



Equality Bulletin



NGEC and Russian Federation Team Up to Strengthen Global Human Rights Advocacy

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A Message from the Chief Executive Officer

Dear Colleagues and Partners,

I am delighted to introduce the inaugural edition of the **Equality Bulletin**, a bi-weekly publication that marks a significant milestone in our Commission’s corporate communications efforts. This bulletin is more than just a newsletter—it is a dynamic platform designed to showcase NGEK’s strategic interventions, amplify our voice, and establish the Commission as a key information hub on matters of gender equality and inclusion in Kenya.

Through the Equality Bulletin, we will highlight the transformative work we are doing across various sectors, driving policy reforms, and advocating for equal opportunities for all. This platform is pivotal in advancing our mission by ensuring that our efforts reach a broader audience, both internally and externally. It is our aim that each edition serves as a beacon of the progress we are making in tackling inequalities and promoting inclusion at every level.

I encourage all staff members to actively engage with this publication—read it, share it, and most importantly, contribute to it. Whether you are working in research, policy, programs, or corporate services, your technical insights are invaluable. Author columns, pen editorials, and share your experiences in advancing equality within your areas of expertise. Additionally, we invite our partners to join us in this endeavour. We encourage you to publish your work and highlight the collaborative initiatives undertaken with NGEK. By doing so, we can further our shared mission of creating a more equitable society for all.

The Equality Bulletin is a testament to the power of communication in shaping public discourse and influencing change. Let us all contribute to making this publication a leading source of knowledge, advocacy, and inspiration in the pursuit of equality and inclusion.

Thank you for your commitment and continued support in this journey.

Dr. Purity Ngina PhD
Chief Executive Officer
National Gender and Equality Commission



THE COMMISSION



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Ag. Chairperson



Caroline N. Lentupuru, **MBS, HSC**
Commissioner



Dr. Margaret Karungaru, **MBS**
Commissioner



Experts and stakeholders gather for a group photo during the consultative meeting for the Equality and Inclusion Data Hub, collaborating to enhance data-driven approaches for promoting equality and inclusion in our communities.

President’s Advisor Applauds NGECE’s Leadership in Establishing a Gender Data Hub

During a high-level consultative meeting held at The Heron By Sarovar Portico in Nairobi, Harriette Chiggai, President’s Advisor on Women’s Rights, lauded the National Gender and Equality Commission (NGECE) for its pivotal role in spearheading discussions aimed at creating a national gender data hub.

The meeting brought together stakeholders from both State and non-state sectors, all of whom deal with diverse gender data sets, to explore how NGECE can serve as the central host for this crucial initiative.

Chiggai commended NGECE for providing a platform where gender-focused actors could align on a shared vision for establishing a comprehensive data hub. "NGECE continues to demonstrate its leadership and commitment to gender equality by facilitating this dialogue. Today’s meeting is not just about sharing insights but about creating a collaborative pathway toward a data hub that will revolutionize how we tackle gender inequality in Kenya," she remarked.

Highlighting the importance of such a hub, Chiggai emphasized that robust and inclusive data is essential for informed decision-making and effective policy implementation. "Without credible data, we cannot fully understand the depth of the challenges women face across various sectors, nor can we measure the progress we are making toward gender equality," she noted.

The envisioned hub would allow for the consolidation of gender-disaggregated data, tracking inequalities across intersections like race, disability, economic status, and more.

She urged the stakeholders present to see the hub as more than just a repository of information. "This hub should not merely store numbers—it must be a dynamic tool that drives policy changes and holds institutions accountable. NGECE is perfectly positioned to host this, ensuring that the data we collect is actionable and accessible to all who are fighting for gender equality," Chiggai said.



Chiggai concluded by calling for sustained collaboration among all actors involved. "The road to establishing this hub requires the collective will of every stakeholder here today. Together, with NGECE leading the charge, we can transform the way we use data to push for real, lasting gender equality in Kenya."

The consultative meeting marks a significant step in Kenya’s efforts to centralize and better utilize gender data, setting the stage for future discussions on formalizing NGECE’s role as the host of a national gender data hub.

NGEC and Russian Federation Office for Human Rights Forge Strategic Partnership to Enhance Human Rights Advocacy



NGEC and the Russian Federation's Office for Human Rights sign a Memorandum of Understanding on October 11, 2024, to enhance collaboration in promoting human rights and gender equality

On October 11, 2024, the Commission took a significant step towards strengthening human rights advocacy by signing a Memorandum of Understanding (MoU) with the Office of the High Commissioner for Human Rights in the Russian Federation, based in Moscow.

This landmark agreement builds on the fruitful discussions held during a visit by representatives from the Russian Federation's Human Rights Commission to NGEN in January, where both parties explored shared perspectives, innovative ideas, and a commitment to a unified front in promoting human rights.

The MoU aims to enhance collaboration between NGEN and the Russian Federation in addressing human rights challenges and promoting gender equality. The partnership is expected to facilitate knowledge exchange, capacity building, and joint initiatives that will further empower marginalized communities and advocate for their rights.

During the signing ceremony, NGEN's leadership expressed their enthusiasm for the collaboration, emphasizing the importance of international partnerships in tackling pressing human rights issues. The Commission's Ag. Chairperson stated that the MoU reflects a shared vision of fostering a more inclusive society where human rights are universally respected and upheld.

The collaboration with the Russian Federation is particularly timely, as both countries face similar challenges in promoting human rights within their respective contexts. The MoU will pave the way for joint research initiatives, training programs, and policy dialogues aimed at advancing human rights protections and fostering a culture of equality.

As part of the agreement, NGEN and the Russian Federation's Office for Human Rights will also focus on addressing gender-based violence, enhancing legal frameworks, and improving access to justice for vulnerable populations. This partnership underscores a collective commitment to creating impactful change and reinforcing the role of civil society in advocating for human rights.

The signing of the MoU marks a pivotal moment in NGEN's ongoing efforts to build strategic alliances that will bolster its capacity to influence policy and promote gender equality on both national and international fronts. By joining forces with the Russian Federation, NGEN aims to leverage its expertise and resources to drive meaningful change in the human rights landscape.

As the Commission embarks on this new chapter of collaboration, it remains dedicated to its mandate of promoting equality and addressing discrimination, ensuring that the rights of all individuals, particularly marginalized groups, are respected and upheld.

NGEC Takes Leading Role in Launch of Gender and Education Movement to Advance Girls' Rights

A Kenyan-led intergenerational consortium, dubbed the Gender and Education Dialogues, was established in 2023 in response to the troubling decline in progress made in advancing girls' rights and well-being. The initiative was driven by the need to address retrogressive social norms and patriarchy, which have significantly impacted the progression of both girls and boys in education, albeit in different ways.



Nominated Senator Hon. Veronica Maina and Commission Secretary/CEO Dr. Purity Ngina unite during the launch.

The consortium aimed to contribute to collective impact by strengthening understanding of the complex gender dynamics affecting education, offering a platform for reflective conversations, and emphasizing the need for joint efforts to accelerate gender equality.

This initiative culminated in the launch of the Gender and Education Movement last week at the Kenya Institute of Curriculum Development (KICD), where the Commission played a prominent role. The movement's objective is to advocate for gender equality, particularly concerning girls' rights and empowerment in education.



Commissioner Dr. Margaret Karungaru, MBS, addresses stakeholders at the launch of the Gender and Education Movement, highlighting the significance of the International Day of the Girl Child.

Through the Gender and Education Movement, NGEC hopes to raise awareness among learners, parents, guardians, and community members about the barriers girls face in accessing education. The expected outcomes include not only greater awareness but also actions from relevant government ministries, departments, and partners in implementing the movement's recommendations.

Key dialogue points during the launch focused on breaking barriers to girls' education, ensuring equal access for all, and challenging the narrative surrounding boys' education to foster more discussions that are inclusive. The movement also highlighted the commitment to creating a future where every individual, regardless of gender, has equal opportunities to thrive.

NGEC, in line with its mandate, will continue to be at the forefront of this movement, advocating for policies and actions that ensure the full realization of girls' rights and gender equality in education.

NGEC Urges Collective Action to Empower Girls on International Day of the Girl Child

The Commission marked the International Day of the Girl Child by joining Kenya and the global community in raising awareness about the challenges faced by girls, advocating for their rights, and addressing gender inequalities. This year's theme, "Girls' Vision for the Future," highlighted the critical role girls play in shaping a more inclusive, equitable, and sustainable world.

In a statement, Acting Chairperson, Thomas K'Oyier, NGEN underscored the untapped potential of girls worldwide, noting their creativity, intelligence, and resilience as key drivers of transformative change. K'Oyier stressed that, when empowered through education and opportunities, girls can enrich their own lives while contributing to the progress of entire societies. However, he acknowledged that systemic barriers continued to disproportionately impact the lives of girls, especially in education, health, and protection from violence.

"Girls possess the potential to lead and inspire change across all sectors of society, from classrooms to boardrooms, and on the political stage. When provided with the tools to pursue their dreams, they help drive the growth and prosperity of communities and nations alike," K'Oyier stated.

NGEC recognized the strides Kenya had made in advancing the rights and welfare of girls. Legislative frameworks such as the Constitution, Children Act, Prohibition of FGM Act, and Sexual Offences Act had contributed to protecting girls, while policies like the National Adolescent Sexual and Reproductive Health Policy had provided further support. Programmatic initiatives, including Free Primary and Secondary Education and the School Re-entry Policy for Teen Mothers, had expanded access to education and opportunities for empowerment.

Despite these gains, the Commission noted that significant challenges remained. Retention rates for girls in school were still low, particularly in rural and marginalized areas, with many dropping out due to child marriages, economic hardships, and societal pressures. Gender-based violence, including sexual exploitation and Female Genital Mutilation (FGM), persisted as widespread threats.

In addition, girls from low-income backgrounds continued to struggle with limited access to essential services such as healthcare, sanitary products, and safe housing, all of which deepened gender inequalities. The Commission also raised concerns about the growing digital divide, which was excluding many girls from participating in the digital economy due to a lack of access to digital tools and skills.



NGEC Ag. Chairperson Thomas Koyier, EBS,

To address these challenges, the Commission called for a multi-sectoral approach. It urged the government, civil society, the private sector, and communities to work together in strengthening the enforcement of laws protecting girls from harmful practices, increasing access to education in marginalized areas, and developing mentorship programs to connect girls with female leaders in politics, business, and science.

The Commission also emphasized the need to enhance sexual and reproductive health education, bridge the digital divide through investments in digital literacy programs, and promote girls' participation in leadership and decision-making processes.

Additionally, it highlighted the importance of conducting research to better understand the issues affecting the girl child and to inform effective policy interventions.

The Commission urged all stakeholders to take bold steps in addressing the challenges girls face, ensuring their voices were heard and their visions for the future were realized.

Promoting Safety and Respect: NGEK, MultiChoice and Kenya Film Commission Lead Masterclass on Intimacy Coordination and Film Set Safety

MultiChoice Talent Factory in Nairobi played host to a groundbreaking Masterclass on Intimacy Coordination and Safety on Film Sets, organized by MultiChoice in partnership with the Kenya Film Commission (KFC). The three-day event brought together key industry stakeholders, including film directors, producers, actors, the National Gender and Equality Commission (NGEC), the Kenya Film Classification Board (KFCB), and MultiChoice, to address the critical issue of safe production environments in the film and television industry.

The Masterclass provided participants with foundational knowledge on intimacy coordination and its role in ensuring safety and respect when filming intimate scenes. The sessions aimed to contextualize intimacy coordination within the Kenyan film industry, focusing on developing protocols and strategies for handling sensitive content while promoting a culture of consent and accountability on set.



NGEC Head of Public Communications Daniel Waitere makes a presentation to participants at the MultiChoice Talent Factory

In addition to practical exercises and workshops, the Masterclass highlighted the pressing issue of sexual harassment on film sets. Stakeholders engaged in in-depth discussions on the challenges of sexual misconduct in the creative sector, which led to a collective commitment to combat these issues.

The need to create comprehensive policies, codes of conduct, and reporting mechanisms to protect all members of the film production environment, from cast to crew, was emphasized throughout the event.

One of the emerging issues was the limited awareness of safe working conditions on film sets and the need to align industry practices with Kenya's legal frameworks, such as the Sexual Offences Act of 2006. Participants recognized that production companies need to update their codes of conduct for performing artists and ensure accountability measures are in place for cases of harassment.

NGEC, as a key player in promoting gender equality and addressing discrimination, emerged as a critical partner in developing an industry-wide strategy to ensure safe, respectful, and inclusive working environments. Among the Commission's action points are collaborating with KFC and production houses to create formal guidelines for engaging with intimate content, offering technical guidance on reporting protocols for sexual harassment, and facilitating regular sensitization sessions on legal standards. NGEK will also work with partners to develop structured training programs for intimacy coordinators, mental wellness interventions, and set etiquette training for production crews.

A breakfast meeting with key stakeholders during the event fostered further dialogue on collaboration across the industry to ensure safer working conditions. The discussions highlighted the importance of a joint public service announcement (PSA) campaign, raising awareness about safe production environments and the legal rights of all involved.

As the film and television industry in Kenya continues to grow, events like this Masterclass mark an important step toward fostering a culture of safety, respect, and inclusivity. With NGEK, MultiChoice, KFC, and other key players at the forefront, the future of film production in Kenya looks set to uphold the highest standards of safety and professionalism, ensuring that all creative professionals can work in environments free from harassment and discrimination.

Refugee Consortium of Kenya Engages NGEC on Collaborative Efforts to Promote Refugee Rights and Inclusivity

A delegation from the Refugee Consortium of Kenya (RCK) visited the Commission (NGEC) to discuss potential collaborations aimed at advancing the rights of refugees and promoting inclusivity for all. During the meeting, both parties emphasized the need to address the unique challenges faced by refugees, particularly in the areas of gender equality, access to services, and protection from discrimination.

NGEC reaffirmed its commitment to ensuring that refugees, especially women and girls, are included in national gender equality frameworks. The discussions also explored ways in which the two organizations can work together to strengthen advocacy efforts and influence policies that safeguard the rights and dignity of refugees across Kenya.

Dr. Purity Ngina, NGEC CEO, welcomed the collaboration, noting that inclusivity is at the core of the Commission's mandate. The meeting marked the beginning of what is expected to be a fruitful partnership focused on fostering equality and protection for all, regardless of status.



NGEC Commission Secretary/CEO Dr. Purity Ngina with the Refugee Consortium of Kenya delegation during a productive courtesy visit

Egerton University Students Engage with NGEC on Practical Gender Mainstreaming Strategies



Participants from Egerton University and the Institute of Women, Gender and Development Studies.

The Commission recently hosted 40 students and staff members from the Institute of Women, Gender, and Development Studies at Egerton University as part of their academic program aimed at exposing them to real-world practices in gender mainstreaming. The visit was designed to provide practical insights into how gender considerations are integrated into organizational policies, operations, and decision-making processes within the public sector.

Key discussions focused on the practical application of gender mainstreaming in decision-making and program implementation. NGEC officials demonstrated how gender-sensitive policies are critical in promoting equality and inclusion across various sectors. By embedding gender considerations into every stage of policy formulation and implementation, organizations like NGEC contribute to advancing gender equality and ensuring that no one is left behind.

The visit highlighted the pivotal role of learning institutions as stakeholders in promoting gender equality. As socializing agents, educational institutions play a crucial role in imparting knowledge and developing the skill sets necessary for effective gender mainstreaming. By educating future leaders on the principles of equality and non-discrimination, these institutions contribute to creating a culture of respect for gender diversity and fairness. Public education through such programs is key to fostering a society that upholds the values of equality and inclusion.

For the students, the experience underscored the importance of applying academic theories of gender mainstreaming in real-world settings, equipping them with the practical knowledge needed to champion gender equality and drive societal change.

NGEC and World Bank Explore Collaboration to Promote Inclusive Development and Climate Action

The Commission recently hosted a delegation from the World Bank Kenya office to explore potential areas of collaboration aimed at enhancing the participation and integration of marginalized communities in Kenya's national development agenda. The meeting focused on developing robust policy frameworks and strategies to ensure that these communities are not left behind in the country's socio-economic progress.



NGEC Ag. Chairperson Thomas Koyier, EBS, Commissioner Dr. Margaret Karungaru, MBS, Commissioner Caroline Lentupuru, MBS, HSC, and Commission Secretary/CEO Dr. Purity Ngina pose for a group photo with delegation from the World Bank Kenya

Key discussions centered on joint research initiatives and community-based projects that would provide critical insights into the experiences and needs of marginalized populations.

This data would be instrumental in shaping policy decisions, ensuring that development interventions are both targeted and effective in addressing the unique challenges faced by vulnerable groups.

Additionally, recognizing the disproportionate impact of climate change on marginalized communities, both parties explored ways to incorporate their needs and knowledge into existing climate action plans.

The aim is to ensure that climate mitigation and adaptation efforts are inclusive, equitable, and responsive to the vulnerabilities of marginalized groups. The Commission and the World Bank expressed commitment to advancing these collaborative efforts to promote sustainable, inclusive development in Kenya.

NGEC and The Action Kenya Hold Coordination Meeting on 'Aging with Dignity'

The Division of Disability and Elderly, in collaboration with The Action Kenya, recently hosted a coordination meeting under the theme "Aging with Dignity." The meeting brought together a diverse group of stakeholders, including state and non-state actors, to assess the current state of caregivers and the services available for persons with disabilities and older persons.

Key discussions focused on identifying gaps and challenges in existing policy, legislation, and institutional frameworks that impact the care and dignity of elderly individuals and persons with disabilities. The participants emphasized the need for more comprehensive and coordinated efforts to support caregivers and ensure that the rights and well-being of these vulnerable groups are prioritized.

The meeting provided an opportunity for stakeholders to share insights and explore ways to strengthen policies and programs that promote the dignity, health, and independence of the elderly, while ensuring that caregivers are adequately supported and recognized in their critical role.

Commission Hosts Multi-Stakeholder Engagement on Gender and Climate Action



NGEC Ag. Chairperson Thomas Koyier, EBS, Commissioner Caroline Lentupuru, MBS, HSC, and Commission Secretary/CEO Dr. Purity Ngina pose for a group photo with stakeholders during the Multi-Stakeholder Engagement on Gender and Climate Action held in Nairobi on September 30, 2024

On September 30, 2024, the National Gender and Equality Commission (NGEC), in partnership with the State Department for Gender and Affirmative Action, and supported by GEM Africa, hosted a multi-stakeholder engagement aimed at advancing equality and inclusion in climate action.

The event focused on developing actionable strategies to ensure that vulnerable groups—such as women, children, youth, persons with disabilities, and marginalized communities—are at the center of climate investments. Participants also evaluated barriers to integrating gender equality into climate policies and proposed solutions to enhance gender responsiveness.

The forum sought to gather critical insights to inform Kenya's report for COP 29, building on the country's commitment to the Paris Agreement. The engagement is a key step in developing Kenya's National Gender and Climate Change Action Plan for 2024-2028, which aims to ensure that all voices are heard in shaping sustainable, inclusive climate strategies.

The Commission emphasized the importance of public input, urging citizens to share their thoughts on making climate solutions truly equitable and beneficial for all.

Empowering Kenya's Youth for Economic Stability

Nairobi, Kenya – On September 24, 2024, the National Gender and Equality Commission, in collaboration with the Hanns Seidel Foundation Kenya, hosted a follow-up stakeholder meeting titled "Harnessing Youth Potential through Business: A Path to Economic Empowerment and Social Stability." This initiative aimed to address the pressing need for economic empowerment among the youth, who constitute 75% of the Kenyan population under 35.



Participants engage at the Stakeholders Forum.

The meeting emphasized several key focus areas: empowering youth to engage in small and medium-sized enterprises (SMEs) and startups through resource sharing and capacity-building initiatives; expanding access to affordable loans, grants, and venture capital for young entrepreneurs; and building networks that connect youth to both local and international markets for business growth.



Head of Youth and Children Division, George Wanyonyi, actively engages in discussions during a vital stakeholder meeting.

Despite the immense potential of this demographic to drive economic growth, many young Kenyans continue to face significant barriers, including high unemployment rates, underemployment, and limited access to capital.

The Commission underscored the importance of addressing these challenges, asserting that fostering youth entrepreneurship is critical for achieving social stability and economic prosperity in Kenya.

Through strategic partnerships and targeted initiatives, the meeting sought to pave the way for a more inclusive economy, where the talents and innovations of Kenya's youth can thrive and contribute to the nation's overall development.

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