



NGEC
National Gender and
Equality Commission

MONITORING AND EVALUATION RESULTS FRAMEWORK FOR THE INTEGRATION OF PRINCIPLES OF EQUALITY AND INCLUSION IN KENYA

2016

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Foreword

I am pleased to present to you a **'Monitoring and Evaluation Results Framework for monitoring and evaluation of the progress of Integration of Principles of Equality and Inclusion in the Public and Private Sector at both National and County government levels in Kenya'**. Development of this framework involved intense consultative sessions by all stakeholders, thus making it more sensitive to their information needs.

Enactment and subsequent promulgation of the Constitution in 2010 brought to fore expanded issues of governance, equality and democracy never before experienced in Kenya.

The 2010 Constitution spell out key equality and non-discrimination principles. Article 27 (3), (4) provides for equality and non-discrimination, while through Article 2 (5, 6), the general rules of international law forms part of the law of Kenya and any treaty or convention ratified by Kenya becomes part of the law of Kenya. Article 10 provides for national values and principles of governance including social justice, inclusiveness and equality. The Constitution resonates with the Employment Act 2007 that contains provisions which prohibit discrimination at the work place and addresses matters pertinent to employment as a whole while the National Policy on Gender and Development 2000 provide a framework to guide different sectors and agencies in advancing gender equality in all aspects; National Gender and Equality Act 2011 provides for promotion of gender equality and freedom from discrimination in accordance with article 27 of the constitution for all persons in Kenya with special focus to persons with disabilities, youth, women, the elderly, minority groups and marginalized communities.

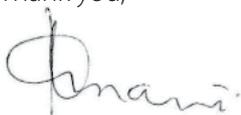
In respect to its mandate, the Commission facilitated the development of the monitoring and evaluation results framework in collaboration with key stakeholders working on issues of equality and non-discrimination. The process involved desk review focusing on human rights and governance indicators, definitions; inputs by stakeholders on relevant indicators, forms for data collection methods and tools. This process ensured accuracy and a common understanding of the framework.

The purpose of this Framework is to provide a comprehensive result based mechanism through which the Commission and stakeholders can track and document progress towards monitoring the integration of the principles of equality and inclusion at different levels; outputs, outcomes and ultimately the goal. The framework focuses on NGEC and stakeholder priority areas, identifying what it will track, when and with whom.

The framework therefore defines the conceptual basis on which it was conceived; identify key indicators for monitoring in public and private sector (National and County governments); data sources necessary to provide indicator values; describe the information outputs, outcome and coordination mechanism for stakeholders. The framework complements other frameworks including; Vision 2030 implementation framework, National Monitoring and Evaluation Framework towards the Prevention of and Response to sexual and Gender Based Violence in Kenya, The Kenya Health Policy (2014-2030), Second Handbook of National Reporting –Indicators for the MTP II , 2013-2017 of Kenya and the Human Rights indicators framework.

I am persuaded that this framework will be useful to the public, private institutions and will challenge institutions towards ultimate integration of the principles of equality non-discrimination to a society that upholds gender equality and fairness for all.

Thank you,



Winfred Osimbo Lichuma, E.B.S
Chairperson-National Gender and Equality Commission

Acknowledgement

The Monitoring and Evaluation Results Framework has been developed with the support and generous contribution from individuals in the public and private Sectors in Kenya.

We thank the Monitoring and Evaluation Department of the Ministry of Devolution and Planning for technical support during conceptualization of the framework. The Second Indicators Handbook significantly informed this framework.

We are grateful to Ministries Departments and Agencies for support in terms of submission of sector based indicators and feedback to the Commission. In particular, we appreciate, Parliamentary Service Commission, Office of Director Public Prosecution (ODPP), the Judiciary, Teacher Service Commission (TSC), Ministry of Education Science and Technology, National Council for Person with Disability (NCPWD) and the National Police Service.

We are indebted to our sister Commissions, Commission for Implementation of the Constitution (CIC), Commission for the Administration of Justice; Independent Electoral and Boundaries Commission (IEBC), the Ethics and Anti-Corruption Commission, and the National Commission on Human Rights for their relentless efforts in providing critical indicators, and also review of governance and human rights indicators.

More appreciation goes to the vibrant civil society; AWAN- Kenya, LVCT Health, International Training and Education Center for Health (I-TECH) University of Washington.

We are grateful to the Commissioners for policy and strategic guidance throughout the whole process. More appreciation to NGEN staff for the support to the framework throughout the whole process. Indeed we are grateful for Jackline Nekesa (Ag. Head of Programmes) and Fred Lumiti, the senior monitoring and evaluation officer for spearheading the whole process of developing this framework.

Our sincere gratitude goes to the Government of Kenya, Uraia Trust and the Ford Foundation for providing technical and financial resources towards the development of the monitoring and evaluation framework



Paul Kuria
Ag Commission Secretary

EXECUTIVE SUMMARY

The vastness and complexity of the NGEC sixteen function portfolios presents a challenging picture of the national agenda for the realization of the right to equality and freedom. The complexity is enhanced by equality, freedom from discrimination and inclusion being viewed in different contexts by stakeholders as a goal, right, principle and cross-cutting issue. This however does not change their definition but goes to show the extent of the desired coverage.

For a comprehensive visual on the status of equality and inclusion in Kenya, strategic mutually beneficial collaboration and partnerships with various stakeholders have to be forged. It is envisaged that both NGEC and the stakeholders will be consumers of the information generated by this framework. Some of these have been identified and played an integral and germane role in the development of this framework.

Equality and freedom from discrimination and inclusion undeniably constitute significant drivers for the advancement of the national and county development agenda. Inevitably, measurement of progress toward realization turns on the levels of respect, protection and fulfillment by the State, the primary duty bearer, of human rights obligations to equality and inclusion owed to the rights holders.

In a country with such socio-economic, political, cultural, ethnic, linguistic, religious and geographic diversity, the discriminated and excluded referred to as special interest groups (SIG's) because they are vulnerable, individually and collectively constitute an important potential of our society. Realization of the twin principle of right to equality and non-discrimination are viewed as an integral component of the address to any resultant imbalance occasioned by diversity.

In order to achieve the desired impact effectively, efficiently and sustainably this monitoring and evaluation framework was developed. The design provides a comprehensive result based mechanism through which NGEC and its stakeholders can track and document progress towards the realization of the right to equality and non-discrimination.

The sixteen functions were molded into five thematic areas and articulated as outcomes and further harmonized with themes from the recommendations from the Strategic Plan assessment, namely;

- Public Awareness Creation
- contribute to and review of legislation
- Mainstreaming of Gender and SIG Issues in the National and County Development Agenda
- Collaboration and Partnerships and lastly
- Research, public education and Management of Information

Each of these carries a number of outcome and output indicators to facilitate the required performance monitoring. Further, to support evaluability, the evaluation criteria and standards for development aid, established in 1991 by the Development Assistance Committee (DAC) from the Organization for Economic Cooperation and Development (OECD) were referenced; efficiency, effectiveness, relevance, sustainability and impact.

The framework is informed by NGEC and stakeholder priority areas, identifying what it will track, when and with whom it will engage. Collectively, these forge the pathway to the achievement of the NGEC Mission and ultimately the vision which is in tandem with national agenda.

The framework is a hybrid intended to monitor performance and compliance assessment framework. This is mainly attributed to the substantive nature of NGEC's work to monitor compliance of the State of its legal obligations as contained in a number of ratified International and Regional Instruments for which attention



to the current best practice was adhered to. It is important to note that the development of this framework coincided with the ending of Millennium Development Goals and coming in of the new global goals- Sustainable Development Goals (SDG's) with its 17 goals, 169 targets, that offers new global benchmarks for fostering the development agenda.

The framework targets data collection primarily on initiatives and or activities directly engaged in or implemented by NGEK and its partners, and the direct impacts. This principle of manageable interest ensures that the results reported by the framework are those that are within the commission's ability to influence.

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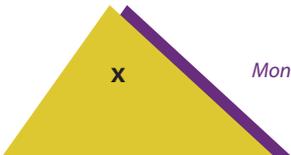
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LIST OF ACRONYMS

ACHPR	African Charter on Human and Peoples Rights
ACR&WC	African Charter on the Rights & Welfare of the Child
AWAN	African Women in Agribusiness Network
CAJ	Commission on Administrative Justice
CSO	Civil Society Organization
DSW	Deutsche Stiftung Weltbevölkerung
ECOSOC	Economic, Social and Cultural Committee
EIPS	Equality and Inclusion in Private Sector Programme
FBO	Faith Based Organization
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GBV	Gender-Based Violence
GoK	Government of Kenya
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic Social and Cultural Rights
I-TECH	International Training and Education Center for Health
KAM	Kenya Association of Manufacturers
KAWBO	Kenya Association of Women Business Owners
KNCHR	Kenya National Commission on Human Rights
LVCT	Liverpool VCT, Care and Treatment
M&E	Monitoring and Evaluation
MED	Monitoring and Evaluation Department
NCIC	National cohesion and Integration Commission
NCPWD	National Council for Persons with Disabilities
NGO	Non-Governmental Organization
NGEC	National Gender and Equality Commission
ODPP	Office of the Director of Public Prosecution
PWDs	Persons with Disabilities
PDNK	Pastoralist development Network of Kenya
RF	Results Framework
SIG	Special Interest Group
SGBV	Sexual Gender-Based Violence
TJRC	Truth Justice & Reconciliation Commission
TSC	Teachers Service Commission
UDHR	Universal Declaration on Human Rights
UN	United Nations
UNCEDAW	Universal Convention on the Elimination of Discrimination Against Women
UNDP	United Nations Development Program
UNPFA	United Nations Population Fund
YEDF	Youth Empowerment Development Fund



1.1 NGEC Establishment

The National Gender and Equality Commission (NGEC) is an Independent Constitutional Commission established pursuant to Articles 59 (4) & (5) of the Kenya Constitution 2010 (the Constitution) and the National Gender and Equality Commission Act of 2011. Leadership is provided by four commissioners and a chairperson.

1.2 NGEC Mandate, Vision and Mission

The NGEC mandate embraces the promotion of the right to equality and freedom from discrimination and attendant actions, United Nations Economic and Social Council (ECOSOC) rights which essentially cover adequacy, availability and accessibility to basic services and needs. NGEC's articulated vision is *"a society that upholds gender equality, dignity, respect and fairness for all" while the mission is, "to effectively and efficiently promote gender equality and freedom from discrimination of all persons in Kenya"* with special focus on special interest group (SIGs).

1.3 NGEC Priority Areas

The following have been earmarked as priority areas by NGEC and informed the identification of indicators and articulation of the outputs and outcomes: -

1.3.1 Monitoring

- a. Establishment of a legal framework to attain the two thirds gender principle and operationalize representation of SIG's in Parliament
- b. Establishment of a legal framework to attain five percent progressive recruitment and representation of PWD's
- c. The accessibility of public buildings for PWD's and Elderly persons
- d. Progress made in closing the equality gap through the equalization fund with focus on infra structure and water sector
- e. Implementation of recommendations on land use and natural resource management
- f. Inclusion of minority and marginalized and Youth in national and county development
- g. Establishment of a database for storage of data on equality and inclusion, timely retrieval and reporting.
- h. Compliance by Kenya with at least four International Instruments on Equality and Inclusion (one convention for each of NGECs SIGs- Convention on the Rights of the Child]] (CRC), Convention on the Elimination of All Forms of Discrimination Against Women, Convention on the Rights of Persons with Disabilities, Indigenous and Tribal Peoples Convention, 1989]] (ILO 169))

1.3.2 Auditing

- a. Equality and Inclusion in Education and employment opportunities;
- b. Applications of affirmative action in initiatives targeting SIGs in development particularly in YEDF, UWEZO and Equalization Funds;
- c. Equality issues among children in children's rehabilitation institutions (children in conflict with the law);
- d. Status of Charitable Children Institutions;
- e. Applications on equality and inclusion in the free maternity program in public health facilities;
- f. The legal framework for managing SGBV cases
- g. Public inquiries and evoked quasi-judicial actions undertaken in matters of public interest
- h. Operationalization of the NGEC Act 2011 through development of rules and regulations

1.3.3 Coordinating and Collaborating

- a. The National GBV Working Group meetings
- b. The Quarterly Women Movement Reference Group meetings
- c. The National Disability and Ageing Working Group meetings
- d. The National and County Level Youth Working Group(S) meetings
- e. The National and County Level Children Working Group (S) meetings

1.3.4 Collaborating

- a. Complaints referral mechanism for article 59 Commission and other institutions including Civil society organization
- b. Development of standards for the implementation of policies for the progressive realization of the economic and social rights

1.3.5 Public Education and Advocacy

- a. Sensitization of private sector and county governments on the rights of the elderly and PWD's
- b. Sensitization and public awareness on SGBV
- c. Development of capacity building manuals on human rights, equality and mainstreaming of SIG issues.
- d. Private sector education programme on minority and marginalized groups rights

1.3.6 Institutional Strengthening

- a. Operationalize IFMIS/GPAY
- b. Activate E-Procurement
- c. Staff Recruitment (Directors, Managers, Support)
- d. Mid-term review of 2013-2015 Strategic Plan & develop new strategic plan
- e. Development of operational manuals and guidelines
- f. Operationalize the three regional offices (Kisumu, Nakuru, Garissa)
- g. Institutional Branding and visibility

The sixteen (16) functions are detailed at Section 8(a) to (p) of the NGEC Act of 2011 and fall into five (5) thematic areas on the promotion of equality and inclusion namely; Public Awareness Creation; Legal Redress and Compliance; Mainstreaming of Gender and SIG Issues in National and County Development; Collaboration and Partnerships and Research & Knowledge Management.

1.3.7 Linkages of Functions and key Strategic Objective

The five functions in this context forms the pillars through which the strategic objectives are realized / operationalized. The Pillars include;

1. Public Awareness
2. Legal Compliance and Redress
3. Mainstream of gender issues in the national and county development agenda
4. Collaboration and Partnership
5. Research and Knowledge Management

1.4 Thematic Areas

In order to make the results framework workable, manageable and feasible the sixteen (16) functions were clustered into five (5) thematic areas from which the outcomes and outputs could be articulated. The clustering is done in the context of the three (3) overall programmatic strategic objectives; Legal Compliance, Mainstreaming and Coordination, and Public Education Advocacy and Research as shown in figure 1.

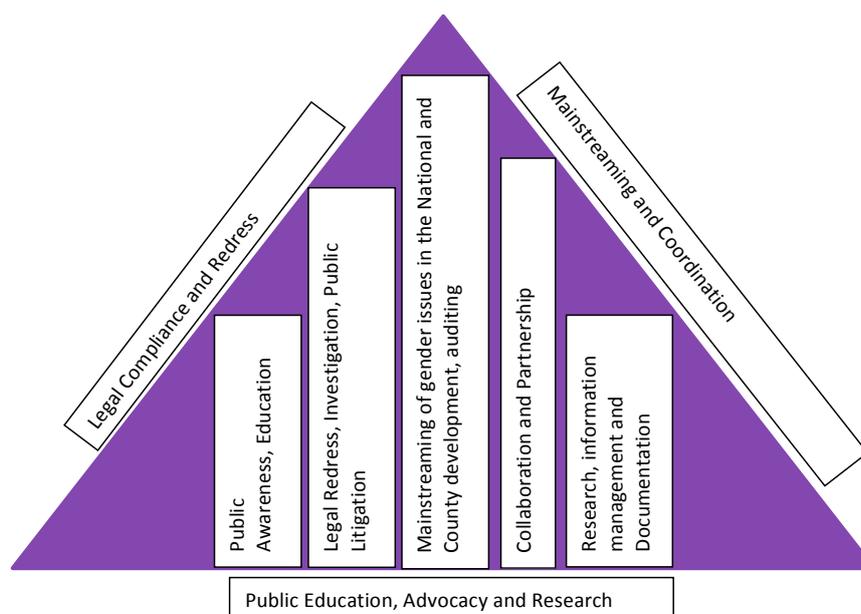


Figure 1: Linkages of Functions and key Strategic Objective

1.5 Determination of Thematic Areas

The clustering criterion of the functions was informed by the definitions¹ of the key actions to be undertaken and the intended result of those actions as depicted in table 1.

THEMATIC AREA	FUNCTIONS	OUTCOME STATEMENT
Public Awareness Creation	a & h	Increased culture of respect for principles of equality including gender equality, freedom from discrimination and inclusion demonstrated in public and private sectors, National and County governments(reduced GBV cases, enhanced partnership and participation of both men and women in all spheres of development- political, economic, social, a more vibrant civil society holding the Government accountable).
Monitoring & Oversight	b & c	State (public and private institutions at national and county level) are compliant with all international, regional and constitutional principles on equality and non-discrimination.
Contribution to & Review of legislation	b),c),e),f),j),l),m)	National and County laws, policies and administrative regulations in private and public sectors compliant with International and regional obligations on equality and inclusion.
Mainstreaming of Gender and SIG issues in the National and County development Agenda	d)	Gender and SIG Issues are being progressively mainstreamed into the National and County development budgets, plans, processes and being implemented (gender responsive policies, programs, budgets, more citizen participation in governance).
Collaboration and partnerships	g) & k)	Greater integration of Principles of Equality and Inclusion and acceptable standards for progressive realization of ECOSOC Rights promoted through inter agency collaboration and partnerships.
Research and Knowledge management	& n)	Knowledge on the principles of equality, freedom from discrimination and Inclusion is being continuously increased through research, development of data collection methods, innovations, managed and made accessible to enable efficient, effective and relevant reporting.

¹ See glossary annexed

JUSTIFICATION FOR THE EQUALITY AND INCLUSION M&E FRAMEWORK

The justification for the development of this results framework is premised on the following grounds: -

2.1 Importance of Equality and Inclusion for National Development

In the development discourse, people are recognised as the real wealth of Nations. The human development paradigm is about creating an environment in which people can develop their full potential and lead productive, creative lives in accord with their needs and interests². Succinctly put, "The realisation of human rights is a fundamental goal of development"³.

The realisation of the right to equality and freedom from discrimination and principle of inclusion are important areas of concern in the national development discourse. In a recent report, gender inequality was reported as a barrier to Kenya's development⁴.

The Inclusion principle by its very definition provides for opportunities and a space for the marginalised⁵ and excluded to engage and participate in all aspects of national and national development. Inclusion is defined as a never ending search to find better ways of addressing diversity. It is about learning how to live with difference and how to learn from difference. Difference in this context is thus seen in a positive aspect as opportunity for learning. It is concerned with identification and removal of barriers and requires the collection, collation and evaluation of information from a wide variety of sources in order to plan improvements in policy and practice. Inclusion is about the presence, participation and achievement of target group and involves a particular emphasis on those at risk of marginalization, exclusion or underachievement⁶.

2.2 The Constitution of Kenya and NGEAC ACT 2011

The Constitution of Kenya 2010 mandates the promotion of democracy, human values, dignity, equality, equity and inclusion in the following manner:

- 1) As the Supreme law of Kenya⁷ it is binding on all persons and state organs, at both levels of Government. In addition general rules of international law as well as treaties or conventions ratified by Kenya also form part of our laws⁸.
- 2) The Constitution recognises human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized are articulated as national values and principles of governance.⁹
- 3) The right to equality and freedom from discrimination for all Kenyans is also recognised. Specific mention of Affirmative action and gender equality as directive principles which the state, public institutions and individuals must ensure are respected and promoted at all levels of the society is also made.¹⁰

2.3 NGEAC Functions

All five NGEAC thematic areas¹¹ require that an effective, efficient and reliable data collection or generating mechanisms be in place. In order to gauge these mechanisms a results framework becomes an integral component for the realisation of the desired results. The information generated will strengthen and inform the NGEAC reporting, advisory, learning and facilitate focusing and future planning.

2 UNDP Human Development Report 2000
 3 Professor Amartya Sen Professor of economics and Nobel Prize winner for economic sciences ,1998
 4 The Institute of Economic affairs(IEA)-Report-Profile of Women's socio-economic status in Kenya
 5 Marginalized Communities, Marginalized Groups Article 260 of the Constitution and Minorities
 6 Stakeholder input during Consultative Session on Indicator Development held on 11th June 2015
 7 Article 2Constitution
 8 Article 2(5) &(6) Constitution
 9 Article 10 &10(2)(b)Constitution
 10 Article 27 Constitution
 11 See Table 1(Chapter 1-1:4)

2.4 Requirement for a Centralized Coordinated Database on Equality and Inclusion

A substantive amount of NGECC work involves monitoring and audit and this necessitates the use of reliable comprehensive data to generate obligatory reports, status audits and advisories. The main hindrance to achieving this is the lack of a coordinated and centralized mechanism to enable routine monitoring, documentation, storage, analysis and timely generation of reports and information on the integration of equality and inclusion principles in Kenya.

3.1 Purpose

3.1.1: General Objectives:

The purpose of the M&E Framework is to provide a comprehensive evidence based mechanism to aid monitoring and evaluation efforts on integration of the principles of equality and inclusion in public and private sectors at national and county government levels.

3.1.2: Specific Objectives:

The specific objectives of the equality and non-discrimination M&E framework are:

- a. To establish a framework to monitor progress integration of the principles of equality and inclusion in public and private sectors at national and county governments in Kenya;
- b. To define key indicators for monitoring the integration of principles of equality and inclusion in public and private sector at national and county governments;
- c. To describe the information outputs, outcome and coordination mechanism that all key stakeholders at national and county governments levels will periodically report to and from where they may access the reports;
- d. To facilitate evidence based advocacy, budgeting, decision-making and programming

3.1.3: Framework Design:

The framework is designed to capture disaggregated data on prohibited grounds of discrimination as per article 27(4) of the constitution and at all levels and the SIG's inclusion in national and county development. It provides a visual of NGECC collaborative and partnership initiatives to develop policy standards for the implementation of ECOSOC Rights. Mainstreaming of gender and SIG issues into national and county development agendas and processes and efforts are discernible. The collaborative inter-agency referral mechanism work conducted with other constitutional and relevant bodies for the protection and promotion of the right to equality and Inclusion principle is also depicted. Monitoring of Initiatives and innovations by NGECC in keeping knowledge and research current on equality and freedom from discrimination and the principle of inclusion in Kenya also highlighted. Collectively, these are seen as pathways leading to the achievement of the NGECC Mission and ultimately the vision.

The framework will target data collection primarily on initiatives or activities directly implemented by NGECC, Stakeholders and its partners, and their direct impacts. This will be used in tandem with specifically designed and implemented M&E surveys and studies, baseline studies, situational analysis, opinion and perception surveys, sectoral inclusion indices¹² and other data sources in order to capture comprehensive information. The latter data sources will also be useful tools for investigating the secondary impacts of the NGECC and relevant Stakeholder initiatives or activities or programmes where appropriate.

3.2 Key Considerations in the Framework Development

In developing the framework considerable research was conducted to ascertain key considerations that arise out of consistent measures in relation to global and regional standards processes, methods and tools that are recommended for adherence to as well as illustrative Indicators.¹³

This results framework focuses on the NGECC and stakeholder's contribution to the realization of Equality and Inclusion in Kenya. Kenya has ratified a number of International and Regional Instruments (reference footnote 18) that evidence her commitment to the realization of these, her efforts in actualizing this commitment and transforming them into desired results will be tracked through this framework.

¹² Each sector(health, education, housing, water, sanitation, food, social security) should have an inclusion index

¹³ Annexed - List of documents

3.2.1: Attributes of Violence against Women, Non-discrimination, Equality, ECOSOC Rights

TABLE 2-5 contain attributes of various aspects that are used to measure state level compliance¹⁴

Table 2: Attributes of violence against women (UDHR ART 1-5 &16, CEDAW, CRPD, CRC)

- Sexual and reproductive health & harmful traditional practices
- Domestic violence
- Violence at work, forced labor & trafficking
- Community violence & abuse by law enforcement officials
- Violence in post-conflict & emergency situations

Table 3: Attributes of non-discrimination (UDHR Art 1, 2 & 7)

- Equality before the law & protection of the person
- Direct/indirect discrimination by public/private actors nullifying/impairing access to education and health services
- Direct/indirect discrimination by public/private actors nullifying/impairing equality of livelihood opportunities
- Special measures including participation in decision making

Table 4: Attributes of equality (UDHR Art 1, 2 & 7)

- Equality before the law and the protection of the person
- Access to an adequate standard of living, health and education
- Equality of livelihood opportunities
- Special measures including for participation in decision making

Table 5: Attributes of ECOSOC rights

- Adequacy-enough in quantity, good enough in quality, for a particular purpose or need
- Availability –that you can get, buy or find
- Accessibility-that can be reached, entered, used, seen

¹⁴ Table 4-7 Content taken from UN Human Rights Indicators-a guide to measurement and Implementation: Human Rights, Office of the Commissioner

3.2.2: Benchmark

Another consideration is the importance of setting benchmarks in the indicators and arise out of consistent measures in relation to global and regional standards. These are expressed for instance as a measure of relative change. This strategy was recommended to accelerate State implementation of Integration of and Compliance with the right to equality and inclusion principle.¹⁵

3.2.3: Quantitative and Qualitative Indicators

A combination of quantitative and qualitative indicators for each result level were identified from a variety of sources (see footnote 18) and contextualized. The selected process, output, outcome and impact indicators will ultimately be measuring the enjoyment of the right to equality and principle of inclusion by the SIG's who are the targeted rights holders and or the progress made by the primary and secondary duty bearers in meeting the human rights obligations owed to them.

State compliance to obligations under the human rights equality and inclusion regime is measured through the embedded compliance assessment indicators in this framework.

3.2.4: Compliance Assessment and Performance Assessment

Compliance monitoring is reporting on and follow up of recommendations of treaty bodies and special procedures. Indicators for human rights compliance fall into three categories, namely; structural, process and outcome indicators. These track State commitment, effort and results respectively are anchored in human rights standards. In a performance assessment framework, the process indicators would fall into the input and output indicators categories whilst the outcome indicators would slot into the outcome and impact indicators categories and are anchored in programme objectives.

Structural indicators capture the acceptance, intent and commitment of the Sate to undertake measures in keeping with its human rights obligations. Ratification and adoption of legal instruments as well as creation of basic institutional mechanisms in targeted areas as deemed necessary for the promotion and protection of human rights will be tracked.

The process indicators link structural indicators to a corresponding outcome indicator. They measure the duty bearer efforts to transform human rights commitments into desired results. Relevant policies, special measures, public programmes for development and governance and specific regulations and redress interventions are identified for tracking progress toward the desired results in this framework.

Outcome indicators are individual and collective attainments that reflect the state of enjoyment of human rights in a given context.

3.2.5: Disaggregation of Data

The framework requires the disaggregation of data on four levels namely; SIG, prohibited grounds of discrimination, national/county and private /public sectors as appropriate.

3.2.6: Evaluation Criteria

As ultimately evaluations will have to be conducted the indicators would have to address the evaluation criteria. The OECD DAC criteria and guidelines were observed and each indicator was interrogated under this lens.

15 Recommendation by ECOSOC Committee General Comment No.1 (1989) & No 14(2000)

Table 6: OECD DAC criteria and integrating HR &GE

OECD DAC EVALUATION CRITERIA & DEFINITION		INTEGRATING HR & GE
Relevance	Extent to which the initiatives are suited to the target group; considers:-current validity of the initiative objectives (results); consistency between initiatives and out puts to overall goal and outcome	Examining how the intervention is designed and implemented to align and contribute to HR & GE (extent of alignment to -international, regional instruments & interests of SIG's)
Effectiveness	Measures extent to which the initiatives attain objectives (results): considers:-extent to which objectives are achieved/likely to be achieved; major factors influencing achievement/non-achievement of objectives.	Assessing the way results were defined, monitored and achieved(or not) on HR&GE and that processes were aligned with HR & GE principles (inclusion, non-discrimination, accountability etc) (e.g extent to which theory of change integrated HR &GE, incorporation of HRBAP & Gender mainstreaming strategy in design and implementation
Efficiency	Measures outputs (qualitative & quantitative) in relation to inputs-use of least possible resources to achieve desired results: initiatives cost-efficient? Timely? Comparatively most efficient implementation methods.	Broader analysis of the benefits and related costs of integrating HR &GE(e.g. extent to which resource allocation to target groups prioritized the most marginalized
Sustainability	Benefits of initiatives likely to continue beyond initiative? consider capacities, financial etc	Extent to which the intervention has advanced key factors that need to be in place for long term realization of HR & GE(e.g developing enabling and adequate environment for real change on HR &GE, capacity development of targeted rights holders to demand and duty bearers to fulfill their obligations, redistribution of resources, power and workload between SIG's)
Impact	positive/negative changes produced by initiatives-direct/indirect; intended/unintended: considers-happenings as a result of initiatives; real difference initiatives has made to stakeholders (duty bearers &rights holders);numbers affected by initiatives	The actual and long-lasting realization and enjoyment of HR & GE by rights holders and capacity of the duty bearers to respect, protect and fulfill HR & GE(e.g. whether rights holders have been able to enjoy their rights and duty bearers have the ability to comply with their obligations, whether there is change in both groups or not, empowerment of the target group and influence outside the target groups

3.2.7: Data Analysis Tools

The methods and tools applied to analyze the data also informed the determination of the selected indicators per sector. They will also influence the development of the data collection tools.¹⁶

16 Harvard analytical framework for gender analysis , multiple regression analysis for measuring discrimination

From a rights based perspective, the stakeholders fall into two categories, namely duty bearers and rights holders. In each of these categories there are different levels, namely; primary and secondary.

4.1 Duty Bearers

A duty bearer has an obligation to comply with legal, policy, administrative regulation requirements on equality and inclusion principles owed to right holder(s). These obligations fall into three main categories namely, to respect, protect and fulfill.

The primary duty bearer is the State. The obligation to respect requires that the State refrain from interference with the enjoyment of human rights, whilst the protect obligation requires the prevention of private actors or third parties from violating human rights. To fulfill obligation requires the State to take positive measures, including adopting appropriate legislation, policies and programmes, to ensure the realization of human rights. The contextual areas of concern are the right to equality and freedom from discrimination and the principle of Inclusion.

Development partners play a supportive role to the primary or secondary duty bearers by facilitating them in meeting their obligations to rights holders. Private Sector actors have obligations toward those rights holders that fall under their authority on the one hand. On the other hand, they may play a supportive role to the National or County Governments through the provision of support in resources, kind or of a technical nature through private public partnerships or community and social responsibility programmes or other platforms.

Specifics about the various roles of these different levels of Duty bearers are captured in the **Map 1: Stakeholders Map** below.

Table 7: Examples of duty bearers

EXAMPLES OF DUTY BEARERS
Public Sector ¹ - National and County Governments (MDAs such as Directorate of Gender, Directorate of Youth, National Council for Persons with Disabilities, National Council for Children's Services, Monitoring and Evaluation Directorate (MED) Parastatals, Council of Governors), SIG Agencies /Constitutive Bodies & Independent Commissions-KNCHR & CAJ, NCIC, TJRC), CSOs, Registrar of Political Parties, National Police Service, Judiciary, Attorney General, Policy makers.
Private Sector Bodies ² -companies, enterprises, professional associations, media
Development Partners- Ford Foundation, UNDP, UNPFA, UN Women, DSW, Royal Norwegian Embassy, URAIA Trust, GIZ, The Government of Finland-

4.2 Rights Holders

The work of NGECC is essentially to support the creation of an environment where the power relationship between the duty bearer and rights holders in the equality and inclusion arena is relatively more balanced. Rights holders are the citizenry or general public to whom the duty bearers owe an obligation to promote, respect, and fulfill their rights under the Constitution. They are entitled to claim or demand the respect or fulfillment of their right to equality and freedom from discrimination and ECOSOC Rights from the duty bearers. Redress for infringement or violation of these rights is made available to them in the Constitution. In the NGECC work context, the rights holders are the SIG's.

4.3 Stakeholders' map

Table 8: Stakeholders' Map

NO	Stakeholder	Roles/Mandate of the Stakeholder	Areas of collaboration	Primary (P)/ Secondary (S)
1	State Department of Gender Affairs	<ul style="list-style-type: none"> Overall implementation of policies, laws & programs to support gender equality & inclusion of SIGs Development of gender responsive policies & legislation through consultation with NGECC and other relevant stakeholders 	<ul style="list-style-type: none"> Mainstreaming of gender Advocacy & coordination of education and public awareness creation programmes on the rights of vulnerable persons Policy formulation, legislative reviews, advocacy, Information exchange & conducting research on issues of equality such as gender responsive budgeting International reporting on treaties ratified 	P
2	National Council for Children Services (NCCS)	<ul style="list-style-type: none"> Provide oversight & coordination of pro children rights initiatives & organizations Mobilization of resources for implementation of children's programs Formulation & implementation of policies & laws on children's issues Networking with other pro children rights partners 	<ul style="list-style-type: none"> Facilitation in formulation of policies & laws relating to children Provision of advisory services on child related programmes Preparation & submission of reports to parliament on children's issues International Reporting on treaties ratified Giving advisory as a running theme 	P

3	Women's Enterprise Fund	<ul style="list-style-type: none"> Enhance women's entrepreneurship through provision of accessible and affordable credit 	<ul style="list-style-type: none"> Monitoring & facilitation of women empowerment initiatives & programmes 	P
4	National Council for persons with Disabilities	<ul style="list-style-type: none"> Promote rights of PWDs & the mainstreaming of issues of PWDs into all aspects of development i.e. socio cultural, economic & political 	<ul style="list-style-type: none"> Promotion of mainstreaming of rights of PWDs at national & county levels Preparation & submission of reports to parliament on issues of PWDs 	P ³
5	<ul style="list-style-type: none"> The National Fund for the Disabled of Kenya 	<ul style="list-style-type: none"> An endowment Fund established under the Perpetual Succession Act Cap 164 of the Laws of Kenya and mandated to utilize income for social economic empowerment of persons with disabilities through; <ul style="list-style-type: none"> Provision of rehabilitation devices Tools of trade /equipment Grant to institutions for persons with disability for infrastructural development and income generation initiatives 	<ul style="list-style-type: none"> Promotion of the empowerment of PWDs Advocacy of appropriate measures to minimize conditions giving rise to disability. 	P
6	Monitoring & Evaluation Department (MED) of Devolution and Planning	<ul style="list-style-type: none"> Mandated by law to coordinate M&E activities in the public sector in Kenya 	<ul style="list-style-type: none"> Coordination of M&E capacity building initiatives in the public sector, at county and national level Development of indicators and progress markers for equality and inclusion of SIGs 	P
7	National Police Service	<ul style="list-style-type: none"> Mandated by law to collect data on incidences of gender based violence of SIG's Mandated by law to observe human rights of accused persons including SIG's 	<ul style="list-style-type: none"> Data collection initiatives on GBV such as the establishment of SGBV database Referral of cases on violations of the principle of equality and freedom from discrimination of SIGs 	P
8.	Teachers Service Commission	<ul style="list-style-type: none"> Review the standards of education and training teachers Advise GoK on all matters relating to the education sector in the country 	<ul style="list-style-type: none"> Development of standards for policies on the progressive realization of education as an ECOSOC right for SIGs 	
9	Judiciary	<ul style="list-style-type: none"> Mandated by law to administer justice in courts of law in accordance with the Constitution and National/ County laws Mandated by law to make interpretive rulings/ judgments on the constitution and national/county laws 	<ul style="list-style-type: none"> Referral of cases on the violations of the principle of equality and freedom from discrimination of SIGs 	

10	Attorney General Chambers	<ul style="list-style-type: none"> • Mandated by law to advise the State on treaty ratification processes, prepare requisite briefs for Parliamentary approval for ratification • Maintain an updated ratification register 	<ul style="list-style-type: none"> • Presentation of International/Regional human rights instruments for ratification by parliament • Collaboration/lobbying for ratification of relevant human rights International/ Regional Instruments 	
11	Office of the Director of Public Prosecution	<ul style="list-style-type: none"> • Undertaking public prosecution of cases forwarded by investigation agencies such as the Police, Ethics and Anti-corruption Commission etc • To advise Government Ministries, Departments and State Corporations on matters pertaining to the application of criminal law 	<ul style="list-style-type: none"> • Referral of SGBV cases such as rape 	
12	Registrar of Political Parties	<ul style="list-style-type: none"> • Mandated to manage and administer the party political fund 	<ul style="list-style-type: none"> • Allocation of 30% of party political fund to promote SIG representation 	
13	Development Partners(Ford Foundation, UNDP,UNPFA,UN Women, GIZ et al)	<ul style="list-style-type: none"> • Complement state resources in the provision of technical support & equipment and capacity building of state & non state actors involved in the promotion of gender equality & freedom from discrimination 	<ul style="list-style-type: none"> • Facilitation of implementation programmes in the promotion of gender equality & freedom from discrimination 	S
14	Kenya National Commission on Human Rights (KNCHR)	<ul style="list-style-type: none"> • Provide coordination & facilitative support for the enhancement of promotion & protection of human rights • Research, monitor compliance & report on human rights standards & best practices • Conduct human rights education & training • Investigate & provide redress for human rights violations (including the use of referral mechanisms) 	<ul style="list-style-type: none"> • Development of standards for the realization of ECOSOC rights • Provision of redress in the case of violations • Promotion of the rights of NGECS target groups i.e. SIGs • Provision of progress reports on the realization of ECOSOC rights & the rights of SIGs • Participation in the inter-agency referral mechanism to promote and protect the right of equality and principle of inclusion 	S

15	Commission on Administrative Justice (CAJ)	<ul style="list-style-type: none"> • Investigate conduct of the state in affairs of: maladministration; abuse of power; unfair treatment; oppressive, unjust & unlawful practices • Provide advisory opinions on improvement of public administration • Promote alternative dispute resolution mechanisms • Publish reports on the status of administrative justice • Promote public awareness and ensure compliance with the principles of integrity, good governance and responsiveness 	<ul style="list-style-type: none"> • Protection of rights of vulnerable groups by ensuring compliance by public institutions 	S ⁴
16	National Cohesion and Integration Commission(NCIC)	<ul style="list-style-type: none"> • Mandated by law to collect views from public including SIG's on cohesion and integration • Mandated by law to make recommendations on inclusion of SIG's in national and county development 	<ul style="list-style-type: none"> • Research on public views and perceptions as far as inclusion of SIGs is concerned, towards the creation of a cohesive and integrated society • Submission of status reports to the state on the integration and inclusion of SIGs 	
17	Independent Electoral and Boundaries Commission (IEBC)	<ul style="list-style-type: none"> • Mandated to demarcate electoral boundaries and conduct elections of president, governor, senator, women representative and member of county assemblies. • Mandated to maintain a national voters register • Mandated to advise on representation requirements for elective posts in accordance with article 100 of the Constitution • Mandated to maintain a register of elected persons 	<ul style="list-style-type: none"> • Information sharing on the representation of SIGs at county and national electoral positions • Submission of reports to the state on representation of SIGs at county and national electoral posts 	
18	Kenya National Bureau of Statistics (KNBS)	<ul style="list-style-type: none"> • Collecting, analyzing & disseminating official statistical data in Kenya • Conducting the National Census 	<ul style="list-style-type: none"> • Conducting research, collecting & collating data on NGEC's target groups (SIGs) 	S

19	NGO's co-ordination Board	<ul style="list-style-type: none"> • Registration and coordination of all national and international NGOs operating in the country • Advise the government on contribution of NGOs to national development • Provision of policy guidelines for NGOs to align their activities with national priorities • Receiving and analyzing NGOs annual reports 	<ul style="list-style-type: none"> • Advocacy initiatives such as public awareness and sensitization forums for the equality and inclusion of SIGs in national development 	
20	Media (Nation Media Group)	<ul style="list-style-type: none"> • Promote access to information on issues relating to gender equalities & discrimination • Enhance visibility of NGEC and disseminate information about its work • Duty bearer obligation to its staff on integration of the right to equality and principle of inclusion 	<ul style="list-style-type: none"> • Awareness promotion & compliance on issues relating to gender equality & non discrimination • Access & visibility of NGEC & its work • Integration of right to equality and freedom from discrimination and principle of inclusion at in the workplace 	S
21	Civil Society Organizations (CSOs) ICJ(Kenya Chapter), KHRC, CEMIRIDE, APDK, IMLU, CRADLE, FIDA (K), CREAM, PDNK, KAWBO, LVCT, AWAN	<ul style="list-style-type: none"> • Implement programs on gender equality & freedom from discrimination and principle of Inclusion • Highlight violations & seek avenues of redress, make referrals to NGEC • Sensitize stakeholders(duty bearers and rights holders) on issues of gender inequalities & non discrimination 	<ul style="list-style-type: none"> • Promotion of gender equality & freedom from discrimination through awareness creation, lobbying & advocacy 	S
22	Private Sector (Professional Bodies-Bankers Association, LSK, Kenya Medical Association, KEPISA) Financial Institutions –Equity Bank), Safaricom, I-TECH Kenya, KAM, IVONA IT Consultancy	<ul style="list-style-type: none"> • Support programmes that seek to promote the principles of gender equality & freedom from discrimination, in their operations via CSR activities 	<ul style="list-style-type: none"> • Promotion of integration & compliance principles of gender equality & freedom from discrimination through program interventions in collaboration with other key stakeholders⁵ 	S
23	Policy Makers-(Legislators National/ County Assembly, Women Legislators, Pastoralist Parliamentarians,)	<ul style="list-style-type: none"> • Mandated to approve ratification of treaties • Mandated to make laws 	<ul style="list-style-type: none"> • Formulation of policies for the legislation of laws compliant with international body treaties 	

24	Ministry of Health	<ul style="list-style-type: none"> • Mandated to develop health policies and regulations for the country 	<ul style="list-style-type: none"> • Development of standards for policies on the progressive realization of quality health as an ECOSOC right for SIGs • Capacity building and Technical assistance to health institutions at county level 	
25	National Treasury	<ul style="list-style-type: none"> • Formulate financial and economic policies • Develop the annual national budget • Oversee effective coordination of government financial operations 	<ul style="list-style-type: none"> • Development of economic policies for economic empowerment of SIGs • Advancement of SIGs responsive budgeting 	
26	Ministry of Environment, Water and Natural Resources	<ul style="list-style-type: none"> • Development of policies for sustainable management of environment, water and natural resources in Kenya • Enhance access to safe water and sanitation in order to improve health, and to spur Socio-economic growth and development 	<ul style="list-style-type: none"> • Formulation of standards for the SIGs access to safe water and sanitation for SIGs (ECOSOC right attainment) 	
27	Ministry of Interior & Coordination of National government (Directorate of Immigration and registration of persons)	<ul style="list-style-type: none"> • Registration of persons, births and deaths • Management of refugees • Maintenance of the integrated population registration system 	<p>Establishment of a SIGs database, with disaggregated numbers for each SIG category i.e. women, men, children, youth, elderly, PWDs, marginalized and minorities</p> <p>Development of policies for inclusion and representation of refugees in Kenya</p>	
28	Ministry of Education, Science and Technology (Quality Assurance & Standards)	<ul style="list-style-type: none"> • Establishing, maintaining and improving standards in all basic and training institutions in the country • Advising the GoK matters of quality assurance and standards in the education sector 	<ul style="list-style-type: none"> • Formulation of policy standards for the attainment of quality education as an ECOSOC right for SIGs 	

5. RESULTS FRAMEWORK

The results framework provides the logical sequence from the outcomes, indicators, means of verification, data source, risks and assumptions as shown in table 9.

Table 9: RESULTS FRAMEWORK

THEMATIC AREA ONE: PUBLIC AWARENESS CREATION					
RESULT AREA	INDICATORS	MEANS OF VERIFICATION	DATA SOURCE	FREQUENCY OF REPORTING	RISKS/ ASSUMPTIONS
Goal Equality and inclusion principles upheld in public and private sector	1.1 SIG's demands for ECOSOC rights being fulfilled by the State and secondary duty bearers in public and private sectors at the National and County levels	Survey reports Meta Evaluation and thematic evaluation monitoring reports	NGEC & Stakeholders Opinion & Perception surveys NGEC & Stakeholders Inclusion Indices	Annually	Favourable political environment
	1.2 State and secondary duty bearers at National and County levels protecting, promoting and fulfilling obligations on equality and inclusion to SIG's	Afro barometer monitoring reports	Afro barometer (Kenya Report) NGEC & Stakeholders Data based on Expert Evidence NGEC & Stakeholders Events Based Surveys KNBS NGEC & Stakeholders programme reports Line Ministry Administrative Data		
			NGEC & Stakeholders joint commissioned Meta Evaluation on Equality and Inclusion Report NGEC & Stakeholders joint commissioned Thematic Evaluation Reports NGEC & Stakeholders research studies on Equality and Inclusion		

RESULT AREA	INDICATORS	MEANS OF VERIFICATION	DATA SOURCE	FREQUENCY OF REPORTING	RISKS/ ASSUMPTIONS
Outcome 1 Increased culture of respect for principles of equality including gender equality and freedom from discrimination and inclusion demonstrated by the State at both National and County levels and the public and private sectors	<p>1.1 Equal access for all SIGs to affordable and quality technical, vocational and tertiary education including university improved</p> <p>1.2 Elimination of all forms of violence against women in public and private spheres including trafficking, sexual and other types of exploitations improved</p> <p>1.3 Attitude and practices towards women, children, youth, elderly, minorities, marginalized and PWDs(SIGs) improved/ Change in social norms and attitudes towards SIGs/ Culture of Respect and Acceptance for SIGs</p> <p>1.4 Provision of opportunities by County and State for SIGs to participate in decision making processes of public life improved/ Increased access to resources and power for SIGs/ Participation of SIGs in decision making]</p> <p>1.5 Proportion of cases with actions taken by State in accordance with competent tribunal/courts determination/ruling/ judgement</p>	<p>reports</p> <p>Programme monitoring reports</p> <p>Monthly statistic reports</p> <p>Interview guides and questionnaires</p>	<p>KNBS;</p> <p>Economic and social surveys (disaggregated data on gender and SIG)</p> <p>Ministry of Education</p> <p>County reports</p> <p>Ministry of Planning and Devolution</p> <p>Tribunal/ court files</p>	<p>Quarterly for programme reports</p> <p>Tri-annually/bi-annually for surveys</p> <p>Monthly for statistics reports</p> <p>Quarterly for judicial records</p>	<p>Political goodwill</p> <p>Data will be collected by NGECA and stakeholders using a standardised format</p> <p>Reporting on Data will be during prescribed time period</p>

OUTPUTS	INDICATORS	MEANS OF VERIFICATION	DATA SOURCE	FREQUENCY OF REPORTING	RISKS/ ASSUMPTIONS
Output 1.1 NGEC and stakeholder's public awareness campaigns to promote equality and freedom from discrimination in accordance with Article 27 of the Constitution at county and national level	<p>1.1.1. Proportion of SIGs elected as members of the National/County Assembly, Senate</p> <p>1.1.2 Proportion of SIG's elected to Gubernatorial position</p> <p>1.1.3. Proportion of National /County budget allocated to SIG needs/Budget allocations to SIG needs</p> <p>1.1.4 Development, publication and dissemination of NGECE public education guidelines/handbook</p> <p>1.1.5. Number of private and public sector using NGECE public education guidelines/handbook</p> <p>1.1.6 Number of National conventions held on SGBV and GBV</p> <p>1.1.7 Proportion of public interest litigation on right to equality and or principle of inclusion heard and determined with redress granted by competent tribunals/courts</p> <p>1.1.8 Proportion of targeted public/ private sector implementing the Standardized guidelines on PWD and ageing at national/county level</p> <p>1.1.9 Proportion of targeted public/private sector implementing the Gender Equality policy at national/county level/ Two thirds gender principle compliance in Recruitment, Deployment and promotions in the security sector i.e. police, army etc/ Establishment of Gender desks in Police Stations with trained personnel to man the desks</p> <p>1.1.10 Number of public officers trained on human rights</p> <p>1.1.11 Proportion of SIGs trained on the bill of rights</p> <p>1.1.12 Number of sessions held to train public officers on human rights / Police training on human rights [Sessions held]</p> <p>1.1.13 Community Policing-Sensitize public on their rights, Sexual violence and children's rights [No. of sensitization sessions held, No. of Gender based violence offenses reported]</p>	IEBC	IEBC Reports	Five Year/periodic reports	Favourable political environment
		data on Line budget	National / Budget Allocation Guideline /handbook distribution register	Tri-annually/ bi-annually for surveys Quarterly for judicial records	
		Judicial records programme monitoring reports	Survey		
			Programme reports		

THEMATIC AREA TWO: LEGAL REDRESS AND COMPLIANCE					
RESULT AREA	INDICATORS	MEANS OF VERIFICATION	DATA SOURCE	FREQUENCY OF REPORTING	RISKS/ASSUMPTIONS
Goal	See Thematic Area 1				
Outcome 2	National and County laws, policies and administrative regulations in private and public sectors compliant with Internationals, Regional obligations on equality ,freedom from discrimination and Inclusion	Survey Reports Monitoring reports Private/public sector NGEC complaints monitoring reports	Opinion & Perception Survey Administrative data target private/public sector NGEC Complaints records	Tri-annually /Bi-annually Survey Quarterly administrative data	Political goodwill Data will be collected by NGEK and stakeholders using a standardised format Reporting on Data will be during prescribed time period
	2.1: Increased/enhanced enforcement of the principles of equality, freedom from discrimination and inclusion in public / private sectors at County/National level/ 2.2: Respect for the principles of equality, freedom from discrimination and inclusion in public/private institutions demonstrated by initiatives showing change in attitude and perceptions of duty bearers and rights holders 2.3 Increased compliance by State with targeted ratified International/ Regional legal instruments on equality, freedom from discrimination and inclusion 2.4 Improved living standards for SIGs through the provision of equal access to adequate, available essential services/needs (education/health/finance/social security/food/housing ,safe water/sanitation)				

Output 2.1	2.1 Laws/policies/administrative regulations at National/county level reviewed for compliance on integration of equality, freedom from discrimination and inclusion principles	2.1.1 Number of laws/policies/administrative/regulations/rules at National/County level in public/ private sector reviewed to guarantee women;(a) informed choices on their sexual and reproductive health (b) protection against gender based violence (equal opportunity to participate in political, economic, cultural and social spheres/ Formulation of gender equality policies such as equalization fund, 30% procurement policy/ 2.1.2 proportion of targeted public/private institutions integration compliant on principles of equality, freedom from discrimination and inclusion at National/ county level 2.1.3 Improved follow through of affirmative action adopted for SIGs at the National and county levels in public / private sectors	NGEC monitoring reports Stakeholder monitoring reports Survey reports Publication /Notification/ Gazette-ment of policy	NGEC Programme Reports Stakeholder programme reports Opinion and perception surveys Gender Equality Policies on equalization fund, 30% procurement policy	Quarterly for programme reports	
Output 2.2	2.2 Legal framework for realisation of two thirds gender rule developed	2.2.1 two third gender rule(principle) legal framework developed by 2015				
Output 2.3	2.3Operational integration of principles of equality, freedom from discrimination and inclusion monitoring mechanism at National/ county level for public/private sectors in place	2.3.1 Operational integration monitoring mechanism at National/county level in public/private sectors within reporting period.				

Output 2.4	2.4 Special measures recommendations on principles of integration of equality, freedom from discrimination and inclusion for SIG's at the National/ County level and public /private sectors made		NGEC and stakeholder monitoring reports Special measures recommendation monitoring reports	NGEC and Stakeholder programme reports Special measures Recommendation reports	Quarterly programme reports Quarterly for special measures recommendation reports	
Output 2.5	2.5 Establishment of a standardised compliance guideline with monitoring matrices on equality, freedom from discrimination, inclusion for national and targeted county governments	2.4.1. Number of Special measures recommendation reports on SIG's 2.4.2. Proportion of recommended special measures for SIGs adopted and implemented at the National/ County level during the reporting period 2.5.1 Standardised legal compliance guideline with monitoring matrices for targeted county governments implemented 2.5.2 Appointment of County level point personnel	NGEC and stakeholder reports County monitoring reports	NGEC Programme reports County monitoring matrices	Quarterly For Programme reports Quarterly for county monitoring matrices	

Output 2.6	2.6 Compliance Status reports in line with International reporting standards/formats with special sections on SIG's and recommendations formally submitted	2.6.1 Application of IBSA State compliance monitoring methods/processes 2.6.2 (Timely)Submission of Compliance status reports to requisite authority (Parliament/President/International/ Regional treaty bodies/OHCHR)/ Fast tracking universal periodic review 2.6.3 Increased State confidence in NGEC compliance reports/advisories on equality, freedom from discrimination and Inclusion demonstrated by supporting actions/initiatives/funding	NGEC IBSA monitoring sheets and requisite minutes/correspondence with relevant bodies	Submitted Compliance Status reports	Quarterly	
Output 2.7	2.7 Establishment and launch in public domain of a living ratification matrix including additions of prohibited grounds of discrimination/changes/reservations of International/Regional Instruments on Equality, freedom from discrimination and Inclusion.	2.7.1 Living ratification status matrix of International/ Regional Instruments on equality, freedom from discrimination and Inclusion accessible to public.	Attorney General ratification records/data NGEC ratification status monitoring reports Relevant Parliamentary records on ratification	NGEC Programme reports	Quarterly	
Output 2.8	2.8 State adoption and activation of developed affirmative action implementation policies in line with Constitution	2.8.1 Awareness on affirmative action on SIG issues at National/ County levels in Public/ Private sectors improved 2.8.2 Implementation of affirmative action policies at National/County levels in public /private sectors improved 2.8.3. Budget allocation at National/County level for implementation of affirmative action policies	Line ministry monitoring reports Survey reports Budget line Allocation	Administrative data from line ministries NGEC & Stakeholders Opinion and Perception Survey Budget Reports	Quarterly for reports Tri-bi-annually for surveys	

Output 2.9	2.9 Framework for the operationalization of Article 100 of the Constitution published and adopted by the State	2.9.1 Published Article 100 Framework disseminated to all 47 County Assemblies and National Assembly 2.9.2 Proportion of County Assemblies Implementing Article 100 Framework 2.9.3- Policy Statement by State on adoption of Article 100 Framework 2.9.4-Budget allocation at National/county level for implementation of Article 100 Framework	Kenya Gazette notice(publication) NGEC program monitoring reports (publication and dissemination) IEBC reports & recommendations Budget line allocation	NGEC program reports IEBC reports & recommendations on Budget	As necessary for Kenya Gazette Quarterly for programme reports and budget reports	
Output 2.10	2.10-Exercise of quasi-judicial function to investigate and hear and determine and make recommendations on complaints of violations	2.10.1 Number of investigations conducted of own motion resulting in hearing and determination with improvement recommendations 2.10.2-Number of complaints made resulting in hearing and determination with improvement recommendations/Increased number of cases reported on cultural rights violations e.g. GBV 2.10.3-Proportion of improvement recommendations made by NGEC in exercise of quasi-judicial function implemented	NGEC Complaints register and files	NGEC Programme reports	Monthly	
Output 2.11	2.11 Audit/ Status Audit Reports on targeted aspects of SIG's made with findings and advisory recommendations to relevant authorities/parties	2.11.1 Proportion of Audit/status reports advisory recommendations adopted and implemented	Line Ministry monitoring reports NGEC & Stakeholder monitoring reports	Administrative data from targeted Institutions NGEC & Stakeholder reports	Quarterly	

Activities	<p>2.1 Facilitation of roll out of adoption of gender responsive budgeting guidelines at National/ County levels</p> <p>2.2 Monitor accessibility to Public buildings for PWD's and Elderly persons</p> <p>2.3 Monitor progress made in closing the equalization gap of SIG through the Equalization fund in the infra structure and water sectors</p> <p>2.4 Monitor implementation of the land use and resource management recommendations</p> <p>2.5 Monitor State compliance of at least four International Instruments on Equality and Inclusion</p> <p>2.6 Audit equality and inclusion for SIG's in the Free Primary Education</p> <p>2.7 Audit accessibility to education by children with disabilities</p> <p>2.8 Audit equity issues among children in Children Rehabilitation Institutions</p> <p>2.9 Audit Charitable Children's Institutions compliance with equality and inclusion</p> <p>2.10 Audit the legal framework for managing SGBV cases</p>				
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THEMATIC AREA THREE: MAINSTREAMING OF GENDER AND SIG ISSUES IN NATIONAL AND COUNTY DEVELOPMENT AGENDA					RISKS/ASSUMPTIONS
RESULT AREA	INDICATORS	MEANS OF VERIFICATION	DATA SOURCE	FREQUENCY OF REPORTING	
Goal	See Thematic Area 1				
Outcome 3	Gender and SIG issues are being progressively mainstreamed into national and county development plans and processes and being implemented	NGEC & Stakeholders monitoring Reports	Ministry of Devolution & Planning- Reports KNBS County Reports NGEC & Stakeholders Compliance Reports	Quarterly	Enabling political environment Data will be collected by NGEC and stakeholders using a standardised format Reporting on Data will be during prescribed time period
Output 3.1	3.1: Co-ordination initiatives (Research, campaigns, advocacy programmes) on the mainstreaming of issues of gender, persons with disability and other marginalized groups in national development	Directory update reports	Directory Research Study reports NGEC& Stakeholders Advocacy programme reports	Monthly As determined by prescribed research period Quarterly	
	3.1.SIGs presenting their views/feedback on best practice models for mainstreaming their issues in National and County development plans 3.2. Public/private sector learning and responding to findings on disaggregated data on SIG recruitment and promotions at National/county levels 3.3. Integration of SIG based budgeting into national development planning and budgeting 3.4.State requesting for Advisory reports with recommendations 3.1.1. Existence of a Directory of SIG's Bodies at National/ county levels in public/private sectors 3.1.2. Number of studies with recommendations facilitated and/or co-ordinated on obstacles and opportunities to equity and inclusion for SIG engagement in National Development 3.1.3. Advocacy programmes on mainstreaming of Gender equality and non-discrimination of SIG's issues in National Development at County/National levels in Public/Private sector				

Output 3.2	3.2 Facilitation initiatives (meetings, campaigns, forums, workshops) on mainstreaming of issues of gender, persons with disability and other marginalised groups in national development	3.2.1. County profiles on minorities and marginalized groups and communities	NGEC & Stakeholders monitoring reports	NGEC & Stakeholders programme reports	Quarterly	
Output 3.3	3.3 Advisory reports to the Government on mainstreaming of issues of gender, persons with disability and other marginalised groups in national development and all aspects thereof	3.3.1. Best practice guide on mainstreaming gender equality and inclusion of SIGs issues in National Development. 3.3.2. Proportion of gender and SIG representation in recruitment and promotions at National/county level in public/private sector 3.3.3. Number of SIGs in decision making positions in public/private institutions at County/National level / Proportion of SIGs in management positions within health facilities/ Appointment of SIGs in decision making positions in administrative structures of the education sector. 3.3.4. Proportion of Advisory reports recommendations implemented by State	Line Ministry Monitoring Reports NGEC & Stakeholder monitoring reports County monitoring reports	Ministry of Devolution & Planning- Reports KNBS County Reports NGEC & Stakeholder Compliance Reports	Quarterly	
Activities	3.1. Conducting Research studies on SIG issues/status 3.2. Carrying out advocacy programmes (Two thirds principle formula unveiling) 3.3. Conducting SIG caucus meetings to discuss SIG inclusion issues 3.4. Writing and submitting advisory reports on mainstreaming SIG issues to the state					

THEMATIC AREA FOUR: COLLABORATION & PARTNERSHIPS

RESULT AREA	INDICATORS	MEANS OF VERIFICATION	DATA SOURCE	FREQUENCY OF REPORTING	RISKS/ASSUMPTIONS
Goal	See Thematic Area 1				
Outcome 4	Principles of equality and inclusion and progressive realization of ECOSOC rights promoted through inter-agency collaboration and partnerships	NGEC & Stakeholder monitoring reports KNHCR & CAJ Monitoring Reports	Ministry of Devolution & Planning- Annual Reports KNBS NGEC Annual Reports NGEC Program Reports KNHCR Annual/Program Reports CAJ Annual/Program Reports	Quarterly	Favourable political environment
	4.1. SIGs Demand for their ECOSOC rights such as safe water, adequate housing and food, social security, reasonable healthcare and education/ Increased number of SIGs owning land				
	4.2. Level of SIG access to specific ECOSOC rights through State service delivery at National/ County				
	4.3. Programme budgeting increase in thematic allocations to ECOSOC rights/ Increased Budget Allocations to the Education Sector				
	4.4. Proportion of SIGs accessing their ECOSOC rights i.e. receiving social assistance for food, housing, health care, education, emergency or relief services				
	4.5. Establishment of a collaborating institutions advisory group to keep the standards updated in line with State obligations and periodic review				
	4.6. Proportion of ECOSOC Rights progressive implementation policies activated at National and targeted County levels.				

Output 4.1	4.1 Collaborative work(Guidelines/ standards developed, advocacy campaigns) with other relevant institutions in the development of standards for the implementation of policies for the progressive realization of ECOSOC Rights	4.1.1.No of guidelines /standards developed (on water, health including reproductive health care, social security, adequate food and education) in collaboration/partnership with other Institutions 4.1.2. Number of standards for the implementation of policies on progressive realisation ECOSOC rights adopted at National and targeted Counties level 4.1.3.Collaborated targeted County level research study with best practice recommendations on standards for the implementation of policies on the progressive realization of ECOSOC Rights 4.1.4. Collaborated County level Situational Analysis Study with recommendations on targeted population on ECOSOC rights to determine key issues, worst cases and root causes		Ministry of Devolution & Planning- Annual Reports KNBS NGEC Annual Reports NGEC Program Reports KNHCR Annual/Program Reports CAJ Annual/Program Reports	
Output 4.2	4.2. Partnership work (Functional inter-agency referral mechanisms, Collaboration MOUs, Joint Reports)	4.2.1. Establishment of an inter-agency referral mechanism 4.2.2. Memoranda of Understanding on areas of collaboration including research, baseline studies, national and county level reports, resource persons for capacity development activities and consultative fora, public awareness and education activities 4.2.3. Establishment and mobilisation of an inter-agency think tank with joint publications 4.2.4. Number of requests by NGEC for inter-agency support in specified areas requiring lobbying (State/Treaty bodies/National & County Assembly) sought and obtained 4.2.5. Number of referred complaints through referral mechanism adjudicated and determined with redress recommendations 4.2.6 Joint reports of collaborative work published and disseminated		NGEC Annual Reports NGEC Program Reports KNHCR Annual/Program Reports CAJ Annual/Program Reports	

Activity 4	<p>4.1. Joint initiatives with other relevant institutions (Ministries of education, health, housing etc.)</p> <p>4.2. Consultative sessions with other relevant institutions</p> <p>4.3. Launch and dissemination of integrated progressive ECOSOC standards at national and county level (Public awareness)</p> <p>4.4. Conducting advocacy campaigns on the implementation of integrated ECOSOC standards in public and private sectors</p> <p>4.5. Submitting referrals for further action on discrimination cases such as SGBV cases</p> <p>4.6. Establishing inter-agency referral mechanisms</p> <p>4.7. Establishing an MOU on collaboration areas with the other relevant institutions</p> <p>4.8. Conducting integrity think tank forums</p> <p>4.9. Conducting joint meetings with relevant commissions and institutions on equality and freedom from discrimination matters</p> <p>4.10. Writing and submitting joint reports of collaborative work</p> <p>4.11. Coordination of National GBV working group meetings</p> <p>4.12. Coordination of Women Movement Reference Group Meetings</p> <p>4.13. Coordination of National Disability and ageing Working groups</p> <p>4.14. Coordination of other SIG (youth, children, minority, marginalised) National/ County working groups</p>			
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THEMATIC AREA FIVE: RESEARCH, PUBLIC EDUCATION AND KNOWLEDGE MANAGEMENT						
RESULT AREA	INDICATORS	MEANS OF VERIFICATION	DATA SOURCE	FREQUENCY OF REPORTING	RISKS/ASSUMPTIONS	
Goal	See Thematic Area 1					
Outcome 5	Knowledge on the principles of equality, freedom from discrimination and inclusion is being continuously increased through research, development of data collection methods, managed and made accessible to enable efficient, effective and relevant reporting.	Line Ministry monitoring reports NGEC & Stakeholders monitoring reports	Administrative data National/ County NGEC database	Quarterly for reports Tri- Biannually for Surveys Monthly for Database Quarterly for the Inclusion Indices	Data will be collected by NGEC and stakeholders using a standardised format Reporting on Data will be during prescribed time period	
Output 5.1	5.1 Surveys on issues relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution 5.1.1 Population Survey on experiences, perceptions and attitudes of SIGs on effects of principles of Equality and Inclusion initiatives on their lives 5.1.2 Discrimination testing survey to measure direct /indirect discrimination of SIGs in specific instances (e.g. access to work, housing, health care etc.) 5.1.3 Inclusion Index for SIGs in National/targeted County development published and disseminated	Survey Reports NGEC & Stakeholders monitoring reports County Monitoring reports Line Ministry monitoring reports	Program reports Opinion & perception surveys KNBS County reports Ministry of Planning and Devolution County reports			

Output 5.2	5.2. Research Studies on issues relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution	<p>5.2.1 Situational Analysis on levels of integration of equality and inclusion principles in policies, laws and administrative regulations at national and county level in the public and private sector</p> <p>5.2.2. Number of Research Studies on emerging issues relating to equality and freedom from discrimination</p> <p>5.2.3. Number of innovative research and data collection tools developed</p> <p>5.2.4. Number of research studies conducted/co-ordinated</p> <p>5.2.5. Proportion of total budget allocated for research and knowledge management activities.</p> <p>5.2.6. Measures put in place to monitor and evaluate the resources allocated for research and knowledge management</p>	<p>NGEC & Stakeholder reports</p> <p>County monitoring reports</p> <p>Survey reports</p> <p>Inclusion Indices monitoring Reports (By Sector)</p>	<p>NGEC & Stakeholder commissioned Data based on Expert Opinion Reports</p> <p>KNBS</p> <p>NGEC & Stakeholders</p> <p>Opinion & Perception Survey</p> <p>NGEC & Stakeholders</p> <p>Discrimination Surveys</p> <p>NGEC & Stakeholder Inclusion Indices Reports</p> <p>County reports</p> <p>Budget Reports</p> <p>Ministry of Planning and Devolution</p> <p>County reports</p>		
Output 5.3	5.3 Established database for SIGs on issues relating to integration of principles equality and freedom from discrimination and Inclusion	<p>5.3.1 Availability of functional/operational database for SIGs on issues relating to equality, freedom from discrimination and Inclusion at National/County level</p> <p>5.3.2. Number of trained personnel managing databases for SIGs on issues relating to equality and freedom from discrimination</p>				

ANNEX1: DATA SOURCES, DATA FLOW AND REPORTING

5.1 Data Sources

5:1:1 Socio –Economic &Administrative Statistics

a) Administrative Data- this will be collected by line Ministries, MDA's, Regulatory bodies frequently and optimally will be supplemented with data collected by other collaborating independent partners to ensure non-bias.

b) Statistical (Sample) Surveys- Through these surveys direct quantitative and qualitative information on SIG's and discrimination can be collected. They are comparatively cost effective and are a means of collecting information where complete enumeration is not possible or data from administrative sources is unavailable. Statistical surveys also serve to check the credibility of administrative data. These are deemed necessary in trying to understand the real situation for example of women¹⁷ and other SIG's. Examples of these are Socio-Economic Surveys, Kenya National Bureau of Surveys, and Household Surveys.

c) Census Reports- This is an invaluable source for information relating to baseline data on the structure and on variables that do not change quickly. They facilitate the building of disaggregated socio-economic statistics and generation of samples for statistical surveys. They contain information on the standard of living which is important for tracking the progress on the ECOSOC rights.

5:1:2 Perception and Opinion Surveys

These surveys provide subjective qualitative information which is useful for the direct capture of people's views and perceptions. This data enriches information on the State progress on the realization of ECOSOC and Civil and Political rights. The Afro barometer¹⁸ is an ongoing source of such data.

5:1:3 Data Based on Expert Judgments

Subjective or judgment –based information obtained from informed experts and translated into quantitative form through coding. The subjectivity of the experts is captured in these and criticized as being unreliable. This notwithstanding, data derived from expert judgment is used for cross-country ranking and comparisons over time. They involve a systematic use of diverse sources of information including Media, State Reports (both levels), NGO reports, limited number of experts (advocacy groups, academic researchers, social scientists, managers) who are asked to evaluate and score the performance the State.

5:1:4 Events Based Data

This type of qualitative and quantitative data is linked to events of violation or infringement of the right to equality and principle of inclusion. The data is drawn from eye witness accounts as well as media and state statements and National Human Rights Commissions' and Civil Society Reports. Data collected is recorded in a standardized fashion using the common definitions and classifications based on the human rights normative framework.

5:1:5 Socio-Economic Statistics

Socioeconomic statistics disaggregated by prohibited grounds of discrimination (e.g., life expectancy, age-specific sex ratios and unemployment rates broken down by ethnic origin) measure disparities and differential outcomes that are often the result of multiple and accumulative discrimination

5:1:6 Econometric Models

Econometric models based on multiple regression analysis help in estimating the portion of differences in outcomes attributable to discrimination as opposed to observable variables (e.g., percentage of the wage differential between women and men that cannot be explained by "observable" criteria, such as the number of working hours or socio professional characteristics, etc.)

17 Committee on the Elimination of Discrimination Against Women General Recommendation No.9 (1989) No. 19 and 23 respectively refer to the importance of statistical data domestic violence and political and public life.

18 Afro barometer is a research project that measures public attitudes on economic, political and social matters in Sub-Saharan Africa. In Kenya found in the Institute for Development Studies at University of Nairobi and conducted periodically.

5:1:7 Population Surveys

Population surveys measuring experiences, perceptions and attitudes regarding discrimination (e.g., percentage of members of ethnic minorities reporting racially motivated victimization and discrimination by public/private personnel)

5:1:8 Discrimination or Situation-Testing Surveys

Discrimination or situation-testing surveys to measure directly discrimination in specific instances, such as those related to access to work, housing, health care, private educational institutions or other public services.

5:1:9 NGECC and Stakeholder Programme Monitoring Reports

These monitoring reports should contain data on expected and unexpected results collected by each NGECC programme.

5:1:10 NGECC and Stakeholder Baseline Studies

NGECC has conducted a number of baseline reports which are useful. To obviate questions of bias they can be used in tandem with other data sources.

5:1:11 IBSA Reporting Tool

IBSA stands for Indicator, benchmarks, scoping and assessment, a joint initiative of the German Federal Government and the University of Mannheim. This tool contains four elements and is deemed ideal for measuring levels of State compliance. As the Institution responsible for making reports on progress on the realization of equality and Inclusion, NGECC using this tool would be required to negotiate relevant benchmarks with the treaty body committees and report on these. These benchmarks should be identical to the ones identified in this framework. Using this tool will strengthen the quality of the results emanating from this framework.

5:1:12 Inclusion index

An Inclusion Index should be commissioned for each ECOSOC sector. It should be designed to move the sector from denial to knowledge as detailed in the table below:

Table 10: STEPS FROM EXCLUSION TO INCLUSION

STEPS FROM EXCLUSION TO INCLUSION
4- Knowledge (should result in inclusion in sectors and all areas of public & private life)
3. Understanding (should result in integration of excluded groups)
2. Acceptance (benevolence, charity)- (results in segregation of excluded group)
1. Denial (results in exclusion)
(Deliberate listing from top down)

The Index should cover the following stages:¹⁹

1. Situation analysis to assess the actual situation on the ground in each sector.
2. Policy, goals and objectives identification to define the parameters of operation and results chain
3. Implementation to address the who, why, when and where questions
4. Monitoring and evaluation to track and assess progress toward desired results
5. Capacity building and stakeholder involvement/participation to ensure efficiency, effectiveness, relevance, sustainability and ownership of the process and results.

5.2 Data Flow Process

To ensure efficiency and effectiveness of data collection for the framework, it is essential for all participating stakeholders to appreciate their role and function in the process.

The data flow process identifies how the required data will be collected. The Data Flow table underscores what type of data will be collected from whom and shows the flow from source to end user. It suggests that the identified source agencies or stakeholders will collaborate and co-operate with NGECC to collect the required data and make it available.

¹⁹ Education Sector Inclusion Index United Kingdom

Table 11: DATA FLOW CHART

DATA FLOW CHART		
Who (source agencies)	Flow Stages (source to end user)	Data Collection Tools/Sources (on Integration of Principles of Equality, freedom from discrimination and inclusion of SIG's)
Public Sector (Department of Gender Affairs), NCCS, MED, KNBS, National & County Research Institutions, Academia, Women's Enterprise Fund, National Council for PWD, National fund for PWD, Kenya Police Services, KNHCR, CAJ,	Line Ministry(public sector) to NGEC-database	Line Ministry/County compliance monitoring reports Socio-Economic Surveys Census Perception & Opinion Surveys Afro Barometer-Kenya Report (IDS-UoN) Research Reports & Studies Crime Statistics on domestic violence, sexual gender based violence Events –based data on violations Monitoring Reports Evaluation Reports Vision 2030 periodic reports on human rights and gender status Inclusion Indices Econometric surveys Discrimination Surveys
Private Sector (professional bodies, enterprises, media)	Private Sector to NGEC-database	Compliance monitoring reports Socio- Economic Surveys Perception &Opinion surveys Household Surveys Data based on expert opinions Baseline studies Research Reports Situation Analysis Econometric surveys Discrimination surveys Inclusion Indices
Civil Society (NGO)	CSO – NGEC-database	Events –Based Data on violations of rights to equality and freedom from discrimination Data based on expert opinions Baseline Studies on Equality, Freedom from Discrimination and Inclusion or aspects Research Reports Situation Analysis Econometric surveys Discrimination surveys Opinion and perception surveys Inclusion Indices
NGEC	NGEC- Status Reporting – database	Programme Monitoring Reports on five outcome areas Inclusion Index for SIG's Reports Research Papers/Reports NGEC Recommendations IBSA Reporting tool (compliance status of State) Events –Based Data on violations of rights to equality and freedom from discrimination Data based on expert opinions Baseline Studies on Equality, Freedom from Discrimination and Inclusion or aspects Research Reports Situation Analysis Econometric surveys Discrimination surveys Opinion and perception surveys

5.3 Roles of NGEC & Stakeholders

Steps:

1. Share equality and inclusion indicators at output, outcome and impact levels
2. Agree on key indicators and priority areas
3. Integrate them into the Equality and inclusion framework
4. NGEC and Stakeholders to collect data on indicators and report in accordance with prescribed timelines through standardized monitoring reports
5. Data fed into framework monitoring reports
6. Data analyzed by skilled panel
7. Data peer reviewed by skilled team
8. Data fed into database
9. Made available for NGEC & Stakeholder & Public consumption
10. Periodic publication of database material

5.4 Relationship between the Equality and Inclusion M&E Framework and the Database

As well as going a long way in meeting the NGEC and stakeholders obligatory reporting functions on equality and inclusion, the M&E framework will serve as an integral information source for the database.

The requisite information and data on equality and inclusion will be collected from the diverse stakeholder sources through the framework and will then be analyzed by skilled personnel. The results will be subjected to a peer review by a panel selected by NGEC and stakeholders for quality control before being posted on the database for stakeholder and public consumption.

To popularize the use of the database, periodic publications and E-Newsletters will be generated and disseminated to the Stakeholders for further dissemination.

5.5 Co-Ordination and Implementation of M&E Framework

Requisite data for this framework will be collected from the diverse source agencies identified in Table 10 and will be timed to match the NGEC reporting obligations at various National, Regional and International fora.

To achieve this NGEC will: -

1. Obtain agreement with the participating stakeholders on co-operation /collaboration scope and obligations.
2. Coordinate the generation of standard form compliance monitoring tools and reports for participating stakeholders
3. Coordinate the generation of an annual/quarterly work plan for reporting indicating timelines
4. Facilitate or coordinate training of stakeholder personnel to collect, manage, collate, analyze, report for the framework and post information on database
5. Encourage the commissioning of required surveys, baseline studies, situation analysis, econometric studies, inclusion indices and other data sources at stakeholder level
6. Facilitate or coordinate training on the IBSA monitoring tool for NGEC & Stakeholders in particular Independent commissions
7. Coordinate a Peer Review mechanism for quality control
8. Coordinate periodic progress reporting meetings with stakeholders
9. Facilitate or coordinate the publication of periodic reports and E-Newsletter from the database
10. House and manage the database on Equality and Inclusion as prescribed by section 8(n) of the NGEC Act 2011.

ANNEX 2. INDICATOR META-DATA SHEETS

THEMATIC AREA 1: PUBLIC AWARENESS CREATION

INDICATOR 1.1

TITLE: Equal access for all SIGs to affordable and quality technical, vocational and tertiary education including university improved

DEFINITION: Making quality technical, vocational and tertiary education including university affordable and easily accessible to SIGs as to other groups

PURPOSE: This indicator measures the equality on SIGs in terms of them having equal access to quality education in all possible formal levels as compared to other groups. It reflects a situation where every group in the community has access to education despite their status

RATIONALE: Formal education is very important, especially in these moments in time. All people should have equal access to education despite their sex, age, status, etc.

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, survey questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector, County/National Level; Sex, Age, Disability

INDICATOR 1.2

TITLE: Elimination of all forms of violence against women in public and private spheres including trafficking, sexual and other types of exploitations improved

DEFINITION: End all forms of violence against women in both public and private circles, be it at home, work place, etc. Forms of violence against women can take the shape of trafficking, sexual, etc.

PURPOSE: That indicator looks at different forms of violence against women and if they have been eliminated from all circles.

RATIONALE: Violence against women is becoming a norm in the society. Women are deprived of their rights of freedom in every form. Women need to receive same treatment as men.

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews, monthly statistics reporting

MEASUREMENT TOOLS: Interview Guide, survey questionnaires, Programme Monitoring Reports, SGBV reporting form,

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level

INDICATOR 1.3

TITLE: Attitude and practices towards SIGs (women, children, youth, elderly, minorities, marginalized & PWDs) improved

DEFINITION: Perceptions, opinions, attitudes and practices that were initially negative towards SIGs have now taken a positive direction.

PURPOSE: The indicator looks at the treatments SIGs receive and see if they have improved after various interventions

RATIONALE: SIGs need to receive fair treatment since they are part of the community

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports, monthly statistic reporting template

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys, monthly for statistic reporting template

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.4

TITLE: Provision of opportunities by County and State for SIGs to participate in decision making processes of public life improved

DEFINITION: SIGs are afforded opportunities to have a say in County and State in decision making of public life

PURPOSE: This indicator looks at availability of opportunities for SIGs in County and State at decision making level and sees if they are adequate enough for them to voice their concerns and participate in decision making.

RATIONALE: National and County governments need to set aside opportunities for SIGs to participate in decision making. SIGs might be having concerns that are different from the rest so they need that chance to air them.

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews, progress reporting templates,

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.5

TITLE: Proportion of cases with actions taken by state in accordance with competent tribunal/courts determination/ruling/judgement

DEFINITION: This indicator refers to the number of cases on equality and inclusion of SIGs determined. The term determined refers to finalization of the case /matter with a ruling or judgment

PURPOSE: The indicator looks at the level of state commitment in particular the judiciary in actualization of inclusion and equality for SIGs by providing redress for violations of their rights

RATIONALE: The judiciary is at the heart of the realization of inclusion and equality of SIGs as far as the legal redress component is involved, as such looking at the performance of the judiciary in this matter is crucial to the overall progress of the equality and inclusion of SIGs cause

NUMERATOR: Number of cases on equality and inclusion of SIGs determined

DENOMINATOR: Total number of cases on equality and inclusion of SIGs filed

CALCULATION: Number of cases on equality and inclusion of SIGs determined over the total number of cases on equality and inclusion of SIGs filed

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Questionnaires, Programme Monitoring Reports,

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.1.1

TITLE: Proportion of SIGs elected as members of the National/county assembly, senate

DEFINITION: This is the ratio of SIGs elected as members of the national and Senate assembly compared to the total number of elected members.

PURPOSE: The indicator looks at numbers in the National and Senate Assembly and sees if SIGs are adequately represented

RATIONALE: A few seats in National and Senate Assembly have to be set aside for SIGs so that they can be involved in law making and other decision making process. They need to be given that opportunity to voice their concerns which might be different from the rest.

NUMERATOR: Number of SIGs elected in Senate and national Assembly

DENOMINATOR: Total number of people elected in National and Senate Assembly

CALCULATION: Number of SIGs elected in National and Senate Assembly over the total number of people elected in National and Senate Assembly

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports,

DATA COLLECTION FREQUENCY: Annual for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.1.2

TITLE: Proportion of SIGs elected to gubernatorial position

DEFINITION: This is the ratio of SIGs elected as governors to the total number of elected governors in the country.

PURPOSE: The indicator looks at numbers in the gubernatorial position and sees if SIGs are adequately represented

RATIONALE: Article 81 (b) and (c) of the Constitution provides for representation of SIG's through application of the two thirds gender principle and for fair representation of PWD's in elective bodies. This indicator tracks SIG's participation in governing at the decision making levels. SIG's need to be given the opportunity to participate in County level development, hold leadership positions and voice their unique concerns.

NUMERATOR: Number of SIGs elected to gubernatorial positions

DENOMINATOR: Total number of people elected to gubernatorial positions

CALCULATION: Number of SIGs elected to gubernatorial positions over the total number of people elected to gubernatorial positions

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports,

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.1.3

TITLE: Proportion of National/county budget allocated to SIG needs

DEFINITION: The ratio of amount of money allocated for SIG's needs compared to the total amount on National/county budget

PURPOSE: This indicator looks at the amount of money allocated for SIGs in relation to the total amount of money in the National/county financial budget. This will aid in determining if the amount allocated for SIG's needs is adequate compared to the total amount

RATIONALE: SIG's needs need to be represented at the National/county budget. Money needs to be set aside for their needs since their needs are different from the rest and may be left out in the budget

NUMERATOR: Amount of money set aside for SIG's needs from the National/county budget

DENOMINATOR: Total amount of money in the National/county budget

CALCULATION: Total amount of money for SIGs over the total National/county budget

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports,

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.1.4

TITLE: Development, publication & dissemination of NGEC public education guidelines/handbook

DEFINITION: This indicator refers to the public education and awareness efforts by NGEC on equality and inclusion of SIGs in the overall development agenda at national and county levels in public and private sectors

PURPOSE: This indicator measures the efforts of the commission as far as public awareness creation and education on equality and inclusion of SIGs is concerned

RATIONALE: Public awareness creation and education lies at the heart of any successful cause; equality and inclusion of SIGs is no exception, as these efforts contribute directly to the realization and enjoyment of SIGs of the right to equality and principle of inclusion

DATA COLLECTION METHOD: Desk review of programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Quarterly

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.1.5

TITLE: Number of private and public sector using NGEC public education guidelines/handbook

DEFINITION: This indicator refers to the coverage through the number of organizations/agencies/companies in the private and public sectors using public education guidelines/handbooks disseminated by the commission, on equality and inclusion of SIGs, to further create awareness on the matter in their respective organizations

PURPOSE: This indicator measures whether the public and private sector are embracing and replicating the public awareness creation and education efforts by NGEC at their individual and respective organizations

RATIONALE: Replication and adoption of public awareness creation and education efforts by the private and public sector in their respective organizations demonstrates that indeed the message of equality and inclusion of SIGs is being embraced at these levels, as such bearing a direct impact on the progress of equality and inclusion of SIGs in the country

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports,

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.1.6

TITLE: Number of National and Regional conventions on SGBV and GBV

DEFINITION: These are conventions that are held in the country and regional specifically to touch on the issues on GBV and SGBV

PURPOSE: These indicator looks at the conventions that are held in the country, regional and that touch on GBV and SGBV

RATIONALE: People need to be educated on the issues of GBV and SGBV nationally and even regionally since its becoming very prevalent. Conventions need to be held to create awareness on such issues

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports,

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys

DATA DISAGGREGATION: SIG where applicable, National/County, Public/ Private

INDICATOR 1.1.7

TITLE: Proportion of public interest litigations on the right to equality and/or principle of inclusion heard and determined with redress granted by competent tribunals/courts

DEFINITION: These are litigations (cases filed in court) that are of public interest and importance in that the key issues in dispute are of public concern and require interpretation of the law by competent judicial bodies such as those that deal with rights violations to SIGs. Commitment compared to the total number of litigations that have been determined.

PURPOSE: This indicator looks at the ratio between the numbers of public interest litigations that have been determined compared to the total number of litigations determined to see if the ratio is fair enough

RATIONALE: Litigations of public interest such as those that deal with certain rights denied to SIGs are very important to the public in general. These litigations need to be determined and treated just like any other litigation to enhance fairness.

NUMERATOR: Number of public interest litigations determined

DENOMINATOR: Total number of litigations determined

CALCULATION: Number of public interest litigations determined over the total number of litigations determined

DATA COLLECTION METHOD: Desk review of programme Reports,

MEASUREMENT TOOLS: Programme Monitoring Reports, Judicial Records

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports

DATA DISAGGREGATION: SIG where applicable, National/County, Public/ Private, Sex, year

INDICATOR 1.1.8

TITLE: Proportion of targeted public/private sector implementing the standardized guidelines on PWDs and ageing at national/county level

DEFINITION: This indicator refers to the number of targeted public and private sectors putting into place standardized guidelines set by NGECE on equality and inclusion of PWDs and the elderly in national development

PURPOSE: This indicator looks at the ratio between the number of targeted public/private sectors implementing the standardized guidelines on PWDs and the elderly compared to the total number of targeted public and private sectors, to determine the level of implementation of the set and publicized guidelines of equality and inclusion for PWDs and the elderly

RATIONALE: Implementation and adoption of set guidelines demonstrates that the public awareness and advocacy efforts by the commission on equality and inclusion of PWDs and the elderly are successful in reaching the targeted sectors and creating the desired change.

NUMERATOR: Number of targeted public and private sectors putting into place standardized guidelines on equality and inclusion of PWDs and the elderly in national development

DENOMINATOR: Total number of targeted public and private sectors

CALCULATION: Number of targeted public and private sectors putting into place standardized guidelines on equality and inclusion of PWDs and the elderly over the total number of targeted public and private sectors

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports,

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 1.1.9

TITLE: Proportion of targeted public/private sector implementing the Gender equality policy at national/county level

DEFINITION: This indicator refers to the number of targeted public and private sectors putting into practice the Gender equality policy at national/county level. The gender equality policy ensures equal opportunities for men and women in the public and private sectors in terms of access to employment and promotion opportunities, and representation in decision making

PURPOSE: This indicator looks at the level of implementation of the set and publicized gender equality policy, by targeted public and private sectors

RATIONALE: Implementation and adoption of set guidelines demonstrates that the public awareness and advocacy efforts by the commission on the Gender equality policy are successful in reaching the targeted sectors and creating the desired change of gender equality

NUMERATOR: Number of targeted public and private sectors putting into practice/adopting the gender equality policy

DENOMINATOR: Total number of targeted public and private sectors

CALCULATION: Number of targeted public and private sectors putting into practice/adopting the gender equality policy over the total number of targeted public and private sectors

DATA COLLECTION METHOD: Desk review of programme Reports, Socio Economic Surveys, Opinion and Perception Surveys, Key Informant Interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports,

DATA COLLECTION FREQUENCY: Quarterly for Programme Reports, and biannually or triennially for the surveys,

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life

THEMATIC AREA 2: LEGAL REDRESS AND COMPLIANCE

OUTCOME INDICATORS

META DATA SHEET (OUTCOME INDICATOR 2.1)

TITLE: Increased/enhanced enforcement of the principles of equality, freedom from discrimination and inclusion in public / private sectors at County /National level

DEFINITION: Kenya has ratified the ICCPR, ICESCR, and ACHPR among others which uphold the rights to equality and freedom from discrimination and inclusion. Article 27of the Constitution provides for the right to equality and freedom from discrimination. Prohibited grounds of discrimination are captured in Article 27(4) whilst the States obligation to give full effect to the realization of these rights is captured in 27(6). Affirmative action programmes and policies designed to redress past discriminatory practice can be adopted by the State. In addition, the State is obligated to take legislative and or other measures to ensure the two third gender rule in public and appointive bodies.

PURPOSE: To track progress and sustainability or otherwise of NGEN initiatives in advancing respect for the right to equality and freedom from discrimination and Inclusion.

RATIONALE: This indicator captures duty bearer (State/Public/Private sector) commitment to rights holders (citizens) in practical terms to the integration of principles of equality, freedom from discrimination and inclusion .It intends to capture attitudinal changes by the duty bearers toward its obligations in meeting Constitutional requirements on equality, freedom from discrimination and Inclusion demonstrated by taking enforcement actions and establishing and implementing supportive structures.

DATA COLLECTION METHOD: public /private sectors administrative data at county and National level on incidences of enforcement of the principles of equality, freedom from discrimination and inclusion. Independent reports by civil society, media, research institutions, collaborating institutions Event-based data (where applicable) on State (duty bearer) response to violations and rights holder's confidence in demanding for their rights.

MEASUREMENT TOOLS: enforcement monitoring records at Public/private sectors of previous years.

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security.

META DATA SHEET (OUTCOME INDICATOR 2.2)

TITLE: Respect for the principles of equality and freedom from discrimination and inclusion in public/private institutions demonstrated by implementation/innovative initiatives showing change in attitude and perceptions of duty bearers and rights holders.

DEFINITION: A qualitative indicator premised on opinion, perception, observable actions/initiatives and innovations of duty bearers and rights holders with regard to levels of respect for the principles of equality and freedom from discrimination and inclusion.

PURPOSE: To track progress, relevance, effectiveness and sustainability or otherwise of NGEC programmes in advancing respect for the principles of equality and freedom from discrimination and principle of Inclusion at the National/County level in the Private/Public sectors. This indicator captures attitudinal changes by the targeted duty bearer (State/Public /Private sector) toward meeting its legal obligations on the principles of equality, freedom from discrimination and Inclusion to the rights holders. These changes are demonstrated by duty bearer implementation/innovative initiatives and levels of confidence of rights holders that their lawful demand for respect, fulfillment or protection of their rights will be met /addressed by the duty bearer.

RATIONALE: Kenya has ratified the ICCPR, ICESCR, and ACHPR among others which uphold the rights to equality and freedom from discrimination and principle of inclusion. At the National level, Article 27 of the Constitution provides for the right to equality and freedom from discrimination. Prohibited grounds of discrimination are captured in Article 27(4) whilst the State's obligation to give full effect to the realization of these rights is provided for in 27(6). Affirmative action programmes and policies designed to redress past discriminatory practice can be adopted by the State as necessary. In addition, the State is obligated to take legislative and or other measures to ensure the two third gender rule in public and appointive bodies. Inclusion is recognized as a National value in Article 10 of the Constitution and in the human rights discourse is viewed as a dynamic process that addresses marginalization evidenced in diverse societies.

DATA COLLECTION METHOD: Targeted public /private sectors administrative data at County/ National level on implementation/innovative initiatives to advance respect for the principles of equality, freedom from discrimination and inclusion, opinion & perception Survey and Experts Opinion.

MEASUREMENT TOOLS: Monitoring reports/sheets/records of targeted Public/Private Sectors at National/ County; Opinion and Perception Survey questionnaires administered to duty bearer/rights holders in targeted sectors; Expert Opinion Questionnaires/scorecards and coding tools;

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's.

META DATA SHEET (OUTCOME INDICATOR 2.3)

TITLE: Percentage Increase of compliance by State of ratified International/ Regional legal instruments on equality, freedom from discrimination and inclusion

DEFINITION: Percentage of International and Regional human rights treaties, with direct reference and/or relevance to the realization of the right to equality and freedom from discrimination and principle of Inclusion that have been ratified by the State and being complied with. The term compliance goes beyond the Institutional structural (framework) aspects but looks to see if there is actual application/ implementation which has influenced the creation of an equality observing and inclusive environment. International human rights Instruments is used as a generic term embracing all instruments binding under International human rights law regardless of their formal designation (e.g. Covenant, Convention, Optional Protocol, Charter). The reference to equality and freedom from discrimination follows the formulation used in the UDHR, ICCPR, ICESCR, UNCEDAW, ACHPR and Article 27 of the Constitution.

PURPOSE: To track progress, relevance, effectiveness and sustainability or otherwise of NGEC programmes

in ensuring State compliance of its obligations under International/Regional Human Rights Treaties on Equality and freedom from discrimination and Inclusion.

RATIONALE: Ratification of an International human rights treaty reflects a certain acceptance of concerned human rights standards by a State and gives an indication, notably at International level, of a state's commitment to undertake steps to help in the realization of those rights. When a State has ratified a treaty it assumes a legal obligation to respect, protect and fulfill Kenya has ratified the ICCPR, ICESCR, and ACHPR among others which uphold the rights to equality and freedom from discrimination and principle of inclusion. At the National level, Article 27 of the Constitution provides for the right to equality and freedom from discrimination. Prohibited grounds of discrimination are captured in Article 27(4) whilst the State's obligation to give full effect to the realization of these rights is provided for in 27(6). Inclusion is recognized as a National value in Article 10 of the Constitution and in the human rights discourse is viewed as a dynamic process that addresses marginalization evidenced in diverse societies. This is a structural indicator to measure State commitment to implement its human rights obligations with regard to equality and freedom from discrimination and Inclusion.

METHOD OF COMPUTATION: The indicator is computed as a percentage.

NUMERATOR: Current number less the former number of treaties on equality and freedom from discrimination and Inclusion ratified and being complied with by the State.

DENOMINATOR: The former number of treaties on equality and freedom from discrimination and Inclusion ratified and being complied with by the State.

DATA COLLECTION METHOD: Targeted public /private sectors administrative data at County/ National level on compliance; Experts Opinion;

MEASUREMENT TOOLS: Monitoring reports/sheets/records of targeted Public/Private Sectors at National/ County; Expert Opinion Questionnaires/scorecards and coding tools; IBSA Compliance Monitoring tool.

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's.

OUTPUT INDICATORS

META DATA SHEET (INDICATOR OUTPUTS 2.1.1(a), (b) and (c))

TITLE: Proportion of laws/policies/administrative regulations/rules at National/ County level in public/ private sector reviewed to guarantee women;(a) informed choices on their sexual and reproductive health/ (b) protection from gender based violence; (c) equal opportunities in political, economic, cultural and social spheres.

DEFINITION: Contextually, the term laws includes Acts of Parliament and subsidiary legislation passed at Constitutive Authority/body level including bye-laws that either directly or indirectly have an impact on the right to equality and freedom from discrimination and principle of inclusion for SIG's. Policies relates to formal statements determined at the Institutional level (Public/ Private sector) that governs Institutional approach toward equality and freedom from discrimination and the principle of inclusion. Administrative regulations/rules are institutional (Private/ Public) level statements that govern administrative behavior. The terms political, economic, cultural and social refers to the equal opportunity for SIG's to participate in national and county level development.

PURPOSE: To track progress, relevance, effectiveness and sustainability or otherwise of NGEC programmes in ensuring State compliance of its obligations under International/Regional Human Rights Treaties on Equality and freedom from discrimination and Inclusion.

RATIONALE: Article 27 of the Constitution articulates equality and freedom from discrimination as a right. Sex is identified as prohibited ground of discrimination (Article 27(4) whilst article 27(3) provides that women

and men have the right to equal treatment including equal opportunities in political, economic, cultural and social spheres. The three dimensions of the **equality agenda** for women as stated in UNCEDAW and the ACHPR are; sexual and reproductive health, right to civil and political rights and constraints occasioned by culture. The **Committee on the Elimination of Discrimination against Women** recognized gender based violence as a form of discrimination.

METHOD OF COMPUTATION: Indicator computed as a ratio

NUMERATOR: Consolidated number of reviewed relevant documents (laws/policies/administrative regulations/rules) from targeted group during the reporting period

DENOMINATOR: Total number of relevant documents from targeted group available during the reporting period

DATA COLLECTION METHOD: NGEC Review reports,

MEASUREMENT TOOLS: NGEC Review monitoring sheets

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable, document type (law, policy, administrative regulation/rule) where applicable, aspects of political, economic, cultural, social spheres where applicable, national/county level and public /private sectors where applicable.

META DATA SHEET (OUTPUT INDICATOR 2.1.2)

TITLE: Proportion of Public/Private Institutions integration compliant on principles of equality, freedom from discrimination and inclusion at National/ County Level

DEFINITION: Proportion of targeted public/private institutions at the National/ County level that have integrated the principles of equality and freedom from discrimination and inclusion in their systems and are adhering to them. The term compliance refers to the structural or framework requirements to nurture an equality observing and inclusive environment.

PURPOSE: To track progress, relevance, effectiveness and sustainability or otherwise of NGEC programmes in ensuring State compliance of its obligations under International/Regional Human Rights Treaties on Equality and freedom from discrimination and Inclusion.

RATIONALE: Ratification of an International human rights treaty reflects a certain acceptance of concerned human rights standards by a State and gives an indication, notably at International level, of a State's commitment to undertake steps to help in the realization of those rights. When a State has ratified a treaty it assumes a legal obligation to respect, protect and fulfill. Kenya has ratified the ICCPR, ICESCR, and ACHPR among others which uphold the rights to equality and freedom from discrimination and principle of inclusion. Articles 16 and 40 of the ICCPR and ICESCR require a ratifying State to report on progress on enjoyment of the relevant human right. At the National level, Article 27 of the Constitution provides for the right to equality and freedom from discrimination. Prohibited grounds of discrimination are captured in Article 27(4) whilst the State's obligation to give full effect to the realization of these rights is provided for in 27(6). Inclusion is recognized as a National value in Article 10 of the Constitution and in the human rights discourse is viewed as a dynamic process that addresses marginalization evidenced in diverse societies. This is a structural indicator to measure State commitment to implement its human rights obligations with regard to equality and freedom from discrimination and Inclusion.

METHOD OF COMPUTATION: Indicator is computed as a ratio

NUMERATOR: number of targeted institutions at National/County level in public/private sector compliant

DENOMINATOR: total number of targeted institutions at National/ county level in private/public sector

DATA COLLECTION METHOD: Administrative Data on

MEASUREMENT TOOLS: NGEC monitoring reports, Compliance criteria tool, Inclusion Index tool, survey questionnaires

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable, document type (law, policy, administrative regulation/rule) where applicable, national/county level and public /private sectors where applicable.

META DATA SHEET (OUTPUT INDICATOR 2.2.1)

TITLE: Two third gender principle legal framework developed and submitted for adoption by the State by 2015

DEFINITION: Observance of the two third gender principle in elective and appointive bodies is a constitutionally ingrained special measure. It ensures that a space is provided for whichever gender finds itself at risk of marginalization. It pays heed to the national value of inclusion. In this context the term gender is deemed to go beyond the social construct of the term and refers to the biological categorization of sex.

PURPOSE: The purpose of this indicator is to ensure that NGEK keeps this process current and alive

RATIONALE: This special measure forms an integral part in the National equality agenda and is given specific voice in Article 27(8) of the Constitution. This Article obligates the State to take measures to ensure that not more than two-thirds of the members of elective or appointive bodies are of the same gender. As the State organ granted oversight and advisory powers on issues relating to *interalia* gender equality and SIG issues, advancement of the realization of this principle is an imperative. The development of the framework should be informed by all lawfully binding rulings, judgments and procedures.

METHOD OF COMPUTATION:

NUMERATOR: A specific timeline for this indicator has been provided

DENOMINATOR: N/A

DATA COLLECTION METHOD: Administrative data of line ministries and public sector bodies.

MEASUREMENT TOOLS: Ministerial Programme reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable.

META DATA SHEET (OUTPUT INDICATOR 2.3.1)

TITLE: Operational integration monitoring mechanism at national/county level in targeted Institutions in public/private sectors within the reporting period

DEFINITION: The term operational refers to a mechanism that is being implemented in accordance with NGEK requirements with monitoring data being made accessible through the prescribed formats. The targeted institutions are those that NGEK has identified at the National/County level as a good sample for the purposes of monitoring integration of the right to equality and principle of inclusion. The selected institutional sample should meet the best practice requirements.

PURPOSE: This indicator will provide NGEK with a snapshot of the integration levels at the County and National through the selected sample of Institutions to be monitored.

RATIONALE: Integration of the right to equality and principle of inclusion is supposed to permeate the institutional governance, legal and logistical frameworks so as to create an enabling environment where these are observed and adhered to as a result of an intrinsic change of behavior. The public/private Institutions at the national/county levels serve as the smallest unit from which integration can be built in a sustainable, effective and efficient manner.

METHOD OF COMPUTATION:

NUMERATOR: Time bound indicator

DENOMINATOR: N/A

DATA COLLECTION METHOD: Administrative data of line ministries and public sector bodies

MEASUREMENT TOOLS: Ministerial Programme reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's.

META DATA SHEET (OUTPUT INDICATOR 2.4.1)

TITLE: Number of Special measures recommendation reports on SIG's

DEFINITION: Special measures are actions taken by the State, Public bodies to address imbalance occasioned by systemic discriminatory practices. To ameliorate the SIG's situation NGEK is mandated to make special measure advisory recommendations to the targeted Institutions. Selection of the targeted Institutions will of necessity have to be strategic in order to influence the largest possible number effectively, efficiently and sustainably.

PURPOSE: To contribute to the progressive creation of a culture of respect of the right to equality and principle.

RATIONALE: Article 27 of the Constitution provides that these can be made where appropriate and can take the form of legislation and binding policy statements. They are recognized as a means to counter inequality and compel desired behavior.

METHOD OF COMPUTATION:

NUMERATOR: Stated as a number

DENOMINATOR: N/A

DATA COLLECTION METHOD: Administrative data from public/private sectors at national/county levels

MEASUREMENT TOOLS: Ministerial Programme reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's as necessary. In the event that the advisory carries more than one special measure recommended action these should be disaggregated by type.

META DATA SHEET (OUTPUT INDICATOR 2.4.2)

TITLE: Proportion of recommended special measures for SIGs adopted and implemented at the National/ County level during the reporting period

DEFINITION: Proportion of the special measures adopted and implemented shows commitment to compliance as evidenced by willingness to change behavior. Special measures are actions taken by the State, Public bodies to address imbalance occasioned by systemic discriminatory practices. To ameliorate the SIG's situation NGEK is mandated to make special measure advisory recommendations to the targeted Institutions. Selection of the targeted Institutions will of necessity have to be strategic in order to influence

the largest possible number effectively, efficiently and sustainably.

PURPOSE: To contribute to the progressive creation of a culture of respect of the right to equality and principle.

RATIONALE: Article 27 of the Constitution provides that these can be made where appropriate and can take the form of legislation and binding policy statements. They are recognized as a means to counter inequality and compel desired behavior.

METHOD OF COMPUTATION: Described as a ratio comparing those where action has been taken against those who have postponed or ignored remedying the systemic discriminatory practice(s).

DATA COLLECTION METHOD: Administrative data from public/private sectors at national/county levels

MEASUREMENT TOOLS: Monitoring sheets /records

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's as necessary. In the event that the advisory carries more than one special measure recommended action these should be disaggregated by type.

META DATA SHEET (OUTPUT INDICATOR 2.5.1)

TITLE: Coverage of Standardized legal compliance guideline with monitoring matrices

DEFINITION: Standardized refers to the requirement that consistent information is collected with as little administrative variation as possible to ensure integrity of the data and to make analysis more meaningful and valid. The guideline will capture the best practice key components and should be modified to suit context. This should be applied strategically to selected public/private institutions at both levels of government to implicate coverage in both direct and indirect ways. Coverage relates to the spread of the users or institutions reporting and collecting data using of the mechanism.

PURPOSE: To monitor integration of equality and inclusion compliance

RATIONALE: Articles 16 and 40 of the ICCPR and ICESCR respectively oblige the ratifying State to report on progress on the realization of the relevant human right, in this instance equality and freedom from discrimination and the principle of inclusion.

DATA COLLECTION METHOD: Administrative data from public/private sectors at national/county levels, Econometric surveys,

MEASUREMENT TOOLS: Questionnaires, survey reports,

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's as necessary.

META DATA SHEET (OUTPUT INDICATOR 2.6.1)

TITLE: Application of IBSA State compliance monitoring methods/processes

DEFINITION: The IBSA requires that a number of internationally recognized processes for setting benchmarks and scoping are adhered to. This tool enables the State to negotiate with the relevant treaty bodies and set realistic benchmarks for the progressive realization of the right. Observance of this process is particularly important when reporting to treaty bodies under their respective jurisdictions, the Universal Periodic Review of the UN OCHR, Parliament and the President. It obviates the bias card and gives a realistic picture of the situation.

PURPOSE: To compliment the integrity of the compliance reporting

RATIONALE: IBSA gives voice to a number of recommendations made by treaty bodies on basic requirements of national level compliance reporting. It presents a best practice model that will support state level confidence in the reported results. Consequently, it acts as a quality control measure on compliance.

DATA COLLECTION METHOD: NGEC Reports

MEASUREMENT TOOLS: IBSA Monitoring reports, NGEC memoranda on negotiated benchmarks, correspondence from treaty bodies

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's as necessary.

META DATA SHEET (OUTPUT INDICATOR 2.6.2)

TITLE: Timely Submission of Compliance status reports to requisite authority (Parliament/President/International and Regional treaty bodies/OHCHR), Universal Periodic Review

DEFINITION: Treaty body reports are required to be made periodically. Observance of these timelines requires monitoring to ensure this is achieved.

PURPOSE: this indicator shows commitment to meeting the requisite deadlines because, what gets monitored gets done.

RATIONALE: Timely submission of reports speaks to state commitment to meet its obligations. Timely reporting requires the establishment of an efficient, effective and reliable mechanism supported and fed NGEC and Stakeholders with relevant data which is capable of analysis by skilled personnel.

DATA COLLECTION METHOD: NGEC & Stakeholder Reports

MEASUREMENT TOOLS: NGEC & Stakeholder reporting monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's as necessary.

META DATA SHEET (OUTPUT INDICATOR 2.6.3)

TITLE: Increased State confidence in NGEC compliance reports/advisories on equality, freedom from discrimination and Inclusion demonstrated by supporting actions/initiatives/funding

DEFINITION: Increased is used to indicate an improvement in quality and discharge of its functions as independent constitutional commission evidence by a number of positive actions by the State.

PURPOSE: The purpose of this indicator is to track State reliance on NGEC to advise and guide into the desired transformation as an equality and inclusion observing nation.

RATIONALE: As the Independent Commission constitutionally mandated to provide oversight on the State progress toward the realization of equality and inclusion it is important for this confidence to exist.

DATA COLLECTION METHOD: Budget from Exchequer, NGEC annual Reports, NGEC Advisory reports

MEASUREMENT TOOLS: National Budget allocation, quarterly monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly,

youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's.

META DATA SHEET (OUTPUT INDICATOR 2.7.1)

TITLE: living/dynamic ratification status matrix of International/ Regional Instruments on equality, freedom from discrimination and Inclusion accessible to public

DEFINITION: living refers to a matrix that remains current and hence deemed reliable as an information source. Further it provides for the possibility of having an interactive function where members of the public can seek more in depth information on issues of equality and inclusion.

PURPOSE: To keep track of the States obligations under international and regional human rights regimes in equality and inclusion.

RATIONALE: Ratification status monitoring forms an important component of NGEC work as ratified International Instruments form part of our domestic law (Article 6 of the Constitution). It is important for NGEC to remain current on this to support the relevance of her work. The nature of queries made by the registered/non registered users may inform NGEC public education or awareness creation initiatives on its work as well as equality and inclusion.

DATA COLLECTION METHOD: NGEC Ratification Status Reports

MEASUREMENT TOOLS: Parliamentary ratification reports, ratification monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: By SIG and prohibited degrees of discrimination

META DATA SHEET (OUTPUT INDICATOR 2.8.1)

TITLE: Awareness on affirmative action on SIG Issues at National/ County levels in Public/ Private sectors improved

DEFINITION: Improved refers to the awareness of the SIG's and primary and secondary duty bearers on the rights to equality and inclusion as is evidenced by their opinions and perceptions on the status. The term primary and secondary duty bearer refers to the State at both levels and the institutions supporting that role respectively.

PURPOSE: This indicator tracks the change toward the desired transformation as is evidenced by levels of understanding of both rights holders and duty bearers through the demand for or fulfillment of this obligation respectively.

RATIONALE: This special measure is a compliance assessment process indicator as it speaks to state effort in transforming commitment to action. Tracking the behavior of both duty bearer and rights holder indicates their level of awareness of this special measure.

DATA COLLECTION METHOD: Opinion and Perception surveys, Administrative data from line ministries, NGEC & Stakeholder reports including of instances of demand, infringement by the duty bearer

MEASUREMENT TOOLS: Survey reports, monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's.

META DATA SHEET (OUTPUT INDICATOR 2.8.2)

TITLE: Implementation of affirmative action policies for SIG's at National/County levels in public /private sectors improved

DEFINITION: Improved implementation of affirmative action policies is indicative of a willingness to change behavior and reduce the effects of systemic discrimination.

PURPOSE: This indicator focuses on tracking behavior change and actualization of the affirmative action policies.

RATIONALE: Article 27 of the Constitution recognizes affirmative action as a special measure.

DATA COLLECTION METHOD: Opinion and Perception surveys, Administrative data from line ministries, NGECC & Stakeholder reports including of instances of demand, infringement by the duty bearer

MEASUREMENT TOOLS: Survey reports, monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's.

META DATA SHEET (OUTPUT INDICATOR 2.8.3)

TITLE: Budget allocation at National/County level for implementation of affirmative action policies

DEFINITION: Describes fiscal commitment to support the change desired by the affirmative action initiative.

PURPOSE: Demonstrates State Commitment and is a process indicator in the compliance assessment

RATIONALE: Providing fiscal support for the desired action facilitates actualization of desired action

DATA COLLECTION METHOD: Budget from Exchequer provided to NGECC and Stakeholders for work in this area

MEASUREMENT TOOLS: budget line allocation

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's.

META DATA SHEET: 2.9.1 (OUTPUT INDICATOR)

TITLE: Published Article 100 Framework disseminated to all 47 County Assemblies and National Assembly

DEFINITION: The framework will provide an outline of how this article will be implemented

PURPOSE: To support the enactment of legislation to support this

RATIONALE: Article 100 of the Constitution provides for enactment of legislation on representation of SIG'S in parliament. To support this an implementation framework is required. This article addresses the both equality and inclusion aspects for SIG's and their participation in the development agenda at both county and national levels.

DATA COLLECTION METHOD: NGECC & Stakeholder reports

MEASUREMENT TOOLS: NGECC & Stakeholder monitoring reports, published framework

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable. Public sector areas further disaggregated to collect data on access to and availability of adequate health care, education, housing, sanitation, food, social security by SIG's.

META DATA SHEET: 2. 9. 2 (OUTPUT INDICATOR)

TITLE: Proportion of County Assemblies Implementing Article 100 Framework

DEFINITION: Defined as a ratio in order to track coverage at the county level

PURPOSE: To track desired change contributed by implementing the framework

RATIONALE: Article 100 of the Constitution provides for enactment of legislation on representation of SIG'S in parliament. To support this an implementation framework is required. It is desired that users will progressively contribute to the desired change.

METHOD OF COMPUTATION:

NUMERATOR: Number of counties implementing the framework

DENOMINATOR: Number of counties to whom the framework was distributed

DATA COLLECTION METHOD: NGEC & Stakeholder reports

MEASUREMENT TOOLS: Framework, NGEC & Stakeholder monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: county level

META DATA SHEET: 2. 9. 3 (OUTPUT INDICATOR)

TITLE: Policy Statement by State on adoption of Article 100 Framework

DEFINITION: The policy statement indicates State level effort to implementing the framework and is compellable against public /private institutions. This is a process indicator in compliance assessment.

PURPOSE: To track State effort to the process

RATIONALE: Article 100 of the Constitution provides for enactment of legislation on representation of SIG'S in parliament. A policy statement constitutes positive effort by the State to implement the article.

DATA COLLECTION METHOD: Policy statement, NGEC & Stakeholder reports

MEASUREMENT TOOLS: NGEC & Stakeholder monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: National/county level; Public/private sector

META DATA SHEET: 2. 9. 4 (OUTPUT INDICATOR)

TITLE: Budget allocation at National/county level for implementation of Article 100 Framework

DEFINITION: Budget allocation for implementation is indicative of level effort and is a process indicator in compliance assessment.

PURPOSE: To track State effort to the process of implementation through the provision of fiscal support.

RATIONALE: Article 100 of the Constitution provides for enactment of legislation on representation of SIG'S in parliament. Implementation would be hampered by lack of a budget and would have direct implications on coverage.

DATA COLLECTION METHOD: Budget, NGEC & Stakeholder reports

MEASUREMENT TOOLS: Budget line allocation, NGECC & stakeholders monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA TA DISAGGREGATION: county level and public sectors

META DATA SHEET: 2.10.1 (OUTPUT INDICATOR)

TITLE: Number of investigations conducted of own motion resulting in hearing and determination with improvement recommendations

DEFINITION: Quasi-judicial function of the Commission is seen in both its investigative, hearing and redress levels. Investigations relate to violations of the equality right and inclusion principle. The term determination relates to the Commission power to return rulings with recommendations.

PURPOSE: To track desired transformation through the exercise of the quasi-judicial function.

RATIONALE: This indicator tracks the use of the quasi-judicial function to contribute to the desired transformation. It provides an important aspect to the commission's comprehensive role in the national equality and inclusion agenda.

DATA COLLECTION METHOD: NGECC Case files,

MEASUREMENT TOOLS: NGECC Hearing monitoring reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: National/county; Public/private sectors

META DATA SHEET: 2.10.2- (OUTPUT INDICATOR)

TITLE: Number of complaints made resulting in hearing and determination with improvement recommendations/Increased number of cases reported on cultural rights violations e.g. GBV

DEFINITION: The term **complaints** relates to claims made by parties who allege that they have been discriminated against or excluded either directly or indirectly by a duty bearer.

PURPOSE: To track rights holders' awareness of their rights through the demand for redress on proof of direct/indirect discrimination

RATIONALE: Article 27(4) of the Constitution details the prohibited grounds of discrimination which a complainant can invoke. This indicator tracks an important aspect of the transformation agenda.

DATA COLLECTION METHOD: Desk review of NGECC complaints records

MEASUREMENT TOOLS: NGECC complaints records

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable; prohibited degrees of discrimination; county/national level

META DATA SHEET: 2.10.3- (OUTPUT INDICATOR)

TITLE: Proportion of improvement recommendations made by NGECC in exercise of quasi-judicial function implemented

DEFINITION: described as a ratio

PURPOSE: To capture the extent to which the Commission is growing and utilizing this function to support the realization of equality and inclusion in Kenya.

RATIONALE: This indicator looks inward at the Commission to track its levels of use of this function.

METHOD OF COMPUTATION:

NUMERATOR: Number of improvement recommendations

DENOMINATOR: Number of hearings conducted

DATA COLLECTION METHOD: NGEK Reports

MEASUREMENT TOOLS: NGEK Monitoring Reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable; prohibited degrees of discrimination; county/national level; public/private sector complainants

META DATA SHEET: 2.11.1 (OUTPUT INDICATOR)

TITLE: Proportion of Audit/status reports advisory recommendations adopted and implemented

DEFINITION: described as a ratio

PURPOSE: To capture the level of commitment of duty bearers (primary and secondary) to the realization of equality and inclusion

RATIONALE: This indicator looks outward at the duty bearer response to this advisory function.

METHOD OF COMPUTATION:

NUMERATOR: Number of improvement recommendations adopted and implemented

DENOMINATOR: Number of hearings conducted

DATA COLLECTION METHOD: NGEK Audits/ Status Reports

MEASUREMENT TOOLS: NGEK Monitoring on Audits / Status Reports

DATA COLLECTION FREQUENCY: Monthly/Quarterly

DATA DISAGGREGATION: Disaggregation of data by special interest group (SIG) (men, women, elderly, youth, children, marginalized and minority groups) where applicable; prohibited degrees of discrimination; county/national level; public/private sector complainants

THEMATIC AREA 3: MAINSTREAMING OF GENDER AND SIG ISSUES IN NATIONAL AND COUNTY DEVELOPMENT AGENDA

META DATA SHEET [INDICATOR 3.1

TITLE: SIG's presenting their views/feedback on best practice models for mainstreaming their issues in National development

DEFINITION: Number of views/feedback presented by SIGs for incorporation in mainstreaming initiatives in national development.

PURPOSE: This indicator measures the level of engagement of SIGs in their own development at county and national level. It also reflects that a space has been provided for them to voice their opinions and participate in national development.

RATIONALE: Participation of SIGs in mainstreaming initiatives is a key component in the overall mainstreaming and national development agenda. Their views and feedback on this matter form the bedrock on the final mainstreaming models and policies adopted and implemented at both national and county levels.

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices.

DATA COLLECTION FREQUENCY: Annual for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.2

TITLE: Public/private sector learning and responding to findings on disaggregated data on SIG recruitment and promotions at National/county level.

DEFINITION: Research and response initiatives by the public and private sector in national and county levels in recruitment and job promotion opportunities for SIGs

PURPOSE: This indicator measures the level of involvement of the public and private sectors in the recruitment and job promotion of SIGs at county and national levels. It also shows that goodwill is present for SIGs to participate in national development.

RATIONALE: Public and private sector learning and responding to research findings of SIGs status is very key in the overall mainstreaming and national development agenda; as the private and public sectors are the two levels of the overall national economy.

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports, Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.3

TITLE: Integration of SIG based budgeting into national development planning and budgeting

DEFINITION: Setting aside specific budget allocations in the overall national budgeting targeting SIG's social and economic schemes.

PURPOSE: This indicator measures the level of goodwill from the state to mainstream SIG issues; the goodwill to set aside funds for SIG needs shows the state is willing to see through the mainstreaming agenda.

RATIONALE: Financial goodwill from the state is very key in the mainstreaming agenda, as the government needs to fund mainstreaming initiatives right from the research component to the implementation angle.

DATA COLLECTION METHOD: Desk Review of national planning documents and reports in this case the National Budget, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, National Budget Reports

DATA COLLECTION FREQUENCY: Annual for national budget reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET INDICATOR 3.4

TITLE: State requesting for Advisory reports with recommendations.

DEFINITION: Requests by the state for mainstreaming advisory reports with the aim to incorporate recommendations in national development policies, to advance the mainstreaming agenda.

PURPOSE: This indicator measures the level of commitment by the state to mainstream SIG issues in the overall national development.

RATIONALE: The state requesting for advisory reports with recommendations on mainstreaming indicates the desire and intention to actualize the mainstreaming agenda, to implement and incorporate mainstreaming recommendations.

DATA COLLECTION METHOD: Desk Review of Advisory Reports

MEASUREMENT TOOLS: Advisory Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.1.1]

TITLE: Existence of a Directory of SIG's Bodies at National/ county levels in public/private sectors

DEFINITION: The SIGs directory maps out the different SIGs; who they are, how many they are, where they are, their different needs, to ensure the mainstreaming agenda is carried out in an organized and informed manner

PURPOSE: This indicator shows the different SIGs and their corresponding details as discussed above, the purpose is for the duty bearers to know who the rights holders are.

RATIONALE: Knowing the rights holders and their details as discussed above on the definition is a prerequisite for the duty bearers to actualize the mainstreaming of SIG issues agenda

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion indices, Socio Economic Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Reports

DATA COLLECTION FREQUENCY: Annual for programme reports and inclusion indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.1.2]

TITLE: Number of studies with recommendations facilitated and/or co-ordinated on obstacles and opportunities to equity and inclusion for SIG engagement in National Development

DEFINITION: Number of facilitated and coordinated studies on equality and inclusion for the mainstreaming of SIGs in national development; highlighting the situational analysis of the current status of SIGs in the country

PURPOSE: This indicator measures the capacity level in terms of knowledge and research; puts the current situation in perspective i.e. the situation analysis of SIG status

RATIONALE: Adequate knowledge capacity by the duty bearers enables the mainstreaming process to be well informed, hence bearing more impact as opposed to say if the mainstreaming was done without a clear situation analysis of SIG status

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports and Inclusion Indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.1.3]

TITLE: Advocacy programmes on mainstreaming of Gender equality and non-discrimination of SIG's issues in National Development at County/National levels in Public/Private sector

DEFINITION: Advocacy initiatives such as campaigns, conducted by civil society organizations on behalf of the SIGs, who are in this context the rights holders, towards the realization of the mainstreaming agenda

PURPOSE: This indicator measures the level of involvement by all parties/stakeholders i.e. Rights holders (SIGs), relevant civil society organizations, development partners and the state (duty bearer), towards the attainment of mainstreaming of SIG issues in national development

RATIONALE: In any given cause, advocacy is key not only for the implementation of the policies and best practices, but also for creating public awareness and sensitization of the rights of the rights holders. Mainstreaming is no different cause, and as such advocacy initiatives directly lead to the realization of the mainstreaming goal

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports and Inclusion Indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.2.1]

TITLE: County profiles on minorities and marginalized groups and communities

DEFINITION: Directories of minorities, marginalized groups and communities; with details of how many they are/ who they are, where they are, their living standards/conditions etc.

PURPOSE: This indicator shows the different SIGs mentioned above and their corresponding details as discussed above, the purpose is for the duty bearers (county government) to know who the rights holders (SIG Groups) are.

RATIONALE: Knowing the rights holders and their details as discussed above on the definition is a prerequisite for the duty bearers to actualize the mainstreaming of SIG issues agenda at the grassroots/ county level

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports and Inclusion Indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; Sex, Age, Disability, Tribe/Language, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.3.1

TITLE: Best practice guide on mainstreaming gender equality and inclusion of SIGs issues in National Development

DEFINITION: A standardized proven technique, method and approach to mainstreaming issues of gender equality and inclusion of SIGs in national development in private and public sectors at both county and national levels

PURPOSE: This indicator illustrates the effectiveness of the process of mainstreaming; a best practice guide ensures the state undertakes the process in a proven and effective approach

RATIONALE: Mainstreaming as a process requires proven and effective approaches, to ensure the goals are achieved and impact felt across the entire spectrum of SIGs, and nation as a whole.

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports and Inclusion Indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.3.2

TITLE: Proportion of gender and SIG representation in recruitment and promotions at National/ county level in public/private sector.

DEFINITION: Number of SIGs in job recruitments and promotions in the public and private sectors at both national and county levels.

PURPOSE: This indicator measures the level of impact at representation level; how the government at county and national level is implementing the mainstreaming agenda as far as equal access to employment opportunities is concerned.

RATIONALE: Representation and equal access to employment opportunities is at the heart of mainstreaming; it's one of the key impact areas and as such measuring this area is very important to the overall progress of the mainstreaming agenda.

METHOD OF COMPUTATION:

Numerator: Number of SIGs in recruitment and promotions at National/ county level in public/private sector

Denominator: Total number of recruitments and promotions at National/ county level in public/private sector

Calculation: Number of SIGs in recruitment and promotions divided by Total number of recruitments and promotions at National/ county level in public/private sector

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports and Inclusion Indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: County/National level; Public/Private Sector; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.3.3

TITLE: Number of SIGs in decision making positions in public/private institutions at County/National level.

DEFINITION: Number of SIGs in senior posts, positions of influence, decision making in the public and private sectors at both national and county levels.

PURPOSE: This indicator measures the level of impact at representation level; how the government at county and national level is implementing the mainstreaming agenda as far as representation of SIGs in the decision making process for matters of national development, is concerned.

RATIONALE: Representation in decision making is one of the expected outcomes of successful mainstreaming; measuring the level of SIG representation in national decision making thus becomes very tantamount to the cause of mainstreaming.

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports and Inclusion Indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: County/National level; Public/Private Sector; Sex, Age, Disability, Economic status, Engagement in public and political life.

META DATA SHEET [INDICATOR 3.3.4

TITLE: Proportion of Advisory reports recommendations implemented by State

DEFINITION: Number of recommendations from the mainstreaming Advisory reports made to the government operationalized

PURPOSE: This indicator measures the level of implementation of the mainstreaming recommendations; how the government at county and national level is adapting recommendations from the relevant human rights bodies and agencies on actualizing the mainstreaming agenda.

RATIONALE: Implementation of mainstreaming recommendations by the state illustrates the state's commitment to making mainstreaming a reality, it is the intended outcome.

METHOD OF COMPUTATION:

Numerator: Number of Advisory reports recommendations implemented by State

Denominator: Total number of Advisory reports recommendations made/submitted to the State

Calculation: Number of Advisory reports recommendations implemented by State divided by Total number of Advisory reports recommendations made/submitted to the State

DATA COLLECTION METHOD: Desk Review of Advisory Reports submitted to the state, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual for Programme Reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: County/National level; Public/Private Sector; Sex, Age, Disability, Economic status, Engagement in public and political life.

THEMATIC AREA 4: COLLABORATION AND PARTNERSHIPS

META DATA SHEET [INDICATOR 4.1

TITLE: SIGs Demand for their ECOSOC rights such as safe water, adequate housing and food, social security, reasonable healthcare and education

DEFINITION: SIGs advocating for their economic and socio cultural rights on their own initiative

PURPOSE: This indicator measures the level of engagement of SIGs in the advancement of their own welfare at county and national level. It also reflects that a space has been provided for them to voice their demands to the state and other duty bearers

RATIONALE: SIGs advocating for the improvement of their own welfare is the desired impact of the collaboration work in the development of standards for the progressive realization of ECOSOC rights. This shows that the desired change has been created and SIGs are empowered to demand for their rights.

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports and Inclusion Indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable); Sex, Age, Disability, Economic status, Engagement in public and political life; ECOSOC Rights (water, housing, food, social security, healthcare, education etc.)

META DATA SHEET [INDICATOR 4.2

TITLE: Level of SIG access to specific ECOSOC rights through State service delivery at National/ County levels

DEFINITION: This indicator refers to the convenience in terms of geographical distance and utility of the ECOSOC rights for the targeted SIGs. In the education sector it includes: Increased and improved literacy levels of SIGs ; Increased SIGs school enrollment, transition and completion rate, Reduced SIGs school dropout levels, Reduction of gender disparities in education, Promotion of adult education, non- formal education for persons in vulnerable settlements such as slums, marginalized communities, Access to other forms of education such as family education, cultural, social and informal education (numeracy and literacy skills), not only formal education. In the health sector it includes: Proportion of SIGs accessing health facilities, no of sensitization workshops on specific SIGs health conditions, No of SIGs aware of availability of their specific health services, Proportion of facilities offering comprehensive SIG related services e.g. reproductive health services for women, proportion of health providers trained in health rights for specific SIGs

PURPOSE: This indicator measures the effectiveness of state service delivery mechanisms to communities in terms of accessibility to their economic and socio cultural rights

RATIONALE: Community access is vital in the enjoyment of ECOSOC rights; implementation and the progressive realization of ECOSOC rights is not complete if the rights holders are not in a position to access and enjoy their ECOSOC rights, therefore the duty bearers, in this case the state should put up effective community access mechanisms to ensure the implemented policies reach SIGs across the country.

DATA COLLECTION METHOD: Desk Review of Programme Reports and Inclusion Indices, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports and Inclusion Indices

DATA COLLECTION FREQUENCY: Annual for Programme Reports and Inclusion Indices, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable); Sex, Age, Disability, Economic status, Engagement in public and political life; ECOSOC Rights (water, housing, food, social security, healthcare, education etc.)

META DATA SHEET [INDICATOR 4.3]

TITLE: Programme budgeting increase in thematic allocations to ECOSOC rights

DEFINITION: Increased budget allocations towards the progressive implementation and realization of economic and socio cultural rights for SIGs

PURPOSE: This indicator measures the level of financial commitment by the state and other duty bearers such as development partners towards the realization of ECOSOC rights for SIGs

RATIONALE: Financial resources are very crucial in any policy implementation process, the standards developed through collaborative work require finances to be fully actualized and for the SIGs to enjoy their ECOSOC rights

METHOD OF COMPUTATION:

Calculation: Current financial year budget allocations to ECOSOC rights less Base year budget allocations to ECOSOC rights

DATA COLLECTION METHOD: Desk Review of national planning documents and reports in this case the National Budget, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires,

DATA COLLECTION FREQUENCY: Annual for national budget reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable); ECOSOC Rights (water, housing, food, social security, healthcare, education etc.)

META DATA SHEET [INDICATOR 4.4]

TITLE: Proportion of SIGs accessing their ECOSOC rights i.e. receiving social assistance for food, housing, health care, education, emergency or relief services, Proportion of SIGs Accessing Quality Education

DEFINITION: The indicator refers to the accessibility and enjoyment of ECOSOC rights by SIGs, such as Credit facilities for SIGs [Increased large scale financing]

PURPOSE: This indicator tracks the progress of realization of economic and social rights by the state and other duty bearers such as development partners, and the enjoyment of these rights by the SIGs (in this case the rights holders)

RATIONALE: The goal of the collaboration work with other human rights bodies is the progressive realization of ECOSOC rights. Hence measuring the number of SIGs enjoying these rights is important to tracking the overall progress of realization of ECOSOC rights in the country.

METHOD OF COMPUTATION:

Numerator: Number of SIGs accessing and enjoying their ECOSOC rights

Denominator: Total number of SIGs

Calculation: Number of SIGs accessing and enjoying their ECOSOC rights divided by the total number of SIGs

DATA COLLECTION METHOD: Desk Review of national planning documents and reports in this case the National Budget and Programme Reports, Socio Economic Surveys, Opinion and Perception Surveys

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Budget Reports and Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual for national budget reports and programme monitoring reports, and biannually or triennially for the surveys.

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable); ECOSOC Rights (water, housing, food, social security, healthcare, education etc.)

META DATA SHEET [INDICATOR 4.5]

TITLE: Establishment of a collaborating institutions advisory group to keep the standards updated in line with State obligations and periodic review

DEFINITION: This indicator refers to the creation of an advisory group comprising representatives from all the collaborating institutions (in this case NGE, CAJ and KNCHR), to ensure complementarity in the process of developing standards for the progressive realization of ECOSOC rights in the country.

PURPOSE: This indicator measures the level of collaboration; for this collaboration to be effective there has to be complementarity of roles as opposed to overlap amongst the different partnering bodies.

RATIONALE: Collaborative initiatives work best when there's complementarity and not overlap; an advisory group ensures representation of all collaborating agencies, creating cohesion and mutual understanding in the process of developing standards for the progressive realization of ECOSOC rights

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable)

META DATA SHEET [INDICATOR 4.6]

TITLE: Proportion of ECOSOC rights progressive implementation policies activated at national and targeted county levels

DEFINITION: This indicator refers to the number of policies for the realization of ECOSOC rights for SIGs adopted and operational at national level and targeted counties

PURPOSE: This indicator measures the level of state commitment in the implementation process to ensure SIGs enjoy their ECOSOC rights

RATIONALE: Activation of policies is in essence implementation; measuring the progress of the implementation process of ECOSOC rights for SIGs, requires the tracking of how many of these policies are operational at both national and county levels

METHOD OF COMPUTATION:

Numerator: Number of ECOSOC rights progressive implementation policies activated at national and targeted county levels

Denominator: Total number of ECOSOC rights progressive implementation policies developed and submitted to the state

Calculation: Number of ECOSOC rights progressive implementation policies activated at national and targeted county levels divided by the total number of ECOSOC rights progressive implementation policies developed and submitted to the state

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable)

META DATA SHEET [INDICATOR 4.1.1

TITLE: Number of guidelines /standards developed (on water, health including reproductive health care, social security, adequate food and education) in collaboration/partnership with other institutions

DEFINITION: This indicator refers to the number of guidelines and standards developed by the collaborating bodies (NGEC, CAJ & KNCHR) for the progressive realization of ECOSOC rights for SIGs

PURPOSE: This indicator measures the benchmarks set for the implementation of ECOSOC rights, by NGEC and the above mentioned collaborating organizations

RATIONALE: Guidelines and standards set are in essence the benchmarks for the realization of ECOSOC rights for SIGs; without benchmarks it's difficult to measure the progress of this realization.

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable); ECOSOC Rights (water, housing, food, social security, healthcare, education etc.)

META DATA SHEET [INDICATOR 4.1.2

TITLE: Number of standards for the implementation of policies on progressive realization of ECOSOC rights adopted at National and targeted counties level

DEFINITION: This indicator refers to the number of guidelines and standards implemented by the duty bearers (in this case the state) for the progressive realization of ECOSOC rights for SIGs

PURPOSE: This indicator monitors the progress of the implementation process for the realization and enjoyment of ECOSOC rights for SIGs by the state

RATIONALE: The adoption and implementation of the set guidelines and standards, shows in essence that the intended outcome of promoting principles of equality and inclusion and progressive realization of ECOSOC rights through inter-agency collaboration and partnerships, is attained. This illustrates the state's commitment to this outcome, ensuring the target group i.e. the SIGs get to enjoy their rights.

DATA COLLECTION METHOD: Desk Review of Programme Reports, County Reports and Inclusion Indices

MEASUREMENT TOOLS: Programme Monitoring Reports, County Reports, Inclusion Indices

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable); ECOSOC Rights (water, housing, food, social security, healthcare, education etc.)

META DATA SHEET [INDICATOR 4.1.3

TITLE: Collaborated targeted county level research study with best practice recommendations on standards for the implementation of policies on the progressive realization of ECOSOC Rights

DEFINITION: This indicator refers to a comprehensive research study from all the counties in the country, with disaggregated data for each and recommendations on best practice to be adopted for the progressive realization of ECOSOC Rights

PURPOSE: This indicator measures the effectiveness and significance of collaboration in terms of research; research is very key to the realization process and as such measuring the effectiveness of the research input is vital to the attainment of the intended outcome.

RATIONALE: Research is an important input in the area of progressive realization of ECOSOC rights. The data at national level is consolidated from the county level data. Research enables uniformity of data at both levels of government i.e. county and national, ensuring all SIGs enjoy their ECOSOC rights

DATA COLLECTION METHOD: Desk Review of Programme Reports, County Reports

MEASUREMENT TOOLS: Programme Monitoring Reports, County Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; ECOSOC Rights (water, housing, food, social security, healthcare and education)

META DATA SHEET [INDICATOR 4.1.4

TITLE: Collaborated County Level Situational Analysis study with recommendations on targeted population on ECOSOC rights to determine key issues, worst cases and root causes

DEFINITION: A situational analysis report describes in detail the current status of matters; in this case the current statuses of SIGs at county level as far as their ECOSOC rights are concerned. Are they accessing and enjoying these rights? What are the challenges and hindrances? What are the opportunities, avenues available to better the status quo?

PURPOSE: This indicator maps and charts the course for the realization process. It shows the present status quo, thereby informing the planning process towards the realization and enjoyment of ECOSOC rights for SIGs

RATIONALE: Information is power; to be able to get to the realization point (which is the outcome level), there's need to know the current state of matters as far as ECOSOC rights for SIGs is concerned. A collaborated county level situational analysis report gives all details on the current position to inform the direction to the ideal (the planned and expected outcome)

DATA COLLECTION METHOD: Desk Review of Programme Reports, County Level Situational Analysis Reports

MEASUREMENT TOOLS: Programme Monitoring Reports, County Level Situational Analysis Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; Sex, Age, Disability, Economic status, Engagement in public and political life; ECOSOC Rights (water, housing, food, social security, healthcare, education etc.)

META DATA SHEET [INDICATOR 4.2.1

TITLE: Establishment of an inter-agency referral mechanism

DEFINITION: This indicator refers to the setting up of a referral method between NGEK and the other collaborating agencies (KNCHR, CAJ, Police etc.), since they individually perform different functions for instance oversight vs. implementation etc.

PURPOSE: This indicator illustrates the significance of conducting collaborative work in an organized way, the inter agency referral mechanism harmonizes the collaboration process

RATIONALE: Complementarity as opposed to overlap of roles is a prerequisite of successful collaborative initiatives, and this area is no exception; an inter-agency referral mechanism is an important milestone to ensuring effective collaboration

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable)

META DATA SHEET [INDICATOR 4.2.2

TITLE: Memoranda of Understanding on areas of collaboration including research, baseline studies, national and county level reports, resource persons for capacity development activities and consultative fora, public awareness and education activities

DEFINITION: An MOU between the collaborating parties (KNCHR, CAJ, Police etc.), spells out the intended common line of action; who does what, when and how. This too like the inter agency referral mechanism minimizes instances of overlap and clashing of roles, making the process of setting guidelines and standards more effective in terms of time and resources

PURPOSE: This indicator illustrates the significance of conducting the joint work of setting standards for the progressive realization of ECOSOC rights, in an organized way. An MOU smoothens the process altogether, further enabling the attainment of set outcomes.

RATIONALE: An MOU ensures all collaborating agencies are operating from a harmonized and clear point, there's no confusion or instances of clashing, thereby making the collaborative initiatives undertaken effective in terms of time and resources.

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable)

META DATA SHEET [INDICATOR 4.2.3

TITLE: Establishment and mobilization of an interagency think tank with joint publications

DEFINITION: An inter-agency think tank is a set up where the different collaborating institutions (KNCHR, CAJ, Police etc.), carry out research, share their knowledge and conduct advocacy initiatives for the progressive realization of ECOSOC rights for SIGs across the country.

PURPOSE: This indicator shows the vital role that knowledge sharing among the mentioned collaborating organizations plays in the progressive realization of ECOSOC rights for SIGs; in terms of pooling in minds, concepts and resources

RATIONALE: A think tank plays the significant role of knowledge sharing, ensuring all collaborating bodies are updated with current developments in the area of ECOSOC rights. It also enables efficient use of resources (time, money, information/knowledge), as each separate organization is tasked to perform the tasks they are best equipped for.

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable)

META DATA SHEET [INDICATOR 4.2.4

TITLE: Number of requests by NGEK for inter-agency support in specified areas requiring lobbying (State/Treaty bodies/National and county assembly) sought and obtained

DEFINITION: This indicator refers to the number of requests by NGEK to the other collaborating organizations for pooling in of their resources (time, capital, technical-human resource and Knowledge), to the common initiative of lobbying for the realization of ECOSOC rights for all SIGs in the country.

PURPOSE: Lobbying is a wide and participatory process, requiring inter- agency support and collaboration to enable the attainment of the intended outcomes.

RATIONALE: After the development of guidelines and standards for the progressive realization of ECOSOC rights for SIGs, collaborating bodies carry out lobbying to ensure the duty bearers (state) implement these set standards. Solidarity is the spirit behind the success of any lobbying process

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable)

META DATA SHEET [INDICATOR 4.2.5]

TITLE: Number of referred complaints through referral mechanism adjudicated and determined with redress recommendations

DEFINITION: This indicator refers to the number of complaints on violations of ECOSOC rights of SIGs, referred to the relevant collaborating agencies (in this case the police, the Director of Public Prosecution's (DPP) Office, the judiciary etc.), heard and ruled.

PURPOSE: This indicator measures the effectiveness of redress processes and mechanisms in the area of violations against ECOSOC rights of SIGs

RATIONALE: Legal redress forms a major part of the progressive realization of ECOSOC rights for SIGs; Collaborating bodies are mandated to ensure in the case of violations against these rights of SIGs, those responsible are dealt with as stipulated by the law. A functional legal redress system is a big milestone to the enjoyment of ECOSOC rights by SIGs

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable)

META DATA SHEET [INDICATOR 4.2.6]

TITLE: Joint reports of collaborative work published and disseminated

DEFINITION: This indicator refers to the number of joint reports published and circulated to the duty bearers (state), rights holders (SIGs) and the general public, by the collaborating organizations (KNCHR, CAJ, Police etc.), on the progressive realization of ECOSOC rights for SIGs in the country.

PURPOSE: This indicator measures the information dissemination angle in the course for the progressive realization of ECOSOC rights of SIGs

RATIONALE: Information dissemination is very crucial to the cause of lobbying for the enjoyment of ECOSOC rights by SIGs; simply put this information (joint reports) enables the rights holders/SIGs to be aware of and stand up for their ECOSOC rights, and the duty bearers to be well informed on how best to meet these demands from SIGs, progressively realizing the enjoyment of their rights.

DATA COLLECTION METHOD: Desk Review of Programme Reports

MEASUREMENT TOOLS: Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual

DATA DISAGGREGATION: Public/Private Sector; County/National Level (*Where applicable)

THEMATIC AREA 5: RESEARCH AND KNOWLEDGE MANAGEMENT

INDICATOR 5.1

TITLE: Proportion of reports generated by NGEC/ collaborating partners/ state/ others using research findings

DEFINITION: These are reports generated using research findings out of the total reports generated by NGEC/ collaborating partners/ state/ others

PURPOSE: The indicator looks at the number of reports generated by NGEC/ collaborating partners/ state/ others to see to see how many that have been developed using the research findings.

RATIONALE: The integration research findings into NGEC's/ collaborating partners'/ state's reports would give a clear indication that the research findings are well managed

NUMERATOR: Number of reports generated by NGEC/ collaborating partners/ state using research findings

DENOMINATOR: Total number of reports generated by NGEC/ collaborating partners/ state

METHOD OF COMPUTATION: Number of reports generated by NGEC/ collaborating partners/ state using research findings over the total number of reports generated by NGEC/ collaborating partners/ state/ others

DATA COLLECTION METHOD: Desk reviews on reports, interviews

DATA COLLECTION FREQUENCY: Annual, semi-annual, quarterly programme reports

DATA DISAGGREGATION: County/ National

INDICATOR 5.2

TITLE: Proportion of recommendations/ findings of data analysis reports from the database adopted/ implemented by public/ private sector users at national/ county level

DEFINITION: These are recommendations/ findings that have been generated from data analysis reports from the database adopted/ implemented by public/ private sector users at national/ county level

PURPOSE: The indicator looks at the number of recommendations/ findings that have generated from data analysis reports from database adopted/implemented by public/ private sector at national/ county level.

RATIONALE: The number of recommendations that have been generated from data analysis reports from database adopted will aid in understanding if the database is well managed

NUMERATOR: Number of recommendations/ findings of data analysis reports from database adopted/ implemented by public/ private sector users at national/ county level

DENOMINATOR: Total number of reports of recommendations/ findings that have been generated from data analysis reports

METHOD OF COMPUTATION: Number of recommendations/ findings of data analysis reports from database adopted/ implemented by public/ private sector users at national/ county level over total number of reports of recommendations/ findings that have been generated from data analysis reports

DATA COLLECTION METHOD: Desk reviews on reports, interviews

DATA COLLECTION FREQUENCY: Annual, semi-annual, quarterly programme reports

DATA DISAGGREGATION: County/ National

INDICATOR 5.3

TITLE: Proportion of SIGs benefitting from issues addressed /captured in the databases

DEFINITION: The actual number of SIGs that have benefitted either directly or indirectly from the issues addressed in the databases

PURPOSE: The indicator looks at how many SIGs have benefitted directly or indirectly from these issues addressed. It also looks to what extent they have benefitted

RATIONALE: The overall purpose for establishing a database for issues of SIGs is for them to benefit since they are the beneficiaries. They have to benefit from these issues captured and if not then the databases have no importance.

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies, monthly statistical reporting template

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports, training databases

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.4

TITLE: Proportion of reports submitted in requisite formats to relevant bodies on time

DEFINITION: This indicator refers to the number of reports in the correct format submitted to the county, national, regional and international bodies, which require periodic status reports from NGEC on the progress of equality and inclusion of SIGs

PURPOSE: This indicator tracks the level of commitment by the commission to the agenda of equality and inclusion of SIGs, specifically on the research and knowledge management component; reports are a direct output of research efforts by the commission

RATIONALE: Submission of reports in requisite format to relevant bodies in time illustrates the effectiveness of the research and knowledge management activities by the commission, as the reports are produced using research findings

NUMERATOR: Number of reports submitted in requisite formats to relevant bodies on time

DENOMINATOR: Total number of reports submitted to relevant bodies

METHOD OF COMPUTATION: Number of reports submitted in requisite formats to relevant bodies on time over total number of reports submitted to relevant bodies

DATA COLLECTION METHOD: Desk reviews of programme reports

MEASUREMENT TOOLS: Programme monitoring reports

DATA COLLECTION FREQUENCY: Annual, semiannual & quarterly

DATA DISAGGREGATION: Public/Private Sector; National/county; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 5.5

TITLE: Proportion of targeted public/private sector adopting and implementing the inclusion index at national/county level by SIGs

DEFINITION: This indicator refers to the number of targeted private and public sectors adopting and putting into practice the set guidelines and steps from exclusion to inclusion for SIGs, in terms of access to equal opportunities and representation

PURPOSE: This indicator tracks and monitors the efforts of targeted public and private sectors as far as implementation and realization of inclusion for SIGs in their different levels is concerned

RATIONALE: The inclusion index is a direct output of research and knowledge management efforts by the commission; consequently, tracking the usefulness of this output for the intended and targeted public and private sectors, is important, to determine the relevance and significance of the research efforts undertaken from exclusion towards inclusion of SIGs

NUMERATOR: Number of targeted public/private sector adopting and implementing the inclusion index at national/county level by SIGs

DENOMINATOR: Total number of targeted public/private sectors

METHOD OF COMPUTATION: Number of targeted public/private sector adopting and implementing the inclusion index by SIGs over the total number of targeted public/private sectors

DATA COLLECTION METHOD: Desk review of programme reports

MEASUREMENT TOOLS: Programme monitoring reports

DATA COLLECTION FREQUENCY: Quarterly & annually

DATA DISAGGREGATION: Public/Private Sector; County/national; Sex, Age, Disability, Economic status, Engagement in public and political life

INDICATOR 5.1.1

TITLE: Population Survey on experiences, perceptions and attitudes of SIGs on effects of principles of Equality and Inclusion initiatives on their lives

DEFINITION: Population surveys that are carried out on SIGs to understand their experiences, perceptions and attitudes on how the principles of Equality and Inclusion initiatives impact and affect their lives.

PURPOSE: This indicator helps to have an insight on how the SIGs are affected by principles of equality and inclusion initiative.

RATIONALE: Population surveys on Sigs will be important to aid in understanding effects of the initiative of equality and inclusion. We will be able to know if they affect them positively or negatively, and if positively, to what degree. Results from these surveys will help stakeholders to see areas that fair well and those that need to be improved to realize equality and inclusion in communities.

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.1.2

TITLE: Discrimination testing survey to measure direct /indirect discrimination of SIGs in specific instances (e.g. access to work, housing, health care etc.)

DEFINITION: Surveys conducted to test discrimination and its extent whether directly or indirectly on SIGs in specific instances like access to work, housing, health care, etc.

PURPOSE: The indicator gives a view of discrimination against SIGs. It helps to know if discrimination exists in those specific instances, and if it does, to what extent.

RATIONALE: Discrimination on SIGs can be determined through many avenues, amongst them surveys. Sampled SIGs will give their response which will help stakeholders in seeing what areas need to be improved

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.1.3

TITLE: Inclusion index for SIGs in national/targeted county development published and disseminated

DEFINITION: Principles, rights, requirements, needs and interests of SIGs included in national development, published and disseminated in various publications

PURPOSE: The indicator looks at documents on national development that have been published and disseminated to see if they have captured the interests of SIGs on principles of inclusion

RATIONALE: Indices for inclusion of SIGs need to be publicized so that people can be aware of them and treat PWDs with the treatment they deserve to avoid violating their rights

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.2.1

TITLE: Situational Analysis on levels of integration of equality and inclusion principles in policies, laws and administrative regulations at national and county level in the public and private sector

DEFINITION: Analysis on the different levels of integration of equality and inclusion principles in policies, laws and administrative regulations at national and county level in public and private sector

PURPOSE: The indicator looks in depth at different levels of integration and inclusion in policies, laws and administrative regulations.

RATIONALE: There are different levels of integration of equality and inclusion principles which need to be analyzed and see how well they can fit in policies, laws and administrative regulations

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semi-annual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.2.2

TITLE: Number of Research Studies on emerging issues relating to equality and freedom from discrimination

DEFINITION: Research studies conducted on new issues that are coming up related to equality and freedom from discrimination

PURPOSE: The indicator looks at the number of research studies that are conducted relating to equality and freedom from discrimination. It looks also at the research studies and sees if they have been conducted in the right manner.

RATIONALE: Emerging issues relating to equality and freedom from discrimination need to be researched to find out how they relate to the prevailing issues. This will also help to understand what interventions need to be put in place.

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.2.3

TITLE: Number of innovative research and data collection tools developed

DEFINITION: These are research and data collection tools such as questionnaires that have been developed for the purpose of collecting data to increase knowledge on principles of equality and inclusion

PURPOSE: This indicator looks at the number of tools that have been developed and if they are well tailored for the purpose of collecting relevant information

RATIONALE: These tools are very relevant for research purposes. They are used to collect data for the purpose of analysis and reporting

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.2.4

TITLE: Number of research studies conducted/co-ordinated

DEFINITION: These are the total number research studies that have been conducted/ coordinated to increase knowledge on principles of equality and inclusion

PURPOSE: This indicator looks at the number of research studies that have been conducted to see if they adequate enough for the study and collection of information on principles of equality and inclusion

RATIONALE: Research studies need to be conducted to aid in collection of information to help in decision making on principles of equality and inclusion

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.2.5

TITLE: Proportion of total budget allocated for research and knowledge management activities.

DEFINITION: The amount of money out of the total budget on equality and inclusion that is set aside for research and knowledge management activities

PURPOSE: This indicator looks at the amount of money set aside for research on knowledge management on equality and inclusion and see if the amount allocated aside is adequate for the activities.

RATIONALE: Research activities on knowledge management on equality and inclusion needs to well-funded because these activities are sometimes very costly.

NUMERATOR: Amount in the total budget on equality and inclusion set aside for research and knowledge management

DENOMINATOR: Total budget on equality and inclusion

METHOD OF COMPUTATION: Amount in the total budget on equality and inclusion set aside for research and knowledge management over the total budget on equality and inclusion

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.2.6

TITLE: Measures put in place to monitor and evaluate the resources allocated for research and knowledge management

DEFINITION: These are measures that are developed to oversee that proper usage of resources allocated for research and knowledge management

PURPOSE: This indicator looks at the various measures that have been put in place to oversee the correct usage of resources. First of all, to see if the measures exist and second to see if they are relevant and adequate for knowledge management

RATIONALE: Resources especially money has to be well managed for the research activities to be carried out effectively

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/National

INDICATOR 5.3.1

TITLE: Availability of functional/operational database for SIGs on issues relating to equality, freedom from discrimination and Inclusion at National/County level

DEFINITION: Presence of database that is operational for SIGs on issues relating to equality, freedom from discrimination and inclusion at National/County level

PURPOSE: The indicator looks at level of interest for SIGs on issues relating to equality, freedom from discrimination and inclusion at National/County level. It tries to find out if the stated issues of SIGs are documented in form of a database that they people can always refer to and keep track

RATIONALE: Issues relating to equality, freedom from discrimination and inclusion of SIGs need to be actualized. By having a database on these issues, it will aid in monitoring the interventions carried out as a result of these issues.

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

DATA DISAGGREGATION: County/Nation

INDICATOR 5.3.2

TITLE: Number of trained personnel managing databases for SIGs on issues relating to equality and freedom from discrimination

DEFINITION: Number of people who have been trained and have the capacity to manage databases for SIGs on issues relating to equality and freedom from discrimination.

PURPOSE: This indicator keeps track on the number of people that have been trained and also their capabilities and competency in managing issues relating to equality and freedom from discrimination of SIGs

RATIONALE: Issues relating to equality and freedom from discrimination of SIGs are sensitive issues and need competent personnel to take of them. The people involved need to know how to manage these databases in form of what intervention should be carried? What emerging issues are coming up? How to integrate the current issues and the emerging issues? Etc.

DATA COLLECTION METHOD: Desk review on programme reports and other reports, interviews, studies

MEASUREMENT TOOLS: Interview Guide, Questionnaires, Programme Monitoring Reports, training database

DATA COLLECTION FREQUENCY: Annual, semiannual, quarterly programme reports

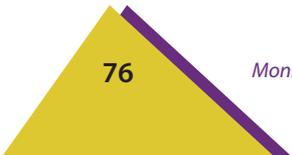
DATA DISAGGREGATION: County/ State

ANNEX 3: LIST OF DOCUMENTS

- i) UN report on Indicators for promoting and monitoring the implementation of Human Rights-Human Rights Instruments
- ii) CIDA-guide to gender sensitive indicators (1997)
- iii) Human Rights indicators a guide to measurement and implementation by Office of the High Commissioner, Human Rights 2012
- iv) Second Handbook of National Reporting –Indicators for the 2nd MTP 2013-2017 of Kenya vision 2030
- v) Kenya Human Rights Commission –The ten-point model county award criteria scheme: A human Rights Centered framework on devolved Governance
- vi) Guidelines for Inclusion: Ensuring Access to Education for All(UNESCO)
- vii) Index for Inclusion (developing learning and participation in Schools) Centre for studies on Inclusive Education(CSIE)
- viii) Quantitative Human Rights Indicators by Malhotra and Fasel
- ix) NGECE quarterly programme performance report for period ending 31st March 2015
- x) NGECE Functions, Themes and Indicators Matrix (Zero draft)
- xi) Commission Indicators
- xii) NGECE Annual Report 2013/2014
- xiii) Refining Governance Statistics and Tools (Strategy for the harmonization of Statistics in Africa (SHaSA), governance indicators Meta-data.
- xiv) Devolution and Accountability –UNDAF Indicators
- xv) Integrating Human Rights and Gender Equality in Evaluations-Toward UNEG Guidance
- xvi) Terms of Reference for NGECE M&E Framework for Principles of Equality and Inclusion Framework

(Footnotes)

- 1 Governments and all public controlled or publically funded agencies, enterprises and other entities that deliver public programs, goods or services(Institute of Internal Auditors-Global-Dec 2011)
- 2 For-profit enterprises(businesses) of any size-UNDP
- 3 NGECE Strategic Plan (2013-2015)
- 4 NGECE Strategic Plan (2013-2015)
- 5 NGECE Strategic Plan (2013-2015)





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