimulus Programs (ESP) Markets, County Aggregation, and Industrial Parks. The Commission advised the Cabinet Secretary to ensure that all facilities within the ESP markets, County Aggregation, and Industrial Parks are accessible to persons with disabilities, and cater to the diverse needs of women, men, children, and other Special Interest Groups;
c) Recognition and Conferment of Community Status to the *Torobeek* Community. The Commission advised the Cabinet Secretary, Ministry of Interior, and National Administration on the recognition and conferment of community status to the *Torobeek* Community;
d) 389 advisories on compliance with statutory and constitutional requirements to MDAs following evaluation of annual progress reports on gender mainstreaming and inclusion received from MDAs.

2.1.9 Facilitate State Compliance with Reporting International and Regional Obligations

Kenya is a signatory to various international and regional human rights instruments that protect and promote the rights of SIGs including women, youth, PWD, minority and marginalized groups, children, and older members of society. Article 2(6) of the Constitution of Kenya, 2010, provides that any treaty or convention ratified by Kenya shall form part of the laws of Kenya.

As the key principal organ of the state in ensuring compliance with regional and international treaties related to Special Interest Groups (SIGS), the Commission facilitated the following:

a) **Preparation of Country Position Papers and Country Reports for eight (8) treaties and conventions.** They include:
   i. 68th Session of the United Nations Commission on the Status of Women (CSW68)
   ii. 14th session of the Open-Ended Working Group on Ageing (OEWGA)
   iii. 17th Session of the Conference of State Parties on Convention on the Rights of PWDs (CRPD)
   iv. Sixtieth Session of the Subsidiary Body for Scientific and Technological Advice (SBSTA 60), and the Sixtieth session of the Subsidiary Body for Implementation (SBI 60)
   v. The 6th and 7th State Party Report on the Implementation of the UN Convention on the Rights of the Child (UNCRC)
   vi. The 4th annual country report on the status of implementation of the International Conference on Population and Development (ICPD) Commitments 25 years after the inaugural conference that was held in 1994 in Cairo.
   vii. Concluding observations and implementation plan on the third state report of Kenya under the United Nations Convention Against Torture and other Cruel, Inhuman, Degrading Treatment or Punishment (UNCAT).
   viii. Addis Ababa Declaration on Population and Development after 10 years (AADPD @10).

2.1.10 Participation in Treaty Body Sessions

The Commission participated in three **(3)** treaty body sessions:

a) 68th Session of the United Nations Commission on the Status of Women (CSW68) held from 11th -21st March 2024 in New York.
b) The Sixtieth Session of the Subsidiary Body for Scientific and Technological Advice (SBSTA 60), and the Sixtieth Session of the Subsidiary Body for Implementation (SBI 60) were held from 3rd to 13th June 2024 in Bonn, Germany.
c) 77th Ordinary Session of the African Charter on Human and Peoples' Rights (ACHPR) held in Arusha Tanzania in November 2023. During the conference, the Commission presented its request to the ACHPR secretariat on the grant of an affiliate status to the National Gender and Equality Commission of Kenya with the African Commission on Human and Peoples' Rights which has been granted.

2.1.11 Preparation of National Progress Reports to State Commitments

The Commission participated and contributed to the drafting of national reports to the following state commitments:

a) The Beijing Platform for Action (BFfA). The review report documented achievements and challenges in implementing the BPfA and progress made in gender equality and women empowerment. The Commission participated in the national stakeholders' validation meeting of the BPfA National Review Report. These activities are in preparation for the 30th anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action (BPfA) which will be observed in 2025. The member states shall review progress on the implementation of the Beijing Platform for Action (Year 2025).

b) Universal Declaration of Human Rights (UDHR. The Regional Human Rights Dialogue was held on 22nd September, 2023. The dialogue aimed at identifying emerging human rights issues for consideration and incorporation into the National Action Plan and Policy on Human Rights during the marking of the 75th celebrations of the Universal Declaration of Human Rights (UDHR). Limited enjoyment of political rights due to weak internal democracies within political parties, unfair electoral practices, corruption, nepotism, discrimination, intimidation in party politics, border conflicts/unrest, extrajudicial killings, and ethnic profiling, amongst others, were some of the barriers that curtail the full enjoyment of human rights in the region.

c) Review of the outcomes of the Commission on the Status of Women (CSW68). The National stakeholders meeting on the post 68th Session of the Commission on the Status of Women (CSW68). The objective of the meeting was to brief stakeholders on the outcomes of CSW 68 and disseminate the agreed conclusions, commitments to the outcomes (communique), and areas of action for key duty bearers. During the meeting, the Commission committed to monitor the commitments and obligations, facilitate the integration of Gender Responsive Budgeting in national and county planning and facilitate ratification of the International Labour Organization (ILO) Convention No. 190 (on the elimination of violence and harassment in the world of work).

d) 4th Cycle Universal Peer Review (UPR) process. This includes the facilitation of the National Consultative Meeting on Kenya's 4th Cycle Universal Peer Review (UPR) process. The objective of this forum was to document the status of implementation of recommendations made on Freedom of Religion and Belief (FoRB) to inform the 4th cycle Universal Periodic Review report for Kenya. The Universal Periodic Review (UPR) is a unique inter-governmental peer-review Human Rights mechanism where each of the 194 Member States of the United Nations is reviewed every 5 years.

Further, with support from the African Gender and Media Initiative Trust (GEM) and the Network of African National Human Rights Institutions (NANHRI), the Commission held training for its Commissioners and technical officers on human rights frameworks and their applications in gender equality and non-discrimination. The training focused on understanding the Universal Periodic Review (UPR), and UPR implementation plan. The activity was held on 13th May 2024 in Nairobi.

e) Kenya National Action Plan on Business and Human Rights (BHR). The Commission participated in the development of the Kenya National Action Plan on Business and Human Rights (BHR), a policy document that domesticates the United Nations Guiding Principles (UNGPs) on Business and Human Rights. The UNGPs are the most authoritative global framework on business and human rights and are at the centre of every legal discussion of the respective roles of states and businesses concerning human rights. The UNGPs are the global standard for preventing and addressing the risk of adverse impacts on human rights linked to business activity as unanimously adopted by the United Nations Human Rights Council in 2011.

f) The 2023 Kenya Global Disability Conference. The domestication of the Global Disability Conference took place on 26th & 27th November 2023 at the Kenya School of Government, Lower Kabete.

g) Generation Equality Forum (GEF) summit held from 14th -15th September 2023 in Nairobi in readiness for the High-level Generation Equality Africa Regional Meeting convened by Ministries of Finance and Gender along with their technical teams from 21 African countries in November 2023, Dar es Salaam, Tanzania.

h) The national inaugural consultations on Lowering Emissions through Accelerated Finance (LEAF), a coalition of partners designed to mobilize finances for the conservation of tropical forests.

i) Ratification of ILO convention No. 190" - The Commission contributed and participated in the development of a roadmap towards ratification of International Labour Organization (ILO) Conventions 190 and 189 in Matuu from 13th to 15th March 2024 organized by the Ministry of Labour and Social Welfare, and follow up consultations sessions organized by the Office of the Deputy President in April 2024.

j) The Commission as a member of National Committee on International and Regional Human Rights through the Legal department participated in a Capacity building workshop aimed at equipping committee members with a thorough understanding of the human rights treaty system, Kenya's legal commitments under various treaties, and the Committee's mandate. The Committee is currently compiling the National Report for the 4th Cycle Universal Periodic Report (UPR) due for presentation in May 2025.

2.2 Investigations and Redress

2.2.1 Reduce Violation of the Principles of Equality and Freedom from Discrimination for SIGS

a) Complaints Management

The National Gender and Equality Commission Act, 2011 CAP 7 section 8(f) empowers the Commission to receive and investigate complaints on the violation of the principles of equality and freedom from discrimination. The National Gender and Equality Commission (Complaints Handling Practice and Procedure) Regulations, 2020 provide a framework for handling complaints related to violations of the principles of equality, inclusion, and non-discrimination as stipulated under the National Gender and Equality Commission Act, 2011.

During the reporting period, the Commission received a total of **189** complaints, representing a 16.7% increase from the 162 complaints received in the financial year 2022/2023. These complaints covered a range of issues, including matrimonial disputes (28%), land and property disputes (28%), defilement cases (8%), child neglect (7%), discrimination (6%), and employment-related grievances (5%), as well as other issues such as rape and domestic violence. Of these complaints, 78% were successfully processed and resolved or referred to the appropriate institutions for further action while 22% are ongoing (either in court or under investigation) Table 1, annexe 2 presents a summary of the complaints received and processed.

The increase in complaints was attributed to the active participation of the Commission in the Complaints Handling and Referral Partners Network quarterly meetings hosted by the Kenya National Commission on Human Rights[1]. Through the network, the Commission contributed to joint legal aid clinics in Embu County from 18th September to 22nd September 2023. The activity was held at *Siakago Playground in Mbeere North, Makima DO grounds in Mbeere South, in Mwea, Talent Academy in Embu West, Kairuri DO grounds in Embu North and Runyenjes stadium in Embu East*. The program reached 1248 persons out of which 651 were men, 597 were women, 138 were elderly, and 55 were persons with disability.

At the end of the review period, the Commission is processing three (3) active complaints:

i. Non-Compliance with the Not More Than Two-Thirds Gender Principle by the Kenya Union Of Savings and Credit Cooperatives Limited Board of Directors (KUSSCO);

[1] Complaints Handling and Referral Partners Network comprises of fifty-one institutions inclusive of state and non-state actors. It encourages advocacy for the protection of human rights through promoting inter-agency engagement and collaboration in handling public complaints.

ii. The alleged violation of the right to equal benefit and protection emerging from complaints in ownership and management of a land-buying company; and
iii. PWDS inaccessibility to Public Buildings and Services in Mombasa County.

c) Rapid Response Missions

The Commission conducted two (2) rapid response missions to address the following matters;

i. Defilement committed by a teacher at Nyajanja Secondary School in Rangwe sub-county, Homabay county. During the mission, the Commission held discussions with the Officer Commanding Station (OCPD) of *Rangwe Police Station*, the County Director of Education, and four select students from the affected school. The matter was reported vide OB No. 17/13/02/2023. Police investigations were underway and preliminary results indicate successful tracing of the location of the alleged perpetrator.
ii. In Nyeri to watch brief in the criminal matter of a defilement case at Nyeri Law court (S0042/2023)- involving a minor who was allegedly defiled while in school.

d) Redressing the Violation of the Rights of SIGs through the Court Users' Committees

Court Users' Committees (CUCs) play a crucial role in the local administration of justice, bringing together both state and non-state actors to ensure the delivery of efficient administration of justice within the court's jurisdiction. The CUCs ensure accountability and performance of the justice actors and cultivate partnerships amongst various stakeholders in the justice chain. The Commission, through its regional offices, is a member of Court Users Committees in various counties. Through the committees, the Commission participated in the quarterly CUC meetings, Children Service Month themed 'A Child-Centered Justice System", training of stakeholders on Legal Aid Regulations 2022, and the Legal Aid code of conduct for accredited legal Aid providers, and conduct of a Mobile Court Exercise in Faza Lamu East. In these activities, the Commission emphasized the need to ensure that all SIGs related cases particularly children pending cases are heard and concluded during the service month. The Commission further underscored the importance of adhering to national guidelines and standards for justice systems such as the Child Justice Strategy 2023-2030 and the 2020 Prosecutor's Guide to Children in the Criminal Justice System.

2.2.2 NGEC's Submissions on Matters of National Interest

As part of its mandate to promote gender equality and freedom from discrimination, the NGEC actively engages in national discussions on critical issues affecting the people of Kenya. During the period under review, the Commission made significant submissions on two (2) key matters of national interest:

a) Memoranda to the National Dialogue Committee (NADCO)

In response to the concerns of the Kenyan people on five critical issues, NGEC prepared and submitted detailed memoranda to the National Dialogue Committee. This memorandum encapsulated the Commission's insights and recommendations on the identified issues, reflecting its commitment to advocating for the rights and welfare of marginalized and vulnerable groups, including women, children, Persons with Disabilities (PWDs), and ethnic minorities. In September 2023, NGEC appeared before the Committee to present and discuss its submissions, emphasizing the importance of integrating gender equality and inclusion into the national dialogue process. The Commission's participation aimed to ensure that the voices of SIGS were heard and considered in the decision-making processes at the national level.

b) Submissions to the Senate *Ad Hoc* Committee on the Proliferation of Religious Organizations

In August 2023, the Commission made submissions to the Senate *Ad Hoc* Committee established to investigate the proliferation of religious organizations and the tragic circumstances leading to the death of tens of people in Shakahola, Kilifi County. The Commission's submission focused on the intersection of religious practices and human rights, highlighting the need for a regulatory framework that respects freedom of religion while safeguarding the rights and safety of vulnerable individuals. The Commission also addressed the gendered impact of such tragedies, particularly on women and children, and called for measures to prevent the exploitation of vulnerable populations under the guise of religious practices. Through this submission, the Commission aimed to contribute to a balanced approach in addressing the complexities surrounding religious freedom and the protection of human rights in Kenya.

2.3 Public Education and Mainstreaming

Section 8(d) of the National Gender and Equality Commission Act, Cap 7K, mandates the Commission to coordinate and facilitate the mainstreaming of gender, disability, and other marginalized groups' issues into national development, and to advise the Government on these aspects. Section 8(h) further empowers the Commission to coordinate and advise on public education programs that promote a culture of respect for equality and freedom from discrimination. In alignment with these mandates, the Commission implemented several strategies during the period under review.

2.3.1 Stakeholder Consultative/Coordination Meetings

The Commission coordinated **70** consultative meetings on topical and emerging issues affecting special interest groups both at the national and county levels bringing together state and non-state actors. These meetings focused on a variety of critical issues including:

a) Indigenous women's land rights and climate change concerns, with a focus on practical solutions for land and environmental challenges faced by minority and marginalized groups.
b) Barriers to accessing credit and strategies to enhance financial opportunities for Kenyan youth.
c) Perceived exclusion of the boy child from the development agenda, exploring underlying factors and potential interventions.
d) Male engagement in promoting gender equality
e) Advancing gender-responsive budgeting; challenges and implementation strategies.
f) The nexus between corruption and persons with disabilities (PWDs), and the specific challenges PWDs face concerning corruption.
g) Responses to emergencies such as floods, droughts, and technology-facilitated gender-based violence (TFGBV), with a focus on their impact on SIGs.
h) Female Genital Mutilation (FGM) and insecure land tenure issues lead to human rights violations.
i) Limited access to government opportunities and representation for SIGs, including marginalized groups.
j) Environmental degradation resulting from deforestation and the need for male engagement in supporting women's leadership in environmental conservation.
k) Mental health and wellness, particularly in the context of preventing violent extremism (PVE).
l) Application of HIV and sexual and gender-based violence (SGBV) reporting tools.

These consultative meetings served as platforms for exchanging ideas and knowledge, offering practical solutions and strategies for addressing issues affecting SIGs. They also established a foundation for evidence-based interventions, policy recommendations, and collaborative actions aimed at meeting the needs of special interest groups across Kenya.

2.3.2 Commemorations: International Days for Special Interest Groups (SIGs)

The Commission facilitated and coordinated the commemoration of **18** International days for Special Interest Groups (SIGs). During the commemorations, the Commission sensitized SIGS on their rights and opportunities and issued theme-based statements with actionable proposals.

a) International Youth Day, held on 12th August 2023 themed "*Green Skills for Youth: Towards a Sustainable World*".
b) International Day for World Indigenous People was held on the 9th of August 2023 under the theme "*Indigenous Youths as Agents of Change for Self-Determination,*".

c) International Peace Day was held on 31st September 2023, under the theme *"actions for peace our ambition for the global goals"*.
d) International Day of Older Persons, held on 2nd October, 2023 themed *"Fulfilling the Promises of the Universal Declaration of Human Rights for Older Persons: Across Generations"*.
e) Day of the Girl Child 2023 under the theme *"Invest in Girls' Rights: Our Leadership, Our Well-being*
f) 16 days of activism against gender-based violence, held on 25th November – 10th December, 2023 2023 themed *"UNITE! Invest to prevent violence against women and girls"*.
g) International Day of Persons with Disabilities (PWDs) held on 5th December 2023 themed *"United in action to rescue and achieve the Sustainable Development Goals (SDGs) for, with, and by persons with disabilities"*.
h) International Day of Human Rights held on 10th December 2023 themed *"Freedom, Equality and Justice for All."*
i) International Day of Rural Women Celebrations held on 16th October 2023 themed **"***Financing for rural women empowerment"*
j) International Day of the Girl Child 2023 under the theme *"Invest in Girls' Rights: Our Leadership, Our Well-being.*
k) International Day of Human Rights held on 10th December 2023 themed *"Freedom, Equality and Justice for All."*
l) International Minority Rights Day was marked on 18th December 2023 at the Bomas of Kenya.
m) International day on Zero Tolerance to FGM held on 6th February 2024 *themed "Her Voice. Her Future."*
n) *I*nternational Women's Day held on *8th March 2024 themed "Invest in Women: Accelerate Progress"*.
o) The Day of the African Child is marked every 16th day of June. Themed *"'Education for all children in Africa: the time is now'.*
p) International Day of Refugees *2024 themed: 'Our Home'*
q) World Elder Abuse Awareness Day, *2024* commemorated on 15th Day of June. Themed *"Spotlight on Older Persons in Emergencies"*
r) World Autism Day *themed: Moving from Surviving to Thriving.*

2.3.2 Public Education Fora

During the period under review, the Commission conducted **46** public education activities across various platforms, including community media, social media, workshops, and community *barazas,* reaching a broad audience. The core message was, *'promoting respect for gender equality and the inclusion of Special Interest Groups*'. These efforts raised awareness of among others; child protection, gender and climate change, sexual

harassment in the transport sector, and gender inequalities in agricultural policies. Through public forums, the Commission enhanced stakeholder understanding of issues such as gender inequalities in agriculture, gender-responsive budgeting, and the inclusion of men in advocating for gender equality and ending harmful practices like GBV, Female Genital Mutilation (FGM), and child marriages. The sessions target both duty bearers and rights holders including the police, community leaders, county ward representatives, local administration, and the general public.

Further, the Commission engaged communities in Garissa, Isiolo, Kilifi, Kitui and Kisumu to advocate for climate justice, women's inclusion in local climate financing, and the promotion of gender-equitable relationships. These initiatives fostered a deeper understanding of the unique challenges faced by SIGs and encouraged community-led solutions.

2.3.3 Prevention and Response to Gender-Based Violence

The Commission deployed multiple strategies to prevent and respond to GBV. Some of the key initiatives include:

a) Joint Campaign Against GBV in the Public Transport Sector

Under the NGEC-JICA GBV Project, the Commission participated in a joint campaign to address GBV in the public transport sector. The forum, held on November 24, 2023, in Nairobi, was supported by partners including UNFPA, JICA, NaMata, and the Boda Boda Association of Kenya (BAK). The event highlighted the strategies agencies should adopt to curb GBV within the public transport sector, in particular, the model Nairobi-Ngong Bus pilot program.

b) Sports and GBV

The intersection of sports and Gender-Based Violence (GBV) is increasingly recognized as a critical area for promoting recovery, empowerment, and social change. Sports, with their inherent values of teamwork, resilience, and physical well-being, offer a unique platform for addressing the multifaceted impacts of GBV. Recognizing this, NGEC, through the NGEC-JICA GBV Elimination Project, organized a sports event in partnership with the Department of Education in Kajiado County on 30th November 2023. The event, which brought together 200 participants including 105 girls from local shelters, demonstrated the therapeutic benefits of sports in aiding GBV survivors. It highlighted how sports can foster resilience, confidence, and community reintegration, ultimately contributing to the holistic recovery of those affected by GBV. The Commission in collaboration with the South Africa Gender Equality Commission also mounted a side event in the 68th CSW and made presentations on the trends, programmatic focus, and call to action to ending GBV in sports. Kenya highlighted the femicide incidences targeted to Kenya female athletes.

c) Business Idea Marathon to Address GBV

The Commission in collaboration with Daystar University, Safaricom Foundation, and Nairobi City County under the NGEC-JICA GBV Elimination Project, organized a Business Idea Marathon on March 7-8, 2024, in Nairobi This event aimed to raise awareness and engage stakeholders from various sectors in creating innovative business solutions to combat Gender-Based Violence (GBV).

By bringing together young entrepreneurs, students, civil society, and the private sector, the marathon emphasized the role of businesses in addressing GBV through economic empowerment, technology-driven safety solutions, and gender-sensitive practices. The initiative highlighted the strong connection between economic independence and the reduction of vulnerability to GBV, promoting sustainable business models as a tool for social change and supporting survivors in rebuilding their lives. The event fostered cross-sectoral collaboration and generated impactful solutions to prevent and address GBV in both professional and community settings.

Some of the ideas from this event shall be developed into actionable solutions in the 2024/2025 financial year, and are expected to contribute to long-term GBV prevention and survivor support.

d) Strengthening County and Community Structures to Address GBV

County and community structures are essential for providing localized, coordinated, and responsive mechanisms to support timely intervention, improve reporting, and enhance prevention efforts against Gender-Based Violence (GBV). In this regard, the Commission,

i) In collaboration with JICA held a workshop with Machakos County Gender Technical Working Groups to identify collaborative opportunities and develop a strategic action plan for addressing GBV in the County.

ii) In collaboration with various partners, the Commission strengthened the capacity of religious leaders and community-based organizations (CBOs) in their efforts to combat FGM. Strengthening these community-driven initiatives plays a pivotal role in changing social norms and practices related to FGM, thereby advancing the broader goal of GBV prevention.

iii) Facilitated the establishment and strengthening of *Police Gender Desks and Ward Protection Committees* in Isiolo County to enhance reporting and sensitization of communities on protection-related matters.

iv) Contributed and participated in the validation of a baseline study report "Assessing *Re-Definitions of Gender Norms; Men-Caregiving and Prevention of Gender Based Violence in Nairobi and Mombasa Counties*". The workshop was organized by the Kenya National Commission for UNESCO (KNATCOM) on the 7th and 8th of August 2023 in Nairobi. The NGEC proposed consideration of sector-targeted

recommendations for purposes of enhancing accountability and the need to sensitize communities on existing legal and policy frameworks on GBV.

e) Technology Facilitated GBV

Technology-Facilitated Gender-Based Violence (TFGBV) presents a significant threat to ongoing efforts to combat GBV, as it introduces new dynamics and challenges that traditional prevention approaches may not fully cope with. The Commission contributed to the launch of a *Transform Program*, a three-year global initiative aimed at preventing, mitigating, and responding to TFGBV. The program focuses on violence against women in politics and public life. During the launch, NGEC emphasized the importance of multi-stakeholder collaboration and the necessity to review and enforce existing laws and policies to effectively address TFGBV. As a result, there is a drive towards the development of robust, adaptive strategies that address the evolving nature of GBV and strengthen the framework for protecting women and girls in digital spaces.

2.3.4 Promoting the Implementation of Affirmative Actions for SIGs in the Development Agenda

a) Inclusion of Persons with Disabilities (PWDs)

The Commission engaged in various initiatives to enhance the inclusion of Persons with Disabilities (PWDs) in Kenya. Key activities include:

i. On September 7, 2023, the Commission contributed to a forum organized by Women Challenged to Challenge (WCC) in Nairobi, focusing on the International Labor Organization (ILO) Convention Number 190 (ILO C190). The forum emphasized strategies for preventing Gender-Based Violence (GBV) and Sexual Harassment in workplaces, including policy development, staff awareness, and creating supportive work environments.

ii. In collaboration with the National Council for Persons with Disabilities and the Kenya National Association of the Deaf (KNAD), the Commission supported a national symposium on Kenyan Sign Language held in Nairobi. This event, themed 'A Kenya where deaf people everywhere can sign anywhere,' aimed to promote public awareness and encourage the development and use of Kenyan Sign Language across all sectors.

iii. At a multi-stakeholder forum in Gigiri, Nairobi, the Commission contributed to discussions on securing the rights of PWDs through comprehensive policy and legal reforms. The forum resulted in recommendations for adopting a robust anti-discrimination law and expediting the Person with Disabilities Act to align with international standards.

iv. The Commission shared strategies to enhance the participation of PWDs in political leadership during a meeting organized by the Westminster Foundation (WFD). The discussions focused on practical approaches to increasing PWDs' engagement in politics.

v. Commission monitored a tax exemption assessment for PWDs at Nakuru Level 5 Hospital from August 23 to 25, 2023. The exercise, involving around 500 PWDs, aimed to document their experiences during the vetting process. The report will be finalized in the next financial year 2024/2025.

vi. The Commission as a member of the advisory Committee of the Global Labour program launched by Sight Savers and the Equal Rights Trust Committee was instrumental in validating and launching a report on Review of the Kenyan Legislative and International Framework Governing the Right to Equal Work and Employment for Persons with Disabilities. Equal Rights Trust is an international organization with a mission to eliminate all forms of discrimination and ensure everyone can participate in society on an equal basis with others.

b) Inclusion of Minority and Marginalized Groups

i. The Commission participated in cultural and indigenous rights forums to promote the inclusion of indigenous women and marginalized groups in national development. Further, the Commission contributed to discussions on the resilience of indigenous peoples to climate shocks and other socio-economic challenges. Additionally, the Commission issued an advisory to the President of the Republic of Kenya on the discrimination and inequality faced by minority and marginalized groups. The Advisory requested the President to consider establishing a mechanism for addressing the unique issues that affect minority and marginalized groups including the realization, protection and promotion of the marginalized Communities. As a result of the advisory, the H.E the President of the Republic of Kenya under Executive Order No. 2 of 2023 established a Minorities and Marginalized Affairs Unit under the Presidency to spearhead the recognition, protection, and promotion of the rights of Minority and Marginalized Groups.

ii. The Commission participated and contributed to the African Roundtable on Indigenous Peoples' Resilience to Climate Shocks. The purpose of the meeting was to review and discuss the African case studies and other relevant experiences to inform the Draft Indigenous People Resilience Framework (IPRF). The IPRF not only defines IP resilience, but also identifies internal drivers, strategies, enabling legal and institutional contexts, and indicators necessary to promote inclusion of minority and marginalized groups in climate change discourse.

iii. Participated in the inaugural *Maa* cultural week at the Maasai Mara Game reserve from 21st to 24th August 2023. The objectives of the cultural week were to raise awareness of the rich and diverse *Maa*-speaking groups' cultural heritage and to

provide spaces for networking and partnerships within and across communities, Counties and international actors.

iv. In collaboration with Samburu Women Trust and Indigenous Women Council, the Commission organized and participated in celebrating the 8th Annual Indigenous Women's Conference in Isiolo County from the 26th to the 29th of September 2023. The 8th edition of the conference is a platform that provides an opportunity for CSOs, independent commissions, funders and development partners, and county and national government to collectively address the exclusion of indigenous women in development.

v. The Commission participated in a forum organized by the Africa Led Movement and the Girl Generation (ALMGG) on ending FGM. The meeting brought together the Grants Advisory Committee members drawn from Narok, Isiolo and Garissa Counties at Peak Hotel Nanyuki. Africa Led Movement and the Girl Generation is a consortium of select partners that fund local CBOs on ending FGM at the grassroots level in various counties. The consortium has formed grants advisory committees in each of the counties to oversee and advise the consortium on which CBOs are active and therefore need funding. The committee also monitors the implementation of the funded projects. NGEC Garissa Regional Office serves as a member of the grant advisory committee for the Africa Led Movement and Girl Generation Consortium.

vi. Held consultative meetings with the World Bank on the facilitation of the formulation of a National Inclusive Development Framework for Minorities and Marginalized Communities. The main objective of the consultative meetings was to provide a mechanism for sustainably mainstreaming and implementing issues of marginalized communities in all spheres of development.

c) Women Empowerment

i. The Commission participated in the Central Region Conference organized by the Organization of Women in International Trade (OWIT). The conference was held from 27th September to 2nd October 2023 in Nyeri County. The conference provided a platform to address the challenges faced by women in business and international trade and to promote their active involvement in trade. Further, the conference provided an opportunity for enhanced collaboration and partnerships with stakeholders in business, trade, and gender equality.

ii. Facilitated Kenya Women Parliamentarians Association (KEWOPA) in the discussion of the subject; *"Obstetric Violence – The Gender Perspective*. The forum brought together key actors in the gender and medical agenda to discuss the effects of obstetric violence and provide insights into the development of a legislative framework to address obstetric violence.

iii. As a member of the Technical Committee on the Review of the National Land Policy 2009 the Commission through the Legal Department participated in the initial draft of the review of the policy. The initiative is spearheaded by the State Department for Lands and Physical Planning. The draft policy was subjected to Public Participation and awaits further input of the Submissions by the Committee. Review of the land policy will result in amending provisions that are discriminatory to women and will go a long way in securing land rights for women.

iv. On February 6, 2024, the Commission held a meeting with the Samburu County Assembly Women Caucus to address challenges faced by indigenous women and girls, with a focus on the marginalization of women leaders at the county level. The discussion highlighted critical issues affecting women leaders such as an unfavourable political environment for women, limited awareness of the roles and rights of nominated women MCAs, intimidation and lack of leadership support, restricted access to county assembly staff mortgage schemes, discrimination in assembly activities, leadership barriers in select committees, delayed payment of allowances, and the persistence of retrogressive cultural practices. The meeting highlighted the need for continuous capacity building for leaders, adherence to the two-thirds gender principle in appointment and employment, and fostering public participation in legislative processes. It also emphasized the need to foster partnerships with state and non-state actors to tackle systemic barriers and promote gender equality and inclusion in governance. Following the meeting, the Samburu County Assembly took steps to address some of these challenges, including facilitating the payment of allowances for nominated MCAs.

d) Inclusion of Older Members of Society

i. In partnership with the Department of Social Development, the Commission held consultative meetings between 31st July and 17th August 2023 on better coordination of issues of older members of society. The Commission was selected as a member of the steering committee and assigned the role of drafting the committee's Terms of Reference (TORs).

ii. As a member of the Technical Committee on the development of the Older Persons Bill, the Commission through the division of Disability & Elderly participated in the initial development of the Older Persons Bill. The initiative is spearheaded by the Directorate of Social Development (State Department for Social Protection, Senior Citizens Affairs and Special Programmes). The committee is committed to considering two private member bills (Care and Protection of Older Members of Society bill and the Geriatric Bill) that were previously introduced at the National and Senate Assemblies, and course to submit a comprehensive and robust bill for consideration by the Parliament.

iii. With support from Help-Age International, the Commission monitored the household listing for the *Inua Jamii* program in Nairobi and Nyeri Counties. Similar monitoring activity was conducted in Kilifi, Lamu, Nakuru and Garissa counties in September 2023. The objective of the exercise was to establish the extent to which the registration exercise adhered to the principles of equality and non-discrimination. The exercise entailed the household listing registration of new beneficiaries to the program and documented challenges faced by SIGs during registration.

e) Youth Inclusion

Participated and contributed to a panel discussion organized by the Kenya Institute of Public Policy and Research in various institutions of higher learning including Laikipia, Kibabii, Meru Universities, Sigalagala National Polytechnic and the National Youth Service on the KIPPRA Mentorship Programme for Universities and TVETs (KMPUTS). This is an annual event aimed at creating awareness and building the capacity of the university and TVET community to understand the public policy-making process. During the discussions, the Commission raised the awareness of over 1000 university and TVET students on the mandate and functions of the Commission.

f) Children Protection

i. As a member of the technical working group on Child Protection in Emergencies (CPiE), the Commission participated and contributed to the TWG monthly meetings. The meetings sought to finalize the CPiE operational guidelines, get incidental reports on the violation of the rights of children, discuss preparation to mitigate consequences of *El-Nino* among children and their caregivers, progress on child protection-related data collection activities and assessment reports. The purpose of the technical working group is to give technical guidance on strategic and tactical actions that guarantee the overall safety and well-being of children during emergencies.

ii. The Commission participated in the validation, sensitization, and dissemination of materials with key messages on child protection, developed by the Inter-Religious Council of Kenya (IRCK). The activity, supported by UNICEF, aimed to sensitize religious leaders on harmful cultural practices such as violence against children, FGM, and child marriage. The dissemination took place from November 27 to December 1, 2023, in Wajir and Garissa counties.

g) Advocating for Gender-Responsive and Child-Sensitive Budgets

The National Gender and Equality Commission (NGEC) is dedicated to promoting inclusive and equitable budgeting practices that address the needs of all citizens,

particularly women, children, and other Special Interest Groups. One of the key areas of focus for NGEC is advocating for the integration of Gender Responsive Budgeting (GRB) and Child Sensitive Budgets into Kenya's financial planning and development processes.

In this regard, the Commission, in collaboration with other stakeholders actively advocated for the inclusion of Gender-Responsive Budgeting (GRB) and Child-Sensitive Budgeting (CSB) in national budgets. This advocacy has led to significant milestones, such as influencing Parliament and the National Treasury to incorporate these budgeting approaches into the 2024/2025 National Budget Policy Statement. This commitment is further emphasized in National Treasury Circular No. 11/2024, specifically on page 12, articles 52-53, which outline guidelines for GRB and Child-Sensitive Budgeting. Importantly, this is a new standard that MDA must employ when preparing the 2024/2025 and other successive year budgets. The standard sets a fundamental requirement for government agencies to apply when making their budgets. The Commission will set a criterion that Parliament and other budget control offices should consider when assessing compliance of MDAs with the said standard.

h) Social Protection

As a member of the Technical Committee on the development of the National Social Protection Bill, the Commission through the Legal Department participated in the initial development of the Bill. The initiative is spearheaded by the Directorate of Social Development (State Department for Social Protection, Senior Citizens Affairs and Special Programmes). The Bill was subjected to Public Participation and awaits further action by the Attorney General.

2.4 Research and Knowledge Management

During the period under review, the NGEC continued to build a robust evidence base on gender equality and inclusion through action research, assessments, and knowledge-sharing initiatives.

2.4.1 Research Studies and Assessments

Function 8(j) conducts and coordinates research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution. In line with this mandate, the Commission undertook several research activities. They include:

a) Inequality Diagnostic Study in Kenya

In partnership with GIZ, NGEC launched a report analysing Kenya's economic growth, poverty, and inequality. The report, titled "The 2023 Inequality Diagnostics: Mind the Gap-Towards A More Equal Kenya," provided policy options to address inequality

effectively. The findings will inform national strategies on poverty reduction, economic growth, and gender equality, contributing to a more equitable Kenya.

To enable the continuation of Inequality Work in Kenya (SDG 10) in the Financial Year 2024/2025, the Commission will facilitate deepened discussions through stakeholders' consultative forums, public lectures, symposiums, and learning visits on inequalities and develop an action plan/communication strategy on inequalities, among other initiatives.

d) Monitoring of the household listing for the *Inua Jamii* Beneficiaries Scale-Up Program, 2023

The Commission monitored the *Inua Jamii* Scale-Up Registration exercise in September – October 2023. The objective of the monitoring was to assess whether or not the registration process adhered to the principles of equality and non-discrimination. A report of the monitoring Exercise: *Monitoring of the Household Listing for the Inua Jamii Beneficiaries scale program, 2023:* Key Results, Good Practices, Emerging Issues, and Recommendations has been finalized.

e) Rapid Assessment of Child Protection in emergencies

The Commission, through its Garissa Regional Office, conducted a rapid assessment of child protection measures to evaluate the immediate impact of floods on children in internally displaced persons (IDP) camps in Garissa. This assessment carried out from May 6th to 8th, 2024, covered all major IDP camps affected by the floods. A multi-sectoral team comprising representatives from the county government, NGEC, NGOs, and community-based organizations collaborated in the assessment. The findings highlighted the urgent need for child-friendly spaces in the camps to ensure safe environments for children, providing them with areas to play and access psychosocial support.

f) Assessment of the Uptake of Green Energy Among SIGs:

The Commission drafted a report on the uptake of green energy among SIGs across eight counties, identifying barriers and opportunities for increased access to sustainable energy solutions.

Further, the Commission participated in the validation and dissemination of **17** other research studies undertaken by partners namely:

i) Understanding Root Causes of Gender-Based Violence in the Informal Settlements of Nairobi by MIDRIFT HURINET on March 19, 2024, in Nairobi;

ii) Drivers of Technology-Facilitated Gender-Based Violence (TFGBV) that deter women's civic and political participation by the International Research and

Exchanges Board (IREX)-an international, nonprofit organization that specializes in global education and development;

iii) The review of the Public Index Indicators in the Public Affair Index 2024 formulated by KIPPRA. The review meeting sought inputs on data requirements, identified data gaps, and areas of further study for the Public Index Indicator 2024. PAI measures the service delivery of devolved functions at the county level and surveys are conducted every two years by KIPPRA. The inaugural survey was conducted in 2022. The PAI measures the county's performance on 10 key pillars which include: Economic Management, Fiscal Management, Water Sanitation and Hygiene (WASH), Essential Infrastructure (Road, ICT, and Energy), Environment Management, Food Security and Nutrition, Crime order and Justice, Transparency and Accountability and Social Protection. The pillar on Food, Security and Nutrition was added to the 2024 PAI;

iv) With support from the World Bank through the National Treasury and Economic Planning, Financing Locally-Lead Climate Action (FLLOCA) programme, prepared the scoping review report on minority and marginalized communities in Kenya. The report explores historical and systemic disparities faced by marginalized communities in Kenya and analyzes the specific needs and challenges of these communities. Further, the report synthesizes existing knowledge on relevant policies and legal frameworks while drawing lessons from past initiatives addressing issues of marginalized communities. The report title, *'A Scoping Review: A National Inclusive Development Framework for Marginalized Communities in Kenya, 2023'*;

v) Performance Monitoring for Action (PMA) Agile Youth-led dissemination of the PMA Phase 2 survey findings on sexual reproductive health and gender-based violence by the International Centre for Reproductive Health (ICRH) Kenya organized on the 30th November 2023 in Nairobi. The survey findings were aimed at providing a platform for youth to engage with leaders, policymakers, service providers and advocacy groups. Some of the recommendations from the survey include: The need for counselling and health-seeking behaviour for survivors; Emergency response and communication; Punishment of perpetrators; Justice for the victims, addressing cybercrimes and ensuring the custody of evidence and production of the forensic evidence;

vi) In partnership with the Kenyatta University Women's Economic Empowerment Hub, disseminated to its technical staff results of the study on levels and dynamics of Gender-Based Violence in select informal settlements of Nairobi. The study was conducted by the Kenyatta University Women's Economic Empowerment Hub, and the Performance Monitoring Action (PMA). The dissemination session was held on 22nd October 2023 at the NGEC Boardroom;

vii) Dissemination of study findings conducted in 2023 on Pathways to industrialization in the context of the Bottom-Up Economic Transformation

Agenda (BETA) by KIPPRA. The study assessed among others pathways to gender-sensitive industrialization, participation of Women, youth and PWDs in the industrialization process in Kenya, the realization of employment opportunities, and upgrade in skills and capabilities of the women, youth and PWDs in Kenya;

viii) Participated and contributed to the KIPPRA stakeholders' roundtable forum on "The cost structure of manufacturing firms in Kenya." The roundtable forum sought stakeholder input to ensure a comprehensive analysis of industrialization in Kenya and address bottlenecks within the manufacturing value chains. The forum was held virtually on May 30, 2024;

ix) Dissemination forum of the findings and conclusions of an assessment on safe shelters in 13 Counties. The assessment was conducted by the Nairobi Women's Hospital Gender Violence Recovery Centre. The forum emphasized the need for National and County governments to adopt Gender Responsive Budgeting in programming;

x) Validation workshop on developing a regional toolkit for transformative action on gender equality and inclusion in partnership with UN Women and Grassroots Kenya (GROOTS). The forum was held on 23rd May 2024. The Commission proposed the inclusion of community-driven data for evidence-based community-level programming;

xi) Dissemination forum of Gendered Health Pathways Project findings held by African Population and Health Research Centre (APHRC) from 18th - 19th March 2024 in Naivasha. The objective of the meeting was to determine how gender and other intersecting variables play a role in determining health outcomes;

xii) Dissemination dialogue on the findings of a study on *Pregnant Parenting Adolescents (PPA) in Korogocho* organized by the African Population and Health Research Center (APHRC) and Miss Koch on 26th September 2023. The findings point to the urgent need for the Ministry of Education to enhance the implementation of the Return to School policy;

xiii) Contributed to the report on, '*Online Health Scams for Sale: How Google, Facebook, YouTube and Instagram allow Dangerous Health products to be Targeted at Kenyan women and make Money from it*". The study findings illuminated key weaknesses of social media platforms concerning digital safety and security, as well as measures put in place to address such weaknesses. The report recommended enforcement of safety standards and regulations that hold big technology companies accountable for human rights violations on their platforms. Other recommendations are; greater data protection and privacy for Kenyans. The launch was spearheaded by *Fumbua* Kenya, a local NGO;

xiv) Dissemination forum of the findings of the study *'Walk the Talk: A Critical Analysis of the Legal Framework on the Inclusion of SIGs'*. The study sought to understand the extent to which special interest groups are disadvantaged in political participation. The forum presented opportunities for the inclusion of

special interest groups in governance. The Commission was recognized for enhancing advocacy for the inclusion of youth and PWDs in politics. The forum was organized by *Mzalendo* Trust on 5th July 2023;

xv) The Kenya National Bureau of Statistics (KNBS) organized the design of the Disability Survey. During the 2018 Global Disability Summit, Kenya made a commitment to inclusive data collection and dissemination. In 2021, KNBS signed the Inclusive Data Charter, emphasizing the importance of collecting disability-disaggregated data. The primary objective of the 2024 National Disability Survey is to gather comprehensive and reliable data on the prevalence and characteristics of disabilities in the country. This survey will provide up-to-date estimates of socioeconomic indicators for Persons with Disabilities (PWDs), informing the planning, monitoring, and evaluation of various programs and projects aimed at enhancing the welfare of PWDs; and

xvi) Participated in the launch of CEWARN Book title, "*Conflict Early Warning in the Horn: CEWARN's Journey*", organized by the Ministry of Interior and National Administration. The Conflict Early Warning and Response Mechanism (CEWARN) was established by the Protocol of Intergovernmental Authority on Development (IGAD) member states to lead regional conflict prevention efforts through data-based early warning. The initiative is part of the African Peace and Security Architecture. The Commission emphasized the need for the inclusion of women, minorities and marginalized, and PWDs in the review of the national peacebuilding architecture.

2.4.2 Building Capacity for Research

To strengthen the research capabilities of its staff and stakeholders, the Commission with support from GIZ conducted specialized training for 50 participants drawn from the Commission programs staff, universities, various government ministries, departments, and agencies. The training program was structured to impart knowledge and skills in the technical application of Fiscal Incidence Analysis in assessing the distributional impact of government policies.

Further, the Commission conducted a training for 51 participants selected from the NGEC's Directorate of Programs and Research, the Kenya National Bureau of Statistics, the State Department for Gender and Affirmative Action and the State Department for Economic Planning. The objective of the training was to enhance the participants' capabilities in measuring and monitoring inequalities.

Partnerships and Collaborations

During the period under review, the Commission initiated **12** new partnerships with institutions including:

i) **Hanns Seidel Foundation**; Organization of Women in Trade (OWIT) Kenya Chapter; Manyoito Pastoralist Integrated Development Organization (MPIDO); TIKO; Ogiek People Development Program (OPDP); Digital Democracy Initiative (DDI); International Research and Exchanges Board (IREX); Sight Savers; Centre for Multiparty Democracy (CMD-Kenya); The African Gender and Media Initiative Trust (GEM Africa); MIDRIFT HURINET; the Danish Institute for Human Rights (DIHR); Northern Rangelands Trust (NRT); and Office of the Russia High Commissioner for Human Rights.

ii) During the same period, the Commission strengthened already existing partnerships with **11** agencies as follows: Plan International; Kenya National Bureau of Statistics (KNBS); UN women; the University of Nairobi; NCPD; Kenya Women Parliamentary Association (KEWOPA); GIZ; UNFPA; World Bank; REINVENT; and Westminster Foundation for Democracy (WFD).

iii) New partnerships were also established at the NGEC regional office level including Colleges and Institutes in Canada (CiCan); Center for Adolescents Studies (CSA); Uraia Trust/IDF; AMREF; Transparency International; Voices of Women in Western Kenya (VOWWEK); Action Against Hunger International; Isiolo Gender Watch Organization; Inform Action organization; Merti Integrated Development Program (MID-P); Flone Initiative.

CHAPTER THREE

3.0 Financial Overview

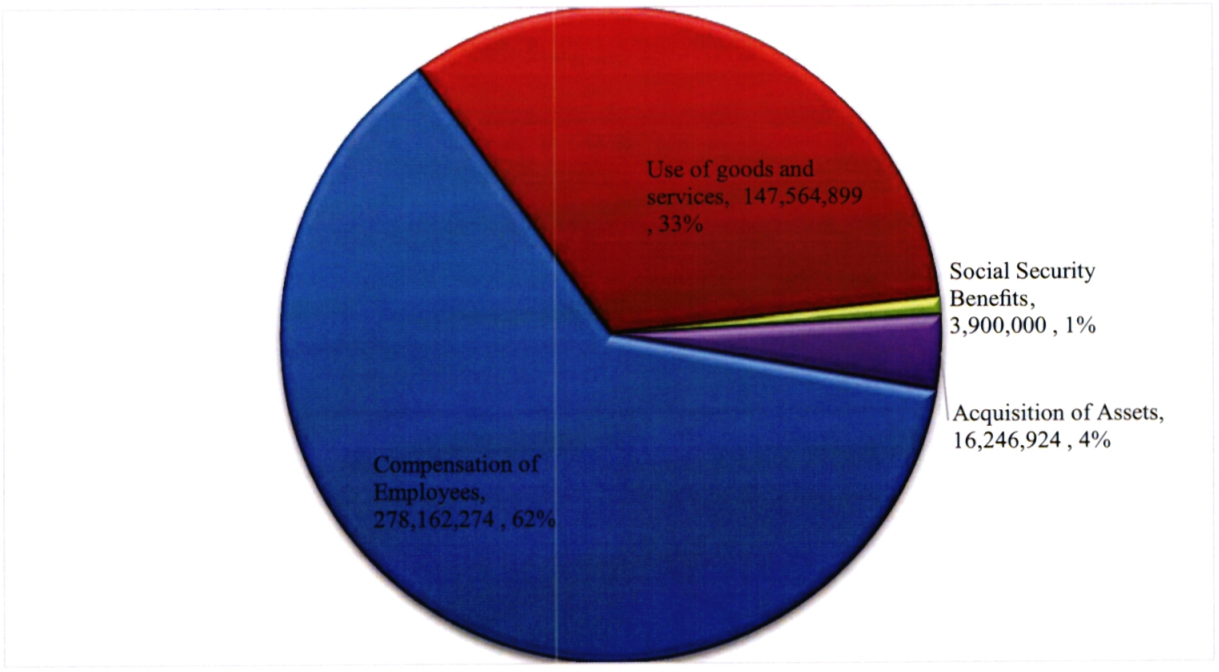
In the 2023/2024 Financial Year, the Commission's Recurrent vote printed estimates was Kshs.468.1 million. The approved recurrent estimate after rationalization of Khs 28 million was Kshs. 440.1 million and a Development grant of Kshs 4.68 million under the Ford Foundation and UN habitat grant. The total budget was Kshs 451.8 million. The actual expenditure was Kshs. 445.0 million translating to 98% budget absorption against 98% budget absorption FY 2022/2023.

(a) Key Performance Highlights:
Financial Performance Summary

Approved Budget Allocation	Actual Expenditure	Difference in Utilisation	Percentage Absorption
451,870,211	**445,089,097**	**6,781,114**	98%

(i) Expenditure

The Commission spent **Kshs. 445,089,097.00** against an approved budget of **Kshs. 451,870,211** representing absorption of **98%**. The utilization of the budget was carried out through various activities (economic classifications) as shown in the graph below:



It should be noted that 33% of the budget allocation for the Commission was used for procurement of goods/services and operations, 62% for personnel emoluments, 1% for gratuity and 4% for the acquisition of assets.

In comparison FY 2022/2023, the absorption level is retained at 98% in FY 2022/2023 and 2023/2024

ii) Receipt

The Commission receipts mainly comprise exchequer releases from the National Treasury. During the financial year 2023/24, the Commission received a total of Kshs. 439,777,590.35 relating to exchequer releases from the National Treasury. The Commission had Kshs 4,689,140 development funds under the Ford Foundation Grant and Kshs. 635,900 under UN habitat which was part of the fund balance brought forward. This is an increase of 10.5% of total receipts compared to Kshs. 398,148,932 received in FY 2022/2023.

iii) Payments:

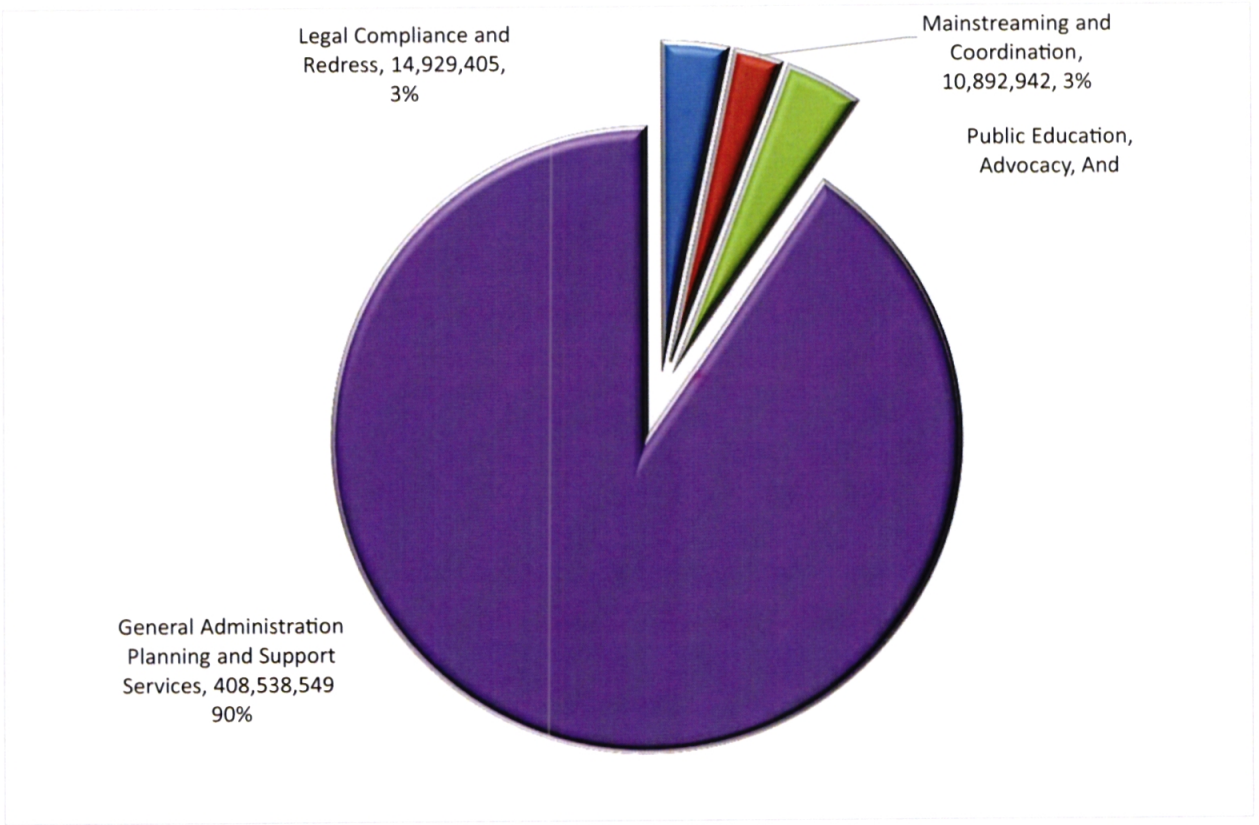
The total payments for the FY 2023/2024 were Kshs. **445,089,097** compared to Kshs. **403,541,155** spent in the FY 2022/2023. This represents a 10.3% increase from last financial year.

The payments for FY 2023/2024 were as follows: -

Description	Payments	
	2023/2024	2022/2023
Compensation of Employees	278,162,274	245,438,929
Use of goods and services	147,564,899	137,477,226
Social Security Benefits	3,900,000	7,500,000
Acquisition of Assets	15,461,924	13,125,000
Total Payments	**445,089,097**	**403,541,155**

(b) Budget Allocation FY 2023/2024

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. 14,929,405.00 representing 3% 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. 10,892,942.00 representing 3% 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. 17,509,315.00 representing 4% of the budget.

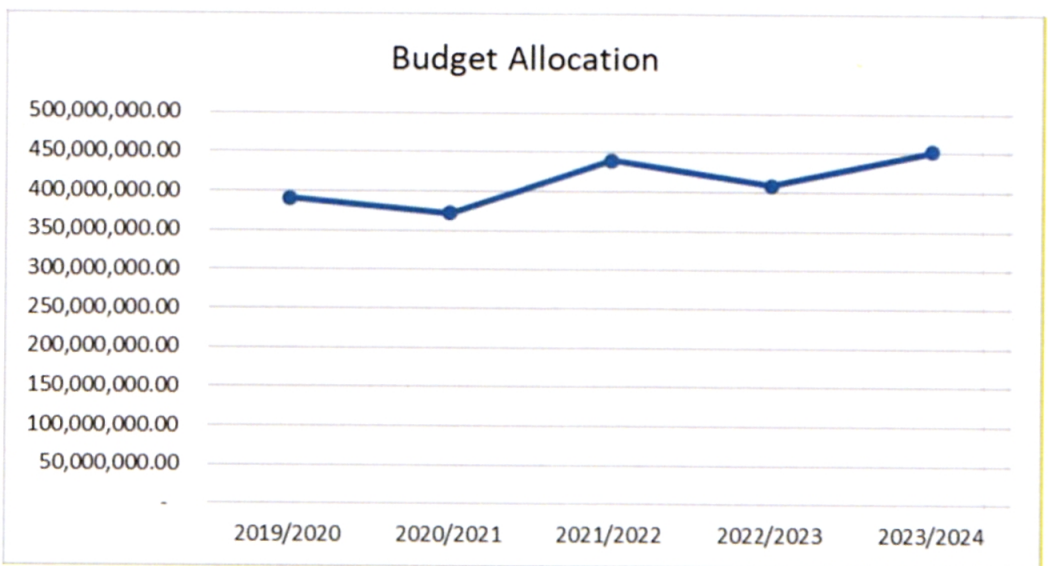
iv) **General Administration and Support Services**: the objective is to strengthen the institution's capacity to deliver on its mandate. It was allocated Kshs. 408,538,549.00 representing 90% of the budget. This includes salaries which have the highest budget allocation.

(c) Analysis of Budget Allocations & Expenditure

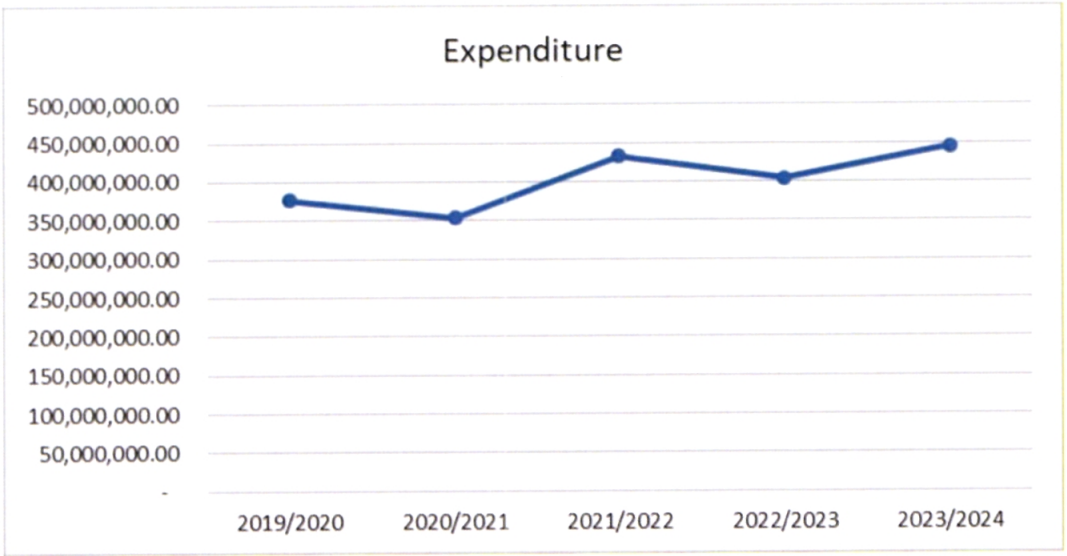
Over the years the Commission budget has been growing steadily over the past five years as indicated in the table below. However, in FY 2020/2021 we had a significant reduction in our budget owing to the effects of Covid-19. The Commission has over the years registered an absorption of over 90% with the highest being recorded at 99%. The absorption level during the period under review is 98%.

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	451,870,211.00	445,089,097.00	98

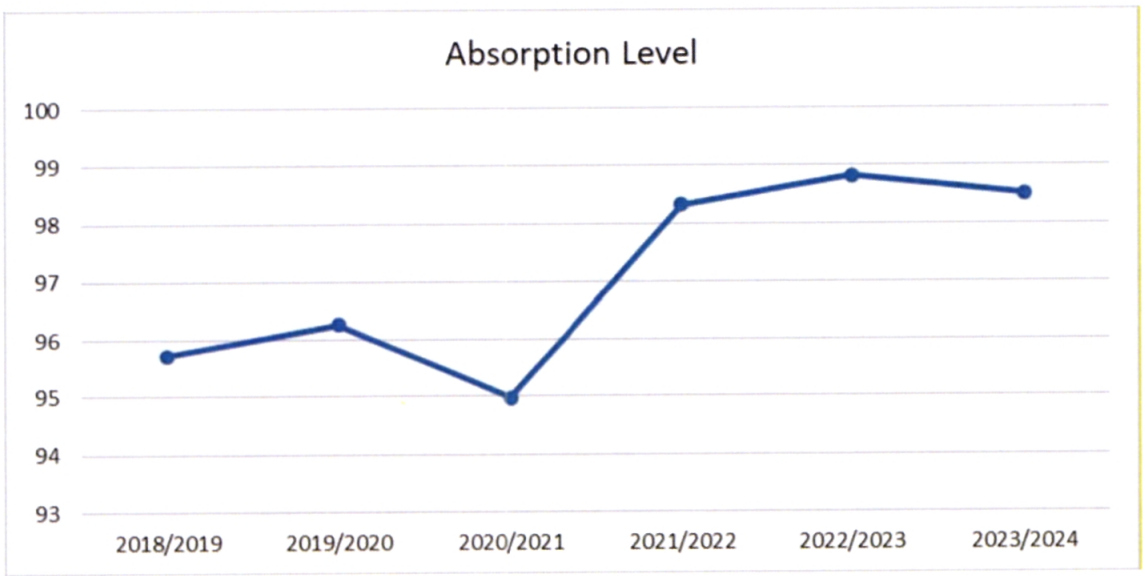
Below is a graphical presentation of the Budget Allocation



Below is a graphical presentation of the Expenditure



Below is a graphical presentation of the absorption



The Commission does not have any development projects under implementation.

3.1 STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 30TH JUNE 2024

Description	Note	*FY2023/24*	*FY2022/23*
		Kshs	**Kshs**
Receipts			
Exchequer Releases	5	439,777,590	398,148,932
Total Receipts		**439,777,590**	**398,148,932**
Payments			
Compensation of Employees	6	278,162,274	245,438,929
Use of Goods and Services	7	147,564,899	137,477,226
Social Security Benefits	8	3,900,000	7,500,000
Acquisition of Assets	9	15,461,924	13,125,000
Total Payments		**445,089,097**	**403,541,155**
Surplus/(Deficit)		**(5,311,507)**	**(5,392,223)**

(The deficit reported is as a result of utilization of Project funds under the Ford Foundation Grant and Access and Mobility which was part of the closing balances in the previous Financial Year)

The accounting policies and explanatory notes to these financial statements form an integral part of the financial statements. The National Gender and Equality Commission financial statements were approved on 30th Sept *2024 and signed by*

.....

Purity Ngina, **PhD, MBS.**
Commission Secretary/CEO

.....

CPA Beatrice J. Cheruiyot
Asst. Director, Finance, Accounts & Planning
ICPAK M/No. 6061

3.2 Statement of Financial Position
3.2 STATEMENT OF ASSETS AND LIABILITIES AS OF 30TH JUNE 2024

Description	Note	*FY 2023/24*	*FY 2022/23*
		Kshs	**Kshs**
Financial assets			
Cash and cash equivalents			
Bank balances	10	21,121,153	45,120,030
Total cash and cash equivalents		**21,121,153**	**45,120,030**
Imprests and advances			
Total financial assets		**21,121,153**	**45,120,030**
Financial liabilities			
Accounts Payables - Deposits	11	(21,107,620)	(39,745,352)
Net financial assets		**13,533**	**5,374,679**
Represented by			
Fund balance b/fwd.	12	5,374,678	10,767,572
Prior year adjustment	13	(49,639)	(671)
Surplus/(Deficit)for the year		(5,311,507)	(5,392,223)
Net financial position		**13,533**	**5,374,678**

The accounting policies and explanatory notes to these financial statements form an integral part of the financial statements. The National Gender and Equality Commission financial statements were approved on 30th Sept *2024 and signed by:*

.....

Purity Ngina, **PhD, MBS.**
Commission Secretary/CEO

.....

CPA Beatrice J. Cheruiyot
Asst. Director, Finance, Accounts & Planning
ICPAK M/No. 6061

3.3 Statement of Cash Flows for the Year Ended 30th June 2024

Description	Notes	FY 2023/24	FY 2022/23
		Kshs	Kshs
Operating Activities			
Receipts			
Exchequer releases	1	439,777,590	398,148,932
Total Receipts		**439,777,590**	**398,148,932**
Payments			
Compensation of employees	2	278,162,274	245,438,929
Use of goods and services	3	147,564,899	137,477,226
Social security benefits	4	3,900,000	7,500,000
Total Payment		**429,627,173**	**390,416,155**
Net receipts/(payments)		**10,150,417**	7,732,777
Adjusted For:			
Adjustments during the year			
Prior year adjustments	9	(49,639)	(671)
Decrease/(Increase) in accounts receivable	10	-	-
Increase/(Decrease) in deposits and retention	11	(18,637,732)	3,067,151
Net Cash Flow from Operating Activities		**(8,536,954)**	**10,799,256**
Cash flow From Investing Activities			
Acquisition of assets	5	(15,461,924)	(13,125,000)
Net Cash Flows from Investing Activities		**(15,461,924)**	**(13,125,000)**
Net increase in cash and cash equivalents		**(23,998,878)**	**(2,325,744)**
Cash & Cash Equivalent at Start of The Year		**45,120,030**	**47,445,773**
Cash & Cash Equivalent at End of The Year		**21,121,153**	**45,120,029**

The accounting policies and explanatory notes to these financial statements form an integral part of the financial statements. The National Gender and Equality Commission financial statements were approved on 30th Sept 2024 and signed by:

.....

Purity Ngina, **PhD, MBS.**
Commission Secretary/CEO

.....

CPA Beatrice J. Cheruiyot
Asst. Director, Finance, Accounts & Planning
ICPAK M/No. 6061

3.4 Statement of Comparison of Budget and Actual Amounts for FY 2023/24

Receipt/Expense Item	Original Budget	Adjustments	Final Budget	Actual on Comparable Basis	Budget Utilization Difference	% of Utilization
	a	b	c=a+b	d	e=c-d	f=d/c %
Receipts						
Exchequer releases	472,944,800	(21,074,589)	451,870,211	439,777,590	12,092,621	
Total Receipts	**472,944,800**	**(21,074,589)**	**451,870,211**	**439,777,590**	**12,092,621**	**100%**
Payments						
Compensation of employees	274,970,000	6,900,000	281,870,000	278,162,274	3,707,726	99%
Use of goods and services	173,474,800	(22,634,589)	150,840,211	147,564,899	3,105,512	98%
Social security benefits	7,500,000	(3,600,000)	3,900,000	3,900,000	0	100%
Acquisition of assets	17,000,000	(1,740,000)	15,260,000	15,461,924	(32,124)	100%
Total Payments	**472,944,800**	**(21,074,589)**	**451,870,211**	**445,089,097**	**6,781,114**	**98%**
Surplus/Deficit				**(5,311,507)**		

The National Gender and Equality Commission financial statements were approved on 30th Sept 2024 and signed by:

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Purity Ngina, **PhD, MBS.**
Commission Secretary/CEO

.....

CPA Beatrice J. Cheruiyot
Asst. Director, Finance, Accounts & Planning
ICPAK M/No. 6061

3.5 (A) Statement of Comparison of Budget and Actual Amounts: Recurrent for FY 2023/24

Receipt/Expense Item	Original Budget	Adjustments	Final Budget	Actual on Comparable Basis	Budget Utilization Difference	% of Utilization
	a	b	c=a+b	d	e=c-d	f=d/c %
Receipts						
Exchequer releases	468,900,000	(21,710,489)	447,189,511	439,777,590	7,411,921	
Total Receipts	**468,900,000**	**(21,710,489)**	**447,189,511**	**439,777,590**	**7,411,921**	**98%**
Payments						
Compensation of employees	274,970,000	6,900,000	281,870,000	278,162,274	3,707,726	99%
Use of goods and services	169,430,000	(23,270,489)	146,159,511	143,024,859	3,134,652	98%
Social security benefits	7,500,000	(3,600,000)	3,900,000	3,900,000	0	100%
Acquisition of assets	17,000,000	(1,740,000)	15,260,000	14,676,924	583,076	96%
Total Payments	**468,900,000**	**(21,710,489)**	**447,189,511**	**439,764,057**	**7,425,454**	**98%**
Surplus/Deficit				**13,533**		

The National Gender and Equality Commission financial statements were approved on 30th Sept 2024 and signed by:

.....

Purity Ngina, **PhD, MBS.**
Commission Secretary/CEO

.....

CPA Beatrice J. Cheruiyot
Asst. Director, Finance, Accounts & Planning
ICPAK M/No. 6061

3.6 (B) Statement of Comparison of Budget and Actual Amounts: Development for FY 2023/24

Receipt/Expense Item	Original Budget	Adjustments	Final Budget	Actual on Comparable Basis	Budget Utilization Difference	% of Utilization
	a	b	c=a+b	d	e=c-d	f=d/c %
Receipts						
Exchequer releases	4,044,800	635,900	4,680,700	4,680,700	0	
Total Receipts	**4,044,800**	**635,900**	**4,680,700**	**4,680,700**	**0**	**100%**
Payments						
Use of goods and services	4,044,800	635,900	4,680,700	4,680,700	0	100%
Total Payments	**4,044,800**	**635,900**	**4,680,700**	**4,680,700**	**0**	**100%**
Surplus/Deficit				**0**		

The National Gender and Equality Commission financial statements were approved on 30th Sept 2024 and signed by:

.....

Purity Ngina, **PhD, MBS.**
Commission Secretary/CEO

.....

CPA Beatrice J. Cheruiyot
Asst. Director, Finance, Accounts & Planning
ICPAK M/No. 6061

3.6 NOTES TO THE FINANCIAL STATEMENTS

1. Statement of Ccompliance and Basis of Preparation

The financial statements have been prepared in accordance with Cash-basis International Public Sector Accounting Standards (IPSAS) as prescribed by the Public Sector Accounting Standards Board (PSASB) and set out in the accounting policy note below. This cash basis of accounting has been supplemented with accounting for; a) receivables that include imprests and salary advances and b) payables that include deposits and retentions. The financial statements comply with and conform to the form of presentation prescribed by the PSASB. The accounting policies adopted have been consistently applied to all the years presented.

2. Reporting National Gender and Equality Commission

The financial statements are for the National Gender and Equality Commission. The financial statements encompass the reporting National Gender and Equality Commission as specified under Section 81 of the PFM Act 2012.

3. Reporting Currency

The financial statements are presented in Kenya Shillings (Kshs), which is the functional and reporting currency of the Government and all values are rounded to the nearest Kenya Shilling.

4. Significant Accounting Policies

The accounting policies set out in this section have been consistently applied by The National Gender and Equality Commission for all the years presented.

a) Recognition of Receipts

The National Gender and Equality Commission recognises all receipts from the various sources when the event occurs, and the related cash has been received.

(i) Transfers from the Exchequer

Transfers from the exchequer are recognized in the books of accounts when cash is received. Cash is considered as received when payment instruction is issued to the bank and notified to the receiving National Gender and Equality Commission.

(ii) External Assistance

External assistance is received through grants and loans from multilateral and bilateral development partners. Grants and loans shall be recognized in the books of accounts when cash is received. Cash is considered as received when a payment advice is received by the recipient entity or by the beneficiary. In case of grant/loan in kind, such grants are recorded upon receipt of the grant item and upon determination of the value. The date of the transaction is the value date indicated on the payment advice. A similar recognition criteria is applied for loans received in the form of a direct payment. During the year ended 30th June 2024, there were no instances of non-compliance with terms and conditions which have resulted in cancellation of external assistance loans.

(iii) Miscellaneous receipts

These include Appropriation-in-Aid and relates to receipts such as proceeds from disposal of assets and sale of tender documents. These are recognised in the financial statements the time associated cash is received.

b) Recognition of payments

The Entity recognises all payments when the event occurs, and the related cash has been paid out by the *Entity*.

i) Compensation of Employees

Salaries and wages, allowances, statutory contribution for employees are recognized in the period when the compensation is paid.

ii) Use of Goods and Services

Goods and services are recognized as payments in the period when the goods/services are paid for. Such expenses, if not paid during the period where goods/services are consumed, shall be disclosed as pending bills.

iii) Acquisition of Fixed Assets

The payment on acquisition of property plant and equipment items is not capitalized. The cost of acquisition and proceeds from disposal of these items are treated as payments and receipts items respectively. Where an asset is

acquired in a non-exchange transaction for nil or nominal consideration and the fair value of the asset can be reliably established, a contra transaction is recorded as receipt and as a payment. A fixed asset register is maintained and a summary provided for purposes of consolidation. *This summary is disclosed as an annexure I to the financial statements.*

iv) In-kind contributions

In-kind contributions are donations that are made to the Entity in the form of actual goods and/or services rather than in money or cash terms. These donations may include vehicles, equipment or personnel services. Where the financial value received for in-kind contributions can be reliably determined, the National Gender and Equality Commission includes such value in the statement of receipts and payments both as receipts and as payments in equal and opposite amounts; otherwise, the contribution is not recorded.

c) Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand and cash at bank, short-term deposits on call and highly liquid investments with an original maturity of three months or less, which are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value. Bank account balances include amounts held at the Central Bank of Kenya and at various commercial banks at the end of the financial year. A bank account register is maintained, and a summary provided for purposes of consolidation.

d) Imprests and advances

For the purposes of these financial statements, imprests and advances to authorised public officers and/or institutions which were not surrendered or accounted for at the end of the financial year are treated as receivables. This is in recognition of the government practice where the imprest payments are recognized as payments when fully accounted for by the imprest or Authority to Incur Expenditure (AIE) holders. This is an enhancement to the cash accounting policy. Other accounts receivables are disclosed in the financial statements.

e) Third party deposits and retention

For the purposes of these financial statements, deposits and retentions held on behalf of third parties have been recognized on an accrual basis (as accounts payables). This is in recognition of the government practice of retaining a portion of contracted services and works pending fulfilment of obligations by the contractor and to hold deposits on behalf of third parties. This is an enhancement to the cash accounting policy adopted for National Government Ministries and Agencies. Other liabilities including pending bills are disclosed in the financial statements.

f) Pending Bills

Pending bills consist of unpaid liabilities at the end of the financial year arising from contracted goods or services during the year or in past years. As pending bills do not involve the payment of cash in the reporting period, they recorded as 'memorandum' or 'off-balance' items. When the pending bills are finally settled, such payments are included in the Statement of Receipts and Payments in the year in which the payments are made.

g) Budget

The budget is developed on a comparable accounting basis (cash basis except for imprest and deposits and retentions, which are accounted for on an accrual basis), the same accounts classification basis, and for the same period as the financial statements. The original budget was approved by Parliament in *June 2023 for the period 1st July 2023 to 30th June 2024* as required by Law and there were 2 number of supplementary adjustments to the original budget during the year.

h) Comparative Figures

Where necessary, comparative figures for the previous financial year have been amended or reconfigured to conform to the required changes in presentation.

i) Subsequent Events

There have been no events after the financial year end with a significant impact on the financial statements for the year ended 30th June 2024.

j) Prior Period Adjustment

During the year, errors that have been corrected are disclosed *under note 26* explaining the nature and amounts.

k) Related Party Transactions

Related party means parties are related if one party has the ability to:

a) Control the other party or

b) Exercise significant influence over the other party in making financial and operational decisions, or if the related party entity and another entity are subject to common control.

Relates party transaction is a transfer of resources of obligations between related parties regardless of whether a price is charged.

l) Contingent Liabilities

A contingent liability is:

a) A possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or

b) A present obligation that arises from past events but is not recognised because:

i) It is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; or

ii) The amount of the obligation cannot be measured with sufficient reliability.

Some of contingent liabilities may arise from: litigation in progress, guarantees, indemnities. Letters of comfort/ support, insurance, Public Private Partnerships, The National Gender and Equality Commission does not recognize a contingent liability but discloses details of any contingencies in the notes to the financial statements unless the possibility of an outflow of resources embodying economic benefits or service potential is remote.

5. Exchequer releases

Description	*FY 2023/24*	*FY 2022/23*
	Kshs	**Kshs**
Transfers From Exchequer for quarter 1	52,494,679	100,540,362
Transfers From Exchequer for quarter 2	145,214,546	112,821,069
Transfers From Exchequer for quarter 3	91,943,507	49,876,002
Transfers From Exchequer for quarter 4	150,124,858	134,911,499
Total	**439,777,591**	**398,148,933**

6. Compensation to Employees

Description	*FY 2023/24*	*FY 2022/23*
	Kshs	**Kshs**
Basic salaries of permanent employees	171,200,017	148,652,646
Personal allowances paid as part of salary	82,803,355	74,259,031
Employer contributions to compulsory national social security schemes	24,158,902	22,527,253
Total	**278,162,275**	**245,438,930**

7. Use of Goods and Services

Description	*FY 2023/24*	*FY 2022/23*
	Kshs	**Kshs**
Utilities, supplies and services	2,392,909	1,999,998
Communication, supplies and services	4,320,512	3,011,507
Domestic travel and subsistence	20,710,334	25,578,275
Foreign travel and subsistence	10,037,351	16,416,069
Printing, advertising and information supplies & services	1,960,286	731,836
Rentals of produced assets	41,137,846	40,175,125
Training expenses	7,782,231	5,594,310
Hospitality supplies and services	3,458,995	1,578,421
Insurance costs	36,055,567	35,395,756
Specialized materials and services	150,000	
Office and general supplies and services	2,891,961	24,600
Fuel Oil and Lubricants	3,745,867	3,517,011

Description	FY 2023/24	FY 2022/23
	Kshs	Kshs
Other operating expenses	8,354,648	1,711,900
Routine maintenance – vehicles and other transport equipment	3,904,963	1,352,857
Routine maintenance – other assets	661,429	389,499
Total	**147,564,899**	**137,477,227**

8. Social Security Benefits

	FY 2023/24	FY 2022/23
	Kshs	Kshs
Government pension and retirement benefits	3,900,000	7,500,000
Total	**3,900,000**	**7,500,000**

9. Acquisition of Assets

Non -Financial Assets	FY 2023/24	FY 2022/23
	Kshs	Kshs
Refurbishment of Buildings	168,250	
Purchase of Vehicles and other Transport Equipment	11,748,765	12,489,000
Purchase of Office Furniture and General Equipment	3,544,909	636,000
Total	**15,461,924**	**13,125,000**

10. Cash and Bank Accounts

Description	KSHS FY 2023/24	FY 2022/23
	Kshs	Kshs
Bank Accounts (Note 19 A)	21,121,153	45,120,030
Cash on hand (Note 19 B)		
Total	**21,121,153**	**45,120,030**

6 A: Bank Accounts

Name of Bank, Account No. & currency	Amount in bank account currency	Indicate whether recurrent, Development, deposit etc.	Exc rate (if in foreign currency)	*FY 2023/24*	*FY 2022/23*
				Kshs	**Kshs**
Central Bank of Kenya, 1000181532 Kenya Shilling	13,533	Recurrent	N/A	Kshs	49,639
Central Bank of Kenya, 1000414855 Kenya Shilling		Development	N/A	Kshs	4,689,140
Central Bank of Kenya, 1000182385 Kenya Shilling	21,107,620	Deposit	N/A	Kshs	39,745,352
Central Bank of Kenya, 1000414863 Kenya Shilling		Access & Mobility	N/A	Kshs	635,900
Total	**21,121,153**				**45,120,030**

11. Third party deposits and retention

Description	*FY 2023/24*		*FY 2022/23*	
	Kshs		**Kshs**	
Deposits	21,107,619.80		39,745,351.60	
Total	**21,107,619.80**		**39,745,351.60**	
Ageing analysis:	**Current FY**	**% of the Total**	**Prior FY**	**% of the Total**
Under one year	112,900	1	102,300	0
1-2 years	2,423,548.07	11	5,667,714.03	14
2-3 years	18,558,115.73	87	17,003,142.08	43
Over 3 years	125,920	1	16,972,175.49	43
Total	21,220,519.80	100	39,745,331.60	100

12. Fund Balance Brought Forward

Description	*FY 2023/24*	*FY 2022/23*
	Kshs	**Kshs**
Bank Accounts	45,120,030	47,445,773
Cash in hand		
Imprests and advances		
Third party deposits and retention	(39,745,352)	(36,678,201)
Total	**5,374,678**	**10,767,572**

13. Prior Year Adjustments

	Balance b/f from previous year as per audited financial statements	Adjustments during the year relating to prior periods	Adjusted ** Balance b/f Current Year
Description of the error	**Kshs**	**Kshs**	**Kshs**
Bank Account Balances	(49,639)		(671)
Cash In Hand			
Imprests and advances			
Third party deposits and retention			
Others (Specify)			
	(49,639)		**(671)**

14. (Increase)/ Decrease in Advances and Imprests

Description	***FY 2023/24***	***FY 2022/23***
	Kshs	**Kshs**
Receivables As At 1st July 2023 (A)	39,745,352	36,678,201
Receivables As At 30th June 2024 (B)	21,101,620	39,745,352
(Increase)/ Decrease in Receivables (C=(B-A))	**(18,637,732)**	**3,067,151**

15. Increase/Decrease in accounts Payables/Deposits

	Jun-24	Jun-23
Description	**KShs**	**KShs**
Payables as at 1st Jul 2023	39,745,351.60	36,678,201.00
Payables as at 30th Jun 2024	21,107,619.80	39,745,351.60
Increase/ (Decrease) in payables	**(18,637,731.80)**	**3,067,150.60**

16. Related Party Disclosures

The following comprise of related parties to the National Gender and Equality Commission

i) Key management personnel that include the Cabinet Secretaries and Accounting Officers
ii) Other Ministries Departments and Agencies and Development Projects;
iii) County Governments; and
iv) State Corporations and Semi-Autonomous Government Agencies.

17. Other Important Disclosures

17.1 Related party transactions:

Description	***FY 2023/24***	***FY 2023/24***
	Kshs	**Kshs**
Key Management Compensation	17,280,000	16,320,000
Total Transfers to Related Parties	**17,280,000**	**16,320,000**
Purchase of Goods and Services		
Purchase of Electricity from KPLC	2,400,000	2,300,000
Purchase of Water from Govt Service Providers	50,000	48,000
Training Fees paid to Govt Agencies	620,000	580,000
Conference Facilities hired from Govt. Agencies	1,500,000	1,800,000
Total Goods and Services paid to Govt. Agencies	**4,570,000**	**4,728,000**
Transfers from Related Parties		
Transfers from the Exchequer	439,777,590	398,148,932
Total Transfers from Related Parties	**461,627,590**	**419,196,932**

17.2 Pending Accounts Payable (See Annex 1)

	Balance b/f Previous FY	Additions for the period	Paid during the year	Balance c/f Current FY
Description	**Kshs**	**Kshs**	**Kshs**	**Kshs**
Supply of Services		17,386,069		17,386,069
Total		17,386,069		17,386,069

Notes to the Financial Statements (Continued)

17.3 Progress on follow-up of Prior Years Auditor-General's Recommendations.

The following is the summary of issues raised by the Auditor-General during the prior year and management comments that were provided.

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: *(Resolved / Not Resolved)*	Timeframe: *(Put a date when you expect the issue to be resolved)*
	Pending Accounts Payable of Kshs. 295,800	Resolved	Resolved	Resolved
	Failure to Implement Integrated Personnel Payroll Database (IPPD)	The HRM and ICT division had a meeting with the team from State department for Public Services (SDPS) on 17th May 2024 and drew a programme for implementation. The Onboarding started but could not be concluded until finalization of salary harmonization.	Not Resolved	FY 2025/2026

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Purity Ngina, **PhD, MBS.**
Commission Secretary/CEO

.....

CPA Beatrice J. Cheruiyot
Asst. Director, Finance, Accounts & Planning
ICPAK M/No. 6061

ANNEXES

Annex 1 - Analysis of Pending Accounts Payable

Supplier of Goods or Services	Date invoiced / contracted	Particulars	Original Amount	Balance at the beginning of the year	Addition During the year	Amount paid During the year	Outstanding Balance	Comments
				a	b	c	d=a+b-c	
Supply of services								
1. Premier Safaris Limited	01.05.2024	Air Tickets bookings	783,130	0.00	783,130	0.00	783,130	
2. Crown Motors Limited		Repair of Motor Vehicles	299,227	0.00	299,227	0.00	299,227	
3, Crown Motors Limited		Repair of Motor Vehicles	47,818	0.00	47,818	0.00	47,818	
4.Prof, Rose Odhiambo	10.08.2018	Court Award dues	16,255,894	0.00	16,255,894	0.00	16,255,894	
Grand Total			**17,386,069**		**17,386,069**		**17,386,069**	

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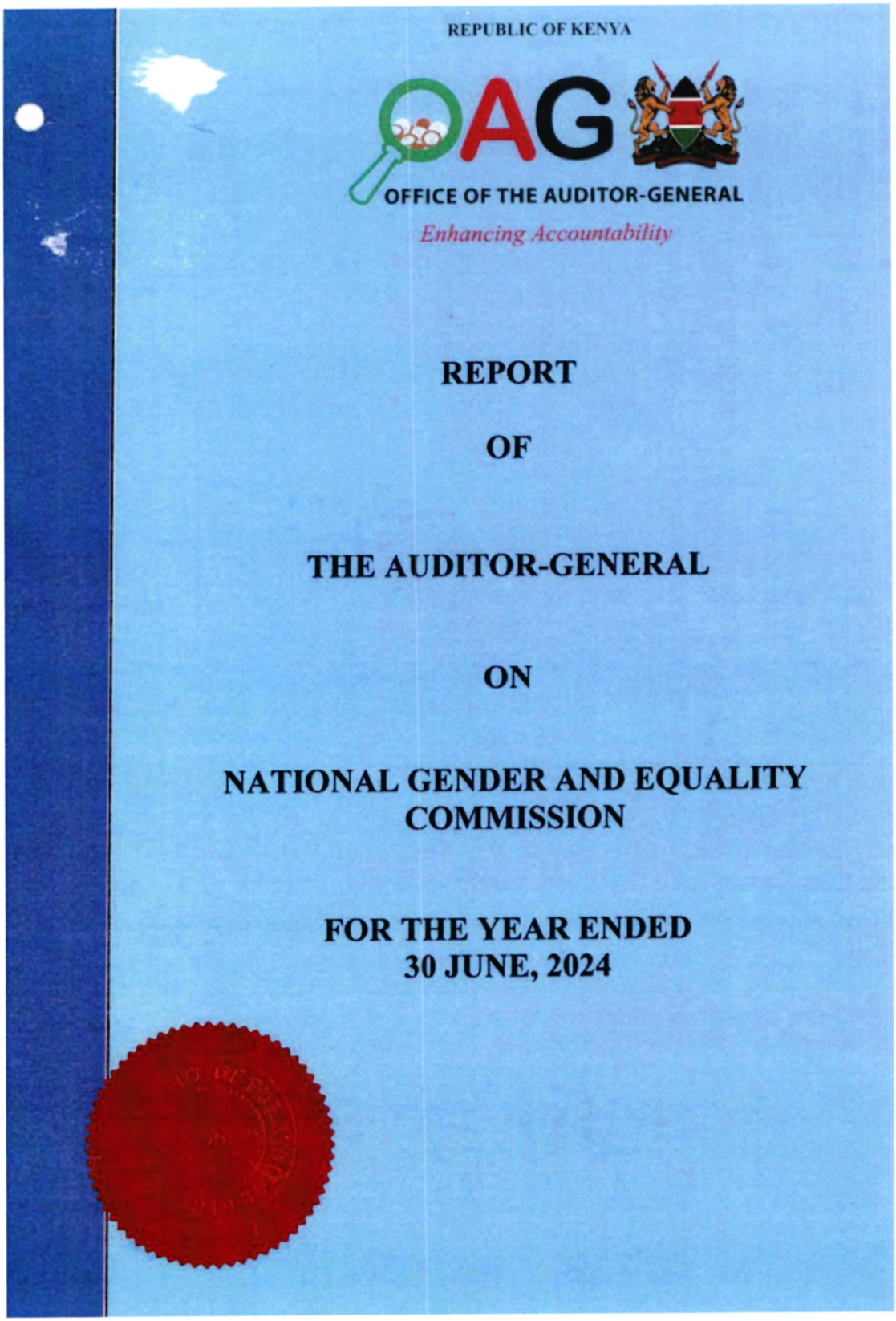
Annex 2 – Summary of Fixed Asset Register

Asset class	Historical Cost b/f (Kshs) Previous Year	Additions during the year (Kshs)	Disposals during the year (Kshs	Transfers in/(out) during the year	Historical Cost c/f (Kshs) Current Year
Transport equipment	85,539,000	11,748,765	0.00	0.00	**97,287,765**
Office equipment, furniture and fittings	44,615,621	2,769,159	0.00	0.00	**47,384,780**
ICT Equipment	12,316,610	944,000	0.00	0.00	**13,260,610**
Total	**142,471,231**	**15,461,924**	**0.00**	**0.00**	**157,933,155**

3.7 Auditors Report



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REPORT OF THE AUDITOR-GENERAL ON NATIONAL GENDER AND EQUALITY COMMISSION FOR THE YEAR ENDED 30 JUNE, 2024

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 financial statements of the National Gender and Equality Commission set out on pages 1 to 21, which comprise the statement of financial assets and liabilities as at 30 June, 2024, and the statement of receipts and payments, 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 financial statements present fairly, in all material respects, the financial position of National Gender and Equality Commission as at 30 June, 2024, and of its financial performance and its cash flows for the year then ended, in accordance with International Public Sector Accounting Standards (Cash Basis) and comply with the National Gender and Equality Commission Act, 2011 and the Public Finance Management Act, 2012.

Basis for Opinion

The audit was conducted in accordance with the International Standards of Supreme Audit Institutions (ISSAIs). I am independent of the 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.

Other Information

Management is responsible for the other information set out on page ii to xii which comprise of key entity information and overall performance, statement of governance, statement by the Chairman, management information, statement by Commission Secretary/CEO, statement of performance against predetermined objectives, management discussion and analysis, environmental and sustainability reporting and statement of management responsibilities. The Other Information does not include the financial statements and my audit report thereon.

In connection with my audit on the National Gender and Equality Commission financial statements, my responsibility is to read the other information and in doing so, consider whether the other information is materially inconsistent with the financial statements or

my knowledge obtained in the audit or otherwise appears to be materially misstated. If based on the work I have performed, I conclude that there is a material misstatement of this Other Information, I am required to report that fact. I have nothing to report in this regard.

My opinion on the financial statements does not cover the Other Information and accordingly, I do not express an audit opinion or any form of assurance conclusion thereon.

REPORT ON LAWFULNESS AND EFFECTIVENESS IN USE OF PUBLIC RESOURCES

Conclusion

As required by Article 229(6) of the Constitution, based on the audit procedures performed, except for the matters described in the Basis for Conclusion on lawfulness and effectiveness in use of public resources section of my report, I confirm that nothing else has come to my attention to cause me to believe that public resources have not been applied lawfully and in an effective way.

Basis for Conclusion

1. Incomplete Fixed Assets Register

Annex 2 to the financial statements reflects a fixed assets balance of Kshs.157,933,155. However, physical inspection carried out in October 2024, revealed that several assets were not tagged and serial numbers of some printers, desktops, laptops and other electrical and electronic equipment were not indicated in the register for ease of identification and tracking. This was contrary to Regulation 139(1) and (2) of the Public Finance Management (National Government) Regulations, 2015 which stipulates that Accounting Officer shall ensure that proper control systems exist for assets and that preventative mechanisms are in place to eliminate theft, security threats, losses, wastage and misuse by ensuring that movement and conditions of assets can be tracked by putting in place processes and procedures both electronic and manual for the effective, efficient, economical and transparent use of the Government entity's asset.

In the circumstances, the security and preventive mechanism to prevent theft, losses, misuse and wastage could not be confirmed.

2. Grounded Motor Vehicles and Motor Cycles

Annex 2 to the financial statements reflects a fixed assets balance of Kshs.157,933,155. However, physical inspection carried out in October 2024 revealed that five (5) motor vehicles were grounded between 2019 and 2021 due to various mechanical defects. Management has not provided measures being taken to repair or dispose of the vehicles. As a result, the assets continue to deteriorate and any salvage value that could have been realized from their sale may be lost.

Further, the Commission acquired motor cycle registration number KMFW 546J in June 2022 which has remained unused as at the time of audit in October 2024. Further,

the motor cycle has a private registration number instead of a Government of Kenya (GK) number plate.

In the circumstances, the continued deterioration of the motor vehicles may lead to loss of salvage value that can be realized from their sale.

The audit was conducted in accordance with ISSAI 3000 and ISSAI 4000. The Standards require that I comply with ethical requirements and plan and perform the audit to obtain assurance about whether the activities, financial transactions and information reflected in the financial statements comply in all material respects, with the authorities that govern them. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

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 matter described in the Basis for Conclusion on 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

Failure to Implement Integrated Personnel Payroll Data (IPPD)

The statement of receipts and payments reflects compensation of employees amount of Kshs.278,162,274 as reflected in Note 2 to the financial statements. Review of the payroll and human resource records revealed that the Commission was not using the Integrated Personnel Payroll Data (IPPD) in managing its payroll. This was contrary to the Circular No.OP.CAB/31A, dated 4th August, 2022 which required all public service organizations to adopt a unified human resource system. Further, National Treasury Circular No.13/2019 Ref: ES 1/032/'E' (94), dated 28th August, 2019 on guidelines for preparation of the 2020/21 – 2022/23, provides that allocation for personnel emoluments must be supported by Integrated Personnel Payroll Data (IPPD). Explanation as to why the Commission has not implemented IPPD was not provided for audit review.

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 (Cash

Basis) 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 to sustain its services, disclosing, as applicable, matters related to sustainability of services and using the appropriate basis of accounting unless 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, 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 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 INTOSAI Framework of Professional Pronouncements (IFPP). The Framework requires 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 IFPP 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 also 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

23 December, 2024

4.0 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 2023-2024, the Commission's total expenditure on the procurement of goods and services was Kshs. 76,645,152.97, out of which Kshs. 16,201,415.00, equivalent to 21 per cent, was awarded to Youth, Women and Persons with Disabilities. The dismal performance was due to budget rationalization and reduction.

4.2 Key Achievements or Challenges Related to Human Resource Capacity that Impact the Commission's Performance.

During the reporting period, select Commission Staff were trained under the Women in Procurement & Supply Chain Conference between 2nd to 5th April 2024, Lake Naivasha Resort: Raising the Bar by enhancing Inclusion, Business opportunities and Leadership for Women in Procurement and Supply Chain. The training helped improve the efficiency and effectiveness of supply chain service delivery and compliance on procurement matters for the Commission.

Training of Staff assist in building capacity of the Commission to provide efficient and effective service delivery to the public and especially special interest groups.

The Commission as part of building internal capacity and processes to offer efficient service delivery, recruited Assistant Director, Research, Monitoring, Evaluation and Documentation, Principal Accountant, Principal Administration Officer, Senior Human Resource Management Officer, Human Resource Management Officer I, Program Officer I, Program Officer I, Finance Officer I, Assistant Office Administrator II, two (2) driver II, one on secondment and a Driver/Rider to strengthen service delivery. Two programmes Officer II/Interns were also recruited under the Ford Foundation project to assist in programmatic activities and strengthen relationships with partners.

The Commission also promoted Staff for career progression to higher grades, Administration Officer I, Customer Care Service I, Telephone Operator I, two drivers to Driver II and re-designated one Office Assistant I to Finance Officer II. 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, smart access, stress management, work burn out, work life and family integrations besides boosting your brain health with nutrition.

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 Constitution 2010.

The Commission operates a contributory pension scheme as a compliance requirement by the pension rule and regulations.

The Commission faces the challenge of budget constraints to facilitate the full capacity of its staff establishment to fully operate in demarcated ten regions.

4.3 Key Communication Outcomes and how they Support the Commission's Mandate.

During the Financial Year 2023-2024, the Commission achieved significant milestones in advancing its mandate to promote gender equality, inclusion, and non-discrimination in Kenya through its communication strategy. These outcomes were aligned with the Commission's Strategic Plan 2019-2024 and reflect its commitment to fostering an inclusive society where every individual enjoys equal rights and opportunities.

a. Promoting Compliance with Equality and Inclusion Principles

NGEC enhanced national awareness and compliance with equality and inclusion principles by issuing advisories, and statements, and participating in public forums. Key achievements included raising awareness on gender-based and social justice issues through statements on the Day of the African Child, World Elder Abuse Awareness Day, and Floods Mitigation for Special Interest Groups (SIGs). These initiatives highlighted the need for policy and legal interventions on critical issues affecting vulnerable populations.

The Commission also responded swiftly to emerging concerns, such as investigating the teargassing of schoolchildren during anti-government protests at Kihumbuini Primary School and advocating against discriminatory practices, including unequal prize allocations at sports tournaments and gender imbalances in institutional leadership. These actions reinforced NGEC's role as a watchdog and advisor on matters of equality and non-discrimination.

b. Enhancing Public Awareness and Education

The Commission actively promoted public awareness of equality and inclusion principles through continuous advocacy and engagement across multiple platforms. The Commission published and launched key documents such as the "Framework for the Inclusion of Persons with Disabilities in Anti-Corruption Programming in Kenya" and the "NGEC Research Policy," which support its agenda of mainstreaming marginalized voices and advancing inclusive development.

The Commission also facilitated public dialogue on critical issues by securing media engagements on national television and participating in public forums, such as the 8th Annual Devolution Conference and the inaugural International Day of Ethnic Minorities in Kenya. These efforts have increased public understanding and support for equality, particularly regarding gender, disability, and ethnic minorities.

c. Strengthening Corporate Governance and Stakeholder Engagement

To enhance governance and stakeholder involvement, the Commission actively participated in high-level consultative forums with the Executive and other Constitutional Commissions, ensuring alignment with national priorities while advocating for gender equality and inclusion. The Commission also strengthened partnerships with key stakeholders, including the World Bank, Hans Seidel Foundation, and Geneva Centre for Security Sector Governance, to promote inclusive development frameworks and gender-sensitive policies.

Through these collaborations, the Commission expanded its influence and capacity to advance gender equality in various sectors, ensuring that the principles of equality and non-discrimination are embedded in policy-making processes at all levels.

d. Advancing Advocacy and Campaigns Against Discrimination

The Commission continued to champion advocacy against gender-based violence and other forms of discrimination by partnering with organizations such as the National Transport and Safety Authority (NTSA) and JICA in campaigns like "*Fika Nyumbani Salama.*" These initiatives focused on creating awareness about safety and gender-based violence, fostering a culture of inclusivity and respect for human rights. The Commission also disseminated critical messages during significant observances such as the International Day of Persons with Disabilities and the 16 Days of Activism against Gender-Based Violence, demonstrating its leadership in advocating for the rights of marginalized groups.

Through these strategic initiatives and partnerships, the Commission advanced its mandate to promote gender equality, inclusion, and non-discrimination across Kenya. The Commission's efforts have raised public awareness, influenced policy, and strengthened governance, contributing to the realization of a more just and inclusive society.

4.4 Impact of ICT Initiatives on Efficiency, Data Management, and Stakeholder Engagement.

Over the past year, the Commission made notable progress in boosting organizational capacity, effectiveness, and efficiency. Among the key accomplishments were the cleaning, coding, and analysis of gender mainstreaming submissions from MDAs, which produced a detailed Score Matrix, Certificate of Compliance, and Gender Mainstreaming Status Report. The Unit also published several essential reports on the Commission's website.

In efforts to strengthen corporate governance and stakeholder engagement, the Commission through the ICT Unit facilitated a variety of hybrid and virtual meetings. Additionally, the Commission successfully transitioned the email system to Microsoft 365 Cloud, upgraded internet bandwidth at both the headquarters and regional offices, and supported the live streaming of key events, thereby significantly enhancing the Commission's digital infrastructure and outreach capabilities.

4.5 Key Internal Audit Outcomes that Strengthen Institutional Governance and Accountability.

The National Gender and Equality Commission (NGEC) adhered to the requirements of the Public Finance Management Act, 2012, Section 73(5), and the Public Finance Management Regulations, 2015, Section 174(1-10), which mandate every national government entity to establish an Audit Committee. Additionally, the Commission maintained an internal auditing framework in line with Section 73(1) of the Public Finance Management Act, 2012, which requires national entities to have appropriate internal audit arrangements, as prescribed by the accounting standards board.

The Audit Committee was appointed in the second quarter of the Financial Year 2021/2022. It is tasked with enhancing the effectiveness of the Internal Audit function, including reviewing its capacity, approving the Internal Audit Charter, and endorsing the Internal Audit Annual Work Plan. The Committee's scope includes reviewing financial statements and reporting, evaluating the internal audit function and reports, and considering external audit reports. During the Financial Year 2023/2024, the Committee convened five times, and the Internal Audit unit submitted 18 audit reports for its review and approval.

The Internal Audit unit played a crucial role in ensuring that the Commission's internal controls, risk management systems, and governance practices were robust. It also made recommendations to address identified deficiencies. Furthermore, the unit ensured the Commission's operations adhered to relevant laws, regulations, and internal policies, thereby mitigating legal, regulatory, and reputational risks associated with non-compliance.

Additionally, the Internal Audit's advisory role contributed to the establishment of a Public Finance Management Standing Committee. This committee provides strategic guidance on public finance management matters, in compliance with Section 18(1) and (19) of the Public Finance Management Regulations, 2015. The Internal Audit also supported the development of a risk management framework to help the Commission identify and manage risks effectively.

CHAPTER FIVE

5.0 Recommendations on Legal and Administrative Measures

5.1 Funding and Institutional Strengthening:

Parliament, with the support of the National Treasury, to implement Article 249(3) of the Constitution of Kenya (2010) to provide adequate funding to NGEC for:

- Establishing essential infrastructure (transport, computers).
- Strategic interventions to enhance institutional visibility.
- Setting up regional offices, particularly in hard-to-reach areas.

5.1.1 Amendment of Laws:

The government to consider amending the Public Finance Management Act and related documents to include provisions requiring Ministries, Departments, and Agencies to obtain a gender and inclusion clearance from NGEC, ensuring planning and budgeting for gender and inclusion interventions.

5.1.2 Implementation of Constitutional Requirements:

Parliament should urgently consider and enact laws to:

- Implement Article 81(b) and Article 27 on the two-thirds gender rule.
- Enhance representation of special interest groups in Parliament (Article 100).
- Enable affirmative actions and programs envisioned in Article 56 of the Constitution to support minorities and marginalized groups, including opportunities for education, employment, cultural development, and access to essential services.

5.1.3 Compliance with Disability Representation:

The County Governments, National Government, and private sector should apply legal and voluntary measures to comply with Article 54, which requires at least 5% representation of persons with disabilities in elective and appointive bodies.

5.1.4 Increased Investments to Eliminate Gender-Based Violence (GBV):

The government should increase investments in strategies identified for eliminating GBV and harmful cultural practices, including:

- Supporting POLICARE centres, gender violence recovery centres, and developing a database on violence.
- Focusing on reducing female genital mutilation (FGM) by involving men in anti-FGM programs.

5.2 Recommendations on Specific Actions to be Taken in Furtherance of the Findings of the Commission

5.2.1 Engagement with the Motorcycle Transport Industry:

Invest in education and awareness for motorcycle riders to protect women and girls from GBV, report crimes, and deter criminal activities. This should include developing and using technologies such as face recognition, "track-me" apps, and Near Field Communication (NFC).

5.2.2 Protection of Children's Rights:
Increase investments and interventions by agencies involved in child protection, focusing on partnerships with the private sector to address protection of girls from pregnancies, sexual exploitation, cybercrimes, radicalism, and forced labour.

5.2.3 Promotion of Rights for Older Persons and Minority Groups:
Expand social safety programs and affirmative actions to promote the rights of older persons and marginalized groups, ensuring youth employability, governance participation, and protection from exploitation.

5.2.4 Innovative Programs to Eliminate Discrimination and GBV:
Develop programs to address discrimination and GBV at community and workplace levels, including:

- Establishing GBV-free villages in collaboration with JICA.
- Promoting greater male involvement in women empowerment initiatives.

5.2.4 Campaigns for Gender Rule Implementation:
Stimulate conversations and campaigns at public and private sector levels for implementing the two-thirds gender rule, involving building grassroots movements and public education efforts.

5.2.5 Youth Involvement in Governance:
Develop mechanisms to involve youth in governance and national affairs, such as hosting youth cafes and dialogue forums to hold stakeholders accountable.

5.2.7 Review and Monitor Gender Equality Commitments:
Regularly review Kenya's compliance with regional and international commitments on gender equality and inclusion.

5.2.8 Enhance Public Infrastructure Accessibility:
Facilitate micro-audits of public buildings to assess their accessibility for persons with disabilities, and recommend adoption of universal design, reasonable adjustments, and green solutions.

Appendix 1: NGEC 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 Honors) 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 University of Nairobi, 2001

Before her appointment as 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 organizational 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, utilizing 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.



Dr. Joyce Mwikali Mutinda, PhD, EBS
Commission Chairperson up to August 2024

Dr. Joyce Mwikali Mutinda PhD, EBS was the Chairperson of the National Gender and Equality Commission. She was appointed on August 17, 2018, and sworn in on August 29, 2018. Her tenure lapsed on August 10, 2024. Dr. Mutinda is an accomplished educationist, gender analyst, quality auditor, training consultant, certified professional mediator and monitoring and evaluation expert. She holds a Doctor of Philosophy degree in Educational Management from Makerere University in Uganda, a Master of Arts degree in Gender Analysis in Development from the University of East Anglia in the United Kingdom and a Bachelor of Education degree from the University of Nairobi, Kenya.

Before her appointment, Dr. Mutinda was the Chairperson of the Rongo University Council. Throughout her career, Dr. Mutinda has served in over fifteen public institutions in the education sector and civil service and has undertaken numerous local, regional and international consultancies.

She has published over 20 research papers and reports and is a respected training consultant and facilitator. She has attended over 40 high-level workshops and seminars and represented the Country in various capacities including leading Kenya's Delegation to UNCRPD. At the community level, she has served on various Management Boards of secondary schools and Teachers' Training Colleges as well as holding leadership positions in various associations.

Dr. Mutinda is an avid reader and writer, she cherishes mentoring the youth, motivating the girl-child and women, conserving the environment and loves singing.



Dr. Joel Murithi Chomba, PhD, MBS

Vice Commission Chairperson up to August 2024

Dr. Chomba was the Vice Chairperson of the Commission. He was appointed on August 17, 2018, and sworn in on August 29, 2018. His tenure lapsed on August 10, 2024. He holds a Doctor of Philosophy Degree from Kenyatta University, a Doctor of Education (Special Needs Education) from the University of Marylebone, UK, a PGDE in Curriculum Development and Evaluation from Kenyatta University, a Master's degree in Special Needs Education from Michigan State University, U.S.A, and a Bachelor of Education from the University of Nairobi.

He has served in the Disability Sector as a Chairman of the Disabled Voters of Kenya Alliance (DVA) and Kenya Union for the Blind (KUB). Other memberships include; the Nairobi County Public Service Board, National Council for Persons with Disabilities (NCPWD), Kenya Institute of Special Education (KISE) Council, Kenya Institute for the Blind (KIB) Board of Management and Nguviu Boys' High School Board of Management. Before his appointment, Dr Chomba worked as a Senior Lecturer at Kenyatta University in the Special Needs Education Department, as Managing Director at Disability Awareness and Development (FAMDAD) Management Consultancy and as an Executive Director at the African Union of the Blind (AFUB).



Thomas Okoth Koyier
EBS
Vice Chairperson from August 2024

Thomas Okoth Koyier is currently serving as a Commissioner 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. He assumed the role of Vice Chairperson in August 2024. 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 Naikena 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
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 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.



Commissioner Nzomo Mbithuka

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.



Betty Sungura, MBS
COMMISSION SECRETARY/CEO
UPTO MARCH 2024

Betty Sungura, MBS, is a highly accomplished lawyer and leader with a passion for gender equality and good governance. She was the Commission Secretary and Chief Executive Officer of the National Gender and Equality Commission until March 7, 2024. She holds a Bachelor of Laws (LLB) and Master in Laws (LLM) in International Trade and Investment Law from the University of Nairobi and is a Certified Secretary, Commissioner of Oaths, and Notary Public.

Sungura has extensive experience in the legal and public sectors, having served as a Legal Counsel at Fida Kenya, Chief Executive Officer of the Law Society of Kenya, and Deputy Commission Secretary /CEO at the Independent Electoral and Boundaries Commission (IEBC). She is also a proficient author and child rights defender. Sungura's commitment to gender equality and good governance is evident in her work and her many accomplishments.

Purity Ngina PhD MBS Commission Secretary/Chief Executive Officer-National Gender and Equality Commission



Dr. Purity Ngina, is the Commission Secretary and CEO of the National Gender and Equality Commission (NGEC). With over a decade of experience in leadership, education, and advocacy for social change, she previously served as Regional Manager at Zizi Afrique Foundation. Dr. Ngina holds a PhD in Biomathematics from Strathmore University, an MSc in Applied Mathematics, and a BEd in Chemistry and Mathematics from Egerton University.

Her career began in 2013 as a Tutorial Fellow at various universities, followed by teaching roles at Mawe Secondary School and Strathmore University. She has also served on the boards of technical and secondary institutions and undergone leadership training at Strathmore University and other institutes. Dr. Ngina is widely published across fields such as education, disease modeling, and 21st-century competencies.

Notably, she runs a mentorship program impacting over 200 schools and is celebrated as Kenya's youngest PhD holder in Biomathematics, earning her doctorate at age 28.

Table 1: Annex 1: Summary of Bills Reviewed in Financial Year 2023-2024

S/NO	BILLS	NATIONAL ASSEMBLY	SENATE	INSTITUTIONAL	COUNTY
1.	The National Cohesion and Integration Bill (National Assembly) No 74 of 2023	✓			
2.	The Breastfeeding Mothers Bill (National Assembly) No. 8 of 2024	✓			
3.	The Culture Bill (National Assembly) No. 12 of 2024	✓			
4.	The Pension (Amendment) Bill (National Assembly) No.25 of 2024	✓			
5.	The Mining (Amendment) Bill National Assembly Bills No 51 of 2023	✓			
6.	The IEBC (Amendment) Bill National Assembly Bills No 10 of 2024	✓			
7.	Kenya Sign Language Bill National Assembly Bills No. 1 of 2024	✓			
8.	The Care and Protection of Child Parents (Senate Bills No 29 of 2023)	✓			
9.	The Learners with Disability Bill (Senate Bill No. 4 of 2023)	✓			
10.	The Persons with Disabilities Bill (Senate Bill No 7 of 2023)	✓			
11.	The Kenya Sign Language Bill (Senate Bill No. 9 of 2023)	✓			
12.	The National Transport and Safety Authority Bill (National Assembly) No 36 of 2023	✓			
13.	The Facility Improvement Financing Bill (National Assembly) No 43 of 2023	✓			
14.	The Primary Health Care Bill (National Assembly) No. 44 of 2023	✓			

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S/NO	BILLS	NATIONAL ASSEMBLY	SENATE	INSTITUTIONAL	COUNTY
15.	The Gold Processing Bill (National Assembly) No.46 of 2023	✓			
16.	The Public Participation Bill (National Assembly) No. 52 of 2023	✓			
17.	The National Lottery Bill (National Assembly) No. 69 of 2023	✓			
18.	The Gambling Control Bill (National Assembly) No. 70 of 2023	✓			
19.	The Affordable Housing Bill (National Assembly) No 75 of 2023	✓			
20.	The Public Service Commission (Amendment) Bill No 6 of 2023	✓			
21.	The Higher Education Loans Board (Amendment) Bill No 58 of 2022	✓			
22.	National Government Coordination (Amendment) Bill No 25 of 2023	✓			
23.	Vocation Training Bill No 3 of 2022	✓			
24.	Social Health Insurance Bill No 58 of 2023	✓			
	SENATE BILLS				
25.	Sessional Paper No. 3 of 2023- Public Participation Policy		✓		
26.	The Law of Succession (Amendment) Bill No 20 of 2023		✓		
27.	The County Oversight and Accountability Bill No. 3 of 2024		✓		
28.	The Constitution of Kenya (Amendment) Bill No. 17 of 2024		✓		

S/NO	BILLS	NATIONAL ASSEMBLY	SENATE	INSTITUTIONAL	COUNTY
29.	The Constitution of Kenya (Amendment) (No 2) Bill 2023				
30.	The Early Childhood Education (Amendment) Bill Senate Bills No 54 of 2023				
31.	The Gambling Control Bill National Assembly Bills No 70 of 2023				
32.	The Public Transport (Motorcycle Regulation) Bill No 37 of 2023				
33.	The Street Vendors (Protection of Livelihood) Bill No 41 of 2023				
34.	The Social Health Insurance (National Assembly) Bill No 58 of 2023				
35.	The Preservation of Human Dignity and Enforcement of Economic & Social Rights- Senate Bills No. 7 of 2022				
36.	The Community Health Services Bill No. 24 of 2023				
37.	The Maternal, New Born, and Child Health Bill No. 17 of 2023				
38.	The Rice Bill No 19 of 2023				
39.	The Care and Protection of Child Parents Bill No 29 of 2023				

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S/NO	BILLS	NATIONAL ASSEMBLY	SENATE	INSTITUTIONAL	COUNTY
40.	The Facility Improvement Financing Bill No 43 of 2023				
	INSTITUTIONAL BILLS				
41.	The Draft Older Persons Bill 2023- State Department of Social Protection and Senior Citizens				
42.	Draft Labour Migration Management Bill – State Department of Labour.				
43.	Coalition Against Sexual Violence (CASV) Strategic Plan 2024-2028				
44.	The county government of Garissa gender disaster risk management action plan 2023				
45.	Kisumu County Gender mainstreaming strategy 2024				
	COUNTY BILLS				
46.	The Kilifi County Sexual and Gender-Based Violence Bill 2023				
47.	The Embu County Sexual and Gender-Based Violence Bill 2023				
48.	The Siaya County Persons with Disabilities Bill 2023				

S/NO	BILLS	NATIONAL ASSEMBLY	SENATE	INSTITUTIONAL	COUNTY
49.	The Nairobi City County Early Child Development Education Bill 2023				
50.	Nakuru Disability Act, 2019				
51.	Garissa county Finance bill 2023/2024				
52.	Kilifi Older Persons Bill 2024				
53.	Garissa County Social Protection Bill 2024				
	SUBSIDIARY LEGISLATION				
1.	Draft Affordable Housing Regulations 2024				
2.	Children (Adoption) Regulations 2024				
3.	The Public Service (Affirmative action) Regulations 2024.				
4.	Social Health Insurance Fund (General) Regulations 2023				
5.	Social Health Insurance Fund (Dispute Resolution) Regulations 2023				
6.	Practice directions for specialized sexual and gender-based violence courts in Kenya- Law Society of Kenya				
	POLICIES				
7.	Persons with Disability National Policy 2024				
8.	Kilifi County Gender and Development Policy				

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S/NO	BILLS	NATIONAL ASSEMBLY	SENATE	INSTITUTIONAL	COUNTY
9.	Kilifi County Gender-Based Violence (GBV) Policy				
10.	Homa Bay County Child Policy, 2023,				
11.	Homa Bay County Gender Inclusion Policy, 2023				
12.	Lamu County Youth Policy 2023				
13.	County Government of Vihiga, SGBV Policy, 2023				
14.	County Government of Vihiga, Child Protection Policy, 2023				
15.	Garissa county Anti FGM policy 2023				
16.	Young Women Leadership Institute (YWLI) Safeguarding and Wellness Policy, 2023 (Kisumu)				
17.	Kisumu county work place Sexual Harassment policy, 2024				
18.	Garissa County Social Protection Policy 2024				

S/NO	BILLS	NATIONAL ASSEMBLY	SENATE	INSTITUTIONAL	COUNTY
19.	Nakuru County Gender and Development Policy 2024				
20.	Kisumu Municipal Gender Inclusion and Participation Policy, 2023				

Table 2: Annex 2: Complaints Received and Processed in Financial Year 2023/2024

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
1	NGEC/53/2023		Female					41		Employment dispute	Kakamega		Referred to court			

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
2	NGEC/54/2023		Female				35			Housing dispute	Nairobi		Referred to rent tribunal			
3	NGEC/55/2023		Female					42		Alleged defilement	Nairobi				Investigation ongoing	
4	NGEC/56/2023		Female						75	Land dispute	Migori		Referred to county commissioner			
5	NGEC/57/2023	Male							61	Insurance claim	Kitui		Referred to court			
6	NGEC/58/2023		Female			7				Alleged defilement	Marsabit			Matter in court		
7	NGEC/59/2023	Male						45		Violation of children's rights	Nairobi			Matte		

Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
8	NGEC/60/2023		Female				34			Breach of contract	Nakuru		Referred to court				
9	NGEC/61/2023		Female				32			Employment dispute	Nairobi		Referred to police				
10	NGEC/62/2023		Female			17				Unresponsiveness	Kiambu				Investigation ongoing		
11	NGEC/63/2023		Female				32			Domestic abuse	Mombasa		Referred to chief				
12	NGEC/64/2023		Female				35			Land dispute	Nyandarua		Referred to court				

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Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
13	NGEC/65/2023		Female					56		Employment dispute	Kikuyu		Referred to the ministry of labour			
14	NGEC/66/2023	Male			PWD			37		Inua jamii registration	Tharaka Nithi		Referred to the State department for social development			
15	NGEC/67/2023		Female				30			Alleged rape	Ruaka				Investigation ongoing	
16	NGEC/68/2023		Female				32			Child maintenance	Nairobi		Referred to children's office			
17	NGEC/69/2023		Female					37		Employment dispute	Embu		Referred to labour office			
18	NGEC/70/2023	Male						54		Employment dispute	Embu		Referred to labour office			
19	NGEC/71/2023		Female					45		Employment dispute	Embu		Referred to labour office			

Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
20	NGEC/72/2023		Female					42		Employment dispute	Embu		Referred to labour office				
21	NGEC/73/2023		Female		PWD			47		Inua jamii registration	Embu					Resolved	
22	NGEC/74/2023		Female					52		Land dispute	Embu		Referred to court				
23	NGEC/75/2023		Female		PWD			47		Inua jamii registration	Embu		Referred to the State department for social development				
24	NGEC/76/2023	Male			PWD				60	Enquiry on Article 100	Embu					Resolved	
25	NGEC/77/2023		Female					40		Child maintenance	Embu		Referred to children's office				
26	NGEC/78/2023		Female		PWD		24			Inua jamii registration	Embu		Referred to the State Department for Social Development				

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Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
27	NGEC/79/2023		Female					45		Land dispute	Embu		Referred to court				
28	NGEC/80/2023		Female					40		Land dispute	Embu			Matter in court			
29	NGEC/81/2023	Male							70	Land dispute	Embu			Matter in court			
30	NGEC/82/2023	Male							70	Land dispute	Embu		Referred to court				
31	NGEC/83/2023		Female				30			Breach of contract	Embu		Referred to KENHA				

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
32	NGEC/84/2023		Female					36		Land dispute	Embu		Referred to lands registrar			
33	NGEC/85/2023	Male			PWD			40		Disability discrimination	Embu		Referred to NCPWD			
34	NGEC/86/2023	Male						51		Discrimination	Embu					Resolved
35	NGEC/87/2023	Male			PWD			53		Disability discrimination	Embu		Referred to NCPWD			
36	NGEC/88/2023	Male							60	Alleged Rape	Embu			Matter in court		
37	NGEC/89/2023		Female				30			Matrimonial dispute	Embu				Inquiry ongoing	

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
38	NGEC/90/2023		Female					47		Employment dispute	Embu			Matter in court		
39	NGEC/91/2023	Male						52		Land dispute	Embu		Referred to lands commission			
40	NGEC/92/2023	Male						46		Land dispute	Embu			Matter in court		
41	NGEC/93/2023	Male			PWD			54		Disability discrimination	Embu		Referred to the State department for social development			
42	NGEC/94/2023		Female						64	Abuse	Nairobi				Investigation	

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
															ongoing	
43	NGEC/95/2023		Female					43		Alleged Harassment	Kitui		Referred to Deputy County Commissioner			
44	NGEC/96/2023	Male				12				Child neglect	Kitui		Referred to children's services			
45	NGEC/97/2023		Female				32			Denial of documents	Kitui		Referred to children's services			
46	NGEC/98/2023		Female			14				Alleged defilement	Garissa			Matter in court		
47	NGEC/99/2023		Female			16				Alleged defilement	Garissa				Investigation ongoing	

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
48	NGEC/100/2023	Male						46		Alleged rape	Malindi				Investigation ongoing	
49	NGEC/101/2023		Female					43		Unnatural sexual acts(lesbianism)	Malindi				Investigation ongoing	
50	NGEC/102/2023		Female				28			Alleged rape	Malindi				Investigation ongoing	
51	NGEC/103/2023		Female				32			Assault	Malindi			Matter in court		

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
52	NGEC/104/2023		Female						65	Succession and probate	Nairobi					Resolved
53	NGEC/105/2023	Male						47		Job seeker	Homabay	Rejected				
54	NGEC/106/2023		Female				37			Child maintenance	Nairobi		Referred to court			
55	NGEC/107/2023	Male						51		Unresponsiveness	Nairobi				Ongoing	
56	NGEC/108/2023		Female			12				Alleged defilement	Nyeri			Matter in Court		
57	NGEC/109/2023		Female				32			Alleged sexual harassment	Nyeri		Referred to police			

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
58	NGEC/110/2023			Civil Society Organization	N/A	N/A	N/A	N/A	N/A	Discrimination	Nairobi				Ongoing	
59	NGEC/111/2023		Female					48		Domestic violence	Embu				Ongoing	
60	NGEC/112/2023		Female			17				Alleged defilement	Homabay			Matter in court		
61	NGEC/113/2023		Female					43		Discrimination	Nairobi				Ongoing	
62	NGEC/114/2023			Civil Society Organization	N/A	N/A	N/A	N/A	N/A	Maladministration	Kwale		Referred to EACC & CAJ			
63	NGEC/115/2023			Civil Society	N/A	N/A	N/A	N/A	N/A	Land registration	Unspecified		Referred to National Lands Commission			

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
				Organization												
64	NGEC/116/2023		Female					41		Land dispute	Nakuru		Referred to court			
65	NGEC/1/2024		Female				31			Employment dispute	Nairobi		Referred to CAJ			
66	NGEC/2/2024		Female				21			Sexual impropriety, discrimination	Nairobi				Ongoing	
67	NGEC/3/2024		Female			17				School fees	Nyeri				ongoing	
68	NGEC/5/2024		Female				31			Child maintenance	Nairobi		Referred to court			
69	NGEC/6/2024	Male					30			LGBTQ assault	Nairobi		Referred to Police			
70	NGEC/7/2024		Female				30			Discrimination/Assault	Nairobi		Referred to Director Criminal Investigation			

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
71	NGEC/8/2024		Female						61	Unresponsiveness	Kiambu		Referred to advocates complaints commission			
72	NGEC/9/2024			Public	N/A	N/A	N/A	N/A	N/A	HIV discrimination	Nairobi			Matter in court		
73	NGEC/10/2024		Female				26			Domestic violence	Nairobi		Referred to Police			
74	NGEC/11/2024		Female				35			Domestic violence/Assault	Garissa		Referred to Police			
75	NGEC/12/2024	Male					34			Mob justice	Kitui		Referred to police			
76	NGEC/13/2024		Female			14				Defilement	Garissa			Matter in		

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
														court		
77	NGEC/14/2024		Female			12				Defilement	Garissa			Matter in court		
78	NGEC/15/2024		Female					45		Breach of contract	Kisumu		Referred to court			
79	NGEC/16/2024		Female		PWD			46		Discrimination	Kisumu				Ongoing	
80	NGEC/17/2024	Male					34			Child abuse	Malindi		Referred to children's services			
81	NGEC/18/2024		Female					46		Matrimonial property dispute	Nakuru			Matter in		

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
														court		
82	NGEC/19/2024		Female				31			Matrimonial dispute	Nakuru		Referred to court			
83	NGEC/20/2024	Male						56		Land dispute	Machakos			Matter in court		
84	NGEC/21/2024		Female				26			Rape	Nairobi			Matter in court		
85	NGEC/22/2024	Male						53		Discrimination/ land dispute	Naivasha			Matte		

Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
														r in court			
86	NGEC/23/2024		Female					41		Child maintenance	Kisii					Resolved	
87	NGEC/24/2024		Female						60	Assault	Nairobi			Matter in court			
88	NGEC/25/2024	Male				Not given				Job seeker	Online portal	Rejected					
89	NGEC/26/2024	Male				Not given				Job seeker	Online Portal	Rejected					

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
90	NGEC/27/2024	Male				Not given				Job seeker	Online Portal	Rejected				
91	NGEC/28/2024	Male				35	35			Discrimination/Abuse	Nairobi					Resolved
92	NGEC/29/2024			Civil Society Organization	N/A	N/A	N/A	N/A	N/A	Inaccessible public spaces	Mombasa				ongoing	
93	NGEC/30/2024		Female						62	Pension payments	Nairobi		Referred to Teachers Service Commission			
94	NGEC/31/2024		Female				31			Domestic violence	Nairobi		Referred to Police			
95	NGEC/32/2024	Male						42		Marginalization & exclusion	Bungoma				Ongoing	
96	NGEC/33/2024		Female			14				Defilement	Nairobi			Matte		

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
														in court		
97	NGEC/34/2024		Female		PWD		32			Breach of contract	Nairobi		Referred to advocate			
98	NGEC/35/2024	Male				Not given				Job seeker	Online Portal	Rejected				
99	NGEC/36/2024	Male						42		Succession	Machakos		Referred to court			
100	NGEC/37/2024	Male					23			Lack of identity card	Machakos		Referred to civil registration			
101	NGEC/38/2024	Male						43		succession	Machakos		Referred to court			
102	NGEC/39/2024		Female				27			drug abuse	Machakos		Referred to hospital			

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
103	NGEC/40/2024	Male						42		Succession	Machakos		Referred to court			
104	NGEC/41/2024	Male						52		Request for training	Machakos		Referred to JICA			
105	NGEC/42/2024	Male						49		Delay in the determination of the case	Machakos		Referred to judicial ombudsman			
106	NGEC/43/2024	Male						56		Dishonesty by advocate	Machakos		Referred to advocates complaints commission			
107	NGEC/44/2024		Female					38		succession	Machakos		Referred to court			
108	NGEC/45/2024		Female					43		Domestic violence	Machakos		Referred to Police			
109	NGEC/46/2024		Female					50		Land dispute	Machakos		Referred to court			
110	NGEC/47/2024		Female					42		Property dispute	Machakos		Referred to court			

Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
111	NGEC/48/2024		Female					41		Property dispute	Machakos		Referred to court				
112	NGEC/49/2024	Male						56		Employment dispute	Machakos		Referred to NALEP				
113	NGEC/50/2024		Female					37		Succession	Machakos		Referred to court				
114	NGEC/51/2024	Male						45		Traffic accident	Machakos		Referred to court				
115	NGEC/52/2024		Female					40		Land dispute	Machakos		Referred to court				
116	NGEC/53/2024	Male					27			Matrimonial dispute	Machakos		Referred to counsellor				
117	NGEC/54/2024		Female						64	Few number of schools	Machakos				ongoing		
118	NGEC/55/2024	Male						43		Intimidation by Police	Bondo		Referred to CAJ				

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
119	NGEC/56/2024	Male						36		Child abuse	Kiambu				ongoing	
120	NGEC/57/2024		Female					41		Land dispute	Kajiado		Referred to the land registrar			
121	NGEC/58/2024		Female					43		Marital dispute	Kajiado		Referred to counsellor			
122	NGEC/59/2024		Female		PWD				63	Unresponsiveness	Kajiado		Referred to NCPWD			
123	NGEC/60/2024		Female					40		Land dispute	Kajiado		Referred to court			
124	NGEC/61/2024		Female			14				Defilement	Nairobi			Matter in court		

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
125	NGEC/62/2024	Male					33			Breach of contract	Kitui		Referred to NALEP			
126	NGEC/63/2024		Female						60	Child neglect	Busia		Referred to the Department of children's services			
127	NGEC/64/2024		Female					54		Child neglect	Busia		Referred to Department of children services & FIDA			
128	NGEC/65/2024		Female						63	Child neglect	Busia		Referred to Department of children services& FIDA			
129	NGEC/66/2024		Female					53		Child neglect	Busia		Referred to Department of children services& FIDA			
130	NGEC/67/2024		Female						61	Child neglect	Busia		Referred to Department of children services& FIDA			

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
131	NGEC/68/2024		Female						60	Child neglect	Busia		Referred to Department of children services& FIDA			
132	NGEC/69/2024		Female					45		Child neglect	Busia		Referred to Department of children services& FIDA			
133	NGEC/70/2024		Female						60	Child neglect	Busia		Referred to Department of children services& FIDA			
134	NGEC/71/2024		Female						63	Child neglect	Busia		Referred to Department of children services& FIDA			
135	NGEC/72/2024		Female						62	Child neglect	Busia		Referred to Department of children services& FIDA			
136	NGEC/73/2024		Female					59		Child neglect	Busia		Referred to Department of children services& FIDA			

Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
137	NGEC/74/2024		Female						60	Child neglect	Busia		Referred to Department of children services& FIDA				
138	NGEC/75/2024		Female					53		Child neglect	Busia		Referred to Department of children services& FIDA				
139	NGEC/76/2024		Female					50		Child neglect	Busia		Referred to Department of children services& FIDA				
140	NGEC/77/2024		Female						63	Matrimonial dispute	Busia		Referred to FIDA & ACC				
141	NGEC/78/2024		Female					47		Widow Eviction	Busia		Referred to FIDA& ACC				
142	NGEC/79/2024		Female					50		Widow Eviction	Busia		Referred to FIDA& ACC				
143	NGEC/80/2024		Female					50		Widow eviction	Busia		Referred to FIDA& ACC				

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Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
144	NGEC/81/2024		Female					39		Widow eviction	Busia		Referred to FIDA& ACC				
145	NGEC/82/2024		Female					43		Widow eviction	Busia		Referred to FIDA& ACC				
146	NGEC/83/2024		Female					39		Widow eviction	Busia		Referred to FIDA& ACC				
147	NGEC/84/2024		Female					54		Widow eviction	Busia		Referred to FIDA& ACC				
148	NGEC/85/2024		Female						60	Widow eviction	Busia		Referred to FIDA& ACC				
149	NGEC/86/2024	Male					23			Wife swapping	Busia					Resolved by elders	

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
150	NGEC/87/2024	Male						35		Wife swapping	Busia					Resolved by elders
151	NGEC/88/2024		Female			9				Defilement	Busia		Referred to REEP & FIDA			
152	NGEC/89/2024		Female			14				defilement	Busia		Referred to REEP & FIDA			
153	NGEC/90/2024		Female			16				Incest	Busia		Referred to REEP & FIDA			
154	NGEC/91/2024		Female				34			Rape	Busia		Referred to REEP & FIDA			
155	NGEC/92/2024		Female			13				Defilement	Busia		Referred to REEP & FIDA			

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Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
156	NGEC/93/2024		Female				19			Incest	Busia		Referred to REEP & FIDA				
157	NGEC/94/2024		Female				24			Incest	Busia		Referred to REEP & FIDA				
158	NGEC/96/2024		Female				32			Rape	Busia		Referred to REEP & FIDA				
159	NGEC/97/2024		Female			13				Defilement	Busia		Referred to REEP & FIDA				
160	NGEC/98/2024		Female		PWD	13				Defilement	Busia		Referred to REEP & FIDA				
161	NGEC/99/2024		Female			16				defilement	Busia		Referred to REEP & FIDA				
162	NGEC/100/2024		Female			14				Defilement	Busia		Referred to REEP & FIDA				
163	NGEC/101/2024		Female			10				Defilement	Busia		Referred to REEP & FIDA				

Complaints Received and Processed FY 2023/24																	
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS					
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved	
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**								
164	NGEC/102/2024		Female			13				Defilement	Busia		Referred to REEP & FIDA				
165	NGEC/103/2024		Female			18				Rape	Busia		Referred to REEP & FIDA				
166	NGEC/104/2024		Female				23			Rape	Busia		Referred to REEP & FIDA				
167	NGEC/105/2024		Female				35			Rape	Busia		Referred to REEP & FIDA				
168	NGEC/106/2024		Female				45			Succession	Busia		Referred to FIDA and Chief				
169	NGEC/107/2024		Female						60	Succession	Busia		Referred to FIDA and Chief				
170	NGEC/108/2024		Female					56		Land dispute	Busia		Referred to FIDA and Chief				
171	NGEC/109/2024		Female						61	Land dispute	Busia		Referred to FIDA and Chief				

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
172	NGEC/110/2024		Female		PWD		34			Succession	Busia		Referred to FIDA and Chief			
173	NGEC/111/2024		Female					56		Succession	Busia		Referred to FIDA and Chief			
174	NGEC/112/2024		Female					56		Succession	Busia		Referred to FIDA and Chief			
175	NGEC/113/2024		Female						67	Succession	Busia		Referred to FIDA and Chief			
176	NGEC/114/2024		Female					54		Succession	Busia		Referred to FIDA and Chief			
177	NGEC/115/2024		Female					45		Succession	Busia		Referred to FIDA and Chief			
178	NGEC/116/2024		Female					42		Succession	Busia		Referred to FIDA and Chief			
179	NGEC/117/2024		Female						67	Succession	Busia		Referred to FIDA and Chief			

Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
180	NGEC/118/2024	Male						43		Succession	Busia		Referred to FIDA and Chief			
181	NGEC/119/2024	Male					32			Succession	Busia		Referred to FIDA and Chief			
182	NGEC/120/2024		Female		PWD				70	Succession	Busia		Referred to FIDA and Chief			
183	NGEC/121/2024		Female					43		Succession	Busia		Referred to FIDA and Chief			
184	NGEC/122/2024		Female						61	Succession	Busia		Referred to FIDA and Chief			
185	NGEC/123/2024		Female				24			Succession	Busia		Referred to FIDA and Chief			
186	NGEC/125/2024		Female					44		Succession	Busia		Referred to FIDA and Chief			
187	NGEC/126/2024		Female						63	Succession	Busia		Referred to FIDA and Chief			

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Complaints Received and Processed FY 2023/24																
S/NO		GENDER			PWD STATUS	AGE				SUMMARY OF COMPLAINT	REGION	STATUS				
						MINOR	YOUTH	MIDDLE AGE	ELDERLY			Rejected	Referred	Matter In Court	Investigation ongoing	Resolved
		Male	**Female**	**Juristic/institution**		Below 18	**18-35 YRS**	**35-59**	**60 and above**							
188	NGEC/127/2024		Female					52		Succession	Busia		Referred to FIDA and Chief			
189	NGEC/128/2024		Female					50		Succession	Busia		Referred to FIDA and Chief			

NGEC's Intervention Efforts across Counties FY 2023/2024

NGEC monitored the distribution of our programmatic interventions by counties. The data is presented in the form of table and chap.

Table 1 shows that in the FY 2023/2024 NGEC implemented 588 interventions. Nairobi County received the highest number of NGEC interventions, accounting for 32.3%. This indicates a significant concentration of NGEC interventions in the Headquarters. There are notable regional disparities. More interventions were implemented in counties where NGEC has regional offices. These counties include Kisumu (15.3%), Kitui (9.5%), Nakuru (8.5%), Kilifi (6.8%), Isiolo (6.6%) and Garissa (6.3%).

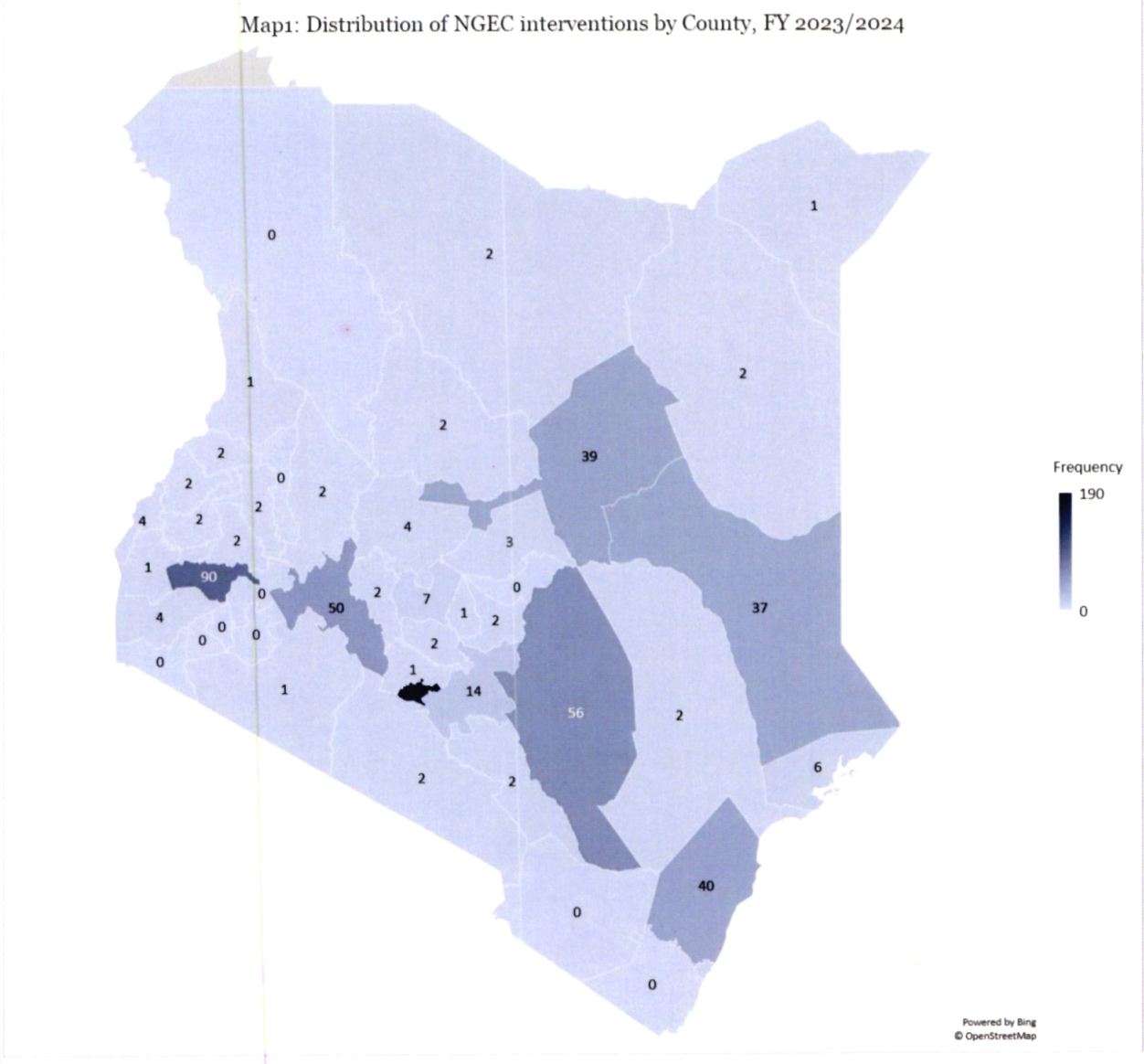
Several counties, including Taita–Taveta, Elgeyo-Marakwet, Kericho, Kisii, Kwale, Nyamira,Bomet, Tharaka-Nithi, Migori and Turkana did not have any interventions during the reporting period as shown in Map 1.

Table 1: Distribution of Interventions, FY 2023/24 by Counties

S.No.	County	Frequency	Percentage of Interventions
1.	Nairobi	190	32.31%
2.	Kisumu	90	15.31%
3.	Kitui	56	9.52%
4.	Nakuru	50	8.50%
5.	Kilifi	40	6.80%
6.	Isiolo	39	6.63%
7.	Garissa	37	6.29%
8.	Machakos	14	2.38%
9.	Nyeri	7	1.19%
10.	Lamu	6	1.02%
11.	Mombasa	5	0.85%
12.	Busia	4	0.68%
13.	Homa Bay	4	0.68%
14.	Laikipia	4	0.68%
15.	Meru	3	0.51%
16.	Vihiga	3	0.51%
17.	Samburu	2	0.34%
18.	Tana River	2	0.34%
19.	Marsabit	2	0.34%
20.	Makueni	2	0.34%
21.	Trans-Nzoia	2	0.34%
22.	Murang'a	2	0.34%
23.	Embu	2	0.34%
24.	Nandi	2	0.34%

25.	Kajiado	2	0.34%
26.	Bungoma	2	0.34%
27.	Uasin Gishu	2	0.34%
28.	Nyandarua	2	0.34%
29.	Baringo	2	0.34%
30.	Wajir	2	0.34%
31.	Kakamega	2	0.34%
32.	Mandera	1	0.17%
33.	Kirinyaga	1	0.17%
34.	Narok	1	0.17%
35.	West Pokot	1	0.17%
36.	Kiambu	1	0.17%
37.	Siaya	1	0.17%
38.	Taita-Taveta	0	0.00%
39.	Elgeyo -Marakwet	0	0.00%
40.	Kericho	0	0.00%
41.	Kisii	0	0.00%
42.	Kwale	0	0.00%
43.	Nyamira	0	0.00%
44.	Bomet	0	0.00%
45.	Tharaka-Nithi	0	0.00%
46.	Migori	0	0.00%
47.	Turkana	0	0.00%
	Grand Total	**588**	**100.00%**

Map 1: Distribution of NGEC interventions by County, FY 2023/2024



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