



Equality Bulletin



**Gender Representation by Role
(Total Roles = 71)**

ROLE	TOTAL	MALE	FEMALE	% FEMALE
Speakers	5	4	1	20.0%
Moderators	8	7	1	12.5%
Presenters	33	27	6	18.2%
Discussants	16	10	6	37.5%
Reflections	9	9	0	0.0%

Gender Gaps and Access Ailments: Regulators Called Out in Real Time

NGEC's real-time audit at the RAAs conference uncovers stark gender and accessibility gaps

At the 2nd Annual Conference of Regulatory Authorities and Agencies (RAAs) held in Eldoret City Uasin Gishu County, the Commission under the leadership of Chairperson Hon. Rehema Jaldesa, dismantled the illusion of inclusion with a bold, real-time audit of the event's official programme. Rather than quietly observing, the Commission launched an impromptu forensic examination of the three-day proceedings, exposing deep flaws in gender representation and accessibility at what was meant to be a model national gathering.

Although women were present in the audience, they were conspicuously absent from the programme's critical speaking spaces. The audit revealed that only 20% of the featured speakers were women, just 12.5% of moderators were female, and not a single woman appeared in the high-profile reflection panel. Hon. Jaldesa denounced the skewed composition, stating that such a setup falsely conveyed the idea that only men hold the knowledge and leadership required for national regulatory and policy transformation.

SEE PAGE 4



Vihiga County Unveils 2024 Sexual and Gender-Based Violence (SGBV) Policy

Page 2



Power to the People: Push for PWD Inclusion Picks Pace in Nakuru

Page 5



Strategic NGECLocal Government Alliance meeting charts course for women's empowerment

Page 5

A Message from the Chief Executive Officer

I am pleased to introduce the 14th Edition of the Equality Bulletin, which spotlights our bold embrace of Radical Accountability Approaches to accelerate inclusion in public spaces, as affirmed during the recent Regulatory Authorities and Agencies (RAAs) Conference.

This edition also highlights NGECS strategic collaboration with the Local Government Alliance to champion gender-responsive governance, and our progress in validating national tools that anchor inclusive policymaking through precision, partnership, and shared progress among other stories.

I invite you to engage with these insights as we continue to advance equality for all.

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



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Vice Chairperson



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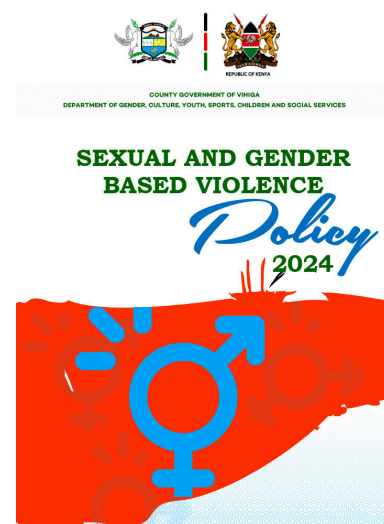
Dr. Margaret Karungaru, **MBS**
Commissioner

Vihiga County Unveils 2024 Sexual and Gender-Based Violence (SGBV) Policy – A Major Milestone in Combating GBV in Kenya

The County Government Takes Bold Action to Address SGBV, Strengthen Support Systems, and Promote Gender Equality



Participants pose for a group photograph during the dissemination of the Vihiga County Sexual and Gender-Based Violence Policy 2024



Vihiga County, Kenya – In a major step towards tackling the growing issue of sexual and gender-based violence (SGBV), the Vihiga County Government has launched the Vihiga County Sexual and Gender-Based Violence Policy 2024. The policy seeks to establish a comprehensive response to SGBV and reinforce the county's commitment to protecting survivors, enhancing service delivery, and promoting gender equality.

The Vihiga County Government has implemented various initiatives aimed at supporting SGBV programs. These initiatives include the establishment of a dedicated County Department of Gender with a Director overseeing operations, the appointment of a County SGBV Coordinator, and the provision of capacity-building programs for clinicians and nurses to improve care for SGBV survivors. Notably, a court users' forum has been established at the sub-county level, alongside gender desks at police stations to ensure timely and appropriate responses to SGBV cases. The county is also in the process of operationalising a Gender-Based Violence Recovery Centre (GBVRC) to further support survivors.

The policy, which will be operationalised with input from various local and national stakeholders, aligns with Kenya's broader efforts to combat SGBV. This includes the work of the National Syndemic Disease Control Council, which has formed a Triple Threat Committee to address the intersecting issues of HIV, teenage pregnancy, and gender-based violence through community dialogues. Such partnerships aim to foster a holistic response to these deeply interconnected issues.

The Vihiga County Integrated Development Plan (CIDP) 2018 – 2022 reflects significant achievements in promoting gender equality and women's empowerment. These include the coordination and harmonisation of gender-responsive interventions, the mainstreaming of gender in county development initiatives, and the increased participation of women in leadership and employment positions.

Anne Desma Chilande, the County Executive Committee Member for the Department of Gender, Culture, Youth, Sports, Children & Social Services, expressed her support for the policy, stating, "The Vihiga SGBV Policy 2024 is a bold step forward.

We are committed to continuing our efforts to end GBV and create a safe, supportive environment for all." Chilande emphasised that the policy is part of a broader, data-driven approach aimed at addressing alarming GBV statistics in Kenya and ensuring that survivors receive the care and support they need.

The Kisumu Regional Office of the National Gender and Equality Commission (NGEC) has played a key role in supporting Vihiga County's commitment to addressing GBV, providing technical support in the development of a robust legal framework, including the GBV Act, the Gender Mainstreaming Policy, and Standard Operating Procedures (SOPs) for response and prevention.

The Vihiga County Sexual and Gender-Based Violence Policy 2024 aims to reduce SGBV violations by strengthening systems for prevention, protection, response, rehabilitation, empowerment, accountability, coordination, monitoring, evaluation, and research. The policy also recognises the need for continued education and advocacy, with a focus on transforming societal attitudes and ensuring that both men and boys are engaged as strategic allies in the fight against SGBV.

As Kenya continues to face the challenges of rising sexual and gender-based violence cases, Vihiga County's policy represents a significant and timely intervention. It underscores the county's commitment to a comprehensive approach that will not only support survivors but also work towards ending the cycle of violence and creating an environment where gender equality can thrive.

With continued support from local and national partners, the policy sets a precedent for other counties in Kenya to follow in addressing this critical issue.

Strategic Shift: Supplies Sector Sets Bold 2025–2029 Vision

The Kenya Institute of Supplies Management (KISM) unveiled its Strategic Plan 2025–2029 in a high-level launch attended by public and institutional leaders, marking a pivotal moment for Kenya's procurement and supply chain sector.

The event, held in Nairobi, was officiated by the Head of Public Service and Chief of Staff, Mr Felix Koskei, who served as the Chief Guest. In his keynote address, Mr Koskei emphasised the need for comprehensive institutional reforms, urging public service leaders to uphold professionalism, integrity, and transparency in their operations.



NGEC CEO, Dr Purity Ngina, joins the Head of Public Service and Chief of Staff, Mr Felix Koskei, along with other leaders for a group photo during the unveiling of the KISM Strategic Plan 2025–2029.

“Public institutions must evolve with the times. Strong leadership, ethical standards, and efficient service delivery are the cornerstones of real transformation,” said Mr Koskei. Also in attendance was the CEO of the National Gender and Equality Commission, Ms Purity Ngina, who lauded the strategic plan as a timely framework for institutional excellence and sustainable development. The new roadmap outlines priorities aimed at enhancing professional standards, innovation, and accountability within Kenya's supply management sector.

The KISM Strategic Plan 2025–2029 is expected to drive sector-wide improvements aligned with national development goals, with a particular focus on ethical governance, digitisation, and capacity building.

The launch comes at a critical juncture when public institutions face mounting pressure to modernise operations and restore public trust. Experts say successful implementation of the plan could serve as a model for other professional bodies in the country.

Empowering Communities in Isiolo: Local Solutions to Combat GBV

Two-Day Training with Duty Bearers and Women-Led Organisations Sets the Foundation for Localised Solutions in Burat and Ngaremarara



Participants from Burat and Ngaremarara wards during the two-day GBV training in Isiolo, led by NGEK and Plan International Kenya to strengthen community-driven

Isiolo, Kenya — In a significant step towards addressing the rampant issue of gender-based violence (GBV), the National Gender and Equality Commission (NGEC), in collaboration with Plan International Kenya, has launched a pioneering two-day training in Isiolo for duty bearers and women-led organisations. The focus was clear: to create a community-driven, sustainable model for combating GBV across the Burat and Ngaremarara wards.

The event brought together key local stakeholders including local government officials, women's rights advocates, community -

leaders, and representatives from Special Interest Groups such as youth and persons with disabilities (PWDs). The training aimed to empower these stakeholders to develop a localized referral system for GBV victims, enabling quicker, more effective responses to the issue at the community level.

“Local solutions are the key to preventing GBV,” said lotaruk, emphasizing the importance of mapping existing gaps in GBV response mechanisms and co-creating efficient and accessible referral systems tailored to the unique needs of the community. “The communities know their challenges best, and -

their involvement in crafting solutions ensures sustainability and relevance,” lotaruk added.

This approach underscores a pivotal shift towards community-led action, ensuring that those who experience GBV are supported by a responsive, local network of services. The initiative also highlights the NGEK's commitment to gender equality, prioritising the voices of women, youth, PWDs, and other marginalized groups who are often disproportionately affected by violence.

The training involved comprehensive discussions on the various forms of GBV, the importance of data collection in tracking the issue, and how communities can take charge of creating systems that address prevention, reporting, and recovery. A key component of the sessions was the emphasis on community ownership, which ensures that the local population is not only educated but also accountable for the effectiveness of these solutions.

Research shows that localised approaches to addressing GBV are not only more accessible but also more effective in creating

lasting change. A data-driven model, which combines local knowledge with evidence-based strategies, was central to the discussions. Stakeholders were encouraged to leverage local resources and networks, making it easier for survivors to access services such as medical care, legal support, and counselling.

“This training is not just about creating systems; it's about empowering individuals to drive lasting change,” said Plan International Kenya Representative. “By working with women-led organisations and local duty bearers, we are not only fighting GBV but also strengthening the fabric of these communities to ensure a safe, equal environment for everyone.”

With the commitment of local communities, this initiative represents a crucial step forward in the fight against GBV, ensuring that no one is left behind. It highlights the transformative power of community involvement in tackling some of the most pressing issues affecting women and vulnerable groups in Kenya today.

» CONTINUATION

Ramp, Braille, Women—Missing! NGEK Explodes RAAs Inclusion Myth

Beyond gender disparities, the Commission flagged fundamental accessibility failures that betrayed the conference's own eco-conscious and inclusive branding. There was no provision for sign language interpretation, the main stage lacked a wheelchair ramp, and no braille materials were made available to visually impaired delegates. These omissions rendered the space physically and functionally exclusive, despite the conference's claim to serve a broad cross-section of the public sector.

What made NGEK's intervention exceptional was its timing and approach. Hon. Jaldesa delivered the findings live from the conference floor, disrupting the business-as-usual culture of post-event reporting. Her intervention triggered a flurry of behind-the-scenes adjustments as organizers hurried to reshuffle moderators and diversify panels—an unmistakable signal that the message had landed: inclusion is no longer optional or symbolic.



A makeshift staircase mounted on the main podium at the second RAAs Conference

The Commission's stance was sharply reinforced by Head of Public Service Felix Koskei, who criticized regulatory agencies for their reactive posture. "You are created by law. Why wait for media and citizens to jolt you into action?" he challenged,



NGEK Chairperson Hon. Rehema Jaldesa addresses delegates at the RAAs conference

echoing NGEK's assertion that true accountability must begin from within.

Following this high-profile reckoning, NGEK issued a formal advisory urging that all future conferences institute mandatory programme audits for gender balance and accessibility. The Commission called for a minimum 30% representation of women in speaker and moderator roles, guaranteed access for persons with disabilities—including ramps, sign language interpretation, and braille—and the integration of inclusion metrics into event planning and evaluation.



Head of Public Service Felix Koskei addresses delegates at the second RAAs conference

With over 129 Ministries, Departments, and Agencies represented at the forum, NGEK's real-time oversight delivered a stinging wake-up call. The era of unchecked performative inclusion is over.

Hon. Jaldesa made it clear: "This is not business as usual. This is the Commission's new frontline—where policies are shaped, optics matter, and exclusion must be dismantled in real time."

NGEK Champions Indigenous Rights at UN Forum

The Commission represented by Commissioner Caroline Lentupuru, proudly flew Kenya's flag at the 24th United Nations Permanent Forum on Indigenous Peoples' Rights held in New York, USA, from 21st April to 2nd May 2025. This premier global platform, which drew over 1,000 participants from across the world, served as a vital arena for spotlighting the urgent, interlinked challenges facing Indigenous communities worldwide.



Commissioner Caroline Lentupuru (Center) represents NGEK at the 24th UN Permanent Forum on Indigenous Peoples' Rights in New York, USA.

During Kenya's side event, convened by the UN Permanent Representative of Kenya, the Commission played a leading role in steering discussions on the Policy Framework for Marginalized Communities.

With clarity and conviction, the Commission reaffirmed Kenya's commitment to advancing the rights, visibility, and inclusion of Indigenous Peoples—not only within national borders but as part of a broader, global movement for justice and equality.

Through its active engagement and firm advocacy, the Commission reaffirmed its role as a steadfast voice for Indigenous communities, helping to place their rights and concerns at the heart of national and global policy conversations.

Power to the People: Push for PWD Inclusion Picks Pace in Nakuru

Commission champions disability rights by submitting key memorandum to align Nakuru laws with the Constitution and foster inclusive governance.

In a move to advance disability rights and foster inclusive governance, the National Gender and Equality Commission (NGEC) has submitted a detailed memorandum on the Nakuru County Disability Act, 2016 and the proposed Nakuru County Persons with Disability (Amendment) Bill, 2024. The document was formally presented by Mr Lewis Mwaniki, NGEN's Nakuru Regional head, during a recent public participation forum in Nakuru County.

The memorandum seeks to amplify the voices of Persons with Disabilities (PWDs), align county laws with Kenya's 2010 Constitution, and embed inclusivity in decision-making structures. This comes at a time when PWDs remain critically underrepresented, with only 2.5% of County Assemblies nationwide reflecting adequate representation—despite PWDs comprising approximately 2.2% of the Kenyan population, according to the 2019 National Census.

"The Constitution is clear about the right of every Kenyan to participate in governance. This memorandum challenges the status quo and calls for transformative legal reforms at the county level," said Mr Mwaniki during the presentation.

The Commission's submission includes proposed legal alignments, provisions for accessible public infrastructure, affirmative action mechanisms, and enhanced accountability frameworks for the protection and promotion of disability rights in Nakuru County.

NGEC's memorandum also outlines strategic recommendations on the collection of disaggregated data, budgetary allocations for disability programmes, and the integration of universal design principles in county development planning. It urges the county assembly to harmonise the draft amendment



(Left) Participants during a stakeholder forum (Right) NGEN Head of Nakuru Region Lewis Mwaniki makes submissions

bill with the Persons with Disabilities Act, 2003, and Kenya's obligations under the United Nations Convention on the Rights of Persons with Disabilities (UNCPRD).

The Commission further highlighted the urgent need for political goodwill and inter-agency collaboration to break systemic barriers that continue to marginalise PWDs. It pointed out that meaningful inclusion must go beyond tokenism to institutional reform.

NGEC's involvement underscores its mandate to oversee the implementation of equality and non-discrimination principles, with a special focus on Special Interest Groups (SIGs), including PWDs, women, youth, children, older persons, minorities, and marginalised groups.

Gender Governance Gains Ground

Strategic NGEN–Local Government Alliance meeting charts course for women's empowerment

In a step toward enhancing gender equality and inclusive governance, a strategic meeting was convened between the National Gender and Equality Commission (NGEC) and representatives from the Local Government Alliance. The meeting was led by NGEN Vice Chairperson Mr. Thomas Koyier and attended by Executive Director of the Local Government Alliance, Mr. Jamie Boex, alongside his technical team.

The primary objective of this high-level engagement was to strengthen collaboration in co-leading gender-responsive governance reforms in Kenya. Discussions focused on the ongoing implementation of the Leveraging Women's Economic Empowerment in Africa (#LWEEA) project, a key initiative aimed at promoting inclusive economic participation for women and fostering gender equality across all tiers of government.



NGEC Vice Chairperson (right) is joined by a delegation in a strategic engagement with Jamie Boex (centre), Executive Director of the Local Government Alliance.

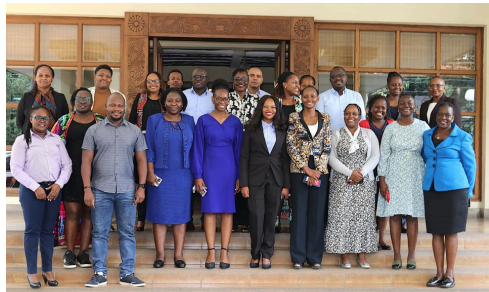
The Vice Chairperson, Mr. Koyier, in his remarks, underscored the Commission's commitment to ensuring that gender considerations are not only mainstreamed but institutionalized within governance structures at both national and sub-national levels. "Gender-responsive governance is not a choice but a necessity if we are to achieve sustainable development and equitable economic growth," he stated.

On his part, Mr. Boex commended the Commission for its steadfast leadership in promoting inclusive policy frameworks and reaffirmed the Local Government Alliance's readiness to support localized efforts that bridge gender gaps in economic empowerment and governance.

The meeting provided an opportunity for both parties to reflect on progress made, identify areas for technical collaboration, and align their respective strategies for broader and more sustainable impact. Key deliberations included the development of gender-inclusive fiscal policies, strengthening institutional capacities, and advancing community-level initiatives that prioritize women's participation in decision-making processes.

The National Gender and Equality Commission remains dedicated to fostering strategic partnerships that accelerate the realization of a just, inclusive, and gender-equal society.

Precision, Partnership, Progress: NGEC Validates National Tools for Inclusive Policymaking



Group photo at the validation workshop of the GESI Data Hub and National Gender Research Agenda (2025–2027)—a milestone in advancing data-driven, inclusive governance in Kenya.

Culminating a series of co-creation forums initiated earlier in 2024, the Commission held a validation workshop that signaled a major leap forward in Kenya's journey toward data-driven, inclusive governance.

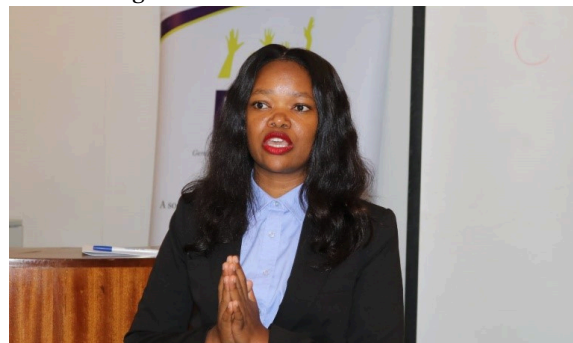
The session brought together leading voices from government, civil society, and academia to refine and formally endorse two landmark instruments: the Gender Equality and Social Inclusion (GESI) Data Hub and the National Gender Research Agenda (2025–2027). These tools are poised to transform how the country collects, interprets, and applies data to close persistent inequality gaps.

These instruments are set to transform Kenya's policy landscape by closing longstanding data gaps and ensuring decision-making is informed by robust, disaggregated, and context-specific evidence.

At the heart of this initiative is the GESI Data Hub—Kenya's first-ever centralized digital platform for inclusive data. Once operational, the Hub will consolidate sex, age, disability, and region-disaggregated statistics into a user-friendly, accessible system, giving policymakers and stakeholders a powerful new tool to diagnose inequality and develop targeted responses.

"Data is power—but only when it's inclusive, accessible, and actively used," remarked NGEC CEO Dr. Purity Ngina during the workshop. "For too long, our national response to inequality has been limited by fragmented or outdated data. The GESI Hub will help us correct that trajectory and move toward truly inclusive governance." Equally transformative is the National Gender Research Agenda (2025–2027)—a strategic framework that defines priority research areas to drive responsive policymaking. The Agenda targets critical issues such as teenage pregnancy, harmful gender norms, gender-based violence, and marginalization in arid and semi-arid lands.

Its emphasis on community-rooted, action-oriented research ensures that the findings do not gather dust, but instead inform programs and legislation across all levels of government.



NGEC CEO Dr. Purity Ngina

The validation workshop allowed stakeholders to scrutinize and fine-tune both frameworks, aligning them with the realities on the ground and Kenya's constitutional aspirations for equality and inclusion. NGEC is now preparing a communique for submission to the State Department for Gender and Affirmative Action, urging the adoption and national rollout of both tools. What emerges from this process is more than a data upgrade—it is a paradigm shift. These tools promise to replace assumptions with facts, visibility with invisibility, and tokenism with transformation.

As Dr. Ngina succinctly put it, "With the GESI Hub and Research Agenda, we're not just collecting data—we're correcting history." In building an equal Kenya, these innovations represent the infrastructure of dignity, designed for every Kenyan, and driven by the truth of lived experiences.

Voices Versus Violence: Young Women Lead Bold GBV Dialogue in Kisumu

Forum sparks urgent calls for survivor-centred reforms and stronger institutional accountability in the fight against gender-based violence.



Participants at the youth-led dialogue forum in Kisumu, convened by WOVOP Kenya with UNDP support.

In Kisumu County, a region grappling with alarming rates of gender-based violence (GBV), a powerful youth-led dialogue has placed young women at the forefront of shaping GBV prevention and response strategies.

The event—held this week and convened by Women Volunteers for Peace (WOVOP) Kenya with support from the United Nations Development Programme (UNDP Kenya)—brought together survivors, youth leaders, civil society actors, and government representatives in a groundbreaking effort to spotlight community-driven solutions to GBV.

The dialogue was anchored in current national statistics, which show that one in three Kenyan women experiences some form of GBV. Participants raised critical concerns, particularly over delayed

implementation of survivor-focused policies, insufficiently resourced Gender-Based Violence Recovery Centres (GBVRCs), and poor coordination among police, health workers, and judicial officers—factors that often contribute to victims' secondary trauma.

Attendees called for urgent action on gender-responsive budgeting at county level, full operationalisation of GBVRCs, and the inclusion of young women in policymaking spaces.

Emphasis was also placed on tailoring prevention strategies to local contexts and cultural dynamics.

NGEC Anchors Gender Equality in Economic Policy at Central Bloc Research Workshop

At the Central Economic Bloc Research Output Dissemination Workshop held on 7th and 8th May 2025 at the White Rhino Hotel in Nyeri County, the Commission firmly asserted its role as the national conscience on equality by advancing a compelling gendered lens to economic planning. Represented by Chief Executive Officer, Dr. Purity Ngina, the Commission used the high-level platform to spotlight the intersection between female wage employment, fertility trends, and inclusive policy development, positioning itself as a strategic actor in shaping equitable socio-economic transformation across Kenya's devolved units.

The session on "Female Wage Employment and Fertility – Implications for Socio-Economic Policy" brought together leading economists, policy experts, and institutional stakeholders. Dr. Ngina joined the panel following a presentation of empirical findings by renowned scholars, where the discussion focused on how reproductive patterns among women influence their labour force participation and wage outcomes.

Dr. Ngina's contribution extended the conversation beyond the academic realm into the policy and institutional domain, emphasizing the urgent need to translate evidence into action by mainstreaming gender and reproductive justice into economic decision-making frameworks.



NGEC CEO Dr. Purity Ngina joins policy experts, researchers, and county leaders for a group photo during the Central Economic Bloc Research Output Dissemination Workshop held at White Rhino Hotel, Nyeri.

From the NGEN perspective, the workshop offered an opportunity to challenge the prevailing assumption that economic productivity and reproductive health are mutually exclusive.

Dr. Ngina articulated a vision where both dimensions are considered essential pillars of national development, urging county governments, policymakers, and development actors to integrate gender realities into planning, budgeting, and implementation cycles.

Her intervention reaffirmed NGEN's mandate under the Constitution and the NGEN Act, 2011, to influence public policy, monitor compliance, and promote equality and inclusion in all spheres of life.

As discussions unfolded, NGEN advanced a policy argument grounded in the lived experiences of women and girls, particularly those in rural and low-income-

settings. The Commission emphasized the structural barriers that continue to limit women's access to formal employment, such as lack of childcare infrastructure, limited maternity protection, and rigid workplace cultures that fail to recognize the reproductive burdens women carry. Through the lens of the fertility-employment nexus, NGEN advocated for more flexible, gender-responsive programming that allows women to thrive economically without being penalized for motherhood.

The workshop also served as a space for reinforcing NGEN's commitment to evidence-based policy engagement. By aligning with academic institutions such as Kenyatta University's Women's Economic Empowerment (KU-WEE) Hub and participating in collaborative forums, the Commission demonstrated its intent to bridge the gap between research, advocacy, and public policy. Dr. Ngina reiterated the importance of disaggregated data in exposing inequalities and

guiding responsive interventions, particularly in counties where cultural norms and economic exclusion are deeply entrenched.

The Commission pledged to integrate the workshop findings into its upcoming policy advisories to both national and county governments, ensuring that recommendations around gender, employment, and fertility are embedded in County Integrated Development Plans and national labour strategies. Furthermore, NGEN committed to working alongside other institutions in developing a joint policy brief that captures the research outcomes and policy proposals generated during the workshop.

As the two-day event concluded, NGEN emerged as a critical voice in reimagining Kenya's economic future through the prism of equality and inclusion. The participation of its leadership in technical discussions and the proactive articulation of institutional priorities signaled the Commission's growing influence in socio-economic discourse. The Central Bloc Workshop underscored the reality that economic development devoid of gender analysis is incomplete, and that Kenya's aspirations for prosperity must be matched by deliberate, inclusive, and justice-driven policy choices.

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